

Timberlane Regional
School District
2021-2022
Annual Report



Atkinson | Danville | Plaistow | Sandown
New Hampshire



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

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ABOUT SAU 106

School Administrative Unit No. 106 provides central office administrative and business services to the Timberlane Regional School District. The SAU central office is located at 30 Greenough Road, Plaistow, New Hampshire and houses top SAU106 administrators as well as serves as the home base for TRSD special education, curriculum, instruction and assessment and technology departments.

SAU 106 top administrators are comprised of the Superintendent of Schools, the Assistant Superintendent, the CFO/Business Administrator, the Executive Director of Curriculum, Assessment and Learning, and the Director of Human Resource. Administrative and business services consist of the implementation and management over all aspects of educational and finance operations including payroll, personnel, accounts payable, food service, transportation, budgeting, capital improvement, curriculum, instruction, and assessment. These services are provided to the Timberlane Regional school district in support of students in grades preschool through grade twelve.

The Timberlane Regional School District serves the communities of Atkinson, Danville, Plaistow and Sandown with a population of (as of 10/1/2022) 3,304 students, and approximately 400 professional staff members and 250 support staff members. Each of the towns supports a local elementary school and sends their middle and high school students to the regional middle and high schools located in Plaistow. The district also offers a central preschool – Timberlane Learning Center – located in Sandown as well as individual preschool programs at the elementary schools. Timberlane also boasts the Timberlane Performing Arts Center located in Plaistow; a state of the art music and drama facility.



**650 STAFF
MEMBERS**



**3,304
STUDENTS**

ELECTED OFFICIALS

SCHOOL BOARD

Brian Boyle - Chair, Atkinson, 2023
 Kristin Savage - Vice Chair, Plaistow, 2025
 Kim McCormick, Danville, 2025
 Mark Sherwood, Sandown, 2025
 Dr. Kimberly Farah, Danville, 2023
 Michael Boucher, Atkinson, 2023
 Shauna Manthorn, Plaistow, 2023
 Sheila Lowes, Sandown, 2023
 Katie Knutsen, Plaistow, 2024

BUDGET COMMITTEE

Todd McCormick - Chair, Danville, 2023
 Susan Sherman - Vice Chair, Plaistow, 2025
 Julie Hammond, Atkinson, 2023
 Elizabeth Kosta, Plaistow, 2023
 Michael Mascola, Plaistow, 2023
 Karen White, Sandown, 2023
 Kathryn Consalvo, Atkinson, 2024
 Sierra Dolce, Sandown, 2025
 Kristi Auclair, Danville, 2025

OTHER DISTRICT OFFICERS

2023	Attorney Robert Harb	District Moderator
Appointed	Kathleen Lancaster	District Clerk
Appointed	Kathleen Beattie	Treasurer
Appointed	Gloria Dodge	Assistant Treasurer

SCHOOL ADMINISTRATION

Christopher K. Kellan	Superintendent of Schools
Justin Krieger	Assistant Superintendent of Schools
Sandra Allaire	Executive Director of Curriculum & Professional Learning
Mark Pedersen	Director of Secondary Education
Lucy Canotas	Director of Elementary Education
Maria Watkins	CFO/Business Administrator
Fran Decinto	Director of Human Resources
Kenneth Henderson	Director of Technology
Kelley Brooks	Director of Special Education
Ginger Drechsel	Director of Student Services & Title IX Coordinator
Karl Ingoldsby	Director of Plant Operations
Angelo Fantasia	Director of Athletics
Kurt Schweiss	Director of Music
Mayra Maldonado	Director of Food Services

Timberlane Regional High School and Middle School Campus



OUR SCHOOLS



ATKINSON ACADEMY

603-362-5532

<https://www.timberlane.net/aa/>

Steve Harrises - Principal

Sarah Galligher - Assistant Principal



DANVILLE ELEMENTARY

603-382-5554

<https://www.timberlane.net/ds/>

Christopher Snyder - Principal

Tiffany Eaton - Assistant Principal



SANDOWN NORTH ELEMENTARY

603-887-8505

<https://www.timberlane.net/sn/>

Nancy Stafford - Principal

Meaghan Guanci - Assistant Principal



POLLARD SCHOOL

603-382-7146

<https://www.timberlane.net/ps/>

Stephanie Lafreniere - Principal

Jillian Lee - Assistant Principal



TLC at SANDOWN CENTRAL

603-887-3648

<https://www.timberlane.net/sc/>

Patrice Liff - Principal

Amy Dailey - Elementary Education Special Education Coordinator



TIMBERLANE REGIONAL MIDDLE SCHOOL

603-382-7131

<https://www.timberlane.net/ms/>

Mitchell Mencis - Principal

Timothy Guanci - Assistant Principal

Marilyn Hutnick - Assistant Principal

Daniel Woodworth - Assistant Principal



TIMBERLANE REGIONAL HIGH SCHOOL

603-382-6541

<https://www.timberlane.net/Hs/>

John Vaccarezza - Principal

Timothy Brown - Assistant Principal

Ashley Harbel - Assistant Principal

Danielle Foley - Assistant Principal

Neal Campbell - Assistant Principal Alternative Programs

REPORT OF THE SCHOOL BOARD



The Timberlane Regional School Board is made up of nine School Board members from the district towns of Atkinson, Danville, Plaistow, and Sandown. These elected members are responsible for establishing the structure, accountability, advocacy and delivery of instruction in each of the district schools by way of program approval, writing of policy, NH state law, and NH Department of Education rules. This report will provide an overview of the initiatives in the 2021-2022 school year and a few highlights for the 2022-2023 school year.

THE BOARD The nine we are finishing the March 2023 election cycle with are not the nine we started with in March 2022. Plaistow, Atkinson and Sandown each had a representative resign during the year for various personal reasons, so each had to be replaced. The Board also had three different members act as Chair. The shifting of the Board and welcoming of a new member and welcoming back two veteran members, was handled with, what we believe, professionalism by the entire Board and we would like to thank all members and the SAU staff for being so accommodating and helpful with the change. Due to the resignations, there will be five positions open for election this coming March: Atkinson (2), Danville, Plaistow and Sandown. We thank ALL Board members who served in the past year, for their time and dedication to this District, and look forward to continuing our efforts with a new Board this coming March.

STUDENTS It is terrific to see the students' faces back in the buildings and all activities returning to normal. Field trips, domestic and abroad, are returning and the School Board remains committed to supporting the students to ensure they have the proper educational experiences they all seek and deserve. We thank our student representative, Matt LaBelle, for his reports to keep us all informed of the student's happenings and aspirations so we can encourage and assist them all.

STAFF It is equally great to have our dedicated staff working in the buildings and revitalizing Timberlane. The District now has six labor organizations: TTA – Timberlane Teachers' Association; TSSU – Timberlane Support Staff Union; TAAM – Timberlane Administrative Assistant / Secretaries and Skilled Maintenance; TAU – Timberlane Administrators' Union; TCU – Timberlane Custodians' Union; and, TCWU – Timberlane Cafeteria Workers' Union. This has been a busy year as we entered into negotiations with four of these Unions.

The School Board and TAU (no present contract as it is a new organization) have reached an agreement for a contract to be placed on the warrant. We also worked with TAAM and TSSU (who both presently have contracts due for renewal) to reach agreements, that will appear on the warrant. All the above are three-year proposals. Concerning TTA, a year passed without a contract. The School Board recognized the importance of reaching an agreement with TTA, and was able to reach a one-year agreement with TTA to present to the voters.

We recognize that this is a lot for the voters to consider. We ask each of you to please look at the warrants that do appear and realize the effort that went into reaching each by all parties and the costs that are incurred as a result of negotiations. Having agreements with our Unions is in the best interest of our District. We hope agreements can be reached with all and ultimately approved. This will allow us to proceed without having to return to the negotiating table until the prescribed times of future contract expirations.

FACILITIES Last year Timberlane entered into an agreement with Energy Efficient Investment (EEI) to create an Energy Performance Contract, which will guide us to acquiring new equipment, controls, and provide energy savings, and better indoor air quality throughout the district. We have been actively involved in this process and EEI has identified our top priority matters needing to be addressed District wide, which total approximately \$25.5 million dollars. Unfortunately, even this amount does not address all matters that need attention in our facilities, but short of building new schools is a good start. The Board will continue to work with EEI and seek creative funding means to complete the projects.

SAU 106 Any and all outstanding issues from prior SAU 55 matters have been addressed. We have completed our first full year as a single district SAU and look forward to the future as such.

POLICY The Board continues to provide oversight to our hundreds of policies. The Policy Committee reviews them regularly to bring any suggested and required updates to our attention for revision. The Board and the Committee have a spreadsheet tool referencing all policies with last date of revision, whether they are required or optional policies, and prioritization for review.

SUPERINTENDENT Mr. Christopher Kellan has been with our District since the 2021 school year, first serving as Assistant Superintendent, and then as Interim Superintendent. On January 1, 2022, he became our Superintendent and was joined this year by Mr. Justin Krieger as his Assistant Superintendent, and a very supportive SAU staff, with whom they work cooperatively to lead and move Timberlane forward.

ACKNOWLEDGEMENTS The Board would like to thank every member of the Timberlane Community for your continued involvement with and support of the Timberlane Regional School District.

Brian Boyle

Kristin Savage

Chair (Atkinson)

Vice-Chair (Plaistow)

REPORT OF THE BUDGET COMMITTEE



The Budget Committee convened this budget year in March 2022 for its organizational meeting where Todd McCormick was revoted in as Chair and Susan Sherman was revoted in as Vice Chair. Some of the items we discussed following that organizational meeting in our first regular meeting of the 22-23 budget season (23-24 budget) included: budget information for the previous five years, the capital improvement plan, staffing information, review of revenue and expenditures, and the format of the financial reports. The committee resumed regular meetings at the start of the school year at the SAU in September 2022. Over the ensuing five months, the committee conducted all regularly scheduled meetings and a public hearing presentation (plus a supplemental Public Hearing) in January 2023. One of the highlights of this budget season was the opportunity for our members to attend in-person facility tours again. We had near 100% attendance for these tours from the Committee and we were able to follow along with the Facility Director who opened our eyes to the highs and lows of what shape our buildings are actually in. These are public facility tours held every September and I would strongly encourage members of the voting community to attend these to see, not only the degradation of buildings (some of which are 50+ years old) in our district, but also how amazingly our facilities staff are able to maintain and keep them clean!

After meeting with all building and department heads during the fall and early winter, the total 2023-24 proposed budget presented to the district voters at the public hearing is \$83,270,418.18. This proposed budget includes about \$2 million for our major Building and Site Improvement lines for capital related projects. While this 2023-24 proposed budget is a fairly significant increase over the 2022-23 voted operating budget, please know that, not only have costs for just about everything, across the board, skyrocketed but also consider that the Capital Improvement Plan (highest priority projects that need to be completed) for the district exceeds \$100 million and is something that the past 5 years of level funded budgets has not been able to even make a scratch on. Please support this proposed budget as it is a step in the right direction towards making sure the children in our community are learning and flourishing in well maintained facilities.

The Budget Committee wishes to thank Chris Kellan, Superintendent; Maria Watkins, Business Administrator; Kerrie Ward, Administrative Assistant/Finance; Shawn O'Neil, former School Board/BudCom; Julian Kiszka, former BudCom Rep; Marissa Brown, former BudCom Rep for all of their assistance and support throughout the budget season. We also extend our gratitude to members of the administration, principals and vice-principals, teachers, and so many others who participated in the budget process. Their time, input, and expertise are truly appreciated. I would also like to express my thanks to the members of the Budget Committee for their dedication in developing this year's budget. It has been an honor to serve alongside this great team of dedicated professionals.

As always, input from District residents is appreciated and members of the public are welcome to attend all Budget Committee meetings. Financial reports and budget documents can be viewed anytime on the District website at www.timberlane.net.

Respectfully Submitted,

Todd McCormick, Chair
TRSD Budget Committee

Atkinson Academy



Sandown North



Pollard School



Danville Elementary



Sandown Central/TLC



Timberlane Regional High School, Middle School, and PAC



A MESSAGE FROM THE OFFICE OF THE SUPERINTENDENT



Christopher K. Kellan
Superintendent of Schools



Justin Krieger
Assistant Superintendent

It is with a tremendous sense of responsibility and commitment that we look back at last school year and continue to communicate a strategic path forward for all Timberlane students that results in their individualized success within their respective futures. Like you, we are invested in those personalized successes and recognize the benefits for both our students and our communities of Atkinson, Danville, Plaistow, and Sandown. Indeed, the outcomes of educational systems have ripple effects when students grow and achieve at high levels.

Last year was a time of significant transition across our district - we returned to a fully open student experience in our schools, we stood on our own as SAU 106, we welcomed new leaders at the district and building levels, we secured new teachers and staff to join our already dedicated team, and we learned to harness more technological power for student learning within physical classrooms. By the conclusion of the year, we realized a full administrative team for the first time in some years thereby establishing a solid foundation to serve as a sound infrastructure to support the hard work that teachers and staff do together with students each and every day.

As a unified school district spanning four towns, we are prepared to move forward with clarity, purpose, and a distinct sense of our mission. Above all else, our focus targets engagement at all levels.

Engagement begins, at the most basic level, with the fundamental relationship between student, teacher/staff, and family. You can expect specific, timely, and accurate information pertaining to learning from the individuals with whom your child directly works and we invite you join us through phone calls, emails, and in-person participation.

Engagement extends to extracurricular activities in which our students play, explore relevant interests, and compete. We invite you to attend these opportunities to observe young people excelling outside of the traditional classroom settings and to participate in the smaller communities that connect around these extracurricular events.

For students, engagement is now tied to extended learning opportunities at the secondary level where students can earn credit through crafting learning experiences based on their interest and tied to competencies. Never before have students had the autonomy, choice, and voice to move toward graduation in a manner that is engaging to them as a learner. We invite you to explore the power of this learning model and to engage your children in its possibilities.

At the district level, there is a concerted effort to partner with colleges and universities to host post-secondary students in field experiences that both enrich our community and support potential future teachers and staff within our schools. Engaging with them now can yield future benefits to engage children who have not yet entered our schools.

And lastly, we can all engage at the highest level together - at the deliberative session - where residents can discuss and debate the merits of the school district budget and warrant articles that have a direct impact on how we engage students. There is not a more important question than how to best engage students for their future success. We look forward to seeing you there.

ENGAGEMENT

COMMITMENT

BELONGING



COLLABORATION

CONNECTIONS



OPPORTUNITY

COMMUNICATION

REPORTS BY THE SUPERINTENDENT'S LEADERSHIP TEAM



*Fran Decinto - Director of
Human Resources*



Human Resources

The mission of Human Resource Department is to advance the overall mission of the Timberlane Regional School District through recruitment, retention, and support of our employees. We achieve our mission by providing exceptional customer service to prospective, current, and past employees, using technology to improve delivery of the employee and applicant experiences, and providing leadership and guidance in the development, implementation, and equitable administration of policies and procedures, thus fostering a positive work environment.

The current year saw the retirement of the current HR Director and the hiring of a new HR Director in May of 2022. The HR Department continued to focus on developing and refining HR practices, conducting audits of the HRIS system to ensure integrity of employee data and compliance with federal and state laws.

Retention and recruitment have been a major focus over the past year and will continue to be a focus for next year as well. The Human Resources Department onboarded 102 new employees last year. We expanded our recruitment tools to include utilizing the district's social media platforms to attract qualified candidates.

We held in person open enrollment meetings at all nine schools for all eligible district employees and migrated to a new employee self-service portal in our HRIS system.

We were able to honor our retirees for the first time in 2 years with a retirement celebration.

*Kenneth Henderson - Director
of Technology*



Technology

The 2021-2022 School Year saw the welcomed return to "normal" of 100% in-school learning within our district. In the aftermath of the pandemic and remote learning, our educators became more adept at utilizing technologies within their classrooms. With our commitment to a dedicated device in the hands of every student and staff member, we were able to continue digital learning within our classrooms. Digital skills are in demand today in student's education beyond high school as well as today's workforce so it benefits all to model and practice what has become commonplace in today's world.

The district is committed to keeping our students and staff safe online, and their personal information secure. When the district uses a third-party application or system, we require that they have signed the NH DPA (Data Privacy Agreement) with our state consortium that we are a part of with many other NH school districts. We perform yearly required security and privacy awareness training for all our staff at the beginning of the school year. Staff are informed of the latest tactics used by online bad actors today and students are taught about online safety in a variety of classes.

We performed several infrastructure improvements including an upgrade to our access control system which will now tie into our security cameras for enhanced event monitoring. We also replaced the projector in the PAC auditorium to a laser model which is much brighter and clearer than the previous model. Being laser based means that the life expectancy of the projector will increase and there will no longer be the need to replace expensive bulbs that burn out. The cablecast equipment, which ties into our TEN (Timberlane Education Network) cable TV channels, was upgraded and is part of a multi-year plan to improve the broadcast quality of PAC events and performances.

The High School introduced SmartPass which is an online system that replaces the need for paper hall passes. Students request a hall pass through their district-issued chromebook and after a teacher or administrator approves the request, they are granted an online pass to their requested destination and need to return within a certain period of time. The system has improved bathroom capacity issues and reduced hallway traffic during classes. Administrators are now able to run reports on usage and identify areas for improvement. The Middle School will be using Smartpass as well in 2022-2023.

All schools used remote access for PTC (parent-teacher conferences), which was one thing to come out of the pandemic as being very popular to keep in place. The High School used a new application called, School Soft, which connects into parent accounts in Powerschool and has been well received by parents and staff alike. The Middle School will also be using this in 2022-2023.

Curriculum and Professional Learning



Sandra Allaire - Executive Director of Curriculum and Professional Learning



Lucy Canotas - Director of Elementary Education



Mark Pedersen - Director of Secondary Education

The Timberlane Regional School District continued to strive for ongoing improvement in the areas of curriculum and professional learning during the 2021-2022 school year. Our district-wide mission and commitment to engage all students in challenging and relevant learning opportunities, emphasizing high aspirations and personal growth, was a driving force behind the collective work of our educators and seven schools.

Timberlane educators took part in a variety of learning opportunities to support their ongoing professional growth. Our district served as a host site for OGAP (Ongoing Assessment Project) training in mathematics. Many of our own elementary teachers attended this training alongside other educators from across our state. OGAP is a systematic formative assessment system that is grounded in the research on how students learn mathematics. Numerous Timberlane teachers across our elementary and middle schools have attended OGAP training over the past few years and have learned strategies to utilize carefully constructed formative assessments to analyze the underlying student thinking, adjust future instruction, and deepen student understanding. Our elementary teachers also engaged in a collaborative book study of the professional learning resource, *Math in Practice*. This book identifies the big ideas of math content and best-practice teaching, unpacks essential teaching strategies, and details why those strategies are powerful. Our elementary teachers were able to use units from this text to engage in collaborative conversations and planning to refine their instructional practice and curriculum units in the area of Geometry.

Curriculum and Professional Learning

Continued

The district continued our partnership with consultant Mike Anderson, who presented to our staff on our district professional development days in August, September, and January. Mike is an award-winning teacher and author who has worked with our district since 2020. His work with our teachers was been rooted in strategies designed to promote student choice in their learning, boost intrinsic motivation in students, enhance student self-agency, and promote personalized learning. In addition to his work with our staff on professional development days, Mike also worked closely with many of our middle school educators to provide instructional coaching in these areas or in the area of Social and Emotional Learning (SEL).

As in past years, our district professional development days also provided opportunities for teachers to propose and engage in self-directed professional development as a means of supporting educator choice and personalized growth. In addition, many of our own educators also designed and presented professional development sessions for their colleagues on our March professional development day. These opportunities allow our educators to share their expertise and grow as educators in an area of personal interest to them.

Our district administrative team continued to engage in ongoing monthly professional development through the Timberlane Executive Leadership Academy (TELA). With the formation of School Administrative (SAU) Unit 106, Timberlane saw a turnover in several administrative positions across the district. TELA sessions during the 2021-2022 year provided opportunities for leadership development and team building to reinforce the shared direction, alignment, and commitment of our district-wide administrative team.

2021-2022 was the fourth year of implementation of the TRSD Strategic Plan. The TRSD Curriculum and Assessment Committee continued to monitor the implementation of action steps designed to meet yearly academic goals identified in this 5-year plan.

2021-2022 marked the first full year of implementation of the i-Ready Assessment and Personalized Instruction platform for reading and mathematics across grades K-8. I-Ready combines a high-quality, valid, and reliable assessment suite with instructional resources targeted to each child's specific academic needs. This evidence-based program supports our educators as they seek to identify and measure learning loss, and accelerate access to grade-level content.

Teachers throughout our district also continued to integrate other digital instructional tools and programs designed to support and personalize instruction for all students. These include EnVisions Math, Lexia, MobyMax, Screencastify, BrainPop, and other web-based platforms.

We are proud of the work of our Timberlane schools during the 2021-2022 year. The children of Atkinson, Danville, Plaistow and Sandown are at the heart of all that we do.

ELEMENTARY EDUCATION REPORT

Stephen HARRISES - Principal



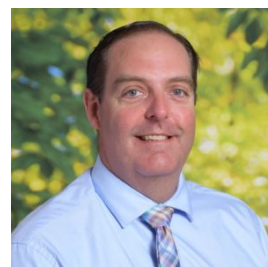
Atkinson Academy

In September 2021, Principal Stephen HARRISES, Assistant Principal Sarah Galligher, and the entire Atkinson Academy staff welcomed over 340 students back to school, all in-person. Academy staff worked to create interesting and engaging morning announcements that were shared daily with students at the start of the school day. This also included the Pledge of Allegiance and the Academy's Pledge of Kindness. These announcements continued to build upon the school culture, with the school community coming together to learn about CARES (Challenge, Acceptance, Responsibility, Empathy, and Self-Control) messaging. We thank Mrs. DuLong, our Enrichment Specialist, for creating and supporting these announcements, always starting the children's day with a positive, supportive message. Our focus throughout the year was to continue to support and build a safe community for all, one that enhances the development of academic and social/emotional skills, preparing our students for their futures.

Many of the typical activities began to return during the 2021/2022 school year, as the schools were reopening. Grade 2 continued their Mystery Readers, with many local 'celebrities' reading their books to the students. Grade 2 also completed their traditional community unit, All About Atkinson, with informational writing, technology, and presentation skills embedded into activity which culminated with a community walking tour of the various important town buildings. We had both Holiday and Music Spirit Weeks, both of which the students and staff enjoyed immensely. The Grade 4 NH State House Tour happened virtually, with NH Senator Chuck Morse visiting our students at the Academy and speaking about the state government. Several engineers and employees from the Portsmouth Naval Shipyard visited the school, presenting various high interest STEM lessons to our students. In May, Atkinson Academy fifth-graders, with the help of Ms. DuLong (enrichment specialist) and Mrs. Toth (librarian), presented the 7th Annual Makerspace Cardboard Arcade. All games were designed, built, and run by fifth-graders.

Students in grades PreK to Grade 4 were invited to visit the arcades in the library and play the games. The Grade 5 Mount Major Hike happened in the Spring, welcoming back an old Academy tradition. Students, families, and staff enjoyed the hike on a perfect spring day. The end-of-year Field Day happened at Pope Field in June. It was a perfect community day! A more traditional Grade 5 Promotion Ceremony happened at the end of the school year, marking the end of elementary school and the beginning of the fifth graders' middle school experience.

In closing, the 2021/2022 school year presented our school community with many challenges, all of which were met with strength and perseverance. What a great school year!

Christopher Snyder - Principal

Danville Elementary

Danville School began the 2021-2022 school year with 288 Pre-K-Grade 5 students enrolled and ready to learn. Several new staff joined our team and everyone worked hard from day one to make learning fun and engaging.

One big enhancement included the implementation of i-Ready learning, an online program for reading and math that is designed to help teachers determine student needs, personalize instruction, and monitor their progress throughout the year. This resource helped our teachers better understand the individual needs that students have so that they could tailor reading and math lessons accordingly. i-Ready was also an important part of our school goals.

The work of Professional Learning Communities continued and created time and space for teachers to analyze student data, make instructional decisions, and design personalized lesson plans. Additionally, our staff created a school-wide focus on social and emotional learning. Each month focused on a different theme that was initially introduced to students during the first block of their day called morning meeting. This theme was then reinforced several ways throughout the month. Student leadership was important as well. This included having students recite the morning announcements, Pledge of Allegiance, and quote of the week over the schoolwide intercom system.

While off-site field trips and experiences were still limited for most of the year, many of our students were able to experience unique learning opportunities at school. This included a visit from Nature's Classroom for our fourth and fifth grade students in the spring, where our students were able to apply math and science concepts using a hands-on approach to learning. By late spring, our fifth grade students were able to travel to Adventurelore for an afternoon of team building, canoeing, kayaking, and other outdoor fun along with an onsite fifth grade celebration the last week of school.

The Danville PTA and Danville Dads organizations continued to support students in many ways. Some of the traditional indoor events like the father/daughter dance and mother/son dodgeball tournament were able to return in the spring. And the Danville Dads offered outdoor events like the Fishing Derby and Rockrimmon hike. All of these events were well attended and greatly appreciated by our staff, students and community!

Danville School is a special place full of dedicated staff and hardworking students. We are fortunate to have such wonderful support from our community and we thank you for sharing your children with us each and every day!

Stephanie Lafreniere, Principal

Pollard School

I am excited to join the Pollard School community this year as an instructional leader. I am impressed by all that the students and staff have accomplished and the community's strong commitment to providing enriching learning opportunities for all students.

During the 2021-22 school year, students were all back in school full time after a couple unique years of remote and hybrid learning. Throughout these challenging years, Pollard School has remained focused on the school's mission: "to instill in every student a sense of their own personal value and self-worth; to foster independence, encourage risk taking and self-motivation. The Pollard community will collaboratively and passionately engage in the learning process. We will accomplish this through the development of appropriate differentiated instruction that allows for individual differences and learning styles. It is our hope that each student will leave Pollard with a sense of respect and responsibility and an understanding that they are lifelong learners who add value to their community and make a difference in the world."

Aligned to the mission, for the 2022-23 school year, Pollard School has adjusted our instructional day to ensure that there are increased opportunities for reading and math intervention for students that have specific areas in need of extra focus. We have also added a special focus to Social Emotional Learning (SEL), including starting our days with a choice of engaging activities and a Morning Meeting that is focused on building a strong classroom and school community. We have also been able to offer some of our traditional student and family community building activities that we have missed in recent years.

The Parents and Teacher Association for Pollard School continues to be a very active group, providing many school community events for all to enjoy as well as support for classroom instruction. We encourage all families to get involved in any way they can. We know that family members have various schedules, but there are always a variety of ways to get involved to support our students.

Thank you for all your continued support for our students. We are fortunate to have such a supportive school community. I am looking forward to being a leader within the community and supporting our students in becoming lifelong learners who will add value to our community, and the world, for years to come.

Nancy Stafford - Principal

Sandown North Elementary

I am very proud of the strong culture we have at Sandown North. One of the main reasons for this positive culture and climate is due to the connections and communication between our staff and families. It is how we work together and support one another at Sandown North that defines our village and makes our school community so special. An important takeaway from the past couple of school years was that we can do hard things! We chose to use that phrase as our theme for the 2021-2022 school year. Our community is resilient and perseveres. Collectively, with patience, grace and flexibility, we find new ways to help us all thrive.

Although we started the school year wearing masks, we were able to start bringing groups together again in person. An important Sandown North tradition, Monday Morning Meeting, returned to the cafe with two grade levels at a time joining in person while the meeting was live streamed for the rest of the school. Mrs. Guanci and I continued with Coffee and Conversations for parents, and met under the tent instead of exclusively by zoom. We were able to have our Halloween parade and some grade levels participated in field trips. By spring, masks were optional and the PTA sponsored an in-person Glo Dance, which was well attended. Star Council, a new student group of rotating 4th and 5th graders, who consistently show STAR behavior, provided students leadership opportunities. This group created school-wide roll outs through slideshows, skits, posters and songs to address behaviors or ideas to help create a kinder, more cooperative community. It was a great success.

A group of our staff created a new committee on Social Emotional Learning, centered on outdoor wellness. Through research of outdoor spaces, the committee chose to add a GAGA Pit to our playground. The GAGA pit is a popular recess option for all grade levels and staff have been known to enjoy it after school as well! Another addition to our outdoor space is our Story Walk. Thanks to funds raised from our library Read-a-thon, we were able to purchase the Story Walk. Mrs. Ross, our librarian and Mrs. Guanci, Assistant Principal worked in conjunction with the TRHS English Honor Society and Grounds Supervisor, Al Perry to get the story walk installed around the school grounds. The story walk is a creative way to engage students in reading by posting story pages in the displays and having students walk around the building to read the book. The first book that was highlighted was "The Wind May Blow" by Sasha Quinto; it is an inspiring story of perseverance that paired with our theme "We Can Do Hard Things".

We are grateful for our Sandown community and the important role they play in our students' lives. A strong partnership with our families helps our school community through the hard times as well as during our successes. We know that when we work together, our students benefit.



TLC at Sandown Central

The school year began under a mask mandate and a requirement for students to maintain distance during all learning. While instructing young children during a pandemic presented a series of challenges, the staff worked hard to address all learning needs. By mid-year, masks were optional for students and staff and instruction began to resemble a return to normal practice. Sandown Central School welcomed 137 kindergarten, preschool and pre-k students in August 2021. Throughout the 2021-2022 school year, we added 17 additional students to our rosters making our total student population 154. Transitional 3's, who were children turning three after September 30 and qualifying for special education services, made up the majority of the increase in student enrollment. These students joined a play based special education classroom, or received drop in speech, language, occupational or physical therapy services. TLC at Sandown Central was pleased to be able to offer the chance for young children to socialize and interact with peers of the same age. For some, this was the first experience they had with adults and children outside of their immediate family.

Kindness was our school theme. Understanding that teaching kids to be kind is a precursor to developing social and emotional learning skills; staff helped students learn kindness by helping them to build a sense of self and reinforcing behaviors such as compassion and the student's natural ability to show empathy. To extend student's learning beyond the classroom and into the community, our school participated in a sock drive that was coordinated by Kid Governor, Charlotte Cotti from Pollard School. Students counted socks, matched attributes and graphed results. Linking the kindness theme with diversity, our school community Rocked our Sox in celebration of Autism Awareness, and we enjoyed learning about Down Syndrome on International Down Syndrome Day.

As a school community, we strongly believe that both academic and social/emotional learning should be a primary focus and best explored through play. The three types of play, child directed free play, teacher guided play, and teacher directed play opportunities are continually present in our instructional model in all Sandown Central Classrooms. Mandy DeCew and Lee Anne Miller, two of our kindergarten teachers, were accepted to participate in the Play Based Coaching and Teaching Collaborative through UNH. They worked directly with a mentor from the program, in a process that allowed for feedback and consultation while developing teacher directed play units based on our district's competencies and standards. As a culminating activity, kindergarten designed 3D Playgrounds. They presented their playgrounds to staff and district personnel. Play is mandated in kindergarten by the state of New Hampshire and is supported by our district's strong belief in establishing best practices for all young learners. To encourage others learning throughout the district, Lee Anne and Mandy offered an afterschool PLC where district kindergarten and grade 1 teachers learned how to establish play-based instruction in their classrooms.

We were able to return to many of our end of the year activities. In April, we had an in-school Scholastic Book Fair, which was very successful. In June, Pre-K student Luca Merna was the principal for the day. He spoiled his staff by providing flowers for everyone and an afternoon snack for his class and for the staff. McDonny's Farm Animals visited in June and were a big hit, especially Gary the Goat, who we found out was very friendly. The folks from Wildlife Encounters presented to the whole school in an assembly on habitats. We met some interesting creatures and even got to touch a snake! The PTA sponsored a Family Fun Night featuring Cliff the DJ. The Rock Church provided free hotdogs, Susan Norton from the Upper Room in Derry passed out free books and information, and the Kona ice truck was a big hit. The end of the school year was celebrated with a Fun In the Sun Day and saw the Kona ice truck make a second visit, this time during the school day.

Sandown Central said good-bye to several valued staff who retired: Gerry Pisani, Lead Custodian, Suzanne Ingham, Administrative Assistant, and Janice Knuuttunen, Physical Therapist. We wish them all happiness and good health. In June, our school community suffered a tragic loss. Our beloved Pat Passanisi passed away after a short illness. Pat had worked as a para educator at Sandown Central School for over 30 years. She filled many hats including her favorite position as library assistant. Her loss was felt by all of us at the school and in the greater Sandown community.

SECONDARY EDUCATION REPORTS

John Vaccarezza - Principal



Timberlane Regional High School

Timberlane Regional High School serves 1018 students from the four surrounding towns of Atkinson, Danville, Plaistow and Sandown. As the global pandemic continued, the school made its best effort to create an educational environment that was as "normal" for students and staff as possible. While some practices had to be adjusted based on that situation, others were able to continue and thrive similar to pre-pandemic times.

The 2021-2022 school year began with students and staff returning under CDC guidelines and in masks. There were restrictions on buses, field trips and the number of individuals who could attend events based on protocols. This continued until February of 2022 when mandatory mask restrictions were eased. The Timberlane Regional High School staff worked hard to deliver educational experiences for our students throughout the year. They found a way to run clubs and organizations for students to be involved with and become a part of the school community.

This school year saw multiple changes in leadership. Mr. John Vaccarezza became the Principal in July of 2021 and Assistant Principal Ashley Harbel came to the team in August of 2021. Likewise, in June of 2022, longtime Counseling Director Barry Chooljian retired after 39 years of service to Timberlane Regional High School. Longtime Assistant Principal Scott Strainge also retired after 19 years of service to our school and community.

Over the course of the 2021-2022 school year, our athletic teams came together and competed at the highest level both on the field and with their character. Our football team won the Division 2 Championship this year. Our wrestling team earned the NH State Championship title for the 30th time. Once again, we received praise from the NHIAA for our sportsmanship on the field of play and were recognized for having zero disqualifications of athletes or coaches. Finally, this year we were recognized by the NHIAA in being awarded the High School Sportsmanship of the Year for all Division 1 Schools.

Throughout the year, events, such as the Junior Semi-formal, Prom, Spirit Week, were able to be held with great success. Traditional events like Project Hope, the MilkMen Improv shows, concerts, and monthly PAC Theater performances were held. To cap off the year, the Class of 2022 Graduation Ceremony was held on a perfect day, June 11, 2022. Members of the Timberlane Staff, Friends, and Families of our students were all able to attend to wish our students "Congratulations!", as they embarked on their next steps



*Dr. Neal Campbell - Assistant Principal
Alternative Programs*

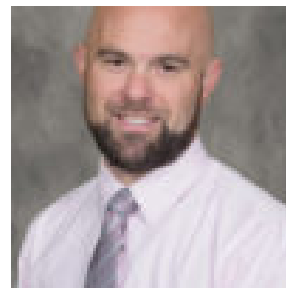
Evening Division and Extended Learning Opportunities

The mission of the Timberlane Regional School District is to engage all students in challenging and relevant learning opportunities, emphasizing high aspirations and personal growth. Understanding that all students learn differently and all pathways are not the same, Evening Division strives to meet students where they are and provide an environment to forge their own path towards a Timberlane diploma. During the year, the program served 141 students (both partial and evening-only) in 22 courses.

An Evening Division Team that includes teachers, academic support centers, site managers and a receptionist is in place to support students, their families and staff and ensure safety and security for the building. The HiSET (GED) program also runs during the evening division hours offering students an opportunity to earn their HiSET Certificate or a Timberlane Diploma. Fifteen students were a part of the program this year. Seven passed all five elements of the HiSet exam. One of these students completed the TRHS diploma program. Summer school again included not only credit recovery, but also enrichment opportunities and academic support for middle and high school students. With plans of expansion in the 2022/23 school year, including the retiring of Assistant Principal Scott Strainge and the hiring of a full time Assistant Principal of Alternate Pathways, Timberlane looks forward to continuing to be a model for evening division programs across the state.



[Click picture for Video!](#)

Mitchell Mencis- Principal

Timberlane Regional Middle School

The 2021-2022 school year began with a long, arduous march towards a more "normal" school environment. Although having to begin the year wearing masks, staff and students were simply thrilled to be starting the school year in person. Being back in the building allowed for the face to face interactions and relationship building that is so integral to not only education but our society as a whole. Both staff and students re-established their connection and engagement through in-person performances, in-school and out of school field trips, guest speakers and presentations, and our "return to normal" journey was initiated by a school-wide assembly in the Performing Arts Center.

Recognizing the challenges and impact that students felt from education during COVID, the middle school initiated a WIN ("What I Need") block in the schedule in order to provide academic support and intervention for any and all struggling students in math and language arts skills. The success of the academic gains from the WIN block implementation generated a great deal of conversation and led to multiple surveys and discussions with TRMS stakeholders brainstorming additional changes and improvements to the TRMS schedule.

TRMS was able to finish the school year with a mix of old and new traditions. 8th graders were excited to have their end-of-year dance and celebration on the high school football field. We established a new tradition of hosting an outdoor field day for all 261 8th graders to enjoy a number of entertaining activities. While everyone may have had his/her favorite station, the highlighted field day event was Superintendent Kellan's participation in the dunk tank.

As Abigail Robinson so eloquently said in her 8th grade speech, "Even though these last three years have been anything but expected, I believe that because of what we went through, we will be more prepared for whatever exciting surprises our high school journey throws at us along the way. We now know the true importance of teamwork and perseverance because of the Timberlane community." In a variety of ways, our TRMS staff and students demonstrated their ability to unite in making the 2021-2022 a year of positive transition and success that we can all look back on with pride.

Music and Performing Arts Center



Kurt Schweiss - Director of Music



Eric Constantineau - PAC Coordinator

During the 2021-2022 school year, Music and Theater students were able to enjoy opportunities and a performance calendar commensurate with the high expectations of the Timberlane Regional School District. Rehearsals and performances for traditional ensembles and groups continued with updated safety protocols in place which allowed students to stay healthy but also take part in a more robust program. The Music Department was also able to re-introduce programs such as the elementary pull-out lesson program, the Elementary Honors Ensembles, and Memorial Day performances while the Performing Arts Center was able to resume hosting outside groups such as the Merrimack Valley Philharmonic Orchestra. After an extended period of limited performances, it was wonderful to see so many student musicians and community members come together and enjoy live performances once again.

State High School Music Festivals occurred in person for the first time in three years and followed a commuter format. We are proud to share that 16 high school students were selected to participate in the New Hampshire Music Educators Association's (NHMEA) Jazz All-State Festival and 23 high school students were selected to participate in NHMEA's Classical All-State Festival. NHMEA was also able to reinstate the District Music Festivals, in which 32 middle school musicians performed with the band, chorus, and orchestra ensembles. The Elementary Honors Program was able to run again for the spring semester in which music students from all four towns rehearsed and performed at the Performing Arts Center. This was especially exciting since instrumental instruction at the elementary level had to be suspended and then limited the previous two school years. In all, music and theater students participated in seventy-seven performances throughout the year.

The Timberlane Players also returned to a traditional performance schedule which included ten Milkmen shows, two plays: "The Crucible" and "Curious Incident of Dog in the Nighttime," student written One Act Plays, and the musical "Spamalot." In addition, a new sketch-comedy group "The Entourage" made its debut with two spring semester performances. We were pleased to be able to work with so many students who were just as excited about bringing theater back to Timberlane.

Despite new safety accommodations, the Music and Theater Departments were able to follow a traditional performance schedule. Students of all ages were able to participate in programs and public performances throughout the school year with the same opportunities students have enjoyed in the past. We were especially excited to celebrate Music in Our Schools Month in March once again, in which nearly one thousand students stepped foot on stage to share their preparation, dedication, and love of music with their families and the Timberlane Community.

The Performing Arts Center expanded showcasing student work by highlighting artwork from elementary through AP art students, much of which is on display throughout the school year in the main lobby. This is an ongoing goal of the Performing Arts Center and is a celebration of student accomplishments in the fine arts. Additionally, the Performing Arts Center unveiled the new Alumni Series of performances and workshops, which brings back Timberlane Alumni who have found success in the performing arts to share their experiences and knowledge with current Timberlane students.

We are grateful to have such professional and committed educators who so readily share their passion for music making and performance with our students. We are also fortunate and deeply appreciative to have such strong support from a community that clearly values the Performing Arts.

Athletics Department



Angelo Fantasia - Director of Athletics

Timberlane Regional High School is a member of the New Hampshire Interscholastic Athletic Association (NHIAA) and is a recognized Division 1 Athletic Program. TRHS offers over 30 sports programs for boys and girls. Additionally, many of our student-athletes are also involved in a variety of student activities including band, music, and student government.

The Timberlane Regional Middle School Athletic Program is a member of the Tri-county League and competes against schools from around the state of New Hampshire. Mr. James Dionne completed his first year as the Middle School Athletic Coordinator.

Collectively, the Timberlane Athletic Department put on approximately 665 sporting events between the middle and high school programs during the 2021-2022 school year.

Outstanding Accomplishments on the Field:

NHIAA Award for Excellence

The Timberlane Athletic Department received the National Federation of High Schools (NFHS) Award for Excellence for the third year in a row. This is a Sportsmanship Award given to schools that complete the entire year without any player or coach disqualifications. Timberlane also was awarded the NHIAA Division 1 Sportsmanship Award. This award is voted on by all NHIAA Division 1 schools. We are very proud of our coaches and student-athletes for their continued positive representation of our school and community.

The TRHS Football and Wrestling Programs completed their season by winning State Championships in their respective sports. Congratulations to the coaching staffs and student-athletes on their tremendous seasons. Thank you to all our coaches and student-athletes for representing our school and community with pride.

Outstanding Accomplishments in the Classroom:

Senior Scholar-Athletes:

NHADA/NHIAA recognized 31 TRHS Senior Scholar-Athletes for their excellence in the classroom, as well as on the playing field. At the conclusion of the school year, the Timberlane Athletic Department recognized our Senior Athletes with an awards ceremony that took place in the TRHS Gymnasium.

NHIAA Student Leadership Trainings:

TRHS continues to create Student Leadership Training workshops for our Life of an Owl Leadership Program. We have an introductory level session for our younger student-athletes, as well as an advanced workshop that includes our new outdoor ropes course. The goal is to create opportunities for our student-athletes to collaborate and understand the importance of healthy lifestyles.

2022 Election Results

Article 1 – Election of Officers

To choose the following school district officers:

Atkinson Voters	School Board Member	1-Year Term	Michael Boucher	1063
Danville Voters	School Board Member	3-Year Term	Kim McCormick	504
Plaistow Voters	School Board Member	3-Year Term	Kristin Lewis Savage	665
Plaistow Voters	School Board Member	2-Year Term	Katie Knutsen	454
Sandown Voters	School Board Member	3-Year Term	Mark Sherwood	597
Danville Voters	Budget Committee Member	3-Year Term	Kristi Auclair	685
Plaistow Voters	Budget Committee Member	3-Year Term	Susan Sherman	635
Sandown Voters	Budget Committee Member	1-Year Term	Sierra M. Dolce	705

Article 2 – Operating Budget

PASS

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1382	596	647	698	3323
No	304	280	216	241	1041

Shall the voters of the Timberlane Regional School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling **\$75,753,607**? Should this article be defeated, the operating budget shall be **\$76,300,383** which is the same as last year, with certain adjustments required by previous action of the Timberlane Regional School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. Note: Warrant Article 2 (the operating budget) does not include appropriations proposed under any other warrant articles. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-1-1

Article 3 – One Year Collective Bargaining Agreement (Timberlane Administrative Assistants/Secretaries and Skilled Maintenance Union)

PASS

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1277	560	602	512	2951
No	400	316	260	418	1394

Shall the voters of the Timberlane Regional School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Administrative Assistants and Maintenance Union and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

Fiscal Year 2022-23
Estimated Increase \$135,552

And further to raise and appropriate the sum of **\$135,552** for the 2022-23 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 5-0-0

Recommended by the Budget Committee 6-0-0

Article 4 – Authorization for Special Meeting on Cost Items

PASS

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1217	564	568	499	2848
No	389	278	268	411	1346

Shall the voters of the Timberlane Regional School District, if Article 3 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 3 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 4-1-0

Article 5 – Three Year Collective Bargaining Agreement (Timberlane Custodians Union)

PASS

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1263	544	616	505	2928
No	407	327	247	420	1401

Shall the voters of the Timberlane Regional School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Custodians Union and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

Fiscal Year	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>
Estimated Increase	\$137,283	\$99,146	\$119,050
3-Year Total			\$355,479

And further to raise and appropriate the sum of **\$137,283** for the 2022-23 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 6-0-0

Article 6 – Authorization for Special Meeting on Cost Items**PASS**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1205	558	566	500	2829
No	410	302	268	412	1392

Shall the voters of the Timberlane Regional School District, if Article 5 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 5 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 6-1-0

Article 7 – Three Year Collective Bargaining Agreement (Timberlane Food Service Workers Union)**PASS**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1281	572	624	511	2988
No	380	293	235	412	1320

Shall the voters of the Timberlane Regional School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Food Service Workers Union and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

Fiscal Year	2022-23	2023-24	2024-25
Estimated Increase	\$40,887	\$26,464	\$33,450
3-Year Total			\$100,801

And further to raise and appropriate the sum of **\$40,887** for the 2022-23 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 6-0-0

Article 8 – Authorization for Special Meeting on Cost Items**PASS**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1196	557	552	498	2803
No	411	295	287	405	1398

Shall the voters of the Timberlane Regional School District, if Article 7 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 7 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 6-1-0

Article 9 – Capital Reserve Fund by Surplus**PASS**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1266	513	569	469	2817
No	366	358	277	445	1446

Shall the voters of the Timberlane Regional School District raise and appropriate up to **\$250,000** to be placed in the School Building Construction, Reconstruction, Capital Improvement and Land Purchase Capital Reserve Fund established in 1996, with such amount to be transferred from those funds in the June 30, 2022 unassigned fund balance available for transfer on July 1 of this year which were apportioned as Capital Expenses in 2021-2022 in accordance with Article 6 of the Timberlane Regional School District Articles of Agreement? No amount to be raised by additional taxation. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0***Recommended by the Budget Committee 6-0-0*****Article 10 – General Acceptance of Reports****PASS**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	1438	691	708	678	3515
No	155	143	126	209	633

Shall the voters of the Timberlane Regional School District accept reports of agents, auditors, and committees as written in the 2021 Annual Report? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0**Article 11 – Citizens’ Petition Question****FAIL**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	679	316	342	332	1669
No	919	538	501	559	2517

Do you support the Timberlane Regional School District's requirement for a face mask mandate?

Article 12 – Citizens’ Petition Question**FAIL**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	540	331	281	333	1485
No	994	501	518	526	2539

To see if the Timberlane School District shall vote to withdraw its membership in the New Hampshire School Administrators Association. Upon passage of this Article, the Timberlane School District shall no longer be a member of the New Hampshire School Administrators Association, and no money shall be transferred, spent, or contributed by the Timberlane School District to the New Hampshire School Administrators Association.
Advisory Only.

Article 13 – Citizens’ Petition Question**FAIL**

By Town	Atkinson	Danville	Plaistow	Sandown	Total
Yes	518	320	279	336	1453
No	1013	512	525	530	2580

To see if the Timberlane School District shall vote to withdraw its membership in the New Hampshire School Boards Association. Upon passage of this Article, the Timberlane School District shall no longer be a member of the New Hampshire School Boards Association, and no money shall be transferred, spent, or contributed by the Timberlane School District to the New Hampshire School Boards Association. Advisory Only.

2023 Timberlane Regional School District Warrant State of New Hampshire

Article 1 – Election of Officers

To choose the following school district officers:

Atkinson Voters	School Board Member	1-Year Term
Atkinson Voters	School Board Member	3-Year Term
Danville Voters	School Board Member	3-Year Term
Plaistow Voters	School Board Member	3-Year Term
Sandown Voters	School Board Member	1-Year Term
Atkinson Voters	Budget Committee Member	3-Year Term
Danville Voters	Budget Committee Member	3-Year Term
Plaistow Voters	Budget Committee Member	3-Year Term
Plaistow Voters	Budget Committee Member	1-Year Term
Sandown Voters	Budget Committee Member	1-Year Term
All Towns	District Moderator	3-Year Term

Article 2 – Operating Budget

Shall the voters of the School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$83,270,418.18? Should this article be defeated, the operating budget shall be \$81,401,106.67, which is the same as last year, with certain adjustments required by previous action of the Timberlane Regional School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. Note: Warrant Article 2 (the operating budget) does not include appropriations proposed under any other warrant articles. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0
Recommended by the Budget Committee 8-1-0

Article 3 – Lease Purchase Agreement

Shall the voters of the School District authorize the School Board to enter into a 20-year lease purchase agreement for the installation of up to \$25,243,000 of energy saving equipment and associated building and facility improvements at school district buildings in Atkinson, Danville, Plaistow and Sandown, and further to raise and appropriate \$2,061,000 for the first year's payment under the lease to be partially offset by energy savings and a resulting reduction in costs? This lease agreement will contain a non-appropriation clause. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0
Recommended by the Budget Committee 7-0-0

Article 4 – Three Year Collective Bargaining Agreement (Timberlane Administrators' Union)

Shall the voters of the School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Administrators' Union and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

Fiscal Year	2023-24	2024-25	2025-26
Estimated Increase	\$459,400	\$137,501	\$135,523
3 - Year Total			\$732,424

And further to raise and appropriate the sum of \$459,400 for the 2023-24 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0
Recommended by the Budget Committee 7-0-0

Article 5 – Authorization for Special Meeting on Cost Items

Shall the voters of the School District, if Article 4 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 4 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Article 6 – Three Year Collective Bargaining Agreement (Timberlane Administrative Assistants/Secretaries and Skilled Maintenance Union)

Shall the voters of the School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Administrative Assistants and Maintenance Union and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

<u>Fiscal Year</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</u>
Estimated Increase	\$141,943	\$108,273	\$99,195
3 - Year Total	\$349,411		

And further to raise and appropriate the sum of \$141,943 for the 2023-24 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-0-0

Article 7 – Authorization for Special Meeting on Cost Items

Shall the voters of the School District, if Article 6 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 6 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Article 8 – Three Year Collective Bargaining Agreement (Timberlane Support Staff Union)

Shall the voters of the School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Support Staff Union and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

<u>Fiscal Year</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</u>
Estimated Increase	\$459,669	\$307,786	\$293,841
3 - Year Total	\$1,061,296		

And further to raise and appropriate the sum of \$459,669 for the 2023-24 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-0-0

Article 9 – Authorization for Special Meeting on Cost Items

Shall the voters of the School District, if Article 8 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 8 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Article 10 – One Year Collective Bargaining Agreement (Timberlane Teachers' Association)

Shall the voters of the School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Teachers' Association and the Timberlane Regional School Board, which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

<u>Fiscal Year</u>	<u>2023-24</u>
Estimated Increase	\$404,485
1 - Year Total	\$404,485

And further to raise and appropriate the sum of \$404,485 for the 2023-24 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 the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-0-0

Article 11 – Authorization for Special Meeting on Cost Items

Shall the voters of the School District, if Article 10 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 10 cost items only? (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Article 12 – Capital Reserve Fund by Surplus

Shall the voters of the School District raise and appropriate up to \$250,000 to be placed in the School Building Construction, Reconstruction, Capital Improvement and Land Purchase Capital Reserve Fund established in 1996, with such amount to be transferred from those funds in the June 30, 2023 unassigned fund balance available for transfer on July 1 of this year which were apportioned as Capital Expenses in 2022-2023 in accordance with Article 6 of the Timberlane Regional School District Articles of Agreement? No amount to be raised by additional taxation. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-0-0

Article 13 – General Acceptance of Reports

Shall the voters of the School District accept reports of agents, auditors, and committees as written in the 2022 Annual Report?
(MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Article 14 – Emergency Contingency Fund

Shall the School District establish a contingency fund for the upcoming fiscal year for the purpose of covering the cost of unpredictable cost escalations as well as emergencies and further raise and appropriate \$500,000 with such amount to be transferred from those funds in the June 30, 2023 unassigned fund balance available for transfer on July 1 of this year; no amount to be raised by additional taxation. Any appropriation left in the fund at the end of the year will lapse to the general fund and used to offset the local education property tax rate. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-0-0

Article 15 – Fund Balance Retention

Shall the School District vote to authorize, indefinitely until rescinded, to retain year-end unassigned general funds in an amount not to exceed, in any fiscal year, 5% of the current fiscal year's net assessment, in accordance with RSA 198:4-b, II.
(MAJORITY VOTE REQUIRED)

Recommended by the School Board 6-1-0

Recommended by the Budget Committee 7-0-0

Article 16 – Use of Capital Reserve Fund

Shall the voters of the School District appropriate the sum of \$950,000 to repair, maintain, improve, or replace the High School's boilers and related facilities to authorize the District to withdraw the sum of \$950,000 from the existing School Building Construction, Reconstruction, Capital Improvements and Land Purchase Capital Reserve Fund? No amount to be raised by additional taxation. (MAJORITY VOTE REQUIRED)

Recommended by the School Board 7-0-0

Recommended by the Budget Committee 7-0-0

ENROLLMENT REPORT

Timberlane Regional School District
Atkinson, Danville, Plaistow, Sandown
New Hampshire

Enrollment Report
October 1, 2021

Town Enrollments by Grade	Atkinson	Danville	Plaistow	Sandown	Out Of District (Tuition-In)	TOTALS
PreSchool	17	20	24	40	1	102
Kindergarten	44	42	80	68		234
1	61	42	66	72		241
2	64	53	68	59		244
3	61	42	66	55	1	225
4	50	44	74	66		234
5	52	58	78	75		263
Total Elem	349	301	456	435	2	1543
6	57	32	71	66		226
7	46	46	73	71		236
8	56	39	76	83	1	255
Total Middle	159	117	220	220	1	717
9	52	45	80	80		257
10	43	46	75	74		238
11	73	35	74	80		262
12	49	53	94	75		271
Total High	217	179	323	309		1028
Total All	725	597	999	964	3	3288

Elementary Enrollments by School*	Atkinson Academy	Danville Elementary	Pollard Elementary	TLC at Sandown Central	Sandown North	TOTALS
PreSchool	12	11	14	63		100
Kindergarten	48	41	78	69		236
1	62	42	67		70	241
2	64	51	68		61	244
3	60	43	69		53	225
4	50	43	77		64	234
5	50	57	83		73	263
Total School	346	288	456	132	321	1543

*Includes Tuition-In Students

Totals only include NH DOE Enrollment Status of 1, 2, 3, 11, and 12. Homeschool students, Alternative Learning Programs, and Out of District Placements are not included.

REPORT OF THE DISTRICT TREASURER

REPORT OF THE DISTRICT TREASURER

General Fund for the Fiscal Year July 1, 2021 through June 30, 2022

Cash on Hand July 1, 2021		\$	4,315,647
Current Appropriations	57,231,237		
Revenue from State Sources	11,220,457		
Revenue from Federal Sources	3,219,599		
Received from Tuitions	630,877		
Received from Capital Reserve	-		
Received from All Other Sources	1,771,110		
Total Receipts			74,073,280
Total Amount Available for Fiscal Year			78,388,927
Less School Board Orders Paid			71,559,239
Balance on Hand June 30, 2022		\$	6,829,688

AUDITOR'S REPORT

Once accepted by the Timberlane Regional School Board, the complete 2022 Auditor's Report can be viewed at:
www.Timberlane.net/auditreport/

FINANCIAL REPORTS

TIMBERLANE PERFORMING ARTS CENTER Financial Statement through June 30, 2022

	2020-2021 Expended	2021-2022 Expended
Revenue		
Rental Revenue	-	38,465
Contributions and Donations	-	30
PAC Sponsored Events	4,558	1,872
TOTAL REVENUE	4,558	40,367
Expenses		
Salaries & Benefits	3,400	7,528
Professional Services	-	2,777
Repair & Maintenance	1,158	1,923
Advertising	-	3,632
Supplies & Equipment	-	3,790
TOTAL EXPENSES	4,558	19,648
Profit / (Loss)	-	20,719

**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
1100	Regular Education				
1100.111	Administrative Salaries	-	333,000	-	-
1100.112	Professional Salaries	16,546,687	16,224,869	16,122,769	16,163,344
1100.114	Educational Assistants Salaries	1,420,894	1,344,558	1,413,966	1,586,085
1100.115	Office Salaries	30,905	31,096	31,832	31,829
1100.117	ESOL Salaries	-	-	10,000	10,000
1100.122	Substitute Salaries- Teachers	320,000	383,625	320,000	400,000
1100.123	Long Term Substitutes	190,000	66,488	190,000	190,000
1100.320	Professional Edu Services	4,500	4,500	4,000	4,000
1100.330	Other Professional Services	22,450	16,881	22,450	30,050
1100.430	Repair and Maintenance	60,640	44,054	54,483	62,717
1100.550	Printing	4,675	3,528	2,500	2,500
1100.561	Tuition-Other LEA's in State	-	13,698	-	20,000
1100.580	Travel/Workshops	8,303	4,784	7,501	10,000
1100.610	Supplies	569,145	598,941	567,681	537,382
1100.640	Books & Info Resources	102,115	51,413	73,627	60,691
1100.643	Information Access Fees	305,366	210,663	257,216	251,615
1100.650	Software	109,836	90,002	117,012	108,758
1100.733	New Equipment	67,248	65,323	77,784	71,648
1100.734	New Computer/Netwk Equip	45,000	44,673	15,000	37,000
1100.737	Replacement Equipment	85,576	81,995	71,315	90,853
1100.738	Replacement Computer/Netwrk	255,125	257,982	274,025	297,500
1100.810	Dues and Fees	8,354	5,370	8,521	33,515
	Total	20,156,817	19,877,446	19,641,682	19,999,487
1200	Special Education				
1200.111	Administrative Salaries	300,000	276,846	290,000	295,000
1200.112	Professional Salaries	3,995,926	3,499,315	3,805,810	3,756,683
1200.114	Educational Assistants Salaries	2,760,420	2,525,270	2,922,787	2,813,625
1200.115	Office Salaries	75,935	81,097	81,465	80,755
1200.117	Home Instruction / ESOL	83,013	65,016	73,013	84,013
1200.124	Substitute Salaries- Assistants	55,000	64,093	55,000	55,000
1200.320	Professional Edu Services	-	-	7,500	7,500
1200.330	Other Professional Services	531,900	498,527	670,000	822,000
1200.430	Repair and Maintenance	2,000	-	2,000	50,000
1200.561	Tuition-Other LEA's in State	30,000	-	30,000	30,000
1200.564	Tuition-Private	3,477,000	2,707,275	3,477,000	4,228,000
1200.580	Travel/Workshops	6,620	1,744	6,620	8,120
1200.610	Supplies	47,627	19,245	49,361	67,361
1200.640	Books & Info Resources	14,478	4,480	14,478	14,478
1200.643	Information Access Fees	25,293	27,695	50,000	50,000
1200.650	Software	1,000	3,491	2,000	4,500
1200.733	New Equipment	3,471	1,505	3,482	3,482
1200.737	Replacement Equipment	1,189	203	1,200	1,200
1200.738	Replacement Computer/Netwrk	30,000	27,232	30,000	30,000
	Total	11,440,872	9,803,034	11,571,716	12,401,717
1300	Vocational Education				
1300.561	Tuition-Other LEA's in State	120,000	133,335	145,000	152,000
	Total	120,000	133,335	145,000	152,000
1410	Student Activities				
1410.112	Professional Salaries	130,253	103,900	128,900	187,650
1410.610	Supplies	36,000	31,781	37,300	57,675
1410.810	Dues and Fees	14,000	10,173	15,756	14,000

**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
1410.890	Miscellaneous Expense	45,002	15,966	45,001	45,000
	Total	225,255	161,820	226,957	304,325
1420	Athletics				
1420.111	Administrative Salaries	114,000	114,000	114,000	114,000
1420.112	Professional Salaries	255,532	249,955	257,325	200,750
1420.115	Office Salaries	40,100	42,334	41,980	41,974
1420.330	Other Professional Services	29,325	3,682	4,800	4,800
1420.390	Game Expenses	77,305	69,632	80,505	86,605
1420.430	Repair and Maintenance	7,200	6,773	8,200	11,500
1420.520	Insurance	11,500	11,064	11,500	11,500
1420.580	Travel/Workshops	975	829	900	900
1420.610	Supplies	69,580	77,703	73,762	72,950
1420.643	Information Access Fees	7,100	12,988	7,292	21,495
1420.733	New Equipment	3,000	2,972	6,500	1,000
1420.737	Replacement Equipment	3,800	8,750	900	2,830
1420.810	Dues and Fees	9,210	7,258	10,190	10,780
1420.880	Athletic Activities	8,500	8,118	11,500	6,000
1420.890	Facility Usage Fees	38,600	41,329	43,900	47,000
	Total	675,727	657,387	673,254	634,084
1430	Summer School				
1430.112	Professional Salaries	20,512	23,689	30,000	30,000
1430.320	Professional Edu Services	4,000	-	4,000	4,000
1430.610	Supplies	300	-	300	300
	Total	24,812	23,689	34,300	34,300
1600	Alternative/Continuing Educ.				
1600.112	Professional Salaries	100,000	83,768	100,000	105,000
1600.115	Office Salaries	12,837	14,177	13,899	13,898
1600.320	Professional Edu Services	2,000	-	2,000	2,000
1600.610	Supplies	11,000	2,252	11,000	11,000
1600.640	Books & Info Resources	2,700	-	2,700	2,700
1600.643	Information Access Fees	15,000	22,000	15,000	16,000
	Total	143,538	122,197	144,599	150,598
2122	Guidance				
2122.111	Administrative Salaries	109,000	177,819	109,000	92,500
2122.112	Professional Salaries	1,100,106	1,153,600	1,178,994	1,138,533
2122.115	Office Salaries	136,771	135,421	140,082	144,367
2122.320	Professional Edu Services	8,656	6,893	8,656	24,200
2122.550	Printing	1,270	1,626	1,270	1,014
2122.580	Travel/Workshops	200	94	200	-
2122.610	Supplies	8,671	3,050	7,671	7,637
2122.640	Books & Info Resources	1,686	320	1,686	843
2122.733	New Equipment	470	562	470	500
2122.737	Replacement Equipment	-	318	-	-
	Total	1,366,830	1,479,702	1,448,029	1,409,594
2134	Health Services				
2134.113	Nurses Salaries	644,019	563,748	629,032	665,767
2134.115	Office Salaries	54,292	50,568	55,447	57,450
2134.290	Uniforms - Nurses	-	-	-	500
2134.330	Other Professional Services	18,700	5,320	18,700	18,700
2134.340	Technical Services	5,000	2,500	5,000	5,000
2134.430	Repair and Maintenance	1,300	744	1,300	1,300
2134.580	Travel/Workshops	200	47	200	200

**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
2134.610	Supplies	22,000	15,090	22,000	22,000
2134.640	Books & Info Resources	400	-	400	400
2134.733	New Equipment	1,000	-	1,000	1,400
2134.737	Replacement Equipment	1,000	1,483	1,000	1,000
	Total	747,911	639,500	734,079	773,718
2143	Psychological Services				
2143.112	Professional Salaries	335,871	307,779	339,533	315,723
2143.330	Other Professional Services	82,000	2,918	82,000	110,000
2143.580	Travel/Workshops	200	-	200	200
2143.610	Supplies	12,000	8,687	12,000	12,000
2143.640	Books & Info Resources	525	400	525	-
2143.643	Information Access Fees	-	655	-	-
2143.733	New Equipment	1,160	-	1,160	1,160
	Total	431,756	320,440	435,418	439,083
2152	Speech				
2152.112	Professional Salaries	639,811	614,159	675,414	688,333
2152.114	Educational Assistants Salaries	227,067	188,241	197,535	196,847
2152.330	Other Professional Services	232,900	129,900	232,900	232,900
2152.580	Travel/Workshops	200	-	200	200
2152.610	Supplies	11,070	8,549	11,070	11,070
2152.640	Books & Info Resources	1,983	79	1,983	1,983
2152.643	Information Access Fees	44,000	3,064	44,000	44,000
2152.733	New Equipment	9,598	700	9,598	9,598
	Total	1,166,629	944,692	1,172,700	1,184,931
2190	Other Pupil Services				
2190.112	Professional Salaries	50,000	32,085	50,000	50,000
	Total	50,000	32,085	50,000	50,000
2210	Improvement of Instruction				
2210.320	Professional Edu Services	30,000	7,566	20,000	22,100
2210.330	Other Professional Services	2,002	-	500	500
2213.111	Administrative Salaries	109,000	137,923	128,000	128,000
2213.112	Professional Salaries	5,000	-	5,000	5,000
2213.240	Tuition Reimbursement	210,507	103,718	208,500	204,500
2213.320	Professional Edu Services	90,601	47,391	120,203	142,000
2213.321	Prof Services for Instruction	8,502	4,927	8,500	7,500
2213.580	Travel/Workshops	4,001	-	4,000	4,000
2213.610	Supplies	3,000	900	3,000	2,000
2213.640	Books & Info Resources	3,000	400	3,000	2,000
2219.610	Supplies	202	132	201	200
	Total	465,815	302,957	500,904	517,800
2222	Education Media Services				
2222.112	Professional Salaries	415,883	416,987	419,087	416,987
2222.114	Educational Assistants Salaries	166,729	168,922	176,702	176,898
2222.610	Supplies	8,112	7,449	8,485	9,585
2222.640	Books & Info Resources	62,200	51,874	60,825	60,900
2222.641	Library Periodicals	7,507	5,584	7,282	7,282
2222.643	Information Access Fees	65,854	60,082	57,628	58,857
2222.733	New Equipment	2,625	2,302	3,023	-
2222.737	Replacement Equipment	4,503	3,791	4,001	-
2223.112	Professional Salaries	3,300	1,300	3,300	5,200
2223.430	Repair and Maintenance	1,203	1,249	1,321	1,450
2223.610	Supplies	2,453	798	2,650	2,450

**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
2223.640	Books & Info Resources	9,271	8,282	7,120	7,645
2223.733	New Equipment	3	-	-	900
2223.737	Replacement Equipment	4	512	-	-
	Total	749,651	729,131	751,424	748,154
2311	School Board Services				
2311.111	Administrative Salaries	9,200	9,200	14,000	31,500
2312.115	Office Salaries	6,900	3,716	6,900	6,000
2312.610	Supplies	320	320	320	320
2313.111	Administrative Salaries	5,000	4,250	8,200	9,850
2313.610	Supplies	1,000	2,240	1,000	2,500
2314.340	Technical Services	4,000	7,138	4,000	4,000
2314.550	Printing	6,800	7,607	6,800	8,000
2314.610	Supplies	5,000	1,479	5,000	3,500
2317.330	Other Professional Services	34,000	46,358	45,000	50,000
2318.330	Other Professional Services	120,000	219,931	175,000	200,000
2319.115	Office Salaries	5,000	4,000	11,160	11,160
2319.340	Technical Services	2,000	-	2,000	-
2319.540	Advertising	4,000	4,310	4,000	5,000
2319.580	Travel/Workshops	4,000	-	4,000	-
2319.810	Dues and Fees	18,000	15,312	18,000	18,000
2319.890	Miscellaneous Expense	25,000	1,405	25,000	10,000
	Total	250,220	327,265	330,380	359,830
2320	SAU Budget				
2321.111	Administrative Salaries	280,000	404,377	305,231	416,713
2321.115	Office Salaries	80,000	89,638	107,500	109,100
2321.240	Tuition Reimbursement	5,000	4,150	10,000	40,000
2321.330	Professional Services	-	-	-	10,205
2321.531	Telephone	10,000	-	-	-
2321.534	Postage	4,000	4,090	4,000	6,000
2321.580	Travel/Workshops	18,000	4,320	18,000	18,000
2321.610	Supplies	8,500	14,278	18,500	18,500
2321.621	Natural Gas	3,200	-	3,200	-
2321.622	Electricity	10,000	-	10,000	-
2321.640	Books & Info Resources	200	16	200	2,000
2321.733	New Equipment	9,500	9,565	9,500	20,000
2321.810	Dues and Fees	12,000	9,383	12,000	12,000
2321.890	Miscellaneous Expense	-	-	-	20,000
2511.111	Administrative Salaries	215,000	213,500	357,320	234,500
2511.115	Office Salaries	100,000	161,445	50,000	174,320
2831.111	Administrative Salaries	95,000	107,046	198,000	85,000
2831.115	Office Salaries	90,000	129,048	50,000	163,000
2831.330	Other Professional Services	5,000	3,738	5,000	-
2831.643	Information Access Fees	6,500	-	6,500	1,295
	Total	951,900	1,154,594	1,164,951	1,330,633
2330	Special Area Administrative Services				
2330.111	Administrative Salaries	220,008	93,077	218,000	218,000
2330.112	Professional Salaries	23,821	24,910	24,910	58,924
2330.115	Office Salaries	100,484	53,653	102,549	103,979
2330.531	Telephone	240	-	240	240
2330.534	Postage	300	94	300	300
2330.580	Travel/Workshops	8,225	3,401	8,200	8,200
2330.610	Supplies	300	222	300	500

**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
	Total	353,378	175,357	354,499	390,143
2340	Directors of Curriculum				
2340.115	Office Salaries	42,803	46,062	52,961	49,647
2340.580	Travel/Workshops	5,000	2,314	5,000	5,000
2340.610	Supplies	8,000	821	6,000	2,000
2340.640	Books & Info Resources	99,500	98,514	104,875	133,550
2340.810	Dues and Fees	2	-	-	11,000
	Total	155,310	147,711	168,836	201,197
2410	Office Of The Principal				
2410.111	Administrative Salaries	1,969,805	1,935,513	1,936,811	1,942,280
2410.115	Office Salaries	690,740	694,400	725,768	706,179
2410.531	Telephone	150,000	119,302	150,000	150,000
2410.610	Supplies	92,875	77,630	90,630	82,129
2410.640	Books & Info Resources	4,444	4,164	4,400	3,800
2410.733	New Equipment	5,183	7,984	7,735	5,011
2410.737	Replacement Equipment	8,502	8,379	4,871	20,973
2410.810	Dues and Fees	25,762	21,394	24,260	26,015
	Total	2,947,312	2,868,766	2,944,475	2,936,387
2490	Other Services School Administration				
2490.111	Administrative Salaries	89,600	104,000	104,000	104,000
2490.112	Professional Salaries	94,730	7,675	2,150	1,200
2490.610	Supplies	31,400	30,019	31,400	34,200
	Total	215,730	141,694	137,550	139,400
2510	Contracted Services-Medicaid				
2510.310	Official/Admin Services	40,000	22,374	40,000	40,000
	Total	40,000	22,374	40,000	40,000
2610	Supervision and Operation of Plant				
2610.111	Administrative Salaries	95,481	96,862	105,000	108,000
	Total	95,481	96,862	105,000	108,000
2620	Operating Building Services				
2620.116	Custodial Salaries	1,652,031	1,692,203	1,850,453	2,026,496
2620.126	Substitute Salaries-Custodian	8,000	17,010	10,000	10,000
2620.290	Other Employee Benefits	32,000	23,321	32,000	32,000
2620.330	Other Professional Services	15,000	39,081	69,672	132,600
2620.410	Water/Sewer/Septic	58,000	139,776	124,380	74,500
2620.420	Cleaning Services	89,500	84,834	89,500	95,000
2620.430	Repair and Maintenance	70,905	277,030	147,807	337,000
2620.441	Rental Land & Buildings	-	372	50,000	-
2620.520	Insurance	194,391	151,215	207,998	222,558
2620.580	Travel/Workshops	6,000	419	11,000	14,500
2620.610	Supplies	259,050	292,515	259,150	268,100
2620.621	Natural Gas	107,000	137,357	117,700	140,000
2620.622	Electricity	449,000	537,620	493,900	700,000
2620.623	Bottled Gas	30,000	23,210	33,000	33,000
2620.624	Fuel Oil	144,805	128,156	160,505	247,000
2620.643	Information Access Fees	6,500	12,816	20,500	27,000
2620.733	New Equipment	2,501	-	2,501	11,100
2620.737	Replacement Equipment	39,500	35,341	59,900	64,500
2620.810	Dues and Fees	-	95	-	-
	Total	3,164,184	3,592,372	3,739,966	4,435,354
2630	Care and Operation of Grounds				
2630.420	Cleaning Services	11,000	11,693	46,000	195,075

**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
2630.422	Snow Removal	10,000	3,936	10,000	12,000
2630.430	Repair and Maintenance	8,000	9,854	11,320	15,000
2630.440	Grounds - Rental Equipment	-	-	-	20,000
2630.610	Supplies	47,000	38,336	100,000	173,949
2630.733	New Equipment	1	-	34,620	41,000
2630.737	Replacement Equipment	20,000	18,645	7,000	12,500
	Total	96,001	82,464	208,940	469,524
2640	Care and Upkeep of Equipment				
2640.430	Repair and Maintenance	105,000	108,718	114,991	115,000
	Total	105,000	108,718	114,991	115,000
2650	Vehicle Operation & Maintenance				
2650.430	Repair and Maintenance	8,000	11,372	10,629	20,000
2650.626	Gasoline	9,000	14,690	15,000	20,000
2650.737	Replacement Equipment	42,000	-	75,000	50,000
	Total	59,001	26,062	100,629	90,000
2660	Security Services				
2660.330	Other Professional Services	79,040	94,194	79,040	81,551
2660.340	Technical Services	19,400	14,263	19,400	19,400
2660.430	Repair and Maintenance	16,000	16,143	25,730	35,000
2660.490	Other Purchased Property Serv	6,500	10,615	6,500	9,000
	Total	120,940	135,214	130,670	144,951
2721	Pupil Transportation Services				
2721.519	Student Transportation	2,317,953	2,385,839	2,395,094	2,591,179
2722.519	Student Transportation-Spec. Ed.	1,053,643	780,021	1,065,035	1,557,325
2723.519	Student Transportation-Other	87,284	47,831	74,756	79,832
2724.519	Student Transportation-Team	90,131	77,814	103,030	148,532
2725.519	Student Transportation-Field Trips	38,490	9,266	42,676	59,528
2729.519	Student Transportation-Music	13,500	6,347	13,000	18,200
	Total	3,601,002	3,307,117	3,693,592	4,454,596
2840	Computer Services				
2840.111	Administrative Salaries	113,940	113,940	113,940	113,940
2840.114	Educational Assistants Salaries	61,094	55,787	57,200	57,194
2840.430	Repair and Maintenance	47,500	45,620	49,000	49,000
2840.610	Supplies	15,000	12,160	15,000	15,000
2840.643	Information Access Fees	149,864	149,600	209,682	155,368
2840.650	Software	87,992	69,181	68,840	70,675
2840.734	New Computer/Netwk Equip	-	404	-	-
2840.738	Replacement Computer/Netwrk	15,000	17,335	25,000	25,000
	Total	490,389	464,027	538,662	486,177
2900	Support Services				
2900.210	Group Insurance	10,565,695	10,563,230	11,322,466	13,590,680
2900.220	FICA	2,588,681	2,648,847	2,558,916	2,842,686
2900.231	Non-teacher Retirement	1,110,259	1,084,374	1,125,767	1,195,427
2900.232	Teacher Retirement	5,599,877	5,575,720	5,533,876	5,486,819
2900.250	Unemployment Compensation	30,000	17,959	30,000	30,000
2900.260	Worker's Compensation	273,903	191,014	291,433	267,420
2900.290	Other Employee Benefits	3,000	11,458	49,858	50,000
	Total	20,171,415	20,092,603	20,912,316	23,463,032
4200	Site Improvements				
4200.430	Repair and Maintenance	150,000	81,489	150,000	150,000
	Total	150,000	81,489	150,000	150,000
4600	Building Improvement				

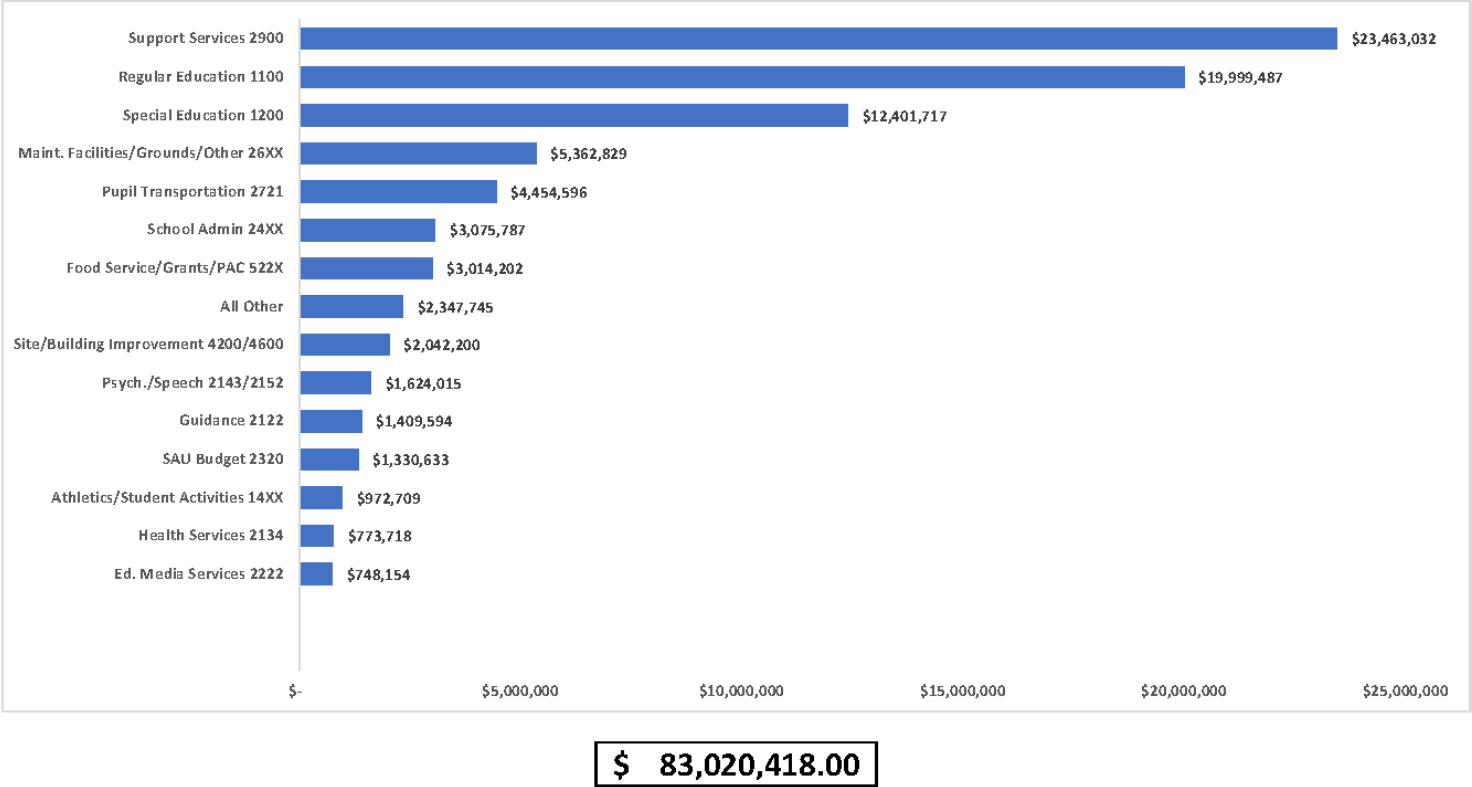
**Timberlane Regional School District
2023-24 Proposed Budget**

Account	Description	2021-22 Budget	2021-22 Expended	2022-23 Budget	2023-24 Proposed Budget
4600.450	Construction Services	1,883,593	347,778	892,200	1,892,200
	Total	1,883,593	347,778	892,200	1,892,200
5221	Fund Transfers (Offset by Revenue)				
5221.930	Food Service Fund	1,404,186	-	1,432,110	1,636,702
5222.930	Federal Projects / Grants	1,300,000	-	1,300,000	1,300,000
5223.930	PAC	77,500	(20,719)	77,500	77,500
	Total	2,781,686	(20,719)	2,809,610	3,014,202
	Grand Total	75,398,154	68,379,163	76,067,329	83,020,418

DEFINITION OF MAJOR BUDGET ACCOUNTS

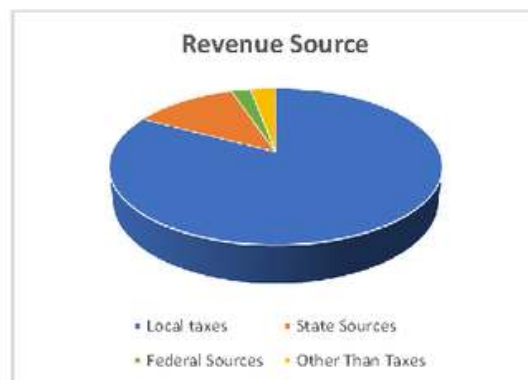
- 1100 Regular Programs** - Includes activities dealing directly with the teaching of pupils, or the interaction between teacher and pupils. Included in this category are salaries of instructional personnel, supplies, textbooks, equipment, and any other costs directly related to the instructional process.
- 1200 Special Education** - Instructional activities designed primarily to deal with students having special needs. Includes personnel, supplies, equipment, tuition for students placed in programs outside of the district and other services required as part of the instructional process.
- 1400 Extra Curricula Activities** – School-sponsored activities, under the guidance and supervision of school staff, designed to provide students such experiences as motivation, enjoyment, and improvement of skills. Extracurricular activities supplement the regular instructional program and include sports, band, chorus, and student clubs and associations.
- 2122 Guidance Services** - Activities involving counseling with students and parents, providing consultation with other staff members on learning problems, evaluating the abilities of pupils, assisting students as they make their own educational and career plans and choices, assisting students in personal and social development, providing referral assistance and working with other staff members in planning and conducting guidance programs for students.
- 2222 Educational Media Services** - Educational media are defined as any devices, content materials, methods or experiences used for teaching and learning purposes. Library supplies, books, reference materials, audiovisual materials and equipment are included here.
- 2320 SAU Budget** - Activities associated with the overall general administration of the school districts in SAU No. 106. The Superintendent, Assistant Superintendent, Business Administrator and associated support personnel are included in this account. The budget is prorated between the Timberlane Regional School District and the Hampstead School District based on Average Daily Membership and equalized valuations of the towns.
- 2410 Office of the Principal** - Activities concerned with directing and managing the operation of a particular school. It includes the principals, assistant principals and other staff involved in the general supervision of the school, evaluation of the staff members and coordination of school instructional activities.
- 2490 School Administration - Other Support Services** - This function includes expenditure for graduation and department chairpersons.
- 2620 Operation and Maintenance** - Activities concerned with keeping the physical plant clean and ready for daily use. It includes operating the heating, lighting, and ventilating systems, and repair and replacement of maintenance equipment as well as insurance of the school buildings.
- 2721 Pupil Transportation** - Activities concerned with the conveyance of pupils to and from school, as provided by State and Federal law and local policy. The account also includes trips for student activities such as field trips, band, and extra curricula activities.
- 2900 Fixed Charges** - This account includes the cost of health insurance, worker's compensation and unemployment compensation, retirement, and FICA.
- 5100 Debt Service** - This account provides for repayment of the debt of the school district. It includes principal and interest.

2023-24 PROPOSED BUDGET GRAPH



2023-24 PROPOSED REVENUE BUDGET

Account	Description	FY 2022 Voted	FY 2022 Actual	FY 2023 Voted	FY 2024 Proposed
Local Revenue					
0770	Unassigned Fund Bal.	1,000,000	3,625,116	1,000,000	1,000,000
1310	Reg Day Tuition	550,000	630,877	410,000	450,000
1314	Summer School Tuition	2,000	-	-	-
1316	Eve. Div./Adult Ed Tuition	8,000	-	-	-
1510	Earned Income	45,000	11,490	10,000	45,000
1600	Food Service	1,007,500	245,905	800,000	800,000
1990	Other Local Revenue	90,000	1,498,214	158,435	100,000
5223	PAC Programs	77,500	40,367	25,000	25,000
State Revenue					
3111	Education Grant	10,642,992	10,642,993	11,828,268	9,509,058
3249	Voc Ed Transportation	35,000	20,434	20,000	20,000
3260	Child Nutrition	17,500	102,523	17,500	17,500
3230	Catastrophic Aid	600,000	438,551	483,671	450,000
3290	Other	10,000	15,962	397,549	10,000
Federal Revenue					
4300	Federal Projects	1,300,000	1,236,208	1,320,000	1,300,000
4560	Lunch Reimbursements	375,000	1,669,597	375,000	375,000
4580	Medicaid	175,000	281,787	150,000	150,000
4260	Other	20,000	32,007	20,000	20,000
Total Income		15,955,492	20,492,031	17,015,423	14,271,558
District Assessment		59,442,662	53,606,115	59,051,905	68,748,860
Total		75,398,154	74,098,145	76,067,329	83,020,418



Local taxes	68,748,860	82.8%
State Sources	10,006,558	12.1%
Federal Sources	1,845,000	2.2%
Other Than Taxes	2,420,000	2.9%
Total	83,020,418	100%

2023-2024 DEFAULT BUDGET

Account Code	Purpose of Appropriation	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
Instruction					
1100-1199	Regular Programs	\$19,645,944	\$75,737	(\$21,000)	\$19,700,682
1200-1299	Special Programs	\$11,571,708	\$984,508	-	\$12,556,216
1300-1399	Vocational Programs	\$145,000	-	-	\$145,000
1400-1499	Other Programs	\$934,511	-	-	\$934,511
1600-1699	Adult/Continuing Education Programs	\$144,599	-	-	\$144,599
Instruction Subtotal		\$32,441,763	\$1,060,245	(\$21,000)	\$33,481,008
Support Services					
2000-2199	Student Support Services	\$3,841,723	(\$1,497)	-	\$3,840,226
2200-2299	Instructional Staff Services	\$1,252,328	-	-	\$1,252,328
Support Services Subtotal		\$5,094,051	(\$1,497)	-	\$5,092,554
General Administration					
2310-2319	Other School Board	\$330,380	-	-	\$330,380
General Administration Subtotal		\$330,380	-	-	\$330,380
Executive Administration					
2320-2399	All Other Administration	\$991,435	\$182,744	-	\$1,174,179
2400-2499	School Administration Service	\$3,082,025	-	-	\$3,082,025
2500-2599	Business Office	\$450,320	(\$3,000)	-	\$447,320
2600-2699	Plant Operations and Maintenance	\$4,393,612	\$571,985	(\$75,000)	\$4,890,597
2700-2799	Student Transportation	\$3,693,592	\$761,005	-	\$4,454,596
2800-2999	Support Service, Central and Other	\$21,738,342	\$2,468,704	(\$65,000)	\$24,142,046
Executive Administration Subtotal		\$34,349,325	\$3,981,437	(\$140,000)	\$38,190,763
Facilities Acquisition and Construction					
4200	Site Improvement	\$150,000	-	-	\$150,000
4600	Building Improvement Services	\$892,200	-	-	\$892,200
Facilities Acquisition and Construction Subtotal		\$1,042,200	-	-	\$1,042,200
Fund Transfers					
5220-5221	To Food Service	\$1,432,110	\$204,592	-	\$1,636,702
5222-5229	To Other Special Revenue	\$1,377,500	-	-	\$1,377,500
Fund Transfers Subtotal		\$2,809,610	\$204,592	-	\$3,014,202
Total Appropriations		\$76,067,329	\$5,244,778	(\$161,000)	\$81,151,107

2023-24 DEFAULT BUDGET

Reasons for Reductions/Increases & One-Time Expenditures

	Increase in substitute teacher rates and non-union salary increases. Removal of one time
1100-1199	music equipment purchase.
1200-1299	Special Education private tuition and professional services
2000-2199	Change in non-union education assistant salaries
2320-2399	SAU non-union salary increases and course reimbursements/workshops per CBA
2500-2599	SAU Business Office salary
	Insurance and utilities increase per contractual agreements. Removal of one time vehicle
2600-2699	replacement.
2700-2799	Student transportation contractual agreement with First Student
	Employee health insurance and workers/unemployment comp. increase per GMR, NHRS and
2800-2999	FICA. Offset by the removal of information access and computer replacement purchase.
5200-5221	Food service contractual increase per new agreement

RSA 40:13, IX (b) "Default budget" as used in this subdivision means the amount of the same appropriations as contained in the operating budget authorized for the previous year, reduced and increased, as the case may be, by debt service, contracts, and other obligations previously incurred or mandated by law, and reduced by one-time expenditures contained in the operating budget and by salaries and benefits of positions that have been eliminated in the proposed budget. For the purposes of this paragraph, one-time expenditures shall be appropriations not likely to recur in the succeeding budget, and eliminated positions shall not include vacant positions under recruitment or positions redefined in the proposed operating budget, as determined by the governing body, unless the provisions of RSA 40:14-b are adopted, of the local political subdivision. In calculating the default budget amount, the governing body shall follow the statutory formula which may result in a higher or lower amount than the proposed operating budget. RSA 40:13, IX (c) "Contracts" as used in this subdivision means contracts previously approved, in the amount so approved, by the legislative body in either the operating budget authorized for the previous year or in a separate warrant article for a previous year.

PER PUPIL COST

The New Hampshire Department of Education has released the 2021-22 cost per pupil. Timberlane has costs above state average with the exception of at the Elementary school level. The 2021-22 figures are:

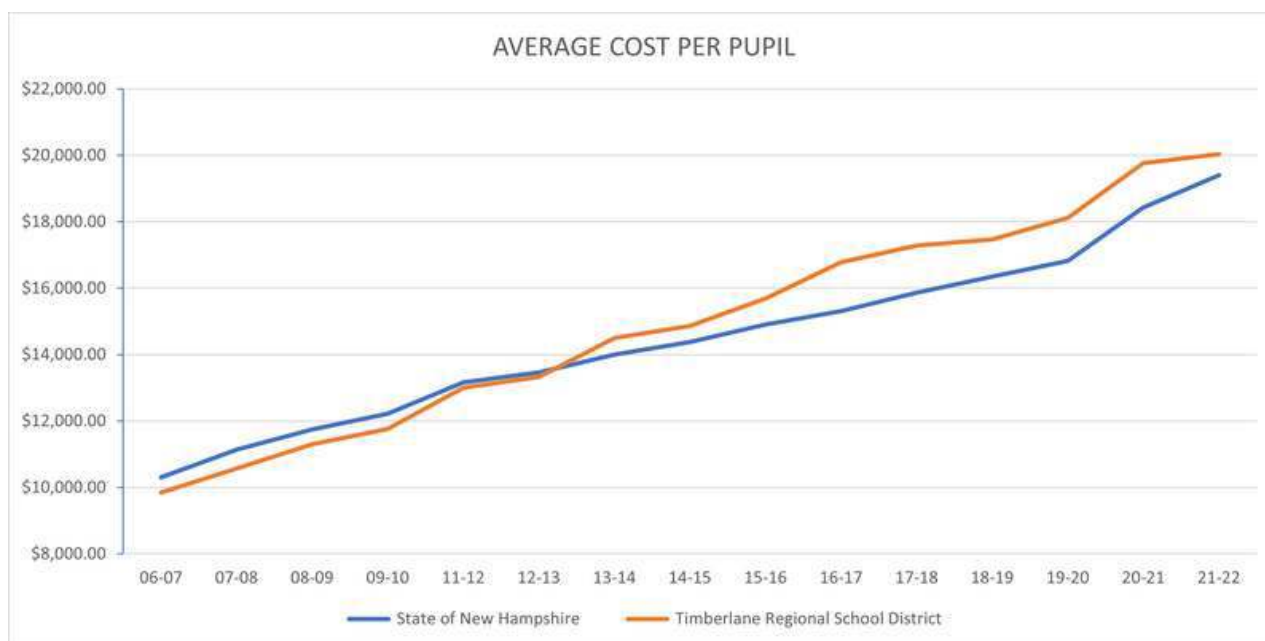
Elementary: State Average cost per pupil - \$20,060.38; Timberlane - \$19,541.14. Out of 155 school districts with elementary schools, 44 spend less than we do per pupil at the elementary level and 110 spend more.

Middle School: State Average cost per pupil - \$18,529.38; Timberlane - \$20,196.37. Out of 62 school districts with middle schools, 41 spend less than we do per pupil at the middle school level and 20 spend more.

High School: State Average cost per pupil - \$18,869.95; Timberlane - \$20,673.13. Out of 73 school districts with high schools, 42 spend less than we do per pupil at the high school level and 30 spend more.

District Average: State Average cost per pupil - \$19,399.97; Timberlane - \$20,037.40. Out of 162 school districts, 58 spend less than we do per pupil and 103 spend more.

The following chart compares Timberlane's per pupil cost for all district students since 2006-07. This chart clearly shows that Timberlane's cost per pupil was less than the state average cost per pupil until 2013-14. Timberlane spent \$637.43 more per pupil than the state average during 2021-22.



EXPENDITURES FOR SPECIAL EDUCATION PROGRAMS & SERVICES (Per RSA 32:11 - a)

School Year	Expenditures	Revenues
2020-2021	\$16,806,822	\$1,541,110
2021-2022	\$16,385,403	\$1,428,520

32:11-a Actual Expenditures for Special Education Programs and Services. – Each school district shall provide in its annual report an accounting of actual expenditures by the district for special education programs and services for the previous 2 fiscal years. Such accounting shall include offsetting revenues from all sources, including but not limited to, reimbursements from state funds, federal funds, or medicaid funds, private or other health insurance coverage, transferred special education moneys received from another school district, and any other special education resources received by the district.

TAX ASSESSMENT

Determination of member town's tax assessment is necessary to meet the March 2021 voted appropriation for the Timberlane Regional School District. This appropriation is calculated by assessing each town for the operating costs based on their Average Daily Membership (ADM) and for capital costs based on equalized valuation of each town.

I. REFERENCE DATA

A. Proration Factors Based Upon 2019 Equalized Valuation

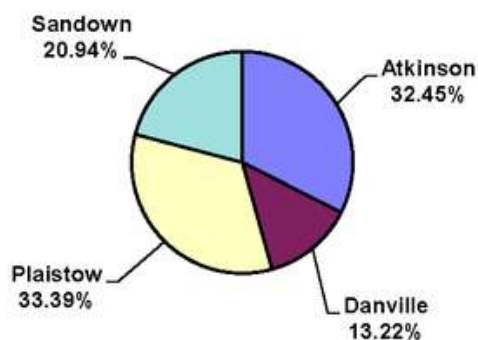
Town	Valuation	Percent
Atkinson	\$1,198,704,778	32.45%
Danville	488,117,330	13.22%
Plaistow	1,233,269,910	33.39%
Sandown	773,362,993	20.94%
Total	\$3,693,455,011	100.00%

B. Proration Factors Based Upon 2019-2020 ADM In Residence

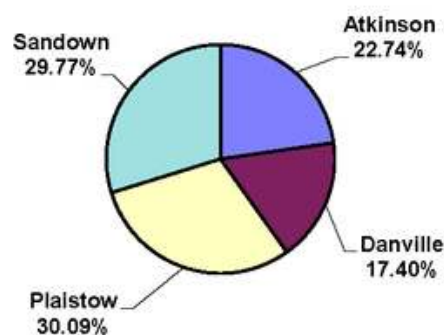
Town	Membership	Percent
Atkinson	757.8	22.74%
Danville	580.1	17.40%
Plaistow	1,002.8	30.09%
Sandown	992.3	29.77%
Total	3,333.0	100.00%

TAX ASSESSMENT PERCENT BY TOWN

Capital Assessment



Operating Assessment



II. APPORTIONMENT OF APPROPRIATION FOR 2021-2022

Total Appropriation Voted	\$75,398,154
A. Operating Expenditures	\$73,265,639
Less:	
Unassigned Balance (Surplus)	3,417,890
Local Revenue	
Tuition	400,000
Other Income	100,000
Food Service	1,400,000
State Aid and Revenue	
Catastrophic Aid	328,913
Vocational Education Refunds	35,000
Federal Aid	
Federal Projects	\$1,320,000
Medicaid	100,000
Other Financing Sources	
From Other Special Revenue Funds	\$77,500
Income & Surplus to offset operating expenses	\$7,189,303
Tax Assessment Required - Operating Expenditures	\$66,076,336

Resulting Assessments Required from Tax Sources, Apportioned on A.D.M.

Town	Percent	Assessment
Atkinson	22.74%	\$15,023,876
Danville	17.40%	\$11,500,553
Plaistow	30.09%	\$19,879,640
Sandown	29.77%	\$19,672,267
Total	100.00%	\$66,076,336

B. Capital Expenses	\$2,132,515
Less:	
Building Aid	-
Transfer from Capital Projects	-
Voted from Capital Reserve	-
Interest	-
Tax Assessment Required for Capital Expenditures	\$2,132,515

Resulting Assessments for Capital Outlay, Apportioned on Equalized Valuations

Town	Percent	Assessment
Atkinson	32.45%	\$692,104
Danville	13.22%	\$281,828
Plaistow	33.39%	\$712,061
Sandown	20.94%	\$446,522
Total	100.00%	\$2,132,515

III. SUMMARY

Atkinson

Operating Assessment	\$15,023,876
Capital Assessment	692,104
Less: Education Grant	964,829
Less: Impact Fees	50,121

Total Assessment Required from Tax Sources	\$14,701,030
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Danville

Operating Assessment	\$11,500,553
Capital Assessment	281,828
Less: Education Grant	2,851,586
Less: Impact Fees	200,000

Total Assessment Required from Tax Sources	\$8,730,795
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Plaistow

Operating Assessment	\$19,879,640
Capital Assessment	712,061
Less: Education Grant	2,408,249
Less: Impact Fees	9,500

Total Assessment Required from Tax Sources	\$18,173,952
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Sandown

Operating Assessment	\$19,672,267
Capital Assessment	446,522
Less: Education Grant	4,418,329
Less: Impact Fees	75,000

Total Assessment Required from Tax Sources	\$15,625,460
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Assessment Comparison Figures:

<u>Town</u>	2020	2021	2021
Atkinson	\$13,525,236	\$14,496,080	\$14,701,030
Danville	8,912,153	8,413,976	8,730,795
Plaistow	17,081,248	18,385,337	18,173,952
Sandown	14,063,929	15,211,045	15,625,460

	\$53,582,566	\$56,506,438	\$57,231,237
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District - Total Assessment Increases:

Change From:		
2020 to 2021	\$2,923,872	5.46%
2021 to 2022	\$724,799	1.28%

TIMBERLANE REGIONAL SCHOOL DISTRICT 2022 ANNUAL REPORT

Staff Summary List (Headcount based on October 1, 2021)

	ATKINSON	DANVILLE	DISTRICT	POLLARD	SANDOWN CENTRAL	SANDOWN NORTH	MIDDLE SCHOOL	HIGH SCHOOL	TOTAL
ADMINISTRATORS	2	2	16	2	2	2	4	7	37
TEACHERS/ SPECIALIST	33	33	21	55	16	35	89	105	387
TEACHER ASSISTANTS	20	25	0	32	18	25	29	23	172
ADMINISTRATIVE ASSISTANTS	2	2	6	2	2	2	7	9	32
FACILITIES	4	3	7	5	2	3	5	6	35
FOOD SERVICE	1	1	0	1	0	1	5	3	12
TOTAL	62	66	50	97	40	68	139	153	675

Administrators include principals, assistant principals, academic deans, department heads, curriculum coordinators, and directors.

Teachers/specialists include members of the bargaining unit: regular classroom teachers, special education teachers, media specialists, guidance counselors, psychologists, occupational therapists, physical therapists, speech pathologists, nurses, and technology integration specialists.

Teacher assistants include regular classroom assistants, special education assistants, library assistants, speech assistants, occupational therapist assistants, Title I tutors, and computer technicians.

Facilities include custodians, outside grounds, HVAC, maintenance technicians, and electricians.

District includes SAU, PAC, and Technology staff.

Professional Salary Schedule

Per Timberlane Teachers Association Collective Bargaining Agreement
(Elimination of Steps 1 and 2)

2021-22 **1.00%**

Step	LPN	RN	BA	BA+15	MA	MA+30	Doctorate
Step 3	\$33,967	\$35,964	\$39,960	\$41,756	\$44,395	\$46,411	\$47,445
Step 4	\$35,171	\$37,240	\$41,378	\$43,244	\$45,987	\$48,081	\$49,117
Step 5	\$36,424	\$38,566	\$42,851	\$44,791	\$47,642	\$49,820	\$50,855
Step 6	\$37,728	\$39,947	\$44,385	\$46,400	\$49,363	\$51,629	\$52,664
Step 7	\$39,080	\$41,379	\$45,976	\$48,073	\$51,151	\$53,505	\$54,541
Step 8	\$40,486	\$42,868	\$47,632	\$49,811	\$53,013	\$55,459	\$56,494
Step 9	\$41,950	\$44,417	\$49,352	\$51,618	\$54,946	\$57,489	\$58,525
Step 10	\$43,471	\$46,027	\$51,141	\$53,495	\$56,955	\$59,599	\$60,635
Step 11	\$45,051	\$47,701	\$53,001	\$55,448	\$59,046	\$61,793	\$62,829
Step 12	\$46,694	\$49,441	\$54,935	\$57,478	\$61,215	\$64,073	\$65,109
Step 13	\$48,402	\$51,249	\$56,943	\$59,588	\$63,473	\$66,443	\$67,478
Step 14	\$50,178	\$53,129	\$59,032	\$61,780	\$65,820	\$68,907	\$69,943
Step 15	\$52,076	\$55,139	\$61,266	\$64,117	\$68,311	\$71,515	\$72,580

TIMBERLANE REGIONAL SCHOOL DISTRICT 2022 ANNUAL REPORT

SUPPORT STAFF SALARY SCHEDULE

Per Timberlane Support Staff Union Collective Bargaining Agreement

2021-2022 Para Wage Schedule

Step	3.5%	1	2	3	4	5	6	7	8	9	10	11	12	13
	Track													
High School Diploma	E1	\$13.02	\$13.37	\$13.72	\$14.08	\$14.43	\$14.79	\$15.13	\$15.51	\$15.85	\$16.21	\$16.56	\$16.91	\$17.27
GBCC SPED Certification	E-GBCC	\$13.20	\$13.55	\$13.89	\$14.25	\$14.60	\$14.96	\$15.32	\$15.68	\$16.03	\$16.39	\$16.73	\$17.08	\$17.44
Associate's Degree	E2	\$13.31	\$13.66	\$14.02	\$14.37	\$14.73	\$15.08	\$15.45	\$15.80	\$16.14	\$16.50	\$16.85	\$17.21	\$17.57
Bachelor's Degree	E3	\$13.60	\$13.96	\$14.31	\$14.67	\$15.02	\$15.39	\$15.74	\$16.09	\$16.44	\$16.79	\$17.15	\$17.51	\$17.87
LNAs:	T5	\$16.33	\$16.73	\$17.15	\$17.57	\$17.99	\$18.39	\$18.81	\$19.22	\$19.63	\$20.05	\$20.47	\$20.88	\$21.29
Library Assistants:														
High School Diploma	L1	\$13.20	\$13.55	\$13.91	\$14.25	\$14.61	\$14.96	\$15.32	\$15.68	\$16.03	\$16.39	\$16.73	\$17.09	\$17.44
Associate's Degree	L2	\$13.43	\$13.78	\$14.14	\$14.48	\$14.84	\$15.20	\$15.56	\$15.91	\$16.27	\$16.62	\$16.98	\$17.33	\$17.69
Bachelor's Degree	L3	\$13.66	\$14.02	\$14.37	\$14.73	\$15.08	\$15.45	\$15.80	\$16.14	\$16.50	\$16.85	\$17.21	\$17.57	\$17.93

Paraeducators:	Step	14	15	16	17	18	19	20	21	22	23
	Track										
High School Diploma	E1	\$17.63	\$17.99	\$18.34	\$18.69	\$19.04	\$19.40	\$19.75	\$20.11	\$20.46	\$20.81
GBCC SPED Certification	E-GBCC	\$17.80	\$18.16	\$18.51	\$18.87	\$19.22	\$19.58	\$19.94	\$20.28	\$20.63	\$20.98
Associate's Degree	E2	\$17.93	\$18.28	\$18.64	\$18.98	\$19.34	\$19.69	\$20.05	\$20.40	\$20.75	\$21.10
Bachelor's Degree	E3	\$18.22	\$18.58	\$18.93	\$19.27	\$19.63	\$19.99	\$20.35	\$20.71	\$21.07	\$21.42
LNAs:	T5	\$21.71	\$22.12	\$22.55	\$22.95	\$23.37	\$23.77	\$24.19	\$24.62	\$25.04	\$25.40
Library Assistants:											
High School Diploma	L1	\$17.81	\$18.16	\$18.51	\$18.87	\$19.22	\$19.58	\$19.94	\$20.28	\$20.63	\$20.99
Associate's Degree	L2	\$18.05	\$18.39	\$18.75	\$19.10	\$19.46	\$19.82	\$20.18	\$20.54	\$20.90	\$21.25
Bachelor's Degree	L3	\$18.28	\$18.64	\$18.98	\$19.34	\$19.69	\$20.05	\$20.41	\$20.77	\$21.13	\$21.49

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