NH School Administrative Unit 106 | Timberlane Regional School District
30 Greenough Road, Plaistow, NH 03865 Voice: (603) 382-6119 Fax: (603) 382-3334
Timberlane.net @TimberlaneRegional @TimberlaneRSD @TimberlaneRSD

Thursday, January 2, 2025
AGENDA

Regular Business Meeting
SAU 106 Boardroom

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

1. **7:00 PM Call to Order – Chair**
2. **Roll Call – Minute Taker**
3. **Pledge of Allegiance**
4. **Approval of Minutes**
5. **Student Representative**
6. **Delegates and Individuals**
7. **Current Business**
    a. **Rescind Previous School Board Action on 12-19-24 – ACTION**
    b. **Phase 3 Lease – ACTION**
    c. **FY26 Proposed Budget – INFORMATIONAL**
    d. **Ratification of Tentative Agreements – ACTION**
        - **Timberlane Custodians**
        - **Timberlane Cafeteria Workers**
    e. **SY2025-26 Calendar (First Read) – ACTION**
    f. **Overnight Travel Requests – ACTION**
        - **Harvard Model Congress**
        - **Youth and Government Club**
    g. **Curriculum Revisions/Additions – ACTION**
        - **Pre-K Writing (Second Read)**
        - **6th Grade World Language Revision (First Read)**
        - **7th Grade Social Studies Addition (First Read)**
    h. **Warrant - INFORMATIONAL**
8. **Administrator's Report**
9. **Vacancy Report**
10. **Committee Reports/Reports of the School Board**
11. **Other Business**
12. **Nonpublic Session – if required.**

DRAFT – NOT APPROVED

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

Timberlane Regional School Board
Meeting Minutes

Regular Board Meeting
December 19, 2024
7:00 PM

Superintendent's Office
30 Greenough Road
Plaistow, NH

Call to Order

Board Members Present
Katie Knutsen, Mark Sherwood, Kim McCormick, Shauna Manthorn, Jack Sapia, Donald Woodworth, Alyssa Kowalczyk

Excused absence: Paul LeCain, Brienna Woodworth

Seated at the Board Table
Justin Krieger, Superintendent
Sandra Allaire, Assistant Superintendent
Chris Martin, Director of Operations
Abigail Robinson, Student Representative

Administrators Present
Mark Pedersen, Director of Secondary Education
Lucy Canotas, Director of Elementary Education
Fran DeCinto, Director of Human Resources (arrived at 8:55 pm)

STUDENT, STAFF, FAMILY SHARE

Mr. Kelly, Social Studies teacher at the high school, brought five seniors from his AP Government class. There was a presentation recently by the NH Funding Fairness Project and that group also visited with this high school class and they were led through an inquiry project that would allow students to think about public school funding in New Hampshire. The students shared some of those things that they have learned. They engaged in a two-step school funding simulation. They looked at the financial constraints of two different school districts and discussed how to allocate resources to best serve the students. One of the schools was adequately funded and the other was not. They connected the simulation to their own personal experience at the high school. The students in the class wrote notes on what they feel are

important to an adequate education. Some points mentioned were the wide variety of choices in the cafeteria. They commented on their amazing theatre program but feel it would help to have a little more funding for the program. In regards to safety, they feel very strongly on having a crossing guard. They also commented on the nice bathrooms at the PAC, however, the bathrooms in the high school building are in much need of improvement. One of the students stated how so many teachers do so much for the kids and she hopes they could receive a higher pay to attract good teachers and to keep the good teachers they have.

After their presentation, some students were interested in attending a Budget Committee meeting in hopes they would have an opportunity to speak to them about this issue. Mrs. Knutsen said they do allow some time at the beginning of the meeting to speak, but it isn't a back and forth like what they are having now.

Mr. Woodworth also encouraged the students to bring their concerns to Mr. Vaccarezza. It would be very helpful for him to hear from the students.

STUDENT REPRESENTATIVE

Abigail Robinson presented her school-wide report, highlighting events across the District. There was a coin drive at the high school to raise money for Mealy's Meals. They raised $797.00. Staff gave out free hot cocoa and cookies during lunch. Holiday concerts took place. A sports update was given. Atkinson Academy students created handmade cards for the Seniors in the community. Danville did a clothing drive for the Epilepsy Foundation. Sandown North students performed at the PAC. TLC participated in a themed spirit week. The middle school had their spelling bee on December 13, 2024.

DELEGATES AND INDIVIDUALS

Michael Boucher of Atkinson addressed the Board. He spoke in support of tuition free full day kindergarten. There is positive data that show the benefits to full day kindergarten. There is a need for it in this district and he believes the cost if feasible.

MOTION: Mrs. McCormick motioned to move the remaining 27 minutes for Delegates and Individuals to the end of the meeting. Seconded by Mr. Sherwood
Motion passed: 7-0-0

APPROVAL OF MINUTES

MOTION: Mrs. Manthorn motioned to accept the regular public meeting minutes of December 5, 2024. Seconded by Mrs. Kowalczyk Motion passed: 7-0-0

CURRENT BUSINESS

a. Eagle Scout PAC Patio Project

Cameron Stack came before the Board to present his Eagle Scout proposed project and is seeking approval for the project. His project consists of a 20 X 20 foot patio in front of the Timberlane Performing Arts Center to be used as an outdoor performance space and for other uses for parents and students. It will be made of paver stones with a brick border. There are no anticipated costs to the district. He plans to fundraise by selling bricks with engravings of the families or person's names. He expects to start construction on 4/29/26 for completion by 5/4/24. This project has been approved by the Daniel Webster Council BSA.

Mr. Sapia offered to help out with anything he can.

Mrs. Manthorn suggested the possibility of including bench seating on the patio.

MOTION: Mr. Sherwood motioned to approve the PAC patio project by Cameron Stack as presented. Seconded by Mrs. Manthorn. Motion passed 7-0-0

b. Ad Hoc Early Childhood Committee Presentation

Mr. Pederson and Mrs. Canotas presented their report from the Ad Hoc Early Childhood Committee.

Mrs. Canotas explained initially there were two groups and they decided to join groups which made more sense to work together. Phase I involved studying the staffing, facilities, and fiscal impact. She described their research and highlighted the benefits of free full day kindergarten. They had listening tours and cost seemed to be the barrier to full day kindergarten. Currently, there is inequitable access for those families who can afford full day kindergarten and those families who cannot. There is a noticeable difference in the students who attended full day kindergarten when they enter Readiness and First Grade.

Mr. Pedersen stated that transportation is available to and from school. He provided a map of New Hampshire depicting the majority of towns in New Hampshire who offer non-tuition based kindergarten. The district currently employs 13 full time and two half time teachers. They would increase the half time positions to full time employees.

Mrs. Knutsen asked if they received any negative or push back from the community. Mr. Pedersen said a few responses involved the fear of taxes going up because of it.

Mrs. Canotas explained everything is reliant of registration.

Mrs. Knutsen questioned whether the towns who offer full day kindergarten presented it to the voters as a warrant article or did they incorporate it into their operating budget. Mrs. Canotas said she has not seen any other districts with a warrant, but many have been full day for as long as 20 to 30 years.

Dr. Martin commented on how extremely thorough this research is. She comes from Mascenic School District and they put kindergarten on the ballot as a warrant and it passed the first time.

Mr. Sapia asked if they were able to identify the performance of the First and Second Graders who did and did not attend full day kindergarten. Mrs. Canotas they did look at some academic data.

Mr. Sapia said the need for intervention down the line could be reduced if they can catch the kids early enough. Mrs. Canotas said the national research certainly supports that.

Mrs. McCormick stated we have obligations to State and Federal laws and the taxpayers. Right now, our obligation is to our youngest learners. We can fully fund full day kindergarten for under $200,000 with State funding next year. Whatever we can do, it's our obligation to do that.

Mrs. Knutsen stated that the Budget Committee asked us to decrease our budget by 2.6% which we did. They now want us to find 2.4% more in cuts.

Mr. Woodworth finds it offensive and embarrassing we are having a conversation over something that virtually has no impact on anybody in the district in terms of the total dollar amount and have a gain that actually saves us money over time for services that we will be paying for as a result of not doing it.

Mr. Sapia would rather take the money from somewhere in the budget and put it towards this.

MOTION: Mrs. McCormick motioned to ask the Superintendent to find $150,000 out of the current budget to fully fund full day kindergarten for FY 25/26. Seconded by Mrs. Kowalczyk

Mr. Woodworth would like to hear from the Budget Committee on what they think is not important and where they would suggest we cut.

Mrs. Knutsen said due to the climate of what the Budget Committee is doing and the possibility of a tax cap, she supports this, but not now because of all the stuff that is going on. If it were a warrant article, then she would support it.

The Board voted on the motion and the motion passed 6-1-0 (Knutsen opposed)

Mr. Krieger referred to the two half time positions. In order to create those half time positions, there needs to be a place to put that money so when they are presenting to the Budget Committee, the budget is exactly accurate and presented in the manner it should be.

MOTION: Mrs. McCormick motioned to increase the current two half time Kindergarten positions to two full-time Kindergarten positions for a total increase of one full time employee. Seconded by Mr. Woodworth. Motion passed 6-0-1 (Knutsen opposed)

c. Special Education Budget Transfer

Mr. Krieger presented this on behalf of Mrs. Brooks. She is requesting money from the personnel lines be transferred to the contracted services lines to cover the cost of contracted providers for positions they have not been able to fill. A detailed executive summary was provided for the Board. She is requesting the transfer of $238,206 from the 3 speech and language pathologists, $186,095 from the 2 school psychologists and $1,187,083 from the 33 paraprofessionals along with 1.5 special educators for a total request of $1,611,384.00. They will continue to try to fill these positions and if they do, they can reduce the contracted position.

Dr. Martin explained how fluid the special education process is.

(Mrs. DeCinto arrived to the meeting at 8:55 pm)

MOTION: Mrs. Manthorn motioned to approve the budget transfer presented in the executive summary dated December 19, 2024 totaling $1,611,384.00. Seconded by Mrs. McCormick. Motion passed 7-0-0

d. FY26 CIP Recommended Project List

Mr. Krieger provided a list of the recommended FY2026 projects by the Capital Improvement Committee. The four projects they recommend is Phase I of the high school bathroom renovation, boundary fencing on the secondary main campus, the roof at Danville Elementary, and Phase 3 of the Belfry at Atkinson Academy. The total estimated costs for these projects is $1,891,740.

The Board discussed these projects. Mr. Sapia would like to look into the cost of installing guardrails in areas where a fence may not be necessary. Maintenance would be more efficient and he would like to lower the cost of that by $100,000. He stated the scope of work on the bathrooms is very broad and doesn't think we are prepared to do the bathrooms right now.

Mr. Krieger reminded the Board this approval by the Board is only on the projects. If the projects are approved, they can then move forward in seeking the costs.

MOTION: Mrs. Kowalczyk motioned to approve the FY26 CIP recommended projects including Phase I of the High School Bathroom renovation, boundary fencing of secondary main campus, Danville School's roof replacement, and Phase 3 of the Atkinson Belfry. Motion passed 5-0-2 (Sapia, Sherwood abstained)

e. TRHS 2025-2026 Program of Studies

Mr. Pedersen presented the Program of Studies for a Second Read. He explained this is reviewed annually by the School Board. He provided an overview of the changes that have been made and the courses that have been archived.

MOTION: Mrs. McCormick motioned to approve the second read and adoption of the 25/26 TRHS Program of Studies including all the proposed changes outlined by Mr. Pedersen tonight. Seconded by Mr. Woodworth Motion passed 7-0-0

f. Pre-K Writing Curriculum

Mrs. Canotas presented the Pre-K: Language Development: Writing curriculum. She explained they are slowly working through changes to the documents that were written at least ten years ago. They are looking at changes to research and increasing our Pre-K curriculum focus and best practices around play and some changes to the writing curriculum. This is before the Board as an approved recommended document.

MOTION: Mrs. McCormick motioned to approve the first read of Pre-K Writing Curriculum. Seconded by Mrs. Kowalczyk. Motioned passed 7-0-0

g. Water Services RFP

Dr. Martin spoke to this and provided the Board with her executive summary of the RFP for Water Service. She explained Pennichuck Water Service Corporation is divesting in roughly

40 water systems as of December 31, 2024. An RFP for water services was due on November 26, 2024 to replace our long-term vendor. Two water service companies responded and she presented the results. They propose moving forward with WhiteWater Water and Wastewater Solutions.
Their proposal was comprehensive, including testing materials and other supplies and they have been established since 1982.

MOTION: Mr. Sherwood motioned to approve entering into a contract with WhiteWater Water and Wastewater Solutions for districtwide water services. Seconded by Mr. Woodworth. Motion passed 7-0-0

h. SY25/26 Tuition Rates

Mr. Krieger reviewed the proposed FY2026 tuition rates. He is looking for Board approval of the rate sheet provided.

MOTION: Mrs. Manthorn motioned to approve SY 25/26 tuition rates presented in the executive summary dated December 19, 2024. Seconded by Mr. Woodworth. Motion passed 6-0-1 (McCormick abstained)

i. Policies

Mrs. Allaire spoke to this. Policy JLP – Parental Notification of and Involvement in Student Welfare is a new policy which we do not have. The law new law is RSA 186:11 Section IX(e). That law amends a current law that exists and we have a policy already relative to that law which is Policy IGE. It requires districts to provide parents with advance notice anytime there is instruction relative to potentially controversial materials. Parents can opt their child out of instruction and be given an alternative assignment. This is a policy we already have. The amendment to that law has a new clause that is specific to parental notification of an involvement to student welfare. Mrs. Allaire read the new law regarding changes to a student's mental health and emotional wellbeing. A school district may not adopt policies, procedures or student support forums that prohibit school district personnel from notifying a parent about his/her student's mental health, emotional or physical health or wellbeing.

The second aspect to this new law also references a different RSA, RSA 169:C (3) relative to public safety, welfare and the Child Protection Act. The one unique circumstance in which a staff member would be OK to withhold information is if they had just cause to suspect that by

MOTION: Mrs. Manthorn motioned to approve Policy JLP as a First and Second Read for adoption. Seconded by Mr. Woodworth. Motion passed 6-0-1 (Sapia abstained)

disclosing certain information with a parent, it might potentially be putting a child at risk physically, mentally, emotionally under the Child Protection Act.

j. Warrant Articles

Mrs. Knutsen presented the warrant articles for review. Mr. Krieger commented on warrant article #2. They hope to have that number from the Budget Committee on December 26, 2024. In regards to Warrant Article #4, the lease purchase agreement, some of the petitioners were at the Budget Committee meeting and the intent of that warrant is not to be retroactive. Their intent is to look forward and to restrict the district from accessing any future monies to that lease. That will have to play out at Deliberative Session in terms of making that citizens petition reflect the intent of the petitioners. They expect to have closure very soon on the CBA agreements in Warrant Article 6 and 7.

k. FY26 Default Budget

Mr. Krieger spoke to the default budget. He explained the default budget as defined in NH RSA 40:13 IX (b). The RSA describes the statutory formula that is required to determine the amount of the default budget. The RSA states "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." Mr. Krieger explained this same formula as it applies to specifics for Timberlane. He explained they start with the FY24 Voted budget and add or subtract debt service, contracts, and obligations. They then subtract from the voted budget, one time expenditures in FY24. Next, they subtract eliminated positions in the FY25 proposed budget and that final figure is what equals the FY25 default budget.

MOTION: Mr. Woodworth motioned to approve the FY2026 Default Budget in the amount of $90,873,583.00 as presented. Seconded by Mr. Sapia Motion passed 7-0-0

ADMINISTRATORS' REPORT

Dr. Martin presented her Administrators' report. Mr. Vaccarezza and herself, along with alternates to the CIP Committee, went to Keene High School last Friday to tour the bathroom renovation along with Keene's Business Administrator and Facilities Director. She gave kudos to Mark Pasquini for applying for an outdoor journey fund from the Appalachian Mountain Club. He received a grant for 24-25 kids for up to $5,000 to have two trips to stay overnight in a choice of huts in the woods. Jazz Allstate is February 7 through February 8 at Pinkerton Academy. Classical All States will be held at Bow High School on April 3 through April 5. The Chamber Allstate is not an overnight trip and they will have 15 students participate in it.

Mrs. Allaire stated we have three schools in our district who have applied for robotics grants in New Hampshire. One of those schools was the middle school. The two middle school Lego

robotics teams competed at the regional competition and one of those teams qualified for states and received an award for robot design. They went to the state level and finished 15th out of 50 teams around New Hampshire. We have a partnership at our high school between our Science Department and Army and DEKA Research in Manchester. Those companies have partnered with school districts to bring real world engineering practices around generating bio manufactured devices that are manufactured to replicate things to treat medical issues that range from heart problems to diabetes. They also did career explorations. Last year they hired a Child Find Coordinator for the Early Learning Center. On January 13th, they will be conducting screenings connected to Child Find at Sandown Central from 11:00 to 2:00.

Mr. Krieger would like the School Board to understand what he will be bringing to the Budget Committee on December 26th. They had their joint meeting on December 16th. With the School Board's direction, the administration presented a budget and despite the rising costs of goods and services, despite that the district has seven competitive bargaining agreements in place with its staff, despite the fact that we have continued to fund capital improvements and despite the fact that we have not impacted any student programming, the district administration presented a budget that was $2.4 million less than the last voted budget and the first percentage decrease in a year to year change in a budget in over a decade. The Budget Committee had a vote Monday night asking for further reductions of $4 million. That vote failed. They had a second vote and that passed. They are looking for an additional $2.4 million in reduction ideas. On December 26th, he will bring a menu of variable pathways for the Budget Committee to consider as a means of voting to reduce the budget by that $2.4 million. They will take the form in three different categories. Those will be what the principals and directors are doing with their department or building budgets, adjusted projections, and staff, programs, and capital money for facilities. These are not going to be district recommendations. Instead, this is going to be information for the Budget Committee to consider toward their goal for maintaining their budget goal while allowing the district to meet its most minimal required obligations.

Mrs. Knutsen will reach out to the Chair of the Budget Committee to see if the School Board will be able to participate in the discussion at the upcoming joint meeting.

PERSONNEL REPORT

MOTION: Mrs. Manthorn motioned to accept the professional of resignation of Erica Shovein, Special Education Coordinator at TRHS and Catherine Jackson, Special Education Teacher a TRHS. Seconded by Mrs. Kowalczyk Motion passed: 7-0-0

COMMITTEE REPORTS/REPORTS OF THE SCHOOL BOARD

Mr. Sherwood commented that they will be discussing negotiations later, but he commented they have met four times since the last school board meeting.

Mrs. Manthorn will have a Wellness Committee meeting in January and a Policy meeting on Monday, January 6th.

OTHER BUSINESS

Mr. Woodworth said that last night, about 30 alumni of the wrestling program came to watch the Pinkerton match. The night was also a tribute to cancer survivors. One of the people in the alumni group graduated in 1971 and he got to see his grandson win his first match in front of a large crowd. That man is Mrs. Knutsen's father who is a cancer survivor.

Mr. Sapia commented on watching Mr. Woodworth and Barry do a broadcast on YouTube and thought they did a great job. He asked Dr. Martin if they could put a reinforced roll of poly from where the tennis court gate is. He doesn't want any salt getting near the concrete. Dr. Martin will call the vendor on what they would recommend.

There was no further public business before the Board.

MOTION: Mrs. Manthorn motioned to enter non-public under RSA 91-A:3, Paragraph II (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant. Seconded by Mrs. McCormick
Motion passed 7-0-0

The Board was polled:

D. Woodworth – yes Knutsen – yes Sherwood – yes Sapia – yes Manthorn – yes
McCormick – yes Kowalczyk - yes

Motion passed 7-0-0 to enter non-public at 9:58 pm.

Respectfully submitted,

Linda Mahoney
Recording Secretary

DRAFT – NOT APPROVED

Approved by the School Board on

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EXECUTIVE SUMMARY - Phase 3 Project List

January 2, 2025

The Facilities Subcommittee of the School Board proposes the following project list specific to Phase 3 of the Lease-Purchase Agreement.

Location	Description	Cost
AA	Replace existing HVAC unit	$1,264,410
AA	Replace Micro Metal unit with Daiken and re-duct using interior ductwork	$438,345
AA	Lower level unit that does main office floor and add energy recovery	$306,450
AA	Replace attic unit condenser	$265,950
AA	Replace existing HVAC unit	$15,000
AA	HVAC controls	$467,000
SN	HVAC controls	$332,500
	Credit from Phase 2	$500,000
Total		**$2,589,655**

Timberlane Regional School District
FY2026 Proposed Budget

Salaries	24,928,040
Benefits	25,926,547
Operating	40,971,255
FY2025 Voted Budget	**91,825,843**

1	Admin Salaries	8,582
2	Teacher Salaries	1,038,424
3	Nurses Salaries	32,154
4	Paraeducators Salaries	(442,390)
5	Staff Salaries	46,131
6	Insurance	(1,196,067)
7	FICA	(16,092)
8	Employee Retirement	(63,474)
9	Teacher Retirement	(390,535)
10	Professional Development	(27,800)
11	Other Employee Benefits	(32,500)
12	Contracted Services	165,862
13	Repair & Maintenance	(158,655)
14	Transportation	456,279
15	Tuition Vocational / Other LEAs	123,000
16	Tuition Out of District	(836,677)
17	Supplies	(28,234)
18	Utilities	(105,982)
19	Books & Info Resources	(80,827)
20	Information Access Fees / Software	67,725
21	New Equipment	(48,864)
22	Replacement Equipment	(127,243)
23	Replacement Computer/Network Equipment	(86,680)
24	Dues and Fees	(29,664)
25	Transfer To Food Svc	(316,811)
26	Federal Projects	(100,000)
27	Transfer to PAC Programs	(32,500)
	Total Adjustments	**(2,182,840)**

FY2026 Proposed Budget ***(including capital reserve contribution)***	**89,643,003**
Increase / (Decrease) %	**-2.4%**
Capital Reserve Contributuion	(250,000)
FY2026 Proposed Budget	**89,393,003**

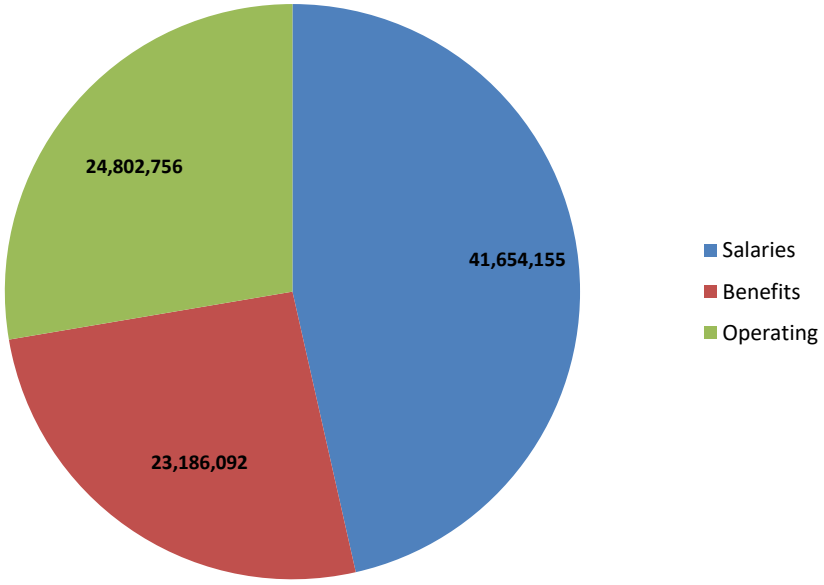
Notes:

1	Salary increases per TAU and non-union	132,478
	Non-union pool decrease	(25,897)
	Financial Analyst position removal	(98,000)
2	Increase for TTA union as voted offset by a decrease due to 4.5 eliminated positions	1,038,424
3	Increase for TTA union as voted - Nurses	32,154
4	Increase for TSSU union as voted offset by a decrease due to 13 eliminated positions	(442,390)
5	Increase for TAAM & IT union as voted	46,131
6	Health/ Dental GMR went from an overall 12.5% to a split 9.4% and 12.4% depending on the plan	(1,234,884)
	Workers' Comp. Insurance reflects a 6% CAP	14,537
	Property & Liability Insurance reflects a 7% CAP	16,670
	Student Athletic Insurance reflects an estimated increase for new provider	7,610
7	FICA adjustment to projected salaries	(16,092)
8	Reflects a 6% decrease in NHRS contribution rate. Rate went from 13.53% to 12.75%	(63,474)
9	Reflects a 2% decrease in NHRS contribution rate. Rate went from 19.64% to 19.23%	(390,535)
10	Professional Development decreased to reflect annual needs	(27,800)
11	Other Employee Benefits - Custodial & Nurses uniforms and Unemployment Compensation	(32,500)
12	Increase reflects increase in rates for various contracted services	165,862
13	Reflects a reduction due to eliminating asbestos floor mitigation project	(158,655)
14	Reflects a blended increase of 10.3% per transportation contract	
	Sped Transportation	301,854
	Regular Transportation	144,535
	Athletics Transportation	9,889
15	Reflects an increase to due to increase in CTE participation	123,000
16	Reflects anticipated increases and decrease in out of district placements	
	Out of District Tuition Elementary	(251,000)
	Out of District Tuition Middle School	161,928
	Out of District Tuition High School	(747,605)
17	Reflects a collective district wide effort to decrease the use of paper and supplies	(28,234)
18	Reflects a decrease in electricity and phone services offset by an increase in propane	(105,982)
19	Reflects a 27% decrease due to the use of digital resources instead of traditional books	(80,827)
20	Reflects annual increase in rates for software and digital resources	67,725
21	Reflects a reduction due to Classroom Tables at SN, Gator Utility Vehicle, Turf Aerator and Carpet Extractors	(48,864)
22	Reflects a reduction due to Classroom Tables at SN, Wrestling Mats, Replacement Vehicle, Ohaus Navigator Electric Balance	(127,243)
23	Phone System Replacement, Sped replacement equipment	(86,680)
24	School Board Expense Reduction, Athletics Hall of Fame Ceremony, PSAT Fees	(29,664)
25	Decreased to closely reflect actuals	(316,811)
26	Decreased to closely reflect actuals	(100,000)
27	Decreased to closely reflect actuals	(32,500)

Timberlane Regional School District

FY2026 Proposed Budget

	Proposed FY2026	Voted FY2025	Change	
Salaries	41,654,155	41,508,293	145,862	0.4%
	46.5%	*45.2%*		
Benefits	23,186,092	24,646,098	(1,460,006)	-5.9%
	25.9%	*26.8%*		
Operating	24,802,756	25,671,452	(868,696)	-3.4%
	27.7%	*28.0%*		
Total Budget	89,643,003	91,825,843	(2,182,840)	-2.4%



FY2025 Voted Budget Recap

Warrant Article #2	$89,120,265
Operating Budget	
Account(s): Miscellaneous	
Warrant Article #3	$2,427,107
TTA CBA	
Account(s): Miscellaneous	
Warrant Article #5	$250,000
Captal Reserve Contribution	
Account(s): 5250.930.01.33	
Warrant Article #8	$28,471
TAAM/IT CBA	
Account(s): Miscellaneous	
Total Voted Budget:	**$91,825,843**
Minus Capital Reserve Contribution	($250,000)
Tota w/o Capital Reserve Contribution:	**$91,575,843**

Timberlane Regional School District

Timberlane Expenditures

Fiscal Year: 2024-2025

☐ Print accounts with zero balance ☐ Round to whole dollars ☐ Account on new page
☐ Exclude inactive accounts with zero balance

From Date: 7/1/2025 To Date: 6/30/2026 Definition: Proposed Budget vs Voted & PY

Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.1100.112.00.00.0.00000	Salaries-Teachers	$18,330,075.46	$17,610,237.75	$719,837.71	4.09	$15,616,585.29	$2,713,490.17	17.38
100.1100.114.00.00.0.00000	Educational Assistants Salaries	$1,765,818.37	$1,747,841.31	$17,977.06	1.03	$1,477,845.61	$287,972.76	19.49
100.1100.115.00.00.0.00000	Office Salaries	$47,249.40	$46,016.20	$1,233.20	2.68	$38,733.90	$8,515.50	21.98
100.1100.117.00.00.0.00000	Home Instruction / ESOL	$10,000.00	$10,000.00	$0.00	0.00	$2,137.50	$7,862.50	367.84
100.1100.122.00.00.0.00000	Substitute Salaries-Teachers	$450,000.00	$450,000.00	$0.00	0.00	$554,542.33	($104,542.33)	(18.85)
100.1100.123.00.00.0.00000	Long Term Substitutes	$190,000.00	$190,000.00	$0.00	0.00	$156,788.10	$33,211.90	21.18
100.1100.320.00.00.0.00000	Professional Edu Services	$3,950.00	$3,950.00	$0.00	0.00	$2,718.00	$1,232.00	45.33
100.1100.330.00.00.0.00000	Other Professional Services	$39,100.00	$32,300.00	$6,800.00	21.05	$64,636.49	($25,536.49)	(39.51)
100.1100.430.00.00.0.00000	Repair and Maintenance	$44,260.00	$59,845.00	($15,585.00)	(26.04)	$41,251.86	$3,008.14	7.29
100.1100.550.00.00.0.00000	Printing	$0.00	$2,500.00	($2,500.00)	(100.00)	$0.00	$0.00	0.00
100.1100.561.00.00.0.00000	Tuition-Other LEA's in State	$68,000.00	$45,000.00	$23,000.00	51.11	$68,214.42	($214.42)	(0.31)
100.1100.580.00.00.0.00000	Travel/Workshops	$8,000.00	$8,000.00	$0.00	0.00	$5,339.05	$2,660.95	49.84
100.1100.610.00.00.0.00000	Supplies	$539,700.30	$539,857.96	($157.66)	(0.03)	$488,039.72	$51,660.58	10.59
100.1100.640.00.00.0.00000	Books & Info Resources	$42,353.00	$56,792.00	($14,439.00)	(25.42)	$43,641.26	($1,288.26)	(2.95)
100.1100.643.00.00.0.00000	Information Access Fees	$358,529.50	$349,964.00	$8,565.50	2.45	$227,507.07	$131,022.43	57.59
100.1100.650.00.00.0.00000	Software	$103,811.00	$107,698.00	($3,887.00)	(3.61)	$84,009.78	$19,801.22	23.57
100.1100.733.00.00.0.00000	New Equipment	$89,419.86	$91,913.00	($2,493.14)	(2.71)	$89,933.35	($513.49)	(0.57)
100.1100.734.00.00.0.00000	New Computer/Netwk Equip	$50,000.00	$50,000.00	$0.00	0.00	$34,016.02	$15,983.98	46.99
100.1100.737.00.00.0.00000	Replacement Equipment	$80,054.00	$101,535.24	($21,481.24)	(21.16)	$176,671.08	($96,617.08)	(54.69)

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.1100.738.00.00.0.00000	Replacement Computer/Netwrk	$328,710.00	$385,390.00	($56,680.00)	(14.71)	$291,835.52	$36,874.48	12.64
100.1100.810.00.00.0.00000	Dues and Fees	$33,160.00	$32,960.00	$200.00	0.61	$27,007.50	$6,152.50	22.78
FUNC: REGULAR EDUCATION - 1100		$22,582,190.89	$21,921,800.46	$660,390.43	3.01	$19,491,453.85	$3,090,737.04	15.86
100.1200.111.00.00.0.00000	Administrative Salaries	$335,829.31	$325,416.00	$10,413.31	3.20	$290,341.23	$45,488.08	15.67
100.1200.112.00.00.0.00000	Teacher/Specialist Salaries	$4,550,048.85	$4,180,837.17	$369,211.68	8.83	$3,438,126.82	$1,111,922.03	32.34
100.1200.114.00.00.0.00000	Educational Assistants Salaries	$2,770,082.54	$3,125,232.25	($355,149.71)	(11.36)	$1,825,280.75	$944,801.79	51.76
100.1200.115.00.00.0.00000	Office Salaries	$111,729.41	$110,102.20	$1,627.21	1.48	$92,990.06	$18,739.35	20.15
100.1200.117.00.00.0.00000	Home Instruction / ESOL	$30,000.00	$31,000.00	($1,000.00)	(3.23)	$5,975.36	$24,024.64	402.06
100.1200.124.00.00.0.00000	Substitute Salaries-Assistants	$55,000.00	$55,000.00	$0.00	0.00	$76,787.78	($21,787.78)	(28.37)
100.1200.320.00.00.0.00000	Professional Edu Services	$3,000.00	$7,500.00	($4,500.00)	(60.00)	$99.00	$2,901.00	2,930.30
100.1200.330.00.00.0.00000	Other Professional Services	$1,530,000.00	$1,425,000.00	$105,000.00	7.37	$1,272,817.71	$257,182.29	20.21
100.1200.430.00.00.0.00000	Repair and Maintenance	$5,000.00	$50,000.00	($45,000.00)	(90.00)	$1,679.93	$3,320.07	197.63
100.1200.564.00.00.0.00000	Tuition-Private	$2,773,323.00	$3,610,000.00	($836,677.00)	(23.18)	$2,674,940.78	$98,382.22	3.68
100.1200.580.00.00.0.00000	Travel/Workshops	$1,400.00	$4,200.00	($2,800.00)	(66.67)	$1,592.00	($192.00)	(12.06)
100.1200.610.00.00.0.00000	Supplies	$46,750.00	$59,550.00	($12,800.00)	(21.49)	$44,371.79	$2,378.21	5.36
100.1200.640.00.00.0.00000	Books & Info Resources	$8,000.00	$10,000.00	($2,000.00)	(20.00)	$14,434.06	($6,434.06)	(44.58)
100.1200.643.00.00.0.00000	Information Access Fees	$55,000.00	$59,000.00	($4,000.00)	(6.78)	$50,877.03	$4,122.97	8.10
100.1200.650.00.00.0.00000	Software	$500.00	$3,500.00	($3,000.00)	(85.71)	$0.00	$500.00	0.00
100.1200.733.00.00.0.00000	New Equipment	$5,500.00	$1,400.00	$4,100.00	292.86	$7,557.34	($2,057.34)	(27.22)

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.1200.737.00.00.0.00000	Replacement Equipment	$1,000.00	$700.00	$300.00	42.86	$838.98	$161.02	19.19
100.1200.738.00.00.0.00000	Replacement Computer/Netwrk	$0.00	$30,000.00	($30,000.00)	(100.00)	$29,086.00	($29,086.00)	(100.00)
100.1200.810.00.00.0.00000	Dues and Fees	$0.00	$0.00	$0.00	0.00	$2,958.00	($2,958.00)	(100.00)
FUNC: SPECIAL EDUCATION - 1200		$12,282,163.11	$13,088,437.62	($806,274.51)	(6.16)	$9,830,754.62	$2,451,408.49	24.94
100.1260.117.00.00.0.00000	Home Instruction / ESOL	$65,094.24	$94,790.40	($29,696.16)	(31.33)	$54,946.00	$10,148.24	18.47
100.1260.330.00.00.0.00000	Other Professional Services	$2,000.00	$2,000.00	$0.00	0.00	$205.00	$1,795.00	875.61
100.1260.580.00.00.0.00000	Travel/Workshops	$2,000.00	$1,500.00	$500.00	33.33	$983.97	$1,016.03	103.26
100.1260.610.00.00.0.00000	Supplies	$500.00	$600.00	($100.00)	(16.67)	$175.04	$324.96	185.65
100.1260.643.00.00.0.00000	Information Access Fees	$750.00	$750.00	$0.00	0.00	$697.33	$52.67	7.55
FUNC: BILINGUAL EDUCATION - 1260		$70,344.24	$99,640.40	($29,296.16)	(29.40)	$57,007.34	$13,336.90	23.40
100.1300.561.00.00.0.00000	Tuition-Other LEA's in State	$270,000.00	$170,000.00	$100,000.00	58.82	$208,611.52	$61,388.48	29.43
FUNC: VOCATIONAL EDUCATION - 1300		$270,000.00	$170,000.00	$100,000.00	58.82	$208,611.52	$61,388.48	29.43
100.1410.112.00.00.0.00000	Teacher/Specialist Salaries	$196,297.56	$172,600.00	$23,697.56	13.73	$149,577.48	$46,720.08	31.23
100.1410.610.00.00.0.00000	Supplies	$80,365.00	$59,100.00	$21,265.00	35.98	$44,038.21	$36,326.79	82.49
100.1410.810.00.00.0.00000	Dues and Fees	$15,450.00	$16,245.00	($795.00)	(4.89)	$15,598.00	($148.00)	(0.95)
100.1410.890.00.00.0.00000	Miscellaneous Expense	$43,000.00	$43,000.00	$0.00	0.00	$46,952.98	($3,952.98)	(8.42)
FUNC: STUDENT ACTIVITIES - 1410		$335,112.56	$290,945.00	$44,167.56	15.18	$256,166.67	$78,945.89	30.82

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.1420.111.00.00.0.00000	Administrative Salaries	$128,471.62	$124,488.00	$3,983.62	3.20	$119,700.00	$8,771.62	7.33
100.1420.112.00.00.0.00000	Teacher/Specialist Salaries	$305,968.98	$314,125.00	($8,156.02)	(2.60)	$234,836.00	$71,132.98	30.29
100.1420.115.00.00.0.00000	Office Salaries	$47,430.88	$46,563.80	$867.08	1.86	$43,274.28	$4,156.60	9.61
100.1420.330.00.00.0.00000	Other Professional Services	$4,800.00	$4,800.00	$0.00	0.00	$2,678.00	$2,122.00	79.24
100.1420.390.00.00.0.00000	Game Expenses	$136,295.00	$131,005.00	$5,290.00	4.04	$90,052.45	$46,242.55	51.35
100.1420.430.00.00.0.00000	Repair and Maintenance	$4,000.00	$4,000.00	$0.00	0.00	$3,687.98	$312.02	8.46
100.1420.520.00.00.0.00000	Insurance	$19,110.00	$11,500.00	$7,610.00	66.17	$11,064.00	$8,046.00	72.72
100.1420.580.00.00.0.00000	Travel/Workshops	$1,000.00	$1,000.00	$0.00	0.00	$598.06	$401.94	67.21
100.1420.610.00.00.0.00000	Supplies	$82,700.00	$82,200.00	$500.00	0.61	$80,168.13	$2,531.87	3.16
100.1420.643.00.00.0.00000	Information Access Fees	$20,650.00	$20,445.00	$205.00	1.00	$18,715.01	$1,934.99	10.34
100.1420.733.00.00.0.00000	New Equipment	$0.00	$0.00	$0.00	0.00	$13,438.34	($13,438.34)	(100.00)
100.1420.737.00.00.0.00000	Replacement Equipment	$12,500.00	$18,523.00	($6,023.00)	(32.52)	$21,342.33	($8,842.33)	(41.43)
100.1420.810.00.00.0.00000	Dues and Fees	$11,590.00	$10,940.00	$650.00	5.94	$9,620.00	$1,970.00	20.48
100.1420.880.00.00.0.00000	Miscellaneous Expense	$6,000.00	$14,000.00	($8,000.00)	(57.14)	$8,416.28	($2,416.28)	(28.71)
100.1420.890.00.00.0.00000	Miscellaneous Expense	$49,800.00	$49,300.00	$500.00	1.01	$36,260.00	$13,540.00	37.34
FUNC: ATHLETICS - 1420		$830,316.48	$832,889.80	($2,573.32)	(0.31)	$693,850.86	$136,465.62	19.67
100.1430.112.00.00.0.00000	Teacher/Specialist Salaries	$37,597.50	$39,329.00	($1,731.50)	(4.40)	$43,258.00	($5,660.50)	(13.09)
100.1430.320.00.00.0.00000	Professional Edu Services	$4,000.00	$4,000.00	$0.00	0.00	$0.00	$4,000.00	0.00
100.1430.610.00.00.0.00000	Supplies	$300.00	$300.00	$0.00	0.00	$0.00	$300.00	0.00
FUNC: SUMMER SCHOOL - 1430		$41,897.50	$43,629.00	($1,731.50)	(3.97)	$43,258.00	($1,360.50)	(3.15)

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.1600.112.00.00.0.00000	Teacher/Specialist Salaries	$106,325.78	$105,621.08	$704.70	0.67	$79,550.00	$26,775.78	33.66
100.1600.115.00.00.0.00000	Office Salaries	$20,805.62	$15,763.54	$5,042.08	31.99	$14,764.68	$6,040.94	40.91
100.1600.320.00.00.0.00000	Professional Edu Services	$0.00	$2,000.00	($2,000.00)	(100.00)	$0.00	$0.00	0.00
100.1600.610.00.00.0.00000	Supplies	$11,000.00	$11,000.00	$0.00	0.00	$4,096.57	$6,903.43	168.52
100.1600.640.00.00.0.00000	Books & Info Resources	$1,866.00	$1,866.00	$0.00	0.00	$0.00	$1,866.00	0.00
100.1600.643.00.00.0.00000	Information Access Fees	$18,025.00	$18,025.00	$0.00	0.00	$15,000.00	$3,025.00	20.17
FUNC: ALTERNATIVE/CONTINUING EDUC. - 1600		$158,022.40	$154,275.62	$3,746.78	2.43	$113,411.25	$44,611.15	39.34
100.2000.330.00.00.0.00000	Other Professional Services	$70,600.00	$71,000.00	($400.00)	(0.56)	$0.00	$70,600.00	0.00
100.2000.643.00.00.0.00000	Information Access Fees	$10,000.00	$10,000.00	$0.00	0.00	$0.00	$10,000.00	0.00
FUNC: SUPPORT SERVICES - 2000		$80,600.00	$81,000.00	($400.00)	(0.49)	$0.00	$80,600.00	0.00
100.2113.610.00.00.0.00000	Supplies	$600.00	$1,000.00	($400.00)	(40.00)	$0.00	$600.00	0.00
100.2113.640.00.00.0.00000	Books & Info Resources	$600.00	$1,000.00	($400.00)	(40.00)	$0.00	$600.00	0.00
FUNC: SOCIAL WORK SERVICES - 2113		$1,200.00	$2,000.00	($800.00)	(40.00)	$0.00	$1,200.00	0.00
100.2122.111.00.00.0.00000	Administrative Salaries	$107,623.15	$104,286.00	$3,337.15	3.20	$100,275.00	$7,348.15	7.33
100.2122.112.00.00.0.00000	Teacher/Specialist Salaries	$1,286,931.58	$1,216,728.98	$70,202.60	5.77	$1,088,757.36	$198,174.22	18.20
100.2122.115.00.00.0.00000	Office Salaries	$172,127.73	$181,786.31	($9,658.58)	(5.31)	$155,192.03	$16,935.70	10.91
100.2122.320.00.00.0.00000	Professional Edu Services	$17,200.00	$24,720.90	($7,520.90)	(30.42)	$21,800.68	($4,600.68)	(21.10)
100.2122.550.00.00.0.00000	Printing	$539.00	$539.00	$0.00	0.00	$752.00	($213.00)	(28.32)

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100.2122.610.00.00.0.00000	Supplies	$7,545.00	$9,985.00	($2,440.00)	(24.44)	$5,901.98	$1,643.02	27.84
100.2122.640.00.00.0.00000	Books & Info Resources	$1,475.00	$1,400.00	$75.00	5.36	$790.35	$684.65	86.63
100.2122.643.00.00.0.00000	Information Access Fees	$8,000.00	$0.00	$8,000.00	0.00	$100.00	$7,900.00	7,900.00
100.2122.737.00.00.0.00000	Replacement Equipment	$0.00	$800.00	($800.00)	(100.00)	$141.03	($141.03)	(100.00)
FUNC: GUIDANCE - 2122		$1,601,441.46	$1,540,246.19	$61,195.27	3.97	$1,373,710.43	$227,731.03	16.58
100.2134.113.00.00.0.00000	Nurses Salaries	$738,067.62	$705,913.95	$32,153.67	4.55	$617,517.29	$120,550.33	19.52
100.2134.115.00.00.0.00000	Office Salaries	$60,411.75	$57,819.95	$2,591.80	4.48	$54,985.70	$5,426.05	9.87
100.2134.290.00.00.0.00000	Other Employee Benefits	$0.00	$500.00	($500.00)	(100.00)	$0.00	$0.00	0.00
100.2134.330.00.00.0.00000	Other Professional Services	$12,000.00	$12,000.00	$0.00	0.00	$186.70	$11,813.30	6,327.42
100.2134.340.00.00.0.00000	Technical Services	$5,000.00	$5,000.00	$0.00	0.00	$5,000.00	$0.00	0.00
100.2134.430.00.00.0.00000	Repair and Maintenance	$1,000.00	$1,000.00	$0.00	0.00	$0.00	$1,000.00	0.00
100.2134.580.00.00.0.00000	Travel/Workshops	$200.00	$200.00	$0.00	0.00	$0.00	$200.00	0.00
100.2134.610.00.00.0.00000	Supplies	$22,000.00	$22,000.00	$0.00	0.00	$18,199.85	$3,800.15	20.88
100.2134.650.00.00.0.00000	Software	$6,000.00	$6,000.00	$0.00	0.00	$5,484.67	$515.33	9.40
100.2134.733.00.00.0.00000	New Equipment	$2,200.00	$1,000.00	$1,200.00	120.00	$5,989.48	($3,789.48)	(63.27)
100.2134.737.00.00.0.00000	Replacement Equipment	$1,000.00	$1,000.00	$0.00	0.00	$264.47	$735.53	278.11
100.2134.810.00.00.0.00000	Dues and Fees	$0.00	$45.00	($45.00)	(100.00)	$45.00	($45.00)	(100.00)
FUNC: HEALTH SERVICES - 2134		$847,879.37	$812,478.90	$35,400.47	4.36	$707,673.16	$140,206.21	19.81
100.2143.112.00.00.0.00000	Teacher/Specialist Salaries	$318,554.04	$350,198.82	($31,644.78)	(9.04)	$211,404.90	$107,149.14	50.68

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100.2143.330.00.00.0.00000	Other Professional Services	$320,000.00	$345,000.00	($25,000.00)	(7.25)	$180,714.00	$139,286.00	77.08
100.2143.580.00.00.0.00000	Travel/Workshops	$0.00	$0.00	$0.00	0.00	$129.31	($129.31)	(100.00)
100.2143.610.00.00.0.00000	Supplies	$12,000.00	$13,000.00	($1,000.00)	(7.69)	$9,961.48	$2,038.52	20.46
100.2143.733.00.00.0.00000	New Equipment	$500.00	$1,000.00	($500.00)	(50.00)	$62.94	$437.06	694.41
FUNC: PSYCHOLOGICAL SERVICES - 2143		$651,054.04	$709,198.82	($58,144.78)	(8.20)	$402,272.63	$248,781.41	61.84
100.2152.112.00.00.0.00000	Teacher/Specialist Salaries	$696,581.47	$807,191.27	($110,609.80)	(13.70)	$314,325.01	$382,256.46	121.61
100.2152.114.00.00.0.00000	Educational Assistants Salaries	$134,120.90	$216,666.13	($82,545.23)	(38.10)	$140,630.63	($6,509.73)	(4.63)
100.2152.330.00.00.0.00000	Other Professional Services	$458,000.00	$430,000.00	$28,000.00	6.51	$885,411.04	($427,411.04)	(48.27)
100.2152.610.00.00.0.00000	Supplies	$10,000.00	$12,000.00	($2,000.00)	(16.67)	$7,743.65	$2,256.35	29.14
100.2152.640.00.00.0.00000	Books & Info Resources	$100.00	$500.00	($400.00)	(80.00)	$71.47	$28.53	39.92
100.2152.643.00.00.0.00000	Information Access Fees	$67,000.00	$29,000.00	$38,000.00	131.03	$47,354.86	$19,645.14	41.48
100.2152.733.00.00.0.00000	New Equipment	$10,000.00	$9,000.00	$1,000.00	11.11	$0.00	$10,000.00	0.00
FUNC: SPEECH - 2152		$1,375,802.37	$1,504,357.40	($128,555.03)	(8.55)	$1,395,536.66	($19,734.29)	(1.41)
100.2190.112.00.00.0.00000	Teacher/Specialist Salaries	$50,000.00	$50,000.00	$0.00	0.00	$55,061.00	($5,061.00)	(9.19)
FUNC: OTHER PUPIL SERVICES - 2190		$50,000.00	$50,000.00	$0.00	0.00	$55,061.00	($5,061.00)	(9.19)
100.2210.112.00.00.0.00000	Teacher/Specialist Salaries	$0.00	$2,100.00	($2,100.00)	(100.00)	$0.00	$0.00	0.00
100.2210.320.00.00.0.00000	Professional Edu Services	$16,000.00	$20,000.00	($4,000.00)	(20.00)	$1,800.00	$14,200.00	788.89
100.2210.330.00.00.0.00000	Other Professional Services	$500.00	$500.00	$0.00	0.00	$0.00	$500.00	0.00
FUNC: IMPROVEMENT OF INSTRUCTION - 2210		$16,500.00	$22,600.00	($6,100.00)	(26.99)	$1,800.00	$14,700.00	816.67

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100.2213.111.00.00.0.00000	Administrative Salaries	$140,448.00	$136,260.00	$4,188.00	3.07	$157,026.01	($16,578.01)	(10.56)
100.2213.112.00.00.0.00000	Teacher/Specialist Salaries	$0.00	$5,000.00	($5,000.00)	(100.00)	$0.00	$0.00	0.00
100.2213.240.00.00.0.00000	Tuition Reimbursement	$205,500.00	$204,500.00	$1,000.00	0.49	$112,209.34	$93,290.66	83.14
100.2213.320.00.00.0.00000	Professional Edu Services	$106,400.00	$127,500.00	($21,100.00)	(16.55)	$84,434.25	$21,965.75	26.02
100.2213.321.00.00.0.00000	Prof Services for Instruction	$7,500.00	$7,500.00	$0.00	0.00	$500.00	$7,000.00	1,400.00
100.2213.580.00.00.0.00000	Travel/Workshops	$2,500.00	$3,000.00	($500.00)	(16.67)	$0.00	$2,500.00	0.00
100.2213.610.00.00.0.00000	Supplies	$2,500.00	$3,000.00	($500.00)	(16.67)	$1,549.96	$950.04	61.29
100.2213.640.00.00.0.00000	Books & Info Resources	$1,500.00	$2,000.00	($500.00)	(25.00)	$1,249.75	$250.25	20.02
100.2213.810.00.00.0.00000	Dues and Fees	$0.00	$0.00	$0.00	0.00	$800.00	($800.00)	(100.00)
FUNC: PROFESSIONAL IMPROVEMENT - 2213		$466,348.00	$488,760.00	($22,412.00)	(4.59)	$357,769.31	$108,578.69	30.35
100.2219.610.00.00.0.00000	Supplies	$200.00	$200.00	$0.00	0.00	$0.00	$200.00	0.00
FUNC: OTH IMPROVEMENT OF INSTRUCTION - 2219		$200.00	$200.00	$0.00	0.00	$0.00	$200.00	0.00
100.2222.112.00.00.0.00000	Teacher/Specialist Salaries	$466,035.90	$450,149.38	$15,886.52	3.53	$409,240.05	$56,795.85	13.88
100.2222.114.00.00.0.00000	Educational Assistants Salaries	$188,929.55	$183,633.80	$5,295.75	2.88	$181,028.11	$7,901.44	4.36
100.2222.610.00.00.0.00000	Supplies	$9,450.00	$10,250.00	($800.00)	(7.80)	$7,172.99	$2,277.01	31.74
100.2222.640.00.00.0.00000	Books & Info Resources	$59,223.00	$56,733.94	$2,489.06	4.39	$56,752.44	$2,470.56	4.35
100.2222.641.00.00.0.00000	Library Periodicals	$4,180.40	$7,082.40	($2,902.00)	(40.97)	$3,793.71	$386.69	10.19
100.2222.643.00.00.0.00000	Information Access Fees	$97,410.58	$91,245.03	$6,165.55	6.76	$67,638.89	$29,771.69	44.02

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100.2222.733.00.00.0.00000	New Equipment	$3,468.00	$1,300.00	$2,168.00	166.77	$2,328.87	$1,139.13	48.91
100.2222.737.00.00.0.00000	Replacement Equipment	$2,400.00	$2,400.00	$0.00	0.00	$0.00	$2,400.00	0.00
100.2222.810.00.00.0.00000	Dues and Fees	$908.00	$217.00	$691.00	318.43	$444.00	$464.00	104.50
FUNC: SCHOOL LIBRARY SERVICES - 2222		$832,005.43	$803,011.55	$28,993.88	3.61	$728,399.06	$103,606.37	14.22
100.2223.430.00.00.0.00000	Repair and Maintenance	$0.00	$1,450.00	($1,450.00)	(100.00)	$0.00	$0.00	0.00
100.2223.610.00.00.0.00000	Supplies	$2,442.00	$1,950.00	$492.00	25.23	$2,636.50	($194.50)	(7.38)
100.2223.640.00.00.0.00000	Books & Info Resources	$4,400.00	$7,400.00	($3,000.00)	(40.54)	$5,703.67	($1,303.67)	(22.86)
100.2223.733.00.00.0.00000	New Equipment	$1,938.00	$1,900.00	$38.00	2.00	$0.00	$1,938.00	0.00
FUNC: AUDIO VISUAL - 2223		$8,780.00	$12,700.00	($3,920.00)	(30.87)	$8,340.17	$439.83	5.27
100.2311.111.00.00.0.00000	Administrative Salaries	$14,000.00	$14,000.00	$0.00	0.00	$13,500.00	$500.00	3.70
FUNC: SCHOOL BOARD STIPEND - 2311		$14,000.00	$14,000.00	$0.00	0.00	$13,500.00	$500.00	3.70
100.2312.115.00.00.0.00000	Office Salaries	$6,000.00	$6,000.00	$0.00	0.00	$4,345.77	$1,654.23	38.07
100.2312.610.00.00.0.00000	Supplies	$320.00	$320.00	$0.00	0.00	$232.74	$87.26	37.49
FUNC: SCHOOL BOARD CLERK - 2312		$6,320.00	$6,320.00	$0.00	0.00	$4,578.51	$1,741.49	38.04
100.2313.111.00.00.0.00000	Administrative Salaries	$5,050.00	$5,050.00	$0.00	0.00	$5,050.00	$0.00	0.00
100.2313.610.00.00.0.00000	Supplies	$2,500.00	$2,500.00	$0.00	0.00	$2,412.42	$87.58	3.63
FUNC: TREASURER - 2313		$7,550.00	$7,550.00	$0.00	0.00	$7,462.42	$87.58	1.17

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.2314.340.00.00.0.00000	Technical Services	$4,000.00	$4,000.00	$0.00	0.00	$5,945.11	($1,945.11)	(32.72)
100.2314.550.00.00.0.00000	Printing	$8,000.00	$8,000.00	$0.00	0.00	$6,574.74	$1,425.26	21.68
100.2314.610.00.00.0.00000	Supplies	$3,500.00	$3,500.00	$0.00	0.00	$717.82	$2,782.18	387.59
FUNC: DISTRICT MEETING - 2314		$15,500.00	$15,500.00	$0.00	0.00	$13,237.67	$2,262.33	17.09
100.2317.330.00.00.0.00000	Other Professional Services	$50,000.00	$50,000.00	$0.00	0.00	$39,582.68	$10,417.32	26.32
FUNC: AUDIT - 2317		$50,000.00	$50,000.00	$0.00	0.00	$39,582.68	$10,417.32	26.32
100.2318.330.00.00.0.00000	Other Professional Services	$204,800.00	$204,800.00	$0.00	0.00	$187,190.91	$17,609.09	9.41
FUNC: LEGAL FEES - 2318		$204,800.00	$204,800.00	$0.00	0.00	$187,190.91	$17,609.09	9.41
100.2319.115.00.00.0.00000	Office Salaries	$5,000.00	$11,160.00	($6,160.00)	(55.20)	$4,153.95	$846.05	20.37
100.2319.540.00.00.0.00000	Advertising	$5,000.00	$5,000.00	$0.00	0.00	$0.00	$5,000.00	0.00
100.2319.610.00.00.0.00000	Supplies	$0.00	$0.00	$0.00	0.00	$1,392.08	($1,392.08)	(100.00)
100.2319.810.00.00.0.00000	Dues and Fees	$18,000.00	$18,000.00	$0.00	0.00	$11,077.44	$6,922.56	62.49
100.2319.890.00.00.0.00000	Miscellaneous Expense	$11,500.00	$27,500.00	($16,000.00)	(58.18)	$2,883.87	$8,616.13	298.77
FUNC: OTHER SCHOOL BOARD SERVICES - 2319		$39,500.00	$61,660.00	($22,160.00)	(35.94)	$19,507.34	$19,992.66	102.49
100.2321.111.00.00.0.00000	Administrative Salaries	$468,454.75	$512,760.02	($44,305.27)	(8.64)	$381,130.64	$87,324.11	22.91
100.2321.115.00.00.0.00000	Office Salaries	$121,466.85	$116,578.00	$4,888.85	4.19	$107,621.31	$13,845.54	12.87
100.2321.240.00.00.0.00000	Tuition Reimbursement	$20,000.00	$40,000.00	($20,000.00)	(50.00)	$9,719.00	$10,281.00	105.78

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100.2321.330.00.00.0.00000	Other Professional Services	$14,835.50	$35,205.00	($20,369.50)	(57.86)	$27,689.95	($12,854.45)	(46.42)
100.2321.534.00.00.0.00000	Postage	$9,000.00	$9,000.00	$0.00	0.00	$5,699.75	$3,300.25	57.90
100.2321.540.00.00.0.00000	Advertising	$5,000.00	$5,000.00	$0.00	0.00	$1,160.95	$3,839.05	330.68
100.2321.580.00.00.0.00000	Travel/Workshops	$16,500.00	$18,000.00	($1,500.00)	(8.33)	$7,871.93	$8,628.07	109.61
100.2321.610.00.00.0.00000	Supplies	$27,500.00	$35,000.00	($7,500.00)	(21.43)	$18,280.30	$9,219.70	50.44
100.2321.640.00.00.0.00000	Books & Info Resources	$0.00	$2,000.00	($2,000.00)	(100.00)	$0.00	$0.00	0.00
100.2321.733.00.00.0.00000	New Equipment	$1,000.00	$0.00	$1,000.00	0.00	$16,632.83	($15,632.83)	(93.99)
100.2321.737.00.00.0.00000	Replacement Equipment	$0.00	$0.00	$0.00	0.00	$19,464.27	($19,464.27)	(100.00)
100.2321.810.00.00.0.00000	Dues and Fees	$14,380.00	$12,000.00	$2,380.00	19.83	$16,862.31	($2,482.31)	(14.72)
100.2321.890.00.00.0.00000	Miscellaneous Expense	$24,000.00	$25,000.00	($1,000.00)	(4.00)	$8,984.29	$15,015.71	167.13
FUNC: Office of the Superintendent Services - 2321		$722,137.10	$810,543.02	($88,405.92)	(10.91)	$621,117.53	$101,019.57	16.26
100.2330.111.00.00.0.00000	Administrative Salaries	$254,700.50	$242,810.00	$11,890.50	4.90	$237,810.00	$16,890.50	7.10
100.2330.112.00.00.0.00000	Teacher/Specialist Salaries	$85,530.35	$86,705.28	($1,174.93)	(1.36)	$0.00	$85,530.35	0.00
100.2330.115.00.00.0.00000	Office Salaries	$54,991.95	$52,718.80	$2,273.15	4.31	$44,278.95	$10,713.00	24.19
100.2330.531.00.00.0.00000	Telephone	$0.00	$240.00	($240.00)	(100.00)	$0.00	$0.00	0.00
100.2330.534.00.00.0.00000	Postage	$100.00	$200.00	($100.00)	(50.00)	$102.23	($2.23)	(2.18)
100.2330.580.00.00.0.00000	Travel/Workshops	$500.00	$3,500.00	($3,000.00)	(85.71)	$510.99	($10.99)	(2.15)
100.2330.610.00.00.0.00000	Supplies	$100.00	$350.00	($250.00)	(71.43)	$35.35	$64.65	182.89
100.2330.810.00.00.0.00000	Dues and Fees	$3,000.00	$5,000.00	($2,000.00)	(40.00)	$0.00	$3,000.00	0.00
FUNC: SPECIAL AREA ADMINISTRATIVE SERVICES - 2330		$398,922.80	$391,524.08	$7,398.72	1.89	$282,737.52	$116,185.28	41.09

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100.2340.115.00.00.0.00000	Office Salaries	$58,471.54	$55,598.50	$2,873.04	5.17	$53,394.40	$5,077.14	9.51
100.2340.580.00.00.0.00000	Travel/Workshops	$3,500.00	$5,000.00	($1,500.00)	(30.00)	$1,822.96	$1,677.04	92.00
100.2340.610.00.00.0.00000	Supplies	$0.00	$2,000.00	($2,000.00)	(100.00)	$0.00	$0.00	0.00
100.2340.640.00.00.0.00000	Books & Info Resources	$88,000.00	$145,000.00	($57,000.00)	(39.31)	$85,943.73	$2,056.27	2.39
100.2340.810.00.00.0.00000	Dues and Fees	$6,000.00	$11,000.00	($5,000.00)	(45.45)	$4,193.77	$1,806.23	43.07
FUNC: DIRECTORS OF CURRICULUM - 2340		$155,971.54	$218,598.50	($62,626.96)	(28.65)	$145,354.86	$10,616.68	7.30
100.2410.111.00.00.0.00000	Administrative Salaries	$2,212,219.49	$2,134,965.56	$77,253.93	3.62	$2,072,922.13	$139,297.36	6.72
100.2410.115.00.00.0.00000	Office Salaries	$972,885.68	$933,265.44	$39,620.24	4.25	$795,876.50	$177,009.18	22.24
100.2410.531.00.00.0.00000	Telephone	$143,300.00	$154,042.00	($10,742.00)	(6.97)	$134,477.09	$8,822.91	6.56
100.2410.610.00.00.0.00000	Supplies	$72,654.00	$75,704.00	($3,050.00)	(4.03)	$61,269.81	$11,384.19	18.58
100.2410.640.00.00.0.00000	Books & Info Resources	$2,850.00	$3,600.00	($750.00)	(20.83)	$1,582.06	$1,267.94	80.14
100.2410.733.00.00.0.00000	New Equipment	$5,772.00	$6,649.00	($877.00)	(13.19)	$5,025.10	$746.90	14.86
100.2410.737.00.00.0.00000	Replacement Equipment	$18,584.20	$21,003.20	($2,419.00)	(11.52)	$20,681.44	($2,097.24)	(10.14)
100.2410.810.00.00.0.00000	Dues and Fees	$25,200.00	$26,445.00	($1,245.00)	(4.71)	$20,306.85	$4,893.15	24.10
FUNC: OFFICE OF THE PRINCIPAL - 2410		$3,453,465.37	$3,355,674.20	$97,791.17	2.91	$3,112,140.98	$341,324.39	10.97
100.2490.111.00.00.0.00000	Administrative Salaries	$117,202.18	$113,568.00	$3,634.18	3.20	$109,200.00	$8,002.18	7.33
100.2490.112.00.00.0.00000	Teacher/Specialist Salaries	$0.00	$700.00	($700.00)	(100.00)	$0.00	$0.00	0.00
100.2490.610.00.00.0.00000	Supplies	$40,900.00	$38,900.00	$2,000.00	5.14	$34,827.28	$6,072.72	17.44
FUNC: OTHER SERVICES.SCHOOL ADMINISTRATION - 2490		$158,102.18	$153,168.00	$4,934.18	3.22	$144,027.28	$14,074.90	9.77

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100.2510.310.00.00.0.00000	Official/Admin Services	$45,000.00	$45,000.00	$0.00	0.00	$14,975.51	$30,024.49	200.49
FUNC: CONTRACTED SERVICES-MEDICAID - 2510		$45,000.00	$45,000.00	$0.00	0.00	$14,975.51	$30,024.49	200.49
100.2511.111.00.00.0.00000	Administrative Salaries	$399,082.70	$478,674.00	($79,591.30)	(16.63)	$379,145.60	$19,937.10	5.26
100.2511.115.00.00.0.00000	Office Salaries	$57,785.66	$57,766.00	$19.66	0.03	$58,728.20	($942.54)	(1.60)
FUNC: Supervising Fiscal Services - 2511		$456,868.36	$536,440.00	($79,571.64)	(14.83)	$437,873.80	$18,994.56	4.34
100.2610.111.00.00.0.00000	Administrative Salaries	$120,711.25	$115,225.00	$5,486.25	4.76	$115,225.00	$5,486.25	4.76
FUNC: SUPERVISION AND OPERATION OF PLANT - 2610		$120,711.25	$115,225.00	$5,486.25	4.76	$115,225.00	$5,486.25	4.76
100.2620.116.00.00.0.00000	Custodial Salaries	$2,213,061.12	$2,213,833.71	($772.59)	(0.03)	$1,929,789.55	$283,271.57	14.68
100.2620.126.00.00.0.00000	Substitute Salaries-Custodian	$10,000.00	$10,000.00	$0.00	0.00	$6,872.00	$3,128.00	45.52
100.2620.290.00.00.0.00000	Other Employee Benefits	$25,000.00	$32,000.00	($7,000.00)	(21.88)	$27,438.00	($2,438.00)	(8.89)
100.2620.330.00.00.0.00000	Other Professional Services	$227,450.00	$182,700.00	$44,750.00	24.49	$181,960.92	$45,489.08	25.00
100.2620.410.00.00.0.00000	Water/Sewer/Septic	$117,500.00	$76,500.00	$41,000.00	53.59	$90,337.14	$27,162.86	30.07
100.2620.420.00.00.0.00000	Cleaning Services	$100,000.00	$100,000.00	$0.00	0.00	$98,367.17	$1,632.83	1.66
100.2620.430.00.00.0.00000	Repair and Maintenance	$405,000.00	$512,470.00	($107,470.00)	(20.97)	$351,734.66	$53,265.34	15.14
100.2620.432.00.00.0.00000	Plumbing & Electric Repair	$75,000.00	$75,000.00	$0.00	0.00	$62,514.03	$12,485.97	19.97
100.2620.440.00.00.0.00000	Rentals	$0.00	$0.00	$0.00	0.00	$385.00	($385.00)	(100.00)
100.2620.520.00.00.0.00000	Insurance	$254,807.00	$238,137.06	$16,669.94	7.00	$222,558.00	$32,249.00	14.49
100.2620.580.00.00.0.00000	Travel/Workshops	$14,500.00	$14,500.00	$0.00	0.00	$3,289.04	$11,210.96	340.86

Timberlane Expenditures

Fiscal Year: 2024-2025

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From Date: 7/1/2025 To Date: 6/30/2026 Definition: Proposed Budget vs Voted & PY

Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.2620.610.00.00.0.00000	Supplies	$251,500.00	$266,200.00	($14,700.00)	(5.52)	$240,175.19	$11,324.81	4.72
100.2620.621.00.00.0.00000	Natural Gas	$150,000.00	$150,000.00	$0.00	0.00	$140,251.53	$9,748.47	6.95
100.2620.622.00.00.0.00000	Electricity	$500,000.00	$600,000.00	($100,000.00)	(16.67)	$392,823.60	$107,176.40	27.28
100.2620.623.00.00.0.00000	Bottled Gas	$50,000.00	$45,000.00	$5,000.00	11.11	$49,542.93	$457.07	0.92
100.2620.624.00.00.0.00000	Fuel Oil	$202,000.00	$202,000.00	$0.00	0.00	$128,368.44	$73,631.56	57.36
100.2620.643.00.00.0.00000	Information Access Fees	$14,000.00	$14,000.00	$0.00	0.00	$9,156.00	$4,844.00	52.91
100.2620.733.00.00.0.00000	New Equipment	$12,500.00	$26,000.00	($13,500.00)	(51.92)	$18,963.56	($6,463.56)	(34.08)
100.2620.737.00.00.0.00000	Replacement Equipment	$47,300.00	$64,500.00	($17,200.00)	(26.67)	$119,887.16	($72,587.16)	(60.55)
FUNC: OPERATING BUILDINGS SERVICES - 2620		$4,669,618.12	$4,822,840.77	($153,222.65)	(3.18)	$4,074,413.92	$595,204.20	14.61
100.2630.420.00.00.0.00000	Cleaning Services	$220,000.00	$205,000.00	$15,000.00	7.32	$224,942.69	($4,942.69)	(2.20)
100.2630.422.00.00.0.00000	Snow Removal	$12,000.00	$12,000.00	$0.00	0.00	$11,388.00	$612.00	5.37
100.2630.430.00.00.0.00000	Repair and Maintenance	$15,000.00	$15,000.00	$0.00	0.00	$7,701.78	$7,298.22	94.76
100.2630.440.00.00.0.00000	Rentals	$35,000.00	$35,000.00	$0.00	0.00	$18,361.38	$16,638.62	90.62
100.2630.610.00.00.0.00000	Supplies	$175,807.00	$178,000.00	($2,193.00)	(1.23)	$161,483.83	$14,323.17	8.87
100.2630.733.00.00.0.00000	New Equipment	$0.00	$41,000.00	($41,000.00)	(100.00)	$39,309.37	($39,309.37)	(100.00)
100.2630.737.00.00.0.00000	Replacement Equipment	$15,000.00	$39,620.00	($24,620.00)	(62.14)	$15,627.37	($627.37)	(4.01)
FUNC: CARE AND OPERATION OF GROUNDS - 2630		$472,807.00	$525,620.00	($52,813.00)	(10.05)	$478,814.42	($6,007.42)	(1.25)
100.2640.430.00.00.0.00000	Repair and Maintenance	$121,000.00	$121,000.00	$0.00	0.00	$115,811.91	$5,188.09	4.48
FUNC: CARE AND UPKEEP OF EQUIPMENT - 2640		$121,000.00	$121,000.00	$0.00	0.00	$115,811.91	$5,188.09	4.48

Timberlane Expenditures

Fiscal Year: 2024-2025

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From Date: 7/1/2025 To Date: 6/30/2026 Definition: Proposed Budget vs Voted & PY

Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.2650.430.00.00.0.00000	Repair and Maintenance	$20,000.00	$20,000.00	$0.00	0.00	$8,407.53	$11,592.47	137.88
100.2650.626.00.00.0.00000	Gasoline	$20,000.00	$20,000.00	$0.00	0.00	$11,184.89	$8,815.11	78.81
100.2650.737.00.00.0.00000	Replacement Equipment	$0.00	$55,000.00	($55,000.00)	(100.00)	$52,281.00	($52,281.00)	(100.00)
FUNC: VEHICLE OPERATION AND MAINTENANCE - 2650		$40,000.00	$95,000.00	($55,000.00)	(57.89)	$71,873.42	($31,873.42)	(44.35)
100.2660.330.00.00.0.00000	Other Professional Services	$104,364.54	$90,052.22	$14,312.32	15.89	$70,931.30	$33,433.24	47.13
100.2660.340.00.00.0.00000	Technical Services	$10,000.00	$19,400.00	($9,400.00)	(48.45)	$0.00	$10,000.00	0.00
100.2660.430.00.00.0.00000	Repair and Maintenance	$35,000.00	$35,000.00	$0.00	0.00	$29,377.72	$5,622.28	19.14
100.2660.490.00.00.0.00000	Other Purchased Property Serv	$10,000.00	$10,000.00	$0.00	0.00	$11,625.00	($1,625.00)	(13.98)
FUNC: SECURITY SERVICES - 2660		$159,364.54	$154,452.22	$4,912.32	3.18	$111,934.02	$47,430.52	42.37
100.2721.519.00.00.0.00000	Student Transportation	$2,831,524.68	$2,689,915.72	$141,608.96	5.26	$2,542,679.74	$288,844.94	11.36
FUNC: REGULAR PROGRAM TRANSP - 2721		$2,831,524.68	$2,689,915.72	$141,608.96	5.26	$2,542,679.74	$288,844.94	11.36
100.2722.519.00.00.0.00000	Student Transportation	$1,723,384.30	$1,421,530.40	$301,853.90	21.23	$910,758.66	$812,625.64	89.23
FUNC: SPECIAL EDUCATION TRANSP - 2722		$1,723,384.30	$1,421,530.40	$301,853.90	21.23	$910,758.66	$812,625.64	89.23
100.2723.519.00.00.0.00000	Student Transportation	$161,776.00	$156,289.60	$5,486.40	3.51	$120,366.49	$41,409.51	34.40
FUNC: VOCATIONAL TRANSPORTATION - 2723		$161,776.00	$156,289.60	$5,486.40	3.51	$120,366.49	$41,409.51	34.40
100.2724.519.00.00.0.00000	Student Transportation	$109,265.80	$100,276.38	$8,989.42	8.96	$105,723.14	$3,542.66	3.35
FUNC: ATHLETIC TRANSPORTATION - 2724		$109,265.80	$100,276.38	$8,989.42	8.96	$105,723.14	$3,542.66	3.35

Timberlane Expenditures

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.2725.519.00.00.0.00000	Student Transportation	$54,340.00	$55,900.00	($1,560.00)	(2.79)	$25,398.93	$28,941.07	113.95
FUNC: FIELD TRIP TRANSPORTATION - 2725		$54,340.00	$55,900.00	($1,560.00)	(2.79)	$25,398.93	$28,941.07	113.95
100.2729.519.00.00.0.00000	Student Transportation	$17,100.00	$17,200.00	($100.00)	(0.58)	$12,474.77	$4,625.23	37.08
FUNC: MUSIC TRANSPORTATION - 2729		$17,100.00	$17,200.00	($100.00)	(0.58)	$12,474.77	$4,625.23	37.08
100.2831.111.00.00.0.00000	Administrative Salaries	$168,510.00	$160,200.00	$8,310.00	5.19	$159,900.00	$8,610.00	5.38
100.2831.115.00.00.0.00000	Office Salaries	$109,042.67	$109,841.00	($798.33)	(0.73)	$100,847.94	$8,194.73	8.13
100.2831.330.00.00.0.00000	Other Professional Services	$0.00	$0.00	$0.00	0.00	$510.00	($510.00)	(100.00)
FUNC: Supervision of Staff Services - 2831		$277,552.67	$270,041.00	$7,511.67	2.78	$261,257.94	$16,294.73	6.24
100.2840.111.00.00.0.00000	Administrative Salaries	$128,404.00	$124,422.48	$3,981.52	3.20	$119,637.00	$8,767.00	7.33
100.2840.114.00.00.0.00000	Educational Assistants Salaries	$64,884.09	$62,156.25	$2,727.84	4.39	$59,323.59	$5,560.50	9.37
100.2840.430.00.00.0.00000	Repair and Maintenance	$81,000.00	$70,150.00	$10,850.00	15.47	$71,146.30	$9,853.70	13.85
100.2840.610.00.00.0.00000	Supplies	$15,000.00	$15,000.00	$0.00	0.00	$6,866.12	$8,133.88	118.46
100.2840.643.00.00.0.00000	Information Access Fees	$191,340.00	$188,119.00	$3,221.00	1.71	$169,555.35	$21,784.65	12.85
100.2840.650.00.00.0.00000	Software	$122,100.00	$107,645.00	$14,455.00	13.43	$74,848.08	$47,251.92	63.13
100.2840.738.00.00.0.00000	Replacement Computer/Netwrk	$25,000.00	$25,000.00	$0.00	0.00	$29,574.00	($4,574.00)	(15.47)
FUNC: COMPUTER SERVICES - 2840		$627,728.09	$592,492.73	$35,235.36	5.95	$530,950.44	$96,777.65	18.23
100.2900.210.00.00.0.00000	Group Insurance	$12,550,897.00	$13,785,781.37	($1,234,884.37)	(8.96)	$9,906,800.72	$2,644,096.28	26.69

Timberlane Expenditures

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percent
100.2900.220.00.00.0.00000	FICA	$3,132,610.36	$3,148,702.06	($16,091.70)	(0.51)	$2,568,714.70	$563,895.66	21.95
100.2900.231.00.00.0.00000	Non-teacher Retirement	$1,207,728.95	$1,271,203.16	($63,474.21)	(4.99)	$1,017,369.17	$190,359.78	18.71
100.2900.232.00.00.0.00000	Teacher Retirement	$5,732,535.96	$6,123,070.83	($390,534.87)	(6.38)	$5,136,553.60	$595,982.36	11.60
100.2900.250.00.00.0.00000	Unemployment Compensation	$20,000.00	$30,000.00	($10,000.00)	(33.33)	$13,999.00	$6,001.00	42.87
100.2900.260.00.00.0.00000	Worker's Compensation	$256,820.00	$242,283.00	$14,537.00	6.00	$267,420.00	($10,600.00)	(3.96)
100.2900.290.00.00.0.00000	Other Employee Benefits	$35,000.00	$50,000.00	($15,000.00)	(30.00)	$23,207.54	$11,792.46	50.81
FUNC: SUPPORT SERVICES-OTHER - 2900		$22,935,592.27	$24,651,040.42	($1,715,448.15)	(6.96)	$18,934,064.73	$4,001,527.54	21.13
100.3120.119.00.00.0.00000	Food Service Salaries	$93,043.06	$90,558.83	$2,484.23	2.74	$0.00	$93,043.06	0.00
FUNC: FOOD SERVICE OPERATIONS - 3120		$93,043.06	$90,558.83	$2,484.23	2.74	$0.00	$93,043.06	0.00
100.4200.430.00.00.0.00000	Repair and Maintenance	$150,000.00	$150,000.00	$0.00	0.00	$139,831.86	$10,168.14	7.27
FUNC: SITE IMPROVEMENT - 4200		$150,000.00	$150,000.00	$0.00	0.00	$139,831.86	$10,168.14	7.27
100.4600.450.00.00.0.00000	Construction Services	$1,892,200.00	$1,892,200.00	$0.00	0.00	$2,365,257.41	($473,057.41)	(20.00)
FUNC: BUILDING IMPROVEMENT - 4600		$1,892,200.00	$1,892,200.00	$0.00	0.00	$2,365,257.41	($473,057.41)	(20.00)
100.5110.910.00.00.0.00000	Principal	$746,341.00	$746,341.00	$0.00	0.00	$100,000.28	$646,340.72	646.34
FUNC: PRINCIPAL ON DEBT - 5110		$746,341.00	$746,341.00	$0.00	0.00	$100,000.28	$646,340.72	646.34
100.5120.830.00.00.0.00000	Interest	$1,314,659.00	$1,314,659.00	$0.00	0.00	$122,551.12	$1,192,107.88	972.74
FUNC: INTEREST ON DEBT - 5120		$1,314,659.00	$1,314,659.00	$0.00	0.00	$122,551.12	$1,192,107.88	972.74

Timberlane Expenditures

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Account	Description	26 Proposed	25 Voted	26 vs 25	As a Percent	24 Actual	26 vs 24	As a Percentt
100.5221.930.00.00.0.00000	Fund Transfers	$1,400,000.00	$1,716,811.00	($316,811.00)	(18.45)	$0.00	$1,400,000.00	0.00
FUNC: FOOD SERVICE FUND - 5221		$1,400,000.00	$1,716,811.00	($316,811.00)	(18.45)	$0.00	$1,400,000.00	0.00
100.5222.930.00.00.0.00000	Fund Transfers	$1,200,000.00	$1,300,000.00	($100,000.00)	(7.69)	$0.00	$1,200,000.00	0.00
FUNC: FEDERAL PROJECTS - 5222		$1,200,000.00	$1,300,000.00	($100,000.00)	(7.69)	$0.00	$1,200,000.00	0.00
100.5223.930.00.00.0.00000	Fund Transfers	$45,000.00	$77,500.00	($32,500.00)	(41.94)	($1,657.60)	$46,657.60	(2,814.77)
FUNC: PERFORMING ARTS CTR PROGRAMS - 5223		$45,000.00	$77,500.00	($32,500.00)	(41.94)	($1,657.60)	$46,657.60	(2,814.77)
100.5250.930.00.00.0.00000	Fund Transfers	$250,000.00	$250,000.00	$0.00	0.00	$0.00	$250,000.00	0.00
FUNC: CAPITAL RESERVE FUNDS - 5250		$250,000.00	$250,000.00	$0.00	0.00	$0.00	$250,000.00	0.00
Grand Total:		$89,643,002.98	$91,825,842.63	($2,182,839.65)	(2.38)	$71,906,094.14	$17,736,908.84	24.67

End of Report

For the Board
Peter Gillis
12/30/24

TIMBERLANE REGIONAL SCHOOL BOARD'S
Tentative Agreement with
TEAMSTERS LOCAL #633 OF NEW HAMPSHIRE
(Custodians)

December 27, 2024

The School Board makes the following Tentative Agreement with the Union. This tentative agreement calls for no changes to the contents of the parties' 2022-2025 collective bargaining agreement, except for the sections that are expressly referenced herein.

(Proposed new language is identified in ***bold italics***, proposed deletions are identified by ~~strikeouts~~.)

ARTICLE 4
WORK WEEK AND WORK YEAR

Bargaining unit members shall be employed on ~~either~~ a year round schedule (260 work days) or ***less than year round*** ~~a 220 days~~ work day schedule. Employees may be scheduled on either a full time (~~37.5 or~~ 40 hours per week) or part time (fewer than ~~37.5~~ ***30*** hours per week) basis. Each employee's work day shall be determined by the Superintendent or designee based on the needs of the employee's building assignment. When a Holiday falls during a regular workweek, Employees will be eligible for overtime after 32 hours of actual work performed during that same workweek.

With supervisor approval, employees may adjust their work hours on non-school days, school vacation(s), or in the event of missed time.

ARTICLE 5
GRIEVANCES

[5.0] [New] A grievance shall mean a claim by an employee as defined in the recognition clause (Article 1) that there has been a violation or misapplication of one or more provisions of this agreement.

[5.5.2] Step 2
If no satisfactory settlement is reached through ~~the Informal procedure~~ Step 1, the employee, no later than ten(10) business days after receipt of the Supervisor's decision, may appeal the Supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent must

be made, in writing, reciting the matter submitted to the ~~Principal~~ ***Supervisor*** as specified above, and the employee's dissatisfaction with decisions previously rendered, The Superintendent shall meet with the employees and Supervisor to attempt to resolve the matter as quickly as possible, but within a period not to exceed five (5) business days, The Superintendent shall communicate his/her decision, in writing, to the employee and the Supervisor, within ten (10) business days after the meeting,

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ARTICLE 6
LEAVES OF ABSENCE

6.2 Sick Leave

[6.2.1] ACCUMULATION

On the first workday of each calendar month, each employee working a year-round schedule shall be granted paid sick leave due to personal illness at the rate of one and one-half (1.5) days per calendar month to a maximum of fifteen (15) days per year, with a maximum accrual of 120 days at any time. ~~Employees scheduled to work fewer than 200 days per year shall accrue a maximum of ten (10) sick leave days per year, with a maximum accrual of 90 days at any time.~~ Sick leave may be utilized at the employee's discretion for any FMLA purpose, other family illness of the employee's parent, spouse, child, or other person who resides in the employee's household or for whom the employee has caretaking responsibilities, or for any other purpose as may be approved at the discretion of the Superintendent. Sick leave may be taken in quarter (1/4) ~~day~~ ***hour*** increments. ***Full year*** employees who accrue sick leave in excess of the maximum accrual amounts listed above will be permitted, on an annual basis, to cash out up to ~~ten (10)~~ ***fifteen (15)*** excess sick days accrued, in the amount of ~~$20.00~~ ***$30.00*** per day, to a maximum payout of ~~$200.00~~ ***$450.00*** per year, per employee. Any excess sick leave accrued that is not cashed out will be forfeited.

[6.2.2] EVIDENCE OF DISABILITY OR SICKNESS

The Superintendent may make reasonable demands for satisfactory evidence of a disability or sickness, including a second opinion from a mutually agreed to physician, at District expense, in those cases Involving more than three (3) continuous days ***of absence***.

[6.2.4] ~~EXTENDED SICK LEAVE~~ *DISABILITY* BANK

~~Employees shall continue to have the option of participating in the sick leave bank available to them under District policies~~. ***There shall be a pool of paid sick leave days for eligible employees that may be drawn upon after any and all individually accumulated sick leave days have been exhausted. One year of completed service to the District is required to qualify. This pool may be used for a disability of twenty (20) contract days or more. The Disability Bank shall be administered in accordance with Appendix B.***

TJA pd 12/30/24

[6.4] BEREAVEMENT LEAVE

An employee shall be granted reasonable absences because of death in his/her immediate family with pay, not to exceed four (4) days per bereavement. ***These days must commence within six (6) months of notification of death to the employee and their eligibility for leave under this provision. Leave days under this section may only be used consecutively, or in up to two (2) distinct time periods (3 days/1 day or 2 days/2 days), with supporting documentation being presented to the Superintendent (or designee) explaining the reason for the absence, who shall grant the leave at their discretion.*** In determining reasonable absence, consideration shall be given to the relationship of the employee to the deceased, the responsibility of the employee for making funeral arrangements and the distance traveled. A fifth day with pay may be granted at the discretion of the Superintendent. An employee's immediate family shall be considered as husband, wife, domestic partner who resides In the employee's household, child, stepchild, parent, stepparent, sibling, stepsibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, son-in-law and daughter-in-law. For other persons residing In the same household the employee shall be granted bereavement leave not to exceed four (4) days. An employee shall be granted reasonable absences with pay because of the death of his/her uncles, aunts, first cousins, nieces and nephews, not to exceed two (2) days per bereavement. Additional consideration for bereavement leave shall be granted at the discretion of the Superintendent of Schools in those cases not considered immediate family.

[6.5] VACATION

Year-round employees who are regularly scheduled to work 6 or more hours per day (30 hours or more per week) shall accrue vacation days on a monthly basis at the rate of .833 per month. After 5 years of service, days are accrued at the rate of 1.25 per month. ~~At least five (5) vacation days must be used during school vacation weeks (December, February, and April), unless other vacation use is approved by the Superintendent~~. Vacation time up to a maximum of 15 days unused at the end of the ***current*** fiscal ***year*** may be carried over but must be used ~~prior to the first day of school for students and~~ ***by June 30th of the next fiscal year***.

Employees are not allowed to use vacation time during the first week or last week of school.

The Employer will respond to all requests for vacation within two (2) weeks of submittal and the Employer will not deny a request for vacation unless granting the request for vacation would create a staffing shortage. Vacation requests will be considered and approved by seniority.

Employees working ~~220 days per year or fewer, and year round employees who work fewer than 30~~ ***20*** hours ***or less*** per week are not eligible for vacation leave

T/A
PL 12/30/2

ARTICLE 7
REDUCTION IN PROFESSIONAL STAFF WORK FORCE

[7.2] TRANSFERS OR REASSIGNMENTS
In the event the layoff involves the transfer or reassignment of employees, the change shall be made at the sole determination of the Superintendent, ***unless there is a volunteer to the transfer or reassignment who is acceptable to the Superintendent.***

[7.3] RECALL
Experienced personnel, only, shall be recalled based on experience and qualifications for new positions which may become available and for which the Individual may be qualified and certified in accordance with the above procedure. The recall list shall be maintained for a period not to exceed ~~one (1) year~~ ***18 months***.

[7.6] VACANCIES
Whenever a permanent ~~union~~ ***bargaining unit*** position becomes vacant, said vacancy shall be posted ~~in each school and~~ on the School District website ***and emailed to all bargaining unit staff***. During summer vacation periods, such vacancies shall be posted ~~in the central administration building and~~ on the School District website and a copy shall be sent to the Union ~~President by U.S. Mail,~~ ***steward and business agent via email.***

ARTICLE 8
PROFESSIONAL IMPROVEMENT

[8.1] EDUCATIONAL BENEFIT
Year round employees who are regularly scheduled to work 6 or more hours each day may spend up to ~~$1000,00~~ ***$250*** per year, and ~~220 day or less~~ ***part-time staff working 4 hours per day*** ~~employees~~ up to ~~$200~~ ***$150*** per year, to a maximum of ~~$15,000~~ ***$5,000*** for all ***unit*** employees in a fiscal year, for obtaining additional education and training. Education and training programs must be job-related and approved in advance by the Superintendent. Additional support for course work may be available on a limited basis at the District's sole discretion,

T/A
PLP 12/30/24

ARTICLE 9
INSURANCE PROTECTION

[9.1.1] PLAN

A. The Board shall offer to an employee scheduled to work six (6) or more hours per day the following medical insurance benefits as defined by New Hampshire Health Trust: ~~HMO Blue New England20, and~~ AB20.

[9.1.2] DISTRICT CONTRIBUTIONS

The District's contribution to health Insurance premiums shall be:

	~~HMO B-~~	AB20
Single	~~90%~~	~~90~~% ***85%***
2-Person	~~85%~~	85%
Family	~~85%~~	85%

T/A
PLP 12/30/24

[9.1.3] MEDICAL INSURANCE BUY-OUT

~~Each year that an employee elects not to be insured by the plan offered herein by the District and provides documentation that he/she has obtained alternate insurance through another employer sponsored plan, he/she shall receive an annual bonus in the amount of $250~~. ***Employees who would otherwise be eligible for District coverage who elect non-District health insurance coverage under their spouse's plan, or another comparable insurance plan, for the entire fiscal year, will be eligible for compensation in lieu of enrollment in the District's health insurance plan. Eligible employees will be compensated in the amount of $500 for waiver of this benefit upon presentation of proof of other coverage, provided that it is not subsidized coverage under the Affordable Care Act. Such payment will be paid to eligible employees at the end of the fiscal year provided that there is no change in selection of plan during the year.***

[9.3] TERM LIFE INSURANCE

A term life Insurance policy will be available to each employee who qualifies. The premium for this insurance coverage will be paid by the Timberlane Regional School District as follows: The amount of insurance will be $20,000. ***Benefit eligibility is subject to policy requirements and determined by the carrier.***

~~[9.4] CONTRIBUTION OF BENEFITS~~

~~Should employment terminate as of the close of school in June, Insurance coverage shall remain in effect at District expense according to the terms of Section 9.1, 9.2 and 9.3 above, through August 31 of the school year just completed~~.

ARTICLE 10 MISCELLANEOUS

[10.3] PERSONNEL FILES

[10.3.1] ACCESS

Personnel files of bargaining unit members shall be kept confidential. Access to the file shall be strictly limited to school district personnel with a bona fide need such as members of the Superintendent's staff, Principals, Assistant Principals and their ~~secretaries~~ ***executive administrative assistants***. Each employee shall have the right, upon request within three (3) business days, to review the contents of ~~his/her~~ ***their*** personnel file, with the exception of references and recommendations provided to the district, former employers, etc.

[10.3.2] RIGHT TO RESPOND

Employees will be given a copy of any and all material that may be used against them in a disciplinary action at the time that it is placed in the file. Explanatory rebuttal statements can be

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attached to the material housed in the file provided such statement is made within ~~ten (10)~~ ***thirty (30)*** working days after the employee receives the material. Any reference to allegations that are investigated and determined to be unfounded shall be removed from an employee's file.

[10.3.3] ANONYMOUS MATERIALS

Allegations about an employee arising from anonymous letters or materials will be brought to the attention of the employee who will receive a copy of the material. Should the building Principal/***Supervisor*** deem it necessary, the Principal/***Supervisor*** ~~will~~ ***may*** initiate an investigation. The results of any investigation will be shared with the employee ***in the event the allegations and/or charges are sustained***. ~~Any copies of any materials resulting from a consequent investigation will be given to the employee~~. ~~Anonymous materials and the results consequent investigation which do not lead to immediate discipline will be placed in the employee's personnel file, in a sealed envelope~~. ~~Only in the instance of a disciplinary action brought against the employee for the same time period referenced by the anonymous material or directly related to specific allegations in the anonymous material may such material be accessed by persons other than the employee, his/her ***their*** representative, the Superintendent and/or the Assistant Superintendent~~. Rumors that are determined to be unfounded shall not be the cause of disciplining an employee.

[10.5] COMPLAINTS AGAINST ANOTHER EMPLOYEE

An employee in this bargaining unit who wishes to file a complaint against another employee of the School District shall file the complaint in writing with the Building Principal/***Supervisor***, or with the Superintendent or designee If the complaint Is against the Building Principal/***Supervisor***. The administrator who receives the complaint shall cause it to be investigated; shall direct the employee against whom the complaint was filed not to retaliate against the complainant; shall determine whether the complaint is founded; and shall take necessary action in response to the complaint. The complainant will be notified whether the administrator determined the complaint to be founded, and whether action was taken in response to the complaint.

[10.7] UNIFORM ALLOWANCE

Employees will be provided with t-shirts and hooded sweatshirts with their school's name on them and not individual employee names. All Employees will also receive a ~~$200~~ ***$250*** annual allowance to use for the purchase of appropriate work pants and appropriate work footwear. ***Employees shall be allowed to wear pants (of a durable quality, i.e., not sweat pants) which are knee length or just below the knee, from June 15 to September 15, or at other times as may be approved upon request at the discretion of their supervisor, and provided all safety protocols are followed when required.***

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[10.10] [New] This agreement does not apply to newly hired personnel until they have completed their ninety (90) day probationary period, nor to temporary employees.

ARTICLE 12 COMPENSATION

[12.1] WAGES

On July 1, ~~2022~~ ***2025***, each Employee will be placed on the appropriate wage grid attached at ~~Tab~~ ***Appendix*** A, on the ~~first~~ ***next pay*** step above the Employee's current ~~rate of pay~~ ***(2024-25) pay step***. Employees who are currently categorized as "Custodians" will be placed on wage grid C1. Employees who are currently categorized as "Lead Custodians" will be placed on wage grid LC. On July 1, ~~2023~~ ***2026*** and July 1, ~~2024~~ ***2027***, each Employee will advance one (1) step on their wage grid.

~~Current Employees in this bargaining unit who remain employed by the District at the beginning of the 2022–2023 school year will be paid a one-time, lump sum bonus payment in the gross amount of $500, less regular withholdings, to be included in the first regular payroll check in the 2022-2023 school year. Provided they remain employed by the District at the beginning of the 2022-2023 school year, the following three (3) Employees – Zigmund Paszko, Gerald Pisani, and James Rivers – will be paid an additional one-time, lump sum bonus of $500, less regular withholdings, to be Included In the first regular payroll check in the 2022-2023 school year.~~

Employees shall not be eligible for a step increase unless they have worked at least ninety (90) days of the contract year prior to the scheduled increase.

The Superintendent may withhold an employee's wage increase due to unsatisfactory job performance as evidenced by the employee's performance evaluation(s). If during the year the Superintendent agrees that the employee has rectified the concerns raised in the evaluation, the employee shall receive the wage increase going forward, even if in the middle of the contract year.

Step placement for New Hires: No new employee shall be hired at a higher step on the wage scale than a current employee with equivalent experience within the District. Upon mutual agreement between the District and the Union, new hires may be placed at a higher step if it is deemed necessary in order to hire a qualified employee.

[12.2] LONGEVITY

~~Bargaining unit members shall continue to receive longevity pay In accordance with District policy~~.
Unit members shall receive longevity pay as follows:

Employees shall be entitled to a $0.75 per hour pay differential after completing 15 years of continuous service in the District, and to a $1.00 per hour pay differential after completing 20 years of continuous service in the District.

T/A
PCP 12/30/24

[12.4] SEVERANCE PAY
Upon leaving the District, Union members may redeem unused sick leave at the following rates:

After completing 10 years of service	After completing 15 years of service
~~$20~~ ***$25*** per day	~~$25~~ ***$30*** per day

In no event may employees accrue or redeem more than one hundred twenty (120) days, This benefit is payable (upon written request of the employee by July 1st) on or before July 15th of the next fiscal year, after the employee leaves the District.

ARTICLE 13
UNION RIGHTS

[13.1] SCHOOL VISITATION
Authorized representatives of the Union shall have the right to confer with members of the Bargaining Unit at work locations during times when employees are free from any responsibility ~~to supervise children~~. Such conference shall be held in the employees' lounge, employees' lunchroom facility or in any other room selected by the employee(s) involved, provided that the conferences take place outside the presence of students, The Union Representative shall make known to the Principal, or designee, that ~~he/she is~~ ***they are*** present in the building.

13.5.6] INDEMNIFICATION OF BOARD
It is further agreed by and between the Timberlane Regional School District and ~~Timberlane Employees' Union~~ ***Teamsters Local 633 (Custodians Union)*** that such authorization for dues deduction shall continue in full force and effect with the Timberlane School District until the employee submits a written revocation of such authorization to the Board. The Union agrees to indemnify and hold harmless the School Board ***and its agents*** in the event of any legal action as a result of the above-described dues deduction.

NEW
[13.5.7] Bulletin Boards - The District shall provide a bulletin board in each school building for the posting of union notices and announcements to unit members. The bulletin board shall be placed in a convenient location where unit members work.

NEW
[13.5.8] Stewards shall suffer no loss of pay to attend negotiations and to conduct Union business as it relates to the administration of this Agreement when occurring during their regularly scheduled work hours.

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PCP 12/30/24

ARTICLE 14
HOLIDAYS

Full time, year-round Employees will be entitled to the following eleven (11) paid holidays:

July 4, Labor Day, Columbus Day. Veterans Day, Thanksgiving, Day After Thanksgiving, Christmas Day, New Years' Day, Civil Rights Day, Presidents Day, Memorial Day.

Employees shall be paid at double their regular rate of pay for all hours actually worked on Thanksgiving day or Christmas day at the direction of their supervisor.

DURATION AND EFFECTIVE DATE OF AGREEMENT

This Agreement shall be effective July 1, ~~2022~~ ***2025*** and shall continue in effect, unless terminated by mutual agreement, until June 30, ~~2025~~ ***2028***.

[New] The Board agrees to provide the PELRB with a copy of this agreement within fourteen (14) days of its execution in order to ensure the parties' compliance with PUB 207.02(b).

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PCP 12/20/24

Timberlane Custodial Union (TCU) Salary Schedule

FY2025				FY2026				FY2027				FY2028		
Step	**C 1 - Custodian**	**LC - Lead Custodian**		**Step**	**C 1 - Custodian**	**LC - Lead Custodian**		**Step**	**C 1 - Custodian**	**LC - Lead Custodian**		**Step**	**C 1 - Custodian**	**LC - Lead Custodian**
1	$17.00	$21.00	**$3/hr increase for**	1	$20.00	$24.00	**COLA 2.0%**	1	$20.40	$24.48	**COLA 2.0%**	1	$20.81	$24.97
2	$17.51	$21.63	**both ranks on step 1**	2	$20.50	$24.50		2	$20.91	$24.99		2	$21.33	$25.49
3	$18.04	$22.28	**and $0.50 increase**	3	$21.00	$25.00		3	$21.42	$25.50		3	$21.85	$26.01
4	$18.58	$22.95	**between steps**	4	$21.50	$25.50		4	$21.93	$26.01		4	$22.37	$26.53
5	$19.13	$23.64		5	$22.00	$26.00		5	$22.44	$26.52		5	$22.89	$27.05
6	$19.71	$24.34		6	$22.50	$26.50		6	$22.95	$27.03		6	$23.41	$27.57
7	$20.30	$25.08		7	$23.00	$27.00		7	$23.46	$27.54		7	$23.93	$28.09
8	$20.91	$25.83		8	$23.50	$27.50		8	$23.97	$28.05		8	$24.45	$28.61
9	$21.54	$26.60		9	$24.00	$28.00		9	$24.48	$28.56		9	$24.97	$29.13
10	$22.18	$27.40		10	$24.50	$28.50		10	$24.99	$29.07		10	$25.49	$29.65
11	$22.85	$28.22		11	$25.00	$29.00		11	$25.50	$29.58		11	$26.01	$30.17
12	$23.53	$0.00		12	$25.50	$29.50		12	$26.01	$30.09		12	$26.53	$30.69
13	$24.24	$0.00		13	$26.00	$30.00		13	$26.52	$30.60		13	$27.05	$31.21
14	$24.97	$0.00		14	$26.50	$30.50		14	$27.03	$31.11		14	$27.57	$31.73
15	$25.71	$0.00		15	$27.00	$31.00		15	$27.54	$31.62		15	$28.09	$32.25
			One additional step to allow for increases on long term employees	16	$27.50	$31.50		16	$28.05	$32.13		16	$28.61	$32.77

TIMBERLANE REGIONAL SCHOOL BOARD'S
TENTATIVE AGREEMENT WITH
TEAMSTERS LOCAL #633 OF NEW HAMPSHIRE
(Cafeteria Workers)

December 13, 2024

The School Board makes the following tentative agreement with the Union. This tentative agreement calls for no changes to the contents of the parties' 2022-2025 collective bargaining agreement, except for the sections that are expressly referenced herein.

(Proposed new language is identified in ***bold italics***, proposed deletions are identified by ~~strikeouts~~. All wording in [brackets] is informational)

ARTICLE 4
WORK WEEK AND WORK VEAR

~~Employees who are typically scheduled to work 181 paid workdays per year will be guaranteed 181 paid workdays per year~~ ***Bargaining unit employees shall be employed for 181 days per contract year***. ***Bargaining unit*** employees may be scheduled on either a full time (~~37.5 or 40~~ ***32.5*** hours per week) or part time (fewer than ~~37.5~~ ***32.5*** hours per week) basis. Each employee's work day shall be determined by the Superintendent or designee based on the needs of the employee's building assignment.

ARTICLE 5
. GRIEVANCES

[5.0] [New] A grievance shall mean a claim by an employee as defined in the recognition clause (Article 1) that there has been a violation or misapplication of one or more provisions of this agreement.

[5.5.2] Step 2
If no satisfactory settlement is reached through ~~the Informal procedure~~ Step 1, the employee, no later than ten(10) business days after receipt of the Supervisor's decision, may appeal the Supervisor's decision to the Superintendent of Schools. The appeal to the Superintendent must be made, in writing, reciting the matter submitted to the ~~Principal~~ ***Supervisor*** as specified above, and the employee's dissatisfaction with decisions previously rendered, The Superintendent shall meet with the employees and Supervisor to attempt to resolve the matter as quickly as possible, but within a period not to exceed five (5) business days, The Superintendent shall communicate his/her decision, in writing, to the employee and the

Supervisor, within ten (10) business days after the meeting,

ARTICLE 6
LEAVES OF ABSENCE

6.2 Sick Leave

[6.2.1] ACCUMULATION

On the first workday of each calendar month~~, each employee working a year round schedule shall be granted paid sick leave due to personal Illness at the rate of one and one-half (1.5) days per calendar month to a maximum of fifteen (15) days per year, with a maximum accrual of 120 days at any time,~~ Employees ~~working a 220 day or less schedule~~ shall accrue a maximum of ten (10) sick leave days per year, with a maximum accrual of 90 days at any time. Sick leave may be utilized at the employee's discretion for any FMLA purpose, other family Illness of the employee's parent, spouse, child, or other person who resides in the employee's household or for whom the employee has caretaking responsibilities, or for any other purpose as may be approved at the discretion of the Superintendent, Sick leave may be taken in quarter (1/4) ~~day~~ ***hour*** increments, Employees who accrue sick leave in excess of the maximum accrual amount~~s~~ listed above will be permitted, on an annual basis, to cash out ~~up to ten (10)~~ excess sick days accrued, in the amount of ~~$20,00~~ ***$30.00*** per day, to a maximum payout of $~~200,00~~ ***$300.00*** per year, per employee. Any excess sick leave accrued that is not cashed out will be forfeit.

[6.2.2] EVIDENCE OF DISABILITY OR SICKNESS

The Superintendent may make reasonable demands for satisfactory evidence of a disability or sickness, including a second opinion from a mutually agreed to physician, at District expense, in those cases Involving more than three (3) continuous days ***of absence***.

[6.2.4] ~~EXTENDED SICK LEAVE~~ *DISABILITY* BANK

~~Employees shall continue to have the option of participating in the sick leave bank available to them under District policies~~. ***There shall be a pool of paid sick leave days for eligible employees that may be drawn upon after any and all individually accumulated sick leave days have been exhausted. One year of completed service to the District is required to qualify. This pool may be used for a disability of twenty (20) contract days or more. The Disability Bank shall be administered in accordance with Appendix B.***

[6.4] BEREAVEMENT LEAVE

An employee shall be granted reasonable absences because of death in his/her immediate family

with pay, not to exceed four (4) days per bereavement. ***These days must commence within six (6) months of notification of death to the employee and their eligibility for leave under this provision. Leave days under this section may only be used consecutively, or in up to two (2) distinct time periods (3 days/1 day or 2 days/2 days), with supporting documentation being presented to the Superintendent (or designee) explaining the reason for the absence, who shall grant the leave at their discretion.*** In determining reasonable absence, consideration shall be given to the relationship of the employee to the deceased, the responsibility of the employee for making funeral arrangements and the distance traveled. A fifth day with pay may be granted at the discretion of the Superintendent. An employee's immediate family shall be considered as husband, wife, domestic partner who resides In the employee's household, child, stepchild, parent, stepparent, sibling, stepsibling, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, son-in-law and daughter-in-law. For other persons residing In the same household the employee shall be granted bereavement leave not to exceed four (4) days. An employee shall be granted reasonable absences with pay because of the death of his/her uncles, aunts, first cousins, nieces and nephews, not to exceed two (2) days per bereavement. Additional consideration for bereavement leave shall be granted at the discretion of the Superintendent of Schools in those cases not considered immediate family.

ARTICLE 7
REDUCTION IN PROFESSIONAL STAFF WORK FORCE

[7.1] LAYOFF/RELEASE

When, in the discretion of the School Board, a reduction in staff is required, such reduction shall be accomplished as follows: ~~Probationary personnel shall be released first, unless the layoff means loss of program or service~~. ~~Thereafter~~, ***S***election for reduction in force shall be based on job performance. Seniority will only be considered when all other factors are considered equal.

[7.3] RECALL [Strike entire section]

[7.4] RETENTION OF SENIORITY: [Strike entire section]

[7.6] VACANCIES [Strike entire section]

~~ARTICLE 8~~
~~PROFESSIONAL IMPROVEMENT~~

~~[8.1] EDUCATIONAL BENEFIT~~

~~Year round employees who are regularly scheduled to work 6 or more hours each day may spend up to $1000,00 per year, and 220 day or less employees up to $200 per year, to a maximum of $15,000 for all employees in a fiscal year, for obtaining additional education and training. Education and training programs must be job-related and approved in advance by the Superintendent. Additional support for course work may be available on a limited basis at the District's sole discretion.~~

ARTICLE 9
INSURANCE PROTECTION

[9.1.1] PLAN

A. The Board shall offer to an employee scheduled to work six (6) or more hours per day the following medical insurance benefits as defined by New Hampshire Health Trust: ~~HMO Blue-New England20~~, AB20,

[9.1.2] DISTRICT CONTRIBUTIONS

The District's contribution to health Insurance premiums shall be:

	~~HMO B-~~	AB20
Single	~~90%~~	~~90%~~ ***85%***
2-Person	~~85%~~	85%
Family	~~85%~~	85%

[9.1.3] MEDICAL INSURANCE BUY-OUT

~~Each year that an employee elects not to be insured by the plan offered herein by the District and provides documentation that he/she has obtained alternate insurance through another employer sponsored plan, he/she shall receive an annual bonus in the amount of $250~~. ***Employees who would otherwise be eligible for District coverage who elect non-District health insurance coverage under their spouse's plan, or another comparable insurance plan, for the entire fiscal year, will be eligible for compensation in lieu of enrollment in the District's health insurance plan. Eligible employees will be compensated in the amount of $500 for waiver of this benefit upon presentation of proof of other coverage, provided that it is not subsidized coverage under the Affordable Care Act. Such payment will be paid to eligible employees at the end of the fiscal year provided that there is no change in selection of plan during the year.***

[9.3] TERM LIFE INSURANCE

A term life Insurance policy will be available to each employee who qualifies. The premium for this insurance coverage will be paid by the Timberlane Regional School District as follows: The amount of insurance will be $20,000. ***Benefit eligibility is subject to policy requirements and determined by the carrier.***

ARTICLE 10 MISCELLANEOUS

[10.3] PERSONNEL FILES

[10.3.1] ACCESS

Personnel files of bargaining unit members shall be kept confidential. Access to the file shall be strictly limited to school district personnel with a bona fide need such as members of the Superintendent's staff, Principals, Assistant Principals and their ~~secretaries~~ ***executive administrative assistants***. Each employee shall have the right, upon request within three (3) business days, to review the contents of ~~his/her~~ ***their*** personnel file, with the exception of references and recommendations provided to the district, former employers, etc.

[10.3.2] RIGHT TO RESPOND

Employees will be given a copy of any and all material that may be used against them in a disciplinary action at the time that it is placed in the file. Explanatory rebuttal statements can be attached to the material housed in the file provided such statement is made within ~~ten (10)~~ ***thirty (30)*** working days after the employee receives the material. Any reference to allegations that are investigated and determined to be unfounded shall be removed from an employee's file.

[10.3.3] ANONYMOUS MATERIALS

Allegations about an employee arising from anonymous letters or materials will be brought to the attention of the employee who will receive a copy of the material. Should the building Principal***/Supervisor*** deem it necessary, the Principal/***Supervisor*** ~~will~~ ***may*** initiate an investigation. The results of any investigation will be shared with the employee ***in the event the allegations and/or charges are sustained***. ~~Any copies of any materials resulting from a consequent investigation will be given to the employee~~. ~~Anonymous materials and the results consequent investigation which do not lead to immediate discipline will be placed in the employee's personnel file, in a sealed envelope~~. ~~Only in the instance of a disciplinary action brought against the employee for the same time period referenced by the anonymous material or directly related to specific allegations in the anonymous material may such material be accessed by persons other than the employee, his/her ***their*** representative, the Superintendent and/or the Assistant Superintendent~~. Rumors that are determined to be unfounded shall not be the cause of disciplining an employee.

[10.5] COMPLAINTS AGAINST ANOTHER EMPLOYEE

An employee in this bargaining unit who wishes to file a complaint against another employee of the School District shall file the complaint in writing with the Building Principal/***Supervisor***, or with the Superintendent or designee If the complaint Is against the Building Principal/***Supervisor***. The administrator who receives the complaint shall cause it to be investigated; shall direct the employee against whom the complaint was filed not to retaliate against the complainant; shall determine whether the complaint is founded; and shall take necessary action in response to the complaint. The complainant will be notified whether the administrator determined the complaint to be founded, and whether action was taken in response to the complaint.

ARTICLE 12 COMPENSATION

[12.1] WAGES

On July 1, ~~2022~~, ***2025*** each Employee will be placed on the ~~appropriate~~ wage grid attached at ~~Tab~~ Appendix A, on the ~~first~~ ~~one~~ step above the Employee's current ~~rate of pay~~ step. On July 1, ~~2023~~ ***2026*** and July 1, ~~2024~~ ***2027***, each Employee will advance one (1) step on their wage grid.

[*Delete FSM column from Appendix A*]

[*Adjust the Appendix A wage table by the following percentages annually*:

2025-2026 2.5%
2026-2027 2.5%
2027-2028 2.5%]

~~Current employees in this bargaining unit who remain employed by the District at the beginning of the 2022- 2023 school year will be paid a one-time, lump sum bonus payment in the gross amount of $500, less regular withholdings, to be included in the first regular payroll check in the 2022-2023 school year.~~

[12.2] LONGEVITY

~~Bargaining unit members shall continue to receive longevity pay in accordance with District policy, which provides that after the completion of their 15th and 20th year of service with the District, Employees will be entitled to a $.30 per hour increase in in salary.~~

Employees shall be entitled to a $0.75 per hour pay differential after completing 15 years of continuous service in the District, and to a $1.00 per hour pay differential after completing 20 years of continuous service in the District.

[12.3] RETIREMENT INCENTIVE

Employees who, ~~as of June 30, 2021, have completed at least 20 years of service in the School District,~~ who are at least 55 years of age, and who are eligible for early or normal retirement under the NH Retirement System, shall be ~~eligible early retirement Incentive program described In District policy, Employees who have not completed 20 years of service as of June 30, 2021 are no longer eligible for the retirement incentive benefit~~ ***paid $1,000 within thirty (30) days following their date of retirement from the School District***.

[12.4] SEVERANCE PAY

Upon leaving the District, Union members may redeem unused sick leave at the following rates:

After completing 10 years of service	After completing 15 years of service
$~~20~~ ***$25*** per day	~~$25~~ ***$30*** per day

In no event may employees accrue or redeem more than one hundred twenty (120) days. This benefit is payable (upon written request of the employee by July 1st) on or before July 15th of the next fiscal year, after the employee leaves the District.

ARTICLE 13
UNION RIGHTS

[13.1] SCHOOL VISITATION

Authorized representatives of the Union shall have the right to confer with members of the Bargaining Unit at work locations during times when employees are free from any responsibility. ~~to supervise children~~ Such conference shall be held in the employees' lounge, employees' lunchroom facility or in any other room selected by the employee(s) involved, provided that the conferences take place outside the presence of students, The Union Representative shall make known to the Principal, or designee, that ~~he/she is~~ ***they are*** present in the building.

~~----------~~

~~**[13.4] LIST OF NEW HIRES**~~

~~The Timberlane School District shall provide the Union with a listing of the names, addresses and work location of all newly hired members of the Bargaining Unit within 30 days of the date of hire~~.

~~**----------**~~

[13.5.7] INDEMNIFICATION OF BOARD

It is further agreed by and between the Timberlane Regional School District and ~~Timberlane Employees' Union~~ ***Teamsters Local 633 (Caféteria Workers Union)*** that such authorization for dues and ***D.R.I.V.E.*** deduction***s*** shall continue in full force and effect with the Timberlane School District until the employee submits a written revocation of such authorization to the Board. The Union agrees to indemnify and hold harmless the School Board ***and its agents*** in the event of any legal action as a result of the above-described dues and ***D.R.I.V.E.*** deduction***s***.

[NEW]
[13.6] Bulletin Boards

The District shall provide a bulletin board in each school building for the posting of union notices and announcements to unit members. The bulletin board shall be placed in a convenient location where unit members work.

[NEW]
[13.7] Stewards

Stewards shall suffer no loss of pay to attend negotiations and to conduct Union business as it relates to the administration of this Agreement when occurring during their regularly scheduled work hours.

~~ARTICLE 14~~
~~HOLIDAYS~~

~~Only the two (2) current members of this bargaining unit who are receiving paid holidays will continue to be entitled to the following eleven (11) paid holidays:~~

~~July 4th, Labor Day, Columbus Day. Veterans Day, Thanksgiving, Day After Thanksgiving, Christmas Day, New Years' Day, Civil Rights Day, Presidents Day, Memorial Day,~~

DURATION AND EFFECTIVE DATE OF AGREEMENT

This Agreement shall be effective July 1, ~~2022~~ ***2025*** and shall continue in effect, unless terminated by mutual agreement, until June 30, ~~2025~~ ***2028***.

[New] The Board agrees to provide the PELRB with a copy of this agreement within fourteen (14) days of its execution in order to ensure the parties' compliance with PUB 207.02(b).

Timberlane Cafeteria Workers Union (TCWU) Salary Schedule

FY2025				FY2026			FY2027			FY2028	
Step	FS1 FS Worker	FSM FS Manager	COLA 2.5%	Step	FS1 FS Worker	COLA 2.5%	Step	FS1 FS Worker	COLA 2.5%	Step	FS1 FS Worker
1	$16.00	$19.00		1	$16.40		1	$16.81		1	$17.23
2	$16.40	$19.48		2	$16.81		2	$17.23		2	$17.66
3	$16.81	$19.96		3	$17.23		3	$17.66		3	$18.10
4	$17.23	$20.46		4	$17.66		4	$18.10		4	$18.55
5	$17.66	$20.97		5	$18.10		5	$18.55		5	$19.02
6	$18.10	$21.50		6	$18.55		6	$19.02		6	$19.49
7	$18.56	$22.03		7	$19.02		7	$19.50		7	$19.99
8	$19.02	$22.59		8	$19.50		8	$19.98		8	$20.48
9	$19.49	$23.15		9	$19.98		9	$20.48		9	$20.99
10	$19.98	$23.15		10	$20.48		10	$20.99		10	$21.52
11	$20.48	$23.15		11	$20.99		11	$21.52		11	$22.05
				12	$21.52		12	$22.05		12	$22.61
			Additional 5 steps to	13	$22.05		13	$22.61		13	$23.17
			allow for increases on	14	$22.61		14	$23.17		14	$23.75
			long term employees	15	$23.17		15	$23.75		15	$24.34
				16	$23.75		16	$24.34		16	$24.95

Timberlane Regional School District

Atkinson, Danville, Plaistow, Sandown

Before Labor Day 2025 – 2026 School Calendar

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.

	M	T	W	TH	F
August					X
(2)	X	X	X	X	X
	X	X	X	X	X
	X	19-NTI	20-NTI	21-NT	X
	25 B-PD	26-D-PD	27	28	X
September	X	2	3	4	5
(21)	8	9	10	11	12
	15	16	17	18	19
	22	23	ER	25	26
	29	30			
October			1	2	3
(22)	6	7	8	9	10
	X	14	15	16	17
	20	21	ER	23	24
	27	28	29	30	31
November					
(15)	3	4	5	6	7
	PD	X	12	13	14
	17	18	19	20	21
	24	25	X	X	X
December	1	2	3	4	5
(17)	8	9	ER	11	12
	15	16	17	18	19
	22	23	X	X	X
	X	X	X		
				X	X
January	5	6	7	8	9
(18)	12	13	14	15	16
	X	20	21	22	23
	PD	27	28	29	30

	M	T	W	TH	F
February	2	3	4	5	6
(15)	9	10	ER	12	13
	16	17	18	19	20
	X	X	X	X	X
March	2	3	4	5	6
(21)	9	PD	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31			
April			ER	2	3
(18)	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	X	X	X	X	
May					X
(19)	4	5	6	7	8
	11	12	ER	14	15
	18	19	20	21	22
	X	26	27	28	29
June	1	2	3	4	5
(12)	8	9	10	11	12
	15	ER			

PD = Professional Development Day (no school for students)
D-PD = District Professional Development **NT**=New Teacher Day
B-PD = Building Level Professional Development
X = Holiday/School Break **MU**= Make-Up Day **ER**= Early Release

Student Year = 180 days
Teacher Year = 187 days
New Teacher Year = 188 days
TSSU Year = 183 days
End of Quarter 1: October 31st; Quarter 2: January 22nd; Quarter 3: April 6th; Quarter 4: last day of school
End of Trimester 1: November 25th; Trimester 2: March 16th; Trimester 3: last day of school

August 19-21 New Teacher Induction/Orientation	**Dec 24-Jan 2 Holiday Break**
August 25-26 Professional Development TTA & TSSU	January 19 Martin Luther King Jr. Civil Rights Day
August 27 First Day of School	January 26 Professional Development TTA
August 29 Labor Day Extended	February 11 Early Release
September 1 Labor Day	**February 23-27 Winter Break (Presidents' Day is observed on 2/23/25)**
September 24 Early Release	March 10 Professional Development TTA & TSSU
October 13 Columbus Day	April 1 Early Release
October 22 Early Release	**April 27-May 1 Spring Break**
November 10 Professional Development TTA	May 13 Early Release
November 11 Veteran's Day	May 25 Memorial Day
November 26-28 Thanksgiving Break	**June 16 Last Day of School/Early Release**
December 10 Early Release	

Timberlane Regional School District

Atkinson, Danville, Plaistow, Sandown

After Labor Day 2025 – 2026 School Calendar

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.

	M	T	W	TH	F
August					X
	X	X	X	X	X
	X	X	X	X	X
	X	X	20-NTI	21-NTI	X
	X	26-NT	27-B-PD	28-D-PD	X
September (21)	X	2	3	4	5
	8	9	10	11	12
	15	16	17	18	19
	22	23	ER	25	26
	29	30			
October (22)			1	2	3
	6	7	8	9	10
	X	14	15	16	17
	20	21	ER	23	24
	27	28	29	30	31
November (15)					
	3	4	5	6	7
	PD	X	12	13	14
	17	18	19	20	21
	24	25	X	X	X
December (17)	1	2	3	4	5
	8	9	ER	11	12
	15	16	17	18	19
	22	23	X	X	X
	X	X	X		
January (18)				X	X
	5	6	7	8	9
	12	13	14	15	16
	X	20	21	22	23
	PD	27	28	29	30

	M	T	W	TH	F
February (15)	2	3	4	5	6
	9	10	ER	12	13
	16	17	18	19	20
	X	X	X	X	X
March (21)	2	3	4	5	6
	9	PD	11	12	13
	16	17	18	19	20
	23	24	25	26	27
	30	31			
April (18)			ER	2	3
	6	7	8	9	10
	13	14	15	16	17
	20	21	22	23	24
	X	X	X	X	
May (19)					X
	4	5	6	7	8
	11	12	ER	14	15
	18	19	20	21	22
	X	26	27	28	29
June (14)	1	2	3	4	5
	8	9	10	11	12
	15	16	17	ER	

PD = Professional Development Day (no school for students)
D-PD = District Professional Development **NT**=New Teacher Day
B-PD = Building Level Professional Development
X = Holiday/School Break **MU**= Make-Up Day **ER**= Early Release

Student Year = 180 days
Teacher Year = 187 days
New Teacher Year = 188 days
TSSU Year = 183 days
End of Quarter 1: November 4th; Quarter 2: January 27th; Quarter 3: April 8th; Quarter 4: last day of school
End of Trimester 1: December 2nd; Trimester 2: March 18th; Trimester 3: last day of school

August 20-21 & 26 New Teacher Induction/Orientation	January 19 Martin Luther King Jr. Civil Rights Day
August 27-28 Professional Development TTA & TSSU	January 26 Professional Development TTA
September 2 First Day of School	February 11 Early Release
September 24 Early Release	**February 23-27 Winter Break** (Presidents' Day is observed on 2/23/25)
October 13 Columbus Day	March 10 Professional Development TTA & TSSU
October 22 Early Release	April 1 Early Release
November 10 Professional Development TTA	**April 27-May 1 Spring Break**
November 11 Veteran's Day	May 13 Early Release
November 26-28 Thanksgiving Break	May 25 Memorial Day
December 10 Early Release	**June 18 Last Day of School/Early Release**
Dec 24-Jan 2 Holiday Break	

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EXECUTIVE SUMMARY

Harvard Model Congress - Overnight Travel

The annual Harvard Model Congress trip allows TRHS students to participate in the prestigious model congress simulation. TRHS students will work with students from the region and beyond to foster leadership skills in the school and local community.

Harvard Model Congress Info

- Founded in 1986
- A 501(c)(3) educational nonprofit and the nation's oldest government simulation conference
- The most dynamic model congress simulation available to high school students
- Requires students to assume the role of real life congressmen, senators, and members of government, forcing them to expand their own perspectives and to understand the issues at hand in a new, more nuanced way

Dates: February 20, 2025 – February 23, 2025 (missing school on Thursday and Friday)
Number of Students: 28
Grades of Students: 9th-12th
Number of Chaperones: 2
Transportation: Parents will transport students to and from the conference
Lodging: Sheraton Boston, 39 Dalton St, Boston, MA
Cost: $9,000 total (students pay $140 each and the rest is covered by budget)

Respectfully submitted,

Jennifer Puchlopek, Secondary Curriculum Coordinator

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EXECUTIVE SUMMARY

Youth and Government Club - Overnight Travel

Youth and Government James O'Neil Leadership Training
Youth and Government Model Legislature Program

The Youth and Government club and its advisors/chaperones are seeking board approval for their two upcoming overnight trips that are scheduled for this spring.

Youth and Government James O'Neil Leadership Training
Dates: April 10th 2025
Location Concord, NH - NH Statehouse
Grades 9th -12th
Number of Students 7 or fewer *Students attending this training have won a leadership position*
Number of Chaperones: 2
Transportation: Parent drop off/pick up
Lodging location: Comfort Inn Concord, 71 Hall St, Concord, NH
Cost: cost covered by the YMCA

Youth and Government Model Legislature Program
Dates: April 11, 2025-April 12, 2024
Location Concord, NH - NH Statehouse
Grades: 9-12
Number of Students: 30
Number of Chaperones: 2
Transportation: Parent drop off/pick up
Lodging location:Comfort Inn Concord, 71 Hall St, Concord, NH
Cost: $225/student (paid out of activities budget)

The purpose of the YMCA Youth & Government Program is to prepare participants for moral and political citizenship in local, state, or national government roles. YMCA Youth and Government provides guidance, training and an experience in the American democratic process through the form of state government.

The YMCA Youth & Government Program is based upon the Y's core values of caring, honesty, respect and responsibility and seeks to accomplish its purpose in the following ways:
• To provide guidance, training and experience in the theory and practice of determining public policy
.• To confirm the principles of democracy and promote moral courage in solving public questions
.• To develop the attitude that through collaborative action in the three branches of government (executive, legislative and judicial) people can improve their current situations
• To reveal the importance of the freedoms set forth in the Bill of Rights and in State and Federal Constitutions
• To show that an honest difference of opinion, with freedom to express it, is a healthy medium in which to attain personal dignity
• To indicate that in our society judgments with respect to values and goals will rest with the members of that society

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The YMCA Youth & Government Program believes that only members of a society can improve that society and all citizens must be educated in the process of policy-making where emotions and feelings are tempered by reason and by fact.

Respectfully submitted,

Jennifer Puchlopek, Secondary Curriculum Coordinator

Pre-K: Language Development: Writing

Stage 1 Desired Results

ESTABLISHED GOALS:

Competencies:

- ***Students will demonstrate the ability to use pictures, words, or dictation in order to express their ideas, wants and needs.***

Content Standards:

Emergent Reading

- Recognize some letters in the alphabet, especially those in their own name
- Begin to associate sounds with words or letters
- Understand that specific symbols are used to communicate in writing
- Understand that writing is a way of communicating
- Use scribbles, shapes, pictures, or dictation to represent thoughts or ideas
- Engage in writing using letter-like symbols to make letters or words
- Begin to copy or write their own name

Transfer

Students will be able to independently use their learning to ***communicate.***

Meaning

ENDURING UNDERSTANDINGS

Students will understand that…

- letters represent sounds and are used to make up words.
- words represent ideas and are used for communication.

ESSENTIAL QUESTIONS

- Why is communication important?
- What is the difference between a letter and a word?

Acquisition

Students will know…

- that letters make up words.
- that letters and letter combinations in written language stand for sounds and words in spoken language.
- that writing is a way of communicating.
- that thoughts and ideas can be represented using different forms such as letters, pictures, shapes or scribbles.

vocabulary: alphabet, letter, number, picture, sound, symbol, word

Students will be skilled at…

- recognizing some letters in the alphabet in the environment, especially those in their own name.
- beginning to associate sounds with words or letters.
- distinguishing between uppercase and lowercase letters and numbers in written text.
- understanding that specific symbols, called letters, are used to communicate in writing.
- using scribbles, shapes, pictures, or dictation to represent thoughts or ideas, letters, or words.
- beginning to copy or write their own name with gross motor activities (e.g., in sand, shaving cream, with playdough, etc.).

Content Area Literacy Standards

not applicable

21st Century Skills

- *Communication*
- *Information and media literacy*
- *Creativity and innovation*

Stage 2 - Evidence

Evaluative Criteria	***Assessment Evidence***
	PERFORMANCE TASK(S):
	OTHER EVIDENCE:

Stage 3 – Learning Plan

Summary of Key Learning Events and Instruction

Language Arts Integration	***Mathematics Integration***
Technology Integration	***District Materials***

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EXECUTIVE SUMMARY

6th Grade World Language

Curriculum Revisions

The TRMS World Language Department is proposing three minor revisions to the “Exploration of Language and Culture” 6th grade curriculum.

In the vocabulary section, the phrase "in the four target languages" will be removed. There are currently two target languages studied at TRMS (Spanish and French).

In the target languages section, "German" and "Latin" will be removed because those languages are no longer offered for units of study at TRMS.

In the Essential Question section, the wording of the essential question will be revised.

Current essential question:
How are different languages and cultures connected?

Revised essential question:
How are different languages and cultures connected to your own language and culture?

Rationale for revision:
The 6th grade World Language experience focuses on connecting to the students' own language and culture, not necessarily other languages and cultures.

Respectfully submitted,

Jennifer Puchlopek, Secondary Curriculum Coordinator

World Language 6th Grade:
An Exploration of Language and Culture

ESTABLISHED GOALS:

Competencies:

- ***Students will demonstrate the ability to exchange information, concepts, and ideas with a variety of speakers in order to interact with cultural competence and understanding.***
- ***Students will demonstrate the ability to exchange information, concepts, and ideas with a variety of readers in order to interact with cultural competence and understanding.***
- ***Students will demonstrate the ability to speak purposefully and effectively by strategically making decisions about content, language use, and discourse style.***
- ***Students will demonstrate the ability to describe relationships among products, practices and perspectives in order to compare them across cultures.***

Content Standards:

- WRSLL 1.1: interact and negotiate meaning in spoken, signed, or written conversations to share information, reactions, feelings, and opinions.
- WRSLL 1.2: understand, interpret, and analyze what is heard, read, or viewed on a variety of topics.
- WRSLL 1.3: present information, concepts, and ideas to inform, explain, persuade, and narrate on a variety of topics using appropriate media and adapting to various audiences of listeners, readers, or viewers
- WRSLL 2.1: use the language to investigate, explain, and reflect on the relationship between the practices and perspectives of the cultures studied.
- WRSLL 2.2: use the language to investigate, explain, and reflect on the relationship between the products and perspectives of the cultures studied
- WRSLL 3.1: build, reinforce, and expand their knowledge of other disciplines while using the language to develop critical thinking and to solve problems creatively.
- WRSLL 3.2: access and evaluate information and diverse perspectives that are available through the language and its cultures.
- WRSLL 4.1: use the language to investigate, explain, and reflect on the nature of language through comparisons of the language studied and their own.
- WRSLL 4.2: use the language to investigate, explain, and reflect on the concept of culture through comparisons of the cultures studied and their own.

Transfer

*Students will be able to independently use their learning to **interact respectfully with others based on their understanding of diverse cultures, languages, and perspectives.***

Meaning

ENDURING UNDERSTANDINGS

Students will understand that…

- the study of another language fosters a better understanding of one's own language and culture.
- language learning involves taking risks and learning from one's mistakes.
- the language we use changes with the situation and recipient audience.
- strategies used to acquire a language are transferable to other areas of learning throughout life.
- language is a tool to connect with other people and the world.
- culture and language evolve and are influenced by people, time and place.
- world language learning offers opportunities to uncover big ideas in and about other disciplines.

ESSENTIAL QUESTIONS

- How are different languages and cultures connected?

Acquisition

Students will know…

- that greetings vary depending on the time of day.
- that greetings vary depending on whom you are speaking with.
- that questioning and sentence structure vary from language to language.
- that there is agreement in gender and number between adjectives and the nouns that they

Students will be skilled at…

- communicating on some very familiar topics using single words and phrases that have been practiced and memorized:
  - greeting their peers.
  - introducing themselves to others.
  - answering a few simple questions.
- recognizing a few memorized words and phrases

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- WRSLL 5.1: use the language both within and beyond the classroom to interact and collaborate in their community and the globalized world.
- WRSLL 5.2: set goals and reflect on their progress in using languages for enjoyment, enrichment, and advancement..

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modify.

- that letters and letter combinations are pronounced differently in different languages.
- that there are culturally appropriate gestures for greeting others.
- that there are cultural norms of etiquette and respect that are used when conversing with others.
- that cultural products and practices are influenced by geographical location.
- that all cultures have distinct beliefs, values, products, and practices.
- that the intersection of diverse cultures creates a globalized society.

<u>vocabulary:</u> in the four target languages: expressions of greeting and farewell, descriptive adjectives, family members

<u>target languages</u>: French, German, Latin, and Spanish

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when they are heard spoken:

- occasionally identifying the sound of a word.
- occasionally understanding isolated words that have been memorized, particularly when accompanied by gestures or pictures.

- identifying a few memorized words and phrases when reading:
  - connecting some words, phrases, or characters to their meanings.
- presenting personal information and information on some other very familiar topics using single words or memorized phrases:
  - reciting learned words and phrases.
  - stating the names of familiar people, places, and objects in pictures and posters using words or memorized phrases.
  - introducing themselves to a group.
  - reciting short memorized phrases, parts of poems, and rhymes.
- copying some familiar words or phrases:
  - copying some words that are seen on the wall or board, in a book, or on the computer.
  - writing words and phrases that have been learned.
  - labeling familiar people, places, and objects in pictures and posters.
- Identifying some common products and practices of cultures:
  - identifying some common products related to home and community life of other cultures and their own.
  - identifying some common practices related to home and community life of other cultures and their own.
- identifying some basic cultural beliefs and values.

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<tr>
<td colspan="2">Content Area Literacy Standards</td>
<td>21st Century Skills</td>
</tr>
<tr>
<td colspan="2">not applicable</td>
<td>

- *interact effectively with others*
- *communicate clearly*
- *think creatively*
- *be self-directed learners*
- *apply technology effectively*

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ACTFL Proficiency Guidelines 2012: Novice-Low	
Reading	At the Novice Low sublevel, readers are able to recognize a limited number of letters, symbols or characters. They are occasionally able to identify high-frequency words and/or phrases when strongly supported by context.
Writing	Writers at the Novice Low sublevel are able to copy or transcribe familiar words or phrases, form letters in an alphabetic system, and copy and produce isolated, basic strokes in languages that use syllabaries or characters. Given adequate time and familiar cues, they can reproduce from memory a very limited number of isolated words or familiar phrases, but errors are to be expected
Listening	At the Novice Low sublevel, listeners are able occasionally to recognize isolated words or very high-frequency phrases when those are strongly supported by context. These listeners show virtually no comprehension of any kind of spoken message, not even within the most basic personal and social contexts
Speaking	Speakers at the Novice Low sublevel have no real functional ability and, because of their pronunciation, may be unintelligible. Given adequate time and familiar cues, they may be able to exchange greetings, give their identity, and name a number of familiar objects from their immediate environment. They are unable to perform functions or handle topics pertaining to the intermediate level, and cannot therefore participate in true conversational exchange.

Evaluative Criteria	***Assessment Evidence***
	PERFORMANCE TASK(S):
	OTHER EVIDENCE:

Summary of Key Learning Events and Instruction

Language Arts Integration	***Mathematics Integration***
● 1.OA.1 Use	● 1.OA.1 Use

Technology Integration	***District Materials***
● 1.OA.1 Use	

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EXECUTIVE SUMMARY

7th Grade Social Studies - Additional Curriculum Unit

Genocide (The Holocaust)

The TRMS Social Studies Department is proposing an additional 7th grade curriculum unit that serves as an introduction to Genocide/The Holocaust.

The unit serves the two purposes of satisfying the language of ED 306.49 that references RSA 193-E:2-f and providing historical context/background information for the Holocaust, which is examined through a novel taught in 7th grade Language Arts. Social Studies teachers will make connections to their current curriculum units that parallel content and discussions of various leaders, societies, government styles, and themes of persecution and power.

Respectfully submitted,

Jennifer Puchlopek, Secondary Curriculum Coordinator

Grade 7: Genocide (The Holocaust)

ESTABLISHED GOALS:

Competencies:

- ***Students will demonstrate the ability to define the roles of individuals, laws, and institutions in order to justify the existence of social and political systems.***
- ***Students will demonstrate the ability to evaluate causal relationships in order to analyze change and continuity over time.***
- ***Students will demonstrate the ability to analyze and summarize text and integrate knowledge to make meaning of discipline-specific materials.***
- ***Students will demonstrate the ability to produce coherent and supported writing in order to communicate effectively for a range of discipline-specific tasks, purposes, and audiences.***
- ***Students will demonstrate the ability to speak purposefully and effectively by strategically making decisions about content, language use, and discourse style.***

Content Standards:

- Civ.2.6-8. Explain specific roles played by citizens
- Civ.10.6-8. Explain the relevance of personal interests and perspectives, civic virtues, and democratic principles when people address issues and problems in government and civil society.
- Civ.12.6-8. Assess specific rules and laws (both actual and proposed) as means of addressing public problems.
- His.2.6-8. Classify series of historical events and developments as examples of change and/or continuity.
- His.3.6-8. Use questions generated about individuals and groups to analyze why they, and the developments they shaped, are seen as historically significant.
- His.4.6-8. Analyze multiple factors that influenced the perspectives of people during different historical eras.
- His.14.6-8. Explain multiple causes and effects of events and developments in the past.
- His.15.6-8. Evaluate the relative influence of various causes of events and developments in the past.
- Eco.1.6-8. Explain how economic decisions affect the well-being of individuals, businesses, and society.

Transfer

Students will be able to independently use their learning ***to understand how events can lead to a genocide.***

Meaning

ENDURING UNDERSTANDINGS

Students will understand that…

- *no historical event or development occurs in a vacuum; each one has prior conditions and causes, and each one has consequences.*
- *group memberships and identities provide or deny certain opportunities and power.*
- *all individuals are impacted by social change, which refers to the transformation of culture, social institutions, and social structure over time.*

ESSENTIAL QUESTIONS

- How does the dehumanization of a group of people in a society occur?
- Why is it important to study the stories of individuals within the context of mass atrocity?
- What are the differences between responsibility and complicity?

Acquisition

Students will know…

- that WWI and the Treaty of Versailles had a significant impact on the people of Germany.
- that the Holocaust occurred and it impacted the world (victims, survivors, societies)
- that the specific choices made by individuals, groups, and nations during the rise of the Nazi Party led to the Holocaust.
- that the circumstances of time, place, and opportunity play a role in defining the choices available to individuals, groups, and nations throughout history.

vocabulary:

genocide, Holocaust, discrimination, ghettos, prejudice, persecution, propaganda, anti-semitism, dehumanization, bystander

Students will be skilled at…

- explaining the varied role of citizens.
- explaining the relevance of personal interests and perspectives.
- assessing how laws address public issues.
- classifying events.
- analyzing the historical impact of individuals and groups.
- explaining and analyzing influences on historical perspectives.
- explaining, analyzing, and evaluating cause and effect relationships.
- explaining the impact of economic decisions.

Content Area Literacy Standards	***21st Century Skills***
RH.6-8.4 Determine the meaning of words and phrases as they are used in a text, including vocabulary specific to domains related to history/social studies. RH.6-8.8 Distinguish among fact, opinion, and reasoned judgment in a text. WHST.6-8.4 Produce clear and coherent writing in which the development, organization, and style are appropriate to task, purpose, and audience.	● make judgements and decisions ● communicate clearly ● access and evaluate information ● collaborate with others

Evaluative Criteria	***Assessment Evidence***
	PERFORMANCE TASK(S):
	OTHER EVIDENCE:

Summary of Key Learning Events and Instruction

Language Arts Integration	***Mathematics Integration***
● 1.OA.1 Use	● 1.OA.1 Use
Technology Integration	***District Materials***
● 1.OA.1 Use	

2025 Timberlane Regional School District Warrant
State of New Hampshire

To the inhabitants of the School District of the Towns of Atkinson, Danville, Plaistow, and Sandown, New Hampshire, qualified to vote in District affairs:

First Session of Annual Meeting (Deliberative)

You are hereby notified to meet at the Timberlane Performing Arts Center, 40 Greenough Road, Plaistow, New Hampshire, on Thursday, the 6th day of February 2025, at 7:00 p.m. This session shall consist of explanation, discussion, and debate of warrant articles number 2 through number X. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended, and (c) no warrant article shall be amended to eliminate the subject matter of the article.

Second Session of Annual Meeting (Voting)

Voting on warrant articles number 1 through number X will be conducted by official ballot to be held in conjunction with town meeting voting to be held on Tuesday, the 11th day of March 2025, at the Town election polls in Atkinson, Danville, Plaistow, and Sandown, New Hampshire.

Atkinson	Voting will be conducted at the Atkinson Community Center from 7 a.m.-8 p.m.
Danville	Voting will be conducted at the Danville Community Center from 8 a.m.-8 p.m.
Plaistow	Voting will be conducted at the Plaistow Fish and Game Club from 7 a.m.-7 p.m.
Sandown	Voting will be conducted at the Sandown Town Hall from 8 a.m.-8 p.m.

Article 1 – Election of Officers

To choose the following school district officers:

Danville Voters	School Board Member	3-Year Term
Plaistow Voters	School Board Member	3-Year Term
Sandown Voters	School Board Member	3-Year Term
Danville Voters	Budget Committee Member	3-Year Term
Plaistow Voters	Budget Committee Member	3-Year Term
Sandown Voters	Budget Committee Member	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 **$X**? Should this article be defeated, the operating budget shall be **$X**, 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
Recommended by the Budget Committee

Article 3 – 2.5% Tax Cap on Operating Budget by Petition

Shall the Timberlane Regional School District (TRSD) vote to adopt the provisions of RSA 32:5-b, and implement a tax cap whereby the governing body and budget committee shall not submit a recommended budget that increases the amount to be raised by local taxes, based on the prior fiscal year's actual amount of local taxes raised, by more than 2.5%. (MAJORITY VOTE REQUIRED)

Recommended by the School Board
Recommended by the Budget Committee

Article 4 – Lease Purchase Agreement by Petition

Shall the Timberlane Regional School District (TRSD) vote to rescind and terminate the March 14, 2023 adoption of Article-3 Lease Purchase Agreement of $25,243,000 as authorized by TRSD.

Recommended by the School Board
Recommended by the Budget Committee

Article 5 – Fund Balance Retention by Petition

Shall the Timberlane Regional School District (TRSD) vote to rescind the March 14, 2023 adoption of Article-15 Fund Balance Retention of 5% as authorized by TRSD.

Recommended by the School Board
Recommended by the Budget Committee

Article 6 – X Year Collective Bargaining Agreement (Timberlane Custodians' Union)

Shall the voters of the 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
Estimated Increase
X-Year Total

And further to raise and appropriate the sum of **$X** for the 2025-26 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
Recommended by the Budget Committee

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

Article 8 – X Year Collective Bargaining Agreement (Timberlane Cafeteria Workers' Union)

Shall the voters of the School District approve the cost items included in the collective bargaining agreement reached between the Timberlane Cafeteria 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
Estimated Increase
X-Year Total

And further to raise and appropriate the sum of **$X** for the 2025-26 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
Recommended by the Budget Committee

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

Article 10 – General Acceptance of Reports

Shall the voters of the School District accept reports of agents, auditors, and committees as written in the 2024 Annual Report? (MAJORITY VOTE REQUIRED)

Recommended by the School Board

Article 11 – 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, 2025 unassigned fund balance available for transfer on July 1 of this year which were apportioned as Capital Expenses in 2024-2025 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

Recommended by the Budget Committee

Job Postings

As of 12/30/24

JobId	Category	Position Type	Additional Title	Location	Closing Date	Date Available	Filled by AppNo	Date Filled	For Fiscal Year	Time To Fill	AppCount	MinorityCount	FemaleCount	MaleCount	Creator_User_ID
Administration															
4999	Administration	Director	Facilities Director cc2637	Timberlane Regional School District	Open until filled	as soon as possible			2024-2025	101	28	2	1	21	dhusson
Athletics/Activities															
5014	Athletics/Activities	Coaching	TRHS Head Girls Varsity Outdoor Track Coach	Timberlane Regional High School	open until filled	3/21/2025			2024-2025	83	3	1	1	2	fantasia
5041	Athletics/Activities	Coaching	TRHS Varsity Boys Lacrosse Coach	Timberlane Regional High School	open until filled	March of 2025			2024-2025	21	4			3	fantasia
4997	Athletics/Activities		TRMS Assistant Cross Country Coach	Timberlane Regional Middle School	open until filled	Sep-24			2024-2025	102	2			1	fantasia
5022	Athletics/Activities		TRMS Boys Basketball A Coach	Timberlane Regional Middle School		Nov-24			2024-2025	74	5	1	1	1	fantasia
Elementary School Teaching															
5009	Elementary School Teaching	Intermediate - Grades 4, 5 Teacher	Elementary Teacher - Grade 5 cc2116 - One Ye	Danville Elementary	Open until filled	as soon as possible			2024-2025	90	5	1	3		dhusson
5042	Elementary School Teaching	Art Teacher	Long Term Substitute - Elementary Art Teacher	Pollard School	Open until filled	2/5/2025			2024-2025	10	1				dhusson
5038	Elementary School Teaching	Primary - Grades 1, 2, 3	Long Term Substitute - Elementary Teacher Gra	Danville Elementary	Open until filled	4/25/2025			2024-2025	41	4	1	2		dhusson
High School Teaching															
5030	High School Teaching	Science - Biology	Long Term Substitute - High School Science Tea	Timberlane Regional High School	Open until filled	4/21/2025			2024-2025	63	1				dhusson
4906	High School Teaching	World Language - Spanish	Long Term Substitute - High School Spanish Tea	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	224	6	3	3	2	dhusson
5021	High School Teaching	Mathematics	Long-Term Substitute - High School Mathemati	Timberlane Regional High School	Open until filled	3/1/2025			2024-2025	75	2	1		1	dhusson
4882	High School Teaching	World Language - French	Part Time French Teacher cc1556	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	237	4		2	2	dhusson
Instructional Support Staff															
4511	Instructional Support Staff	Academic Tutor	Academic Tutor	Timberlane Regional School District	open until filled	as soon as possible			2024-2025	818	16	2	10	3	dhusson
4860	Instructional Support Staff	Special education Paraeducator	ED Program Paraprofessional cc797	Danville Elementary	Open until filled	as soon as possible			2024-2025	272	7		5	1	dhusson
4991	Instructional Support Staff	Regular education Paraeducator	Regular Education Paraeducator cc1225	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	131	9	1	4	1	dhusson
5027	Instructional Support Staff	Regular education Paraeducator	Regular Education Paraeducator cc2336	The Learning Center at Sandown Central	Open until filled	as soon as possible			2024-2025	69	2				dhusson
5026	Instructional Support Staff	Regular education Paraeducator	Regular Education Paraeducator cc748	The Learning Center at Sandown Central	Open until filled	as soon as possible			2023-2024	69	1				dhusson
4234	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc 1546	Timberlane Regional School District	open until filled	as soon as possible			2024-2025	1,027	18	2	7	3	lintonk
5008	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc1070	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	94	5	1	2	1	dhusson
4978	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc1544	Sandown North	Open until filled	as soon as possible			2024-2025	153	3		1	1	dhusson
5029	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc1546	Pollard School	Open until filled	as soon as possible			2024-2025	68	4		3		dhusson
4874	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc2311	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	250	3	1	2	1	dhusson
4913	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc575	Danville Elementary	Open until filled	as soon as possible			2024-2025	215	6		3	1	dhusson
4982	Instructional Support Staff	Special education Paraeducator	Special Education Paraeducator cc832	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	147	2			1	dhusson
Maintenance/Custodial															
5017	Maintenance/Custodial	Custodian	Custodian - First Shift cc2271	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	82	19	4	3	9	dhusson
4981	Maintenance/Custodial	Custodian	Custodian - Second Shift cc1454	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	147	10	2	2	4	dhusson
5040	Maintenance/Custodial	Custodian	Custodian - Second Shift cc782	The Learning Center at Sandown Central	open until filled	as soon as possible			2024-2025	33	4	1	2		SYelle
5039	Maintenance/Custodial	Custodian	Custodian Second Shift cc2276	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	38	4	1	2		SYelle
5033	Maintenance/Custodial	Maintenance General	HVAC Technician - First Shift cc944	Timberlane Regional School District	Open until filled	as soon as possible			2024-2025	54	2			2	dhusson
4961	Maintenance/Custodial	Custodian	Part Time Custodian - Second Shift cc991	Atkinson Academy	Open until filled	as soon as possible			2024-2025	173	14	4	5	5	dhusson
4944	Maintenance/Custodial	Custodian	Substitute Custodians	Timberlane Regional School District	Open until filled	Ongoing			2024-2025	189	6	2	2	3	dhusson
Middle School Teaching															
5032	Middle School Teaching	Physical Education	Physical Education/Health Teacher cc1553	Timberlane Regional Middle School	Open until filled	as soon as possible			2024-2025	60	4			3	dhusson
Non-Instructional Support															
4878	Non-Instructional Support	Crossing Guard	School Crossing Guard cc2703	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	245	3	1		1	dhusson
4868	Non-Instructional Support	Crossing Guard	School Crossing Guard cc2706	Timberlane Regional Middle School	Open until filled	as soon as possible			2024-2025	255	4	3	2	1	dhusson
PAC TECHNOLOGY AND INSTRUCTORS															
5031	PAC TECHNOLOGY AND INSTRUCTORS		Chamber Music Coach	Performing Arts Center	Open until filled	as soon as possible				62	4		2	2	dhusson
4945	PAC TECHNOLOGY AND INSTRUCTORS	Private Music Instructors	Private Music Instructors	Performing Arts Center	Open until filled	7/1/2024			2024-2025	189	10		8	1	dhusson
Special Education															
5028	Special Education	Special Education Teacher	Long Term Substitute - Special Education Teacl	Timberlane Regional Middle School	Open until filled	1/20/2025			2024-2025	69	1		1		dhusson
5035	Special Education	Special Ed Coordinator	Special Education Coordinator cc2217	Timberlane Regional High School	Open until filled	as soon as possible			2024-2025	52	3	1	2		dhusson
4940	Special Education	Special Education Teacher	Special Education Teacher/Case Manager cc49	Timberlane Regional Middle School	Open until filled	as soon as possible			2024-2025	192	3	1	3		dhusson
Substitute															
4943	Substitute	Substitute Teacher	Substitute Teacher, Paraeducator, LNA, and Se	Timberlane Regional School District	Open until filled	Ongoing			2024-2025	189	64	3	42	13	dhusson