NH School Administrative Unit 106 | Timberlane Regional School District
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Timberlane.net @TimberlaneRegional @TimberlaneRSD @TimberlaneRSD

# Thursday, October 19, 2023
# AGENDA

Regular Business Meeting
SAU 106 Boardroom

Justin Krieger, Interim Superintendent
Katie Knutsen, Chair
Kristin Savage, 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, Staff & Family Share**
6. **Delegates and Individuals**
7. **Student Representative**
8. **Current Business**
    a. **7:10 PM Athletics Annual Report – INFORMATIONAL**
    b. **7:15 PM Policies – ACTION**
    c. **7:20 PM Assessment Calendar – INFORMATIONAL**
    d. **7:25 PM Sub Rate of Pay – ACTION**
    e. **7:35 PM Draft Warrant Articles – INFORMATIONAL**
9. **7:45 PM Administrator's Report**
10. **7:50 PM Personnel Report**
11. **7:55 PM Committee Reports/Reports of the School Board**
12. **8:00 PM Other Business**
13. **Nonpublic Session**

| DATE | TIME | LOCATION | TYPE OF MEETING |
|---|---|---|---|
| **November 2** | 7:00 PM | SAU Boardroom | Regular Business |
| **November 16** | 7:00 PM | SAU Boardroom | Regular Business |
| **December 7** | 7:00 PM | SAU Boardroom | Regular Business |
| **December 14*** | 7:00 PM | SAU Boardroom | Tentative Joint School Board/Budget Committee Meeting |
| **December 21** | 7:00 PM | SAU Boardroom | Regular Business |

# Upcoming Agenda Items

| Description | Month |
|---|---|
| SAU Organizational Chart | July/August |
| Audit Update | September/October |
| Facilities Update | October |
| NHSBA Delegate Assembly | October |
| Draft Warrants | October-January |
| Proposed Default Budget | November |
| Presentation of School Goals | November |
| NESDEC | November |
| School Goals | November |
| | |

# 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**

**School Board Workshop**
**October 2, 2023**
**5:00 PM**

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

**1. Call to Order**

Chair Knutsen called the meeting to order at 5:00 PM.

**2. Roll Call**

**a. Board Members in Attendance**: Katie Knutsen, Paul LeCain, Shauna Manthorn, Kim McCormick, Jack Sapia, Kristin Savage, Mark Sherwood, Brie Woodworth and Don Woodworth.
**b. Seated at the Board Table**: Justin Krieger, Interim Superintendent
**c**. **Administrators Present**: Karl Ingoldsby

**3. Pledge of Allegiance**

**4. Delegates and Individuals (00:05:45)**

None.

**MOTION: Mr. Woodworth motioned to move the thirty (30) minutes Delegates and Individuals time to the end of the meeting; seconded by Mr. Sherwood. Motion passed 9-0-0.**

**5. Current Business (00:05:50)**

The purpose of this workshop was to discuss and obtain guidance for Policy KF: Use of Facilities and Procedure KF-R: Use of Facilities Guidelines and Procedures.

Chair Knutsen noted that the School Board sets policies while the administration sets procedures; the School Board can provide guidance to the administration on procedures. She then set the ground rules for the workshop.

Mr. Sapia suggested implementing two policies: one for buildings and another for fields. Chair Knutsen did not feel that two policies were required due to the nature of the procedure in which it separates between buildings and fields.

Mr. Woodworth highlighted that in Policy KF, the superintendent is able to make a judgement on a facility request. Chair Knutsen expressed that the procedure does not match with the policy.

Mr. Sapia discussed the necessity of the presence of a staff member if a group of parents request to use a field and the questioned the practicality for smaller organizations. Mrs. Savage clarified that the procedure designates teams and groups versus someone walking on the track.

Discussion continued onto the requirement of membership containing no less than 75% students from Timberlane Regional School District (page 7 of KF-R) and if the percentage should be lowered. It was noted that the superintendent's discretion is important. It was the consensus of the School Board that their intent is to make it fair and equitable for all. Mr. Ingoldsby highlighted that groups are not charged for a custodian when the custodian is already on site. Questions regarding the cost of having a custodian

on site, and the possibility of budgeting for this. Mrs. Manthorn informed the School Board that the PTA has to pay for custodians on Saturdays.

Mr. Sapia asserted that these are our feeder programs and how it has been talked about making this the hub of our community. He explained that the town parents already have skin in the game. Mr. Krieger and Mr. Lecain performed calculations and at $30,000 per year, for 104 days at 20 hours per day is $62,400. Mrs. McCormick asked Mr. Ingoldsby if he has custodians who are available and willing to take on this duty; he suggested he may have one or two who may be interested.

Mr. Sapia requested to have column #1 removed from the Fee Schedule in Procedure KF-R. Discussion ensued regarding hidden fees due to damages and overuse of the fields. Mr. Ingoldsby expressed that the fields are maxed out and over 150 kids are playing on weeknights, and it is reflected by the appearance of the fields, but the High School football field is doing well. Mr. Sapia stated he is completing a field analysis and it should be done by Thanksgiving and suggested non-profits should be first served after our students, but for-profits should be charged.

Chair Knutsen suggested to not remove column #1 from KF-R as it can be fallen back on if an organization destroys any property. Mrs. Savage continued that the district's priority is the students of the schools who house the facilities and then falls back on the Superintendent and administration to deem what is allowed based on fields and schedules. Mrs. Manthorn pointed out that in the last paragraph of Policy KF is opened to the superintendent or designee approving the use of school facilities and marked that on Procedure KF-R page 10 should refer to aligning with Policy KF and as necessary by the Superintendent and the principal.

Mrs. Woodworth suggested the form should be redone to align with the discretion of the superintendent; therefore, making it easier for the public and streamlining the process. Mr. Ingoldsby indicated that there is an online system and replied to Mrs. Manthorn he would forward the link.

Mr. Woodworth detailed that he received three letters from three students who indicated they appreciate what they have and afraid of losing it; he went on to thank them for writing those letters.

Mrs. Woodworth inquired if the district could use the five open custodian positions to pay for overtime. Mr. Ingoldsby explained that his budget cycle is not completed, and he could add it to the budget; Mr. Sherwood noted he will take it to the Budget Committee.

Mr. Sapia thanked Mr. Angelo Fantasia for being accommodating. Chair Knutsen requested for Mr. Sapia to send Mrs. Manthorn his notes and that Policy KF would be brought to Policy Committee. Mr. Lecain and Mr. Sherwood thanked the public who attended the workshop.

Sean Tiney of Sandown spoke to the School Board expressed that charging the PTA is not acceptable. He explained that an organization he was a part of had an experience where there was damage, but the organization including himself, cleaned up the gym and took care of the damage. He discussed that field usage is considered a punitive fee and leaving in column #1 is an mechanism of enforcement.

Chair Knutsen left the meeting at 6:23 PM.

Discussion continued regarding the discretion of the superintendent and their designee in regards to facility requests.

Chair Knutsen closed the workshop at 6:26 PM.

Respectfully submitted,

Kelly Salovitch

Chief Executive Assistant to the Superintendent

# DRAFT – NOT APPROVED

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**Timberlane Regional School Board**
**Meeting Minutes**

**Regular Board Meeting**
**October 5, 2023**
**7:00 PM**

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

**Call to Order**

**Board Members Present**
Donald Woodworth, Jack Sapia, Brienna Woodworth, Kim McCormick, Katie Knutsen, Paul LeCain, Mark Sherwood **Excused Absence**: Shauna Manthorn, Kristin Savage

**Seated at the Board Table**
Justin Krieger, Interim Superintendent
Sandra Allaire, Acting Assistant Superintendent

**Administrators Present**
Fran DeCinto, Director of Human Resources
Mark Pedersen, Director of Secondary Education
Lisa Oliver, Assistant Business Administrator

**APPROVAL OF MINUTES**

**MOTION: Mr. Sapia motioned to approve the September 7, 2023 public minutes. Seconded by Mrs. Woodworth Motion passed: 6-0-1 (Mrs. McCormick abstained).**

**MOTION: Mr. Sherwood motioned to approve the September 21, 2023 public minutes. Seconded by Mrs. Woodworth. Motion passed: 7-0-0**

**MOTION: Mr. Sapia motioned to accept the nonpublic minutes of September 21, 2023. Seconded by Mr. Sherwood Motion passed: 6-0-1 (Mr. LeCain abstained)**

**MOTION: Mr. Sapia motioned to move 30 minutes from Delegates and Individuals to the end of the meeting. Seconded by Mr. Sherwood Motion passed 7-0-0**

## STUDENT REPRESENTATIVE

Armaan Anthony presented his report remotely. He announced that Sandown Central has school pictures on October 10th. Parent/Teacher conferences are scheduled for October 25th. Danville Elementary PTA will hold a book fair on October 30th to November 3rd. Atkinson Academy has a PTA fall festival on October 21st. Pollard has a Halloween party on October 27th. The Middle School fundraiser will be going from October 5th through October 23rd. The 8th Graders are learning about the judicial system and a field trip to Salem, MA is planned to learn about the witch trials. The High School Junior PSAT's will be on October 11th. Spirit Weeks starts October 16th and school dance is on October 21st.

## CURRENT BUSINESS

### a. Curriculum/Competency Revisions – Second Read/Adoption

i. K-12 Science Competencies Revisions

Mr. Pedersen stated there have been no changes since the First Read. He is looking for approval tonight of the K-12 competencies that will be put into the curriculum.

**MOTION: Mr. Sherwood motioned to accept the K-12 Science Competencies and assignments to the units as indicated. Seconded by Mrs. McCormick**
**Motion passed 7-0-0**

ii. Grade 6 and 7 Social Studies Curriculum Revisions

Mr. Pedersen explained these are the curriculum documents that are changing.

**MOTION: Mr. Sherwood motioned to accept the Grade 6 and 7 Social Studies curriculum with the revisions that are before them. Seconded by Mrs. Woodworth.**
**Motion passes 7-0-0**

iii. High School Math Curriculum Revisions

Mr. Pedersen stated these are more than just competency changes, there are some curriculum document changes in there as well that were highlighted.

Mrs. Woodworth referred to the students doing more critical thinking problem based real application and asked if they are going to be implementing that outside a textbook.

Mr. Pedersen explained we have textbooks available as a resource, but we are encouraging teachers to use real life applications and to use multiple resources that are available to them, not to just use a textbook.

Mrs. Sapia asked if we are not using textbooks, how consistent is the teaching happening from class to class without a textbook.

Mr. Pedersen said the consistency comes in with the curriculum documents. The teachers are using the same curriculum as a guide and are teaching the same skills but some might get their differently. There is a common midterm and a common final.

Mr. Woodworth asked how they stay on pace.

Mr. Pedersen explained as a group of educators, they are in constant communication with each other and make sure they are in the same spot. For the most part, he said they are keeping in the same spot especially in math which is very linear.

**MOTION: Mr. Sapia motioned to accept the math curriculum. Seconded by Mr. Sherwood. Motion passed 7-0-0**

Mr. Pedersen thanked all the teachers for their hard work on this.

b. Return to School Plan

Mr. Pedersen stated that every six months, the Return to School Plan is required to be reviewed and updated to be in compliance with the ESSER grant.

Mrs. Knutsen asked when the grant runs out. Mrs. Allaire stated it runs out September 30, 2024.

**MOTION: Mrs. McCormick motioned to accept the Return to School Plan. Seconded by Mr. Sherwood Motion passed 7-0-0**

Mr. Sapia referred to funding for tutoring. He doesn't believe we could be as fortunate to have our State fund all the tutoring our students need. He was wondering about possibly reaching out to corporations or something like that . Mrs. Allaire explained the NH Department of Education is fully funding tutoring and after school funding for tutoring is funded by the ESSR grant right now.

c. Budget Transfer: Irrigation System

Mrs. Oliver presented this to the Board. They are putting forward a budget transfer for the irrigation system moving it from the Building Improvement line to the Site Improvement line. This doesn't include the funding for the well.

Mr. Sapia stated as most of us know, we have a few design flaws, hence the change. He thinks we should have a system that is integrated from the beginning through to the end, well thought out and well designed, and the problem has always been the source. It seems like the main solution is to expand dredge the existing pond and put in a sediment pond. The question comes up do we need the filters and the scrubbers on the sprinkler heads. We should find out the cost to dredge the pond expand it and put in a sediment pond.

Mr. Krieger explained this budget transfer will allow us to continue work that is necessary to happen and that will be integrated into any future projects or existing things. The work that will be done with sprinkler heads and scrubbers needs to happen. He thinks a good next step for this group is for the engineers to come in and sit with Board members who are interested in reviewing that report so we can have a full and complete understanding of what those options are that are available to us moving forward.

Mrs. Woodworth mentioned since we have removed the well piece from this, why do we need the additional amount.

Mrs. Oliver explained that was part of the scope of the work and when they came back, they were higher than anticipated and there was additional work that needed to be done that was discovered.

Mr. Sapia said the extra $32,000 was because of a cracked pipe. The question is if we put in a sediment pond, would we need them. He feels we are putting the cart before the horse and would rather wait until we have the design before we move forward with anything. He called DES and the Department of Agriculture about throwing the algaecide into the pond and DES stated we need a permit to do that which makes it even more complex.

Mr. Sherwood said there is a lot more information now, or at least we know in theory that it is out there based on the meeting notes, that we did not have last time.

Mr. Sapia suggested following up with a motion to temporarily postpone the installation of the project until we get more information.

**MOTION: Mr. Sapia motioned to approve the budget transfer and temporarily postpone the project until further notice. Seconded by Mr. Sherwood Motion passed 7-0-0**

d. Policies

Mrs. Knutsen presented the following to the Board as a Second Read. Policy FEH Supervision of Construction, GDR Work Rules for Staff, BEDG Minutes, IHBA Progress for Pupils with Disabilities, IC/ICA School Year/School Calendar. She stated there have been no changes since the First Read.

**MOTION: Mrs. McCormick motioned to accept these policies as a Second Read. Seconded by Mr. Woodworth. Motion passed 7-0-0**

e. Annual Election Calendar and Annual Meeting

Mrs. Knutsen presented this to the Board. She announced important dates for the public to be aware of. The Public Hearing on proposed budgets/bonds will be on January 11, 2024. The Deliberative Session will be held on February 8, 2024 and the District Voting will be held on March 12, 2024.

**ADMINISTRATORS' REPORT**

Mrs. Allaire updated the Board on some creative and innovate learning experiences happening in our schools.

Mr. Krieger informed the Board that in the NH House of the State Legislature, 800 bills were introduced. He said 300 of those are educational bills and 200 of them will have a daily operational impact on the schools.

The Leadership Team meetings will be held in the school buildings this year.

ALICE is finishing up the first initial rollout. Something will be brought to the Safety Committee about a broader calendar and things to do in school to perpetuate that training.

The next Budget Committee presentation will be held on October 12th and will focus on the elementary schools.

**PERSONNEL REPORT**

Mrs. DeCinto stated there has been no change to the vacancy report from the last time.

**MOTION: Mr. Sherwood motioned to nominate Anthony DeSousa, World Language Teacher at TRHS. Seconded by Mrs. McCormick. Motion passed 7-0-0**

**MOTION: Mr. Sherwood motioned to accept the professional resignation of Celestino Basile, World Language Teacher at TRHS. Seconded by Mrs. McCormick Motion passed 7-0-0**

**COMMITTEE REPORTS**

Mrs. Woodworth – Strategic Planning Committee will meet on October 19th.

Mrs. McCormick stated they Curriculum Assessment has been postponed to next month.

Mrs. Knutsen – The Safety Committee will meet on October 19th. The TTA workshop will be held this Wednesday. They held a workshop on the Facilities Use and the policy will be going back to the Policy Committee with revisions.

Mr. Sapia – The workshop went good. He wished it could have been televised so the people could have an opportunity to see all the work they do.

Mr. Sapia spoke about the Lacrosse Team having to purchase their own helmets. He asked if the Board could recommend having Mr. Fantasia include that cost in his budget. He doesn't think the players should be spending money for their equipment. There are 40 players on the Lacrosse Team and the helmets cost $300.

Mrs. Knutsen explained we have to be careful going down that road and we need to be sure it is fair and equitable for everyone.

Mr. Sherwood suggested they contact Mr. Fantasia to find out what equipment that is purchased by the players.

Mr. Krieger and Mrs. Knutsen will ask Mr. Fantasia for an inventory of what is paid out of pocket.

**OTHER BUSINESS**

There was no other business before the Board.

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

The Board was polled:

Mr. Woodworth – yes Knutsen – yes Mrs. Woodworth – yes McCormick – yes LeCain – yes Sapia – yes Sherwood – yes

Mrs. Knutsen stated the Board will not be back into public session.

The public meeting adjourned at 7:52.

Respectfully submitted,

Linda Mahoney
Recording Secretary

**Approved by the School Board on**

# Timberlane Regional High School

36 Greenough Road • Plaistow, NH 03865 • Phone: 603-382-6541 • Fax: 603-382-8086 • www.timberlanehs.com


ANNUAL REPORT: ATHLETIC DEPARTMENT

Timberlane Regional High School is a member of the New Hampshire Interscholastic Athletic Association (NHIAA) and is a recognized Division I athletic program with over 30 sports offerings for both boys and girls. Additionally, many of our student-athletes are also involved in a variety of student activities including band, music, and student government. 434 high school student-athletes participated in at least one NHIAA sanctioned sport, and 52% of those students were multisport athletes.

The Timberlane Regional Middle School athletic program is a member of the New Hampshire Tri-county League, offering 14 different sports options for both boys and girls. This was the first year for middle school lacrosse with both competing in the developmental middle school league. Both teams will now move on to the competitive Tri County League during the 2023-2024 spring season.

During the 2022-2023 school year, the Timberlane Regional Athletic Department organized and coordinated over **700 sporting events** between the middle school and high school levels.

## Outstanding Accomplishments on the Field:

Various Timberlane athletic programs enjoyed tremendous success throughout the year. Congratulations to the girls' soccer team and the football team for making it to the semi-final round of NHIAA playoffs. We are also extremely proud of our NHIAA State Runner-Ups; the fall cheer program, winter cheer program, and wrestling team. For the first time in school history, the girl's lacrosse program qualified for the NHIAA state tournament; making it to the quarterfinal round.

## Outstanding Accomplishments in the Classroom:

Senior Scholar-Athletes:

NHADA/NHIAA recognized 26 TRHS senior scholar-athletes for their excellence in the classroom, as well as on the playing field. A ceremony recognizing the New Hampshire Scholar Athletes took place in April at the Capitol Center for the Arts in Concord, NH. At the conclusion of the school year, the Timberlane Athletic Department recognized our senior athletes with an awards ceremony that took place in the high school gymnasium.

NHIAA Student Leadership Trainings:

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

We are very proud of our student-athletes, coaches, and the community-at-large. Thank you for your continued support. Go Owls!

Prepared by: Mr. Angelo Fantasia, CMAA. Director of Athletics.

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# TRSD POLICY COMMITTEE'S RECOMMENDATIONS TO THE SCHOOL BOARD

## October 19, 2023

## Second Read/Adoption

| Policy | Changes/Recommendations |
|---|---|
| JICD – Student Discipline and Due Process | Reviewed by Policy Committee after School Board's first read to address notifying parents. |

## First Read

| Policy | Changes/Recommendations |
|---|---|
| KCD – Public Gifts and Donations | Changes reflect the 2023 passage of HB207 which increases the amounts of unanticipated revenue the School Board may accept without a need for a 7 day notice and public hearing. |

| Timberlane Regional School District | Policy Code: JICD |
|---|---|
| **Adopted: 02-24-05**<br>**Revised: 01-03-08**<br>**Revised: 09-02-10**<br>**Revised: 12-15-11**<br>**Revised: 04-03-14**<br>**Revised: 02-15-18**<br>**Revised: 06-03-21**<br>**Revised: 10-06-22**<br>**Revised:** | **Page 1 of 9** |



# STUDENT DISCIPLINE AND DUE PROCESS

Related Policies: ADC, JI, JIC, JICF, JICFA, JICH, JICI, JICK

## A. Policy Statement.

This policy establishes the substantive parameters, procedures and due process that shall apply before a student may be subject to temporary (same day) removal from classrooms or activities, restriction from activities, detentions, suspensions and/or expulsion. Pursuant to Board policy JIC, response to misconduct, including disciplinary measures and consequences should be designed to maximize student academic, emotional and social success, while at the same time assuring safety of all students, staff and school visitors. Administration of any of the consequences described in this policy shall be consistent with the system of supports and graduated sanctions established pursuant to Policy JIC and the applicable Code of Conduct.

## B. Standards and Procedures Relative to Disciplinary Consequences.

1. **"Removal from the classroom"** means a student is sent to the building Principal's office or other designated area during the same school day. It is within the discretion of the person in charge of the classroom or activity to remove the student.

   Students may be removed from the classroom at the classroom teacher's discretion if the student refuses to obey the teacher's directives, becomes disruptive, fails to abide by school or District rules, or the Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the removal, the staff member ordering the removal shall warn the student of the infraction and allow the student to respond.

   Detentions are not appealable.

2. **"Restriction from school activities"** means a student will attend school, classes, but will not participate in other school extra-curricular activities, including such things as competitions, field trips, and performances. A student who has been restricted from school activities may participate in practices at the discretion of the person imposing the restriction.

Before ordering the restriction, the supervising employee (e.g., teacher, coach, director, Principal, etc.) ordering the restriction shall warn the student of the infraction and allow the student to respond. If the restriction is immediate and outside of school hours, provision must be made to assure the student is not left unsupervised. The terms of the restriction shall be communicated to the Principal and the student's parent/guardian.

Restrictions under this policy are not appealable.

3. **"Detention"** means the student's presence is required for disciplinary purposes before or after the hours when the student is assigned to be in class, and may occur on one or more Saturdays.

   Students may be assigned classroom detention at the classroom teacher's discretion, and building detention at the Principal's discretion, if the student refuses to obey the teacher/employee's directives, becomes disruptive, fails to abide by printed classroom, school or District rules, or the Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the detention, the staff member ordering the detention shall warn the student of the infraction and allow the student to respond. Parents/guardians shall be notified ~~at least 24 hours prior to a student serving detention~~.

   Detentions before or after school shall not exceed one hour, and Saturday detentions shall not exceed three hours. The building Principal is authorized to establish, announce and post additional guidelines and rules regarding detention, supervision, building access, etc. The length and timing of the detention, is within the discretion of the licensed employee disciplining the student or the building Principal, pursuant to the posted rules of the school.

   Detentions are not appealable.

4. **"Temporary Reassignment"** or "in-school suspension" means the student will attend school but will be temporarily isolated from one or more classes while under supervision. A temporary reassignment should not exceed five consecutive school days. Parents/guardians shall be notified ~~at least 24 hours prior to the administration of a temporary reassignment~~.

   The building Principal is authorized to issue reassignment, restrictions from activities, or place a student on probation for repeated failure to conform to the

Code of Conduct, classroom rules, or for any conduct that causes material or substantial disruption to the school/class environment, interferes with the rights of others, presents a threat to the health and safety of students, employees, and visitors, is otherwise inappropriate, or is prohibited by law.

5. **"Probation"** means a student is given a conditional suspension of a penalty for a definite period of time in addition to being reprimanded. The conditional suspension will mean the student must meet the conditions and terms for the suspension of the penalty. Failure of the student to meet these conditions and terms will result in reinstatement of the penalty. Notwithstanding the assignment of probation, no imposition of the suspended consequence may be administered unless and until all of the provisions of this policy applicable to the suspended consequence (i.e., long-term suspension, expulsion, etc.) are satisfied.

6. **"Out-of-school suspension"** means the temporary denial of a student's attendance at school for a specific period of time. It includes short-term and long-term out of school suspensions.

   a. Short-term suspension. A "short-term suspension" means an out-of-school suspension of ten (10) consecutive school days or less. RSA 193:13, I (a).

      The Superintendent or his/her written designee is authorized to suspend a student for ten (10) school days or less.

      A short term suspension may be imposed only for:

      i. Behavior that is detrimental to the health, safety, or welfare of pupils or school personnel (including, but not limited to, and act of theft, destruction or violence, as defined in RSA 193-D:1); or

      ii. Repeated and willful disregard of the reasonable rules of the school that is not remediated through imposition of the district's graduated sanctions described in JIC and the Code of Conduct.

      Pursuant to RSA 193:13, XI(b) and Board policy JIC, a short-suspension over 5 days must conform to the standards included in the Code of Conduct.

**Before any short-term suspension may be imposed, a student is entitled to the minimum due process (notice before meeting of the charge and explanation of evidence, notice of the possibility of suspension, opportunity for the student to respond, and a written decision explaining the disciplinary taken).** See New Hampshire Department of Education Rule Ed 317.04(f)(1).

b. Long-term suspension. A "long-term suspension" is the extension or continuation of a short-term suspension for a period **not to exceed an additional 10 days** beyond the duration of the short-term suspension.

The Superintendent is authorized to continue the suspension and issue a long-term suspension of a pupil for a period in excess of ten (10) school days, provided only that if the Superintendent issued the original short-term suspension, then the School Board may designate another person to continue the short-term suspension and issue the long-term suspension.

A long-term suspension may only be imposed for:

i. an act that constitutes an act of theft, destruction or violence, as defined in RSA 193-D;

ii. bullying pursuant to Board policy JICK when the pupil has not responded to targeted interventions **and** poses an ongoing threat to the safety or welfare of another student; or

iii. possession of a firearm, BB gun, or paintball gun.

Prior to a long-term suspension, the student will be afforded a hearing on the matter. The informal hearing need not rise to the level and protocol of a formal hearing, but **the process must comply with the requirements of Ed 317.04 (f)(2), and (f)(3)(g)**, including, without limitation, the requirements for advance notice and a written decision.

c. Appeal of long-term suspension. Any long-term suspension issued other than by the School Board under this policy, is appealable to the School Board, provided the Superintendent or School Board chair receives the appeal in writing within ten (10) days after the issuance of the Superintendent's *[or other person designated under B.6.b, above]* hearing and written decision required under N.H.

Dept. of Education Rule Ed. 317.04 (f)(2)c, and sub-paragraph B.6.b, above. The Board shall hold a hearing on the appeal, but will rely upon the record of the decision being appealed from.

Any suspension in excess of ten (10) school days shall remain in effect while this appeal is pending unless the School Board stays the suspension while the appeal is pending. Any request to stay a long-term suspension should be included in the original appeal.

d. Educational Assignments. As required by RSA 193:13, V, educational assignments shall be made available to students during both short and long term suspensions.

e. Alternative Educational Services. The school shall provide alternative educational services to a suspended pupil whenever the pupil is suspended **in excess of 20 cumulative days** within any school year. The alternative educational services shall be designed to enable the pupil to advance from grade to grade.

f. Re-entry Meetings and Intervention Plans. Prior to returning to regular classes, a suspended student, and parent/guardian (when available) shall meet with the building Principal or his/her designee to assist the student in smoothly returning to the school setting.

Any time a pupil is suspended **more than 10 school days in any school year,** upon the pupil's return to school the school district shall develop an intervention plan designed to proactively address the pupil's problematic behaviors by reviewing the problem behavior, re-teaching expectations, and identifying any necessary supports.

g. Attendance Safe Harbor. A student may not be penalized academically solely by virtue of missing class due to a suspension.

7. **"Expulsion"** means the complete denial of a pupil's attendance at school for any of the reasons listed in RSA 193:13, II and IV.

a. Grounds for Expulsion. An expulsion may only be imposed for an act that poses an ongoing threat to the safety of students or school personnel AND that constitutes:

   i. A repetition of an act that warranted long term suspension under section B.6.b, above;

   ii. Any act of physical or sexual assault that would be a felony if committed by an adult;

   iii. Any act of violence pursuant to RSA 651:5, XIII;

   iv. Criminal threatening pursuant to RSA 631:4, II(a); or

   v. For bringing or possessing a firearm as defined in Section 921 U.S.C. Title 18 within a safe school zone as prohibited under RSA 193-D:1, or under the Gun Free School Zones Act, unless such pupil has written authorization from the Superintendent.

   Before expelling a pupil, the Board shall consider each of the following factors:

   *(1)* The pupil's age.

   *(2)* The pupil's disciplinary history.

   *(3)* Whether the pupil is a student with a disability.

   *(4)* The seriousness of the violation or behavior committed by the pupil.

   *(5)* Whether the school district or chartered public school has implemented positive behavioral interventions under paragraph V.

   *(6)* Whether a lesser intervention would properly address the violation or behavior committed by the pupil.

b. Due Process to Be Afforded Prior to Expulsion. Prior to any expulsion, the District will ensure that the **due process standards set forth in Ed 317.04(f)(3) through 317.04 (m)** are followed.

c. Duration of Expulsion. An expulsion will run for the duration stated in the written decision or until the School Board or Superintendent restores the

student's permission to attend school as provided in this policy. An expulsion relating to a firearm in a safe school zone per B.7.a.v, shall be for a period of not less than 12 months.

d. Educational Services. The Superintendent is authorized, but not required, to arrange for educational services to be provided to any student residing in the District who has been expelled by the District or by any other school.

**C. Modification or Reinstatement After Suspension or Expulsion.**

Expelled or suspended students may request a modification of, or reinstatement from, an expulsion or suspension as provided below. Except for students establishing residency from out-of-state, requests for modification or reinstatement from expulsion/suspension shall be submitted in writing to the Superintendent no later than August 15. The request should set forth the reasons for the request, and include additional information to establish that it is in the best interest of the student and school community to reinstate the student. Such additional information may include such things as work history, letters of reference, medical information, etc. All reinstatements shall include an Intervention Plan as described in paragraph B.6.f, above, including such conditions as the reinstating authority (Superintendent or Board) deem appropriate.

1. **Modification by Superintendent.** Subject to all other applicable laws, regulations and Board policies, and paragraph C.3, below (relating to firearms), the Superintendent is authorized to reinstate any student who has been suspended or expelled from a school in this District, and or enroll a student suspended or expelled from another school or district, on a case-by-case basis.

2. **Review and reinstatement by Board.** A student may request the School Board (of the district of attendance) to review an expulsion decision prior to the start of each school year by filing a written request with the Superintendent detailing the basis of the request. The Board will determine whether and in what manner it will consider any such request after consultation with the Superintendent.

3. **Modification of Expulsion for Firearms.** A student who has been expelled from this District or any other public or private school for bringing or possessing a firearm in a safe school zone as prohibited under RSA 193-D1, or under the Gun

Free Schools Act, may only be reinstated or enrolled if the Superintendent first determines: possession of the firearm was inadvertent and unknowing; the firearm was for sporting purposes and the student did not intend to display the firearm to any other person while within the safe schools zone; the student is/was in the fifth or lower grade when the incident occurred; or the Superintendent determines that the firearm was not loaded; and that no ammunition was reasonably available; and that the pupil had no intention to display the firearm to other students.

Additionally, the School Board may enroll a student expelled from a school outside of New Hampshire for a violation of the Gun Free Schools Act upon the student establishing residency.

**D.** **Appeals to State Board of Education**. Any decision by the Board (i) to expel a student, (ii) not to reinstate a student upon request, or (iii) enroll a student from another state who had been expelled for a violation of the Gun Free Schools Act, may be appealed to the State Board of Education at any time that the expulsion remains in effect, subject to the rules of the State Board of Education.

**E.** **Sub-committee of Board.** For purposes of sections B.6 and B.7 of this policy, "Board" or "School Board" may either be a quorum of the full Board, or a subcommittee of the Board duly authorized by the School Board.

**F.** **Superintendent and Principal Designees.**

Except where otherwise stated in this policy, the Superintendent may delegate any authority s/he has under this policy, and a principal may delegate any authority s/he has under this policy, to other appropriate personnel.

**G.** **Disciplinary Removal of Students with Disabilities.**

If a student is disabled under the Individuals with Disabilities Act (IDEA), the New Hampshire RSA 186-C, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or any other law providing special rights to disabled students, those laws shall govern and shall supersede these local policies to the extent these local policies are inconsistent with those laws. Accordingly, any suspension or expulsion of a child with a disability as defined in Ed 1102.01(t) shall be in accordance with Ed 1124.01.

**H. Notice and Dissemination.**

This policy shall be made available to families, students and staff as provided in Board policy JIC.

**I. Conflict in Law or State Regulation.**

If any provision of this policy shall conflict with State or Federal law, or regulation of the New Hampshire Department of Education, then such law or regulation shall apply, and the remainder of the policy shall be read and interpreted to be consistent with the law or regulation. School administrators and families are strongly encouraged to review the links for pertinent statutes and laws as referenced in this policy.

***Legal References:***

*18 U.S.C. § 921, Et seq., Firearms*
*20 U.S.C. § 7151, Gun-Free Schools*
*Act RSA 189:15, Regulations*
*RSA 193:13, Suspension & Expulsion of*
*Pupils RSA Chapter 193-D, Safe Schools*
*Zones*
*RSA 631:4, Criminal Threatening*
*RSA 651:5, XIII "Act of Violence"*
*NH Code of Administrative Rules, Section Ed 306.04(a)(3), Discipline*
*NH Code of Administrative Rules, Section Ed 306.04(f), Student*
*Discipline Policy NH Code of Administrative Rules, Section Ed. 306.04(g),*
*Suspension & Expulsion*
*NH Code of Administrative Rules, Section Ed 317.04, Suspension and Expulsion of Pupils Assuring Due Process Disciplinary Procedures*
*In re Keelin B., 162 N.H. 38, 27 A.3d 689 (2011)*

***See Appendix: JICD-R***

| Timberlane Regional School District | Policy Code: KCD |
|---|---|
| **Adopted: 10-16-08**<br>**Reaffirmed: 10-06-16**<br>**Revised: 04-19-18**<br>**Revised: 02-21-19**<br>**Revised:** | **Page 1 of 2** |



# PUBLIC GIFTS AND DONATIONS

Gifts from organizations, community groups and/or individuals, which will benefit the District, shall be encouraged. A gift shall be defined as money, real or personal property and personal services provided without consideration.

Individuals or groups contemplating presenting a gift to a school or the district shall be encouraged to discuss in advance with the Building Principal or the Superintendent or Superintendent's designee what gifts are appropriate and needed.

The Board reserves the right to refuse any gift that does not contribute to the achievement of the district's goals, or in which the ownership of the gift would tend to deplete the resources of the district. In determining whether a gift will be accepted, consideration shall be given to district policies, school district goals and objectives (with particular emphasis on the goal of providing equal educational opportunities to all students) and adherence to basic principles outlined in the regulation that accompanies this policy.

The Superintendent or Superintendent's designee may accept gifts in the amount of ~~$500~~ $2,500 or less. Gifts in excess of ~~$500~~ $2,500 may only be accepted by the Board. Additionally, pursuant to RSA 198:20-b, gifts in the amount of ~~$5000~~ $20,000 or more shall require the Board to hold a public hearing regarding any action to be taken with the gift. For gifts of less than ~~$5000~~ $20,000, the Board will post notice of the gift in the agenda of the next regularly scheduled Board meeting and will include notice in the minutes of the meeting in which the gift is discussed. The acceptance of all gifts will be made in public session.

Any gift accepted shall become the property of the district, may not be returned without the approval of the Board, and is subject to the same controls and regulations as are other properties of the district. The Board shall be responsible for the maintenance of any gift it accepts.

At the time of acceptance of the gift, there will be a definite understanding with regard to the use of the gift, including whether it is intended for the use of one particular school or all schools in the district. The Board will make every effort to honor the intent of the donor in its use of the gift, but reserves the right to utilize any gift it accepts in the best interest of the educational program of the district. In no case shall acceptance of a gift be considered to be an endorsement by the Board of a commercial product or business enterprise or institution of learning.

It is the responsibility of the Superintendent or Superintendent's designee to process the appropriate forms to update inventory and to notify the donor of acceptance or rejection of a gift.

Voluntary contributions by District employees of supplies or other minor items of personal property to be used in classrooms or school programs with an aggregate value over the

| Timberlane Regional School District | Policy Code: KCD |
|---|---|
| **Adopted: 10-16-08**<br>**Reaffirmed: 10-06-16**<br>**Revised: 04-19-18**<br>**Revised: 02-21-19**<br>**Revised:** | **Page 2 of 2** |

school year of less than $250 are permitted without further approval or documentation. Receipt of voluntary contributions being made by District employees with a value of $250 or more must be approved as required in this policy for gifts from individuals not employed by the District.

Active solicitation of gifts to be received by the District, including by any school, classroom, or program in the District, including soliciting gifts through online crowdfunding web sites must be approved in advance by the Superintendent or Superintendent's designee where the value of the gift sought is less than $500 and by the Board where the value of the gift sought is $500 or greater.

Crowdfunding Disclaimer

Crowdfunding projects and fundraising campaigns by parents, teachers, and students that are implemented to raise money for classrooms, extracurricular activities, field trips, and other school-related purposes only may state their affiliation with the school district, but may not claim to represent or be raising funds on behalf of the school district without the prior approval of the Superintendent.

While the School Board fully supports any effort to give back to the school community and support our students, some of the crowdfunding webpages use the school districts' name, logo, or mascot to, among other things, get users to make private donations. Without approval of the Superintendent, these projects and campaigns are not affiliated with and have not been approved or sanctioned by the school district.

The purpose of this policy is to protect the use of the school district's name and logo and to ensure that such fundraising and related crowdfunding projects are consistent with the school district's interests and mission and are created in compliance with the law. To that end, the school district hereby expressly disclaims any responsibility or liability for any financial or other loss associated with any fundraising or crowdfunding project or webpage.

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

October 16, 2023

# EXECUTIVE SUMMARY

## INFORMATIONAL UPDATE

## 2023-2024 TRSD Assessment Calendar

The Timberlane Regional School District administers a variety of assessments to students throughout the school year. The attached district assessment calendar includes assessment dates or windows for the:

- i-Ready Fall, Winter, and Spring Benchmark Assessments.
- NH Statewide Assessment System (NH SAS) Summative Assessments:
  - Writing, Reading, and Math, grades 3-8.
- Science Grades 5, 8, and 11.
- PSAT (Grade 11).
- SAT School Day (State assessment for grade 11).

In addition to the i-Ready, PSAT, and statewide assessments included on the calendar below, Timberlane educators also administer a variety of other classroom or grade-level assessments to diagnose student needs, monitor progress, and report on student learning outcomes. These include, but are not limited to:

- Screening assessments for Phonemic Awareness and Letter / Sound Identification.
- Fountas and Pinnell Benchmark Reading Assessments (grades 1-5).
- NH SAS Interim and Modular Assessments in reading, math, and science (grades 3-8 and 11).
- A wide variety of classroom-level formative assessments.
- Performance tasks.
- Summative performance assessments.
- Mid-term and final exams (grades 9-12); and
- Other summative assessments connected to grade-level curriculum-embedded learning targets.

The use of varied types of assessments provides our educators with different levels of information on student learning to target instruction, monitor progress, intervene when necessary, and best support student needs.

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| Assessment Date / Assessment Window | Assessment(s) | When are Results Available? |
|---|---|---|
| August 28th – September 22nd, 2023<br>October 10th -27th | i-Ready Fall Benchmark<br>**Grades 1-8**<br>**Grade K** | When window closes.<br>Oct. 20th, 2023 – i-Ready Fall Student Score Reports will be sent home with students. |
| Oct. 11th, 2023 | PSAT **Grade 11** | Late Fall, 2023. |
| January 2nd – 19th, 2024 | i-Ready Winter Benchmark<br>**Grades K-8** | When window closes. |
| March 4th – 15th, 2024 | NHSAS Writing Summative,<br>**Grades 3-8** | Late Spring 2024 (anticipated): Individual student state testing results available. Families will have access to individual student reports via the NH SAS Family Portal.<br><br>June 2024: Preliminary grade-level results available to schools and districts. These preliminary results do not include state-level cut scores for levels of proficiency or state-level averages.<br><br>Late November / early December 2024: state-level data with proficiency levels and state averages typically released from embargo. |
| March 27th, 2024 | SAT School Day **Grade 11** | |
| March 28th, 2024 | NH SAS Science Summative<br>**Grade 11** | |
| April 8th -12th, 2024 | NH SAS Science Summative<br>**Grade 5** | |
| May 1st-7th, 2024 | NH SAS Reading and Math Summative **Grade 6-8** | |
| May 8th, 2024 | NH SAS Science Summative<br>**Grade 8** | |
| May 6th - 10th, 2024 | NH SAS Reading and Math Summative **Grades 4-5** | |
| May 13th – 17th, 2024 | NH SAS Reading and Math Summative **Grade 3** | |
| May 20th - June 12th, 2024 | i-Ready Spring Benchmark<br>**Grades K-8** | When window closes. |

Respectfully submitted,

Sandy Allaire, Acting Assistant Superintendent
Lucy Canotas, Director of Elementary Education
Mark Pedersen, Director of Secondary Education

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# Executive Summary

## Substitute Employee Pay Increase

We currently have 79 active substitute teacher/paraeducators and 3 substitute nurses employed by the district but continue to have a difficult time filling substitute assignments, especially paraeducator assignments as the pay rate is much lower than teacher sub assignments. We currently have 29 paraeducator vacancies with most of them at the secondary level.

We have not increased the pay for substitute employees since FY 2022.

***CURRENT SUBSTITUTE PAY RATES***

| Assignment | Daily Rate | Hourly Rate |
|---|---|---|
| **Non-certified Substitute Teachers**, 2 years of college which may be waived for critical shortage teaching assignments) | $105 per day | $14.48 |
| **Certified Substitute Teachers:** requires a current New Hampshire Teaching Certificate, retired teacher (that had been certified prior to retirement) or certification in any other state (proof required). | $125 per day | $17.24 |
| **Substitute Nurses** - must provide a valid New Hampshire Registered Nurse license. | $200 per day | $27.58 |
| **Paraeducator** | $85 per day | $13.07 |
| **Custodians** | | $17.00 |
| **Secretary Substitutes** | | $15.00 |

We are recommending having 1 pay rate for Paraeducator/Substitute Teacher (non-certified) assignments increasing the pay rate to $115/day. In addition, we are recommending increasing the certified Teacher Substitute pay rate to $135/day.

We continue to struggle to hire substitutes for school nurse. We have 10 full time school nurse positions within the district. We are recommending increasing substitute nurse rates to $290 day ($40/hour) to limit the need to use a temp agency to provide staff for these assignments.

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One of the temp agencies we have utilized for other positions quoted a rate of $100/hour to provide a substitute nurse for the district (the nurse would be paid $62/hour).

We currently have 3 LNA positions (2 at the middle school and 1 at the high school) assigned to medically fragile students and when employees in these positions are absent, we assign a para substitute for the student and a school nurse provides medical services. We are recommending creating a substitute LNA position to cover for staff absences. In addition, in schools that have more than 1 school nurse, if the school nurse is absent, we can use an LNA substitute to provide some medical services. The substitute LNA pay rate would be $130/day ($20/hour) vs. $40/hour that a temp agency would charge.

***PROPOSED SUBSTITUTE PAY RATES***

| Assignment | Daily Rate | Hourly Rate |
|---|---|---|
| **Non-certified Substitute Teachers** (2 years of college which may be waived for critical shortage teaching assignments)**/Paraeducator** | $115 | $17.70 (Para)<br>$15.86 (Teacher) |
| **Certified Substitute Teachers:** requires a current New Hampshire Teaching Certificate, retired teacher (that had been certified prior to retirement) or certification in any other state (proof required). | $135 | $18.62 |
| **Substitute Nurses** - must provide a valid New Hampshire Registered Nurse license. | $290 | $40 |
| **LNA** must provide a valid New Hampshire LNA license. | $130 | $20.00 |
| **Custodians** | | $17.00 |
| **Secretary Substitutes** | | $15.00 |

We are hoping that by increasing the rates, we will be able to attract and retain our current substitutes.

Respectfully,

*Fran DeCinto*
Fran DeCinto
HR Director

# 2024 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 8th day of February 2024, 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 12th day of March 2024, 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. |
| | *Tentative |
| 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:

| | | |
|---|---|---|
| Atkinson Voters | School Board Member | 3-Year Term |
| Plaistow Voters | School Board Member | 3-Year Term |
| Sandown Voters | School Board Member | 3-Year Term |
| | | |
| Atkinson Voters | Budget Committee Member | 3-Year Term |
| Plaistow Voters | Budget Committee Member | 3-Year Term |
| Sandown Voters | Budget Committee Member | 3-Year Term |

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2024 Timberlane Regional School District Warrant

**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 – Three Year Collective Bargaining Agreement (Timberlane Teachers' Association)**

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

| Fiscal Year | 2024-25 | 2025-26 | 2026-27 |
|---|---|---|---|
| Estimated Increase | $X | $X | $X |
| **3-Year Total** | | | **$X** |

And further to raise and appropriate the sum of **$X** for the 2024-25 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 4 – Authorization for Special Meeting on Cost Items**

Shall the voters of the School District, if Article 3 is defeated, authorize the Timberlane Regional School Board to call one special meeting, at its option, to address Article 4 cost items only? (MAJORITY VOTE REQUIRED)

***Recommended by the School Board***

**Article 5 – 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, 2024 unassigned fund balance available for transfer on July 1 of this year which were apportioned as Capital Expenses in 2023-2024 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***

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**Article 6 – General Acceptance of Reports**
Shall the voters of the School District accept reports of agents, auditors, and committees as written in the 2023 Annual Report? (MAJORITY VOTE REQUIRED)
***Recommended by the School Board***

**Article 7 – Fund Balance Retention**
Shall the School District vote to authorize, indefinitely until rescinded, to retain year-end unassigned general funds in an amount not to exceed, in any fiscal year, **5%** of the current fiscal year's net assessment, in accordance with RSA 198:4-b, II. (MAJORITY VOTE REQUIRED)
***Recommended by the School Board***
***Recommended by the Budget Committee***

**Optional Warrant Articles Below:**

**Article 8 – Emergency Contingency Fund**
Shall the School District establish a contingency fund for the upcoming fiscal year for the purpose of covering the cost of unpredictable cost escalations as well as emergencies and further raise and appropriate $500,000 with such amount to be transferred from those funds in the June 30, 2024 unassigned fund balance available for transfer on July 1 of this year; no amount to be raised by additional taxation. Any appropriation left in the fund at the end of the year will lapse to the general fund and used to offset the local education property tax rate. (MAJORITY VOTE REQUIRED)
***Recommended by the School Board***
***Recommended by the Budget Committee***

**Article 9 – TAU Professional Development Reimbursement**
To Be Determined
***Recommended by the School Board***
***Recommended by the Budget Committee***

**Article 10 – Solar Panel Array**
To Be Determined
***Recommended by the School Board***
***Recommended by the Budget Committee***

**Article 11 –Uniforms for Timberlane Regional High School Marching Band**
To Be Determined
***Recommended by the School Board***
***Recommended by the Budget Committee***

**Article 12 – Technology Staff**
To Be Determined
***Recommended by the School Board***
***Recommended by the Budget Committee***

**Article 13 – Belfry Repairs at Atkinson Academy**
To Be Determined
***Recommended by the School Board***
***Recommended by the Budget Committee***

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# Job Postings

| 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** | | | | | | | | | | | | | | | |
| 4757 | Administration | Financial Analyst | Financial Analyst cc2720 | SAU 106 Timberlane Regional District office | Open until filled | as soon as possible | | | 2023-2024 | 54 | 14 | 4 | 4 | 4 | dhusson |
| **Elementary School Teaching** | | | | | | | | | | | | | | | |
| 4764 | Elementary School Teaching | Music - Orchestra | Elementary Music Teacher - Orchestra cc1443 | Danville Elementary | Open until filled | 9/18/2023 | | | 2023-2024 | 33 | 1 | | | 1 | dhusson |
| **High School Teaching** | | | | | | | | | | | | | | | |
| 4692 | High School Teaching | | In School Support Teacher cc2375 | Timberlane Regional High School | Open until filled | 8/22/2023 | | | 2023-2024 | 111 | 5 | 1 | 3 | 2 | dhusson |
| 4753 | High School Teaching | Library Media Specialist | Library Media Specialist cc2071 | Timberlane Regional High School | Open until filled | 12/29/2023 | | | 2023-2024 | 55 | 9 | 1 | 5 | | dhusson |
| **Middle School Teaching** | | | | | | | | | | | | | | | |
| 4736 | Middle School Teaching | Mathematics | Mathematics Interventionist cc223 | Timberlane Regional Middle School | | 8/22/2023 | | | 2023-2024 | 74 | 2 | 1 | 1 | 1 | dhusson |
| **Special Education** | | | | | | | | | | | | | | | |
| 4747 | Special Education | Social Worker | .4 ED Program Social Worker cc 2720 | Timberlane Regional School District | Open until filled | 8/22/2023 | | | 2023-2024 | 62 | 3 | | 2 | | hgreenfield |
| 4767 | Special Education | Special Education Teacher | Anticipated Long Term Substitute - Special Ed | Timberlane Regional Middle School | Open until filled | Oct-23 | | | 2023-2024 | 28 | 0 | | | | dhusson |
| 4330 | Special Education | Behavior Specialist | BCBA/Behavior Specialist cc 2574 | Timberlane Regional School District | open until filled | 8/22/2023 | | | 2023-2024 | 531 | 20 | 3 | 15 | 3 | dhusson |
| 4506 | Special Education | | RBT cc 1428 | Timberlane Regional Middle School | open until filled | as soon as possible | | | 2023-2024 | 398 | 8 | | 3 | | dhusson |
| 4758 | Special Education | Licenced Nursing Asst. | School LNA cc1171 | Timberlane Regional Middle School | | | | | 2023-2024 | 52 | 5 | | | | dhusson |
| 4344 | Special Education | Psychologist | School Psychologist - Part Time .6 Position cc | Timberlane Regional School District | open until filled | as soon as possible | | | 2023-2024 | 515 | 6 | | 5 | | dhusson |
| 4754 | Special Education | Psychologist | School Psychologist cc1422 | Timberlane Regional School District | Open until filled | as soon as possible | | | 2023-2024 | 55 | 0 | | | | dhusson |
| 4685 | Special Education | Psychologist | School Psychologist cc2145 | Timberlane Regional School District | Open until filled | 8/22/2023 | | | 2023-2024 | 119 | 1 | | 1 | | dhusson |
| 4604 | Special Education | Special Education Teacher | Special Education Teacher cc 1032 | Timberlane Regional High School | Open until filled | 8/22/2023 | | | 2023-2024 | 180 | 5 | 1 | 2 | 2 | dhusson |
| 4756 | Special Education | Special Education Teacher | Special Education Teacher cc1060 | Pollard School | Open until filled | as soon as possible | | | 2023-2024 | 55 | 1 | | | | dhusson |
| 4644 | Special Education | Special Education Teacher | Special Education Teacher cc1105 | Danville Elementary | Open until filled | as soon as possible | | | 2023-2024 | 27 | 5 | 1 | 2 | | dhusson |
| 4639 | Special Education | Special Education Teacher | Special Education Teacher cc1300 | Timberlane Regional High School | Open until filled | 8/22/2023 | | | 2023-2024 | 150 | 1 | | 1 | | dhusson |
| 4641 | Special Education | Special Education Teacher | Special Education Teacher cc747 | Pollard School | Open until filled | 8/22/2023 | | | 2023-2024 | 150 | 6 | 1 | 3 | | dhusson |
| 4750 | Special Education | Special Education Teacher | Special Education Teacher/Case Manager cc1 | Timberlane Regional Middle School | Open until filled | as soon as possible | | | 2023-2024 | 59 | 1 | | | | dhusson |
| 4609 | Special Education | Speech and Language Pathologist | Speech Language Pathologist cc 212 | Pollard School | Open until filled | 8/22/2023 | | | 2023-2024 | 178 | 3 | | 3 | | dhusson |
| 4605 | Special Education | Speech and Language Pathologist | Speech Language Pathologist cc 2218 | Timberlane Regional High School | Open until filled | 8/22/2023 | | | 2023-2024 | 180 | 2 | | 2 | | dhusson |
| 4652 | Special Education | Speech and Language Pathologist | Speech Language Pathologist cc1316 | Timberlane Regional Middle School | Open until filled | 8/22/2023 | | | 2023-2024 | 145 | 1 | | 1 | | dhusson |
| 4751 | Special Education | Speech and Language Pathologist | Speech Language Pathologist cc2242 | Timberlane Regional School District | Open until filled | 8/22/2023 | | | 2023-2024 | 59 | 0 | | | | dhusson |
| 4673 | Special Education | Speech and Language Pathologist | Speech Language Pathologist cc885 | Sandown North | | | | | 2023-2024 | 126 | 1 | | 1 | | dhusson |
| **Student Services** | | | | | | | | | | | | | | | |
| 4662 | Student Services | School Social Worker | School Social Worker cc2594 | The Learning Center at Sandown Central | Open until filled | 8/22/2023 | | | 2023-2024 | 138 | 7 | | 5 | | dhusson |
| 4660 | Student Services | School Social Worker | School Social Worker cc830 | Timberlane Regional School District | Open until filled | 8/22/2023 | | | 2023-2024 | 138 | 7 | | 7 | | dhusson |