



Thursday, September 15, 2022 AGENDA

Regular Business Meeting – 7:00 PM
SAU 106 Boardroom

Christopher K. Kellan, Superintendent
Steven Finnegan, Chair
Kristin Savage, Vice Chair

1. 7:00 PM Call to Order – Chair
2. Roll Call – Clerk
3. Pledge of Allegiance
4. Approval of Minutes
5. Delegates and Individuals
6. Current Business
 - a. 7:05 PM Strategic Plan Update – INFORMATIONAL
 - Thought Exchange - Students
 - b. 7:10 PM School Board Budget – ACTION
 - c. 7:15 PM Retiree Celebration – INFORMATIONAL
 - d. 7:20 PM 2023 All-Eastern Music Festival - ACTION
 - e. 7:25 PM Facilities Update - INFORMATIONAL
 - f. 7:30 PM Policies - ACTION
 - g. 7:35 PM Crossing Guard Position - ACTION
 - h. 7:40 PM Return to School Plan - INFORMATIONAL
 - i. 7:45 PM Safety Training/Update School Calendar - ACTION
 - j. 7:50 PM Unreserved Fund Balance - INFORMATIONAL
 - k. 7:55 PM Superintendent’s Evaluation and Goals – INFORMATIONAL
 - l. 8:00 PM School Board/Budget Committee Meeting Date and Budget Committee Member Vacancy - INFORMATIONAL
7. 8:05 PM Administrator’s Report
8. 8:10 PM Personnel Report
9. 8:15 PM Committee Reports/Reports of the School Board
10. Correspondence Folder
11. Vendor and Payroll Registers
12. 8:20 PM Other Business
13. Nonpublic Session
14. Future Dates

DATE	TIME	LOCATION	TYPE OF MEETING
OCTOBER 6	7:00 PM	SAU Boardroom	Regular Business
OCTOBER 20	7:00 PM	SAU Boardroom	Regular Business
November 3	7:00 PM	SAU Boardroom	Regular Business



1-3. Open Meeting

4. APPROVAL OF MINUTES (1 set: September 1st regular business meeting minutes; 1 set: nonpublic meeting minutes)

5. DELEGATES AND INDIVIDUALS

6. CURRENT BUSINESS

a. Strategic Plan Update

Superintendent Kellan to present an update on the Strategic Plan and Policy ILD regarding student participation in Thought Exchange.

b. School Board Budget

Motion to act on the School Board Budget.

c. Retiree Celebration

Review the retiree celebration invitation for 2020-2021 retirees.

d. 2023 All-Eastern Music Festival

Per school board policy IJOA, the Music Department is requesting approval to allow students to attend the National Association of Music Educator's 2023 All-Eastern Music Festival.

e. Facilities Update

Karl Ingoldsby to present an update on the out-of-commission dump truck, electricity rates and addressing the lead PPB requirement in the District's water.

f. Policies

Motion to act on the first read of Policies BCA, BCB, BDE, GBCD, JKA, and JLCJA.

g. Crossing Guard Position

Motion to act on updating the two crossing guard positions at the High School, Middle School and Pollard School.

h. Return to School Plan

Review the proposed changes to the ESSER Safe Return to In-Person Instruction and Continuity of Services Plan.

i. Safety Training/Update School Calendar

Motion to act on updating the school calendar to include six Early Release Days for safety training.

j. Unreserved Fund Balance

Maria Watkins to present the Unreserved Fund Balance for FY 2022.

k. Superintendent's Evaluation and Goals

Review the submitted 2022-23 Superintendent's Goals and formalize the process for the Superintendent's Evaluation.

l. School Board/Budget Committee Meeting Date and Budget Committee Member Vacancy

Review the suggested meeting dates for the School Board and Budget Committee, and announcement of Plaistow Budget Committee Member vacancy.

7. ADMINISTRATOR'S REPORT

Superintendent Kellan to present.

8. PERSONNEL REPORT

9. COMMITTEE REPORTS/REPORTS OF THE SCHOOL BOARD – Board members to submit requests to serve on district committees for Chair consideration at the next board meeting.

10. CORRESPONDENCE – All correspondence now forwarded to board members as it comes in.

11. VENDOR AND PAYROLL REGISTERS – please be sure to review and sign electronically vendor and payroll registers.

12. OTHER BUSINESS – Board members to provide agenda items for future meeting consideration.

13. NONPUBLIC SESSION – If needed.

14. FUTURE DATES – As indicated.

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: [TRSB Video](#)

*Materials presented at the board meeting may be viewed at:
[09 01 22 TRSB Meeting Materials](#)*

TIMBERLANE REGIONAL SCHOOL BOARD MEETING MINUTES

Regular Business Meeting
September 1, 2022
7:03 PM

SAU 106 Boardroom
30 Greenough Rd.
Plaistow, NH 03865

Call to Order:

Chairman Steven Finnegan called the September 1, 2022 meeting of the Timberlane Regional School Board to order at 7:03; this was followed by the roll call and the Pledge of Allegiance.

Board Members Present

Michael Boucher, Kimberly Farah, Steven Finnegan, Shauna Manthorn, Katie Knutsen, Kim McCormick, Mark Sherwood, Kristin Savage and Brian Boyle (Mr. Boyle arrived at 7:11 PM).

Seated at the Board Table

Mr. Christopher Kellan, Superintendent of Schools
Mr. Justin Krieger, Assistant Superintendent

Administrators Present

Maria Watkins, CFO/Business Administrator
Lisa Oliver, Assistant Business Administrator
Lucy Canotas, Director of Elementary Curriculum
Mark Pedersen, Director of Secondary Curriculum
Sandra Allaire, Executive Director of Curriculum, Assessment and Learning
Fran Decinto, Director of Human Resources

00:01:10 APPROVAL OF MINUTES

MOTION: Dr. Farah motioned to accept the August 18, 2022 meeting minutes; seconded by Ms. Savage. The motion passed 8-0-0.

MOTION: Dr. Farah motioned to accept the August 18, 2022 nonpublic meeting minutes; seconded by Mr. Boucher. The motion passed 8-0-0.

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MOTION: Ms. Savage motioned to accept the August 23, 2022 nonpublic meeting minutes; seconded by Ms. Knutsen. The motion passed 6-0-2 (Dr. Farah and Ms. Manthorn abstained).

00:03:30 DELEGATES & INDIVIDUALS

Mr. Jack Sapia of Atkinson expressed his interest in having the schools and students honor our veterans by encouraging the schools to participate in moments of silence, inviting veterans to share their stories with students, and participating in veteran fundraisers.

CURRENT BUSINESS

a. NHSBA Resolutions (00:07:15)

The Board reviewed the 2022 Proposed NHSBA Resolutions and advised Mrs. McCormick, who will represent as the NHSBA Delegate for the TRSB, to vote in accordance with the proposed recommendations by the NHSBA.

*Mr. Boyle joined the School Board meeting at 7:11 PM.

MOTION: Dr. Farah motioned to authorize the Delegate to vote in accordance with the NHSBA recommendations; seconded by Ms. Savage. Motion passed 9-0-0.

b. Update TRSD School Calendar (00:09:19)

Superintendent Kellan presented an updated school calendar reflecting six additional early release days for the purpose of District staff to participate in safety training. Discussion ensued regarding bussing concerns and support from the District's unions. The discussion was tabled, and a decision will be made at the next School Board meeting.

c. Donation to TRHS Substance Abuse Program (00:20:11)

Chairman Finnegan presented the \$750 donation from the Atkinson Women's Civic Club to the Timberlane Regional High School's Peer to Peer Substance Abuse Prevention Program to be used to support the Teen Mental Health First Aid Course, and for workbooks and supplies.

MOTION: Dr. Farah motioned to accept the \$750 donation from the Atkinson Women's Civic Club; seconded by Mr. Boucher. Motion passed 9-0-0.

d. Policies (00:22:25)

The Board reviewed the second read of Policies GBEA, GBEAB, IKF, JFABD, JFABE, and JICH.

MOTION: Dr. Farah motioned to accept the second read and adoption of Policies GBEA, GBEAB, IKF, JFABD, JFABE, and JICH; seconded by Ms. Savage. Motion passed 9-0-0.

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e. School Financial Reporting of MS-24/25 (00:23:22)

Mrs. Watkins informed the Board that the MS-24 and 25 have been submitted to the DRA and DOE, and approved.

f. Budget Development Update (00:25:25)

Mrs. Watkins presented the Budget Presentation Schedule and informed the Board that the Budget Committee is requesting a joint meeting. Mrs. Watkins will bring the School Board Budget to the next School Board meeting for the Board to review.

g. Funding for Special Education Surveys (00:28:32)

Superintendent Kellan presented the UNH Survey Center's proposed cost to develop a special education survey. Four surveys will be developed individually for administrators, professional staff, paraprofessionals, and families with identified children.

MOTION: Ms. Savage motioned to approve the total project cost of \$3,519.83 to use the University of New Hampshire for a Special Education Survey; seconded by Mrs. McCormick. Motion passed 9-0-0.

h. TLC Enrollment Update (00:35:06)

Mrs. Canotas verbally amended the enrollment count by adding one more student, resulting in 22 students in the AM kindergarten class at TLC. Mrs. Canotas expressed that the school will add another paraeducator to the class and is requesting the Board to waive Policy IIB.

MOTION: Dr. Farah motioned to waive Policy IIB; seconded by Mr. Sherwood. Motion passed 8-1-0 (opposed by Mrs. McCormick).

i. Job Postings (00:38:32)

Mrs. Decinto presented the updated employment vacancy report. Discussion ensued regarding the open positions.

j. Superintendent's Evaluation and Goal Setting (00:42:50)

Superintendent Kellan presented his Proposed 2022-23 Superintendent Goals. Discussion ensued regarding adding goals related to improving academic achievement and the district. Chairman Finnegan requested that the Board report their suggestions to him, and a final list will be brought to the Board at the next School Board meeting.

ADMINISTRATOR'S REPORT (00:47:11)

Superintendent Kellan discussed working with First Student to refine the school bus routes, addressing school bus stop concerns submitted by families, and improving communication with families regarding bus backups and delays. He informed the Board that the High School will be

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hosting an election for the School Board Student Representative. He reiterated the dates of the Budget Committee's Facilities Tours which are open to the public.

Mr. Krieger discussed the events of Opening Day for staff which included showcasing a video of students and administrators. He noted that the District hired close to 40 people. He expressed the excitement and value of establishing relationships with students on their first day back to school. He informed the Board that an administrative calendar has been set to establish purpose and outcomes for their buildings.

PERSONNEL REPORT (01:12:16)

Nominations

1. Andrew Riccardi, Special Education Teacher, Timberlane Regional High School
2. Marianne McDonough, School Counselor, Pollard Elementary School

MOTION: Dr. Farah motioned to accept the nominations of Andrew Riccardi and Marianne McDonough; seconded by Ms. Knutsen. Motion passed 9-0-0.

Resignations

1. Kendra Cahill, BCBA, District-Wide
2. Allison Lenihan, Art Teacher, Sandown North Elementary School

MOTION: Dr. Farah motioned to accept the resignations of Kendra Cahill and Allison Lenihan; seconded by Ms. Knutsen. Motion passed 9-0-0.

COMMITTEE REPORTS (01:13:30)

Curriculum and Assessment: Mrs. McCormick explained that the schedule will be available soon.

Budget Committee: Mr. Sherwood discussed the past meeting which included introducing two new members and reaching out to the towns to promote the Facilities Tours.

Safety Committee: Ms. Savage explained that following the safety training at TLC, the committee will meet to discuss any tweaks that will need to be made to the safety training.

Policy Committee: Chairman Finnegan announced that more policies will be coming to the Board.

Union Negotiations: Chairman Finnegan noted that negotiations are ongoing.

CIP: Dr. Farah announced the next meeting will be on September 27th.

Chairman Finnegan requested that they enter into a non-public under 91-A:3, Paragraph II (c). At 8:20 PM, Chairman Finnegan advised this will conclude the public portion of the meeting and they will only come back into public session to seal the minutes.

MOTION: Chairman Finnegan 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

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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 Dr. Farah. Motion passed 9-0-0.

The Board was polled:

Boucher -Yes	Farah - Yes	Finnegan - Yes	Manthorn - Yes
Knutsen – Yes	McCormick – Yes	Boyle – Yes	
Sherwood – Yes	Savage – Yes		

The motion carried a 9-0-0 to enter non-public at 8:21 PM.

Respectfully submitted,

Kelly Salovitch
Chief Executive Assistant to the Superintendent

Approved by the School Board on _____

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Adopted: 06-02-16	Page 1 of 2

EDUCATIONAL QUESTIONNAIRES, SURVEYS AND RESEARCH

Protection of Pupil Rights Amendment

Pursuant to the Protection of Pupil Rights Amendment and RSA 186:11 IX-d, no student will be required to submit to a non-academic survey, analysis, or evaluation which is administered or distributed by a school, without the prior written consent of the parent/guardian that reveals information concerning the following:

1. Political affiliations;
2. Mental and psychological problems potentially embarrassing to the student or the family;
3. Sexual behavior and attitudes;
4. Illegal, anti-social, self-incriminating, and demeaning behavior;
5. Critical appraisals of other individuals with whom respondents have close family relationships;
6. Legally recognized privileged or analogous relationships, such as those of lawyers, physicians, and ministers;
7. Religious practices, affiliations, or beliefs of the student or student's parent; or
8. Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such program).

In this paragraph, "non-academic survey or questionnaire" shall mean surveys, questionnaires, or other documents designed to elicit information about a student's behavior, family life, religion, politics, sexual orientation, sexual activity, drug use, or any other information not related to a student's academics.

School District Approval

It will be the responsibility of the Superintendent or designee to determine if a survey is academic or non-academic. Non-academic surveys will not be administered without the prior approval of the Superintendent or his/her designee. Any non-academic survey will be available for inspection by parents/guardians before the non-academic survey is administered to students. Parents/guardians will have the right to deny permission for their child to participate in taking the non-academic survey. The school will not penalize students whose parents/guardians exercise this option. The school will take reasonable precautions to protect student privacy during their participation of any non-academic survey, analysis, or evaluation.

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Parental Notification

In accordance with the provisions of RSA 186:11IX-d, parents will be notified when the school intends on issuing a non-academic survey and will be provided a form to opt in. Notice will be given as early as possible (at least 10 days) before the non-academic survey is administered. Included in the notice will be information regarding how the non-academic survey or questionnaire will be administered; how it will be utilized; and the persons or entities that will have access to the results of the completed non-academic survey or questionnaire. Parents or guardians wishing to inspect a non-academic survey, analysis, or evaluation will be able to do so in the administrative office and on the district website. Parents may refuse to allow their student to participate before or after reviewing the non-academic survey or questionnaire.

Non-academic surveys conducted for other agencies, organizations or individuals must have the recommendation of the Superintendent and the approval of the school board as to content and purpose prior to requesting parents to opt in. The results of such approved non-academic surveys must be shared with the school board.

Miscellaneous Provisions

This policy does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:

- College or post-secondary education recruitment, or military recruitment;
- Book clubs, magazines, and programs providing access to low-cost literary products;
- Curriculum and instructional materials used by schools;
- Tests and assessments used by schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students, or to generate other statistical data for educational purposes;
- The sale of products or services to raise funds for school-related or education-related activities; and
- Student recognition programs.

Legal References:

20 U.S.C. § 1232h; 34 CFR Part 98, Protection of Pupil Rights Amendment
 RSA 186:10 IX-d



TIMBERLANE REGIONAL SCHOOL
DISTRICT

Retiree
Celebration

DATE: 09/21/2022 TIME: 4:30PM

AT ZORVINO VINEYARDS

226 MAIN STREET SANDOWN, NH 03873

We will be hosting a cocktail celebration to recognize our 2020 and 2021 retirees.

Hors d'oeuvres will include a Tuscan Display, a cheese and fruit display, and passed options. A cash bar will also be available.

Retirees will receive a complimentary ticket for themselves and 1 guest.

All additional tickets will be \$40 per person.

We look forward to sharing this special occasion with you to extend our heartfelt appreciation to the members of our Timberlane family for their years of dedicated service to the children, district, and community.

PLEASE RSVP

Please make checks payable to *Timberlane Regional School District*

Include your name and number of tickets

Send to:

Timberlane Regional School District Attn: Heather Greenfield
30 Greenough Rd. Plaistow, NH 03865

This year's honorees 2020 include: 2021

Nancy Barcelos
Claire Culligan
Gail Murphy
Kathie Dayotis
Kerri Dwyer
Lorraine Goodman
Louise Pajak
Carol Erickson
Mary Hatton
Diane Chauvette
Linda Janvrin
Susan LaFleur
Cathy Belcher
Grace Morgan
Bonnie Christian
Michele Fabello
Anthony Fish
Kathleen Giacobbe
Elizabeth Cunningham
Cynthia Fuller
Bruce Johnson
Dianne Sherman

Linda Collins-Borrelli
Nancy Louise
Susan Rasicot
Sandy Hodgkins
Lorna Walker
Lucy Williams
Jane Slade
Catherine Patterson
Cindy Wood
Claire Haggerty-Woodard
Gail Murphy
Patricia Fowler
Paula Polito
Patti Sheridan
Joan Barnard
Ellen Blanch
Anthony DiBartolomeo
Cathy Nickerson
Mike Smith
Donald Woodworth
Gay Daigle
Patricia Fanning
Lisa Hamilton
Susan Inzenga
Vincent Lombard
Julie Ogenorth
Lois Paul
Nancy Heffernan
Jennifer Perreault
Donna Lamprey
Rebecca Lightizer
Frances Gallant
Mary Youngblood

For any questions please
contact:

Heather Greenfield
Human Resources Assistant
Heather.Greenfield@timberlane.net
603-382-6119 ext. 2215





EXECUTIVE SUMMARY September 15, 2022

The Music Department was recently informed by the New Hampshire Music Educator's Association that ten students who auditioned for at least one All-State Music Festival during the 2021-2022 school year achieved a score high enough to earn the right to audition for the National Association of Music Educator's 2023 All-Eastern Music Festival. This Festival is scheduled to take place in Rochester, New York from Thursday, April 13th through Sunday, April 16th. It is an honor for these students to have earned this privilege. Only 2% of the students accepted to participate in the festival will be selected from New Hampshire, so if students from Timberlane are selected, there will be few. Should Timberlane students be asked to participate, per school board policy IJOA, Student Trips, the Music Department is requesting School Board approval to allow these students to miss their scheduled classes from school and attend this festival. We do not want to ask these students to prepare an audition if we did not have this approval in advance. The Music Department will cover the cost of registration and will work with the families of any selected students regarding travel to and from the festival.

We are incredibly proud of our student musicians and all that their hard work, dedication, and passion allows them to accomplish and wish them the best of luck in their auditions to participate in this prestigious festival.

Respectfully submitted,

Kurt Schweiss, Director of Music



EXECUTIVE SUMMARY

September 15, 2022

The District currently has a contract with Constellation Energy for them to provide electricity at a rate of \$.06990 per kWh (kilowatt/hour) the term of this contract is from November 2017 until November 2022. The district utilizes Freedom Energy, an energy broker, to guide us through the procurement process for utilities.

Unfortunately, natural gas has skyrocketed in pricing over the last year. New Hampshire electricity is highly dependent on natural gas, so the electricity has skyrocketed as well to the point we are seeing electricity pricing in the ranges of \$.13411 for a 48-month agreement to \$.16896 for a 12-month agreement. As a reminder, this is only a percentage of our total electric bill as we also must pay the delivery costs to our various providers.

When considering an annual usage of approximately 2,900,000 kWh, the annual cost increase if we engage in a 48-month contract will be approximately \$185K. If we decide to go with a 1-year contract our cost next year would be an additional \$287K. If we sign up for one year, it would be in the hope that we would see the current crisis go away and that natural gas pricing would drop back to a reasonable rate and electricity would follow and we could sign on for a multiyear contract next year.

Respectfully submitted,
Karl Ingoldsby
Director of Plant Operations



EXECUTIVE SUMMARY

September 15, 2022

The State Department of Environmental Services, and State legislature, just reduced the lead Permissible Exposure Limit (PELs) from 15 PPB (Parts per Billion) to 5 PPB. It is required by law to conduct 2 more rounds of testing on all water outlets, we have signed up for the “Get the Lead Out” program with the state and will be auditing and testing all our water outlets in the district. Since we have signed up for this program the testing will be free. Once we receive updated results we can then address the issues that we may find.

The best way to address the issue is to replace the suspect faucet or fixture. Another option is to post that the outlet is not for consumption.

When the results come in I will bring my recommendations to the board on how to address any results that are above the required level.

Respectfully submitted,
Karl Ingoldsby
Director of Plant Operations



EXECUTIVE SUMMARY

September 15, 2022

The District recently purchased a dump truck to replace an aging, costly truck that is used for plowing and grounds work. This was scheduled through the CIP committee and approved in this year's budget.

The truck that is being replaced is a 2008 Ford F550 Dump Body with 48,000 miles. Over the past year we have had to send the truck out for repair, multiple times for various issues, such as running rough/no power, alternator/battery issue, and hydraulic leaks. The maintenance of this truck is costing the District a lot of money.

With the above-mentioned issues, I am recommending that the district approves the sale of this truck at the State of New Hampshire Surplus Property Auction. Due to high demand for vehicles, and the fact that the vehicle looks good, and has relatively low mileage, I believe we could get top dollar for the vehicle.

The auction is an absolute, no reserve auction so we would not know how much we can get for it until they buy it. If the District decides to allow the auction of the vehicle, we will need to have a title signed and the truck must be delivered on September 28th with the auction taking place on October 15th. Yard fees of 10% of sale will be deducted from final sale price.

Respectfully submitted,
Karl Ingoldsby
Director of Plant Operations



TRSD POLICY COMMITTEE'S RECOMMENDATIONS TO THE SCHOOL BOARD

September 15, 2022

First Read

Policy	Changes/Recommendations
BCA: Board Member Ethics	PC recommends correcting its coding from BCA-R to BCA.
BCB: Board Member Conflict of Interest	PC recommends to adopt the policy from the NHSBA.
BDE: Board/Superintendent Leadership Team Standing Committees	PC recommends "Negotiations" as a Standing Committee.
GBCD: Background Investigation and Criminal Records Check	PC recommends to adopt NHSBA's recommended language.
JKA: Corporal Punishment	PC recommends to adopt NHSBA's policy minus "except in self defence or in exigent circumstances."
JLCJA: Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation	PC recommends to adopt NHSBA's recommended language.

<p>Timberlane Regional School Board</p>	<p>Procedure Policy Code: BCA-R</p>
<p>Adopted: 09-20-01 Revised: 04-02-09 Revised: 09-05-13 Revised: 03-31-20 Revised:</p>	<p>Page 1 of 2</p>

SCHOOL BOARD MEMBER ETHICS/EXPECTATIONS

AS A MEMBER OF THE SCHOOL BOARD, AND IN ACCORDANCE WITH MY OATH OF OFFICE, I WILL STRIVE TO IMPROVE PUBLIC EDUCATION BY STRIVING TO ADHERE TO THE FOLLOWING EXPECTATIONS:

1. Attend all regularly scheduled Board meetings, insofar as possible, and become informed concerning issues to be considered at those meetings.
2. Understand that the Board, as governing body, does not manage the District, but rather sets the broad goals and standards for the District by way of policies adopted by a quorum of the Board at proper meetings under the Right-to-Know law.
3. Be informed about current educational issues by individual study and through information, such as those sponsored by my state and national school board associations.
4. Make decisions and take votes based upon the available facts, the full deliberation of the Board, and my independent judgment, and refuse to surrender or subordinate that judgement to any individual or special interest group.
5. Work respectfully with other Board members by encouraging the free expression of differing opinions and ideas.
6. Seek opportunities for the Board to establish systematic communication channels with students, staff, and members of the community.
7. Recognize that as a general principle the District and its students benefit when Board decisions, which have been made following consideration of all sides and vote of a quorum, receive the subsequent support of the whole Board, whenever practicable.
8. Respect the confidentiality of information that is privileged under applicable law or is received in confidence or non-public session.
9. Recognize that individual Board members are without authority to act relative to School District business, and that I may not individually commit the Board to any action except as specifically designated to do so by Board action.
10. Understand the chain of command and refer problems or complaints to the proper administrative office per applicable School Board policies.

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11. Work with the other Board members to establish effective Board policies, and foster a relationship with the District administration toward the effective implementation of those policies and management of the District operations, personnel and facilities.
12. Communicate to the Superintendent and to the Board (only as consistent with the Right-to-Know law) expressions of public reaction to Board programs, policies and other Board actions.
13. Present personal criticisms concerning District operations, staff, etc. to the Superintendent, not to District staff, the public, or unnecessarily at a Board meeting.
14. Establish policies and protocols for systematic communications with students, staff, and members of the community. Support the employment of those persons best qualified to serve as school staff and insist on a regular and impartial evaluation of all staff.

School Board Member Signature

Date

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BOARD MEMBER CONFLICT OF INTEREST

As elected officials, school board members owe a duty of loyalty to the general public in protecting the school district's interests. Therefore, the Board declares that a conflict of interest is a personal, pecuniary interest that is immediate, definite, demonstrable, and which is or may be in conflict with the public interest.

A board member who has a personal or private interest in a matter proposed or pending before the Board will disclose such interest to the Board, will not deliberate on the matter, will not vote on the matter, and will not attempt to influence other members of the Board regarding the matter. Additionally, Board members should refrain from engaging in conduct or actions, that give the appearance of a conflict of interest, embarrass the Board, or personally embarrass another Board member.

It is not the intent of this policy to prevent the District from contracting with corporations or businesses with which a Board member is an employee. The policy is designed to prevent placing a Board member in a position where his or her interest in the public schools and his or her interest in his or her place of employment (or other indirect interest) might conflict, and to avoid appearances of conflict of interest even though such conflict may not exist. RSA 95:1 requires that "No person holding a public office, as such, in state or any political subdivision governmental service shall, by contract or otherwise, except by open competitive bidding, buy real estate, sell or buy goods, commodities, or other personal property of a value in excess of \$200 at any one sale to or from the state or political subdivision under which he holds his public office." Through the use of open competitive bidding or recusal of any Board member who has a conflict of interest, the Board will seek to obtain the best value for the district while avoiding impropriety or the appearance of impropriety.

Nepotism

The Board may employ a teacher or other employee if that teacher or other employee is the father, mother, brother, sister, wife, husband, son, daughter, son-in-law, daughter-in-law, sister-in-law, or brother-in-law of the Superintendent or any member of the Board. This paragraph shall also apply to any other person who shares the expenses of daily living with the Superintendent or any member of the Board. Such a relationship will not automatically disqualify a job applicant from employment with the school district.

However, the Board member shall declare his/her relationship with the job applicant and will refrain from debating, discussing, or voting on a nomination or other issue. In the case where the relationship is with the Superintendent, the Superintendent shall disclose the relationship to the

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Board as early as possible in the recruitment/selection process for the open position or in the case of someone currently employed by the district, before recommending any job related action pertaining to the individual. The Board shall determine whether, were the candidate selected, the supervisor - subordinate relationship between the Superintendent and the prospective employee will be sufficiently indirect, to not disqualify the candidate. If not disqualified, and prior to candidates for the position being screened and a nominee being selected, or the Board approving any job related action, the Superintendent and the Board shall agree on a mechanism to address the conflict of interest. Where practical, the Board may designate another district staff member to fulfill the role of the Superintendent for the selection of a nominee for the position or take appropriate alternative steps. The job applicant is expected to declare his/her relationship with the Board member or Superintendent as well.

This shall not apply to any person within such relationship or relationships who has been regularly employed by the Board prior to the inception of the relationship, the adoption of this policy, or a Board member's election.

Legal References:

*Marsh v. Hanover, 113 NH 667 (1973) and
 Atherton v. Concord, 109 NH 164 (1968)
 RSA 95:1, Public Officials Barred From Certain Private Dealings*

<p>Timberlane Regional School Board</p>	<p>Policy Code: BDE</p>
<p> Revised: 12-03-98 Revised: 02-24-05 Revised: 09-05-13 Revised: 05-07-15 Revised: 06-02-16 Revised: 11-02-17 Revised: 03-31-20 Revised: </p>	<p>Page 1 of 1</p>

BOARD/SUPERINTENDENT LEADERSHIP TEAM STANDING COMMITTEES

Related Policies: BDF

The Board may have the following standing committees as deemed necessary:

1. Facilities
2. Curriculum and Assessment
3. Policy
4. Safety
5. Capital Improvement Plan
6. Wellness
7. **Negotiations**

Standing and ad hoc committees and delegations shall be appointed by the School Board Chair and approved by vote of a majority of the Board. Committees will meet as needed on challenges and opportunities pertaining to said committee.

The School Board Chair and the Superintendent will work together to appoint members to each committee from both the School Board and the Superintendent Leadership Team and to appoint co-chairs of each committee, one being a School Board member and the other being a member of the Superintendent Leadership Team.

Only members of the committee may vote on committee matters and at least two members of the committee from the School Board and two members of the committee from the Superintendent Leadership Team must be present to hold a vote at a meeting. Substitute members selected by the committee co-chairs may act and vote on behalf of the absent member(s).

All recommendations of the committees will be presented to the Superintendent's Leadership Team before presentation to the full board for action.**

**The Policy Committee is not required to present recommendations to the Superintendent Leadership Team.

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BACKGROUND INVESTIGATION AND CRIMINAL RECORDS CHECK

~~Background Investigation~~

~~The Superintendent, or his/her designee, will conduct a thorough investigation into the past employment history, criminal history records, and other appropriate background of any applicant as defined in this policy. This investigation shall be completed prior to making a final offer of employment, approving the contract with an individual contracting directly with the District, or approving the assignment of an employee of a contractor, a student teacher, or designated volunteer to work within the District.~~

~~The Superintendent shall develop a background investigation protocol for use in completing a background investigation and shall keep a written record of all background investigations which have been done. For the purposes of this policy the term "applicant" shall include an applicant for employment by the District, an individual with whom the District may contract to provide services directly to students, any person identified by a contractor with the District whom the contractor proposes to assign to provide services directly to students, student teachers who are proposed to be placed in a District school, and designated volunteers. All applicants will be subject to a criminal records history check meeting the minimum requirements of law, however, the Superintendent's protocol may specify additional background check steps for specific groups of employees, such as verifying the educational achievements and employment history of an applicant for a teaching position. The Superintendent's protocol shall include a list of felonies and misdemeanors, in addition to those specified in RSA 189:13-a, V, convictions of which shall be disqualifying. The protocol shall require that an analysis be conducted of any pending charges or convictions for crimes not on the statutory list of disqualifying offenses to determine whether the applicant should be disqualified. The protocol shall take into consideration the time which has passed since the conviction, the facts and circumstances of the charge or conviction, evidence of successful rehabilitation and an extended period of lawful behavior. For charges pending disposition for offenses not on the statutory list of disqualifying offenses, which the applicant discloses or which come to light during the background check, the presumption of innocence shall apply, however, the Superintendent shall consider all reliable information in assessing the applicant's suitability. The Superintendent shall assess whether, in light of the totality of the circumstances, the pending charges or convictions raise reasonable cause to doubt the applicant's suitability for the position.~~

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~~As part of the application process, each applicant shall be asked whether he/she has ever been convicted of any crime and whether there are any criminal charges pending against him/her at the time of application. The applicant will also be directed to report any criminal charges brought against him or her after the application is submitted and until either hired or notified that he or she will not be hired. The falsification or omission of any information on a job application, during the pendency of the application, or in a job interview, including, but not limited to, information concerning criminal convictions or pending criminal charges, shall be grounds for disqualification from consideration for employment or immediate discharge from employment.~~

~~Any applicant for whom the Board requires a criminal history records check or their employer in the case of an employee of a contractor shall pay all fees and costs associated with the fingerprinting process and/or the submission or processing of the requests for the criminal history records check, unless otherwise determined by the Board.~~

~~Criminal Records Check~~

~~Each applicant must submit to a background check and a criminal history records check with the State of New Hampshire, including FBI national records. Refusal to provide the required criminal history records release form and any other required releases to authorize a background check will result in immediate disqualification and no further consideration for the position.~~

~~Volunteers~~

~~Designated volunteers will be required to undergo a background check and criminal history records check. "Designated Volunteers" are defined and so designated pursuant to Policy IJOC.~~

~~Volunteers not categorized as "Designated Volunteers" per Policy IJOC will not be subject to a background investigation or criminal records check.~~

~~Conditional Employment~~

~~Persons who have been selected for employment may be hired on a conditional basis, pending a successful completion of the State and FBI Criminal Records Check.~~

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~~No selected applicant for employment shall be extended a conditional offer of employment until the Superintendent, or his/her designee, has initiated the formal state and FBI-Criminal Records Check process and has completed a background investigation.~~

~~Any person who is offered conditional employment, by way of individual contract or other type of letter of employment, will have clearly stated in such contract or letter of employment that his/her employment or approval to work within the District as a contractor or employee of a contractor is entirely conditioned upon the results of a criminal history records check and background check being satisfactory to the District.~~

~~Final Offer of Employment~~

~~A person who has been extended a conditional offer of employment or conditional approval to work within the District as a contractor or employee of a contractor may be extended a final offer of employment or final approval upon the completion of a criminal history records check and a background check which is satisfactory to the Board.~~

~~No person with a conditional offer of employment shall be extended a final offer of employment if such person has charges pending or has been convicted of any crime listed in RSA 189:13-a, V; or where such person has been convicted of the same conduct in another state, territory, or possession of the United States; or where such person has been convicted of the same conduct in a foreign country.~~

~~In addition to the felonies listed as disqualifying in pertinent and applicable law, a person may be denied a final offer of employment if he/she has charges pending or has been convicted of any crime, either a misdemeanor or felony, provided the basis for disqualifying the candidate is job related for the position in question and is consistent with business necessity. Such determination will be made by the Superintendent in accordance with the established protocol and on a case-by-case basis. If the Superintendent chooses to nominate an applicant who has a history of conviction of a crime or with pending charges for a position that must be approved by the School Board, the School Board shall be informed of that history in non-public session.~~

~~The Superintendent, or designee, will transmit each applicant's Criminal Record Release Authorization Form and, where inked cards are used, the applicant's fingerprint cards to the State Police. The State Police will then conduct the criminal history records check and will provide the Superintendent with the applicant's criminal history record or~~

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~~confirmation that the individual does not have a record of being charged with or convicted of a crime. In accordance with RSA 189:13-a, III, only the Superintendent will review the criminal history record received from the State Police and shall destroy that document as required by law.~~

~~When the District receives a notification of an employee, contractor, contractor's employee, or volunteer being charged with or convicted of a disqualifying offense under RSA 189:13-a, the Superintendent's protocol, or other crime which is evidence of the individual's unsuitability to continue in their role, the Superintendent shall take immediate appropriate action to remove the individual from contact with students. Employees shall be placed on paid administrative leave, if not subject to and immediately discharged. The Superintendent will then take appropriate employment or other action, consistent with law and any applicable employment agreement or contract to address the individual's ongoing relationship with the District.~~

~~Additionally, a person may be denied a final offer of employment if the Superintendent becomes aware of other conduct which he/she determines would render the person unsuitable to perform the responsibilities of the position involved. Such determinations shall be made on a case-by-case basis.~~

~~Additional Criminal Records Checks~~

~~The Board may require a criminal history records check of any employee, an individual with whom the District has contracted to provide services directly to students, any person identified by a contractor with the District who has been assigned to provide services directly to students, student teachers who are placed in a District school, and designated volunteers at any time.~~

Legal Reference:

RSA 189:13-a School Employee and Volunteer Background Investigations Technical Advisory, School Employee Background Investigation, Including a Criminal History Records Check, N.H. Department of Education, Adopted July 28, 1997

To help assure the safety of District students, it is the policy of the Timberlane Regional School Board that before any person is employed by the School District, or are otherwise placed into positions whereby they have frequent close contact with - or supervision of - students, that the

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administration conduct proper investigation into such person’s background, including, without limitation, a criminal history records check under RSA 189:13-a – 189:13-c.

A. Definitions. As used in this policy:

1. “Applicant” shall mean and include an applicant for employment or any person seeking to serve in any position falling within the term “Covered Person” as defined below, who is selected by the District for further consideration for such position.
2. “Background investigation” means an investigation into the past employment and other background of an Applicant with the intent of determining whether:
 - a. The applicant/covered person is qualified for the position for which he/she has applied, will/would be assigned, or will/would perform, and
 - b. The applicant has been found guilty of any criminal activity or conduct that would make him/her ineligible or unsuitable for employment or service in the district.
3. “Conditional offer of employment” means an offer of employment extended to a selected Applicant subject to a successful completed criminal history record check (defined below) which is satisfactory to the SAU or school district.
4. “Contractor” means a private business or agency or an employee or employees of the contractor which contracts with a SAU, school district, or charter school to provide services including but not limited to:
 - a. cafeteria workers,
 - b. school bus drivers,
 - c. custodial personnel,
 - d. any other direct service or services to students of the district or charter school.
5. “Covered Person” shall mean every employee, stipended position (e.g., coach, trainer, drama coach, etc.), candidate, designated volunteer (whether direct or through a volunteer organization), or any other service where the contractor or employees of the contractor provide services directly to students of the District, or any applicant/person seeking to serve in any of those positions. NOTE: Only those volunteers who meet the definition of “Designated Volunteer” below are considered “Covered “Employees”. See Board policy IJOC for additional provisions relating to all volunteers. All Covered Persons are required to undergo training.
6. “Criminal History Records Check” or “CHRC” means a criminal history records inquiry under RSA 189:13-a – 13-c, conducted by the New Hampshire State Police through its records and through the Federal Bureau of Investigation.

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7. “Designated Volunteer” is any volunteer who:
- a. Comes in direct contact with students on a predictable basis (e.g., library volunteer, field trip chaperone);
 - b. Meets regularly with students (e.g., community mentor, volunteer assistant coach);
 - c. Meets with students on a one-on-one basis OR
 - d. Any other volunteer so designated by the School Board or Superintendent.

The administrative supervisor for the applicable activity or program (e.g., building principal, athletic director), shall have the responsibility of determining whether a volunteer position is a “Designated Volunteer”, subject to any additional rules or procedures established by the Superintendent.

8. “Educator Candidate” means a student at an institution of higher education in New Hampshire who has been selected to participate in a K-12 educator preparation program (RSA 189:13-c, I(b)). This definition includes both Educator Candidates who are placed as student teachers in the district, and those who might be in the District for a different purpose (e.g., Methods, etc.).
9. “Section V Offense(s)” are those criminal offenses listed in RSA 189:13-a, V, as that list may be amended by the Legislature from time to time. The current of offenses may be accessed at:

<http://www.gencourt.state.nh.us/rsa/html/XV/189/189-13-a.htm>

“Non-Section V Offenses” are all other crimes offenses, whether felonies or misdemeanors.

10. “Designee” shall mean, a person designated by the Superintendent to receive and inspect results of the Criminal History Records Check. Under RSA 189:13-a, II, the Designee for purposes of CHRC may only be an assistant superintendent, head of human resources, the personnel director, the business administrator or the finance director.

- B. Background Investigation. The Superintendent will require a Background Investigation of any Applicant or Covered Person as defined in this policy. The Superintendent may assign the Background Investigation (but not the CHRC) to someone other than Designee, but shall be completed prior to making a final offer of employment, approving the contract with an individual contracting directly with the District, student teacher, or a Designated Volunteer to work or serve within the District. For Covered Persons who are employed by a third-party contractor or assigned as a Designated Volunteer by a volunteer agency, the Superintendent or Designee may waive the Background Investigation and instead rely on suitable assurances from the contracting company or agency regarding a background investigation. The requirement for a Criminal History Records Check under paragraph D, below, however, may not be waived. *All*

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decisions regarding employment and the pre-employment process shall conform to the District's Anti-Discrimination and Equal Opportunity policy, AC.

As part of the application process, each Applicant shall be asked whether he/she has ever been convicted of any crime and whether there are any criminal charges pending against him/her at the time of application. The Applicant will also be directed to report any criminal charges brought against him or her after the application is submitted and until either hired or until notified that s/he will not be hired. Failure to report will be treated in the same manner as falsification of information under Section C, below.

General record of completion of a Background Investigation (but not copies of the results of a CHRC) shall be retained in an employee's personnel file and retained pursuant to the District's Record Retention Schedule EHB-R.

- C. False Information. The falsification or omission of any information on a job application, during the pendency of the application, or in a job interview, including, but not limited to, information concerning criminal convictions or pending criminal charges, shall be grounds for disqualification from consideration for employment, withdrawal of any offer of employment, or immediate discharge from employment.
- D. Criminal History Records Check.
 - 1. General. As part of the District's Background Investigation, each Applicant must submit to a Criminal History Records Check ("CHRC") through the State of New Hampshire in full compliance with RSA 189:13-a. No Covered Person/Applicant shall be employed, extended a Conditional Offer of Employment, or begin service in the District, until the Superintendent, or his/her designee, has initiated a CHRC.

The Applicant shall provide the District with a criminal history records release form as provided by the New Hampshire State Police along with a full set of fingerprints taken by a qualified law enforcement agency according to RSA 189:13-a, II.

Refusal to provide the required criminal history records release form (with fingerprints) and any other required releases to authorize the CHRC will result in immediate disqualification of the Applicant/Covered Person and will not be considered for the position.

- 2. Special Provisions for Educator Candidates, Bus Drivers & Bus Monitors.

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- a. Educator Candidate. Educator Candidates who are placed in the District as a student teacher shall undergo a CHRC prior to beginning in the District. For Educator Candidates in the District under a status other than student teacher (e.g, observation, Methods Course or Practicum student), the Superintendent or Designee will determine whether to require a CHRC using the same parameters included in the Designated Volunteer definition, above.
- b. Bus Drivers and Bus Monitors. Pursuant to RSA 189:13-a, VI and RSA 189:13-b, criminal history records checks for bus drivers and bus monitors shall be processed through the New Hampshire Department of Education (“NHED”). Although NHED will conduct the CHRC, the Superintendent or designee shall require a Background Investigation in accordance with paragraph B.
- 3. Results of Criminal History Records Check. The results of the CHRC shall be delivered to the Superintendent or designee who shall be responsible for maintaining their confidentiality. The Superintendent or Designee shall destroy all results and reports of any CHRC within sixty (60) days of receiving said information.
- 4. Pending Charges or Convictions for Section V Offenses. If the results of the CHRC disclose that the Applicant has either been convicted of or is charged pending disposition of a violation or attempted violation of a Section V offense, that person shall not receive an offer or final offer of employment. Additionally, the Superintendent (not the Superintendent’s Designee), shall notify NHED through its Investigator or the Chief of the Governance Unit or as otherwise directed by NHED.
- 5. Non-Section V Offenses and/or Past Charges of Section V Offenses. If the results of a CHRC disclose that the Applicant has been charged (whether pending or previously concluded) with a Non-Section V Offense, or has been previously charged with a Section V Offense which the charge has been disposed of other than by a conviction, the Superintendent or Designee shall take such information into account prior to hiring or assigning such Applicant. In making a determination regarding such an Applicant, the Superintendent or Designee shall consider all reliable information, and assess whether, in light of the totality of the circumstances, the Applicant’s suitability for the position sought with student safety being the priority consideration. (Circumstances the Superintendent should consider, include, but are not limited to, nature and date of the charge, information about reduced charges, age at time of charge, relationship of the nature of the charged offense to the duties of the position sought),

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If the Superintendent chooses to nominate, appoint or assign an Applicant who has a history of conviction or pending charges of a Non-Section V Offense, or of past concluded charges of Section V Offenses that did not result in a conviction, then the final hiring decision or appointment of another Covered Person must be approved by the School Board. The Superintendent may share to the Board in non-public session general information about the offense/conviction but is prohibited under RSA 189:13-a from sharing the CHRC report.

- 6. Fees for Criminal History Records Check. Any applicant for whom the Board requires a CHRC check, or, in the instance of third party contractors/organizations, the Covered Person’s employer/organization, shall pay the actual fees and costs associated with the fingerprinting process and/or the submission or processing of the CHRC, unless otherwise determined by the Board.
- 7. Additional Criminal Records Checks. To the extent permitted by law, the Superintendent or Designee may require a CHRC of any Covered Person at any time after hire or appointment to a position within the District.
- E. Conditional Offer of Employment. Applicants who have been selected for employment may be given a conditional offer of employment, with the final offer subject to the successful completion of the Background Investigation and CHRC, and a determination that there are no disqualifying pending charges or convictions.

Any Applicant who is offered conditional employment, by way of individual contract or other type of letter of employment, will have clearly stated in such contract or letter of employment that his/her employment or approval to work within the District is entirely conditioned upon the results of a CHRC and Background Investigation being satisfactory to the District.

- F. Final Offer of Employment. No Applicant shall be extended a final offer of employment or be allowed to serve/provide services in the District if such person has charges pending or has been convicted of any Section V Offense; or where such person has been convicted of the same conduct in another state, territory, or possession of the United States; or where such person has been convicted of the same conduct in a foreign country.

An Applicant may only be extended a final offer of employment or final approval to work/serve within the District’s schools upon the satisfactory completion and results of CHRC and Background Investigation,

- G. Administrative Protocols/Procedures. The Superintendent is authorized to establish written protocols for background investigations, and such protocols may vary depending on the nature

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of the position(s) (e.g., verification of academic records and achievements for certified professionals, credit checks for personnel with fiscal responsibilities). The written protocols may include additional specific disqualifying misdemeanor or felony convictions or charges (e.g., prostitution, theft, etc.) in addition to the Section V Offenses.

- H. Contractor and Vendor Provisions. The Superintendent shall take such steps as are necessary to assure third party agreements which involve covered personnel to include a provision for such personnel to complete CHRCs and Background Investigations as required under this policy, as well as training and information relative to child sexual abuse prevention as required under RSA 189:13-a, XII.
- I. Training of Superintendent/Designee. The Superintendent or any Designee shall complete such training relative to the reading and interpretation of criminal records as required by NHED.
- J. Reports of Criminal Offenses Post-Hire or Commencement of Service. When the District receives a notification of a Covered Person being charged with or convicted of a Section V Offense or other crime which is evidence of the individual's unsuitability to continue in their role, the Superintendent shall take immediate appropriate action to remove the individual from contact with students. Employees shall be placed on paid administrative leave, if not subject to immediate discharge. The Superintendent will then take appropriate employment or other action, consistent with law and any applicable employment contract or collective bargaining agreement to address the individual's ongoing relationship with the District. If the Covered Person charged/convicted of a Section V Offense is a credential holder as defined in the New Hampshire Code of Conduct for Educators, the Superintendent shall report to the New Hampshire Department of Education pursuant to section 510.05 of the Code and Board policy GBEAB – Mandatory Code of Conduct Reporting.

Legal References:

RSA 189:13-a, School Employee and Designated School Volunteer Criminal History Records Check
RSA 189:13-b, School Bus Driver and Transportation Monitor Criminal History Records Check Code of Conduct for New Hampshire Educators

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Adopted: 07-21-83 Reaffirmed: 06-06-91 Revised: 02-24-05 Revised:	Page 1 of 1

CORPORAL PUNISHMENT

~~No teacher, administrator, student, or other person will subject a student to corporal punishment or condone the use of corporal punishment by any person under his or her supervision or control except in self-defense or in exigent circumstances. Permission to administer corporal punishment will not be sought or accepted from any parent, guardian, or school official.~~

~~Physical restraint is authorized when needed to protect the safety of the individual student and / or other students and employees. Documentation of any incident requiring such restraint will be given to the principal.~~

Statutory References:
RSA 627:6, II

~~No teacher, administrator, student, or other person will subject a student to corporal punishment or condone the use of corporal punishment by any person under his or her supervision or control. Permission to administer corporal punishment will not be sought or accepted from any parent, guardian, or school official.~~

~~Provisions for the use of physical restraint, medical restraint and/or mechanical restraint are established Board Policy JKAA.~~

Legal References:

RSA 627:6, II, Physical Force by Persons With Special Responsibilities
Revised: September 2010
Revised: July 1998, November 1999

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Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation

- A. Creation of Plan.** No later than August 1, 2022, the Superintendent or his/her designee [in consultation with each building Principal, the Athletic Director/Coordinator, district athletic trainer(s) and school nurse(s)], shall establish a “Sports Injury Emergency Action Plan” (at times referred to in this policy as the “Plan”) for responding to serious or potentially life-threatening injuries sustained from sports or other school sponsored athletic activities. The Sports Injury Emergency Action Plan shall:
- a. Document the proper procedures to be followed when a student sustains a serious injury or illness while participating in school sponsored sports or other athletic activity;
 - b. List the employees, team coaches, and licensed athletic trainers in each school who are trained in first aid or cardiopulmonary resuscitation;
 - c. Identify the employees, team coaches, or licensed athletic trainers responsible for carrying out the emergency action plan;
 - d. Identify the activity location, address, or venue for the purpose of directing emergency personnel;
 - e. Identify the equipment and supplies and location thereof needed to respond to the emergency;
 - f. Identify the location of any automated external defibrillators and personnel trained in the use of the automated external defibrillator; and
 - g. Document policies related to cooling for an exertional heat stroke victim consistent with guidelines established by the American College of Sports Medicine and the National Athletic Trainers’ Association.
- B. Dissemination of Sports Injury Emergency Action Plan.** The Sports Injury Emergency Action Plan shall be posted within each school and disseminated to, and coordinated with, pertinent emergency medical services, fire department, and law enforcement.
- C. Additional Written Protocols and Procedures Required.** No later than August 1, 2022, the Superintendent or his/her designee [in consultation with each building Principal, the Athletic

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Director/Coordinator, district athletic trainer(s) and school nurse(s)], shall develop written procedures and protocols as described below:

1. Hydration, Heat Acclimatization and Wet Globe Temperature – protocols relating to hydration, heat acclimatization and wet bulb globe temperature as established by the American College of Sports Medicine and the National Athletic Trainers’ Association;
2. Student Medical History – procedures for obtaining student-participant medical information for each student athlete prior to engaging in sports. Such information must include:
 - a. injury or illness related to or involving any head, face, or cervical spine;
 - b. cardiac injury or diagnosis;
 - c. exertional heat stroke;
 - d. sickle cell trait;
 - e. asthma;
 - f. allergies; or
 - g. diabetes.

Access, filing, and confidentiality of student-participant medical information shall be managed in accordance with the Family Educational Rights and Privacy Act (FERPA), and the Health Insurance Portability and Accountability Act (HIPAA).

3. Student Return to Play - Procedures governing a student’s to return to play after a sports or illness related injury pertaining to this policy are in addition to the return to play provisions specific to head injuries set forth in Board policy JLCJ, and copies of the procedures must be maintained at the SAU office and available to the Department of Education and public upon request.
- D. Annual Review and Update.** The Superintendent and/or designee shall assure that the Sports Injury Emergency Action Plan, and all procedures and protocols adopted pursuant to this policy are reviewed no less than annually and updated as necessary. Copies of the updated Plan and procedures should be provided to the Board no later than the start of each school year.
- E. Inclusion of Sports Injury Emergency Action Plan with Emergency Response Plan.** The Sports Injury Emergency Action Plan shall be included with each school’s annual Emergency Response Plan (see Board policy EB).

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Legal References:

20 U.S.C. §1232g, Family Educational Rights and Privacy Act (FERPA)

34 C.F.R. Part 99, Family Educational Rights and Privacy Act Regulations

RSA 200:40-c, Emergency Plan for Sports Related Injuries



EXECUTIVE SUMMARY

September 15, 2022

In effort to attract applicants to the crossing guard positions at the High School, Middle School and Pollard School, we are requesting to alter the current job descriptions by including the option to apply for either morning or afternoon shifts. By doing so, interested applicants will not be restricted to be employed for both shifts.

Respectfully submitted:

Christopher K. Kellan
Superintendent of Schools



Openings as of 9/12/2022

School Crossing Guard

JobID: 4412 [Apply](#)

Position Type:

Non-Instructional Support/Crossing Guard



[Email To A Friend](#)

[Print Version](#)

Date Posted:

8/12/2022

Location:

Timberlane Regional High School

Date Available:

August 2022

Closing Date:

open until filled

This position is 2 hours daily/10 hours per week throughout the 180 days of the school year

- 1 hour each morning 6:45-7:45 AM
- 1 hour each afternoon 1:45-2:45 PM

Desirable Qualifications

- High School Diploma or GED
- Must be able to work and plan independently with minimal supervision
- Experience as Crossing Guard
- Experience with parents, children and adolescents in a community setting

*****APPLICATION IS COMPLETE WHEN THREE LETTERS OF REFERENCE, RESUME, CERTIFICATIONS, AND TRANSCRIPTS (if applicable) ARE SUBMITTED*****

Timberlane Regional School District is an Equal Opportunity Employer



Openings as of 9/12/2022

School Crossing Guard

JobID: 4414 [Apply](#)

Position Type:

Non-Instructional Support/Crossing Guard

Date Posted:

8/16/2022

Location:

Timberlane Regional Middle School

Date Available:

August 2022

Closing Date:

open until filled

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[Email To A Friend](#)

[Print Version](#)

This position is 4 hours daily/20 hours per week throughout the 180 days of the school year for Timberlane Regional Middle School and Pollard Elementary School.

Timberlane Regional Middle School:

- 1 hour each morning 6:30 AM - 7:30 AM
- 1 hour each afternoon 1:30 PM - 2:30 PM

Pollard Elementary School

- 1 hour each morning 7:30 AM - 8:30 AM
- 1 hour each afternoon 2:30 PM - 3:30 PM

Desirable Qualifications

- High School Diploma or GED
- Must be able to work and plan independently with minimal supervision
- Experience as Crossing Guard
- Experience with parents, children and adolescents in a community setting

*****APPLICATION IS COMPLETE WHEN THREE LETTERS OF REFERENCE, RESUME, CERTIFICATIONS, AND TRANSCRIPTS (if applicable) ARE SUBMITTED*****

Timberlane Regional School District is an Equal Opportunity Employer



EXECUTIVE SUMMARY

September 15, 2022

This Executive Summary highlights the proposed changes to the ESSER Safe Return to in-person instruction and Continuity of Services Plan. As required in the ESSER grant, the plan needs to be updated every 6 months, and it must be publicly displayed. Below is the list of the proposed changes to bring to your attention:

Page 1: **Add:** In June 2022, TRSD Elected to stop publishing the COVID-19 data as reported by school nurses and the state.

Page 2: **Remove:**

- TRSD will strive for 3 foot distancing between people in all indoor spaces.
- TRSD will continue to use an “at home screening tool and process”
- TRSD will continue to use our “nurse’s form” to inform nurses about sick and absent students and staff. The district will continue to require individuals to inform the school nurse regarding any and all absences due to illness.

Edit for new links: TRSD will continue to use the [NH DHHS Isolation and Quarantine Information](#) which is linked to the CDC’s guidance.

Remove the section and associated phrases in “Facemask use”

- Masks are not required outdoors (recess, outdoor classrooms, etc.).
- TRSD will switch to “Mask Optional” starting on Monday, February 21, 2022.
- TRSD will continue to use the NH DHHS Isolation and Quarantine Information which is linked to the CDC’s guidance.
- Individuals may be asked to wear masks in the school health office.
- If a large cluster or outbreak is suspected based on weekly aggregate reporting, or if a school/child care official is concerned about uncontrolled transmission within a facility, the school or child care program can contact NH DHHS to report the situation and seek advice on mitigating further spread of COVID-19.
- We will continue to follow the federal mandate on all public conveyances.
- TRSD staff will not be responsible to enforce the masking choice of families.

Page 3:

Remove the section and associated phrases in “Vaccinations”

- Although students ages 5-18 are eligible for vaccination, we do not currently have data on percentages of vaccinated students.
- TRSD will continue to adhere to guidance provided by health and medical professionals as to the need for mitigation strategies for those students age 4 and under who cannot yet receive the vaccine.

Timberlane Regional School District 2021-2022
Plan on the Safe Return to In-Person Instruction and Continuity of Services

In response to the recent guidance from the State of New Hampshire Department of Health & Human Services (NH DHHS), the Timberlane Regional School District has revised our *Plan on the Safe Return to In-Person Instruction & Continuity of Services*.

COVID-19 Data

- Changes in January 2022 at the state level:
 - Schools are NO longer required to report individual COVID cases to the state.
 - Schools are no longer asked to contact trace or inform families if their child is exposed.
 - School comparative data is no longer published at the state level.
- TRSD has published daily data for all of the 2021-2022 school year. Since mid-January 2022, all COVID metrics (community level of transmission- new cases per 100k population, 14-day average, positivity rate, etc.) have been steadily declining.
- In June 2022, TRSD elected to stop publishing the COVID 19 data as reported by school nurses and the state.

Keys to Our Success

- Effective resource allocation, including expanded resources and supports for underperforming students.
- Improved access to valid and reliable data to better identify students' academic needs and potential learning loss.
- Expanded educational services for vulnerable populations.
- Support for our staff, including emphasis on emotional and physical well-being.
- Health and safety measures in place for students and staff.
- Equitable access to support services, including mental health supports.

Facility Access

- School building and office access for parents and others attending student-focused meetings may resume in person as appropriate.

- Access for other visitors, including volunteers, classroom guests, contracted service providers, and vendors, will be based on current conditions and determined on a case-by-case basis
- TRSD will continue to ask visitors to self-screen and adhere to appropriate mitigation strategies in effect at the time.
- Facility use will be permitted as long as organizations receive approval through the facility use permission process.

Mitigation Efforts/Safety Protocols

- All mitigation efforts and protocols will be based on local conditions as well as state and federal guidance.
- TRSD will continue to inform our decisions by recommendations of public health officials.
- TRSD will continue to emphasize handwashing and provide hand-sanitizer in all classrooms and common spaces.
- TRSD will use daily cleaning protocols, supplies and techniques as recommended by CDC and NH DPHS in all indoor spaces.
- TRSD asks that those individuals with signs and symptoms of any communicable disease, including COVID-19, to please stay home.
- TRSD will continue to use the NH DHHS [Isolation and Quarantine Information](#) which is linked to the CDC's guidance.

Mental Health and Well-Being

- TRSD will maintain student emotional health and well-being as a priority. Counseling Team members will meet regularly to identify student and staff needs and supports.
- District and School-based mental health teams will continue to develop practices that focus on emotional, mental, and physical well-being.
- TRSD will focus on formal school community and classroom team building.

Diagnostic Screening and Testing / Learning Loss

- TRSD will utilize a number of diagnostic screening tools for students preschool through grade 8, to better identify student academic needs in both literacy and math.
- A consistent process has been adopted at the elementary grades (K-5) to identify students with academic needs, target skills necessary for intervention, along with maintaining records of data, and identifying assessments.

- For the 2022-2023 School year, a new structure for increased intervention opportunities has been enacted at the middle school level.
- TRSD increased opportunities for after-school extra help sessions at the middle and high schools.
- Summer opportunities are being planned to provide and support students, as well as staff, in creating or changing structures for academic growth.
- Late transportation home for after-school programming and extra help sessions will continue at the secondary level.
- TRSD's biggest concerns remain for vulnerable populations, including foster children, special needs, ELL and minority students.

Coordination with State and Local Health Officials

- Throughout the 2021-2022 school year, the district has maintained close communications and a collaborative relationship with local and state health officials.
- TRSD administration will continue to work with local and state health officials to ensure fluid communications in regard to COVID metrics as well as federal, state and local guidance/requirements for schools.

Funding

- TRSD will continue to allocate available grant funds to ensure our schools continue to be safe for students and will plan the use of funds accordingly.
- Our priorities to determine allocation of available grant funds will be:
 - The potential learning loss for all students, as well as our at-risk subgroup student populations, as identified by clear, reliable, and valid student data;
 - Updates to the infrastructure of our current school buildings and aging facilities to maintain safe and healthy environments for students and staff; and
 - Increased training for staff to support Social Emotional Learning and increased mental health support for both students and staff.

Communication

- Communication regarding changes to any protocols will be provided via School Messenger, which will include voice, text, email, social media and the District website.



EXECUTIVE SUMMARY

September 1, 2022

In effort to empower our staff in circumstances where an active shooter is present, the Safety Committee recommends that the District provides ALICE training for all staff. The Plaistow Interim Chief of Police will coordinate the training with the Police Chiefs of the four Timberlane towns. The trainers will include Police Officers trained as ALICE Trainers as well as two Timberlane Regional School District Administrators who are also trained as ALICE Trainers. This training will be mandatory for all staff.

Contractual Information & Financial Impact

TTA

[10.1.4] After School Meetings: Teachers may be required to attend up to twenty (20) faculty or district meetings per school year, provided that there may be no more than two (2) such meetings per month, which may, at the middle and senior level, last sixty (60) minutes and begin within fifteen (15) minutes beyond the student dismissal time and at the elementary schools (E-5) may begin sixty (60) minutes before the student starting time or begin within fifteen (15) minutes beyond the student dismissal time, not to exceed sixty (60) minutes.

TSSU

[8.2.2] Field Trips and Work Beyond the School Day: In the event an employee is required to participate in a field trip or any other activity which extends beyond the regular work day, it is understood that the employee shall be paid their normal rate of pay for all hours worked.

[8.2.3.2] The administration will provide training and professional development for paraeducators on early release days when it is practicable to do so.

TAAM

[11.1] Work Day and Working Hours: Employees shall work a work day and work week consistent with their annual offer letter. Unless otherwise specified in their offer letter or authorized by the Superintendent, employees will work a five (5) day workweek, with reporting times as determined by the Superintendent or building administrator.

TCU

[11.1] Work Day and Working Hours: Employees shall work a work day and work week consistent with their annual offer letter. Unless otherwise specified in their offer letter or authorized by the Superintendent, employees will work a five (5) day workweek, with reporting times as determined by the Superintendent or building administrator.

TCWU

[11.1] Work Day and Working Hours: Employees shall work a work day and work week consistent with their annual offer letter. Unless otherwise specified in their offer letter or authorized by the Superintendent, employees will work a five (5) day workweek, with reporting times as determined by the Superintendent or building administrator.



NH School Administrative Unit 106 | Timberlane Regional School District

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

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Financial Impact

It is expected that the additional hours that will need to be worked by hourly employees will result in a total cost to the district of \$6,066.86 to create a 3-4 hour training opportunity at each school.

The proposed schedule is as follows and would require an additional Early Release Day at each of the separate schools on a different day:

October 17th TLC/Sandown Central Early Release 1:00 PM

October 19th Timberlane Regional Middle School Early Release 12:00 PM

October 20th Timberlane Regional High School Early Release 12:00 PM

*October 20th All Elementary Schools Early Release 1:00 PM Parent Teacher Conferences Virtual

*October 20th Middle School Early Release 12:00 PM Parent Teacher Conferences Virtual

October 24th Atkinson Academy Early Release 1:00 PM

October 25th Sandown North Early Release 1:00 PM

October 26th Danville Elementary School Early Release 1:00 PM

October 27th Pollard School Early Release 1:00 PM

Respectfully submitted:

Christopher K. Kellan

Superintendent of Schools

Timberlane Regional School District

Atkinson, Danville, Plaistow, Sandown

2022 – 2023 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		M	T	W	TH	F
August		16-NTI	17-NTI	18-NTI	X	February			1	2	3
(3)	X	23-NT	24-B-PD	25-D-PD	X	(18)	6	7	8	9	10
	29	30	31				13	14	15	16	17
September				1	X		20	21	22	23	24
(19)	X	6	7	8	9		X	X			
	12	13	14	15	16	March					
	19	20	21	22	23	(19)			X	X	X
	26	27	PD	29	30		6	7	8	9	10
October	3	4	5	6	7		13	14	15	16	17
(20)	X	11	12	13	14		20	21	22	23	24
	ER TLC	18	ER TRMS	ER	21		27	PD	29	30	31
	ER AA	ER SN	ER DE	ER PS	28	April					
	31					(15)	3	4	5	6	7
November		1	2	3	4		10	11	12	13	14
(18)	7	8	9	10	X		17	18	19	20	21
	14	15	16	17	18		X	X	X	X	X
	21	22	X	X	X	May					
	28	29	30			(22)	1	2	3	4	5
December				1	2		8	9	10	11	12
(16)	5	6	7	8	9		15	16	17	18	19
	12	13	14	15	16		22	23	24	25	26
	19	20	21	22	X	June	X	30	31		
	X	X	X	X	X	(11)	5	6	7	1	2
January	X	3	4	5	6		12	13	14	8	9
(19)	9	10	11	12	13		MU	MU	MU	ER	MU
	X	17	18	19	20						
	23	24	25	PD	27						
	30	31									

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 Veteran Teacher Year = 187 days
 New Teacher Year = 188 days
 Quarters: November 3, January 20, April 4 and Last Day of School
 Trimesters: November 30, March 14, and Last Day of School

August 16-18, 23	New Teacher Induction/Orientation	October 26	Danville Elementary Early Release
August 24-25	Professional Development TTA/TSSU	October 27	Pollard School Early Release
August 29	First Day of School	November 11	Veteran's Day Observed
September 2	Labor Day Extended	November 23-25	Thanksgiving Break
September 5	Labor Day	Dec 23-Jan 2	Holiday Break
September 28	Professional Development TTA	January 16	Martin Luther King Jr. Day
October 10	Columbus Day	January 26	Professional Development TTA
October 17	TLC/Sandown Central Early Release	Feb 27-Mar 3	Winter Break
October 19	Middle School Early Release	March 28	Professional Development TTA/TSSU
October 20	Early Release for all schools	April 24-28	Spring Break
October 24	Atkinson Academy Early Release	May 29	Memorial Day
October 25	Sandown North Early Release	June 15	Last Day of School/Early Release



EXECUTIVE SUMMARY

FY2022 Unassigned Fund Balance

Timberlane Regional School District
 FY2022 Year End Summary
 September 15, 2022

Fund	Description	Revenue	Expenditure
100	General Fund	70,762,555	68,379,163
210	Food Service	1,638,410	1,638,410
220	Grants	1,245,296	1,245,296
500	Performing Arts	19,648	19,648
		<u>73,665,909</u>	<u>71,282,517</u>
	Beginning Fund Balance		3,417,890
	Revenues		73,665,909
	Less Expenditures		(71,282,517)
	Add FY2021 Encumbrances		814,630
	Subtract FY2022 Encumbrances & A/P		(2,123,412)
	FY2021 Adjusting Entry ESSER Funds		124,010
	Additional Adequacy Aid		(991,393)
	Fund Balance (spendable)		<u>3,625,116</u>
	FY2022 Fund Balance Retention		500,000 (this will be released unless renewed)
	Unassigned Fund Balance *		<u><u>4,125,116</u></u> available for FY2022 Fund Balance Retention

Fund Balance Retained:

RSA 198:4-b II. Notwithstanding any other provision of law, a school district by a vote of the legislative body may authorize, indefinitely until specific rescission, the school district to retain any unused portion of the year-end unassigned general funds, from the preceding fiscal year in subsequent fiscal years, provided that the total amount of year-end unassigned general funds does not exceed, in any fiscal year, 5 percent of the current fiscal year's net assessment under RSA 198:5, for the purpose of having funds on hand to use as a revenue resource for emergency expenditures under RSA 32:11, or to be used as a revenue source to reduce the tax rate.

FY2021 Local Tax Assessment	50,619,507
	<u>2.5%</u>
Fund Balance Retention Max	<u>1,265,488</u>

* **Unexpected additional revenue and savings in FY2022 contributed to the Fund Balance as follow:**

Additional Revenue:

HealthTrust Refund	832,501
SAU Withdrawal	200,000
Medicaid	169,671

Savings:

Salaries & Benefits Savings	1,062,096
Transportation	287,309
Special Education Services	1,073,540
Total	<u>3,625,116</u>

Superintendent's Goals
September 1, 2022 - June 30, 2023

PROPOSED

ACADEMICS

1. Develop and organize instructional programs & services to provide learning opportunities that support meaningful academic growth for all students.
 - a. *Deliverables:*
 - i. Work with administration, professional and paraprofessional staff to provide ongoing recommendations regarding instructional programs & services to the Curriculum and Assessment Committee.
 - ii. Develop special education programs to improve specialized instruction & related services that meet the needs of all identified students across the district.
 - iii. Improve college and career pathways for students by expanding Evening Division, Extended Learning Opportunities, Career and Technical Education and other non-traditional programs.
 - iv. Improve student academic achievement in mathematics and reading, as measured by a (3% increase in student performance on) a variety of assessment data, including, but not limited to the NH State Assessment System (NHSAS) annual assessments, iReady, and the Scholastic Aptitude Test (SAT).
2. Special Education Audit: Complete a district wide audit of special education programs, services, and processes.
 - a. *Deliverables:*
 - i. Summary report to the School Board with recommendations for improvement of programs & services.
3. Develop partnerships with post-secondary institutions and local businesses to provide opportunities for students interested in careers in education and other relevant fields of employment in school districts.
 - a. *Deliverables:*
 - i. Post-secondary student internships and field work within TRSD
 - ii. Recruit and hire highly qualified candidates for all District positions
 - iii. Develop and maintain long-term partnerships with post-secondary institutions of learning and local businesses.

ADMINISTRATION

4. Create organizational charts for each department and school as well as revise and create job descriptions for all school district positions.
 - a. *Deliverables:*
 - i. Digital collection of District organizational charts and job descriptions
5. Work collaboratively with Administration to develop a new evaluation system for all Administrators.
 - a. *Deliverables:*
 - i. Evaluation system implemented 2022-2023
6. Work with Strategic Plan Committee to develop Timberlane Regional School District Strategic Plan for 2023-2028.
 - a. *Deliverables:*
 - i. Strategic Plan completed and adopted by School Board June 2023.
7. Maintain timely and frequent communication with the School Board, families, staff and community.
 - a. *Deliverables:*
 - i. Provide meaningful information to School Board, families, staff and community.
 - ii. Increase communication through a variety of media to reach all members of the Timberlane Education Community.
 - iii. Engage and develop trust among the Timberlane Education Community.
8. Review and revise procedures regarding anti-bullying practices that promote a safe and welcome learning environment for all students.
 - a. *Deliverables:*
 - i. Provide training to Administration regarding Bullying Investigations
 - ii. Adoption and implementation of anti-bullying plan and curriculum
9. Provide ongoing leadership development to District Administration in areas including budget, policy, legal, evaluation and student learning.
 - a. *Deliverables:*
 - i. Report of trainings
 - ii. Schedule of training & meetings attended
 1. Budget Development
 2. Policy Development & Implementation
 3. Legal-Investigations, Student Search, Bullying, Discipline, Title IX

10. Work with Safety Committee & local agencies including Police & Fire Departments from all four towns to provide K-12 ALICE School Safety Training.

a. Deliverables:

- i. ALICE School Safety Training will begin June 2022 and completed before June 30, 2023.

FINANCIAL

11. Evaluate, and revise as necessary the budget development processes to support long range planning in all areas of District operations.

a. Deliverables:

- i. Calendar of dates for Proposed Budget & Default Budget
- ii. Develop information resources for Budget Committee & School Board
 1. Demographic and Statistical Information
 2. Cost analysis of proposed programs, services and personnel
 3. Recommendations to Budget Committee & School Board regarding financial impact of instructional and non-instructional programs & services

Timberlane Regional School District	Policy Code: CBI
Adopted: 05-05-83 Revised: 12-06-90 Revised: 12-03-98 Revised: 02-18-21	Page 1 of 1

SUPERINTENDENT’S EVALUATION AND GOAL SETTING

The Board will annually evaluate the Superintendent based on written criteria as established by the Board. Co-extensive with the Superintendent evaluation, the Board and Superintendent will jointly establish annual goals and objectives. The Board believes that establishing annual goals and objectives will serve as a benchmark and criteria for the Superintendent’s annual evaluation.

The Superintendent is responsible for the services described in applicable statute and Department of Education rules. In addition to and related to those responsibilities, the following areas are representative of those in which objectives may be set and progress appraised:

1. Fiscal management
2. Curriculum
3. Pupil achievement and assessment
4. Delivery of instruction
5. Relationship with the school board
6. Administration of educational services
7. Administration of school facilities
8. Governance of pupils
9. Hiring and supervision of school district staff
10. Overall leadership on educational issues

The board may choose not to annually evaluate and review every area listed above.

The Board desires that the annual Superintendent evaluation and goal setting will clarify the Superintendent’s role within the school community, address areas for the Superintendent to improve, and address areas for which the Superintendent should be commended.

Legal References:

N.H. Code of Administrative Rules, Section Ed 303.01(k), Substantive Duties of School Boards, Superintendent Evaluation

See Procedure CBI-R



EXECUTIVE SUMMARY

September 15, 2022

FY2024 Budget Meeting

The Budget Committee proposed a joint meeting with the school Board on November 22, 2022. Due to the holiday some of the School Board members have a conflict. The Budget Committee is offering two additional dates to meet with the School Board as follows:

- Thursday December 8, 2022
- Thursday December 22, 2022

Respectfully submitted for your consideration,
Maria Watkins, CFO/Business Administrator



TRSD PLAISTOW BUDGET COMMITTEE MEMBER VACANCY

Pursuant to RSA 671:33 IV, the Timberlane Regional School District Budget Committee is accepting letters of interest to fill a Budget Committee vacancy. The selected candidate will fill the vacancy until March 2023.

Registered voters from the town of Plaistow interested in applying for this position may bring a letter of interest, with qualifications, experience and other pertinent information to the SAU 106 central office located at 30 Greenough Road Plaistow, NH.

Submission deadline is Tuesday, September 20, 2022 with an anticipated appointment date of October 27, 2022. The Budget Committee reserves the right to modify the submission deadline and appointment timeline as they deem appropriate. For further information, contact the Superintendent's Office at 603-382-6119 Ext. 2226.

Date of Posting: September 13, 2022

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
Elementary School Teaching															
4415	Elementary School Teaching	Art Teacher	Elementary Art Teacher	Sandown North	open until filled	Aug-22			2022-2023	28	8	1	3	1	dhusson
Special Education															
4330	Special Education	Behavior Specialist	BCBA/Behavior Specialist	Timberlane Regional School District	open until filled	Aug-22			2022-2023	134	15	1	9	2	dhusson
4304	Special Education	Pre-K Teacher Early Childhood Spec Ed	Pre-K Classroom Teacher	Pollard School	open until filled	Aug-22			2022-2023	148	40	1	31		dhusson
4344	Special Education	Psychologist	School Psychologist - Part Time .6 Position	Timberlane Regional School District	open until filled	Aug-22			2022-2023	118	5		3		dhusson
4316	Special Education	Special Education Teacher	Special Education Teacher	Sandown North	open until filled	9/24/2022			2022-2023	142	21	2	14	1	ogaradana
4332	Special Education	Special Education Teacher	Special Education Teacher	Timberlane Regional High School	open until filled	Aug-22			2022-2023	131	11	1	5	2	dhusson
4228	Special Education	Special Education Teacher	Special Education Teacher/Evaluator	Pollard School	open until filled	Aug-22			2022-2023	189	23	1	12	2	lintonk
4226	Special Education		Transition Facilitator	Timberlane Regional High School	open until filled	Aug-22			2022-2023	189	11		5		lintonk
Student Services															
4365	Student Services	School Nurse	School Nurse	Sandown North	open until filled	Aug-22			2022-2023	96	18	2	14	1	dhusson