

TIMBERLANE REGIONAL SCHOOL BOARD

ATKINSON, DANVILLE, PLAISTOW, SANDOWN

THURSDAY, SEPTEMBER 19, 2019

Regular Meeting - 7:00PM

Superintendent's Office
30 Greenough Road , Plaistow, NH
Shawn O'Neil, Chairman
Jennifer Silva, Vice Chairman

Dr. Earl Metzler, II, Superintendent

AGENDA

1. **7:00PM** Call to Order – Chair
2. **Roll Call – Clerk**
3. **Pledge of Allegiance**
4. **Approval of Minutes**
 - a. September 5, 2019 (3 sets)
5. **Student Representative**
6. **Delegates and Individuals**
7. **Current Business**
 - a. **7:20PM** Athletic Department Budget Update – INFORMATIONAL (20 minutes)
 - b. **7:40PM** Transportation Update– INFORMATIONAL (30 minutes)
 - c. **8:10PM** Enrollment/Class Size– INFORMATIONAL (30 minutes)
 - d. **8:40PM** Post-Employment Benefits Liability – INFORMATIONAL (30 minutes)
 - e. **9:10PM** Superintendent's Goals – INFORMATIONAL (30 minutes)
 - f. **9:40PM** School Board Goals – ACTION (10 minutes)
 - g. **9:50PM** Warrant Article Process – INFORMATIONAL (15 minutes)
8. **10:05PM** Administrator's Report
9. **10:10PM** Personnel Report
10. **10:15PM** Committee Reports/Reports of the School Board
11. **Correspondence Folder**
12. **Vendor and Payroll Registers**
13. **10:20PM** Other Business
14. **Nonpublic (if needed)**
15. **Future Dates**

DATE	MEETING TYPE	LOCATION	TIME
October 3	Regular Board Meeting	SAU	7:00PM
October 17	Regular Board Meeting	SAU	7:00PM
November 7	Regular Board Meeting	SAU	7:00PM
November 21	Regular Board Meeting	SAU	7:00PM
December 5	Regular Board Meeting	SAU	7:00PM
December 19	Regular Board Meeting	SAU	7:00PM
January 2	Regular Board Meeting	SAU	7:00PM
January 16	Regular Board Meeting	SAU	7:00PM
February 6	Regular Board Meeting	SAU	7:00PM
February 20	Regular Board Meeting	SAU	7:00PM
March 5	Regular Board Meeting	SAU	7:00PM
March 19	Regular Board Meeting	SAU	7:00PM

*PowerPoint Presentation

estimated times

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.

ADMINISTRATOR'S REPORT

Administrator's Report for September 19, 2019 School Board Meeting

1-3. OPEN MEETING *Self-explanatory.*

4. APPROVAL OF MINUTES *(September 5th – 3 sets – two nonpublics and one public)*

5-6. STUDENT REP AND DELEGATES AND INDIVIDUALS

7. CURRENT BUSINESS

a. Athletic Department Budget Update – INFORMATIONAL

Angelo Fantasia or designee will present a budget update reflecting the monies budgeted for each sport/team.

b. Transportation Update – INFORMATIONAL

Sandy Hodgkins to provide an update on the new bus routes.

c. Enrollment / Class Size – INFORMATIONAL

Sandy Allaire to report on pre-October 1 enrollment numbers (not official), class sizes broken down by school and grades, and the master schedule for high school courses. Due to the timing of the request for this information and because we are short-staffed, the materials will not be available until next week. We will post as soon as it becomes available.

d. Post-Employment Benefits Liability – INFORMATIONAL

Geoff Dowd to present estimated liabilities calculations associated with post-employment benefits, post-employment benefits paid in 2018-19, as well as samples of retirement exit costs.

e. Superintendent's Goals – INFORMATIONAL

Dr. Metzler to present his goals for 2019-2020.

f. School Board Goals – ACTION

Board to finalize their goals for the 2019-20 school year.

g. Warrant Article Process – INFORMATION

The board to review the warrant article process and possibly schedule a work session to discuss potential warrant articles. Articles for consideration to date include: Operating Budget, Capital Reserve Fund, Timberlane Administrators CBA, TSSU CBA, Cost Items for CBAs, and Withdrawal from SAU55. Draft warrant included in packet along with legal calendar for March ballot season.

8. ADMINISTRATOR'S REPORT

a. Update on District Activities (executive summaries)

9. PERSONNEL REPORT

10. COMMITTEE REPORTS/REPORTS OF THE SCHOOL BOARD – *Committee Chairs to update board on current initiatives (these topics were combined by the Chair).*

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

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

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

14. NON-PUBLIC – *if needed.*

15. FUTURE DATES – *As indicated.*

UPCOMING REGULAR MEETING AGENDAS

*This information is provided for informational purposes only. Agenda items are subject to change.
The official agenda will be distributed one week prior to its scheduled meeting.*

October 3, 2019	
Budget First Draft	<i>Include 5 years of actuals, executive summary of budget drivers. Default budget to include justifications for all increases and decreases once finalized.</i>
Warrant Articles	
NHSBA Resolutions	
October 1 Enrollment	
Maintenance Repair and Projects Document	<i>By October 15 – SB Goal</i>
Budget Committee Invitation to Meeting	<i>To review surplus and board directive on budgeting – SB Goal</i>

October 17, 2019	
Policies	
Warrant Articles	
NHSBA Resolutions	<i>November 4th deadline</i>
Budget	
School Action Plans (tentative)	<i>Elementary</i>
NESDEC Enrollment Projections	<i>(tentative)</i>

November 7, 2019	
Policies	
Warrant Articles	
Assessment Report	<i>tentative</i>
Action Plans (tentative)	<i>Secondary</i>
Treasurer’s Report	

TRHS Athletics Spend (Estimated)

													Estimated	Estimated
Class/Team	# of Levels	# of students participating	Boys/Girls	Season	# of Trips for Practice	Vans for Equipment	TOTAL Transportation	Facility Rentals	Number of Coaches	Coach Stipends	Officials/Assignors	Entry Fees	Supplies (does not include uniforms)	Total All Sports
Baseball	V/JV/Fr	40	B	Spring	N/A		\$ 4,124.12		4	\$ 10,306.00	\$ 5,571.00	\$ 150.00	\$ 2,990.00	\$ 27,269.24
Basketball Boys	V/JV/Fr	34	B	Winter	N/A		\$ 4,153.78		3	\$ 10,236.00	\$ 5,571.00	\$ 125.00	\$ 360.00	\$ 24,602.56
Basketball Girls	V/JV	22	G	Winter	N/A		\$ 3,099.42		2	\$ 7,571.00	\$ 3,874.00		\$ 360.00	\$ 18,005.84
Bass Fishing	V	4	B/G	Fall	N/A		\$ 143.01		1	\$ 500.00			\$ 500.00	\$ 1,287.02
Cross Country	V/JV	23	B/G	Fall	N/A		\$ 971.20		2	\$ 7,126.00		\$ 600.00		\$ 9,670.40
Field Hockey	V/JV	28	G	Fall	N/A		\$ 2,639.65		2	\$ 5,400.00	\$ 3,185.00	\$ 150.00	\$ 795.00	\$ 14,811.30
Football	V/JV/Fr	74	B/G	Fall	N/A		\$ 4,665.25		9	\$ 21,799.00	\$ 5,635.00	\$ 150.00	\$ 16,000.00	\$ 52,923.50
Golf	V/JV	21	B/G	Fall	N/A		\$ 2,913.13		2	\$ 4,021.00			\$ 1,000.00	\$ 10,849.26
Ice Hockey	V	13	B/G	Winter	N/A		\$ 2,018.40	\$ 20,017.26	2	\$ 6,977.00	\$ 1,825.00		\$ 365.00	\$ 33,223.06
Indoor Track	V/JV	46	B/G	Winter	N/A		\$ 1,900.64		3	\$ 7,503.00			\$ 1,000.00	\$ 12,307.28
Lacrosse Boys	V/JV	47	B	Spring	N/A	4	\$ 3,785.52		2	\$ 6,966.00	\$ 3,250.00		\$ 1,000.00	\$ 18,789.04
Lacrosse Girls	V/JV	56	G	Spring	N/A		\$ 2,569.68		4	\$ 6,941.00	\$ 3,185.00		\$ 1,000.00	\$ 16,269.36
Outdoor Track	V/JV	43	B/G	Spring	N/A	no home r	\$ 2,616.80		4	\$ 11,950.00			\$ 1,000.00	\$ 18,187.60
Ski Team	V/JV	28	B/G	Winter	9		\$ 6,384.64	\$ 4,730.00	3	\$ 4,770.00		\$ 907.00		\$ 23,179.28
Soccer Boys	V/JV/Fr	36	B	Fall	N/A		\$ 2,800.82		3	\$ 7,267.00	\$ 3,930.00		\$ 1,000.00	\$ 17,801.64
Soccer Girls	V/JV	30	G	Fall	N/A		\$ 2,626.33		2	\$ 5,451.00	\$ 3,930.00		\$ 1,000.00	\$ 15,635.66
Softball	V/JV	29	G	Spring	N/A		\$ 2,570.60		3	\$ 7,121.00	\$ 1,890.00		\$ 1,670.00	\$ 15,825.20
Spirit	V	40	B/G	Fall/Winter	N/A		\$ 1,449.14		4	\$ 8,461.00			\$ 700.00	\$ 12,063.28
Swim Team	V/JV	23	B/G	Winter	N/A		\$ 1,490.48	\$ 3,392.00	2	\$ 3,896.00		\$ 100.00	\$ 860.00	\$ 11,230.96
Tennis	V/JV	19	G	Spring	N/A		\$ 1,663.69		1	\$ 2,866.00			\$ 500.00	\$ 6,694.38
Volleyball Boys	V/JV	32	B	Spring	N/A		\$ 2,134.80		2	\$ 5,171.00	\$ 3,250.00		\$ 880.00	\$ 13,572.60
Volleyball Girls	V/JV/Fr	41	G	Fall	N/A		\$ 3,414.98		2	\$ 7,358.00	\$ 4,578.00		\$ 3,850.00	\$ 22,617.96
Wrestling	V/JV	30	B/G	Winter	N/A		\$ 9,821.20		4	\$ 10,728.00	\$ 2,530.00	\$ 3,240.00	\$ 1,000.00	\$ 37,144.40
Totals						4	\$ 52,922.61	\$ 28,139.26	58	\$ 144,262.00	\$ 41,846.00		\$ 32,100.00	\$ 360,625.86

UNIFORM SCHEDULE

Sport	Most Recent Year Purchased	Estimated cost for Uniforms	Projected	Note	Examples of Large Purchases within last 3 years
Baseball	2017	\$ 4,400.00	2022		Cheer Mats \$ 11,500.00
Basketball Boys	2017	\$ 4,400.00	2022		Wrestling Mats \$ 11,500.00
Basketball Girls	2016	\$ 3,500.00	2021		Soccer Goals \$ 3,500.00
Cross Country/All Track	2017	\$ 4,000.00	2022		Pitching Machine \$ 1,500.00
Field Hockey	2015	\$ 3,500.00	2020	JV Shirts 2014	Field Hockey Goals \$ 3,000.00
Football	2017	\$ 15,000.00	2022		
Golf	2015	\$ 500.00	2018	as needed	
Bass Fishing		\$ 500.00		as needed	
Ice Hockey	Home 2015/Away 2016	\$ 8,000.00	2021		
Boys' Lacrosse	(June) 2019	\$ 7,000.00	2024		
Girls' Lacrosse	(June) 2019	\$ 6,000.00	2024		
Skiing	2009	\$ 1,200.00	2019		
Soccer Boys	2014	\$ 3,000.00	2019		
Soccer Girls	2014	\$ 3,000.00	2019		
Spirit	2015	\$ 6,250.00	2020	JV in 2017-18	
Tennis Girl	2015	\$ 2,000.00	2019		
Volleyball Boys	2011	\$ 3,000.00	2019		
Volleyball Girls	2017	\$ 3,500.00	2022		
Wrestling	2018	\$ 3,000.00	2022		
Softball	2017	\$ 4,400.00	2022		

Examples of Upcoming plans for Large Purchases	
Netting System for Soccer/LAX	\$ 12,000.00
Championship Banners	\$ 10,000.00
NFHS Camera Equipment (livestream)	\$ 5,000.00
Track equipment	\$ 5,000.00
Bleachers	\$ 10,000.00

TRSD Student Enrollment as of 9/13/19

TRSD Student Enrollment 9/13/19								
Grade	SC	AA	DS	PS	SN	TRMS	TRHS	Totals/Grade
Pre-K - ½*	71	16	10	13	0	0	0	110
Pre-K – full*	25	0	0	0	0	0	0	25
K - 1/2	24	34	26	26	0	0	0	110
Section 1	14	19	12	19				
Section 2	10	15	14	7				
K - Full	47	21	34	40	0	0	0	142
Section 1	15	21*	18	20				
Section 2	16		16	20				
Section 3	16							
Grade 1	0	61	32	74	63	0	0	230
Section 1		21*	15	18	17			
Section 2		20	17	18	15			
Section 3		20		20	16			
Section 4				18	15			
Grade 2	0	48	42	75	62	0	0	227
Section 1		19	21	20	16			
Section 2		15	21	19	16			
Section 3		14		18	15			
Section 4				18	15			
Grade 3	0	44	58	86	71	0	0	259
Section 1		14	20	22	17			
Section 2		14	19	22	18			
Section 3		16	19	22	18			
Section 4				20	18			
Grade 4	0	58	33	71	72	0	0	234
Section 1		20	17	24	24			
Section 2		19	16	24	24			
Section 3		19		23	24			
Grade 5	0	49	48	85	68	0	0	250
Section 1		26	23	23	23			
Section 2		23	25	22	23			
Section 3				21	22			
Section 4				19				
Grade 6	0	0	0	0	0	265	0	265
Team 1						88		
Team 2						88		

Team 3						89		
Grade 7	0	0	0	0	0	296	0	296
Team 1						98		
Team 2						100		
Team 3						98		
Grade 8	0	0	0	0	0	253	0	253
Team 1						84		
Team 2						85		
Team 3						84		
Grade 9	0	0	0	0	0	0	273	273
Grade 10	0	0	0	0	0	0	252	252
Grade 11	0	0	0	0	0	0	276	276
Grade 12	0	0	0	0	0	0	302	302
Totals/School	167	331	283	470	336	809	1103	3504

* Due to recent changes in student enrollment, we have two classrooms at Atkinson Academy that have now exceeded maximum class size of 20 for grades K-1, per policy IIB. We are seeking board approval to waive this policy for the 2019-2020 school year.

Timberlane Regional High School 2019 2020

Course Name	Expres	Term	Teacher	Dept.	Students
H001.1	Foundations of Art	4(A)	S2	Art	15
H001.10	Foundations of Art	1(B)	S1	Art	18
H001.11	Foundations of Art	3(B)	S1	Art	18
H001.12	Foundations of Art	1(A)	S2	Art	16
H001.13	Foundations of Art	2(A)	S2	Art	18
H001.14	Foundations of Art	4(B)	S2	Art	16
H001.2	Foundations of Art	2(B)	S2	Art	17
H001.3	Foundations of Art	4(B)	S2	Art	17
H001.4	Foundations of Art	1(B)	S1	Art	17
H001.5	Foundations of Art	4(B)	S1	Art	18
H001.6	Foundations of Art	4(A)	S2	Art	15
H001.7	Foundations of Art	1(B)	S2	Art	18
H001.8	Foundations of Art	3(B)	S2	Art	17
H001.9	Foundations of Art	4(A)	S1	Art	16
H002.1	Inter Art 2-D	3(A)	S1	Art	7
H002.2	Inter Art 2-D	1(B)	S2	Art	16
H005.1	Advanced Drawing A	3(A)	S2	Art	7
H008.1	Illust & Cart A	2(A)	S1	Art	10
H010.1	Pottery	2(A)	S1	Art	18
H010.10	Pottery	2(B)	S2	Art	15
H010.2	Pottery	3(A)	S1	Art	14
H010.3	Pottery	4(B)	S1	Art	2
H010.4	Pottery	4(A)	S1	Art	17
H010.5	Pottery	1(B)	S1	Art	14
H010.6	Pottery	2(B)	S1	Art	16
H010.7	Pottery	3(B)	S1	Art	18
H010.8	Pottery	1(A)	S2	Art	17
H010.9	Pottery	4(A)	S2	Art	18
H011.1	Pottery II A	1(A)	S1	Art	8
H011.2	Pottery II A	3(A)	S2	Art	17
H011.3	Pottery II A	3(B)	S2	Art	17
H012.1	Photography A	2(A)	S1	Art	6
H012.2	Photography A	3(A)	S2	Art	12
H013.1	AP Studio Art	1(A)	19-20	Art	6
H016.1	Graphic Design	1(A)	S1	Art	6
H016.2	Graphic Design	1(B)	S1	Art	7
H019A.1	Painting Exploration	2(B)	S1	Art	10
H019A.2	Painting Exploration	3(B)	S2	Art	12
H051.2	Survey Music C	4(A)	S2	Music	4
H055.1	Concert Choir	3(A)	19-20	Music	69
H056.1	Chamber Ensemble A	3(A)	19-20	Music	19
H057.1	Band	3(B)	19-20	Music	103
H058.1	Orchestra	3(B)	19-20	Music	48
H061AC.1	Jazz Band A	3(A)	19-20	Music	19

H063.1	Theory I A	2(A)	S1	Music	16
H065.1	Theory II A	2(A)	S2	Music	11
H067.1	Introduction to Basic Guitar C	2(B)	S1	Music	11
H067.2	Introduction to Basic Guitar C	2(B)	S2	Music	13
H069.1	Guitar II	4(B)	S1	Music	2
H069.2	Guitar II	4(B)	S2	Music	5
H070.1	Guitar Orchestra	3(A)	19-20	Music	11
H108.1	Microsoft Office Essentials C	2(A)	S2	Digital Lit	25
H108.2	Microsoft Office Essentials C	2(B)	S2	Digital Lit	23
H108.3	Microsoft Office Essentials C	3(A)	S1	Digital Lit	25
H108.4	Microsoft Office Essentials C	4(B)	S1	Digital Lit	24
H108.5	Microsoft Office Essentials C	1(A)	S2	Digital Lit	25
H108.6	Microsoft Office Essentials C	1(B)	S2	Digital Lit	25
H108.7	Microsoft Office Essentials C	3(B)	S2	Digital Lit	25
H116.1	Intro to Business	3(B)	S1	Business	21
H116.2	Intro to Business	4(A)	S1	Business	17
H116.3	Intro to Business	2(A)	S2	Business	23
H117.1	Entrepreneurship A	1(B)	S2	Business	19
H118.1	Personal Money Mgmt.	1(B)	S1	Business	23
H118.2	Personal Money Mgmt.	3(B)	S1	Business	25
H118.3	Personal Money Mgmt.	2(B)	S2	Business	25
H119.1	College Accounting A	1(A)	S1	Business	15
H120A.1	Emerging Technologies A	1(A)	S1	Digital Lit	6
H121.1	Sports / Entertainment Mgmt. C	1(B)	S1	Business	21
H122.1	College Accounting II A	1(A)	S2	Business	10
H125.1	Marketing C	4(B)	S2	Business	14
H142.1	Practicing Teaching A	4(A)	S2	Business	13
H144.1	Exploring Teaching A	4(B)	S1	Business	8
H144.2	Exploring Teaching A	4(A)	S1	Business	15
H149.1	Human Relations in Organizations A	3(B)	S2	Business	16
H150.1	Evolution of Games	2(B)	S2	Entertainment	23
H150.2	Evolution of Games	4(B)	S2	Entertainment	23
H151.1	3D Modeling	2(A)	S2	Entertainment	7
H153.1	Computer Concepts I C	4(B)	S1	Comp Sci	18
H155.1	Computer Concepts I A	1(B)	S1	Comp Sci	4
H156.1	C++ Prog. A	1(B)	S2	Comp Sci	16
H160A.1	Creating Mobile Applications A	3(A)	S2	Comp Sci	6
H164.1	Game Programming I A	4(A)	S1	Comp Sci	8
H165.1	Game Programming II A	4(B)	S2	Comp Sci	1
H167.1	AP Computer Science	1(A)	19-20	Comp Sci	7
H172.1	Portfolio Writing	2(A)	S2	English	24
H180.1	Engineering Design A	2(A)	19-20	Ind. Tech	8
H180.2	Engineering Design A	4(A)	19-20	Ind. Tech	11
H181.1	Prin of Engineering A	4(A)	19-20	Ind. Tech	12
H182.1	Digital Electronics A	2(B)	19-20	Ind. Tech	6
H183.1	Comp Integrated Manufacturing A	1(A)	19-20	Ind. Tech	12
H184.1	Engineering Design & Development A	3(B)	19-20	Ind. Tech	4

H186.1	Aerospace Engineering A	4(A)	19-20	Ind. Tech	5
H188.1	Civil Engineering / Architecture A	2(B)	19-20	Ind. Tech	8
H201.1	English I A	1(A)	19-20	English	21
H201.2	English I A	2(A)	19-20	English	22
H201.3	English I A	3(A)	19-20	English	21
H201.4	English I A	4(A)	19-20	English	16
H201.5	English I A	3(B)	19-20	English	19
H203.1	English I C	3(B)	19-20	English	23
H203.2	English I C	3(A)	19-20	English	22
H203.3	English I C	1(A)	19-20	English	23
H203.4	English I C	2(B)	19-20	English	17
H203.5	English I C	2(A)	19-20	English	20
H203.6	English I C	3(A)	19-20	English	17
H203.7	English I C	4(A)	19-20	English	15
H203.8	English I C	1(B)	19-20	English	13
H203.9	English I C	4(B)	19-20	English	17
H209.1	Expository Writing A	3(A)	S2	English	21
H209.2	Expository Writing A	4(B)	S1	English	9
H216.1	American Literature A	1(A)	19-20	English	24
H216.2	American Literature A	2(B)	19-20	English	25
H217.1	Expository Writing C	2(B)	S1	English	13
H217.2	Expository Writing C	4(B)	S2	English	4
H218.1	American Literature C	2(B)	19-20	English	16
H218.2	American Literature C	3(B)	19-20	English	25
H218.3	American Literature C	2(A)	19-20	English	25
H218.4	American Literature C	4(A)	19-20	English	16
H218.5	American Literature C	4(B)	19-20	English	12
H221.1	World Literature C	1(A)	19-20	English	12
H221.2	World Literature C	4(B)	19-20	English	16
H221.3	World Literature C	2(A)	19-20	English	21
H221.4	World Literature C	2(B)	19-20	English	18
H222.1	World Literature A	2(B)	19-20	English	17
H222.2	World Literature A	3(A)	19-20	English	14
H222.3	World Literature A	1(B)	19-20	English	14
H222.4	World Literature A	3(B)	19-20	English	17
H223.1	Intro Critical Analysis *	1(B)	S2	English	14
H227.1	AP English Literature	1(B)	19-20	English	7
H229.1	Creative Writing Wkshop	2(B)	S1	English	25
H229.2	Creative Writing Wkshop	3(A)	S1	English	25
H229.3	Creative Writing Wkshop	1(A)	S2	English	15
H230.1	Creative Book Transformation	1(A)	S2	English	9
H230.2	Creative Book Transformation	3(B)	S1	English	17
H231A.1	Creative Writing Workshop II A	1(A)	S2	English	12
H235.1	Shakespeare A	2(A)	S1	English	9
H252.1	Introduction to Theater	4(A)	S1	English	18
H252.2	Introduction to Theater	2(B)	S2	English	17
H253.1	Playwriting	1(A)	S1	English	9

H255.1	Short Story & Its Writer C	2(A)	S1	English	24
H255.2	Short Story & Its Writer C	3(B)	S2	English	17
H260.1	Modern World Lit. A	1(B)	S1	English	20
H260.2	Modern World Lit. A	2(A)	S2	English	20
H262.1	Gender In Lit A	2(A)	S1	English	20
H262.2	Gender In Lit A	1(A)	S2	English	11
H263.1	Journalism	1(A)	19-20	English	23
H263.2	Journalism	3(A)	19-20	English	26
H263.3	Journalism	1(B)	19-20	English	25
H263.4	Journalism	2(B)	19-20	English	25
H264.1	Film Studies	2(A)	S1	English	23
H265.1	Advanced Acting A	2(A)	S2	English	11
H266.1	Public Speaking	3(A)	S1	English	13
H267.1	Improvisation	1(B)	S2	English	14
H267.2	Improvisation	4(B)	S1	English	11
H267.3	Improvisation	4(A)	S2	English	12
H268.1	Graphic Novel Literature	4(B)	S1	English	15
H270.1	AP English Language and Compositior	1(A)	19-20	English	15
H270.2	AP English Language and Compositior	4(A)	19-20	English	8
H270.3	AP English Language and Compositior	4(B)	19-20	English	15
H307.1	French I C	1(A)	19-20	World Lng	13
H307.2	French I C	4(A)	19-20	World Lng	8
H311.1	Spanish I C	1(B)	19-20	World Lng	21
H311.2	Spanish I C	4(A)	19-20	World Lng	23
H311.3	Spanish I C	2(A)	19-20	World Lng	26
H311.4	Spanish I C	2(B)	19-20	World Lng	13
H311.5	Spanish I C	3(B)	19-20	World Lng	21
H313.1	French II C	2(A)	19-20	World Lng	15
H313.2	French II C	2(B)	19-20	World Lng	14
H314.1	French II A	4(B)	19-20	World Lng	12
H317.1	Spanish II C	4(B)	19-20	World Lng	21
H317.2	Spanish II C	3(A)	19-20	World Lng	19
H317.3	Spanish II C	2(B)	19-20	World Lng	15
H317.4	Spanish II C	1(A)	19-20	World Lng	20
H317.5	Spanish II C	3(B)	19-20	World Lng	15
H318.1	Spanish II A	1(A)	19-20	World Lng	20
H318.2	Spanish II A	4(A)	19-20	World Lng	16
H319.1	French III C	1(A)	19-20	World Lng	17
H320.1	French III A	4(A)	19-20	World Lng	15
H321.1	Spanish III C	3(A)	19-20	World Lng	27
H321.2	Spanish III C	4(A)	19-20	World Lng	18
H321.3	Spanish III C	1(A)	19-20	World Lng	18
H321.4	Spanish III C	2(B)	19-20	World Lng	26
H322.1	Spanish III A	3(A)	19-20	World Lng	14
H322.2	Spanish III A	1(B)	19-20	World Lng	13
H322.3	Spanish III A	1(A)	19-20	World Lng	16
H322.4	Spanish III A	3(B)	19-20	World Lng	13

H324.1	Spanish IV C	1(B)	19-20	World Lng	7
H324.2	Spanish IV C	3(B)	19-20	World Lng	28
H324.3	Spanish IV C	1(A)	19-20	World Lng	14
H327.1	French IV C	1(B)	19-20	World Lng	11
H331.1	French IV A	2(A)	19-20	World Lng	9
H331.2	French IV A	2(B)	19-20	World Lng	16
H335.1	Spanish IV A	3(A)	19-20	World Lng	22
H335.2	Spanish IV A	2(B)	19-20	World Lng	13
H335.3	Spanish IV A	4(A)	19-20	World Lng	15
H335.4	Spanish IV A	1(B)	19-20	World Lng	16
H340.1	Spanish V A	2(B)	19-20	World Lng	11
H340.2	Spanish V A	4(B)	19-20	World Lng	7
H341.1	Latin	2(A)	19-20	World Lng	9
H341L2.1	Latin II A	1(B)	19-20	World Lng	11
H341L3.1	Latin III A	1(A)	19-20	World Lng	11
H341LC.1	Latin II C	3(B)	19-20	World Lng	10
H342.1	AP French	4(B)	19-20	World Lng	4
H343.1	AP Spanish	4(A)	19-20	World Lng	10
H344.1	Introduction to the Classical World*	3(A)	S1	World Lng	3
H402.1	Health Ed	1(A)	S1	Hlth/ PE	22
H402.10	Health Ed	3(B)	S1	Hlth/ PE	23
H402.11	Health Ed	4(A)	S2	Hlth/ PE	22
H402.12	Health Ed	2(B)	S2	Hlth/ PE	22
H402.13	Health Ed	3(B)	S2	Hlth/ PE	22
H402.2	Health Ed	2(A)	S1	Hlth/ PE	24
H402.3	Health Ed	4(B)	S1	Hlth/ PE	20
H402.4	Health Ed	2(A)	S2	Hlth/ PE	22
H402.5	Health Ed	3(A)	S2	Hlth/ PE	22
H402.6	Health Ed	4(B)	S2	Hlth/ PE	15
H402.7	Health Ed	4(A)	S1	Hlth/ PE	22
H402.8	Health Ed	1(B)	S1	Hlth/ PE	22
H402.9	Health Ed	2(B)	S1	Hlth/ PE	22
H403.1	Intro to Physical Education	3(A)	S1	Hlth/ PE	20
H403.10	Intro to Physical Education	4(B)	S2	Hlth/ PE	20
H403.2	Intro to Physical Education	4(A)	S1	Hlth/ PE	21
H403.3	Intro to Physical Education	1(B)	S1	Hlth/ PE	22
H403.4	Intro to Physical Education	3(B)	S2	Hlth/ PE	18
H403.5	Intro to Physical Education	4(A)	S2	Hlth/ PE	20
H403.6	Intro to Physical Education	2(B)	S1	Hlth/ PE	19
H403.7	Intro to Physical Education	3(B)	S1	Hlth/ PE	23
H403.8	Intro to Physical Education	1(A)	S2	Hlth/ PE	15
H403.9	Intro to Physical Education	2(B)	S2	Hlth/ PE	11
H405.1	Intro to Physical Education	3(A)	S1	Hlth/ PE	19
H405.2	Intro to Physical Education	2(B)	S1	Hlth/ PE	22
H405.3	Intro to Physical Education	1(B)	S2	Hlth/ PE	14
H405.4	Intro to Physical Education	4(B)	S2	Hlth/ PE	16
H412.1	Health II	2(A)	S1	Hlth/ PE	16

H412.2	Health II	1(B)	S1	Hlth/ PE	16
H412.3	Health II	3(A)	S2	Hlth/ PE	12
H412.4	Health II	3(B)	S2	Hlth/ PE	12
H414.1	Intro to Fitness	2(A)	S2	Hlth/ PE	20
H414.2	Intro to Fitness	4(B)	S2	Hlth/ PE	20
H414.3	Intro to Fitness	4(A)	S1	Hlth/ PE	18
H414.4	Intro to Fitness	3(A)	S1	Hlth/ PE	20
H414.5	Intro to Fitness	2(B)	S1	Hlth/ PE	19
H415.1	Intro to Fitness	1(A)	S1	Hlth/ PE	17
H415.2	Intro to Fitness	3(B)	S1	Hlth/ PE	19
H415.3	Intro to Fitness	4(B)	S1	Hlth/ PE	19
H415.4	Intro to Fitness	1(A)	S2	Hlth/ PE	17
H415.5	Intro to Fitness	3(A)	S2	Hlth/ PE	18
H415.6	Intro to Fitness	4(A)	S2	Hlth/ PE	9
H415.7	Intro to Fitness	1(B)	S2	Hlth/ PE	18
H415.8	Intro to Fitness	2(B)	S2	Hlth/ PE	19
H416.1	Adv. Strength Training/Conditioning	2(A)	S1	Hlth/ PE	18
H416.2	Adv. Strength Training/Conditioning	1(B)	S1	Hlth/ PE	17
H416.3	Adv. Strength Training/Conditioning	1(B)	S2	Hlth/ PE	17
H416.4	Adv. Strength Training/Conditioning	3(B)	S2	Hlth/ PE	18
H417.1	Competitive PE	4(A)	S1	Hlth/ PE	20
H417.10	Competitive PE	2(B)	S2	Hlth/ PE	19
H417.2	Competitive PE	4(B)	S1	Hlth/ PE	16
H417.3	Competitive PE	4(A)	S2	Hlth/ PE	18
H417.4	Competitive PE	3(A)	S2	Hlth/ PE	19
H417.5	Competitive PE	1(A)	S1	Hlth/ PE	19
H417.6	Competitive PE	1(B)	S1	Hlth/ PE	19
H417.7	Competitive PE	4(B)	S1	Hlth/ PE	15
H417.8	Competitive PE	1(A)	S2	Hlth/ PE	10
H417.9	Competitive PE	3(A)	S2	Hlth/ PE	19
H418.1	Unified and Adaptive PE	2(A)	S1	Hlth/ PE	14
H418.2	Unified and Adaptive PE	2(A)	S2	Hlth/ PE	16
H501.1	Child Development: Ages and Stages	4(A)	19-20	FACS	14
H501.2	Child Development: Ages and Stages	1(B)	19-20	FACS	17
H503.1	Child Care	4(B)	19-20	FACS	10
H512.1	Baking & Pastries	4(A)	S1	Home Tech	20
H512.2	Baking & Pastries	3(B)	S1	Home Tech	20
H512.3	Baking & Pastries	3(A)	S2	Home Tech	20
H512.4	Baking & Pastries	4(B)	S2	Home Tech	18
H513.1	Gourmet Foods	3(A)	S1	Home Tech	20
H513.2	Gourmet Foods	4(B)	S1	Home Tech	14
H513.3	Gourmet Foods	3(B)	S2	Home Tech	18
H515.1	Contemporary Culinary Arts	2(A)	S1	Home Tech	18
H515.2	Contemporary Culinary Arts	2(B)	S1	Home Tech	20
H515.3	Contemporary Culinary Arts	1(A)	S2	Home Tech	20
H515.4	Contemporary Culinary Arts	1(B)	S1	Home Tech	18
H515.5	Contemporary Culinary Arts	4(A)	S2	Home Tech	20

H515.6	Contemporary Culinary Arts	1(B)	S2	Home Tech	20
H525.1	Designing Homes	2(B)	S2	FACS	18
H550.1	Intro to Industrial Trades	1(A)	S1	Ind. Tech	11
H550.2	Intro to Industrial Trades	2(B)	S1	Ind. Tech	11
H550.3	Intro to Industrial Trades	1(B)	S2	Ind. Tech	12
H551.1	Autocad I	3(A)	S1	Ind. Tech	9
H552.1	Autocad II	3(A)	S2	Ind. Tech	1
H557.1	Engineering Drawing	4(B)	S1	Ind. Tech	2
H559.1	Architectural Drawing	4(B)	S2	Ind. Tech	9
H577.1	Wood Tech. I	2(A)	S1	Ind. Tech	14
H577.2	Wood Tech. I	3(B)	S1	Ind. Tech	12
H577.3	Wood Tech. I	4(B)	S1	Ind. Tech	11
H577.4	Wood Tech. I	3(A)	S2	Ind. Tech	12
H577.5	Wood Tech. I	4(A)	S2	Ind. Tech	12
H577.6	Wood Tech. I	3(B)	S2	Ind. Tech	12
H577.7	Wood Tech. I	4(B)	S2	Ind. Tech	12
H579.1	Wood Tech. II	3(A)	S1	Ind. Tech	4
H579.2	Wood Tech. II	2(A)	S2	Ind. Tech	11
H603.1	Math Fundamentals	3(B)	19-20	Math	9
H604.1	Topics In Math	2(B)	19-20	Math	11
H607.1	Algebra I A	1(A)	19-20	Math	25
H607.2	Algebra I A	1(B)	19-20	Math	21
H607.3	Algebra I A	4(A)	19-20	Math	15
H609.1	Algebra I C	2(B)	19-20	Math	15
H609.2	Algebra I C	4(B)	19-20	Math	23
H609.3	Algebra I C	1(A)	19-20	Math	23
H609.4	Algebra I C	3(A)	19-20	Math	13
H609.5	Algebra I C	4(A)	19-20	Math	19
H609.6	Algebra I C	3(A)	19-20	Math	14
H609.7	Algebra I C	1(B)	19-20	Math	20
H609.8	Algebra I C	3(B)	19-20	Math	15
H610A.1	Algebra Lab	3(A)	19-20	Math	13
H610A.2	Algebra Lab	4(B)	19-20	Math	10
H610A.3	Algebra Lab	1(B)	19-20	Math	11
H610A.4	Algebra Lab	1(A)	19-20	Math	13
H613.1	Geometry A	3(A)	19-20	Math	22
H613.2	Geometry A	2(A)	19-20	Math	24
H613.3	Geometry A	4(B)	19-20	Math	25
H613.4	Geometry A	4(A)	19-20	Math	19
H613.5	Geometry A	2(B)	19-20	Math	24
H615.1	Geometry C	1(B)	19-20	Math	17
H615.2	Geometry C	2(B)	19-20	Math	24
H615.3	Geometry C	2(A)	19-20	Math	25
H615.4	Geometry C	4(A)	19-20	Math	25
H615.5	Geometry C	1(A)	19-20	Math	12
H615.6	Geometry C	3(A)	19-20	Math	16
H616.1	Applied Geometry C	3(A)	19-20	Math	9

H616.2	Applied Geometry C	4(A)	19-20	Math	10
H619.1	Algebra II A	2(A)	19-20	Math	23
H619.2	Algebra II A	3(A)	19-20	Math	22
H619.3	Algebra II A	3(B)	19-20	Math	25
H619.4	Algebra II A	1(B)	19-20	Math	21
H619.5	Algebra II A	4(B)	19-20	Math	24
H621.1	Algebra II C	2(B)	19-20	Math	17
H621.2	Algebra II C	4(B)	19-20	Math	15
H621.3	Algebra II C	2(A)	19-20	Math	25
H621.4	Algebra II C	4(A)	19-20	Math	23
H621.5	Algebra II C	1(B)	19-20	Math	23
H623.1	Algebra II Part I	3(B)	19-20	Math	23
H623.1	Algebra II Part I	3(B)	19-20	Math	23
H623.2	Algebra II Part I	1(B)	19-20	Math	15
H624.1	Algebra II Part II	2(A)	19-20	Math	13
H624.2	Algebra II Part II	1(B)	19-20	Math	8
H629.1	Pre-Calculus A	1(A)	19-20	Math	10
H629.2	Pre-Calculus A	2(A)	19-20	Math	20
H629.3	Pre-Calculus A	2(B)	19-20	Math	23
H629.4	Pre-Calculus A	3(B)	19-20	Math	18
H631.1	Trigonometry	4(A)	S1	Math	18
H631.2	Trigonometry	4(A)	S2	Math	16
H631.3	Trigonometry	2(B)	S1	Math	25
H631.4	Trigonometry	2(B)	S2	Math	27
H632.1	Prob. & Stats C	4(A)	S2	Math	18
H632.2	Prob. & Stats C	4(A)	S1	Math	15
H632.3	Prob. & Stats C	2(B)	S2	Math	27
H632.4	Prob. & Stats C	2(B)	S1	Math	30
H633.1	AP Calculus	2(B)	19-20	Math	15
H633.2	AP Calculus	3(B)	19-20	Math	14
H635.1	Discrete Mathematics A	4(B)	19-20	Math	8
H636.1	AP Statistics	3(B)	19-20	Math	12
H639.1	Finite Mathematics	2(A)	19-20	Math	26
H639.2	Finite Mathematics	4(A)	19-20	Math	13
H705.1	Physical Science A	4(A)	19-20	Science	14
H705.2	Physical Science A	2(A)	19-20	Science	24
H705.3	Physical Science A	3(B)	19-20	Science	19
H705.4	Physical Science A	4(B)	19-20	Science	24
H707.1	Physical Science C	2(A)	19-20	Science	23
H707.16	Physical Science C	1(B)	19-20	Science	15
H707.17	Physical Science C	4(B)	19-20	Science	19
H707.2	Physical Science C	1(B)	19-20	Science	18
H707.3	Physical Science C	1(B)	19-20	Science	15
H707.4	Physical Science C	2(B)	19-20	Science	20
H707.5	Physical Science C	2(B)	19-20	Science	20
H707.6	Physical Science C	4(B)	19-20	Science	18
H707.7	Physical Science C	4(B)	19-20	Science	17

H709.1	Biology A	2(A)	19-20	Science	24
H709.2	Biology A	2(B)	19-20	Science	14
H709.3	Biology A	1(B)	19-20	Science	15
H709.4	Biology A	2(B)	19-20	Science	15
H709.5	Biology A	1(A)	19-20	Science	19
H710.1	Physical Science/Biology Integrated A	1(A-B)	19-20	Science	19
H710.2	Physical Science/Biology Integrated A	2(A-B)	19-20	Science	14
H711.1	Biology C	3(A)	19-20	Science	17
H711.16	Biology C	1(B)	19-20	Science	12
H711.17	Biology C	2(A)	19-20	Science	13
H711.2	Biology C	1(B)	19-20	Science	12
H711.3	Biology C	2(A)	19-20	Science	13
H711.4	Biology C	2(B)	19-20	Science	17
H711.5	Biology C	3(B)	19-20	Science	18
H711.6	Biology C	4(B)	19-20	Science	20
H713.1	Applied Biology C	3(A)	19-20	Science	17
H715A.1	Human Anatomy and Physiology A	2(A)	19-20	Science	23
H715A.2	Human Anatomy and Physiology A	1(B)	19-20	Science	18
H717.1	Hum. Anat/Phys. C	3(A)	S1	Science	24
H717.2	Hum. Anat/Phys. C	4(A)	S2	Science	11
H721.1	Environmental Science C	1(A)	S1	Science	23
H721.2	Environmental Science C	3(A)	S2	Science	24
H722.1	Environmental Science A	3(A)	S2	Science	6
H723.1	Intro Meteorology C	3(A)	S1	Science	24
H723.2	Intro Meteorology C	1(A)	S2	Science	19
H723.3	Intro Meteorology C	1(A)	S2	Science	21
H727.1	Chemistry A	2(B)	19-20	Science	24
H727.2	Chemistry A	3(B)	19-20	Science	24
H727.3	Chemistry A	4(B)	19-20	Science	19
H727.4	Chemistry A	4(B)	19-20	Science	15
H729.1	Chemistry C	1(A)	19-20	Science	14
H729.10	Chemistry C	3(A)	19-20	Science	16
H729.2	Chemistry C	1(A)	19-20	Science	15
H729.3	Chemistry C	3(A)	19-20	Science	15
H729.4	Chemistry C	4(B)	19-20	Science	14
H730.1	Physics/Chemistry Integrated A	2(A-B)	19-20	Science	16
H730.2	Physics/Chemistry Integrated A	4(A-B)	19-20	Science	17
H730.3	Physics/Chemistry Integrated A	1(A-B)	19-20	Science	14
H731.1	Physics A	4(A)	19-20	Science	14
H731.2	Physics A	4(A)	19-20	Science	14
H731.3	Physics A	4(B)	19-20	Science	20
H733.1	Physics C	3(A)	19-20	Science	20
H733.2	Physics C	3(A)	19-20	Science	17
H733.3	Physics C	4(A)	19-20	Science	14
H733.4	Physics C	3(B)	19-20	Science	23
H734.1	AP Physics I	2(A)	19-20	Science	8
H734A.1	AP Physics II	3(A)	19-20	Science	7

H735.1	AP Chemistry	4(A)	19-20	Science	16
H737.1	AP Biology	1(A)	19-20	Science	13
H739.1	Marine Biology A	1(A)	S1	Science	10
H742.1	AP Environmental Science	4(A)	19-20	Science	9
H743.1	Botany C	3(A)	S1	Science	17
H743A.1	Botany A	2(A)	S2	Science	23
H744.1	Zoology C	1(B)	S1	Science	14
H744.2	Zoology C	4(B)	S2	Science	14
H745.1	Investigations in Space Science A	3(B)	S1	Science	16
H803A.1	Studies in Civics and Economics A	2(A)	19-20	Soc Studies	16
H803A.2	Studies in Civics and Economics A	3(A)	19-20	Soc Studies	16
H803A.3	Studies in Civics and Economics A	4(A)	19-20	Soc Studies	16
H803A.4	Studies in Civics and Economics A	1(B)	19-20	Soc Studies	25
H803A.5	Studies in Civics and Economics A	2(B)	19-20	Soc Studies	17
H803A.6	Studies in Civics and Economics A	3(B)	19-20	Soc Studies	17
H804C.1	Studies in Civics and Economics C	2(B)	19-20	Soc Studies	22
H804C.2	Studies in Civics and Economics C	4(A)	19-20	Soc Studies	24
H804C.3	Studies in Civics and Economics C	2(B)	19-20	Soc Studies	22
H804C.4	Studies in Civics and Economics C	1(A)	19-20	Soc Studies	27
H804C.5	Studies in Civics and Economics C	2(A)	19-20	Soc Studies	27
H804C.6	Studies in Civics and Economics C	3(A)	19-20	Soc Studies	25
H804C.7	Studies in Civics and Economics C	3(B)	19-20	Soc Studies	25
H806.1	World History A	1(A)	19-20	Soc Studies	17
H806.2	World History A	4(A)	19-20	Soc Studies	21
H807.1	US History A	2(A)	19-20	Soc Studies	26
H807.2	US History A	3(A)	19-20	Soc Studies	19
H807.3	US History A	1(B)	19-20	Soc Studies	27
H808.1	World Studies	1(A-B)	19-20	Soc Studies	41
H808.2	World Studies	3(A-B)	19-20	Soc Studies	36
H808.3	World Studies	4(A-B)	19-20	Soc Studies	35
H809.1	US History C	1(A)	19-20	Soc Studies	15
H809.2	US History C	4(A)	19-20	Soc Studies	24
H809.3	US History C	1(B)	19-20	Soc Studies	14
H809.4	US History C	2(B)	19-20	Soc Studies	18
H809.5	US History C	4(B)	19-20	Soc Studies	24
H811.1	World History C	1(A)	19-20	Soc Studies	26
H811.2	World History C	4(B)	19-20	Soc Studies	20
H811.3	World History C	3(B)	19-20	Soc Studies	25
H816.1	American Studies C	2(A-B)	19-20	Soc Studies	38
H816.2	American Studies C	4(A-B)	19-20	Soc Studies	36
H819.1	AP US History	1(A)	19-20	Soc Studies	9
H820.1	AP Government	4(B)	19-20	Soc Studies	16
H821.1	AP World History	4(A)	19-20	Soc Studies	13
H821.2	AP World History	2(A)	19-20	Soc Studies	9
H822.1	AP Human Geography	2(B)	19-20	Soc Studies	20
H831.1	Law C	1(A)	S1	Soc Studies	20
H831.2	Law C	3(A)	S1	Soc Studies	24

H831.3	Law C	1(A)	S2	Soc Studies	21
H832.1	Constitutional Law A	1(B)	S2	Soc Studies	12
H833.1	History of Sport	4(B)	S2	Soc Studies	14
H833.2	History of Sport	4(B)	S1	Soc Studies	12
H834.1	Popular Culture	1(B)	S2	Soc Studies	11
H835.1	Sociology C	4(B)	S1	Soc Studies	6
H839.1	Psychology C	4(B)	S1	Soc Studies	13
H839.2	Psychology C	2(B)	S1	Soc Studies	24
H839.3	Psychology C	1(B)	S2	Soc Studies	19
H840.1	Behavioral Psychology A	2(A)	S1	Soc Studies	24
H840.2	Behavioral Psychology A	3(A)	S2	Soc Studies	25
H843.1	Current Issues C	1(B)	S2	Soc Studies	14
H843.2	Current Issues C	3(B)	S2	Soc Studies	21
H844.1	AP European History	3(A)	19-20	Soc Studies	3
H845.1	Social Science of Well-Being A	1(B)	S1	Soc Studies	19

* Denotes teacher elected to teach 6th class- Uncompensated

17.1971

September 19, 2019

POST-EMPLOYMENT BENEFITS

Timberlane Regional School District

Benefits Paid in Connection with Separation Fiscal Year Ended June 30, 2019

<i>Sick Leave</i>	\$37,124.41
<i>Vacation Time</i>	\$77,314.55
<i>Compensatory Time</i>	\$2,143.01
<i>Retirement Time</i>	\$134,911.87
	<hr/>
	\$251,493.84

Benefits in Connection with Separation - Maximum Exposure (projected 06/30/20)

<i>Sick Leave</i>	\$ 588,083.95
<i>Vacation Time</i>	\$ 589,031.91
<i>Compensatory Time</i>	\$ 19,118.16
<i>Retirement Time</i>	\$ 1,752,824.91
	<hr/>
	\$ 2,949,058.93

Note:

Sick/Vacation/Balances are calculated on current balances with full year accrual. It is highly unlikely the balances will not be reduced by usage through the remainder of this fiscal year.

TSSU Retirement Incentive is based on full-time equivalent service, using a 30 hour/5-day week as the definition of full-time. Accordingly, all TSSU members eligible for the benefit must have a complete employment history review to convert years of service to full-time equivalent.

Samples of retirement estimates for a TSSU, TTA and Administrators or other groups are included.

Submitted by:

Geoff Dowd
CFO/Business Administrator

Estimated Timberlane Retirement Calculations

Employee Name	TTA Teachers		2020	
Vacation Days				
Balance Sick Days (120 Max)	120			
Date of Birth	5/2/1959	61		
Date of Hire	9/1/2000	30	Years of Service	
Longevity (30 Yr Max)	30		<i>Note: gap in years of service</i>	
Retirement Date	6/30/2020			
Salary	75,689.00			

School	School
Title	Title

** Per union contract	25 \$25.00 per day 15+ years of service
	20 \$20.00 per day 10+ years of service

Rate of Redemption of Sick Days

Notes:

\$	75,689.00	Total Salary
\$	4,500.00	Longevity (30 Yr Max)
1959	\$ -	Compensatory
2000	\$ -	Vacation
\$	3,000.00	Sick day redemption
\$	28,383.38	Retirement Incentive for 20+ years

\$ 35,883.38 Estimated amount of last check

Estimate

9/12/2019

Estimated Timberlane Retirement Calculations

Employee Name **TSSU Union Member** 2020

Balance Sick Days (120 Max) **50**

Date of Birth **6/1/1959** 61

Date of Hire **9/1/2000** 20 *Years of Service*

Longevity (30 Yr Max) **20** *Note: gap in years of service*

Retirement Date **6/30/2020**

Salary **24,879.00**

School **School**

Title **Title**

** Per union contract	20	\$25.00 per day	15+ years of service
	15	\$20.00 per day	10+ years of service

Rate of Redemption of Sick Days

Notes: *Off step*

\$	24,879.00	Total Salary
\$	-	Longevity (30 Yr Max)
1959 \$	-	Compensatory
2000 \$	-	Vacation
\$	1,000.00	Sick day redemption
\$	6,219.75	Retirement Incentive for 20+ years

\$ 7,219.75 Estimated amount of last check

Estimate

9/12/2019

SUPERINTENDENT'S GOALS

Timberlane Regional School District – School Year 2019-20

1 ACADEMICS, PROGRAMS and PRACTICES

Work with Directors and Administrators to:

- a. Provide assessment reports to the School Board by June 1, 2020.
- b. Provide Advanced Placement class statistics to the School Board by December 15, 2019

2 CLIMATE, CULTURE and PUBLIC RELATIONS

Work with Directors and Administrators to:

- a. Provide input and information to the Personnel Committee for use in the TSSU and Timberlane Administrators negotiation sessions.

3 FACILITIES and FACILITIES IMPROVEMENTS

- a. Employ a Facilities Director by November 1, 2019 provided quality candidates apply and the finalist accepts the terms of employment.
- b. Finalize a Facilities Department staff organizational chart by December 5, 2019 or 30 days from the date of hire of a new Facilities Director should the hire date be after November 1st.
- c. Present a Maintenance Repair and Projects Master List to the School Board by October 15, 2019
- d. Work with the Business Administrator to present projected unencumbered fund balance figures to the School Board by March 1, 2019 to inform them on monies available to address facilities' needs with end-of-year funds.

4 BUSINESS and BUDGETING

Work with the Business Administrator to:

- a. Provide financial documentation to the SAU55 Withdrawal Study Committee by August 1, 2019 for use and/or presentation at the August 20, 2019 Withdrawal Plan public hearing.
 - b. Implement a credit card/electronic check vehicle to accept district payments at the Performing Arts Center by June 30, 2020.
 - c. Generate a financial reporting calendar to incorporate into the School Board's agenda schedule that will allow for preview/presentation of reports in advance of submission deadlines by January 2, 2020 or the first meeting in January 2020.
 - d. Provide a first draft of proposed 2020-21 operating budget and a draft default budget to the School Board by October 3, 2019.
-

TIMBERLANE REGIONAL SCHOOL BOARD GOALS FOR 2019-20

ACADEMICS – BY DECEMBER 15, 2019

1. Review state testing and building assessment scores
2. Review AP and dual enrollment offerings along with any trends in enrollment and scores
3. Obtain information related to declining participation in AP classes and look at how to expand enrollment
4. Obtain an outline of STEAM resources and materials available in classrooms with an explanation of utilization by staff

FINANCIAL – BY DECEMBER 1, 2019

1. Evaluate the current budget and look at how to best allocate funds to address any concerns/gaps identified in above academic goal
2. Audit for TRSD to be free of significant deficiencies and material weaknesses, and to the SB no later than March 2020

FACILITIES – OCTOBER 15, 2019

1. Review Maintenance Repair and Projects document that was developed by the Business Operations Coordinator
2. Be presented projected unencumbered fund balance figures by March 1st in order to inform the board on the matter of addressing facilities' needs with year-end funds

BUDGET – FIRST BOARD MEETING IN OCTOBER

1. Receive first draft of Administration's proposed/recommended Operating Budget for FY 20-21 with an executive summary for any major budget drivers
3. Receive first draft of Administration's proposed Default Budget for FY 20-21 and be provided explanations of justifications for any increases or decreases by line item as is required by statute
2. Meet with Budget Committee, so that both committees understand where surplus came from and what we expect to see in the 2020-2021 budget

CULTURE CLIMATE – JANUARY 1, 2020

1. Invite all union groups to attend a school board meeting and provide updates
2. Monitor the No Bullying initiative

GENERAL – ONGOING

1. Financial spreadsheets will be provided to board members the Fridays before the meetings in order to allow adequate time to review
2. Obtain update from the Superintendent as to the ability to train others on operating recording devices for public meetings
3. Financial reports requiring board signatures be presented to the board at least one meeting prior to the report submission date

Adopted by the School Board on _____

Shawn O'Neil, Chair
Jennifer Silva, Vice Chair
Timberlane Regional School Board

TRSD 2020 ANNUAL MEETING AND ELECTION CALENDAR

DEADLINE/DATE	ACTION	REFERENCE
By Wednesday, January 8, 2020	Post Public Notice of School Board Budget Hearing (By the 2 nd Tuesday in January)(must be 7 days in advance)	RSA 40:13, II-a (a)
By Friday, January 10, 2020	Citizens Petition <u>Bond Articles Only</u> Must be Submitted (Friday preceding the 2 nd Tuesday in January – 5pm)	RSA 40:13, II-a (b)
By Tuesday, January 14, 2020	All Other Citizens Petition Articles Must be Submitted (By the 2 nd Tuesday in January – 5pm)	RSA 40:13 II-a (b) RSA 197:6
By Tuesday, January 14, 2020	Deadline for finalization of cost items CBA's to be presented at annual meeting (By the 2 nd Tuesday in January)	RSA 32:5-a
Thursday, January 16, 2020	Public Hearing on Proposed Budget/Bond Performing Arts Center–7 PM (snow date: January 17, 2020) (On or before the 3 rd Tuesday in January)	RSA 40:13, II-a (c) RSA 33:8-a
Tuesday, January 14, 2020	Supervisor Of Checklist Posts Checklist (On the 4 th Tuesday before Deliberative)	RSA 671:15 RSA 654:26 & 27
Tuesday, January 21, 2020	Supervisor Of Checklist Correction Session (On day immediately prior to first day of filing)	RSA 671:15 – 669:5
Wednesday, January 22, 2020	First Day of Filing Period For Candidates. File at SAU Office, 30 Greenough Road, Plaistow, NH 8:30am-4pm (Begins on the 7 th Wednesday before election)	RSA 671:19 RSA 669:19
By Thursday, January 23, 2020	Last Day for Budget Committee to Deliver Budget Committee and Warrant Article Recommendations for Posting (Thursday before last Monday in January)	RSA 40:13, II-a (c)
Saturday, January 25, 2020	Supervisor Of Checklist Holds A Checklist Correction Session (On Saturday 6-13 days before Deliberative)	RSA 671:15 – 669:5 RSA 654:27)
By Monday, January 27, 2020	Post Warrants and Budget For Session I and II At Place of Meeting And One Other Location (On or before last Monday in January)	RSA 40:13, II-a (d) RSA 197:5-A, 197:7
Friday, January 31, 2020	Last Day of Filing Period For Candidates (Ends Friday of following week of first day – 5pm)	RSA 671:19 RSA 669:19
Thursday, February 6, 2020	Deliberative Session I TRHS Gymnasium – 7:00 PM (snow date: February 9, 2020) (Between the 1 st and 2 nd Saturdays following the last Monday in January)	RSA 40:13 III, IV
Tuesday, February 11, 2020	Supervisors of Checklist re-post Checklist (On the 4 th Tuesday before voting)	RSA 671:15 RSA 654:26 + 27
Saturday, February 29, 2020	Supervisor Of Checklist Holds A Checklist Correction (On Saturday 6-13 days before voting)	RSA 671:15 – 669:5 RSA 654:27
Tuesday, March 10, 2020	District Voting (Session II) Budget/Bond Voting And Election Absentee Ballots Collected. <u>Residents May Register At The Polls.</u> Atkinson – Atkinson Community Ctr, Rte 121 – 7am-8pm Danville – Community Center, Rte 111 – 8am-7pm Plaistow – Pollard School, Main Street – 7am-8pm Sandown – Sandown Town Hall, Main Street – 8am-8pm	RSA 40:13 VIII

2020 Timberlane Regional School District Warrant State of New Hampshire

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

First Session of Annual Meeting (Deliberative)

You are hereby notified to meet at the Timberlane High School, 36 Greenough Road, Plaistow, New Hampshire, on Thursday, the **XXX** day of February 2020, at 7:00 p.m. This session shall consist of explanation, discussion, and debate of warrant articles number 2 through number **XXX**. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended, and (c) no warrant article shall be amended to eliminate the subject matter of the article.

Second Session of Annual Meeting (Voting)

Voting on warrant articles number 1 through number **XXX** will be conducted by official ballot to be held in conjunction with town meeting voting to be held on Tuesday, the 10th day of March, 2020, at the Town election polls in Atkinson, Danville, Plaistow, and Sandown, New Hampshire.

- Atkinson Voting will be conducted at the Atkinson Community Center from 7am-8pm
- Danville Voting will be conducted at the Danville Community Center from 8am-7pm
- Plaistow Voting will be conducted at Pollard School from 7am-8pm
- Sandown Voting will be conducted at the Sandown Town Hall from 8am-8pm

Article 1 - Election of Officers

To choose the following school district officers:

- | | | |
|-----------------|-------------------------|-------------------------|
| Atkinson Voters | School Board Member | 3-year Term (Boyle) |
| Danville Voters | School Board Member | 3-Year Term (Farah) |
| Plaistow Voters | School Board Member | 3-year Term (Sherman) |
| Atkinson Voters | Budget Committee Member | 3-Year Term (Hammond) |
| Danville Voters | Budget Committee Member | 3-Year Term (McCormick) |
| Plaistow Voters | Budget Committee Member | 3-Year Term (Mascola) |

Article XX - Operating Budget

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

Recommended/Not recommended by the School Board 0-0-0
Recommended/Not recommended by the Budget Committee 0-0-0

2020 TIMBERLANE REGIONAL SCHOOL DISTRICT WARRANT

DRAFT ONLY – NOT OFFICIAL

Article XX - Capital Reserve Fund

Shall the voters of the Timberlane Regional School District raise and appropriate up to \$XXXXXXX to be placed in the School Building Construction, Reconstruction, Capital Improvement and Land Purchase Capital Reserve Fund established in 1996, with such amount to be transferred from those funds in the June 30, 2020 unassigned fund balance available for transfer on July 1 of this year which were apportioned as Capital Expenses in 2019-2020 in accordance with Article 6 of the Timberlane Regional School District Articles of Agreement? No amount to be raised by additional taxation. (MAJORITY VOTE REQUIRED)

Recommended/Not recommended by the School Board 0-0-0

Recommended/Not recommended by the Budget Committee 0-0-0

Article XX - Three Year Collective Bargaining Agreement (Timberlane Support Staff Union)

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

Fiscal Year	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
Estimated Increase	\$XXXXXX	\$XXXXXX	\$XXXXXX
		3-Year Total	\$XXXXXXX

And further to raise and appropriate the sum of \$XXXXXX for the 2020-21 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those that would be paid at the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended/Not recommended by the School Board 0-0-0

Recommended/Not recommended by the Budget Committee 0-0-0

Article XX - Authorization for Special Meeting on Cost Items

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

Recommended/Not recommended by the School Board 0-0-0

Article XX - Three Year Collective Bargaining Agreement (Teamsters Local 633 - Timberlane Administrators Union*)

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

Fiscal Year	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
Estimated Increase	\$XXXXXX	\$XXXXXX	\$XXXXXX
		3-Year Total	\$XXXXXXX

And further to raise and appropriate the sum of \$XXXXXX for the 2020-21 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the

2020 TIMBERLANE REGIONAL SCHOOL DISTRICT WARRANT

DRAFT ONLY – NOT OFFICIAL

new agreement over those that would be paid at the current staffing levels? (MAJORITY VOTE REQUIRED)

Recommended/Not recommended by the School Board 0-0-0

Recommended/Not recommended by the Budget Committee 0-0-0

Article 7 - Authorization for Special Meeting on Cost Items

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

Recommended/Not recommended by the School Board 0-0-0

Article XX - Withdrawal from SAU55

Shall the voters of the Timberlane Regional School District accept the provisions of RSA 194-C providing for the withdrawal from School Administrative Unit 55 involving the school districts of Timberlane Regional and Hampstead, in accordance with the provisions of the proposed plan? (3/5 MAJORITY VOTE REQUIRED)

Recommended/Not recommended by the School Board 0-0-0

FYI ONLY: (i) If 3/5 of the votes cast on the question in the withdrawing district shall vote in the affirmative, the clerk of that district shall forthwith send to the state board a certified copy of the warrant, certificate of posting, evidence of publication, if required, and minutes of the meeting in the district. If the state board finds that 3/5 of the votes cast in that district meeting have voted in favor of withdrawing from the school administrative unit, it shall issue its certificate to that effect; and such certificate shall be conclusive evidence of the lawful organization and formation of the new, single district school administrative unit as of the date of its issuance.

Article XX - General Acceptance of Reports

Shall the voters of the Timberlane Regional School District accept reports of agents, auditors, and committees as written in the 2019 Annual Report? (MAJORITY VOTE REQUIRED)

Recommended/Not recommended by the School Board 0-0-0

Executive Summary

BULLYING DATA

As requested by the school board, below are the previously reported stats related to reported and substantiated bullying cases as reported to the Department of Education for the 2018-2019 and 2017-2018 School years with the added details of bullying investigations ruled to be instances of unsubstantiated bullying and how those were categorized by administration during the 2018-2019 school year.

Atkinson Academy:

2017-2018 Data		2018-2019 Data	
Reported Bullying	1	Reported Bullying	2
Investigated as Bullying	1	Investigated as Bullying	2
Substantiated	0	Substantiated	0
Unsubstantiated	1	Unsubstantiated	2

The cases of unsubstantiated bullying in both the 2017-2018 and 2018-2019 school years were addressed as **peer conflict after investigations were complete.*

Danville Elementary:

2017-2018 Data		2018-2019 Data	
Reported Bullying	5	Reported Bullying	2
Investigated as Bullying	5	Investigated as Bullying	2
Substantiated	1	Substantiated	2
Unsubstantiated	4	Unsubstantiated	0

The four cases of unsubstantiated bullying in 2017-2018 were addressed as **peer conflict after investigation was complete.*

Pollard School:

2017-2018 Data		2018-2019 Data	
Reported Bullying	7	Reported Bullying	5
Investigated as Bullying	7	Investigated as Bullying	5
Substantiated	6	Substantiated	4
Unsubstantiated	1	Unsubstantiated	1*

The case of unsubstantiated bullying in 2017-2018 was addressed as **peer conflict after investigation was complete and the case of unsubstantiated bullying in 2018-2019 was addressed as **inappropriate contact**.*

Sandown North:

2017-2018 Data		2018-2019 Data	
Reported Bullying	3	Reported Bullying	3
Investigated as Bullying	3	Investigated as Bullying	3
Substantiated	2	Substantiated	3
Unsubstantiated	1	Unsubstantiated	0

The case of unsubstantiated bullying from 2017-2018 was addressed as **peer conflict after investigation was complete.*

Timberlane Middle School:

2017-2018 Data		2018-2019 Data	
Reported Bullying	42	Reported Bullying	2
Investigated as Bullying	42	Investigated as Bullying	2
Substantiated	5	Substantiated	2
Unsubstantiated	37	Unsubstantiated	0

Of the thirty-seven cases of unsubstantiated bullying from 2017-2018, all were addressed as **peer conflict after investigation was complete.*

Timberlane High School:

2017-2018 Data		2018-2019 Data	
Reported Bullying	5	Reported Bullying	15
Investigated as Bullying	5	Investigated as Bullying	15
Substantiated	5	Substantiated	8
Unsubstantiated	0	Unsubstantiated	7*

Of the seven cases of unsubstantiated bullying from 2018-2019, 4 were addressed as **peer conflict and 3 were addressed as **assault** after the initial bullying investigations were complete.*

Sandown Central (TLC):

2017-2018 Data		2018-2019 Data	
Reported Bullying	0	Reported Bullying	0
Investigated as Bullying	0	Investigated as Bullying	0
Substantiated	0	Substantiated	0
Unsubstantiated	0	Unsubstantiated	0

NOTE: Beginning 2019-20, we will collect data associated with complaints received on situations that did not rise to the level of a bullying investigation. Training on this process will be provided to administrators at their September 24th TELA session.

*Respectfully submitted, Susan Rasicot
Director of Pupil Personnel Services/Student Services*