

# **Sixty-Sixth ANNUAL REPORT**

**Inter-Lakes School District  
Meredith ~ Center Harbor ~ Sandwich  
New Hampshire**

**For the fiscal year ending  
June 30, 2021**

**March 7, 2022**

***Great Schools ~ Strong Communities ~ Personal Success***

## **INTER-LAKES SCHOOL BOARD ~ PHILOSOPHY OF EDUCATION**

Public schools are shaped by and, in turn, shape the society that administers them. As such, the schools should be sensitive to the needs of the community while being ever mindful, that ultimately, they must produce individuals with the ability to evaluate and change that society for the common good. The schools must provide the opportunity for each student to become aware of his or her own innate abilities while, at the same time, imparting knowledge, stimulating curiosity, encouraging creativity and teaching the principles of reasoning and logical thought.

*Adopted: May 10, 1982*

## **INTER-LAKES SCHOOL DISTRICT ~ VISION STATEMENT**

The Inter-Lakes School District, in partnership with its communities, will provide outstanding educational opportunities and resources for all students to achieve academic excellence in order to reach their highest potential and to succeed as responsible, contributing citizens in a global society.

## **INTER-LAKES SCHOOL DISTRICT ~ MISSION STATEMENT**

Is to inspire and sustain learning and achievement by providing:

- quality teaching practices
- student-centered learning
- a safe environment
- community connections
- access to resources



## Table of Contents

Inter-Lakes School District Officers .....	2
School District Meeting Rules of Order .....	3
Annual School District Meeting Minutes (March 3, 2021).....	5
District Voting Results (March/April 2021) .....	8
School District Warrant Election of Officers 2022 .....	9
School District Warrant 2022.....	10
Proposed Budget 2022-2031 .....	12
School District Revenue Information.....	21
Tax Assessment Worksheet Fall 2021 .....	22
Special Education Expenditures/Revenues .....	23
Expendable Trust Funds Annual Report .....	24
Independent Auditor's Report (February 2022) .....	25
SAU #2 Central Office Budget 2022-2023.....	26
Distribution of District Shares 2021-2022 and 2022-2023 .....	28
Superintendent's Report .....	29
Inter-Lakes Middle/High School Principal's Report .....	34
Inter-Lakes Elementary School Principal's Report .....	37
Sandwich Central School Principal's Report .....	41
Salary Schedule 2021-2022 .....	43
SAU Administrative Personnel / Inter-Lakes Personnel .....	44
Inter-Lakes High School Class of 2021 .....	51
Inter-Lakes High School Class of 2021 Awards & Scholarships .....	52
Inter-Lakes High School 2021 Awards.....	55

## Inter-Lakes School District Officers 2021-2022

Mr. Patrick Kelly	Moderator
Ms. Bea Lewis Wheeler / Ms. Kerri Parker	Clerk
Ms. Brenda L. Vittner	Treasurer

<u>School Board Members</u>	<u>Term Expires</u>
Ms. Lisa Merrill, Chair (Meredith)	2024
Mr. Mark Billings, Vice Chair (Meredith)	2022
Mr. Craig Baker (Center Harbor)	2024
Mr. Howard Cunningham (At-Large)	2022
Mr. Charles Hanson, Secretary (Center Harbor)	2022
*Mr. Richard E. Hanson (At-Large)	2023
Mr. Duncan Porter-Zuckerman (Sandwich)	2022
Ms. Nancy Starmer (Sandwich)	2023
Mr. Riley Towle, Student Member	2022

*\*resigned August 2021*

### Administrators

Mrs. Mary A. Moriarty, Superintendent of Schools	SAU #2
Mrs. Patricia M. Temperino, Assistant Superintendent	SAU #2
Mrs. Elaine Dodge, Director of Student Services	SAU #2
Mrs. Ashley Dolloff, Human Resources Director	SAU #2
Ms. Erica Pappalardo, Curriculum Coordinator	Inter-Lakes School District
Dr. Amanda Downing, Principal	Inter-Lakes Middle/High School
Mr. Michael Bryant, Principal	Inter-Lakes Elementary School
Mr. Jeremy Hillger, Principal	Sandwich Central School
Mr. Mark Parsons, Technology Director	Inter-Lakes School District
Mr. Charles Femia, Dean of Students & Operations	Inter-Lakes Middle/High School
Ms. Stephanie Howard, Assistant Principal	Inter-Lakes Elementary
Dr. Michelle Robinson, Dean of Learning	Inter-Lakes Middle/High School
Mr. Brian Swanker, Facilities Director	Inter-Lakes School District
Ms. Holly Vieten, Guidance Director	Inter-Lakes School District

Office: School Administrative Unit #2  
Humiston Building  
103 Main Street, Suite 2  
Meredith, New Hampshire 03253  
Telephone: 603-279-7947

# **School District Meeting Rules of Order**

## **New Hampshire Revised Statutes Annotated**

### **Chapter 40**

1. Call meeting to order
2. Invocation
3. Pledge of Allegiance and Star Spangled Banner
4. General Information
  - a. No smoking in building
  - b. Locate exits
  - c. Restroom locations
  - d. Use of cellular phones will be restricted to areas outside of the meeting room
  - e. Meeting is not conducted under Roberts' Rules
- 5 Rules of Meeting (R.S.A. 40:4)
  - a. Anyone wishing to make a motion, second a motion or wishing to speak on an Article must first be recognized by the Moderator. (R.S.A. 40:7)
  - b. All speakers must address the Moderator; there will be no cross-floor debates.
  - c. When recognized, please go to a microphone and state name and town before making or seconding a motion or speaking on an article.
  - d. A motion to "call the previous question" can cut off debate and, if seconded, must be voted on immediately. The motion is not debatable and so a two-thirds favorable vote is required.
  - e. Voting will be done by a show of voting cards.
  - f. Seven voters may challenge the declared vote on any Article, before the next Article is brought up, then a secret ballot must be held. (R.S.A. 40:4b)
  - g. If a secret ballot is desired on any Article, a written request signed by five voters (in attendance at the meeting) is required and presented to the Moderator.(R.S.A. 40:4a)
  - h. Any Article may be legally amended; each amendment will be discussed independently and acted upon before the Article is called.
  - i. A motion to reconsider an Article may be made at any time prior to final adjournment and the Article would be taken up again immediately unless protected by a vote to restrict reconsideration. (R.S.A. 40:10)
  - j. Five voters (in attendance at the meeting) may request a recount of a secret ballot before the next Article is taken up. (The vote margin must be less than 10% of total votes cast.) (R.S.A. 40:4a)

- k. Only registered voters may vote.
- l. Only registered voters, school officials, and the district's attorney may speak to, questions, unless the meeting votes to allow anyone else to speak.
- m. The Moderator can be overruled by a simple majority vote. Any challenger will be recognized and no second is required. The challenger has the right to state his or her reasons for the challenge.
- n. RSAs (Revised Statutes Annotated), which are state laws, cannot be overruled by the meeting.

**INTER-LAKES SCHOOL DISTRICT ANNUAL MEETING  
CENTER HARBOR, MEREDITH, SANDWICH**

**March 3, 2021**

The Annual Meeting of the Inter-Lakes School District was held on Wednesday, March 3, 2021, at Inter-Lakes Middle High School. At 6:00 pm. Inter-Lakes School District Moderator Patrick Kelly called the meeting to order and offered an invocation.

A video of District students reciting the Pledge of Allegiance was shown as meeting attendees joined in. Inter-Lakes High School Senior Gabrielle Bean sang the National Anthem.

The Moderator stated that the meeting would not be conducted under Roberts' Rules but rather those listed in the annual report and then read them.

- a. Anyone wishing to make a motion, second a motion, or wishing to speak on an Article must first be recognized by the Moderator. (R.S.A. 40:7)
- b. All speakers must address the Moderator; there will be no cross-floor debates.
- c. When recognized, please go to the microphone. State your name and town of residence before making or seconding a motion, or speaking on an article.
- d. A motion to "call the previous question" can cut off debate and, if seconded, must be voted on immediately. The motion is not debatable and so a two-thirds favorable vote is required.
- e. Voting will be done by a show of voting cards.
- f. Seven voters may challenge the declared vote on any Article, before the next Article is brought up, then a secret ballot must be held. (R.S.A. 40:4b)
- g. If a secret ballot is desired on any Article, a written request signed by five voters (in attendance at the meeting) is required and presented to the Moderator. (R.S.A. 40:4a)
- h. Any Article may be legally amended; each amendment will be discussed independently and acted upon before the Article is called.
- i. A motion to reconsider any Article may be made at any time prior to the final adjournment and the Article would be taken up again immediately unless protected by a vote to restrict reconsideration. (R.S.A. 40:10)

Inter-Lakes School Board and the Inter-Lakes Support Staff Association which calls for the following increases in salaries and benefits at the current staffing levels; over those paid in the prior fiscal year.

<u>Year</u>	<u>Estimated Increase</u>
2021-2022	\$207,492
2022-2023	\$70,310
2023-2024	\$80,321

And further, to raise and appropriate the sum of \$207,492 for the 2021-2022 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement over those of the appropriation at current staffing levels paid in the prior fiscal year.

Jonathan James, Meredith, asked how the chart printed as part of the Article was suppose to be read and questioning the reason for the large increase in the first year of the agreement.

Assistant Superintendent of Schools Trish Temperino referred to page 5 of the School District Budget Information Package that explained that \$103,649 was attributable to salary and fixed costs and \$103,843 was attributable to health insurance costs in the first year of the three-year contract.

Article 3 carried in the affirmative by a show of voter cards.

#### **Article 4**

The Moderator read Article 4.

As the support staff contract was approved in the prior Article, the moderator passed over Article 4, that would have authorized the Inter-Lakes School Board to call one special meeting at its option, to address Article 3 cost items only.

#### **Article 5**

The Moderator read Article 5,

It was moved by Richard Hanson, Center Harbor and seconded by Mark Billings, Meredith, to see if the District will vote to raise and appropriate the amount of \$28,465,330 for the support of schools, for the payment of salaries for the school district officials and agents and for the payment of statutory obligations of the District.

Article 5 carried in the affirmative by a show of voter cards.

#### **Article 6**

The Moderator read Article 6.

It was moved by Mark Billings, Meredith, and seconded by Craig Baker, Center Harbor, to see if the District will vote to raise and appropriate up to \$160,000 to be placed in the previously established Inter-Lakes School District Facilities Maintenance Expendable Trust, with such amount to be funded from the June 30, 2021 unreserved fund balance for transfer on July 1, 2021, with no amount to be raised by taxation.

Article 6 carried in the affirmative by a show of voter cards.



## **Article 7**

The Moderator read Article 7.

It was moved by Duncan Porter-Zuckerman, Sandwich, seconded by Charlie Hanson, Center Harbor, to see if the District will vote to raise and appropriate up to \$15,000 to be placed in the previously established Inter-Lakes School District Special Education Expendable Trust, with such amount to be funded from the June 30, 2021 unreserved fund balance for transfer on July 1, 2021, with no amount to be raised by taxation.

## **Article 8**

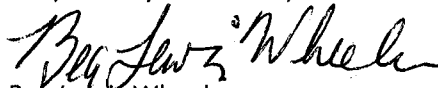
The Moderator read Article 8.

Jonathan James, Meredith, asked whether the financial information package handed out at the meeting could be made available earlier for review. Superintendent of School Mary Moriarty said all of the information was posted on the District's web site. Mr. James said he would like to see some printed copies made available at Town Hall.

It was moved by Mark Billings, Meredith, and seconded by Richard Hanson, Center Harbor to adjourn the meeting.

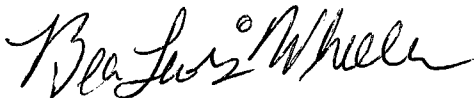
Article 8 carried in the affirmative by a show of voter cards.

Respectfully Submitted,



Bea Lewis Wheeler  
School District Clerk

I hereby attest that this is a true copy.



Bea Lewis Wheeler  
School District Clerk

**INTER-LAKES SCHOOL DISTRICT VOTING RESULTS**  
**Center Harbor, Meredith, Sandwich**  
**March/April 2021**

**Moderator**  
**(One-Year Term)**

	<b><u>Center Harbor</u></b>	<b><u>Meredith</u></b>	<b><u>Sandwich</u></b>	<b><u>Total</u></b>
Charles Hanson (Write-In)	8	0	0	8
Richard Hanson (Write-In)	1	0	0	1
<b>Patrick Kelly</b> (Write-In)	10	56	7	<b>73</b>
Jim Mykland (Write-In)	0	0	9	9

**School Board Member Resident of Center Harbor**  
**(Three-Year Term)**

	<b>Center Harbor</b>	<b>Meredith</b>	<b>Sandwich</b>	<b>Total</b>
<b>Craig S. Baker</b>	73	381	197	<b>651</b>

**School Board Member Resident of Meredith**  
**(Three-Year Term)**

	<b>Center Harbor</b>	<b>Meredith</b>	<b>Sandwich</b>	<b>Total</b>
Jared T. Gumpert	18	170	31	219
<b>Lisa A. Merrill</b>	55	329	169	<b>553</b>

Respectfully Submitted,

Bea Lewis Wheeler  
School District Clerk

# **Inter-Lakes Cooperative School District Warrant for Election of Officers 2022 The State of New Hampshire**

To the inhabitants of the Inter-Lakes Cooperative School District comprised of the Towns of Center Harbor, Meredith and Sandwich, qualified to vote upon District Affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE FOLLOWING LOCATIONS:

CENTER HARBOR	Center Harbor Municipal Building, 8:00 a.m. - 7:00 p.m.
MEREDITH	Community Center, Meredith, 7:00 a.m. - 7:00 p.m.
SANDWICH	Sandwich Town Hall, Center Sandwich, 10:00 a.m. - 7:00 p.m.

ON TUESDAY, MARCH 8, 2022 TO CAST YOUR BALLOTS FOR CANDIDATES FOR THE FOLLOWING OFFICES:

**Article 1.** To elect a Moderator for the ensuing year.

**Article 2.** To elect three (3) members to the School Board of the District for three-year terms:

- ❖ One Member from Center Harbor
- ❖ One Member from Meredith
- ❖ One Member from Sandwich

**Article 3.** To elect one (1) member to the School Board of the District for one-year term:

- ❖ Member At-Large

The foregoing procedure calling for the election of your District Officers at the Annual Town Meeting is authorized by Statute RSA 671.22 Supp. and was adopted by the District at its 26<sup>th</sup> Annual School District Meeting, March, 1981.

GIVEN UNDER OUR HANDS AT SAID MEREDITH THIS 8<sup>th</sup> DAY OF FEBRUARY, 2022.

Lisa Merrill, Chair  
Mark Billings, Vice-Chairman  
Charles Hanson, Board Secretary  
Craig Baker  
Howard Cunningham  
Duncan Porter-Zuckerman  
Nancy Starmer

# Inter-Lakes Cooperative School District

## Warrant for 2022

### The State of New Hampshire

To the inhabitants of the Inter-Lakes Cooperative School District comprised of the Towns of Center Harbor, Meredith and Sandwich, qualified to vote upon District Affairs:

YOU ARE HEREBY NOTIFIED TO MEET AT THE INTER-LAKES COMMUNITY AUDITORIUM, INTER-LAKES MIDDLE/HIGH SCHOOL, MEREDITH, NEW HAMPSHIRE, ON MONDAY, MARCH 7, 2022, AT SIX O'CLOCK IN THE EVENING (6:00 P.M.) TO ACT UPON THE FOLLOWING SUBJECTS:

**Article 1.** To see what action the District will vote relative to the reports of Agents, Committees, or Officers chosen.

**Article 2.** To see if the District will set the salaries of District officers for the coming year as follows:

Moderator	\$100.00
District Clerk	\$20.00/hour
School Board Chairperson	\$1,800.00
School Board Members (6) each	\$1,500.00
District Treasurer	\$1,500.00

**Article 3.** To see if the District will vote to raise and appropriate the amount of \$29,446,576 for the support of schools, for the payment of salaries for the school district officials and agents, and for the payment of statutory obligations of the District. *(This article excludes special warrant articles and other appropriations voted separately.)*

*The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)*

**Article 4.** To see if the District will vote to establish a Student Transportation Expendable Trust per RSA 198:20-c, for the purpose of student transportation costs and to raise and appropriate up to \$5,000 to be placed in a fund, with such amount to be funded from the June 30, 2022 unreserved fund balance for transfer on July 1, 2022, with no amount to be raised by taxation; further to name the School Board as agents to expend from the fund.

*The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)*

**Article 5.** To see if the District will vote to raise and appropriate up to \$150,000 to be placed in the previously established Inter-Lakes School District Facilities Maintenance Expendable Trust, with such amount to be funded from the June 30, 2022 unreserved fund balance for transfer on July 1, 2022, with no amount to be raised by taxation?

*The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)*

**Article 6.** To see if the District will vote to raise and appropriate up to \$15,000 to be placed in the previously established Inter-Lakes School District Special Education Expendable Trust, with such amount to be funded from the June 30, 2022 unreserved fund balance for transfer on July 1, 2022, with no amount to be raised by taxation?

*The Inter-Lakes School Board recommends this appropriation. (Majority vote required.)*

**Article 7.** To see if the registered voters in the Inter-Lakes School district will vote to approve optional masking, (indoor/outdoor/busing/sports/co-curricular) based solely on parental

guidance, for grades Pre-K through 12, during the remainder of the 2021-2022 school year.

*This is a petitioned warrant article. Legal counsel has advised that this is a non-binding advisory article.*

**Article 8.** To transact any other business that may legally come before the meeting.

GIVEN UNDER OUR HANDS AND SEALS AT SAID MEREDITH THIS 8<sup>th</sup> DAY OF FEBRUARY 2022.

Lisa A. Merrill, Chair  
Mark Billings, Vice Chair  
Charles G. Hanson, Secretary  
Craig Baker  
Howard Cunningham  
Duncan Porter-Zuckerman  
Nancy Starmer

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
<b>1100 Regular Education</b>						
112 Teachers' Salaries	6,075,646	6,028,630	6,094,231	6,133,626	39,395	0.65%
114 Paraeducators' Salaries	190,157	92,338	197,161	131,360	(65,801)	-33.37%
121 Substitutes' Salaries	160,000	234,851	165,000	165,000	-	0.00%
122 Tutors' Salaries	9,500	9,550	9,500	9,500	-	0.00%
123 Activities Salaries	36,487	11,373	36,487	33,997	(2,490)	-6.82%
211 Health Insurance	1,255,994	1,118,846	1,261,900	1,265,080	3,180	0.25%
212 Dental Insurance	92,822	86,567	92,172	89,258	(2,914)	-3.16%
213 Life Insurance	10,386	8,419	7,318	7,213	(105)	-1.43%
214 Long Term Disability Insurance	-	-	-	-	-	0.00%
215 Health Reimbursement Account	3,360	4,235	4,440	3,720	(720)	-16.22%
216 ILSSA Flex Med	1,000	1,235	1,000	-	(1,000)	-100.00%
220 FICA	497,727	475,293	498,998	497,370	(1,628)	-0.33%
231 Employee Retirement	21,274	13,159	27,762	16,535	(11,227)	-40.44%
232 Teacher Retirement	1,075,395	1,078,446	1,261,335	1,272,145	10,810	0.86%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers Compensation	-	-	-	-	-	0.00%
330 Contracted Services	85,668	32,547	93,064	91,762	(1,302)	-1.40%
430 Repairs & Maintenance Services	3,400	1,300	2,900	4,350	1,450	50.00%
561 Tuition Other LEAs In State	-	-	-	-	-	0.00%
585 Mileage Reimbursements	174	-	174	174	-	0.00%
610 Supplies	129,298	73,339	97,451	97,015	(436)	-0.45%
611 AV Supplies	1,675	118	1,125	200	(925)	-82.22%
640 Books & Printed Material	52,713	36,685	49,413	55,867	6,454	13.06%
644 Electronic Information Access	-	99	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
731 Added Equipment	7,261	8,520	23,123	20,254	(2,869)	-12.41%
734 New Computers	-	-	-	-	-	0.00%
735 Replacement Equipment	28,268	20,035	19,429	30,497	11,068	56.97%
750 Capital Software	-	-	-	-	-	0.00%
810 Dues & Fees	110	60	110	425	315	286.36%
<b>Total 1100 Regular Education</b>	<b>9,738,315</b>	<b>9,335,645</b>	<b>9,944,093</b>	<b>9,925,348</b>	<b>(18,745)</b>	<b>-0.19%</b>
<b>1210 Special Education</b>						
112 Teachers' Salaries	1,116,353	1,066,040	1,147,575	1,150,024	2,449	0.21%
114 Paraeducators' Salaries	1,552,952	1,480,080	1,624,887	1,555,470	(69,417)	-4.27%
115 Clerical/Office Support	15,867	18,293	16,650	17,483	833	5.00%
122 Tutors' Salaries	22,800	9,094	22,800	22,800	-	0.00%
123 Temp/Part Time Salary	-	300	-	-	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	539,230	463,843	649,618	571,068	(78,550)	-12.09%
212 Dental Insurance	17,331	14,684	16,184	17,187	1,003	6.20%
213 Life Insurance	1,467	1,481	1,485	1,467	(18)	-1.21%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
216 ILSSA Flex Med	15,500	7,139	12,500	9,500	(3,000)	-24.00%
220 FICA	213,479	188,715	220,093	214,689	(5,404)	-2.46%
231 Employee Retirement	171,998	163,699	228,518	218,699	(9,819)	-4.30%
232 Teacher Retirement	198,712	190,868	241,220	241,735	515	0.21%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
321 Consulting Services	5,000	-	5,000	5,000	-	0.00%
330 Contracted Services	202,225	49,212	152,450	145,250	(7,200)	-4.72%
430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
500 Medicaid Services	5,500	9,541	5,500	5,500	-	0.00%
561 Tuition - Public	-	52,285	-	20,000	20,000	0.00%
564/569 Tuition - Non-Public	135,000	54,081	80,000	234,202	154,202	192.75%
585 Mileage Reimbursements	500	35	500	500	-	0.00%
610 Supplies	6,376	2,486	6,376	6,376	-	0.00%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	1,618	1,503	1,618	1,618	-	0.00%
644 Electronic Information Access	-	-	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
731 Added Equipment	10,000	2,488	-	10,000	10,000	#DIV/0!
734 New Computers	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	-	-	0.00%
738 Replacement Computers	-	-	-	-	-	0.00%
810 Dues & Fees	-	-	-	-	-	0.00%
<b>Total 1210 Special Education</b>	<b>4,231,908</b>	<b>3,775,867</b>	<b>4,432,974</b>	<b>4,448,568</b>	<b>15,594</b>	<b>0.35%</b>

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
<b>1215 Special Education Extended School Year</b>						
112 Teachers' Salaries	22,000	46,126	22,000	28,800	6,800	30.91%
114 Paraeducators' Salaries	13,630	19,183	13,630	11,886	(1,744)	-12.80%
220 FICA	2,726	4,926	2,726	3,112	386	14.16%
231 Employee Retirement	1,522	1,952	1,916	1,671	(245)	-12.79%
232 Teacher Retirement	3,916	7,541	4,625	7,725	3,100	67.03%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	2,650	-	2,650	3,100	450	16.98%
610 Supplies	600	119	600	600	-	0.00%
<b>Total 1215 Extended School Year</b>	<b>47,044</b>	<b>79,847</b>	<b>48,147</b>	<b>56,894</b>	<b>8,747</b>	<b>18.17%</b>
<b>1260 Bilingual</b>						
112 Teacher's Salary	50,569	50,369	51,243	52,119	876	1.71%
123 Activities Salaries	-	-	-	-	-	0.00%
211 Health Insurance	5,224	4,743	5,300	5,472	172	3.25%
212 Dental Insurance	355	336	355	350	(5)	-1.41%
213 Life Insurance	90	102	90	90	-	0.00%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
220 FICA	3,869	3,734	3,920	3,988	68	1.73%
232 Teacher Retirement	9,001	8,966	10,771	10,955	184	1.71%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	-	-	-	-	-	0.00%
585 Mileage Reimbursements	-	-	-	-	-	0.00%
610 Supplies	100	83	100	100	-	0.00%
640 Books & Printed Material	400	250	400	400	-	0.00%
644 Electronic Information Access	-	-	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
<b>Total 1260 Bilingual</b>	<b>69,608</b>	<b>68,583</b>	<b>72,179</b>	<b>73,474</b>	<b>1,295</b>	<b>1.79%</b>
<b>1290 Special Ed. Assigned Coach</b>						
112 Coaches Salaries	-	-	-	-	-	0.00%
114 Paraeducators' Salaries	6,888	-	6,888	6,888	-	0.00%
220 FICA	527	-	527	527	-	0.00%
231 Employee Retirement	769	-	969	969	-	0.00%
232 Teacher Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
<b>Total 1290 Special Ed. Assigned Coach</b>	<b>8,184</b>	<b>-</b>	<b>8,384</b>	<b>8,384</b>	<b>-</b>	<b>0.00%</b>
<b>1300 Vocational Education</b>						
561 Tuition	125,000	114,387	115,000	115,000	-	0.00%
<b>Total 1300 Vocational Education</b>	<b>125,000</b>	<b>114,387</b>	<b>115,000</b>	<b>115,000</b>	<b>-</b>	<b>0.00%</b>
<b>1410 Co-Curricular Activities</b>						
123 Activities Salaries	109,504	69,296	109,317	135,575	26,258	24.02%
220 FICA	9,591	5,301	8,363	10,372	2,009	24.02%
231 Employee Retirement	-	1,065	-	-	-	0.00%
232 Teacher Retirement	15,861	8,974	22,978	28,497	5,519	24.02%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	18,583	18,746	20,183	20,183	-	0.00%
430 Repairs & Maintenance Services	650	-	1,000	1,500	500	50.00%
550 Printing	-	-	-	-	-	0.00%
585 Mileage Reimbursements	1,200	-	1,600	1,600	-	0.00%
610 Supplies	11,700	5,779	11,700	11,300	(400)	-3.42%
640 Books & Printed Material	700	-	700	600	(100)	-14.29%
650 Software	900	-	900	-	(900)	-100.00%
731 Added Equipment	834	-	834	834	-	0.00%
735 Replacement Equipment	300	-	300	300	-	0.00%
810 Dues & Fees	8,739	1,430	14,589	14,709	120	0.82%
<b>Total 1410 Co-Curricular Activities</b>	<b>178,562</b>	<b>110,591</b>	<b>192,464</b>	<b>225,470</b>	<b>33,006</b>	<b>17.15%</b>

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
<b>1420 Athletics</b>						
112 Athletic Director Salary	55,846	56,143	56,927	94,930	38,003	66.76%
122 Officials	-	4,546	-	-	-	0.00%
123 Coaching Salaries	151,160	137,769	159,159	169,689	10,530	6.62%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	10,246	10,356	10,395	17,887	7,492	72.07%
212 Dental Insurance	585	614	585	960	375	64.10%
213 Life Insurance	54	61	54	90	36	66.67%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
220 FICA	15,836	14,986	17,034	20,243	3,209	18.84%
231 Employee Retirement	-	1,560	-	-	-	0.00%
232 Teacher Retirement	15,597	15,208	37,450	57,035	19,585	52.30%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	112,912	81,760	114,672	117,833	3,161	2.76%
581 Conference and Travel	-	-	-	2,250	2,250	0.00%
585 Mileage Reimbursements	2,200	437	2,200	1,900	(300)	-13.64%
610 Supplies	16,250	14,326	16,250	19,250	3,000	18.46%
640 Books & Printed Material	18	-	18	-	(18)	-100.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	15,920	12,576	22,818	30,543	7,725	33.85%
810 Dues & Fees	15,497	6,144	15,497	18,847	3,350	21.62%
<b>Total 1420 Athletics</b>	<b>412,121</b>	<b>356,486</b>	<b>453,059</b>	<b>551,457</b>	<b>98,398</b>	<b>21.72%</b>
<b>1430 Summer School</b>						
112 Teachers' Salaries	21,760	41,196	21,760	28,800	7,040	32.35%
114 Paraeducators' Salaries	4,800	10,075	4,800	10,080	5,280	110.00%
220 FICA	2,032	3,922	2,032	2,974	942	46.36%
231 Employee Retirement	536	1,106	675	1,417	742	109.93%
232 Teacher Retirement	3,873	6,162	4,574	6,054	1,480	32.36%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
610 Supplies	400	306	400	400	-	0.00%
<b>Total 1430 Summer School</b>	<b>33,401</b>	<b>62,767</b>	<b>34,241</b>	<b>49,725</b>	<b>15,484</b>	<b>45.22%</b>
<b>2110 Attendance</b>						
Attendance	1	-	1	1	-	0.00%
<b>Total 2110 Attendance</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>0.00%</b>
<b>2120 Guidance Services</b>						
111 Director's Salary	89,155	88,653	90,337	94,797	4,460	4.94%
112 Counselors' Salaries	393,063	393,386	405,227	458,444	53,217	13.13%
123 Temp/Part Time Salary	6,240	2,330	6,240	6,240	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	97,218	97,988	110,953	114,549	3,596	3.24%
212 Dental Insurance	7,413	8,004	8,598	8,473	(125)	-1.45%
213 Life Insurance	1,221	1,549	1,721	1,765	44	2.56%
214 Long Term Disability Insurance	366	411	377	384	7	1.86%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
220 FICA	37,557	35,842	38,579	43,030	4,451	11.54%
232 Teacher Retirement	87,037	86,187	105,584	109,501	3,917	3.71%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	22,820	16,146	22,820	25,271	2,451	10.74%
581 Conferences/Travel	2,250	-	3,000	3,000	-	0.00%
585 Mileage Reimbursements	600	260	600	350	(250)	-41.67%
610 Supplies	3,130	920	3,130	3,855	725	23.16%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	1,235	715	907	932	25	2.76%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	-	-	0.00%
810 Dues & Fees	604	181	604	400	(204)	-33.77%
<b>Total 2120 Guidance Services</b>	<b>749,909</b>	<b>732,572</b>	<b>798,677</b>	<b>870,991</b>	<b>72,314</b>	<b>9.05%</b>



**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
<b>2129 Guidance Registrar</b>						
115 Registrar's Salary	41,600	42,200	43,643	45,820	2,177	4.99%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	9,669	9,335	9,811	10,129	318	3.24%
212 Dental Insurance	492	494	492	485	(7)	-1.42%
213 Life Insurance	18	20	18	18	-	0.00%
220 FICA	3,182	3,181	3,338	3,505	167	5.00%
231 Employee Retirement	4,647	4,751	6,136	6,443	307	5.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
581 Conferences/Travel	800	-	800	800	-	0.00%
<b>Total 2129 Guidance Secretarial</b>	<b>60,408</b>	<b>59,981</b>	<b>64,238</b>	<b>67,200</b>	<b>2,962</b>	<b>4.61%</b>
<b>2130 Health Services</b>						
112 Nurses' Salaries	150,857	197,495	154,896	157,396	2,500	1.61%
114 Paraeducators' Salaries	40,669	46,841	46,075	49,069	2,994	6.50%
211 Health Insurance	30,392	31,355	36,739	31,739	(5,000)	-13.61%
212 Dental Insurance	1,950	2,094	1,950	1,920	(30)	-1.54%
213 Life Insurance	180	281	180	180	-	0.00%
216 ILSSA Flex Med	-	-	-	-	-	0.00%
220 FICA	14,807	18,187	15,527	15,948	421	2.71%
231 Employee Retirement	4,542	5,232	6,478	6,899	421	6.50%
232 Teacher Retirement	26,853	35,153	32,559	33,085	526	1.62%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	1,150	610	1,150	1,150	-	0.00%
430 Repairs & Maintenance Services	150	-	150	150	-	0.00%
585 Mileage Reimbursements	235	210	235	245	10	4.26%
610 Supplies	8,040	17,067	8,190	7,740	(450)	-5.49%
640 Books & Printed Material	100	30	100	100	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	1,600	1,506	6,140	1,000	(5,140)	-83.71%
810 Dues & Fees	300	300	300	300	-	0.00%
<b>Total 2130 Health Services</b>	<b>281,825</b>	<b>356,361</b>	<b>310,669</b>	<b>306,921</b>	<b>(3,748)</b>	<b>-1.21%</b>
<b>2140 Psychological Services</b>						
112 Teachers' Salaries	74,342	85,057	83,314	84,674	1,360	1.63%
123 Temp/Part Time Salary	-	-	-	-	-	0.00%
211 Health Insurance	20,149	16,471	18,884	19,497	613	3.25%
212 Dental Insurance	1,693	1,219	1,334	1,314	(20)	-1.50%
213 Life Insurance	90	204	180	180	-	0.00%
220 FICA	5,687	6,200	6,373	6,478	105	1.65%
232 Teacher Retirement	13,233	15,140	17,512	17,798	286	1.63%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	-	-	-	-	-	0.00%
585 Mileage Reimbursements	600	-	600	600	-	0.00%
610 Supplies	3,500	1,477	3,500	3,500	-	0.00%
650 Software	-	-	-	-	-	0.00%
<b>Total 2140 Psychological Services</b>	<b>119,294</b>	<b>125,768</b>	<b>131,697</b>	<b>134,041</b>	<b>2,344</b>	<b>1.78%</b>
<b>2150 Speech Services</b>						
112 Teachers' Salaries	240,328	271,168	279,258	266,321	(12,937)	-4.63%
114 Paraeducators' Salaries	65,208	34,346	33,916	34,564	648	1.91%
211 Health Insurance	102,836	78,745	87,965	76,812	(11,153)	-12.68%
212 Dental Insurance	6,969	6,025	6,328	5,070	(1,258)	-19.88%
213 Life Insurance	306	411	378	378	-	0.00%
215 Health Reimbursement Account	600	-	960	600	(360)	-37.50%
220 FICA	23,373	21,925	23,957	23,018	(939)	-3.92%
231 Employee Retirement	7,284	3,836	4,768	4,860	92	1.93%
232 Teacher Retirement	42,778	48,268	58,700	55,981	(2,719)	-4.63%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	2,000	-	2,000	2,000	-	0.00%
430 Repairs & Maintenance Services	-	-	-	-	-	0.00%
585 Mileage Reimbursements	500	639	500	500	-	0.00%
610 Supplies	1,100	515	1,100	1,744	644	58.55%
611 AV Supplies	-	-	-	-	-	0.00%

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
640 Books & Printed Material	100	-	100	437	337	337.00%
644 Electronic Information Access	-	-	-	-	-	0.00%
650 Software	-	-	-	300	300	0.00%
731 Added Equipment	500	-	500	930	430	86.00%
734 New Computer Equipment	1,680	-	1,680	180	(1,500)	-89.29%
735 Replacement Equipment	500	-	500	500	-	0.00%
738 Replacement Computers	-	-	-	-	-	0.00%
<b>Total 2150 Speech Services</b>	<b>496,062</b>	<b>465,878</b>	<b>502,610</b>	<b>474,195</b>	<b>(28,415)</b>	<b>-5.65%</b>
<b>2160 Occupational &amp; Physical Therapy Services</b>						
112 OTR Salary	73,703	74,173	74,953	113,767	38,814	51.78%
114 COTA Salary	-	-	-	-	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	16,258	14,958	16,495	25,974	9,479	57.47%
212 Dental Insurance	1,693	1,622	1,693	2,147	454	26.82%
213 Life Insurance	90	102	90	180	90	100.00%
215 Health Reimbursement Account	600	1,500	600	600	-	0.00%
220 FICA	5,638	5,508	5,734	8,703	2,969	51.78%
231 Employee Retirement	-	-	-	-	-	0.00%
232 Teacher Retirement	13,119	13,203	15,755	23,914	8,159	51.79%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
310 Consulting Services	-	-	-	-	-	0.00%
330 Contracted Services	135,710	117,824	135,710	80,000	(55,710)	-41.05%
581 Conference and Travel	-	-	-	-	-	0.00%
582 Non-Bargaining Prof. Development	-	-	-	-	-	0.00%
585 Mileage Reimbursements	-	-	-	-	-	0.00%
610 Supplies	1,500	515	1,100	2,448	1,348	122.55%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	100	-	100	100	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	350	350	0.00%
738 Replacement Computers	-	-	-	-	-	0.00%
<b>Total 2160 OT &amp; PT Services</b>	<b>248,411</b>	<b>229,405</b>	<b>252,230</b>	<b>258,183</b>	<b>5,953</b>	<b>2.36%</b>
<b>2210 Technology Services</b>						
111 Technology Director	101,345	101,141	93,846	98,441	4,595	4.90%
112 Technology Technicians' Salaries	102,818	102,818	107,867	156,940	49,073	45.49%
115 Clerical/Office Support	-	-	-	14,545	14,545	-
123 Temp/Part Time Salary	10,000	-	15,000	12,500	(2,500)	-16.67%
124 Salary Pool	-	-	-	-	-	0.00%
130 Overtime	-	-	-	-	-	0.00%
211 Health Insurance	75,545	70,017	77,211	77,343	132	0.17%
212 Dental Insurance	5,127	4,913	5,127	5,845	718	14.00%
213 Life Insurance	626	143	1,126	1,150	24	2.13%
214 Long Term Disability Insurance	410	469	399	399	-	0.00%
220 FICA	16,422	14,847	16,655	20,726	4,071	24.44%
231 Employee Retirement	23,978	22,782	29,907	38,092	8,185	27.37%
232 Teacher Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
290 Course Reimbursement	-	-	-	-	-	0.00%
330 Contracted Services	7,500	3,468	7,500	14,500	7,000	93.33%
331 Contracted Services - Copiers	61,750	48,330	50,000	50,000	-	0.00%
430 Repairs & Maintenance Services	15,000	6,604	15,000	15,000	-	0.00%
442 Copier Leases	35,600	34,493	35,600	36,000	400	1.12%
532 Data Communications	34,000	44,891	49,740	37,740	(12,000)	-24.13%
581 Conferences/Travel/Prof. Development	3,750	1,358	3,750	3,750	-	0.00%
585 Mileage Reimbursements	500	94	500	500	-	0.00%
610 Supplies	12,500	15,184	12,500	12,500	-	0.00%
644 Electronic Information Access	161,459	177,365	170,756	184,756	14,000	8.20%
650 Non-Capital Software	-	-	-	-	-	0.00%
731 Added Equipment	-	1,632	-	-	-	0.00%
734 Technology Leases	290,000	326,704	287,300	228,932	(58,368)	-20.32%
735 Replacement Equipment	12,300	9,561	12,300	41,000	28,700	233.33%
738 Replacement Computers	-	-	-	-	-	0.00%
750 Capital Software	-	-	-	-	-	0.00%
810 Dues & Fees	525	390	525	565	40	7.62%
<b>Total 2210 Technology Services</b>	<b>971,155</b>	<b>987,204</b>	<b>992,609</b>	<b>1,051,224</b>	<b>58,615</b>	<b>5.91%</b>

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
<b>2212 Instructional &amp; Curriculum Development</b>						
111 Coordinator's Salary	92,500	92,096	93,846	103,500	9,654	10.29%
112 Staff Salaries	48,000	33,183	48,000	48,000	-	0.00%
114 Paraeducators' Salaries	18,330	9,040	18,330	12,000	(6,330)	-34.53%
115 Clerical/Office Support	17,117	17,536	17,956	14,546	(3,410)	-18.99%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	5,512	5,306	5,592	12,519	6,927	123.87%
212 Dental Insurance	-	-	-	310	310	0.00%
213 Life Insurance	590	102	1,090	1,096	6	0.55%
214 Long Term Disability Insurance	380	427	391	399	8	2.05%
220 FICA	13,881	12,021	14,055	14,062	7	0.05%
231 Employee Retirement	2,047	1,000	2,577	3,732	1,155	44.82%
232 Teacher Retirement	25,098	22,158	30,027	32,057	2,030	6.76%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
290 Course Reimbursement	48,750	97,717	48,750	48,750	-	0.00%
291 ILSSA Course Reimbursement	15,000	31,732	15,000	15,000	-	0.00%
322 Professional Services for Program Improvements	-	-	45,000	45,000	-	0.00%
330 Contracted Services	55,000	33,142	55,000	55,000	-	0.00%
331 In-Service	5,000	319	5,000	5,000	-	0.00%
581 Conferences/Travel	2,250	-	2,250	2,250	-	0.00%
583 Professional Development ILEA	51,250	14,257	51,250	51,250	-	0.00%
584 Professional Development ILSSA	19,500	4,011	19,500	19,500	-	0.00%
585 Mileage Reimbursements	2,000	251	2,000	2,000	-	0.00%
586 Mileage Reimbursements ILSSA	-	252	-	-	-	0.00%
587 Mileage Reimbursements ILEA	-	586	-	-	-	0.00%
610 Supplies	15,000	2,821	15,000	29,460	14,460	96.40%
611 AV Supplies	-	-	-	-	-	0.00%
640 Books & Printed Material	94,865	87,984	4,000	19,000	15,000	375.00%
644 Electronic Information Access	-	-	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
731 Added Equipment	32,300	27,822	-	-	-	-
735 Replacement Equipment	-	-	-	-	-	0.00%
810 Dues & Fees	1,600	112	1,600	125	(1,475)	-92.19%
<b>Total 2212 Instructional &amp; Curriculum Development</b>	<b>565,970</b>	<b>493,875</b>	<b>496,214</b>	<b>534,556</b>	<b>38,342</b>	<b>7.73%</b>
<b>2222 School Library Services</b>						
112 Library Salaries	158,841	152,828	154,044	153,945	(99)	-0.06%
114 Paraeducators' Salaries	57,830	60,953	62,049	78,242	16,193	26.10%
211 Health Insurance	48,801	45,806	49,433	33,047	(16,386)	-33.15%
212 Dental Insurance	3,386	3,314	3,386	1,667	(1,719)	-50.77%
213 Life Insurance	180	102	180	180	-	0.00%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
216 ILSSA Flex Med	1,000	734	1,000	1,250	250	25.00%
220 FICA	17,003	15,607	16,959	18,195	1,236	7.29%
231 Employee Retirement	5,221	5,571	7,108	7,274	166	2.34%
232 Teachers Retirement	28,274	27,203	32,380	32,097	(283)	-0.87%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	-	-	-	-	-	0.00%
430 Contracted Repairs	500	-	500	500	-	0.00%
585 Mileage Reimbursements	-	-	-	25	25	0.00%
610 Supplies	4,280	3,096	4,440	4,440	-	0.00%
611 AV Supplies	1,700	1,187	1,700	1,900	200	11.76%
640 Books & Printed Material	17,000	17,466	17,000	18,400	1,400	8.24%
644 Electronic Information Access	-	-	-	-	-	0.00%
731 Added Equipment	-	-	-	760	760	0.00%
734 New Computer Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	2,050	-	2,050	4,101	2,051	100.05%
810 Dues & Fees	710	149	710	765	55	7.75%
<b>Total 2222 School Library Services</b>	<b>346,776</b>	<b>334,016</b>	<b>352,939</b>	<b>356,788</b>	<b>3,849</b>	<b>1.09%</b>
<b>2310 School Board Services</b>						
118 Treasurer's Salaries	1,500	1,500	1,500	1,500	-	0.00%
119 School Board Salaries	10,800	10,800	10,800	10,800	-	0.00%
122/123 Clerk/District Officers Salary	200	418	200	200	-	0.00%
220 FICA	957	973	957	957	-	0.00%

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
231 Employee Retirement	-	34	-	-	-	0.00%
260 Workers Compensation	-	-	-	-	-	0.00%
313 Staff Management Services	-	-	-	-	-	0.00%
321 Professional Service for Instruction	5,000	2,646	5,000	5,000	-	0.00%
330 Contracted Services	6,760	30,986	6,760	6,760	-	0.00%
2317.320 Audit	20,250	20,650	20,250	31,750	11,500	56.79%
2318.318 Legal	75,000	30,045	37,507	25,000	(12,507)	-33.35%
331 District Meeting	1,500	-	1,500	1,500	-	0.00%
319 Negotiations	-	-	-	-	-	0.00%
520 Insurance	45,368	45,368	50,451	56,469	6,018	11.93%
521 Student Accident Insurance	-	-	-	-	-	0.00%
540 Advertising	4,200	7,827	4,200	4,200	-	0.00%
550 Printing	3,000	1,650	3,000	3,000	-	0.00%
581 Conferences/Travel	500	2,555	500	500	-	0.00%
610 Supplies	10,000	17,286	10,000	10,000	-	0.00%
810 Dues & Fees	10,441	8,093	10,441	10,441	-	0.00%
<b>Total 2310 School Board Services</b>	<b>195,476</b>	<b>180,831</b>	<b>163,066</b>	<b>168,077</b>	<b>5,011</b>	<b>3.07%</b>
<b>2320 Office of the Superintendent - SAU Services</b>						
330 Contracted Services	889,857	889,857	985,309	1,095,206	109,897	11.15%
<b>Total 2320 Superintendent SAU Services</b>	<b>889,857</b>	<b>889,857</b>	<b>985,309</b>	<b>1,095,206</b>	<b>109,897</b>	<b>11.15%</b>
<b>2410 Office of the Principal</b>						
111 Principals' Salaries	276,943	279,357	281,916	297,028	15,112	5.36%
112 Assistant Principals' Salaries	264,565	254,763	260,341	260,483	142	0.05%
121 Substitutes' Salaries	1,500	6,750	1,500	1,500	-	0.00%
123 Temp/Part Time Salary	3,000	-	3,000	3,000	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	93,576	62,369	69,373	75,117	5,744	8.28%
212 Dental Insurance	8,551	7,119	7,494	6,124	(1,370)	-18.28%
213 Life Insurance	3,522	1,392	6,522	6,522	-	0.00%
214 Long Term Disability Insurance	2,311	2,469	2,332	2,360	28	1.20%
220 FICA	41,992	42,078	43,125	43,976	851	1.97%
231 Employee Retirement	-	-	-	-	-	0.00%
232 Teachers Retirement	97,706	96,392	116,146	118,724	2,578	2.22%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	86,921	71,330	73,600	67,100	(6,500)	-8.83%
430 Contracted Repairs	750	-	750	750	-	0.00%
442 Equipment Rental	1,088	984	2,088	2,088	-	0.00%
534 Postage	7,325	3,246	7,325	6,325	(1,000)	-13.65%
550 Printing	11,115	1,956	11,115	8,600	(2,515)	-22.63%
581 Conferences/Travel	15,750	(1,081)	15,750	13,523	(2,227)	-14.14%
585 Mileage Reimbursements	5,361	56	5,361	3,111	(2,250)	-41.97%
610 Supplies	10,900	9,500	11,600	11,600	-	0.00%
611 AV Supplies	200	-	200	200	-	0.00%
640 Books & Printed Material	586	72	250	790	540	216.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	1,000	650	1,000	1,600	600	60.00%
810 Dues & Fees	18,083	10,428	18,083	15,459	(2,624)	-14.51%
<b>Total 2410 Office of the Principal</b>	<b>952,745</b>	<b>849,830</b>	<b>938,871</b>	<b>945,980</b>	<b>7,109</b>	<b>0.76%</b>
<b>2412 Principal Support</b>						
115 Secretaries Salaries	251,858	238,925	250,433	307,308	56,875	22.71%
123 Temp/Part Time Salary	-	-	-	-	-	0.00%
124 Salary Pool	-	-	-	-	-	0.00%
211 Health Insurance	127,785	97,915	106,346	95,598	(10,748)	-10.11%
212 Dental Insurance	7,083	5,982	6,138	4,734	(1,404)	-22.87%
213 Life Insurance	126	142	126	144	18	14.29%
215 Health Reimbursement Account	-	-	-	-	-	0.00%
220 FICA	19,710	18,347	20,013	24,725	4,712	23.54%
231 Employee Retirement	28,133	26,897	35,212	43,208	7,996	22.71%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
581 Conferences/Travel	3,650	15	3,650	3,650	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
<b>Total 2412 Principal Support</b>	<b>438,345</b>	<b>388,223</b>	<b>421,918</b>	<b>479,367</b>	<b>57,449</b>	<b>13.62%</b>

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
<b>2590 Auditorium</b>						
111 Director's Salary	-	-	-	-	-	0.00%
123 Technician's Salary	5,500	-	5,500	5,500	-	0.00%
220 FICA	421	-	421	421	-	0.00%
231 Employee Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	-	-	-	-	-	0.00%
610 Supplies	3,000	304	3,000	3,000	-	0.00%
731 Added Equipment	-	7,284	-	-	-	0.00%
735 Replacement Equipment	5,000	3,643	5,000	5,000	-	0.00%
<b>Total 2590 Auditorium</b>	<b>13,921</b>	<b>11,231</b>	<b>13,921</b>	<b>13,921</b>	<b>-</b>	<b>0.00%</b>
<b>2610 Operation of Plant</b>						
111 Facilities Director	92,500	92,096	93,846	103,500	9,654	10.29%
115 Clerical/Office Support	-	-	-	14,545	14,545	
116 Custodian Salaries	408,160	434,522	491,832	525,266	33,434	6.80%
117 Maintenance Salaries	128,489	135,707	136,056	142,868	6,812	5.01%
121 Summer/Substitutes	38,000	895	-	-	-	
124 Salary Pool	-	-	-	-	-	0.00%
130 Overtime	50,000	24,521	50,000	50,000	-	0.00%
211 Health Insurance	293,132	273,228	330,545	323,399	(7,146)	-2.16%
212 Dental Insurance	16,485	15,778	17,924	17,034	(890)	-4.97%
213 Life Insurance	842	396	1,378	1,384	6	0.44%
214 Long Term Disability Insurance	380	427	391	399	8	2.05%
215 Health Reimbursement Account	600	-	1,500	1,500	-	0.00%
220 FICA	54,898	51,147	58,862	64,044	5,182	8.80%
231 Employee Retirement	79,015	76,210	108,644	117,707	9,063	8.34%
232 Teacher Retirement	-	-	-	-	-	0.00%
250 Unemployment Compensation	-	-	-	-	-	0.00%
260 Workers' Compensation	-	-	-	-	-	0.00%
330 Contracted Services	7,600	14,514	8,000	9,250	1,250	15.63%
411 Water and Sewer	18,700	12,108	18,700	28,500	9,800	52.41%
421 Disposal Services	53,900	28,681	38,300	43,300	5,000	13.05%
430 Repairs & Maintenance Services	10,600	1,489	12,100	12,100	-	0.00%
531 Telephone	20,000	17,789	20,000	22,000	2,000	10.00%
532 Information Access Fees	-	-	-	-	-	0.00%
585 Conferences/Travel	2,550	194	2,550	2,550	-	0.00%
610 Supplies	150,000	153,182	165,000	175,000	10,000	6.06%
622 Electricity	110,192	129,907	110,192	130,214	20,022	18.17%
623 Propane	7,000	29,358	33,235	51,975	18,740	56.39%
624 Fuel Oil	65,713	65,751	41,608	87,142	45,534	109.44%
629 Pellet Fuel	70,970	44,999	69,158	74,025	4,867	7.04%
644 Electronic Information Access	-	-	-	-	-	0.00%
650 Software	-	-	-	-	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	-	-	-	1,000	1,000	0.00%
810 Dues & Fees	-	-	-	-	-	0.00%
<b>Total 2610 Operation of Plant</b>	<b>1,679,726</b>	<b>1,602,899</b>	<b>1,809,821</b>	<b>1,998,702</b>	<b>188,881</b>	<b>10.44%</b>
<b>2620 Buildings &amp; Equipment</b>						
330 Contracted Services	114,854	128,962	120,094	123,314	3,220	2.68%
331 Other Contracted Services	40,900	36,945	8,500	13,000	4,500	52.94%
430 Contracted Repairs	134,900	100,685	117,700	130,800	13,100	11.13%
431 Maintenance Contracts	-	-	-	-	-	0.00%
442 Rental Equipment	2,750	6,808	2,000	4,550	2,550	127.50%
448 LED Lighting Lease	4,500	4,490	4,500	4,500	-	0.00%
449 Honeywell Lease	549,818	549,810	563,351	569,362	6,011	1.07%
585 Mileage Reimbursements	2,500	1,245	2,500	2,800	300	12.00%
610 Supplies	55,000	52,874	60,000	63,000	3,000	5.00%
626 Gasoline	980	775	1,100	1,200	100	9.09%
731 Added Equipment	64,300	105,920	31,000	30,400	(600)	-1.94%
735 Replacement Equipment	625,100	637,698	399,500	304,500	(95,000)	-23.78%
810 Dues & Fees	-	108	-	-	-	0.00%
<b>Total 2620 Buildings &amp; Equipment</b>	<b>1,595,602</b>	<b>1,626,320</b>	<b>1,310,245</b>	<b>1,247,426</b>	<b>(62,819)</b>	<b>-4.79%</b>
<b>2630 Care of Grounds</b>						
330 Contracted Services	18,550	38,878	19,550	20,250	700	3.58%

**Inter-Lakes School District  
Proposed Budget 2022-2023**

Function/Description	VOTED 2020/2021	ACTUAL 2020/2021	VOTED 2021/2022	PROPOSED 2022/2023	\$ Increase/ (Decrease) 2022/2023	% Change to Voted 21/22
422 Snow Plowing	42,000	40,254	45,300	50,000	4,700	10.38%
424 Lawn Care	41,000	41,309	56,400	66,400	10,000	17.73%
429 Other Cleaning Services	4,900	-	4,400	4,400	-	0.00%
430 Repairs & Maintenance Services	12,450	4,964	176,400	29,700	(146,700)	-83.16%
450 Construction - Special Projects	-	-	-	-	-	0.00%
610 Supplies	5,500	2,361	3,500	3,500	-	0.00%
731 Added Equipment	-	-	-	-	-	0.00%
735 Replacement Equipment	5,500	2,600	5,500	130,500	125,000	2272.73%
<b>Total 2630 Care &amp; Upkeep of Grounds</b>	<b>129,900</b>	<b>130,366</b>	<b>311,050</b>	<b>304,750</b>	<b>(6,300)</b>	<b>-2.03%</b>
<b>2700 Transportation</b>						
2721.519 Regular Education Transportation	938,747	894,061	966,484	935,367	(31,117)	-3.22%
2722.519 Special Education Transportation	372,592	327,402	369,658	590,328	220,670	59.70%
2723.519 Vocational Mid-Day Run	68,343	62,605	60,000	72,203	12,203	20.34%
2724.519 Athletic Transportation	74,600	35,511	63,662	66,208	2,546	4.00%
2725.519 Field Trips & Co-Curricular	46,473	6,483	42,267	47,652	5,385	12.74%
2727.519 Homeless	29,268	631	29,268	13,725	(15,543)	-53.11%
2728.519 Summer School	14,301	21,222	14,000	20,000	6,000	42.86%
<b>Total 2700 Transportation</b>	<b>1,544,324</b>	<b>1,347,915</b>	<b>1,545,339</b>	<b>1,745,483</b>	<b>200,144</b>	<b>12.95%</b>
<b>2840 Retirement Incentives</b>						
111 Administrative Salaries	-	-	-	-	-	0.00%
112 Professional Salaries	70,049	70,049	87,143	84,723	(2,420)	-2.78%
220 FICA	5,358	5,358	6,667	6,481	(186)	-2.79%
232 Teacher Retirement	12,469	12,469	18,318	17,808	(510)	-2.78%
260 Workers' Compensation	-	-	-	-	-	0.00%
<b>Total 2840 Retirement Incentives</b>	<b>87,876</b>	<b>87,876</b>	<b>112,128</b>	<b>109,012</b>	<b>(3,116)</b>	<b>-2.78%</b>
<b>2850 Retired Employee Expenses</b>						
211 Retiree Health Insurance	1,185,571	1,053,268	1,199,585	1,162,970	(36,615)	-3.05%
215 Self Insurance	-	-	-	-	-	0.00%
<b>Total 2850 Retired Employee Expenses</b>	<b>1,185,571</b>	<b>1,053,268</b>	<b>1,199,585</b>	<b>1,162,970</b>	<b>(36,615)</b>	<b>-3.05%</b>
<b>2900 Costs to Distribute</b>						
215 Health Reimbursement Account	6,000	6,782	-	6,000	6,000	
250 Unemployment Compensation	6,633	-	6,633	5,415	(1,218)	-18.36%
260 Workers' Compensation	51,952	44,170	57,511	60,847	3,336	5.80%
<b>Total 2900 Costs to Distribute</b>	<b>64,585</b>	<b>50,952</b>	<b>64,144</b>	<b>72,262</b>	<b>8,118</b>	<b>12.66%</b>
<b>5100 Debt Services</b>						
830 Interest	-	-	-	-	-	0.00%
910 Principal	-	-	-	-	-	0.00%
<b>Total 5100 Debt Services</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.00%</b>
<b>5252 Expendable Trust Transfer</b>						
930 Transfer to Expendable Trust	195,000	195,000	175,000	-	(175,000)	-100.00%
<b>Total 5252 Expendable Trust Transfer</b>	<b>195,000</b>	<b>195,000</b>	<b>175,000</b>	<b>-</b>	<b>(175,000)</b>	<b>-100.00%</b>
<b>Total General Fund</b>	<b>27,656,882</b>	<b>26,103,801</b>	<b>28,252,822</b>	<b>28,851,576</b>	<b>598,754</b>	<b>2.12%</b>
<b>5220 Federal Funds</b>						
930 Federal Grants	200,000	-	200,000	200,000	-	0.00%
<b>5221 Food Service Fund</b>						
930 Food Service Fund	395,000	-	395,000	395,000	-	0.00%
<b>Total Appropriations</b>	<b>28,251,882</b>	<b>26,103,801</b>	<b>28,847,822</b>	<b>29,446,576</b>	<b>598,754</b>	<b>2.08%</b>

## Inter-Lakes School District Revenue Information

	<u>2020-2021</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2021-2022</u> <u>MS 24 Revised</u> <u>Revenues</u>	<u>2022-2023</u> <u>Estimated Budget</u> <u>Revenues</u>
<b>General Fund Revenue</b>			
Unreserved Fund Balance (Fiscal Year End)	333,580	240,361	250,000
Retained Fund Balance To Be Used	0	300,000	506,793
Amounts Voted from Fund Balance	0	175,000	0
 Revenue From State Sources			
403230 Special Education Aid	30,616	22,571	50,000
403210 Building Aid	106,779	115,064	0
403242 Vocational Aid	5,000	5,000	5,000
 Revenue From Federal Sources			
404580 Medicaid	75,000	75,000	65,000
404590 Retirees Drug Subsidy	40,000	40,000	40,000
 Local Revenue Other Than Taxes			
Tuition	13,000	0	0
Earnings on Investments	2,000	2,000	2,000
Student Activities	2,000	2,000	2,000
Auditorium Rent	0	5,000	5,000
Other Rent (SAU & LRPC)	11,172	12,000	12,000
Other Local Sources	500	500	500
Total General Fund Revenues	<u>619,647</u>	<u>994,496</u>	<u>938,293</u>
 Transfer from Expendable Trust Fund	<b>0</b>	<b>0</b>	<b>0</b>
 <b>Federal Fund Revenue</b>			
Other Federal/State Grants	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>
 <b>Food Service Revenue</b>			
Child Nutrition/Hot Lunch Program	<b>395,000</b>	<b>395,000</b>	<b>395,000</b>
 <b>Total School Revenue &amp; Credits</b>	<u><b>1,214,647</b></u>	<u><b>1,589,496</b></u>	<u><b>1,533,293</b></u>
<b>District Appropriation</b>	<b>28,251,882</b>	<b>28,847,822</b>	<b>29,446,576</b>
<b>District Assessment</b>	<b>27,037,235</b>	<b>27,258,326</b>	<b>27,913,283</b>
<b>Less Federal Forest Sandwich</b>	-8,293	-7,259	-7,259
<b>Less State Grant Meredith</b>	0	0	0
<b>Less Kindergarten Center Harbor</b>	0	0	0
<b>Less Kindergarten Meredith</b>	0	0	0
<b>Less Kindergarten Sandwich</b>	0	0	0
<b>Net Assessment to Apportion</b>	<u><b>27,028,942</b></u>	<u><b>27,251,067</b></u>	<u><b>27,906,024</b></u>
 <i>Increase \$</i>		222,125	654,957
<i>Increase %</i>		0.82%	2.40%

# Inter-Lakes School District Tax Assessment Worksheet Fall 2021

## Formula for Assessing Cost to Individual Towns

The formula for pro-rating the cost of capital outlay operation of the Cooperative School District shall be fifty percent (50%) apportioned on the basis of the ratio that the equalized valuation of each pre-existing district bears to the Cooperative School District and fifty percent (50%) apportioned on the average daily membership for the preceding year. (Pursuant to RSA 195:7-11).

After the expiration of the first five-year period measured from the date of the first annual meeting and after the expiration of each subsequent five-year period measured from the last date of change thereto, the basis of the apportionment of all such cost may be reviewed pursuant to an article for the purpose inserted into the warrant for a District Meeting, Basis for Formula II voted at the Annual District Meeting, March 7, 1961, and at the Annual District Meeting on March 7, 1967.

### Tax Assessment Calculation Based on ½ Equalized Valuation (2019) and ½ ADM (2019-2020)

#### 1. Equalized Valuation

	<u>2019</u>	<u>Valuation %</u>
Center Harbor	513,395,718	15.5397%
Meredith	2,335,103,686	70.6801%
Sandwich	455,266,261	13.7802%
	<u>3,303,765,665</u>	<u>100.0000%</u>

#### 2. Average Daily Membership 2019-2020 as published by Dept. of Education

	<u>ADM</u>	<u>ADM %</u>
Center Harbor	97.06	9.9097%
Meredith	746.21	76.1874%
Sandwich	136.17	13.9028%
	<u>979.44</u>	<u>100.0000%</u>

#### 3. Combined ADM and Equalized Valuation

	<u>Valuation %</u>	<u>ADM %</u>	<u>Combined %</u>
Center Harbor	15.5397%	9.9097%	12.7247%
Meredith	70.6801%	76.1874%	73.4337%
Sandwich	13.7802%	13.9028%	13.8415%
	<u>100.0000%</u>	<u>100.0000%</u>	<u>100.0000%</u>

#### 4. Apportionment of Appropriation 2021-2022 School Year

Appropriations Voted	28,847,822
Less Revenue	<u>1,589,496</u>
Tax Assessment	<u>27,258,326</u>

Town	% Rate	Apportionment	Less Forest Land	Less Kindergarten Aid	Net Assessment
Center Harbor	12.7247%	\$3,468,548	-	-	\$3,524,980
Meredith	72.7965%	\$20,016,808	-	-	\$19,730,814
Sandwich	13.9860%	\$3,772,970	\$7,259	-	\$3,765,711
	<u>100.0000%</u>	<u>\$27,258,326</u>	<u>\$7,259</u>	<u>-</u>	<u>\$27,251,067</u>



**SPECIAL EDUCATION EXPENDITURES/REVENUES**  
**RSA 32:11-a Actual Expenditures for Special Education**  
**Programs and Services**

	<u>Fiscal Year 2019-2020</u>	<u>Fiscal Year 2020-2021</u>
<b><u>Expenditures</u></b>		
<b><u>General Fund</u></b>		
Instructional	\$ 3,982,260.00	\$ 3,952,383.00
Related Services	\$ 1,149,994.00	\$ 1,475,339.00
Administration	\$ 121,797.00	\$ 130,723.00
Legal	\$ 4,342.00	\$ 676.00
Transportation	\$ 315,838.00	\$ 327,402.00
<b><u>Special Revenue Funds</u></b>		
Instructional	\$ 153,583.01	\$ 134,384.21
Speech Services	\$ 11,979.50	\$ -
Preschool Services	\$ 6,593.65	\$ 8,126.64
Co-curricular Activities	\$ -	\$ -
Consulting Services	\$ 1,850.00	\$ -
Psychological Services	\$ 109,270.72	\$ 113,754.98
OT/PT Therapy Services	\$ -	\$ 10,000.00
Contracted Liaison	\$ 1,048.00	\$ -
<b>Total</b>	<b>\$ 5,858,555.88</b>	<b>\$ 6,152,788.83</b>
<b><u>Revenues</u></b>		
<b><u>General Fund</u></b>		
Medicaid	\$ 84,926.00	\$ 129,383.90
Catastrophic Aid	\$ 33,030.00	\$ 42,084.24
Special Education Tuition	\$ 26,139.00	\$ 46,560.69
State Adequacy *	\$ -	\$ -
<b><u>Special Revenue Funds</u></b>		
Instructional	\$ 153,583.01	\$ 134,384.21
Speech Services	\$ 11,979.50	\$ -
Preschool Services	\$ 6,593.65	\$ 8,126.64
Co-curricular Activities	\$ -	\$ -
Consulting Services	\$ 1,850.00	\$ -
Psychological Services	\$ 109,270.72	\$ 113,754.98
OT/PT Therapy Services	\$ -	\$ 10,000.00
Contracted Liaison	\$ 1,048.00	\$ -
<b>Total</b>	<b>\$ 428,419.88</b>	<b>\$ 484,294.66</b>
<b>Net Cost of Special Education</b>	<b>\$ 5,430,136.00</b>	<b>\$ 5,668,494.17</b>

\* estimated portion related to special education

## Expendable Trust Funds Annual Report

	Facilities	Special Education	Multi Function Bus	Playground	Health	Total
Balance 6/30/2020	583,964.47	212,065.46	20,304.88	52.46	75,419.29	891,806.56
Warrant Article 6	100,000.00				-	100,000.00
Warrant Article 7		75,000.00				75,000.00
Warrant Article 8			20,000.00			20,000.00
Income less fees	264.81	5,057.04	575.97	2.13	53.16	5,953.11
Balance 6/30/2021	684,229.28	212,065.46	40,880.85	54.59	75,472.45	1,092,759.67

### **Important Notes**

*Fund 3073 Established 3/8/2000 Warrant Article 2*

*Fund 3072 Established 3/6/2002 Warrant Article 2*

*Fund 3077 Established 3/6/2019 Warrant Article 6*

*Fund 3074 Established 3/12/2011 Warrant Article 6*

## **SCHOOL ADMINISTRATIVE UNIT #2**

**\*Ashland School District\***

**\*Inter-Lakes School District\***

**Humiston Building • 103 Main Street Suite 2 • Meredith, New Hampshire 03253**

**Main Office Tel: (603) 279-7947 • Special Education Tel: (603) 279-3144 • Fax: (603) 279-3044**

---

Mary A. Moriarty  
*Superintendent of Schools*

Patricia Temperino  
*Assistant Superintendent*

Elaine Dodge  
*Director of Student Services*

Ashley Dolloff  
*Human Resources Director*

### **STATUS OF FINANCIAL STATEMENTS AND INDEPENDENT AUDITOR'S REPORT**

February 15, 2022

To the Members of the School Board  
Inter-Lakes School District  
Meredith, New Hampshire

The fiscal year ending June 30, 2021 Annual Audit Report for the Inter-Lakes School District is available in the SAU #2 Business Office in the Humiston Building.

Respectfully submitted,

Patricia Temperino  
Assistant Superintendent

SAU #2 Central Office Budget 2022-2023  
Budget Adopted Decmeber 16, 2021

Account Number	Description	Adopted 2020/2021	From FY 2019/2020	Expended 2020/2021	Adopted 2021/2022	Proposed 2022/2023	Change from 21/22	
							Increase/ (Decrease)	% Change
<b>11023201</b>	<b>Executive &amp; General SAU Administration</b>							
500100	Superintendent	126,000		126,000	128,394	133,311	4,917	3.83%
500102	Assistant Superintendent	124,510		124,510	126,876	131,735	4,859	3.83%
500107	Director of Student Services	102,000		102,000	103,938	107,919	3,981	3.83%
500113	Business Office Staff	137,280		134,806	141,419	160,202	18,783	13.28%
500113	Business Office Staff Over-Time	-			5,000	5,000	-	0.00%
500114	Human Resources Director	73,226		73,226	75,423	81,563	6,140	8.14%
500115	Administrative Support	62,996		62,996	64,886	112,091	47,205	72.75%
500118	Treasurer	750		750	750	750	-	0.00%
500119	Merit	2,600			-	6,000	6,000	
500123	Part Time Professional Support	35,000		33,791	45,000	51,000	6,000	13.33%
500210	Retirees Health & Dental Insurance	34,374		35,272	38,131	39,053	922	2.42%
500211	Health Insurance	118,174		121,873	136,818	162,935	26,117	19.09%
500212	Dental Insurance	8,693		9,272	9,929	12,256	2,327	23.44%
500213	Life Insurance	3,651		1,217	3,651	3,679	28	0.77%
500214	Long Term Disability Insurance	2,456		2,742	2,441	2,702	261	10.71%
500220	FICA	51,778		48,239	54,905	57,920	3,015	5.49%
500231	NHRS-E	59,055		58,434	76,732	88,753	12,021	15.67%
500232	NHRS-T	18,156		18,156	21,440	22,685	1,245	5.80%
500250	Unemployment Comp. Ins.	504		283	500	504	4	0.80%
500260	Workers Compensation Ins.	1,865		1,568	1,539	1,539	-	0.00%
500290	Other Employee Benefits	850		850	850	850	-	0.00%
500318	Legal Fees	400		102	400	400	-	0.00%
500320	Audit	7,250		7,250	7,250	7,250	-	0.00%
500330	Software Support Contract	48,796		49,302	50,782	53,325	2,543	5.01%
500331	Other Support Contracts	2,500		4,911	2,500	4,000	1,500	60.00%
500430	Repairs	300		1,162	300	300	-	0.00%
500441	Rent	2,000		2,000	2,000	2,000	-	0.00%
500442	Equipment Lease	720		720	720	720	-	0.00%
500520	Insurance	500		500	500	500	-	0.00%
500531	Telephone	1,735		1,660	1,692	1,692	-	0.00%
500534	Postage	3,000		2,500	3,000	3,000	-	0.00%
500540	Advertising	1,500		250	1,000	1,000	-	0.00%
500550	Printing & Binding	250		-	-	-	-	
500582	Staff Development/Trainings	9,000		930	9,000	9,000	-	0.00%
500585	Mileage Reimbursement	5,000		1,174	5,000	5,000	-	0.00%
500610	Supplies	6,500	399	6,261	6,500	6,500	-	0.00%
500640	Books	-			-	-	-	
500650	Miscellaneous Software	-			-	-	-	
500731	New Equipment	-		2,100	-	-	-	
500737	Replacement Furniture	-			-	-	-	
500738	Replacement Computers	-			-	-	-	
500810	Dues & Fees	4,956		4,304	4,539	4,539	-	0.00%
	<b>Total General Fund</b>	<b>1,058,325</b>	<b>399</b>	<b>1,041,111</b>	<b>1,133,805</b>	<b>1,281,673</b>	<b>147,868</b>	<b>13.04%</b>
	<b>Federal Funds</b>							
	IDEA/Preschool	225,000			225,000	225,000	-	0.00%
	<b>Federal Total</b>	<b>225,000</b>			<b>225,000</b>	<b>225,000</b>	<b>-</b>	<b>0.00%</b>
	<b>Total Appropriations General Fund &amp; Federal Fund</b>	<b>1,283,325</b>			<b>1,358,805</b>	<b>1,506,673</b>	<b>147,868</b>	<b>10.88%</b>

SAU #2 Central Office Budget 2022-2023  
Budget Adopted Decmeber 16, 2021

Account Number	Description	Adopted 2020/2021	From FY 2019/2020	Expended 2020/2021	Adopted 2021/2022	Proposed 2022/2023	Change from 21/22	
							Increase/ (Decrease)	% Change
	<b>Revenue</b>	<b>Budget</b>		<b>Actual</b>	<b>Budget</b>	<b>Budget</b>		
	Federal Funds	225,000		225,000	225,000	225,000	-	0.00%
	Indirect Costs	35,000		50,368	35,000	50,000	15,000	42.86%
	Interest Earned	250		114	500	500	-	0.00%
		-		-	-	-	-	
	Other Income	-		-	-	-	-	
	Fund Balance	30,000		14,768	-	-	-	
	<b>Total Revenue</b>	<b>290,250</b>		<b>290,250</b>	<b>260,500</b>	<b>275,500</b>	<b>15,000</b>	<b>5.76%</b>
	<b>Assessment</b>							
	Total Appropriations	1,283,325		1,283,325	1,358,805	1,506,673	147,868	11.52%
	Total Revenue	290,250		290,250	260,500	275,500	15,000	5.17%
	Encumbrance FY21							
	General Fund Assessment	993,075		993,075	1,098,305	1,231,173	132,868	12.10%
	Fund Balance							
	<b>Net Assessment</b>	<b>993,075</b>		<b>993,075</b>	<b>1,098,305</b>	<b>1,231,173</b>	<b>132,868</b>	<b>12.10%</b>

## **Distribution of District Shares for 2022-2023**

The School Administrative Unit #2 budget for the 2022-2023 school year was pro-rated to the two districts on the basis of the 2020 Equalized Valuations for the 2019-2020 Average Daily Membership as follows:

District	2020 Equalized Valuation	Valuation Percent	2019-2020 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$303,422,430	7.920%	163.32	14.167%	11.044%	\$135,967
Inter-Lakes	\$3,527,696,495	92.080%	989.46	85.833%	88.956%	\$1,095,206
<b>TOTAL</b>	<b>\$3,831,118,925</b>	<b>100.000%</b>	<b>1,152.78</b>	<b>100.000%</b>	<b>100.000%</b>	<b>\$1,231,173</b>

### **Distribution of District Shares for Salaries of the Superintendent of Schools and Assistant Superintendent**

The Superintendent's salary for the 2022-2023 school year is estimated at \$ 133,311.00. The School Administrative Unit #2's share is \$133,311.00 of which \$ 14,722.87 is Ashland's share and \$ 118,588.13 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2022-2023 school year is estimated at \$ 131,735.00. The School Administrative Unit #2's share is \$ 131,735.00, of which \$ 14,548.81 is Ashland's share and \$ 117,186.19 is Inter-Lakes' share.

## **Distribution of District Shares for 2021-2022**

The School Administrative Unit #2 budget for the 2021-2022 school year was pro-rated to the two districts on the basis of the 2019 Equalized Valuations for the 2018-2019 Average Daily Membership as follows:

District	2019 Equalized Valuation	Valuation Percent	2018-2019 Pupil A.D.M.	Pupil Percent	Average of Equal Val & A.D.M.	District Share
Ashland	\$259,646,463	7.286%	157.05	13.290%	10.288%	\$112,996
Inter-Lakes	\$3,303,765,665	92.714%	1024.66	86.710%	89.712%	\$985,309
<b>TOTAL</b>	<b>\$3,563,412,128</b>	<b>100.000%</b>	<b>1,181.71</b>	<b>100.000%</b>	<b>100.000%</b>	<b>\$1,098,305</b>

### **Distribution of District Shares for Salaries of the Superintendent of Schools and Assistant Superintendent**

The Superintendent's salary for the 2021-2022 school year is at \$ 128,394.00. The School Administrative Unit #2's share is \$128,394.00, of which \$ 13,209.17 is Ashland's share and \$ 115,184.83 is Inter-Lakes' share.

The Assistant Superintendent's salary for the 2021-2022 school year is at \$ 126,876.00. The School Administrative Unit #2's share is \$ 126,876.00 of which \$ 13,053.00 is Ashland's share and \$ 113,823.00 is Inter-Lakes' share.

## Superintendent's Report 2021-2022

It is an honor and privilege to share the Inter-Lakes School District Annual Report with the citizens of Center Harbor, Meredith and Sandwich. I am pleased to share that our schools -- Inter-Lakes Elementary School, Sandwich Central School, and Inter-Lakes Middle/High School continue to be exemplary models of learner-centered school communities -- places where students feel valued, respected, cared for and supported. One can easily observe evidence of this from the - first greeting of the day as students enter school, high degree of student and teacher engagement in quality learning experiences both in and out of the classroom, participation in a multitude of athletic and co-curricular offerings, intentionally designed field experiences, carefully prepared nutritious meals served twice daily, support provided ranging from applying to college to assisting families who are homeless, partnerships within the three communities served, and celebrations of learners when they reach critical milestones. All of this would not be possible without the ongoing support of our communities and the dedicated staff who make up *Team Inters-Lakes*. The individuals making up this *Team* are proudly highlighted on pages 44-50 of this Annual Report; their service and commitment is extraordinary.

New building leadership joined the Inter-Lakes School District for 2021/2022 and a new role was assumed by a veteran Laker. Dr. Amanda Downing was hired as Principal of Inter-Lakes Middle High School beginning July 1, 2022 and shortly thereafter, Mr. Charles Femia was named ILM/HS Dean of Students and Operations. Additionally, Mr. Mark Parson became the Inter-Lakes School District Technology Director; the role which was previously held by Mr. John Martin.

During the 2021/2022 school year locally, nationally, and globally COVID-19 continued. In the 2020/2021 school year there were a total of fifty-three (53) confirmed cases within our school communities and the 2021/2022 school year in mid-February 2022 there have been three hundred ten (310) confirmed cases; all individuals have recovered safely. Our goal throughout this experience has been to be able to provide in-person learning; this requires adequate staffing levels. One of the effects of COVID has been severe hiring shortages; this has impacted our ability to fully staff para-educator positions and created a dire shortage for substitute teachers. Throughout the year, staff attendance has been at critically low points; these severe shortages came very close on multiple occasions to jeopardizing our goal of being in-person for learning. The creativity of building administrators, the flexibility of staff and both of their willingness to take on more has allowed us one hundred percent (100%) in-person learning without interruption for 2021/2022 and for the 2020/2021 school year to finish strong with over ninety percent (90%) of the school year physically in-person.

Although the 2021 - 2022 school year marked the start of the fifth academic trimester impacted by COVID-19, it has not slowed down Inter-Lakes. Instead it has provided an opportunity on many occasions for our schools to demonstrate the level of commitment, caring, creativity, tenacity and resilience that are so indicative of our Laker, Blue Wave and Fox communities. One such example of this spirit can be seen in the area of academics. The shift to remote learning in March 2020 for all students followed by the 2020/2021 school year with the veil of COVID created learning loss at the national, state and local levels. Our prior work in the area of competency-based learning which is designed to meet learners where they are as well as our significant investment at the elementary level to restructure our Response to Instruction (RtI) for literacy has us well primed to meet these learning gaps head on. Like national and state results, our local results in mathematics reflects a wider gap particularly for our current eighth and ninth grade learners. This is most likely attributable to the cohort model implemented during the 2020/2021 school year which created block scheduling on a trimester basis during their seventh and eighth grade years. This model was used to reduce the number of “vectors”

learners and staff were exposed to in a day. In response to this unfinished learning, grant funds were used this school year to hire an additional 1.0 FTE Grade 8 Mathematics/Science Teacher and an additional 1.0 FTE Grade 9 Mathematics Teacher. This has provided smaller class sizes to allow more direct tailored instruction and in the case of grade 9 an increase in instructional time.

Social and emotional wellness is another area that has been impacted by our recent and current environments. Anxiety and depression levels are high amongst are student population; an increase in suicidal ideation is also reported. This has a direct impact on one's safety, health and ability to access learning. Our previous effort to increase from 1.0 FTE to 2.0 FTE School Psychologists (the increase funded through federal grant funds), has provided greater access for mental health support in our schools. Even with this increase, it was clear as we ended last school year and prepared for this year that more help was needed. To this end, an increase of 0.333 FTE in Guidance allowed for additional support, however, this is only touching the surface of support; what is greatly needed is access to mental health care beyond school. Community providers have long waiting lists. Inter-Lakes School District Guidance Director, Mrs. Holly Vieten's previous work to create a partnership with Lakes Region Mental Health provides limited in school access to a licensed mental health provider, however, because of the demands on this partner an increase in support is not obtainable at this time. Additional partnerships are currently being explored. Former New Hampshire Supreme Court Chief Justice Broderick, now Senior Director of External Affairs for Dartmouth-Hitchcock Health, has been raising mental health awareness long before COVID. Former Justice Broderick has teamed up with Jeff Levin of "The Reconnection Project" to provide webinars for parents and the Inter-Lakes School District has partnered to offer this series to all our families. The series is entitled "COVID and Beyond Raising Kids in the Digital Age". Additionally, Ms. Lisa Ransom, ILSD Outreach Counselor, has continued to grow our youth suicide prevention trainers through the National Alliance for the Mentally Ill - New Hampshire (NAMI NH) Connect Youth Suicide Training Program. Through Ms. Ransom's efforts, Inter-Lakes has been able to partner with the Franklin and Newfound School Districts which has resulted in this resource being provided at no cost to the ILSD.

Building on our pre-COVID work, our Guidance Counselors continue the work of implementing the lessons from the Jesse Lewis Choose Love Movement; founded by Scarlett Lewis, mother of Jesse, who was a first grade victim of the Sandy Hook tragedy. The Choose Love Movement has a "mission to create safer and more loving communities through no cost character social emotional development programming suited for all stages of life. At the core is a simple formula (COURAGE + GRATITUDE + FORGIVENESS + COMPASSION-IN-ACTION = Choosing Love) that anyone can learn and practice to nourish and strengthen the body, mind, and emotions to cultivate happy, healthy, meaningful lives and to thoughtfully respond to all we meet and improve the world around us." In addition to Choose Love, our school communities have been working to expand and develop restorative practices for when behavior issues arise.

Many aspects of learning from our youngest to professional aged learners are led by Mrs. Erica Pappalardo, Inter-Lakes School District Curriculum Coordinator. An essential product of this work is development of and subsequent adoption of the School District's Curriculum Review Cycle. The School District has worked diligently over many years to create district-wide curriculum documents, and now the work to initiate a department-focused review cycle is underway. The goal of the review is to guide the revision and implementation of the competency framework and to support the critical cycle of reviewing the impact of instructional programs and resources on student outcomes. The 2021/2022 school year has started the first year of this work with the English Language Arts & Social Studies Departments. This three-year cycle allows each department to focus on: resource/materials analysis & proposal; implementation, data collection & reflection; and refined implementation, data collection & reflection



The Curriculum Office has partnered with the Technology Office this year to further expand our practices of providing students with feedback on their performance and incorporating best practices for assessing and rating performance. This work often referred to as competency-based grading practices requires high quality instructional and assessment designs. Mrs. Pappalardo, ILSD Curriculum Coordinator, and Mr. Parsons, ILSD Technology Director, have teamed up to ensure that the work from the classroom level to the technology systems in place to support learning and grading are aligned and reflect the *ILSD Design Principles, Practices, and Procedures for Learning, Assessing Learner Progress, and Using Grades to Report Learner Progress*. This collaborative effort has allowed deeper traction to be gained in this area and afforded us the opportunity to also make forward progress amidst the distractions of COVID. Assisting with gaining ground has been the start of Collaborative Planning Blocks in our schools. Collaborative Planning Blocks provide time for teachers to collaborate on the implementation of the practices that support high quality learning experiences.

Inter-Lakes is fortunate to have the community commitment to ensure well cared for and maintained facilities. The work done years ago to improve the ventilation in all the school buildings has been instrumental in keeping our school communities well. There are small windows of times when facility improvements can take place with limited to no interruption to our school communities. Mr. Brian Swanker, Facilities Director, takes full advantage of these opportunities which often starts as learners head off for summer break. As they exited in June 2021 many projects got underway and have continued. A list of some major projects (certainly, not all) that have taken place: Sandwich Central School - complete rebuild of the driveway and parking areas, including new and repaired sidewalks and accessibility, and repair of an interior broken underground sewer lateral pipe; Inter-Lakes Elementary School -converted four (4) classrooms from carpet to VCT tile, complete replacement of 7,200 sq. ft. of roofing and insulation, rebuilt in place, the existing Multi-Purpose Room Air Handling Units (after the proposed replacement was deferred as a cost saving measure), installed heat pump cooling systems in three (3) internal classrooms with no windows, created a new intervention space from an existing classroom; and Inter-Lakes Middle/High School - remodeled the Robotics classroom to provide better learning space for Robotics and Metal - Science Technology Engineering Art Mathematics (STEAM) tool use, remodeled some classroom spaces to provide more useful space for the Life Skills program and expansion of the Wellness/Weight Room, replaced a failed well pump, installed a new whole building water filter/treatment system, complete renovation of the Gymnasium, facelift renovation of the Kitchen which included, fresh paint, a new grease trap, a new dishwasher, and new flooring, and renovation of the Chemical Storage room for safety and compliance for the use of chemicals in the Science Department. Spring 2022 will include the refurbishment of the Inter-Lakes Track and Turf Field. The careful financial planning of the community through the establishment of a Facilities Expendable Trust and ongoing saving has provided for the \$660,095 to maintain these critically important assets.

Another fine example of community investment in the facilities is the Honeywell lease, which will be entering year seven (7) of the thirteen (13) year lease. It is important for the community to remember that building aide of approximately \$100,000 which offsets the previously approved Honeywell lease expense will cease in June 2022; which will reduce revenues used to offset the local assessment.

As a result of the pandemic, schools received additional funds from the federal government to respond to the impact of the pandemic and planning for future unknowns. Inter-Lakes received \$156,594 in Coronavirus Aid, Relief, and Economic Security (CARES) Act - Elementary and Secondary School Emergency Relief Funds I (ESSER I). During the 2020/2021 school year, \$84,390 was used to support staffing for the virtual learning option provided to families, \$63,480 was used to provide increased summer learning time, \$280 was used for clear partitions, and \$8,445 in administrative costs.

The approval of the Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act - Elementary and Secondary School Emergency Relief Funds II (ESSER II) provided additional funds in the amount of \$821,629 for Inter-Lakes. CRRSA ESSER II funds supported the following - \$243,420 for the 2021/2022 retention and recruitment of para-educators, \$21,000 for air purifiers, \$30,000 in learning platform software, \$59,418 for heating, ventilation and air conditioning (HVAC) upgrades for three (3) classrooms, \$10,000 for fifty (50) Chromebooks, \$46,400 for cleaning and balancing HVAC systems, \$46,361 for SAU Administrative Support Staff to assist with added demands of grant funding, \$55,211 for a Technology Support Staff position, \$143,302 for the elementary-level 2021/2022 Virtual Pathway option, \$60,698 for an increase of 1.0 FTE Grade 8 Mathematics/Science Teacher, \$59,442 for an increase of 0.333 FTE Middle/High School Art Teacher, and \$45,775 in administrative costs.

The American Rescue Plan (ARP) - Elementary and Secondary School Emergency Relief Funds III (ESSER III) has provided funding in the amount of \$1,847,069. During the 2021/2022 school year, \$333,518 for an increase of 4.0 FTE Elementary Teachers for class size reduction, \$155,118 for out-of-district special education costs, \$135,005 for an increase of 1.0 FTE Elementary Special Education Teacher, \$61,876 for an increase of 1.0 FTE High School Mathematics Teacher, \$26,403 for an increase of 0.333 FTE in Elementary Guidance, \$36,444 for an increase of 0.5 FTE in Elementary School Nurse, and \$87,956 in administrative costs. The remaining funds of \$987,750 is tentatively earmarked for ventilation upgrades and outdoor seating/spaces.

Inter-Lakes is so fortunate to have outstanding community partnerships and support. Examples of these partnerships are the Career Partnership with the Greater Meredith Program, Meredith Altrusa Literacy Volunteers, the Meredith Rotary Club International Exchange Program and Interact Club, Meredith Community Center, and Town of Sandwich Parks & Recreation. The 2020/2021 school year the ILSD was the generous recipient of \$37,012 in community donations for our schools. The 2021/2022 school year began with the significant donation from the Meredith Kiwanis for a Turf Field flag pole including all materials and installation. Additional evidence of the extensive community generosity and giving are scholarships for our graduating seniors, which amounted to \$85,590 for the Class of 2021.

Our daily operations, celebrations and safety of our school environments would not be possible without the Center Harbor, Meredith, and Sandwich Police and Fire Departments. The Inter-Lakes School District is the beneficiary of the remarkable service and commitment of each of these entities who are always at the ready to assist whether it be an emergency moment of need, community wellness concern, opportunity to teach and inspire, clearing the way for a Senior Car Procession, hanging banners and flags, or directing traffic. Words are not available to properly express our level of gratitude.

The pandemic is a public health issue and locally, our School Nurses and Health Assistants have been on our frontlines. Mrs. Teresa McCormack, Inter-Lakes Elementary School Nurse, Mrs. Jodi Pendexter, Inter-Lakes Middle/High School Nurse, and Ms. Lora Colten, Sandwich Central School Nurse have more than risen to the daunting task before us for the past two years. The critically important responsibilities of our Health Offices are admirably supported by Nurse Assistants, Ms. Ashley Clark, Inter-Lakes Middle/High School, and Ms. Sara Dubois, Inter-Lakes Elementary School. The commitment of these skilled medical professionals has been beyond phenomenal; they have approached caring for the health and wellness of our community with courage, perseverance, and tenacity.

Reaching the goal of continuous in-person learning has required monitoring of COVID-19 within our local communities and counties and responding to what is taking place within our schools. These arduous tasks have been supported through the 2021/2022 COVID-19 Team made up of School Board Members: Chair Lisa Merrill, Vice-Chair Mark Billings and Mr. Duncan Porter-Zuckerman; School Principals: Mr. Michael Bryant, Dr. Downing, and Mr. Jeremy Hillger; Mr.

Brian Swanker, Director of Facilities; Teachers - Mrs. Melissa Manville and Mrs. Patricia Parsons; Student Representatives - Ms. Taylor Hounsell, Ms. Abigail Smith, and Mr. Riley Towle; Parent Representatives - Mrs. Megan Ambrose and Mr. Reed Leberman; and Health Volunteers - Dr. Eric Shelov, Pediatrician and Dr. Kenneth Hill and Dr. Cindy Stanton, public health experts; and myself. This “brain trust” is exceptional; the review of data, exchange of knowledge, and understanding of conditions, have allowed for intentional recommendations and subsequent courses of actions to be taken.

A strength of the Inter-Lakes School District continues to be a learner-centered, thoughtful and engaged School Board. Serving the Inter-Lakes community are -- Ms. Lisa Merrill, Chair, Mr. Mark Billings, Vice-Chair, Mr. Charley Hanson, Secretary, Mr. Craig Baker, Mr. Howard Cunningham, Mr. Duncan Porter-Zuckerman, and Mrs. Nancy Starmer. Joining the elected members of the School Board for over the past twenty plus years, has been a Student Representative to the Board. Riley Towle, Inter-Lakes Middle/High School Senior, has represented the students of the Inter-Lakes School District for the 2021/2022 school year; Ms. Raevan Strother served from 2019 through her graduation in 2021. Ms. Strother and Mr. Towle’s service and leadership have been exemplary. A Student Representative on the School Board is just one of many examples of how our educational system fosters current and future civic responsibility and commitment to one’s community.

Mr. Richard Hanson began serving on the Inter-Lakes School Board in 1999 and from 2010 to 2021 led the Board as Chair. In the summer of 2021, Mr. Hanson moved from the area which sadly ended his tenure on the Inter-Lakes School Board. Mr. Hanson’s commitment to having students at the center and civic-mindedness is woven throughout the decades of decisions he contributed to and have become the fabric of the Inter-Lakes School District. In a message to the Class of 2020, Chair Richard Hanson shared the words from Thomas Jefferson, “I like the dreams of the future better than the history of the past.” Mr. Richard Hanson through his dedicated and tireless service built a foundation that allows today’s dreams and future ones to become realities.

As a School District, we extend our deep and sincere gratitude to the members of **Team Inter-Lakes** who are retiring. Mrs. Alesia Parks, Reading Specialist & Title I Coordinator, (37 years), Mrs. Wanda Miller, Elementary Teacher, (21 years), and Mrs. Brenda Thibeault, Para-Educator (34 years), as they prepare for their well-earned retirements. The over 92 years of collective service from these dedicated individuals has been remarkable. Mrs. Parks, Mrs. Miller, and Mrs. Thibeault will be deeply missed and have left a legacy of learning that will continue to pay dividends long into the future.

The communities of Inter-Lakes continue to provide unparalleled support for today and tomorrow’s learners. It represents one of the strongest civic lessons for our students, that supporting one’s community and education matter. As a School District, we greatly value this support and match it daily with an equal commitment to provide the highest quality learning opportunities for the students, families, and communities we serve.

Respectfully submitted,

Mary Moriarty  
Superintendent of Schools

## Inter-Lakes Middle High School Principal's Report 2021-2022

The 2021-22 school year has certainly been an adventure! Thankfully, we were able to start our school year with 100% in-person learning, as well as athletics, theater and the use of the cafeteria! It has been a wonderful experience to hear the chatter and laughter in the cafeteria again as students eat and socialize.

We started this school year with a few staff changes. As the new Principal at ILM/HS, I am humbled by the incredible welcome I have received by staff, students and families alike. Additionally, we have been able to hire some wonderful new members to the Inter-Lakes Middle/High School staff. Mr. Charles Femia joined us in July, as our new Dean of Students & Operations and has been an asset to the team with his background in science and student behavior management. We were also fortunate to hire several new teachers, paraeducators and a variety of other positions. Please welcome the following staff to the Inter-Lakes Team!

- Meagan Campbell, English
- Adrienne Caroulo, Paraeducator
- Betsy Gath, Administrative Assistant to the Principal
- Mike Griffin, Career Partnership Director
- Jessica Haines, Paraeducator
- Erika Lillis, Math Teacher -1 Year Position
- Nicholas Mootafian, Paraeducator
- Megan Mootafian, Paraeducator
- Rebecca Otis, Math/Science Teacher-1 Year Position;
- Dan Reidy, Science Teacher
- Aimee Roberts, CPP Facilitator
- Tianna Szarka, Paraeducator

We started our school year with the long-standing tradition of students attending a 3-day trip to Merrowvista. Our grades 7 and 8 students attended this year, as they missed the opportunity when they were in grade 6 due to COVID. The three days of programming included team building, problem solving, hiking, canoeing, community meals, and work focused on building values and relationships. Students and staff alike enjoyed the three days on the beautiful Merrowvista property with all its natural amenities and incredible staff.

This year, we continue the work to develop learner centered pathways that allow students access to the resources they need, at a pace that works for them. Currently our 9th and 10th grade students' learning is being assessed and reported using the established summative assessment ratings and competency scale. This practice will continue until the "traditional" grading system is phased out and all students at ILMHS will have their learning progress reported by overall academic and personal competency statements. Please see the following link to our design principles for any questions [ILSD Design Principles](#) or visit our website.





This year, through ESSER funds, we were able to hire an additional mathematics teacher and an additional grade 8 mathematics/science teacher. This additional staff has allowed for increased learning time in mathematics for grade 9 students and provided for smaller class sizes for grade 8 to help address learning gaps.

While COVID-19 is still very much a presence in our world, and in our small community, we continue to look for ways to unite our staff and our students. Increasing school spirit and a sense of community here at Inter-Lakes Middle/High School is a top priority. This year, our staff, student council, administration, and student body have engaged in a variety of activities to increase school spirit and camaraderie. This fall, we hosted an outdoor pep-rally and had an incredible homecoming weekend that included athletic competitions, class fundraising, and a big bonfire! The student and community crowds were impressive, and we certainly felt the Laker Pride!



We have also hosted two successful winter concerts as well as the Fall Musical, Frozen! It was wonderful to have our performing arts back in action with spectators present to enjoy and appreciate all the wonderful talents.



Student council hosted several community building days. One day was a collaboration between the student council and our student power group which focused on mental health. The entire school signed up for a variety of indoor/outdoor games and team building activities. Student council also hosted a Halloween Puzzler Day, and most recently we participated in a school wide game of virtual charades. For our virtual charades game, we were joined by our Superintendent and Assistant Superintendent. These activities are representative of the concerted efforts being made by our student leadership, student body, faculty, staff and administration to boost school spirit and a feeling of community for all!

We look forward to continuing our school year happy, healthy and making positive strides forward in all aspects of our school community.

Respectfully submitted,

*Amanda Downing, DA*  
Principal  
Inter-Lakes Middle/High School

# Inter-Lakes Elementary School

## Principal's Report

### 2021-2022

It is my pleasure to submit the annual report for Inter-Lakes Elementary School. Inter-lakes Elementary School continues to be a center of learning and growth for over 400 learners in preschool through sixth grade. Educators work tirelessly to address the academic and social emotional needs of all children. As our society continues to constantly change, our learners will still require problem solving skills, independent thinking, and the ability to overcome abstract challenges. We believe that teaching and modeling these skills through our extensive work on our district's Personal Competencies will best prepare learners for that future. Academic Competencies drive our curriculum, teaching practices, and define our expectations for all learners. These competencies have been prioritized and mastery of skills and concepts is a top priority. While the competencies guide instruction, they also allow for flexibility to meet the needs of learners at their current level and they allow for learners to "move when ready" as they progress.

**Schoology:** Technology plays a key role in helping guide our instructional practice. Educators use Schoology as our Learning Management System for the administration, documentation, tracking, reporting, and delivery of educational courses and content. It allows teachers to easily provide students with digital resources and is an interactive platform where students can complete assignments and assessments, safely engage in discussions, and participate in online help sessions, or even create portfolios.

**Wonders Reading Program:** Inter-Lakes Elementary School implements the Wonders literacy program. This program uses complex fiction and nonfiction texts, and writing resources to help to develop English/Language Arts skills and concepts. This resource provides a systematic scope and sequence for reading and writing. Along with the implementation of Wonders, Carrie and Micah Thurston continued to provide their expertise in the area of reading through restructured Response to Intervention (RTI). The goal of the work is to improve the RTI process, align literacy instruction in classrooms to research-based practices and implement interventions that are driven by data. The focus is on growth and proficiency, with accelerated growth for students who are below grade level. A target goal is to create a centralized data hub with this growth model in mind. Working with teachers, they model strategies, provide lesson components, create and share resources specific to student needs while providing feedback on a consistent basis. In working with administrators, the goal is to improve data analysis at the student, teacher, grade and school level. In doing so, trends are able to be analyzed to impact instructional practices and facilitate PD for teachers and staff based on these trends.

**Accelerate Literacy Growth:** Inter-Lakes Elementary School has put a major emphasis this year on literacy and restructuring our Response to Intervention (RTI) to accelerate student growth in reading and writing. Our staff continues to implement flexible literacy groups, and are excited for the opportunities this model provides for students to work with our educators to accelerate their growth as readers and writers.

#### *What is flexible grouping?*

Flexible grouping is a term that describes a variety of ways to group students for the purpose of delivering specific instruction to maximize growth for individual learners. Our entire team of interventionists, (classroom teachers, special education teachers, reading specialists, assistants, small group interventionists, paraeducators, and Altrusa volunteers) are collaborating to implement flexible grouping as part of our overall literacy instruction. These groups are fluid and will flexibly change as students make literacy growth, so we can continue to educate them where they are along the learning continuum.

### *How are flexible groups determined?*

We utilize our existing school-wide literacy assessments to gather up-to-date information on the progress students have made to form our groups. The information is reviewed by each grade level team to organize students in the appropriate group. Students are grouped according to common instructional goals and supports needed to accelerate their growth.

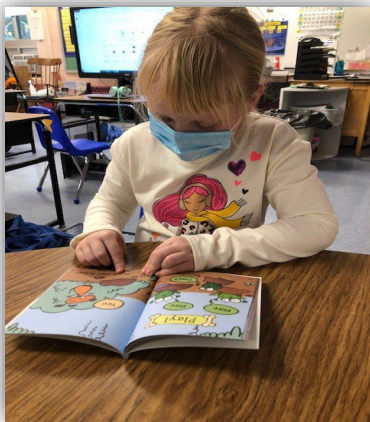
### *What does it look like?*

Flexible grouping includes all students. There are whole group and small group learning center components to lessons that are scheduled throughout each day. Students transition to their small groups to work with a teacher, special educator, or staff member on targeted literacy skills. Instructional groups may or may not take place in a student's assigned homeroom class based on spacing needs and risk mitigation efforts.

### *How is progress monitored?*

Each teacher monitors the progress of individual students during their daily center-based activities. Students are reassessed at the end of the flexible group intervention time period (7 weeks), and may be re-grouped accordingly. Even if your child works with a different teacher during centers, the information about his or her progress will be shared throughout the 7 week time period.

We are excited to continue this instructional model with our ILES learners. It is our hope that this model will lead to accelerated reading and writing growth for all students.



**Social Emotional Wellness:** Our guidance department is working within the Framework of Systemic Social and Emotional Learning, otherwise known as the CASEL wheel. Choose Love is a curriculum used to address social and emotional learning components. The program focuses on four important character values - Courage, Gratitude, Forgiveness, and Compassion in Action - which cultivates optimism, resilience, and personal responsibility. Developed by Scarlett Lewis, the mother of a Sandy Hook victim, and educators across the country, Choose Love is part of monthly school-wide meetings and classroom lessons. Competencies focused on include self-awareness, self-management, social awareness, relationship skills, and responsible decision making.



**Prescott Farm Environmental Education:** Inter-Lakes Elementary School teachers and learners continue to work with Miss Mary, the Naturalist, from Prescott Farm Environmental Education Center. The Naturalist works directly with teachers to integrate curriculum requirements into lesson plans that utilize the resources at hand. These lessons create opportunities for hands-on, real-world learning and facilitate an enhanced understanding and respect for nature, natural systems, the natural history of the area, and the adoption of environmental stewardship practices. Thank you to the GERALYNN Fountain Foundation for supporting this terrific program.



**ILES Halloween Parade:** The annual ILES Halloween parade returned this year. Hundreds of families lined the school's perimeter as over 400 students and teachers paraded around the ILES campus in a display of creativity and awe. A tradition that was started years ago, clearly brought much joy to the school community as a whole.

**ILES Pumpkin Patch Drive-Thru:** On Saturday, October 30th from 6:30-8:00pm Mrs. Howard, Mrs. Moriarty, and I opened the gate to the I-LES Pumpkin Patch Drive Thru community event.



What transpired was an amazing display of support from our ILSD families. Over 200 cars filled with learners and their families journeyed down the bus loop and around I-LES to view close to 250 intricately carved pumpkins. As families headed around the school they were greeted by Katie McCarthy, Erin Towle, and Angela Stutzman handing out goodie bags to each and every child who visited the patch. The evening was filled with positive comments, smiling children, and a true sense of community spirit, even during these challenging times.



**Restorative Practice:** Restorative Practices is a system of formal and informal processes that build and sustain a culture of kindness, respect, responsibility and justice. This is achieved through emphasizing the importance of trusting relationships as central to building community and repairing relationships when harm has occurred. The fundamental premise of restorative practices is that people are happier, more cooperative and productive, and more likely to make positive changes when those in positions of authority do things with them,

rather than to them or for them. Restorative practices cultivate a culture in which everyone feels like they belong. They build a particular sense of community in which every student, teacher, parent volunteer, and para-educator feel that they are seen, heard, and respected. Restorative practices promote inclusiveness, relationship-building and problem solving, through such restorative methods as circles for teaching and conflict resolution to conferences that bring victims, offenders and their supporters together to address wrongdoing. Instead of punishment, students are encouraged to reflect on and take responsibility for their actions and come up with plans to repair harm. Part of our restorative practices focus on Walk Talks. A Walk-Talk is taken when students need a break in the classroom for a variety of reasons. Some of the reasons are emotional support, brain break, peer confrontation, teacher confrontation, disruptive, or defiance. Students go for a walk with different adults in the building. During this time the staff talks to the students about what is going on and makes sure they're regulated to go back into the classroom and ready to learn.

**Retirees:** This year Inter-Lakes Elementary School has two retirements. We will greatly miss Title One Coordinator, Alesia Parks, and fourth grade teacher, Wanda Miller. We thank them for their years of service and dedication to the learners of the Inter-Lakes School District.

**Thank You:** I can't thank you all enough for your continued support of Inter-Lakes Elementary School. Even in the midst of these challenging times, I feel very privileged to work with so many invested staff members, parents, and community members that care so deeply for our learners. Our ability to face challenges head on with the dedication to provide students with the social, emotional, and academic support they need is something I greatly admire. I want to thank our learners, teachers, parents, and the School Board for this great opportunity.

Respectfully submitted,

***Michael A. Bryant***

Principal, Inter-Lakes Elementary School

# **Sandwich Central School**

## **Kindergarten through Sixth Grade**

### **Principal's Report**

#### **2021-2022**



2021-2022 marked the second full school year in the shadow of the COVID-19 pandemic. Despite the strains on the world around us, Sandwich Central School (SCS) kicked off the year with energy and optimism, welcoming students into five, fully in-person classes, as well as a Virtual Pathway option. At the time of this report, SCS had 80 students enrolled in one of the two pathways, with the expectation that three more would be joining us in January. To meet the class size recommendation set forth by the Inter-Lakes School District Opening Plan, our multi-age classes were broken down as follows: Primary Multiage (K-1), Middle Multiage (1-2), Grade Three (3), Upper

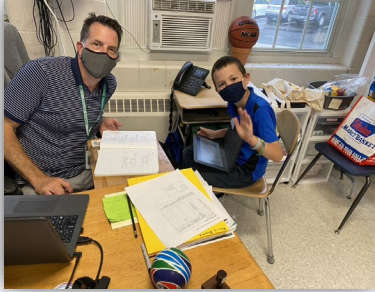
Multiage (4-5), Grade Six (6), and the Virtual Pathway (1-5). This year allowed for increased flexibility and interaction, which created opportunities for whole-school activities, recesses, and shared lunches.

In keeping with last year, our highly dedicated SCS staff remained mostly unchanged, with a few exceptions. This year we welcomed Mrs. Danielle Ralston as our Special Educator/Interventionist. She has done a wonderful job acclimating to her new responsibilities and to the culture of SCS. Mrs. Sandy Spiro came out of retirement to rejoin the SCS team as our Guidance Counselor. She brings a wealth of experience and knowledge to the school community and we are appreciative of her willingness to return. Lastly, Ms. Kaitlin Hart was hired as our Band Teacher, a responsibility she shares with Inter-Lakes Elementary School. While she is only with us one day per week, her professional skill set and positive attitude have already made a significant impact.



This year, SCS was organized around six multiage classrooms. Mrs. Petitti continued her tenure as the Primary Multiage teacher (K-1), while Mrs. Johnston taught Middle Multiage (1-2) across the hall. Mrs. Read had a stand-alone class in Grade Three, as did Mr. Chapman in Grade Six. Mr. Watson rounded out the in-person experience with his Upper Multiage classroom (4-5). Lastly, Mrs. Karolbeth Glover ran the Virtual Pathway out of SCS with students in grades one through five. The front office was managed by Mrs. Alex Adriance, with help from our permanent substitute Mrs. Brown. Our students and teachers remained supported by our talented team of paraprofessionals: Mrs. Diane Decker-Booty, Mrs. Beth Merchant, and Mrs. Angela Morton. Our specialists, Dr. Emma Dassori (Library and Music), Ms. Lyndsey Wilcox (Computer Science and PE) and Ms. Kim Massaro (Art) provided our students with a healthy exposure to the arts and physical well-being. Finally, our students received prepared snacks and lunches from Mrs. Sue Greene, were cared for by Nurse Lora Colten, all while Mr. Edgar “JR” Patten kept our school shining and clean. It is with sincerity and great appreciation that I write: The success of Sandwich Central School and its students is largely dependent on the efforts and expertise of this group of dedicated and talented educators.





Students at SCS had core experiences in English Language Arts, Mathematics, Science, and Social Studies. Using the Inter-Lakes Competencies as our guiding principles, lessons and units were built to explore these subjects and provide students with personalized learning opportunities. In response to the impact of the pandemic, our school created a literacy initiative and goals focused on reading and

reading recovery. This work included, but was not limited to, periodic assessments, data collection and analysis, professional collaboration, and our Response to Instruction (RTI) protocols. In addition, SCS focused more time and energy on science instruction through further implementation of our FOSS Science Resources. This curriculum supplement provided the materials and resources for hands-on analytical thinking and experimenting. Ask us about the crayfish!



Throughout the fall and early winter, the SCS faculty and students worked hard to maintain both outdoor and indoor learning environments. Outdoor classrooms popped up while the warm weather lasted, field experiences such as Cold River and the Hawk Watch went off as planned, and we even brought back our traditional Halloween Parade in the town of Center Sandwich. The students participated in the Sandwich Fair School Display competition, *Girls on the Run*, and our Sixth Graders led us in a Veteran's Day Ceremony at the War Memorial. Inside, students were treated to a visit from the Science Wizard (of *America's Got Talent* fame), participated in Genius Hour projects, and read with their "reading buddy." As the holiday season approached, students and teachers were hard at work on novel units,



personalized writing, mathematics exercises, and social studies connections. As a culminating celebration of our school community, we hosted our first ever "Caroling in the Village" holiday concert. Students and teachers rehearsed and performed six holiday carols for the greater Sandwich School Community on the Village Green in downtown Center Sandwich. I would like to acknowledge and thank all those who supported this event and made it possible. I truly believe community strength is a critical part of positive momentum; this was a prime example of *SCS at its best*.

At the time of this report, students and teachers are busy in their classrooms, while a gentle snow is falling outside. Covid-19 is still part of our lives, but the learning at SCS is moving forward due to the tremendous effort our faculty, staff, families, and students. The most pressing question of today is, "when will the sledding hill open back up?" I would like to personally thank the Inter-Lakes Administration and the Inter-Lakes School Board for their continued support of Sandwich Central School. Go Foxes!



Respectfully submitted,

**Jeremy Hillger**  
SCS Principal

## 2021-2022 Inter-Lakes Salary Schedule

Step	BA	BA+15	MA	MA+15	MA+30	MA+45
1	42,975	45,764	48,553	49,946	51,458	53,117
2	45,764	48,553	51,342	52,735	54,247	55,906
3	48,553	51,342	54,131	55,524	57,037	58,695
4	51,342	54,131	56,920	58,313	59,826	61,484
5	54,131	56,920	59,710	61,102	62,615	64,274
6	56,920	59,710	62,499	63,891	65,404	67,063
7	59,710	62,499	65,288	66,680	68,193	69,852
8	62,499	65,288	68,077	69,469	70,982	72,641
9	65,288	68,077	70,866	72,258	73,771	75,430
10	68,077	70,866	73,655	75,047	76,560	78,219

**Off Step = \$1,250.**

***Important Notes Regarding the Salary Schedule:***

1. Off step adjustments for staff who were step 10 and beyond in the 2019/2020 school year.
2. Staff that are BA or BA+15 and track change will receive the track change amount only.
3. Staff that are MA, MA+15, MA+45 and track change will receive the track change amount plus the off step amount.

## Inter-Lakes Personnel 2021 - 2022 School Year

### Administrative Personnel - School Administrative Unit #2

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Mary A. Moriarty, M.Ed., C.A.G.S.	Superintendent of Schools	Plymouth State University
Patricia M. Temperino, M.B.A., C.A.G.S.	Assistant Superintendent of Schools	Plymouth State University
Elaine Dodge, M.Ed.	Director of Student Services	University of New Hampshire
Ashley L. Dolloff, M.B.A.	Human Resources Director	Plymouth State University
Sandra S. Glavey, B.S.	Accounting Specialist	Plymouth State College
Marilyn G. Martell, A.S.	Executive Administrative Assistant	Granite State College
Christine Taggett, A.S.	Federal Funds Specialist	New Hampshire Technical College

### Sandwich Central School - Grades K - 6

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Jeremy H. Hillger, M.Ed.	Principal	Southern NH University
Alexandra J. Adriance	Secretary	
Justin Chapman, M.Ed.	Grade 6 Teacher	UNH/Cornell
Lora Colten, B.S.N	School Nurse	University of Southern Maine
Emma Dassori, Ph.D.	Music Teacher/Library Media Assistant	Tufts University
Diane H. Decker-Booty, A.S.	Special Education Paraeducator	State University of New York
KarolBeth Glover, M.S.	Virtual Pathways Teacher	Lesley College
Kaitlin Hart, B.M.	Instrumental Music Teacher	Keene State College
Sarah "Sally" Johnston, M.Ed.	Middle Multi-Age (2/3) Teacher	Plymouth State University
Kimberly Massaro, M.F.A.	Art Teacher	University of New Hampshire
Elisabeth Merchant	Special Education Paraeducator	
Angela Morton, B.S.	Special Education Paraeducator	Montana State University
Alesia Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Edgar Patten	Lead Custodian	
Jennifer L. Petitti, B.A.	Primary Multi-Age (K-1) Teacher	Gwynedd Mercy College
Danielle Ralston, M.A.T.	Special Education/Intervention Teacher	Towson University
Denise Read, M.Ed.	Primary/Middle Multi-Age (K-3) Teacher	Plymouth State University
Sandra Spiro, M.Ed.	Guidance Counselor	Plymouth State University
Stephen D. Watson, M.Ed.	Virtual Pathways Teacher	Antioch University
Lyndsey Wilcox, M.Ed.	Physical Education/Spanish Teacher	State University of NY College at Cortland

# Inter-Lakes Personnel 2021 - 2022 School Year

## Inter-Lakes Elementary School - Grades Pre-K - 6

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Michael Bryant, M. Ed.	Principal	Plymouth State University
Stephanie P. Howard, M.Ed.	Assistant Principal	New England College
Rebecca Adorno, B.A.	Title I Paraeducator	Bradford College
Kim B. Bannon, B.S.	Grade 1 Teacher	Plymouth State College
Mary Beaudoin, M.Ed.	Grade 3 Teacher	Regis College
Nancy Bickford, B.S.	Physical Education Teacher	Plymouth State College
Judith Bird, B.S.	World Language Integrator	Bridgewater State University
Janice Borsh, M.Ed.	Special Education Teacher	State University of New York
Cynthia A. Boucher	Special Education Paraeducator	
Angela Bouley	Custodian	
Susan Bousquet, M.Ed.	Special Education Teacher	Antioch University
Jane Brogan, M.S.	Special Education Paraeducator	Springfield College
Kelly Bunnell, M.A.	Kindergarten Teacher	Antioch of New England
Janet Burbank	Special Education Paraeducator	
Tracey Burhoe, M.Ed.	Special Education Teacher	Plymouth State University
Elaine K. Campbell, B.S.	Special Education Paraeducator	University of Maine
Maria Capone, M.Ed.	Special Education Teacher	Cambridge College
Craig Carpenter, B.S.	Special Education Teacher	Plymouth State University
Andrea Caulder, M.Ed.	Library Media Specialist	Plymouth State University
Wendy L. Chappuis, A.A.	Speech Language Assistant	Granite State College
Kate Clark, M.Ed.	Guidance Counselor	Plymouth State University
Robin Clayton, M.S.	Grade 1 Teacher	Bay Path University
Kathryn Cole, M.S.	Grade 3 Teacher	State Univ. of NY College at Buffalo
Jessica Connolly, B.S.	Grade 2 Teacher	Plymouth State University
Kirby Corliss	Special Education Paraeducator	
John Cormier, B.S.	Grade 4 Teacher	Salem State College
Carrie Cornelissen	Special Education Paraeducator	
ValerieAnn Correia, B.S.	Special Education Paraeducator	Southeast Missouri State University
Mary Kate Currier, M.Ed.	Special Education Paraeducator	Plymouth State University
Demetra P. Daly, M.Ed.	Kindergarten Teacher	New England College
Laurie Damon, M.Ed.	Grade 4 Teacher	New England College
Ginger Darling, M.Ed.	Grades 5/6 Teacher	Wilmington University
Jennifer Davis	Paraeducator	
Kathleen DeCamp, M.Ed.	Technology Integration Teacher	Plymouth State University
Lea Despres, B.A.	Title I Paraeducator	Assumption College
Kathleen DeTolla, M.S.	Intervention Teacher	Adelphi University
Stacey L. Dickinson, A.S.	Library Media Assistant	NH Community Technical College
Heather Donahue	Special Education Paraeducator	
Virginia M. Donaldson, M.Ed.	Grade 3 Teacher	Antioch of New England
Debra A. Doten	Administrative Assistant	
Brendan Dowd, B.S.	Music Teacher	Plymouth State University
Rebecca Dowd, M.S.	Kindergarten Teacher	University of New Hampshire

## Inter-Lakes Personnel 2021 - 2022 School Year

### Inter-Lakes Elementary School - Grades Pre-K - 6 (*continued*)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Sara Dubois	Health Room Assistant	
Kathryn Earl, M.Ed.	Grade 1 Teacher	Antioch University New England
Megan Fairbanks, B.S.	Special Education Paraeducator	Plymouth State University
Shannon Folan, B.S.	Grade 4 Teacher	Plymouth State University
Erin Geib, M.Ed.	Kindergarten Teacher	Plymouth State University
Daniel Gilbert, M.Ed.	Special Education Teacher	Plymouth State University
Victoria Glover	Custodian	
Christopher Gonzalez, B.S.	Special Education Paraeducator	Plymouth State University
Stephen Greenwood	Special Education Paraeducator	
Paige Halsey	Special Education Paraeducator	
Kaitlin Hart, B.M.	Instrumental Music Teacher	Keene State College
Megan E. Hayman, M.Ed.	Grade 6 Teacher	Antioch of New England
Kelly Hazelton, B.S.	Special Education Paraeducator	Plymouth State University
Margaret A. Healey, M.Ed.	Grade 6 Teacher	Antioch of New England
Caitlin Henchey, M.Ed.	Special Education Teacher	University of New Hampshire
Heather R. Hoag, M.Ed.	Grade 1 Teacher	Southern NH University
Amanda Housden	Special Education Paraeducator	
Amy LaFavre, M.Ed.	Grade 6 Teacher	Plymouth State University
Noelle Lakis, B.S.	Title I Paraeducator	Plymouth State University
Austin Learned	Special Education Paraeducator	
Lindsay Learned	Special Education Paraeducator	
Natalie Lyons, M.Ed., C.A.G.S.	Special Education Teacher	Fitchburg State College
Sheryl A. MacMillan, B.A.	Art Teacher	Regis College
Elizabeth Madigan	Special Education Paraeducator	
Morgan Markley, M.Ed.	Grade 2 Teacher	Plymouth State University
Angela Marsh, M.Ed.	Grade 5 Teacher	University of St. Joseph
Malinda Mason	Special Education Paraeducator	
Scott McCann, B.S.	Grade 4 Teacher	Keene State College
Katherine McCarthy, A.A.	Special Education Paraeducator	Green Mountain College
Teresa McCormack, R.N., M.Ed.	School Nurse	Cambridge College
Elizabeth McKenna	Special Education Paraeducator	
Dawne M. McNutt, B.S.	Grade 3 Teacher	Plymouth State College
Wanda H. Miller, M.Ed.	Grade 4 Teacher	Plymouth State University
Michael Moore, B.A.	Grade 6 Teacher	Plymouth State University
Justin Nichols	Lead Custodian	
Kathy Nichols	Lead Custodian	
Caroline Paquette, B.S., B.A.	Grade 5 Teacher	Keene State College
Alesia J. Parks, M.Ed.	Reading Specialist/Title I Coordinator	Plymouth State College
Patricia Parsons, M.Ed.	Grade 5 Teacher	Plymouth State University



## Inter-Lakes Personnel 2021 - 2022 School Year

### Inter-Lakes Elementary School - Grades Pre-K - 6 (*continued*)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Mary Richardson	Special Education Paraeducator	
Carolyn E. Rideout, A.S.	Special Education Paraeducator	New Hampshire Technical College
Jennifer Salamanca, M.Ed.	Grade 2 Teacher	Plymouth State University
Leona M. Schultz, B.A.	Special Education Paraeducator	Castleton State
Ariane A. Shuffleton, M.Ed.	Intervention Teacher	University of New Hampshire
Ashley Shuffleton, M.Ed.	Guidance Counselor	Plymouth State University
Rebecca Siek, B.S.	Administrative Assistant in Support of Students	Plymouth State University
Brittany Smith	Special Education Paraeducator	
Melisa South, M.Ed.	Special Education Paraeducator	UMass Boston
Danielle Spaulding, B.S.	Special Education Paraeducator	Springfield College
Angela Stutzman	Receptionist	
Betsy Swanker, B.S.	Title I Teacher	Kutztown University
John P. Swift, B.S.	Physical Education Teacher	Plymouth State College
Kenneth Taylor, JR	Custodian	
Brenda Thibeault	Special Education Paraeducator	
Erin L. Towle, M.Ed.	Grade 2 Teacher	New England College
Sonja Trainham	Special Education Paraeducator	
Samantha True, M.S.	Kindergarten / Grade 1 Teacher	Walden University
Heather Wood, D.Ed.	Special Education Teacher	Walden University
Tracy L. Woodaman, A.S.	Title I Paraeducator	Endicott College
Ronda L. Young, B.S.	Pre-School/Special Education Teacher	Plymouth State College

### Inter-Lakes Middle/High School - Grades 7 - 12

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Amanda Downing, D.A.	Principal	Franklin Pierce University
Charles Femia, M.A.	Dean of Students & Operations	Montclair State University
Michelle Robinson, D.Ed.	Dean of Learning	Plymouth State University
Heather Anderson, B.S.	Special Education Paraeducator	Castleton State College
Norman Anderson	Lead Custodian	
Roy D. Arceno	Lead Custodian	
Rachel Bartlett, M.Ed.	Grade 7 Science Teacher	University of Southern Maine
Mary-Margaret Bedford, M.Ed.	World Language Teacher	Antioch University New England
Rebecca Billin	Special Education Paraeducator	
Patricia A. Bogert	Library Media Assistant	
Laura Brusseau, M.Ed.	Social Studies Teacher	Antioch University New England
James Bullitt, B.S.	Special Education Paraeducator	Plymouth State University
Timothy Calandra	Custodian	
Catharine Campbell, B.A.	Mathematics Teacher	Plymouth State University
Meagan Campbell, M.Ed.	English Teacher	Plymouth State University
Lora Carney, M.Ed.	Mathematics Teacher	Plymouth State College
Adrienne Caruolo, B.S.	Paraeducator	Johnson & Wales University

## Inter-Lakes Personnel 2021 - 2022 School Year

### Inter-Lakes Middle/High School - Grades 7 - 12 (*continued*)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Brigitte B. Carpenter	Special Education Paraeducator	
Gaudencio Carranza	Custodian	
Ashley Clark	Health Room Assistant	
Jaclyn Clark, M.Ed.	Special Education Teacher	Plymouth State University
Heather Clogston, M.Ed.	Family and Consumer Science Teacher	Plymouth State University
Nicholas Connell, M.Ed.	Guidance Counselor	Plymouth State University
Brian Contorchick, M.Ed.	Humanities Teacher	Plymouth State University
Katherine Criscone, B.A.	Art Teacher	Lewis and Clark College
Michelle Custance, M.Ed.	Special Education Teacher	Plymouth State University
Joseph Derrick, M.Ed.	STE(A)M Teacher	Plymouth State University
Chelsea Divers, M.Ed.	Biology/Chemistry Teacher	Plymouth State University
Lori L. Donahue, M.Ed.	English Teacher	Plymouth State University
Kaitlyn Dubois	Special Education Paraeducator	
Emily Eynon, M.A.T.	Music Teacher	Univ. of the Arts, Philadelphia
Jessica L. Ferren, M.Ed.	Social Studies Teacher	Plymouth State University
Colleen Forkell, M.Ed.	English Teacher	Franklin Pierce College
Stacey Gagnon, M.Ed.	Guidance Counselor	Plymouth State University
Betsy Gath	Administrative Assistant	
Daizha Gatherum, M.Ed.	World Language Teacher	Antioch University New England
Kimberly Gillies, A.S.	Special Education Paraeducator	Greenfield Community College
Megan Graustein	Paraeducator	
Stephanie Guerin	Special Education Paraeducator	
Haines, Jessica	Special Education Paraeducator	
Linda Haskins	Special Education Paraeducator	
Timothy E. Hayman, M.S.	Library Media Specialist	University of New Hampshire
Joshua Hill, B.S.	Special Education Teacher	Plymouth State College
Julia Hird, M.Ed.	Grade 7 Social Studies Teacher	Antioch of New England
Patricia R. Hodges	Special Education Paraeducator	
Diane I. Hueber	Special Education Paraeducator	
Joanne Joy, B.A.	Admin. Assistant in Student Support Services	North Adams State College
Jocelyn Judge, M.Ed., C.A.G.S.	World Language Teacher	University of New England
Katalin Kovacs, M. Ed.	Special Education Teacher	Plymouth State University
Jeffrey Langevin, M.S.	Mathematics/Physics Teacher	Bentley College
Melissa Lapan, M.Ed.	Grade 8 Language Arts Teacher	Plymouth State University
Joanne Lau, M.S.T.	Computer Science/Math Teacher	University of New Hampshire
Erika Lillis, B.S.	Mathematics Teacher	Plymouth State University
Susan Long, B.S.	Grade 7 Math Teacher	University of Vermont
Lisa Lorch, M.Ed.	English Teacher	Southern Conn State University
Melissa J.B. Manville, M.Ed.	Grade 7 Language Arts Teacher	Antioch University New England

## Inter-Lakes Personnel 2021 - 2022 School Year

### Inter-Lakes Middle/High School - Grades 7 - 12 (continued)

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Lorilynn Mariano, A.S.	Special Education Paraeducator	Lakes Region Community College
Kimberly Massaro, M.F.A.	Art Teacher	University of New Hampshire
Linn Maxwell, M.Ed.	Special Education Paraeducator	Central Conn State University
Kristine McGurkin, M.A.	Science Teacher	University of Phoenix
Joshua McLeod, B.S.	Social Studies Teacher	Plymouth State University
Nicholas Mootafian, B.A.	Special Education Paraeducator	Gordon College
Robert Nelson	Custodian	
Leslie Nesbitt	Receptionist	
Mary E. Nyhan, M.Ed.	English Teacher	Plymouth State College
Rebecca Otis, B.S.	Mathematics / Science Teacher	Plymouth State University
Robert Otis, D.P.M.	Special Education Paraeducator	Pennsylvania College of Podiatric Med.
Sarah Otis, M.Ed.	Mathematics Teacher	Plymouth State University
Nancy C. Page	Special Education Paraeducator	
Jodi L. Pendexter, B.S.N.	School Nurse	Saint Anselm College
Tracey Pratt, B.S.	Special Education Paraeducator	Granite State College
Patrick Quinn, B.F.A.	Industrial Arts/Technology Teacher	Plymouth State University
Caroline Raymond, M.Ed.	Special Education Teacher	Plymouth State University
Daniel Reidy, M.S.T.	Grade 8 Science Teacher	Pace University
Aimee Roberts, B.A.	Academic / Personal Competency Support	Southern NH University
Elizabeth Savage, B.S.	Physical Education Teacher	Plymouth State College
Larry Schultz, B.A.	Special Education Paraeducator	University of New York
Kimberly Seitzinger, M.A.	Special Education Teacher	University of Massachusetts
Melanie Siek	Special Education Paraeducator	
Jonathon Snyder, M.A.	Physical Science Teacher	Plymouth State University
Billie Jo Sweeney, M.B.A.	Business Education Teacher	Southern NH University
Tianna Szarka, B.A.	Special Education Paraeducator	Plymouth State University
Wendy C. Taylor, M.Ed.	Grade 8 Social Studies Teacher	Antioch University New England
Wesley Turner	Custodian	
Judith Van Velsor	Special Education Paraeducator	
Jillian Vanasse	Special Education Paraeducator	
Alicia A. White, A.S.	Guidance Registrar	Dean College
Rebecca Zumbach, M.Ed., C.A.G.S.	Mathematics Teacher	Plymouth State University

## Inter-Lakes Personnel 2021 - 2022 School Year

### District-Wide Personnel

<u>Name</u>	<u>Position</u>	<u>Educational Information</u>
Joel Altavesta	Custodian	
Stuart Benton, A.S.	Maintenance Level II	NH Vocational Institute
Renee Brothers	Special Education Secretary	
Patricia Coes, A.S.	Technology Technician	NH Technical College
Jason Cornelissen	Building Automation Technician	
Karen Cotreau, C.A.G.S.	School Psychologist	Capella University
Sarah Dumais, M.Ed.	Athletic Director	Southern NH University
Carolyn Durfee, M.S.	Speech Language Pathologist	La Salle University
Samuel Ferranti, B.A.	Technology Technician	University of New Haven
Trisha Griffin, M.A.	Speech Language Pathologist	University of Massachusetts
Brendan Hardy, A.S.	Network and Systems Administrator	Plymouth State College
Emily Hebron, B.S.	Occupational Therapist	Boston University
Alice Hervey, M.A.	Speech Language Pathologist	University of Maine
Lisa C.W. Hibbert, M.S.	Speech Language Pathologist	Boston University
Maura King, B.S.	ESOL Teacher	Plymouth State University
Lisa Martin, M.Ed.	School Outreach Counselor	Boston College
Mark Parsons, M.Ed.	Director of Technology	Plymouth State University
Erica Pappalardo, M.S. Ed.	Curriculum Coordinator	Saint Joseph's College
Barbara Pope, M.Ed.	School Psychologist	University of New Hampshire
Keith True, B.S.	School Resource Officer	Plymouth State College
Brian Swanker, B.S.	Director of Facilities	East Stroudsburg University
Holly Vieten, M.S., C.A.G.S.	Guidance Director	Plymouth State University



## Inter-Lakes Middle/High School Class of 2021



Raven Strother, President  
Kayla Sassan, Vice-President  
Kyle Gable, Secretary  
Abigael Sanders, Treasurer

Ms. Tianna Adams, Class Advisor

Aalianna Marietta, Fundraising Chair  
Maia Brown, Marketing Chair  
Caitlin Harris, Social Chair

Mr. Michael Griffin, Class Advisor

Greta Kathleen Achenbach\*  
Owen D. Allen  
Jack Douglas Ames  
Dylan Joseph Anastasio  
Keara Shyanne Batchelder  
Gabrielle Therese Bean  
Stephen Bean  
Jonathan Scott Binder  
Calista Nicole Blair  
Hayden Joseph Bourgeois  
Amelia Judith Brown#  
Maia Katherine Brown  
Brett Caswell  
Thomas Angelo Cillo  
Sophia Marie Conkling#  
Micheal Cote  
Nicholas Ryan Curran  
Charlotte Aspen D'Ambra  
Danielle Marie Donahue\*  
Owen Donahue  
Joshua de Sousa Felch\*

Kyle Allen Gable\*  
Danielle Marie Lynch\*  
Matthew Peter Gianunzio  
Nicholas J. Goupil  
Caitlin Elizabeth Harris  
Maxwell Nelson Hentz  
Aislinn Sophia Hird\*  
Joseph Michael Jesseman  
Jason Michael Waldron Keysar\*  
Casey Thomas Kuczkowski  
Dailen Andy Laviolette  
Danielle Marie Lynch\*  
Brady Patrick Malcolm  
Aalianna Trice Maier Marietta\*  
John Ethan Martin  
Molly Madeline Mason  
Jack McCarthy  
Mykyle Robert Merrill\*  
Alexander Moore  
Brooke Ann Morse#  
Lauren Elizabeth O'Hearn

Sadie Elizabeth O'Neil  
Isabella Jolie Quagliaroli  
Ian Johnston Reidy  
Emma Lindsey Richardson  
Adam Michael Roubo  
Abigael Mary Sanders\*  
Kayla Sassan\*  
Devin Paul Schwarz  
Lillian Marie Simpson  
Andrew William Spicuzza  
Raven Lucille Strother\*  
Devyn Vaal  
Emily Paige Weeks  
Kaelyn Paige Williams#  
Amos Tilton Wobber  
Jessica Elizabeth Woodaman  
Jaime Lynn Woodaman  
Mela Paige Wujcik#

**\*National Honor Society**

**# Avid**



## Inter-Lakes High School 2021 Awards & Scholarships



### Student

Greta Achenbach

Dylan Anastasio

Gabrielle Bean

Jonathan Binder

Calista Blair

Hayden Bourgeois

Amelia Brown

Maia Brown

Brett Caswell

Charlotte D'Ambra

Danielle Donahue

Owen Donahue

Joshua Felch

### Award / Scholarship

Ctr. Harbor Congregational Church Scholarship

Schreiter Family Scholarship

Booster Club Scholarship

Inter-Lakes Alumni Scholarship

Everett M. Heath, Inc Scholarship

Moultonborough Lions Club Scholarship

Warner Plummer Memorial Scholarship

Chocorua Lodge #51 Scholarship

Winnepesaukee Grange Scholarship

Katheryn Keegan Scholarship

Chocurua Lodge #51 Scholarship

Ken Boucher Memorial Scholarship

Mack McNamara Scholarship

Community Garden Club of Meredith  
Scholarship

Chocurua Lodge #51 Scholarship

Meredith Rotary Club Scholarship

Inter-Lakes Alumni Scholarship

Donovan Tree Experts Scholarship

Booster Club Scholarship

Martin Heffernan Scholarship

Mr. & Mrs. Smith Scholarship

Schreiter Family Scholarship

Meredith Rotary Club Scholarship

Meredith Fire Department Auxiliary

Diane Kline Memorial Scholarship

Lakes Region Food Pantry Scholarship

Meredith Kiwanis Club Scholarship

Booster Club Scholarship

Edith B. Horne Scholarship

Mr. & Mrs. Smith Scholarship

Tiffany Richards Memorial Scholarship



## 2021 Awards and Scholarships, cont.

### Student

### Award / Scholarship

Kyle Gable

Meredith Rotary Scholarship  
Charles E. George Memorial  
Scholarship  
Mr. & Mrs. Smith Scholarship  
Lakes Region Food Pantry Scholarship

Nicholas Goupil

Inter-Lakes Alumni Scholarship  
Meredith Lion's Club Scholarship

Caitlin Harris

Mr. & Mrs. Smith Scholarship

Aislinn Hird

Ctr. Harbor Congregational  
Church Scholarship  
Annalee Scholarship  
Chocorua Lodge #51  
Scholarship  
Meredith Rotary Scholarship  
Sandwich Fair Association  
Scholarship  
Tyler D. Wade Memorial  
Scholarship  
Moultonborough Lion's Club  
Scholarship  
English Achievement Award  
Roger H. Wyatt Memorial

Jason Keysar

Sons of American Legion Scholarship  
Sandy Blake Memorial Scholarship  
Chocorua Lodge #51 Scholarship  
Heart and Hands Thrift Shop 2021  
Scholarship  
Inter-Lakes Education Association  
Scholarship

Danielle Lynch

Ctr. Harbor Congregational Church  
Scholarship  
Mr. & Mrs. Smith Scholarship  
Diane Kline Memorial Scholarship  
Moultonborough Lion's Club Scholarship

John E. Martin

Annalee Scholarship  
Mr. & Mrs. Smith Scholarship  
Meredith Rotary Scholarship



## 2021 Awards and Scholarships, cont.

<u>Student</u>	<u>Award / Scholarship</u>
Kylyle Merrill	Katheryn Keegan Scholarship Mr. & Mrs. Smith Scholarship Meredith Rotary Business Award Diane Kline Memorial Scholarship
Emma Richardson	Mr. & Mrs. Smith Scholarship Meredith Village Savings Bank - James D. Sutherland Memorial Scholarship
Kayla Sassan	Sandy Blake Memorial Scholarship Meredith Rotary Scholarship Meredith Fire Department Auxiliary Meredith Lion's Scholarship Huntress All Around Achievement
Devin Schwartz	Wicwas Lake Grange #292 Scholarship Booster Club Scholarship
Lillian Simpson	Babe Ruth Award
Raven Strother	Mr. & Mrs. Smith Scholarship Meredith Rotary Scholarship
Emily Weeks	Martin Heffernan Scholarship American Legion Post #33 Scholarship
Kaelyn Williams	Sandy Blake Memorial Scholarship Mr. & Mrs. Smith Scholarship Inter-Lakes Education Association Scholarship
Amos Wobber	Warner Plummer Memorial Scholarship William H. Mason Scholarship Sandwich Woman's Club Scholarship Meredith Fire Department Auxiliary Diane Kline Memorial Scholarship
Mela Wujcik	Edgar A. Kenney Scholarship Lakes Region Board of Realtors Inter-Lakes Education Association Scholarship





## Inter-Lakes High School 2021 Awards

### Student

### Award

Greta Achenback	New Hampshire Scholars
Gabrielle Bean	Alumni Loyalty Cup
	Joseph F. Smith Jr. Award
	New Hampshire Scholars
Stephen Bean	New Hampshire Scholars
Jonathan Binder	New Hampshire Scholars
Hayden Bourgeois	New Hampshire Scholars
Amelia Brown	New Hampshire Scholars
Chloe Brown	St. Michael's College Book Award
Maia Brown	New Hampshire Scholars
Owen Carney	George Eastman Young Leaders Award - University of Rochester
Thomas Cillo	New Hampshire Scholars
Sophia Conkling	New Hampshire Scholars
Charlotte D'Abrna	New Hampshire Scholars
Danielle Donahue	New Hampshire Scholars
Joshua Felch	New Hampshire Scholars
Kyleigh Folsom	Suffolk University Book Award
Kyle Gable	Meredith Rotary Math Award
	New Hampshire Scholars
Janney Halperin	Harvard Book Prize
Caitlin Harris	The Faculty Award
	New Hampshire Scholars
Harrison Hicks	Bausch & Lomb Honorary Science Award - University of Rochester
Aislinn Hird	English Achievement Award
	Roger H. Wyatt Memorial
	New Hampshire Scholars
Megan Hodge	Wells College 21st Leadership Award
Ellie Hornkohl	Bates College Book Award



## **Student**

Taylor Hounsel

Jason Keysar

Alexa Lazzezera

Haven Lopez

Danielle Lynch

Aalianna Marietta

Cecily Marietta

John E. Martin

Molly Mason

Jack McCarthy

Mykyle Merrill

Alexander Moore

Alaina Nedeau

Lauren O'Hearn

Sadie O'Neil

Julia Pendergast

Isabella Quagliaroli

Emma Richardson

Kayla Sassan

Lillian Simpson

Gabe Staples

Raven Strother

Perry Swanker

Riley Towle

Devyn Vaal

Hunter White

Kaelyn Williams

Amos Wobber

Jessica Woodaman

## **Award**

St. Anslem Book Award

Daughters of the Revolution Award

New Hampshire Scholars

Faculty Award

American Legion Post #33 Prize Award

Babe Ruth Award

Fredrick Douglass Susan D. Anthony Award -  
University of Rochester

St. Michael's College Book Award

New Hampshire Scholars

New Hampshire Scholars

Clarkson Leadership Award

Technology Award

New Hampshire Scholars

New Hampshire Scholars

New Hampshire Scholars

Meredith Rotary Business Award

New Hampshire Scholars

St. Thomas University Award

New Hampshire Scholars

New Hampshire Scholars

Wells College 21st Leadership Award

New Hampshire Scholars

New Hampshire Scholars

Huntress All Around Achievement

New Hampshire Scholars

Babe Ruth Award

Tulane Book Award

New Hampshire Scholars

Xerox Award for Innovation & Technology -  
University of Rochester

University of Michigan

New Hampshire Scholars

UNH

New Hampshire Scholars

New Hampshire Scholars

New Hampshire Scholars