

# HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT ANNUAL REPORT



FISCAL YEAR JULY 1, 2021 TO JUNE 30, 2022

PROPOSED BUDGET FOR FISCAL YEAR  
JULY 1, 2023 TO JUNE 30, 2024

**Annual Report of the  
HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT  
For the Fiscal Year Ending June 30, 2022  
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COVER PHOTO: Hillsboro-Deering Elementary School students showing school spirit for  
the high school sports teams on Homecoming Weekend.

**HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT  
2022-2023 ORGANIZATION**

MODERATOR

**John Segedy**

CLERK

**Megan Shower**

TREASURER

**William Shee, CPA**

AUDITORS

**Roberts & Greene, PLLC**

SUPERINTENDENT OF SCHOOLS

**Jennifer L. Crawford, Ed.D.**

BUSINESS MANAGER

**Grant G. Geisler, M.S.**

DIRECTOR OF CURRICULUM, INSTRUCTION & ASSESSMENT

**Jeni M. Laliberte, M.Ed., CAGS**

DIRECTOR OF STUDENT SUPPORT

**Stacey L. Vazquez, Ed.S.**

PRINCIPAL, HIGH SCHOOL

**James O'Rourke, M.Ed.**

PRINCIPAL, MIDDLE SCHOOL

**Marc Peterson, Ed.S.**

PRINCIPALS, ELEMENTARY SCHOOL

**Robin Whitney, M.Ed.**

**Craig Roach, M.Ed., CAGS**

SCHOOL BOARD MEMBERS

**Christopher Bober**, chair

Term Expires 2025

**Paul C. Plater**, vice-chair

Term Expires 2023

**Heidi Welch**

Term Expires 2024

**Jessica Morris**

Term Expires 2024

**Michael Kenney**

Term Expires 2025

STUDENT REPRESENTATIVE

**Courtney Ford**

## **Hillsboro-Deering 2022 Annual Report**

### **The State of New Hampshire**

#### **Hillsboro-Deering Cooperative School District**

**2023**

#### **WARRANT**

The inhabitants of the Regional School District of Hillsboro-Deering in the state of New Hampshire qualified to vote in Regional School District affairs are hereby notified that the two phases of the Annual Regional School District Meeting will be held as follows:

##### **First Session of Annual Meeting (Deliberative Session):**

Date: Monday, February 6, 2023

Time: 7:00pm

Location: Hillsboro-Deering Middle School Cafetorium

Details: To deliberate upon the following subjects, except the election of officers (Article 1)

##### **Second Session of Annual Meeting (Official Ballot Voting)**

Date: Tuesday, March 14, 2023

Details: To vote, by official ballot, on the election of officers, and on all warrant articles. Voting shall take place at the following places and times:

##### **Deering Voters:**

Time: 8:00am – 7:00pm

Location: Deering Town Hall

##### **Hillsborough Voters:**

Time: 7:00am – 7:00pm

Location: Hillsboro-Deering Middle School Gymnasium

#### **GOVERNING BODY CERTIFICATION**

We certify and attest that on or before January 27, 2023, a true and attested copy of this document was posted at the place of meeting, and at the Hillsborough and Deering Town Offices, and delivered the original to the School District Moderator, John Segedy.

Christopher Bober	Chair, Hillsboro-Deering School Board
Paul Plater	Vice Chair, Hillsboro-Deering School Board
Jessica Morris	Member, Hillsboro-Deering School Board
Heidi Welch	Member, Hillsboro-Deering School Board
Michael Kenney	Member, Hillsboro-Deering School Board

## Hillsboro-Deering 2022 Annual Report

**ARTICLE 1.** Election of Officers: To choose by nonpartisan ballot the following School District officials:

One School Board Member from Hillsboro for a three year term  
One Moderator for a one year term

**ARTICLE 2.** Shall the Hillsboro-Deering School District set the salaries of the School Board and compensation of any other officers or agents of the District as printed in the 2023-2024 Budget?

School Board Chair	\$1,800
School Board Members	\$1,000 each
District Clerk	\$100 per meeting
Moderator	\$100 per meeting
Ballot Clerks	\$10 each per voting session

*Recommended by School Board*

*As amended at the Deliberative Session, 2/6/2023*

**ARTICLE 3.** Shall the voters of the Hillsboro-Deering School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$24,072,133 (twenty-four million, seventy-two thousand, one hundred and thirty-three dollars)? Should this article be defeated, the default budget shall be \$23,898,076 (twenty-three million, eight hundred ninety-eight thousand, seventy-six dollars), which is the same as last year, with certain adjustments required by previous action of the school district or by law; or the School District may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Funding the operating budget for 2023-2024 but does not include appropriations in other warrant articles, except Article #2) *Recommended by the School Board*

**ARTICLE 4.** Shall the Hillsboro-Deering School District raise and appropriate \$1,862,000 for the support of school projects as follows: \$700,000 (seven hundred thousand dollars) for Food Service and, \$1,162,000 (one million, one hundred sixty two thousand dollars) for Federal and State projects? Such sum to be offset by school lunch sales and State and Federal grants. Majority vote required. *Recommended by the School Board*

**ARTICLE 5.** Shall the voters of the Hillsboro Deering School District adopt a School Administrative Unit budget of \$1,185,145 (one million, one hundred eighty-five thousand, one hundred forty-five dollars) for the forthcoming fiscal year in which \$1,005,714 (one million, five thousand, seven hundred fourteen dollars) is assigned to the school budget of this district? This year's alternative budget of \$1,216,432 (one million, two hundred sixteen thousand, four hundred and thirty-two dollars) for the forthcoming fiscal year in which \$1,032,264 (one million, thirty-two thousand, two hundred sixty-four dollars) is assigned to the school budget of the district, will be adopted if the article does not receive a majority vote of all school district voters in the School Administrative Unit. *Recommended by School Board*

**ARTICLE 6.** To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Hillsboro Deering School Board and the Hillsboro-Deering Support Staff (AFT Local #6219) which calls for the following increases in salaries and benefits at the current staffing level:

## Hillsboro-Deering 2022 Annual Report

### Fiscal Year Estimated Increase

2023-2024 \$95,917

2024-2025 \$75,781

2025-2026 \$81,419

And further to raise and appropriate \$95,917 for the 2023-2024 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the most recent collective bargaining agreement over those that would be paid at current staffing levels (Majority vote required)

*Recommended by School Board*

**ARTICLE 7.** Shall the School District, if Article # 6 is defeated, authorize the School Board to call one special meeting, at its option, to address Article 6 cost items only?

**ARTICLE 8.** Shall the Hillsboro-Deering School District vote to raise and appropriate up to \$50,000 (fifty thousand dollars) to be added to the Special Education Expendable Trust Fund previously established? This sum to come from the Jun 30, 2023 unassigned fund balance available for transfer after July 1, 2023. No amount to be raised from taxation. *Recommended by School Board.*

**ARTICLE 9.** Shall the Hillsboro-Deering School District vote to raise and appropriate up to \$150,000 (one hundred fifty thousand dollars) to be added to the School Building Maintenance Fund previously established? This sum to come from the June 30, 2023 unassigned fund balance available for transfer after July 1, 2023. No amount to be raised from taxation. *Recommended by School Board*

**ARTICLE 10.** To see if the school district will vote to raise and appropriate up to \$10,000 (ten thousand dollars) to be added to the Technology Expendable Trust Fund previously established. This sum to come from June 30, 2023 unassigned fund balance available for transfer on July 1, 2023. No amount to be raised from taxation. *Recommended by School Board*

**ARTICLE 11.** Shall the Hillsboro-Deering School District accept the reports of agents, committees and officers chosen as printed in the Annual Report? *Recommended by School Board*

**ARTICLE 12.** Shall Hillsboro-Deering Cooperative School District remove the School Treasurer compensation from the set salaries of the school board agents/officers warrant article that is linked to the salaries set forth for the school board chair, school board members and moderator. The School Treasurer is a hired outside professional, not an elected officer. The voters of Hillsboro-Deering Cooperative School District request the compensation for the School Treasurer shall be carried in the budget without the request in a warrant article. *By Petition*

**ARTICLE 13.** To have a Study Committee of stakeholders to determine if a separate Budget Committee is in the best interest or not of the communities. *By Petition*

*As amended at the Deliberative Session, 2/6/2023*



Hillsboro-Deering 2022 Annual Report

**HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT  
PROPOSED 2023-2024 SCHOOL YEAR BUDGET  
SUMMARIZED BUDGET BY FUNCTION**

	FY 2022 UNAUDITED	FY 2023 BUDGET	FY 2024 PROPOSED	\$ CHANGE
REGULAR INSTRUCTION - 1100	\$ 7,923,300	\$ 8,578,289	\$ 9,043,016	464,727
SPECIAL EDUCATION - 1200	4,417,197	5,532,896	5,515,795	(17,100)
VOCATIONAL TUITION - 1300	60,000	60,000	50,000	(10,000)
ACTIVITIES & ATHLETICS - 1400	341,468	375,882	370,780	(5,102)
GUIDANCE - 2120	876,964	854,371	952,483	98,113
NURSE - 2130	357,651	348,420	350,714	2,295
PSYCH - 2140	275,027	307,587	310,363	2,776
SPEECH/LANGUAGE - 2150	447,511	496,948	476,796	(20,152)
OCC & PHYS THERAPY - 2160	312,554	389,894	338,995	(50,899)
INTERPRETOR/TUTOR - 2170	65,316	71,439	73,430	1,991
IMPROVEMENT OF INSTRUC- TION - 2210	108,206	147,357	142,923	(4,435)
MEDIA/LIBRARY - 2220	1,046,160	1,114,243	1,276,611	162,368
SCHOOL BOARD - 2310	97,555	141,804	126,126	(15,678)
*ADMINISTRATION - 2320	1,098,240	1,149,010	125,800	(1,023,210)
OFFICE OF PRINCIPAL - 2410	1,241,861	1,345,719	1,376,940	31,221
MAINTENANCE - 2600	2,481,109	2,264,917	2,262,176	(2,741)
TRANSPORTATION TO/FROM SCHOOL - 2721	598,657	590,554	614,176	23,622
TRANSPORTATION SPED TO/ FROM SCHOOL - 2722	395,110	341,631	446,700	105,069
TRANSPORTATION VOC ED - 2723	67,029	63,000	72,686	9,686
TRANSPORTATION ATHLETICS - 2724	47,489	56,830	53,122	(3,708)
TRANSPORATION FIELD TRIPS - 2725	9,755	45,285	42,500	(2,785)
DEBT SERVICE PRINCIPAL - 5110	735,000	735,000	-	(735,000)
DEBT SERVICE INTEREST - 5120	55,125	18,375	-	(18,375)
FOOD SERVICE FUND TRANSFER - 5221	-	50,000	50,000	-
TRANSFER to ETF - 5250	200,000	202,500	210,000	7,500
<b>Grand Total:</b>	<b>\$ 23,258,285</b>	<b>\$ 25,281,951</b>	<b>\$ 24,282,133</b>	<b>N/A</b>
<b>FOOD SERVICE FUND TOTAL</b>	<b>\$ 749,704</b>	<b>\$ 700,000</b>	<b>\$ 700,000</b>	
<b>FEDERAL &amp; STATE FUNDS TOTAL</b>	<b>\$ 1,412,307</b>	<b>\$ 1,162,000</b>	<b>\$ 1,162,000</b>	

\*The 2024 Proposed budget does not include the budget for the School Administrative Unit (SAU) which is voted upon in a separate warrant article. The proposed SAU budget, if passed, would add \$1,005,714 to the budget

## Hillsboro-Deering 2022 Annual Report

### HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT PROPOSED 2023-2024 GENERAL FUND BUDGET

#### Revenue Summary

<i>General Fund Income</i>	<i>FY 2022 UNAUDITED</i>	<i>FY 2023 BUDGET</i>	<i>FY 2024 PROPOSED</i>	<i>\$ DIFF</i>	<i>% DIFF</i>
LOCAL TAX REVENUE	\$ 12,947,071	\$ 14,215,169	\$ 14,331,582	\$ 116,413	0.82%
STATEWIDE PROPERTY TAX	1,411,598	1,002,578	1,473,229	470,651	46.94%
STATE EQUITABLE EDUCATION AID	6,588,207	6,634,290	6,271,656	(362,634)	-5.47%
STATE BUILDING AID	342,731	342,731	-	(342,731)	-100.00%
SPECIAL EDUCATION AID	169,188	35,501	76,000	40,499	114.08%
OTHER STATE AID	-	-	-	-	
TRANSPORTATION	21,643	15,000	22,500	7,500	50.00%
INTEREST INCOME	2,860	-	1,000	1,000	0.00%
MEDICAID REVENUE	214,949	15,000	95,000	80,000	533.33%
MISCELLANEOUS INCOME	56,910	7,000	10,000	3,000	0.00%
SAU RENT	40,000	40,000	40,000	-	0.00%
TUITION REVENUE	1,888,841	1,748,769	1,751,166	2,397	0.14%
<b>Grand Total</b>	<b>\$ 23,683,997</b>	<b>\$ 24,056,038</b>	<b>\$ 24,072,133</b>	<b>\$ 16,095</b>	<b>0.07%</b>

#### Budget Detail

<i>Account</i>	<i>Expense Description</i>	<i>FY 2022 UNAUDITED</i>	<i>FY 2023 BUDGET</i>	<i>FY 2024 PROPOSED</i>	<i>\$ DIFF</i>	<i>% DIFF</i>
10.1100.000.110.0	SALARIES	\$ 5,103,698	\$ 5,318,228	\$ 5,502,068	\$ 183,839	3.46%
10.1100.000.111.0	PARA EDUCATOR SALARY	\$ 34,018	\$ 47,200	\$ 45,555	\$ (1,644)	-3.48%
10.1100.000.112.0	SALARY	\$ 420	\$ 4,500	\$ 26,620	\$ 22,120	491.56%
10.1100.000.113.0	TUTORING - ESL	\$ -	\$ 60,568	\$ 135,821	\$ 75,253	124.25%
10.1100.000.120.0	SUBSTITUTES	\$ 134,312	\$ 135,500	\$ 135,500	\$ -	0.00%
10.1100.000.130.0	STIPENDS	\$ 15,600	\$ 16,800	\$ 22,800	\$ 6,000	35.71%
10.1100.000.211.0	HEALTH INSURANCE	\$ 843,996	\$ 1,078,116	\$ 1,132,852	\$ 54,735	5.08%
10.1100.000.212.0	DENTAL INSURANCE	\$ 95,048	\$ 98,681	\$ 104,780	\$ 6,099	6.18%
10.1100.000.213.0	LIFE INSURANCE	\$ 7,075	\$ 7,365	\$ 7,498	\$ 133	1.81%
10.1100.000.214.0	LONG TERM DISABILITY	\$ 10,543	\$ 11,710	\$ 12,384	\$ 674	5.76%
10.1100.000.220.0	FICA & MEDICARE	\$ 390,306	\$ 402,214	\$ 445,409	\$ 43,195	10.74%
10.1100.000.230.0	NHRS	\$ 1,055,347	\$ 1,074,687	\$ 1,111,877	\$ 37,190	3.46%
10.1100.000.240.0	TUITION REIMBURSEMENT	\$ 2,123	\$ 2,500	\$ 2,500	\$ -	0.00%
10.1100.000.330.0	PROFESSIONAL SERVICES	\$ 16,094	\$ 4,650	\$ 45,400	\$ 40,750	876.34%
10.1100.000.430.0	REPAIRS & MAINTENANCE	\$ 971	\$ 4,300	\$ 4,000	\$ (300)	-6.98%
10.1200.000.534.0	POSTAGE	\$ 552	\$ 6,000	\$ 2,500	\$ (3,500)	-58.33%
10.1100.000.560.0	TUITION	\$ 5,883	\$ 10,000	\$ 53,000	\$ 43,000	430.00%
10.1100.000.580.0	TRAVEL	\$ 853	\$ 1,500	\$ 1,500	\$ -	0.00%
10.1100.000.591.0	ADMISSIONS	\$ 892	\$ 1,875	\$ 1,500	\$ (375)	-20.00%



## Hillsboro-Deering 2022 Annual Report

Account	Expense Description	FY 2022		FY 2023		FY 2024	
		UNAUDITED		BUDGET		PROPOSED	\$ DIFF % DIFF
10.1100.000.610.0	SUPPLIES	\$ 129,531	\$	179,751	\$	154,901	\$ (24,850) -13.82%
10.1100.000.640.0	BOOKS	\$ 40,790	\$	61,153	\$	46,675	\$ (14,478) -23.68%
10.1100.000.730.0	EQUIPMENT	\$ 12,448	\$	21,000	\$	15,275	\$ (5,725) -27.26%
10.1100.000.810.0	DUES & FEES	\$ 6,099	\$	9,990	\$	2,500	\$ (7,490) -74.97%
10.1100.000.890.0	MISCELLANEOUS	\$ 16,701	\$	20,000	\$	30,100	\$ 10,100 50.50%
	<b>REGULAR EDUCATION - 1100</b>	<b>7,923,300</b>		<b>8,578,289</b>		<b>9,043,016</b>	<b>464,727 5.42%</b>
10.1200.000.110.0	SALARY	\$ 869,638	\$	1,135,242	\$	1,114,363	(20,879) -1.84%
10.1200.000.111.0	PARA EDUCATOR SALARY	\$ 786,503	\$	945,765	\$	970,892	25,128 2.66%
10.1200.000.112.0	SPED TUTORING SALARY	\$ -	\$	-	\$	2,500	2,500 0.00%
10.1200.000.113.0	SPED NON UNION SALARY DIST	\$ -	\$	40,126	\$	34,125	(6,001) -14.96%
10.1200.000.114.0	NON UNION SALARY	\$ 262,726	\$	269,121	\$	274,323	5,203 1.93%
10.1200.000.120.0	SUBSTITUTES	\$ 41,406	\$	34,410	\$	37,000	2,590 7.53%
10.1200.000.211.0	SPED HEALTH INSURANCE DISTRICT	\$ 618,974	\$	1,008,431	\$	936,220	(72,211) -7.16%
10.1200.000.212.0	SPED DENTAL INSURANCE DISTRICT	\$ 62,963	\$	84,304	\$	75,074	(9,230) -10.95%
10.1200.000.213.0	SPED LIFE INSURANCE DISTRICT	\$ 3,376	\$	4,061	\$	4,013	(48) -1.18%
10.1200.000.214.0	LTD HS	\$ 3,830	\$	4,646	\$	4,808	162 3.49%
10.1200.000.220.0	SPED FICA DISTRICT	\$ 140,560	\$	171,781	\$	188,317	16,536 9.63%
10.1200.000.230.0	SPED NHRS DISTRICT	\$ 233,589	\$	271,726	\$	269,418	(2,308) -0.85%
10.1200.000.330.0	SPED PROFESSIONAL SERVICES DIST	\$ 58,753	\$	49,550	\$	39,292	(10,258) -20.70%
10.1200.000.534.0	POSTAGE	\$ 497	\$	1,750	\$	1,000	(750) -42.86%
10.1200.000.560.0	TUITION	\$ 346,921	\$	445,857	\$	452,270	6,413 1.44%
10.1200.000.580.0	SPED TRAVEL DISTRICT	\$ 1,828	\$	300	\$	2,000	1,700 566.67%
10.1200.000.610.0	SUPPLIES DISTRICT	\$ 5,313	\$	7,330	\$	11,200	3,870 52.80%
10.1200.000.640.0	BOOKS	\$ 1,978	\$	3,250	\$	3,250	- 0.00%
10.1200.000.730.0	EQUIPMENT	\$ 1,139	\$	4,503	\$	-	(4,503) -100.00%
10.1200.000.810.0	SPED DUES & FEES DISTRICT	\$ -	\$	1,950	\$	1,665	(285) -14.62%
10.1200.050.110.0	SALARY	\$ 446,592	\$	445,659	\$	477,523	31,864 7.15%
10.1200.050.111.0	PARA EDUCATOR SALARY	\$ 9,842	\$	10,543	\$	13,574	3,032 28.76%
10.1200.050.113.0	NON- UNION	\$ 90,112	\$	92,117	\$	94,419	2,303 2.50%
10.1200.050.120.0	SUBSTITUTES	\$ 2,301	\$	-	\$	-	- 0.00%
10.1200.050.211.0	HEALTH INSURANCE	\$ 96,961	\$	122,772	\$	128,223	5,451 4.44%
10.1200.050.212.0	DENTAL INSURANCE	\$ 9,784	\$	9,637	\$	9,784	147 1.53%
10.1200.050.213.0	LIFE INSURANCE	\$ 672	\$	672	\$	672	- 0.00%
10.1200.050.214.0	LONG TERM DISABILITY	\$ 1,132	\$	1,182	\$	1,258	76 6.44%
10.1200.050.220.0	FICA & MEDICARE	\$ 40,244	\$	41,947	\$	44,792	2,845 6.78%
10.1200.050.230.0	NHRS	\$ 111,083	\$	112,946	\$	112,330	(616) -0.55%
10.1200.050.330.0	PROFESSIONAL SERVICES	\$ -	\$	11,000	\$	13,000	2,000 18.18%
10.1200.050.580.0	TRAVEL	\$ 1,678	\$	3,000	\$	3,000	- 0.00%
10.1200.050.610.0	SUPPLIES	\$ 6,756	\$	9,050	\$	9,050	- 0.00%
10.1200.050.640.0	BOOKS	\$ 2,905	\$	3,700	\$	5,700	2,000 54.05%
10.1200.050.730.0	EQUIPMENT	\$ 767	\$	3,750	\$	2,600	(1,150) -30.67%
10.1200.050.810.0	DUES & FEES	\$ -	\$	800	\$	555	(245) -30.63%
10.1200.090.110.0	SUMMER PROGRAM SALARY	\$ 19,408	\$	31,550	\$	22,000	(9,550) -30.27%
10.1200.090.111.0	PARA EDUCATOR SALARY	\$ 6,962	\$	10,000	\$	8,000	(2,000) -20.00%
10.1200.090.113.0	NON- UNION	\$ 4,536	\$	5,000	\$	9,000	4,000 80.00%
10.1200.090.213.0	LIFE INSURANCE	\$ -	\$	3	\$	-	(3) -100.00%
10.1200.090.220.0	FICA & MEDICARE	\$ 2,349	\$	3,064	\$	2,995	(69) -2.25%
10.1200.090.230.0	NHRS	\$ 4,512	\$	4,299	\$	4,400	101 2.35%
10.1200.210.110.0	SALARY	\$ 74,434	\$	76,261	\$	80,249	3,988 5.23%
10.1200.210.211.0	HEALTH INSURANCE	\$ 19,414	\$	24,021	\$	25,044	1,023 4.26%
10.1200.210.212.0	DENTAL INSURANCE	\$ 2,025	\$	1,994	\$	2,025	30 1.52%
10.1200.210.213.0	LIFE INSURANCE	\$ 96	\$	96	\$	96	- 0.00%
10.1200.210.214.0	LONG TERM DISABILITY	\$ 158	\$	168	\$	177	9 5.23%
10.1200.210.220.0	FICA & MEDICARE	\$ 5,302	\$	5,834	\$	6,139	305 5.23%
10.1200.210.230.0	NHRS	\$ 15,646	\$	16,030	\$	15,761	(269) -1.68%
10.1200.210.610.0	SUPPLIES	\$ 1,534	\$	1,500	\$	1,500	- 0.00%
10.1200.210.640.0	BOOKS	\$ -	\$	200	\$	200	- 0.00%
	<b>SPECIAL EDUCATION - 1200</b>	<b>4,417,197</b>		<b>5,532,896</b>		<b>5,515,795</b>	<b>(17,100) -0.31%</b>

## Hillsboro-Deering 2022 Annual Report

Account	Expense Description	FY 2022		FY 2023		FY 2024		\$ DIFF	% DIFF
		UNAUDITED		BUDGET		PROPOSED			
10.1300.000.560.0	TUITION	\$ 60,000	\$	60,000	\$	50,000		(10,000)	-16.67%
	<b>VOCATIONAL EDUCATION - 1300</b>	<b>60,000</b>		<b>60,000</b>		<b>50,000</b>		<b>(10,000)</b>	<b>-16.67%</b>
10.1400.000.110.0	SALARY	\$ 29,850	\$	37,850	\$	43,875		6,025	15.92%
10.1400.000.213.0	LIFE INSURANCE	\$ 7	\$	-	\$	-		-	0.00%
10.1400.000.214.0	LONG TERM DISABILITY	\$ 15	\$	-	\$	-		-	0.00%
10.1400.000.220.0	FICA & MEDICARE	\$ 2,227	\$	2,896	\$	3,356		461	15.92%
10.1400.000.230.0	NHRS	\$ 6,101	\$	7,819	\$	8,618		798	10.21%
10.1400.000.330.0	PROFESSIONAL SERVICES	\$ 20,000	\$	20,000	\$	20,000		-	0.00%
10.1400.000.610.0	SUPPLIES	\$ 1,699	\$	4,000	\$	6,000		2,000	50.00%
10.1400.000.730.0	EQUIPMENT	\$ 912	\$	2,175	\$	-		(2,175)	-100.00%
10.1400.000.810.0	DUES & FEES	\$ 1,595	\$	1,000	\$	1,250		250	25.00%
10.1400.020.110.0	SALARY	\$ 89,510	\$	95,420	\$	96,740		1,320	1.38%
10.1400.020.113.0	NON- UNION	\$ 52,671	\$	50,641	\$	53,913		3,273	6.46%
10.1400.020.211.0	HEALTH INSURANCE	\$ 11,501	\$	14,031	\$	14,882		851	6.06%
10.1400.020.212.0	DENTAL INSURANCE	\$ 1,200	\$	1,165	\$	1,203		38	3.28%
10.1400.020.213.0	LIFE INSURANCE	\$ 57	\$	56	\$	57		1	1.73%
10.1400.020.214.0	LONG TERM DISABILITY	\$ 109	\$	105	\$	112		7	6.87%
10.1400.020.220.0	FICA & MEDICARE	\$ 10,543	\$	3,645	\$	11,295		7,651	209.93%
10.1400.020.230.0	NHRS	\$ 16,379	\$	10,014	\$	9,999		(15)	-0.15%
10.1400.020.330.0	PROFESSIONAL SERVICES	\$ 24,693	\$	65,652	\$	46,392		(19,260)	-29.34%
10.1400.020.610.0	SUPPLIES	\$ 24,789	\$	20,600	\$	24,616		4,016	19.49%
10.1400.020.730.0	EQUIPMENT	\$ 24,931	\$	8,215	\$	3,000		(5,215)	-63.48%
10.1400.020.810.0	DUES & FEES	\$ 13,723	\$	15,600	\$	15,385		(215)	-1.38%
10.1400.090.110.0	SALARY	\$ 6,965	\$	15,000	\$	7,500		(7,500)	-50.00%
10.1400.090.111.0	PARA EDUCATOR SALARY	\$ -	\$	-	\$	500		500	0.00%
10.1400.090.220.0	FICA & MEDICARE	\$ 526	\$	-	\$	612		612	0.00%
10.1400.090.230.0	NHRS	\$ 1,464	\$	-	\$	1,475		1,475	0.00%
	<b>ACTIVITIES &amp; ATHLETICS - 1400</b>	<b>341,468</b>		<b>375,882</b>		<b>370,780</b>		<b>(5,102)</b>	<b>-1.36%</b>
10.2120.000.110.0	GUIDANCE SALARY	\$ 484,516	\$	496,637	\$	528,212		31,575	6.36%
10.2120.000.111.0	PARA EDUCATOR SALARY	\$ 46,606	\$	46,539	\$	47,039		500	1.07%
10.2120.000.113.0	NON-UNION SALARY	\$ 22,853	\$	28,325	\$	28,892		567	2.00%
10.2120.000.211.0	GUIDANCE HEALTH INSURANCE	\$ 52,950	\$	71,617	\$	56,265		(15,352)	-21.44%
10.2120.000.212.0	GUIDANCE DENTAL INSURANCE	\$ 7,670	\$	8,003	\$	6,983		(1,019)	-12.74%
10.2120.000.213.0	GUIDANCE LIFE INSURANCE	\$ 763	\$	778	\$	778		-	0.00%
10.2120.000.214.0	LONG TERM DISABILITY	\$ 1,113	\$	1,255	\$	1,292		37	2.94%
10.2120.000.220.0	GUIDANCE FICA DISTRICT	\$ 41,521	\$	45,887	\$	46,217		330	0.72%
10.2120.000.230.0	GUIDANCE NH RETIREMENT DIST	\$ 108,367	\$	114,880	\$	115,780		899	0.78%
10.2120.000.330.0	PROFESSIONAL SERVICES	\$ 19,810	\$	16,000	\$	15,500		(500)	-3.13%
10.2120.000.580.0	HOMELESS / TRUANCY TRAVEL DIST	\$ (5,412)	\$	14,400	\$	13,000		(1,400)	-9.72%
10.2120.000.610.0	HOMELESS SUPPLIES - DISTRICT	\$ 2,658	\$	6,950	\$	5,500		(1,450)	-20.86%
10.2120.000.640.0	BOOKS	\$ -	\$	1,000	\$	1,000		-	0.00%
10.2120.000.730.0	EQUIPMENT	\$ 3,191	\$	1,500	\$	-		(1,500)	-100.00%
10.2120.000.810.0	DUES & FEES	\$ 358	\$	600	\$	600		-	0.00%
10.2120.001.330.0	GUIDANCE - SRO SERVICES - DIST	\$ 90,000	\$	-	\$	85,426		85,426	0.00%
	<b>GUIDANCE - 2120</b>	<b>876,964</b>		<b>854,371</b>		<b>952,483</b>		<b>98,113</b>	<b>11.48%</b>
10.2130.000.110.0	NURSE SALARY DISTRICT	\$ 219,825	\$	219,694	\$	232,037		12,343	5.62%
10.2130.000.113.0	NON- UNION	\$ 14,243	\$	13,862	\$	1,544		(12,318)	-88.86%
10.2130.000.211.0	NURSE HEALTH INS DISTRICT	\$ 42,560	\$	32,917	\$	34,319		1,402	4.26%
10.2130.000.212.0	NURSE DENTAL INS DISTRICT	\$ 4,624	\$	4,554	\$	4,624		69	1.53%
10.2130.000.213.0	NURSE LIFE INSURANCE DISTRICT	\$ 288	\$	384	\$	346		(38)	-10.00%
10.2130.000.214.0	LONG TERM DISABILITY	\$ 456	\$	483	\$	507		23	4.80%
10.2130.000.220.0	NURSE FICA DISTRICT	\$ 16,953	\$	17,867	\$	17,751		(116)	-0.65%
10.2130.000.230.0	NURSE NH RETIREMENT DISTRICT	\$ 44,217	\$	46,180	\$	45,572		(608)	-1.32%
10.2130.000.330.0	NURSE PROF SERVICES DISTRICT	\$ 892	\$	1,400	\$	1,438		38	2.68%
10.2130.000.610.0	NURSE SUPPLIES DISTRICT	\$ 12,458	\$	8,078	\$	8,078		-	0.00%
10.2130.000.730.0	NURSE EQUIPMENT - DIST	\$ 1,135	\$	3,000	\$	4,500		1,500	50.00%
	<b>NURSE - 2130</b>	<b>357,651</b>		<b>348,420</b>		<b>350,714</b>		<b>2,295</b>	<b>0.66%</b>

## Hillsboro-Deering 2022 Annual Report

Account	Expense Description	FY 2022		FY 2023		FY 2024		\$ DIFF	% DIFF
		UNAUDITED		BUDGET		PROPOSED			
10.2140.000.113.0	SALARY	\$ 138,664	\$	142,655	\$	145,508		2,853	2.00%
10.2140.000.211.0	HEALTH INSURANCE	\$ 33,360	\$	48,041	\$	50,684		2,643	5.50%
10.2140.000.212.0	DENTAL INSURANCE	\$ 3,543	\$	3,988	\$	4,049		61	1.52%
10.2140.000.213.0	LIFE INSURANCE	\$ 170	\$	192	\$	192		-	0.00%
10.2140.000.214.0	LONG TERM DISABILITY	\$ 305	\$	311	\$	320		9	3.00%
10.2140.000.220.0	FICA & MEDICARE	\$ 9,969	\$	10,913	\$	11,131		218	2.00%
10.2140.000.230.0	NHRS	\$ 29,147	\$	29,986	\$	28,578		(1,408)	-4.70%
10.2140.000.330.0	PSYCH PROFESS SERV- DISTRICT	\$ 58,735	\$	70,000	\$	68,400		(1,600)	-2.29%
10.2140.000.610.0	SUPPLIES	\$ 1,135	\$	1,500	\$	1,500		-	0.00%
	<b>PSYCH - 2140</b>	<b>275,027</b>		<b>307,587</b>		<b>310,363</b>		<b>2,776</b>	<b>0.90%</b>
10.2150.000.113.0	SALARY	\$ 300,729	\$	329,322	\$	326,128		(3,194)	-0.97%
10.2150.000.211.0	HEALTH INSURANCE	\$ 66,995	\$	83,628	\$	72,272		(11,356)	-13.58%
10.2150.000.212.0	DENTAL INSURANCE	\$ 6,107	\$	6,215	\$	4,860		(1,355)	-21.80%
10.2150.000.213.0	LIFE INSURANCE	\$ 440	\$	461	\$	461		-	0.00%
10.2150.000.214.0	LONG TERM DISABILITY	\$ 689	\$	718	\$	717		(0)	-0.01%
10.2150.000.220.0	FICA & MEDICARE	\$ 23,405	\$	25,193	\$	24,949		(244)	-0.97%
10.2150.000.230.0	NHRS	\$ 48,647	\$	49,912	\$	44,909		(5,003)	-10.02%
10.2150.000.231.0	403B	\$ -	\$	-	\$	1,000		1,000	0.00%
10.2150.000.610.0	SUPPLIES	\$ 500	\$	1,500	\$	1,500		-	0.00%
	<b>SPEECH/LANGUAGE - 2150</b>	<b>447,511</b>		<b>496,948</b>		<b>476,796</b>		<b>(20,152)</b>	<b>-4.06%</b>
10.2160.000.113.0	SALARY	\$ 212,757	\$	228,321	\$	227,607		(714)	-0.31%
10.2160.000.211.0	HEALTH INSURANCE	\$ 7,181	\$	51,266	\$	9,386		(41,880)	-81.69%
10.2160.000.212.0	DENTAL INSURANCE	\$ 2,599	\$	2,560	\$	2,599		39	1.53%
10.2160.000.213.0	LIFE INSURANCE	\$ 288	\$	288	\$	288		-	0.00%
10.2160.000.214.0	LONG TERM DISABILITY	\$ 455	\$	499	\$	501		1	0.25%
10.2160.000.220.0	FICA & MEDICARE	\$ 16,584	\$	17,467	\$	17,412		(55)	-0.31%
10.2160.000.230.0	NHRS	\$ 43,553	\$	47,993	\$	44,702		(3,291)	-6.86%
10.2160.000.330.0	OT & PT PROF SERV DISTRICT	\$ 28,089	\$	40,000	\$	35,000		(5,000)	-12.50%
10.2160.000.610.0	SUPPLIES	\$ 1,048	\$	1,500	\$	1,500		-	0.00%
	<b>OCC &amp; PHYS THERAPY - 2160</b>	<b>312,554</b>		<b>389,894</b>		<b>338,995</b>		<b>(50,899)</b>	<b>-13.05%</b>
10.2170.000.113.0	INTERPRETOR/TUTOR - SALARY	39,900		40,698		41,919		1,221	3.00%
10.2170.000.211.0	INTERPRETOR/TUTOR - HEALTH INSURANCE	13,023		17,793		18,772		979	5.50%
10.2170.000.212.0	INTERPRETOR/TUTOR - DENTAL	1,019		1,095		1,111		17	1.53%
10.2170.000.213.0	INTERPRETOR/TUTOR - LIFE	88		96		96		-	0.00%
10.2170.000.214.0	INTERPRETOR/TUTOR - LTD	88		90		92		3	2.99%
10.2170.000.220.0	INTERPRETOR/TUTOR - FICA	2,811		3,113		3,207		93	3.00%
10.2170.000.230.0	INTERPRETOR/TUTOR - NHRS	8,387		8,555		8,233		(322)	-3.76%
	<b>INTERPRETOR/TUTOR - 2170</b>	<b>65,316</b>		<b>71,439</b>		<b>73,430</b>		<b>1,991</b>	<b>2.79%</b>
<b>STUDENT SUPPORT SERVICES TOTAL</b>		<b>2,335,024</b>		<b>2,468,658</b>		<b>2,502,781</b>		<b>34,123</b>	<b>1.38%</b>
10.2210.000.110.0	PROFESS DEVELOPMENT - SALARY	\$ 15,313	\$	27,790	\$	25,550		(2,240)	-8.06%
10.2210.000.220.0	CURRICULUM FICA DISTRICT	\$ 1,148	\$	2,126	\$	1,955		(171)	-8.06%
10.2210.000.230.0	CURRICULUM NHRS DISTRICT	\$ 3,219	\$	5,841	\$	5,018		(823)	-14.10%
10.2210.000.240.0	TEACHER TUITION REIMBUSE DIST	\$ 35,378	\$	49,500	\$	49,500		-	0.00%
10.2210.000.241.0	SUPPORT STAFF TUITION REIM- BURSEMENT DISTRICT	\$ 5,132	\$	8,000	\$	8,000		-	0.00%
10.2210.000.242.0	TRAINING DISTRICT	\$ 358	\$	2,000	\$	2,000		-	0.00%
10.2210.000.330.0	PROF DEV CONTRACTED SERV	\$ 20,720	\$	27,200	\$	26,000		(1,200)	-4.41%
10.2210.000.580.0	PROF DEV TRAVEL DISTRICT	\$ -	\$	1,500	\$	1,500		-	0.00%
10.2210.000.610.0	PROF DEV SUPPLIES	\$ 16,944	\$	11,000	\$	11,000		-	0.00%
10.2210.000.640.0	PROF DEV BOOKS	\$ 6,440	\$	7,000	\$	7,000		-	0.00%
10.2210.000.810.0	PROF DEV MEMBERSHIPS	\$ 3,555	\$	5,400	\$	5,400		-	0.00%
	<b>IMPROVEMENT OF INSTRUCTION - 2210</b>	<b>108,206</b>		<b>147,357</b>		<b>142,923</b>		<b>(4,435)</b>	<b>-3.01%</b>

## Hillsboro-Deering 2022 Annual Report

<i>Account</i>	<i>Expense Description</i>	<i>FY 2022 UNAUDITED</i>	<i>FY 2023 BUDGET</i>	<i>FY 2024 PROPOSED</i>	<i>\$ DIFF</i>	<i>% DIFF</i>
10.2220.000.110.0	MEDIA SALARY	\$ 242,850	\$ 243,878	\$ 258,177	14,299	5.86%
10.2220.000.113.0	TECHNOLOGY SALARY DISTRICT	\$ 169,493	\$ 180,371	\$ 184,506	4,134	2.29%
10.2220.000.211.0	MEDIA & TECH HEALTH INS DIST	\$ 47,092	\$ 65,834	\$ 69,235	3,401	5.17%
10.2220.000.212.0	MEDIA & TECH DENTAL INS DIST	\$ 7,764	\$ 8,172	\$ 7,383	(789)	-9.65%
10.2220.000.213.0	MEDIA & TECH LIFE INS DISTRICT	\$ 442	\$ 442	\$ 442	-	0.00%
10.2220.000.214.0	MEDIA & TECH LTD	\$ 861	\$ 918	\$ 974	56	6.09%
10.2220.000.220.0	MEDIA & TECH FICA DISTRICT	\$ 30,844	\$ 32,455	\$ 33,865	1,410	4.34%
10.2220.000.230.0	MEDIA & TECH NHRS	\$ 71,260	\$ 76,623	\$ 75,670	(954)	-1.24%
10.2220.000.240.0	MEDIA & TECH TUITION REIMB.	\$ 1,485	\$ 1,500	\$ -	(1,500)	-100.00%
10.2220.000.330.0	MEDIA & TECH PROF SERVICES	\$ 22,427	\$ 25,000	\$ 25,000	-	0.00%
10.2220.000.430.0	MEDIA & TECH REPAIRS	\$ 19,937	\$ 17,700	\$ 1,350	(16,350)	-92.37%
10.2220.000.531.0	TELEPHONE & INTERNET	\$ -	\$ -	\$ 101,060	101,060	0.00%
10.2220.000.580.0	MEDIA & TECH TRAVEL	\$ 275	\$ 500	\$ 1,000	500	100.00%
10.2220.000.610.0	MEDIA & TECH SUPPLIES	\$ 11,687	\$ 19,400	\$ 4,900	(14,500)	-74.74%
10.2220.000.640.0	MEDIA & TECH BOOKS & SOFTWARE	\$ 204,409	\$ 230,550	\$ 38,550	(192,000)	-83.28%
10.2220.000.650.0	TECH SOFTWARE	\$ -	\$ -	\$ 250,000	250,000	0.00%
10.2220.000.651.0	TECH HARDWARE	\$ -	\$ -	\$ 212,500	212,500	0.00%
10.2220.000.730.0	MEDIA & TECH COMPUT & EQUIP	\$ 215,115	\$ 210,500	\$ 7,000	(203,500)	-96.67%
10.2220.000.810.0	MEDIA & TECH DUES & FEES	\$ 219	\$ 400	\$ 5,000	4,600	1150.00%
<b>TECHNOLOGY/MEDIA/LIBRARY - 2220</b>		<b>1,046,160</b>	<b>1,114,243</b>	<b>1,276,611</b>	<b>162,368</b>	<b>14.57%</b>
10.2310.000.113.0	SCHOOL BOARD STIPENDS	\$ 9,200	\$ 10,800	\$ 10,800	-	0.00%
10.2310.000.220.0	SCHOOL BOARD FICA	\$ 704	\$ 704	\$ 826	122	17.39%
10.2310.000.330.0	SCHOOL LEGAL FEES DISTRICT	\$ 47,744	\$ 75,000	\$ 65,000	(10,000)	-13.33%
10.2310.000.331.0	CONSULTANTS	\$ -	\$ 10,000	\$ 5,000	(5,000)	-50.00%
10.2310.000.340.0	CHECKLIST & BALLOT CLERK DIST	\$ 350	\$ 500	\$ 500	-	0.00%
10.2310.000.380.0	AUDIT FEES DISTRICT	\$ 18,212	\$ 24,000	\$ 22,500	(1,500)	-6.25%
10.2310.000.550.0	PRINTING DISTRICT	\$ 3,477	\$ 3,300	\$ 3,500	200	6.06%
10.2310.000.610.0	SUPPLIES DISTRICT	\$ -	\$ -	\$ -	-	0.00%
10.2310.000.810.0	DUES & FEES DISTRICT	\$ 9,728	\$ 10,000	\$ 10,000	-	0.00%
10.2310.000.890.0	SCHOOL BOARD MISC EXPENSES	\$ 8,140	\$ 7,500	\$ 8,000	500	6.67%
10.2320.000.250.0	UNEMPLOYMENT COMP DISTRICT	\$ -	\$ 8,000	\$ 8,000	-	0.00%
10.2320.000.260.0	WORKERS COMPENSATION DIST	\$ 39,711	\$ 59,942	\$ 57,500	(2,442)	-4.07%
10.2320.000.290.0	EMPLOYEE PHYSICALS & FINGER-PRINTS	\$ 4,808	\$ 4,500	\$ 4,800	300	6.67%
10.2320.000.442.0	COPIER RENTAL AND SERVICE	\$ 42,913	\$ 43,155	\$ 47,500	4,345	10.07%
10.2320.000.540.0	ADVERTISING DISTRICT	\$ 6,529	\$ 10,000	\$ 8,000	(2,000)	-20.00%
<b>ADMINISTRATION - 2310/2320</b>		<b>191,516</b>	<b>267,400</b>	<b>251,926</b>	<b>(15,474)</b>	<b>-5.79%</b>
10.2410.000.110.0	SALARY	\$ 12,600	\$ 12,600	\$ 12,600	\$ -	0.00%
10.2410.000.111.0	PARA EDUCATOR SALARY	\$ 233,518	\$ 239,899	\$ 245,974	\$ 6,074.96	2.53%
10.2410.000.113.0	NON-UNION SALARY DISTRICT	\$ 583,977	\$ 596,603	\$ 608,681	\$ 12,078.15	2.02%
10.2410.000.211.0	HEALTH INSURANCE	\$ 131,697	\$ 191,276	\$ 211,184	\$ 19,908.19	10.41%
10.2410.000.212.0	DENTAL INSURANCE	\$ 18,407	\$ 20,271	\$ 20,105	\$ (166.44)	-0.82%
10.2410.000.213.0	LIFE INSURANCE	\$ 887	\$ 950	\$ 979	\$ 28.80	3.03%
10.2410.000.214.0	LONG TERM DISABILITY	\$ 1,725	\$ 2,045	\$ 1,880	\$ (164.94)	-8.06%
10.2410.000.220.0	FICA DISTRICT	\$ 60,582	\$ 64,858	\$ 65,885	\$ 1,027.45	1.58%
10.2410.000.230.0	NHRS	\$ 152,726	\$ 156,897	\$ 155,132	\$ (1,764.69)	-1.12%
10.2410.000.231.0	403B	\$ -	\$ -	\$ 2,420	\$ 2,420.00	0.00%
10.2410.000.330.0	PROFESSIONAL SERVICES	\$ -	\$ 700	\$ -	\$ (700.00)	-100.00%
10.2410.000.534.0	POSTAGE	\$ 3,814	\$ 11,000	\$ 5,000	\$ (6,000.00)	-54.55%
10.2410.000.550.0	PRINTING	\$ 1,086	\$ 7,100	\$ 1,000	\$ (6,100.00)	-85.92%
10.2410.000.580.0	TRAVEL DISTRICT	\$ 107	\$ 1,500	\$ 1,250	\$ (250.00)	-16.67%
10.2410.000.610.0	SUPPLIES DISTRICT	\$ 11,655	\$ 7,500	\$ 11,250	\$ 3,750.00	50.00%
10.2410.000.730.0	EQUIPMENT	\$ 191	\$ 1,100	\$ 1,100	\$ -	0.00%
10.2410.000.810.0	DUES & FEES	\$ 3,568	\$ 8,500	\$ 6,800	\$ (1,700.00)	-20.00%
10.2410.000.811.0	NEASSC HS REACCREDITATION	\$ 3,500	\$ 3,500	\$ 3,700	\$ 200.00	5.71%
10.2410.000.890.0	MISCELLANEOUS	\$ 21,821	\$ 19,420	\$ 22,000	\$ 2,580.00	13.29%
<b>OFFICE OF PRINCIPAL - 2410</b>		<b>1,241,861</b>	<b>1,345,719</b>	<b>1,376,940</b>	<b>31,221</b>	<b>2.32%</b>

# Hillsboro-Deering 2022 Annual Report

Account	Expense Description	FY 2022		FY 2023		FY 2024		\$ DIFF	% DIFF
		UNAUDITED		BUDGET		PROPOSED			
10.2600.000.113.0	MAINTENANCE SALARY DISTRICT	\$ 157,122	\$	165,950	\$	175,950		10,000	6.03%
10.2600.000.211.0	MAINTENANCE HEALTH INS DIST	\$ 31,678	\$	50,710	\$	53,500		2,790	5.50%
10.2600.000.212.0	MAINTENANCE DENTAL INS DIST	\$ 3,519	\$	3,655	\$	3,711		56	1.53%
10.2600.000.213.0	MAINTENANCE LIFE INS DISTRICT	\$ 192	\$	211	\$	211		-	0.00%
10.2600.000.214.0	MAINTENANCE LTD INSUR	\$ 311	\$	356	\$	179		(177)	-49.83%
10.2600.000.220.0	MAINTENANCE FICA DISTRICT	\$ 11,433	\$	12,723	\$	13,460		737	5.79%
10.2600.000.230.0	MAINTENANCE NH RETIRE DISTRICT	\$ 20,552	\$	21,979	\$	22,453		475	2.16%
10.2600.000.231.0	403B	\$ -	\$	-	\$	1,000		1,000	0.00%
10.2600.000.240.0	MAINTENANCE TUITION REIMB.	\$ 75	\$	5,000	\$	5,000		-	0.00%
10.2600.000.330.0	PROFESSIONAL SERVICES	\$ 9,306	\$	12,000	\$	12,000		-	0.00%
10.2600.000.411.0	MAINTEN WATER & SEWER DIST	\$ 54,000	\$	54,000	\$	54,000		-	0.00%
10.2600.000.421.0	MAINTENANCE DISPOSAL DIST	\$ 35,000	\$	42,000	\$	42,000		-	0.00%
10.2600.000.422.0	MAINTEN SNOWPLOWING DIST	\$ 70,611	\$	80,000	\$	-		(80,000)	-100.00%
10.2600.000.423.0	MAINTEN CUSTODIAL SERV DIST	\$ 584,417	\$	590,000	\$	625,000		35,000	5.93%
10.2600.000.424.0	MAINTENANCE GROUNDS DISTRICT	\$ 71,838	\$	70,000	\$	167,500		97,500	139.29%
10.2600.000.430.0	MAINTENANCE REPAIRS DISTRICT	\$ 476,380	\$	275,000	\$	275,000		-	0.00%
10.2600.000.431.0	R&M FUNDED BY EXPEND TRUST	\$ 8,250	\$	-	\$	-		-	
10.2600.000.442.0	ENERGY LEASE PAYMENTS	\$ 179,969	\$	180,066	\$	182,029		1,963	1.09%
10.2600.000.520.0	MAINTEN PROP/LIAB INS DISTRICT	\$ 38,667	\$	50,000	\$	53,695		3,695	7.39%
10.2600.000.531.0	MAINTENANCE TELEPHONE DIST	\$ 65,124	\$	97,560	\$	-		(97,560)	-100.00%
10.2600.000.610.0	MAINTENANCE SUPPLIES DISTRICT	\$ 59,614	\$	62,000	\$	62,000		-	0.00%
10.2600.000.622.0	MAINTENANCE ELECTRICITY DIST	\$ 191,240	\$	240,000	\$	267,736		27,736	11.56%
10.2600.000.623.0	MAINTENANCE PROPANE DISTRICT	\$ 170,171	\$	145,000	\$	145,000		-	0.00%
10.2600.000.626.0	MAINTENANCE VEHICLE DISTRICT	\$ 5,751	\$	6,000	\$	6,000		-	0.00%
10.2600.000.730.0	MAINTENANCE EQUIPMENT DIST	\$ 173,753	\$	17,000	\$	17,000		-	0.00%
10.2600.050.423.0	CUSTODIAL SERVICES	\$ 17,483	\$	18,207	\$	18,753		546	3.00%
10.2600.050.430.0	REPAIRS & MAINTENANCE	\$ 701	\$	3,000	\$	3,000		-	0.00%
10.2600.050.441.0	RENT	\$ 27,530	\$	35,000	\$	35,000		-	0.00%
10.2600.050.531.0	TELEPHONE	\$ 1,998	\$	3,500	\$	-		(3,500)	-100.00%
10.2600.050.610.0	SUPPLIES	\$ -	\$	2,500	\$	2,500		-	0.00%
10.2600.050.622.0	ELECTRICITY	\$ 4,235	\$	6,500	\$	6,000		(500)	-7.69%
10.2600.050.623.0	PROPANE	\$ 10,189	\$	15,000	\$	12,500		(2,500)	-16.67%
	<b>MAINTENANCE - 2600</b>	<b>2,481,109</b>		<b>2,264,917</b>		<b>2,262,176</b>		<b>(2,741)</b>	<b>-0.12%</b>
10.2721.000.510.0	TRANS TO FROM SCHOOL	\$ 598,657	\$	590,554	\$	614,176		23,622	4.00%
10.2722.000.510.0	TRANS SPED TO FROM SCHOOL	\$ 395,110	\$	341,631	\$	446,700		105,069	30.76%
10.2723.000.510.0	TRANSPORTATION	\$ 67,209	\$	63,000	\$	72,686		9,686	15.37%
10.2724.000.510.0	TRANSPORTATION	\$ 47,849	\$	56,830	\$	53,122		(3,708)	-6.52%
10.2725.000.510.0	TRANSPORTATION	\$ 9,755	\$	34,785	\$	32,000		(2,785)	-8.01%
10.2725.090.510.0	TRANSPORTATION	\$ -	\$	10,500	\$	10,500		-	0.00%
	<b>TRANSPORTATION - 2700</b>	<b>1,118,580</b>		<b>1,097,300</b>		<b>1,229,184</b>		<b>131,884</b>	<b>12.02%</b>
10.5110.000.910.0	NEW DEBT SERVICE PRINCIPAL	\$ 735,000	\$	735,000	\$	-		(735,000)	-100.00%
10.5120.000.830.0	NEW DEBT SERVICE INTEREST	\$ 55,125	\$	18,375	\$	-		(18,375)	-100.00%
10.5221.000.930.0	TRANSFER TO FOOD SERVICE FUND	\$ -	\$	50,000	\$	50,000		-	0.00%
	<b>DEBT/TRANSFER - 5100/5200</b>	<b>790,125</b>		<b>803,375</b>		<b>50,000</b>		<b>(753,375)</b>	<b>-93.78%</b>
	<b>Grand Total</b>	<b>22,054,546</b>		<b>24,056,038</b>		<b>24,072,133</b>		<b>16,096</b>	<b>0.07%</b>
SAU 34 APPORTIONMENT - Warrant Article 5		1,004,279		1,023,413		1,005,714		(17,699)	-1.73%
	<b>TOTAL PROPOSED BUDGET INCLUDING SAU</b>	<b>23,058,825</b>		<b>25,079,451</b>		<b>25,077,847</b>		<b>(1,603)</b>	<b>-0.01%</b>
<b>Funding from Prior Year Budget</b>									
TRANSFER TO TRUST FUND-SCHL BLDG MAIN WARRANT 9				150,000		150,000		-	0.00%
TRANSFER TO TRUST FUND- SPED - WARRANT 8		100,000		50,000		50,000		-	0.00%
TRANSFER TO TRUST FUND- ROOFS WARRANT		-		-		-		-	0.00%
TRANSFER TO TRUST FUND - TECH - WARRANT 10		25,000		2,500		10,000		7,500	300.00%
TRANSFER TO TRUST FUND- Maint- PAVING- WARRANT		25,000		-		-		-	0.00%
TRANSFER TO TRUST FUND- Maint. - HVAC -WARRANT		50,000		-		-		-	0.00%
		<b>200,000</b>		<b>202,500</b>		<b>210,000</b>		<b>7,500</b>	<b>3.70%</b>

# Hillsboro-Deering 2022 Annual Report

## HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT PROPOSED 2023-2024 SCHOOL YEAR FOOD SERVICE BUDGET

REVENUE	FY 2022 ACTUAL	FY 2023 BUDGET	FY 2024 PROPOSED	\$ DIFF	% DIFF
STATE FOOD REIMBURSEMENT	\$ 6,477	\$ 8,500	\$ 1,570	\$ (6,930)	-81.53%
FED FOOD REIMBURSEMENT	795,777	640,533	259,475	(381,058)	-59.49%
FOOD SERV REIMBU - FFV GRANT	29,480	28,832	30,000	1,169	4.05%
SUPPLY CHAIN GRANT	-	23,423	-		
FOOD SERVICE SALES	39,169	52,000	475,229	423,229	813.90%
FOOD SERVI REVEN - CATERING	7,154	12,500	15,000	2,500	20.00%
FOOD SERVICE REV - NON PROGR	-	7,500	7,500	-	0.00%
TRANSFER FROM GEN FUND	-	50,000	50,000	-	0.00%
<b>TOTAL REVENUE</b>	<b>\$ 878,056</b>	<b>\$ 823,288</b>	<b>\$ 838,775</b>	<b>\$ 38,910</b>	<b>4.73%</b>

EXPENSES	FY 2022 ACTUAL	FY 2023 BUDGET	FY 2024 PROPOSED	\$ DIFF	% DIFF
SALARIES	\$ 260,365	\$ 264,441	\$ 276,242	\$ 11,801	4.46%
HEALTH INSURANCE	57,599	71,172	81,658	10,485	14.73%
DENTAL INSURANCE	3,094	3,321	5,397	2,076	62.50%
LIFE INSURANCE	510	557	442	(115)	-20.69%
LONG TERM DISABILITY	431	498	433	(65)	-13.02%
FICA	19,025	20,192	20,882	691	3.42%
NHRS	11,888	12,107	12,390	283	2.34%
TRAINING	2,198	3,500	4,000	500	14.29%
REPAIRS & MAINTENANCE	10,092	12,000	12,000	-	0.00%
SUPPLIES	42,624	44,500	46,500	2,000	4.49%
MILK	44,040	35,000	40,500	5,500	15.71%
FOOD	287,088	345,100	336,332	(8,769)	-2.54%
EQUIPMENT	8,949	10,000	-	(10,000)	-100.00%
FEES	1,802	900	2,000	1,100	122.22%
<b>TOTAL EXPENSES</b>	<b>\$ 749,704</b>	<b>\$ 823,288</b>	<b>\$ 838,775</b>	<b>\$ 15,487</b>	<b>1.88%</b>

### HILLSBORO DEERING COOPERATIVE SCHOOL DISTRICT TRUST FUNDS

#### June 30, 2022 Balances with adjustments

Maintenance Expendable Trust	\$ 335,519.62
Special Education Expendable Trust	\$ 716,832.98
Roof Expendable Trust	\$ 113,830.73
Paving Expendable Trust	-
Technology Expendable Trust	\$ 114,791.28
Maintenance HVAC Expendable Trust	\$ 118,171.11

s/s GRANT GEISLER

Business Manager, SAU#34

## Hillsboro-Deering 2022 Annual Report

### Hillsboro-Deering Cooperative School District Special Education Programs & Services Pursuant to RSA 32:11-A

<b>Expenditures</b>	<b>2020-2021</b>	<b>2021-2022</b>
Special Education General	\$ 4,573,871	\$ 4,417,197
Physical & Occupation Therapy	276,185	312,554
Psychological Pupil Services	242,984	275,027
Speech & Language	440,773	447,511
Transportation	223,457	395,110
<b>Total Expenditures</b>	<b>\$ 5,757,270</b>	<b>\$ 5,847,399</b>
<b>Revenues</b>	<b>2020-2021</b>	<b>2021-2022</b>
State of NH Catastrophic Aid	\$ 63,396	\$ 169,188
Medicaid Reimbursement	129,266	214,949
<b>Total Revenues</b>	<b>192,662</b>	<b>384,137</b>
<b>Net Cost of Special Education:</b>	<b>\$ 5,564,608</b>	<b>\$ 5,463,262</b>

### HILLSBORO DEERING COOPERATIVE SCHOOL DISTRICT BALANCE SHEET-GENERAL FUND June 30, 2022

#### ASSETS

Cash	\$ 180,914	
Intergovernmental Receivable	3,467,879	
Other Receivable	218,208	
Prepaid Expenses	-	
<b>TOTAL ASSETS</b>		<b><u>\$ 3,867,002</u></b>

#### LIABILITIES

Accounts Payables	\$ 509,417
Due to Other Funds	-

#### FUND EQUITY

Reserve for Amounts Voted	202,500	
Fund Balance Retained	-	
Reserve for Encumbrances	-	
Unreserved Fund Balance	3,155,084	
<b>TOTAL LIABILITIES &amp; FUND BALANCE</b>		<b><u>\$ 3,867,002</u></b>

### HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT STATEMENT OF BONDED INDEBTEDNESS Annual Maturity of Principal and Interest Due

#### Flagship Bank & Trust

2002 Series B 20 Year Note, \$14,750,000	
Date of Issue: July 2002	
Due in 10 annual installments of \$740,000 and	
10 annual installments of \$735,000 (starting August, 2015)	
Final Payment due August 15, 2022 FY 2023	
Total Bonded Liability as of June 30, 2022	\$ 735,000

**Hillsboro-Deering 2022 Annual Report**

**HILLSBORO-DEERING COOPERATIVE SCHOOL DISTRICT  
GENERAL FUND  
TREASURERS REPORT  
FISCAL YEAR ENDING JUNE, 2022**

<b>Beginning Cash Balance</b>		<b>\$797,287.91</b>
<b>Receipts</b>		
Appropriation - Hillsboro	9,651,114.63	
Appropriation - Deering	3,844,052.04	
Hot Lunch Program	37,377.97	
Reimbursements -		
SAU 34	40,000.00	
Other	0.00	
Tuition -		
Windsor School District	290,312.78	
Washington School District	2,305,361.99	
Stoddard School District	59,394.65	
Other	43,757.35	
NH Sources	9,788,493.15	
Haslet Trust	37,684.12	
Duncan-Jenkins Trust	0.00	
ESAS	46,577.29	
MSAS	22,225.90	
Other	1,146,614.31	
Interest	2,860.54	
<b>Total Receipts</b>		<b>\$27,315,826.72</b>
<b>Disbursements</b>		
Orders paid	28,026,977.89	
Bank charges	112.69	
Voided Checks	(16,774.41)	
Other adjustments	3,464.63	
<b>Total Disbursements</b>		<b>\$28,013,780.80</b>
<b>Ending Cash Balance</b>		<b>\$99,333.83</b>

s/s WILLIAM SHEE

Treasurer



## Hillsboro-Deering 2022 Annual Report

SAU #34 PROPOSED BUDGET FY2023-2024				
EXPENDITURES		FY2022 Actual	FY2023 Approved Budget	FY2024 Proposed Budget
100	SUPERINTENDENT SALARY	\$160,724	\$144,198	\$128,000
102	BUSINESS ADMINISTRATOR	\$111,939	\$112,200	\$117,300
103	ADMINISTRATIVE STAFF	\$164,944	\$166,955	\$173,709
104	DIRECTOR OF CURRICULUM, INSTRUCTION & ASSESSMENT	\$99,451	\$101,440	\$98,940
105	DIRECTOR OF STUDENT SUPPORT	\$111,913	\$97,181	\$99,125
106	BOOKKEEPERS	\$95,275	\$110,982	\$130,161
108	FINANCIAL CLERK	\$0	\$0	\$0
200	INSURANCE BENEFITS	\$168,086	\$186,116	\$145,421
220	FICA & MEDICARE	\$55,764	\$56,071	\$57,163
230	NH RETIREMENT	\$104,066	\$103,054	\$101,101
231	403B	\$0	\$5,000	\$5,000
240	COURSE REIMBURSEMENT	\$11,306	\$5,000	\$5,000
250	UNEMPLOYMENT COMPENSATION	\$282	\$750	\$750
260	WORKER COMP & LIABILITY INSURANCE	\$3,400	\$5,000	\$5,000
290	PROF DEVELOPMENT & TRAINING	\$6,430	\$6,400	\$7,200
330	CONTRACTED PROFESSIONAL SERVICES	\$33,050	\$63,500	\$65,000
380	AUDIT & LEGAL FEES	\$6,953	\$10,000	\$10,300
430	EQUIPMENT REPAIRS & MAINT	\$614	\$500	\$500
442	COPIER & EQUIPMENT LEASES	\$10,527	\$5,000	\$5,100
450	OFFICE RENTAL	\$40,000	\$40,000	\$40,000
500	POSTAGE, TELEPHONE & OTHER SERVICES	\$14,970	\$12,500	\$15,800
600	SUPPLIES & BOOKS	\$7,820	\$11,750	\$12,750
700	REPLACEMENT EQUIPMENT	\$1,419	\$2,500	\$3,000
810	DUES & FEES	\$6,711	\$8,625	\$8,625
840	BOARD CONTINGENCY	\$0	\$200	\$200
890	ACADEMIC RECOGNITION	\$0	\$5,000	\$0
TOTAL		\$1,215,643	\$1,259,921	<b>\$1,235,145</b>

### SAU BUDGET ASSESSMENT

2023-2024	BUDGET	REVENUES	ASSESSMENT
PROPOSED SAU BUDGET	\$ 1,235,145	\$ 50,000	\$ 1,185,145
STATUTORY ALTERNATIVE BUDGET	\$ 1,266,432	\$ 50,000	\$ 1,216,432

DISTRICT	PROPOSED BUDGET ASSESSMENT	STATUTORY ALTERNATIVE BUDGET	CONTRIBUTION PERCENT
Hillsboro-Deering	\$ 1,005,714	\$ 1,032,264	84.86%
Washington	\$ 165,446	\$ 169,814	13.96%
Windsor	\$ 13,985	\$ 14,354	1.18%
TOTAL	\$ 1,185,145	\$ 1,216,432	100.00%

	2021-2022	2022-2023	2023-2024	Proposed Budget
DISTRICT	ASSESSMENT	ASSESSMENT	ASSESSMENT	% Change
Hillsboro-Deering	\$ 1,004,279	\$ 1,023,413	\$ 1,005,714	-1.73%
Washington	\$ 163,885	\$ 172,177	\$ 165,4467	-3.91%
Windsor	\$ 17,152	\$ 14,331	\$ 13,986	-2.41%
TOTALS:	\$ 1,185,316	\$ 1,209,921	\$ 1,185,145	2.05%

## Hillsboro-Deering 2022 Annual Report

SAU #34 2022-2023 Employees		
Name	Position	Salary
<b>Administration</b>		
CRAWFORD, JENNIFER	SUPERINTENDENT	\$128,000.00
LALIBERTE, JENI M	DIRECTOR OF CURRICULUM, INSTRUCTION & ASSESSMENT	\$97,000.00
GEISLER, GRANT	BUSINESS MANAGER	\$115,000.00
VAZQUEZ, STACEY	DIRECTOR OF STUDENT SUPPORT SERVICES	\$97,180.00
<b>Support Staff</b>		
DOLBEARE, ANNETTE	PAYROLL/BENEFITS BOOKKEEPER	\$63,036.72<
FOGARTY, CAROL	EXECUTIVE ASSISTANT TO THE SUPERINTENDENT	\$70,285.14
MINICHIELLO, REBECCA	ACCOUNTS PAYABLE/FEDERAL PROJECTS BOOKKEEPER	\$61,880.25<
RHEAULT, TERESE	CENTRAL OFFICE ADMINISTRATIVE ASSISTANT	\$49,569.12<
WHEELER, LYNN M	ADMINISTRATIVE ASSISTANT TO DIR. SSS	\$48,525.12<
Hillsboro-Deering School District 2022-2023 Employees		
Name	Position	Salary
<b>District-Level Personnel</b>		
BAILEY, JAMES C	DIRECTOR OF SCHOOL FACILITIES	\$75,801.00
#BRIEN, DANA	TRUANCY/HOMELESS/FOSTER CARE LIAISON	\$56,650.00
EK, ELIAS	MAINTENANCE TECHNICIAN	\$34,410.24<
GROVER, DAVID A	MAINTENANCE TECHNICIAN	\$47,397.60<
>GARCIA, HEATHER M	PROJECT AWARE MANAGER	\$25,200.00
KNOPF, JENNIFER	ESOL TEACHER	\$75,430.00
LaBIER, HEATHERANN R	NURSE - DISTRICT	\$1,800.00
MUNSY, ANNA	FOOD SERVICE DIRECTOR	\$55,000.00
REDMOND, MICHAEL	NETWORK AND SYSTEMS ADMINISTRATOR	\$75,000.00
RICHARDSON, NEAL S	TECHNOLOGY DIRECTOR	\$105,371.24
Hillsboro-Deering Elementary School		
Name	Position	Salary
<b>Administration</b>		
ROACH, CRAIG D	UPPER ELEMENTARY PRINCIPAL	\$97,000.00
WHITNEY, ROBIN L	LOWER ELEMENTARY PRINCIPAL	\$97,000.00
HYTNER, VERONICA M	STUDENT SUPPORT COORDINATOR	\$84,460.00
<b>Clerical Support</b>		
CHACOS, JENNIFER L	OFFICE/BEHAVIOR SUPPORT PARA PROFESSIONAL	\$24,823.58<
LANE, AMBER L	SECRETARY	\$37,938.96<
LEMKAU, ALISON	OFFICE PARA PROFESSIONAL	\$32,071.36<
MORRILL, BRITTANY	SPECIAL ED OFFICE PARAPROFESSIONAL	\$20,837.31<
<b>Health Office</b>		
McLAIN, BROOKE L	NURSE	\$75,430.00
SCOTT, JEAN M	LICENSED NURSE ASSISTANT	\$18,633.60<
<b>Food Service</b>		
AUCOIN, LISA	FOOD SERVICE WORKER	\$8,028.36<
CARD, ROBIN D	CASHIER	\$28,573.44<
GORDON, LYNETTE J	COOK	\$20,966.40<
PELLETIER, KATHY J	FOOD SERVICE WORKER	\$17,772.48<
PERRY, DARA A	FOOD SERVICE WORKER	\$4,815.362<
WYNOTT, KATRINA E	FOOD SERVICE WORKER	\$15,312.00<
<b>Guidance Office</b>		
JULIANO, CARA M	SCHOOL COUNSELOR	\$57,811.00
ROCKWELL, SHANNON M	SCHOOL COUNSELOR	\$63,172.00
<b>Library Media Center</b>		
JONES, MARGARET M	LIBRARY/MEDIA SPECIALIST	\$78,559.00
<b>Regular Education</b>		
ADAMO, SHANNON M	GRADE 1 TEACHER	\$64,067.00
BAGTAZ, REBECCA L	GRADE 4 TEACHER	\$65,067.00
BOWLEY, SARAH A	GRADE 1 TEACHER	\$47,680.00
BRETT, ELIZABETH	ART TEACHER	\$78,559.00
CARSON, TERRI L	KINDERGARTEN TEACHER	\$69,533.00
COVER, JILL M	GRADE 3 TEACHER	\$69,533.00
COVER, MARGARET I	GRADE 3 TEACHER	\$69,030.00
DICKEY, KELSIE R	KINDERGARTEN TEACHER	\$46,292.00

## Hillsboro-Deering 2022 Annual Report

Hillsboro-Deering Elementary School		
Name	Position	Salary
<b>Regular Education</b>		
DYER-QUINN, DEBORAH	GRADE 2 TEACHER	\$78,559.00
GILLET, KAITLYN	GRADE 5 TEACHER	\$56,128.00
GRUPP, ZACHARY R	GRADE 5 TEACHER	\$47,680.00
HALEY, CHRISTINE L	MUSIC TEACHER	\$75,430.00
HENRY, MEGHAN	GRADE 4 TEACHER	\$49,110.00
HINES, DIANE L	GRADE 3 TEACHER	\$78,559.00
HOLDREDGE, ELIZABETH A	GRADE 1 TEACHER	\$64,077.00
KIMBALL, ALANA JT	GRADE 2 TEACHER	\$75,430.00
LAMBERT, VERONIQUE	GRADE 2 TEACHER	\$69,533.00
McDERMOTT, KELLY C	GRADE 2 TEACHER	\$69,533.00
McLAY, VIRGINIA E	KINDERGARTEN TEACHER	\$69,533.00
MEFFERT, CAROLYN E	GRADE 3 TEACHER	\$69,030.00
MURDOUGH, HANNAH M	KINDERGARTEN TEACHER	\$47,680.00
NEAL, DEANNA	GRADE 5 TEACHER	\$46,292.00
PARENTEAU, DANIELLE B	GRADE 1 TEACHER	\$65,067.00
SAVOY, STEPHANIE	GRADE 5 TEACHER	\$78,559.00
SILVERSTEIN, MICHAEL S	PHYSICAL EDUCATION TEACHER	\$75,430.00
SAUNDERS, MONICA H	PRESCHOOL TEACHER	\$61,332.00
WARD-HILL, ELLEN	GRADE 4 TEACHER	\$69,533.00
WHIPPS, LISA A	KINDERGARTEN TEACHER	\$73,233.00
WOODARD, REBECCA G	GRADE 4 TEACHER	\$49,110.00
<b>Special Education</b>		
#~BEAUDRY, SAMANTHA R	PRESCHOOL TEACHER	\$75,430.00
BOUCHER, SHANNON L	SPECIAL EDUCATION PARAEDUCATOR	\$22,226.88<
BUCK, ELISABETH J	TEACHER SPECIAL EDUCATION	\$69,533.00
CHICKERING, ROBYN J	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
#COBURN, KALEY M	PRESCHOOL TEACHER	\$46,292.00
COTE, AMY M	SPECIAL EDUCATION PARAEDUCATOR	\$23,537.28<
CROTTO, AMY L	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
CROWLEY, JEAN E	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
EDWARDS, AMY J	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
GOULD, LAURIE J	TEACHER SPECIAL EDUCATION	\$56,932.00
HARTNESS, ANDEE M	SPECIAL EDUCATION PARAEDUCATOR	\$19,805.76<
JOHANSEN, MARY H	TEACHER SPECIAL EDUCATION	\$75,430.00
KINGSBURY, SUSAN E	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
KOZLOWSKI, PAMELA J	SPECIAL EDUCATION PARAEDUCATOR	\$20,978.88<
LEE, BONNIE-JEAN M	SPECIAL EDUCATION PARAEDUCATOR	\$19,805.76<
LISCHKE, CAROLYN Y	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
MacLEAN, PIPER C	SPECIAL EDUCATION PARAEDUCATOR	\$31,200.00<
MATTESON, HANNAH R	SPECIAL EDUCATION PARAEDUCATOR	\$11,113.44<
McCLURE, JILL A	SPECIAL EDUCATION PARAEDUCATOR	\$15,387.84<
MELLEN, PAMELA J	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
MICHAEL, SHERRY-ANN M	SPECIAL EDUCATION PARAEDUCATOR	\$19,256.64<
MONTANEZ, MELISSA A	TEACHER SPECIAL EDUCATION	\$52,102.00
MURDOUGH, KRYSTLE M	TEACHER SPECIAL EDUCATION	\$64,077.00
POTTER, DANIELLE M	SPECIAL EDUCATION PARAEDUCATOR	\$19,805.76<
SAVOY, MONIQUE M	SPECIAL EDUCATION PARAEDUCATOR	\$22,863.36<
SCOTT, JEAN M	SPECIAL EDUCATION PARAEDUCATOR	\$5,590.08<
SMEAD, KRYSTAL	SPECIAL EDUCATION PARAEDUCATOR	\$18,282.24<
WALSH, KARINA R	SPECIAL EDUCATION PARAEDUCATOR	\$19,256.64<
WECHSLER, JACOB D	SPECIAL EDUCATION PARAEDUCATOR	\$17,775.36<
WECHSLER, KATHLEEN	TEACHER SPECIAL EDUCATION	\$78,559.00
WESLER, KIMBERLY G	TEACHER SPECIAL EDUCATION	\$69,030.00
WHITMAN, TONIA L	TEACHER SPECIAL EDUCATION	\$57,811.00
WILLETT, MEAGAN L	SPECIAL EDUCATION TEACHER	\$75,430.00
# Funded by Title 1 Part A federal grant		>Funded by Project AWARE grant
~ Funded by IDEA/Preschool federal grant		<Amount paid at an hourly rate for a set number of hours/week

The Hillsboro-Deering School District employs a number of Substitute Teachers who work as needed and receive a daily rate of pay.

## Hillsboro-Deering 2022 Annual Report

Hillsboro-Deering Elementary School		
Name	Position	Salary
<b>Student Support</b>		
BOHNER, BRENDA A	CAFETERIA/RECESS MONITOR	\$8,144.63 <
#EATON, GAIL M	TITLE I TUTOR	\$24,336.00
GRIFFIN, KATIE	MATH SPECIALIST	\$75,430.00
HARTNESS, ANDEE	CAFETERIA/RECESS MONITOR	\$7,912.45<
HERRICK, DAGMAR S	READING SPECIALIST	\$78,559.00
JOSLYN, JALEESA J	CAFETERIA/RECESS MONITOR	\$7,674.16<
#McQUILKIN, PAUL R	TITLE I MATH TUTOR	\$31,408.00
#PARISI, MADELINE R	TITLE I ACADEMIC INTERVENTIONIST	\$31,408.00
#RALPH, KAREN M	TITLE I PROGRAM COORDINATOR	\$24,250.00
<b>Related Services</b>		
BURNHAM, APRIL L	SPEECH/LANGUAGE ASSISTANT	\$32,136.00
DECKER, REBECCA S	SPEECH/LANGUAGE ASSISTANT	\$34,781.76
HIGHSTROM, AMY J	SPEECH/LANGUAGE PATHOLOGIST	\$82,665.89
LEITNER, COURTNEY J	SPEECH/LANGUAGE PATHOLOGIST	\$58,000.00
LICHT, ELIZABETH S	BEHAVIOR INTERVENTIOIST	\$66,874.89
RHEAULT, JENNA M	OCCUPATIONAL THERAPIST	\$58,349.50
RODRIGUEZ, HOLLY	PSYCHOLOGIST	\$61,800.00
ROMANO, STACEY ANN	OCCUPATIONAL THERAPIST	\$74,160.00

# Funded by Title 1 Part A federal grant

>Funded by Project AWARE grant

~ Funded by IDEA/Preschool federal grant

<Amount paid at an hourly rate for a set number of hours/week

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Fun Fest at Hillsboro-Deering School District May 2022

## Hillsboro-Deering 2022 Annual Report

Hillsboro-Deering Middle School		
Name	Position	Salary
<b>Administration</b>		
PARSILS, JUSTIN C	ASSISTANT PRINCIPAL	\$82,000.00
PETERSON, MARC	PRINCIPAL	\$106,318.48
O'ROURKE, DOROTHY	SPEC ED COORDINATOR	\$88,242.53
<b>Clerical Support</b>		
BELIDA, SUSAN	SECRETARY	\$45,288.72<
HAIGH, MARION D	SPECIAL ED OFFICE PARAPROFESSIONAL	\$24,828.83<
REMILLARD, KAREN L	OFFICE PARA PROFESSIONAL	\$22,049.06<
<b>Food Service</b>		
GOULD, MELISSA A	COOK	\$19,353.606<
BROCKEL-HIBBARD, AMANDA L	FOOD SERVICE WORKER	\$17,717.76<
POUTRE, LORRAINE	CASHIER	\$22,276.80<
<b>Health Office</b>		
GAMACHE, SHARON	NURSE	\$62,212.00
<b>Guidance Office</b>		
BAGTAZ, MICHAEL D	SCHOOL COUNSELOR	\$59,546.00
<b>Library Media Center</b>		
BEAROR, SUSAN M	LIBRARY/MEDIA SPECIALIST	\$75,430.00
<b>Regular Education</b>		
BROWN, SAMUEL N	SCIENCE TEACHER - GR 8	\$65,067.00
BUTTON, SARAH J	MATH TEACHER - GR 8	\$73,233.00
CHAPIN, RICHARD C III	SCIENCE TEACHER - GR 7	\$69,533.00
CONWAY, ALEXANDER S	MATH TEACHER - GR 6	\$50,584.00
CONWAY, SARAH E	MATH TEACHER - GR 7	\$52,102.00
DREW, JOCELYNN M	ART TEACHER	\$69,533.00
EGO, TARA L	ENGLISH/LA TEACHER - GR 7	\$59,546.00
JOHNSON, JOANNE M	SOCIAL STUDIES TEACHER - GR 6	\$75,430.00
LAMOTHE, STEPHANIE L	ENGLISH/LA TEACHER - GR 8	\$74,050.00
LEFKO, GREGORY A	READING TEACHER	\$49,110.00
MALLINGER, COURTNEY	HEALTH TEACHER	\$56,932.00
MARTIN, STEPHANI L	SCIENCE TEACHER - GR 6	\$75,430.00
MERRY, MARLEY	PHYSICAL EDUCATION TEACHER	\$64,077.00
METRIC, CRYSTAL A	MUSIC TEACHER	\$47,680.00
MOULTROUP, MELISSA	ENGLISH/LA TEACHER - GR 6	\$73,233.00
ROBBINS, MELISSA B	SOCIAL STUDIES TEACHER - GR 8	\$78,559.00
SILVERMAN, MITCHELL A	STEM TEACHER	\$78,559.00
YOUNG, JONATHAN A	SOCIAL STUDIES TEACHER - GR 7	\$59,546.00
<b>Special Education</b>		
BEAUDREAU, CAROLINE R	SPECIAL EDUCATION TEACHER	\$47,680.00
BELL, TARA L	SPECIAL EDUCATION TEACHER	\$75,430.00
~CARTER, MARY-ROSE	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
CONLEY, AMANDA	SPECIAL EDUCATION TEACHER	\$59,546.00
DAKOWICZ, DIANNE W	SPECIAL EDUCATION PARAEDUCATOR	\$22,226.88<
DAVISON, RACHEL M	SPECIAL EDUCATION PARAEDUCATOR	\$19,256.64<
GOONAN, EMILY J	SPECIAL EDUCATION PARAEDUCATOR	\$22,863.36<
GRANGER, JESSICA A	SPECIAL EDUCATION TEACHER	\$73,233.00
McFADDEN, AMANDA P	SPECIAL EDUCATION PARAEDUCATOR	\$20,379.84<
PERSECHINO, REBECCA L	SPECIAL EDUCATION PARAEDUCATOR	\$22,226.88<
TASKER, ELIZA	SPECIAL EDUCATION TEACHER	\$61,332.00
WIGHTMAN, JODI L	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68<
<b>Related Services</b>		
BEAULIEU, BRITTANY N	INTERPRETOR/TUTOR	\$41,097.00
BOND-ISHAK, DANIELLE A	SPEECH/LANGUAGE PATHOLOGIST	\$83,510.01
GARCIA, HEATHER M	PSYCHOLOGIST	\$80,927.00
>LIQUORI, CHRISTA M	STUDENT SUPPORT ASSISTANT	\$34,475.00
SEVERINO, JILL M	OCCUPATIONAL THERAPIST	\$81,811.38

## Hillsboro-Deering 2022 Annual Report

Hillsboro-Deering High School		
Name	Position	Salary
<b>Administration</b>		
CARSON, TIMOTHY G	ALT PROGRAM DIRECTOR	\$92,116.57
CLANCY, JOY M	ASSISTANT PRINCIPAL	\$89,975.15
MUZZY, MELISSA J	SPECIAL ED COORDINATOR	\$87,418.31
O'ROURKE, JAMES E	PRINCIPAL	\$120,219.95
<b>Clerical Support</b>		
D'ERRICO, KELLY C	SECRETARY TO THE PRINCIPAL	\$45,288.72<
GIRARD, KIMBERLY A	OFFICE PARA PROFESSIONAL	\$30,861.90<
HAIGH, MARION D	SPECIAL ED OFFICE PARAPROFESSIONAL	shared w/MS
KALLANDER, PATRICIA E	COUNSELING OFFICE SECRETARY	\$45,288.72<
MADDOX, LINDA	ALT PROGRAM OFFICE PARAPROFESSIONAL	\$13,574.40<
<b>Food Service</b>		
DARNER, NEENA M	FOOD SERVICE WORKER	\$19,032.00<
GRASSO, CARLEEN A	COOK	\$19,941.12<
SMITH, CAROL A	CASHIER	\$15,776.64<
SMITH-WATERMAN, ALISHA L	FOOD SERVICE WORKER	\$7,873.92<
<b>Health Office</b>		
LaBIER, HEATHERANN R	NURSE	\$75,430.00
<b>Counseling Office</b>		
BOUCHER, MICHAEL G	SCHOOL COUNSELOR	\$75,430.00
CASHORALI, KATELYN E	SCHOOL to CAREER COUNSELOR	\$67,766.00
LANGILLE, ALICIA A	SCHOOL COUNSELOR	\$75,430.00
<b>Library Media Center</b>		
BLASCHIK, JENNIFER J	LIBRARY/MEDIA SPECIALIST	\$74,050.00
<b>Regular Education</b>		
BELISLE, MICHAEL C	MATH TEACHER	\$64,077.00
BRAMLEY, JOHN T	MATH/ENGINEERING TEACHER	\$78,559.00
CHAGNON, SHANNON B	FOREIGN LANGUAGE TEACHER	\$69,030.00
CLARK, CLARICE	MATH/ENGINEERING TEACHER	\$78,559.00
CORMIER, LOGAN H	MUSIC TEACHER	\$46,292.00
COUSENS, STEPHEN F	ENGLISH TEACHER - ALT HS	\$78,559.00
DENSLOW, NOAH B	SOCIAL STUDIES TEACHER	\$64,077.00
FISHER, CATHERINE R	ART TEACHER	\$63,172.00
FLETCHER, GRIFFEN S	MATH TEACHER	\$56,932.00
GASPERINI, ALEXANDRIA E	SCIENCE TEACHER	\$57,811.00
GEHRIG, NATALIE E	ART TEACHER	\$75,430.00
GILLET, JOSEPH M	PHYSICAL EDUCATION TEACHER	\$49,110.00
IRWIN, JESSAMYN C	ENGLISH TEACHER	\$75,430.00
JOHNSON, MAGDALA M	MATH TEACHER	\$69,533.00
KNAPP, MARILYN A	TEACHER MATH	\$74,050.00
KNOPE, WILLIAM K	CHEMISTRY/PHYSICAL SCIENCE TEACHER	\$78,559.00
LaROCHE, NICOLE E	HEALTH TEACHER	\$69,030.00
LUHTJARV, KARLA	SOCIAL STUDIES TEACHER - ALT HS	\$71,100.00
LUHTJARV, RICHARD A	SOCIAL STUDIES TEACHER	\$78,559.00
MACCABE, JAMES E	SOCIAL STUDIES TEACHER	\$56,128.00
McGINN, BRIAN C	SCIENCE TEACHER	\$78,559.00
McHUGH, ABIGAIL A	FOREIGN LANGUAGE TEACHER	\$63,172.00
METRIC, ROBERT A	SCIENCE TEACHER	\$67,019.00
PAQUETTE, SARA L	ENGLISH TEACHER	\$78,559.00
PAYEUR, MARC R	BUSINESS & MARKETING TEACHER	\$78,559.00
PERRIN, JOCELYN M	MATH TEACHER	\$69,533.00
PRENTISS, MICHELLE E	ENGLISH TEACHER	\$78,559.00
ROTH-RITCHIE, JACOB	ENGLISH TEACHER	\$75,430.00
THOMPSON, JERAMY	SOCIAL STUDIES TEACHER	\$64,077.00
WOOD, JAY C	PHYSICAL EDUCATION TEACHER/ATHLETIC DIR	\$85,679.74



## Hillsboro-Deering 2022 Annual Report

Hillsboro-Deering High School		
Name	Position	Salary
<b>Special Education</b>		
ANCTIL, WANDA J	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68 <
CAIRNS, ELISABETH G	SPECIAL EDUCATION TEACHER	\$57,811.00
DINSMORE, KELLY A	SPECIAL EDUCATION TEACHER	\$75,430.00
DOHERTY, JENNIFER	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68 <
FORRESTER IV, DANIEL W	SPECIAL EDUCATION TEACHER	\$56,128.00
KOZIOL, ROBERT A	SPECIAL EDUCATION TEACHER	\$78,559.00
LEARN, KELLY B	SPECIAL EDUCATION PARAEDUCATOR	\$24,223.68 <
RAZ, NOAH J	SPECIAL EDUCATION PARAEDUCATOR	\$15,957.11<
SAVOY, MAKAYLA M	SPECIAL EDUCATION PARAEDUCATOR	\$19,805.76<
SHULER, GABRIELLE M	SPECIAL EDUCATION PARAEDUCATOR	\$19,734.76<
STUMPFOL, LORI A	SPECIAL EDUCATION TEACHER	\$78,559.00
WARREN, STACEY M	SPECIAL EDUCATION PARAEDUCATOR	\$23,537.28 <
WILLIAMS, KELLEY L	SPECIAL EDUCATION TEACHER	\$75,430.00
<b>Related Services</b>		
BOND-ISHAK, DANIELLE A	SPEECH/LANGUAGE PATHOLOGIST	shared w/MS
GARCIA, HEATHER M	PSYCHOLOGIST	shared w/MS
SEVERINO, JILL M	OCCUPATIONAL THERAPIST	shared w/MS
>WILSON, JEFFERY J	SEL INTERVENTIONIST	\$45,384.00

# Funded by Title 1 Part A federal grant  
 ~ Funded by IDEA/Preschool federal grant

>Funded by Project AWARE grant  
 <Amount paid at an hourly rate for a set number of hours/week

The Hillsboro-Deering School District employs a number of Substitute Teachers who work as needed and receive a daily rate of pay.



2020-2022 Superintendent Patricia Parenteau presenting the 2022 Withington Award to Cathy Bennett.

## Hillsboro-Deering 2022 Annual Report

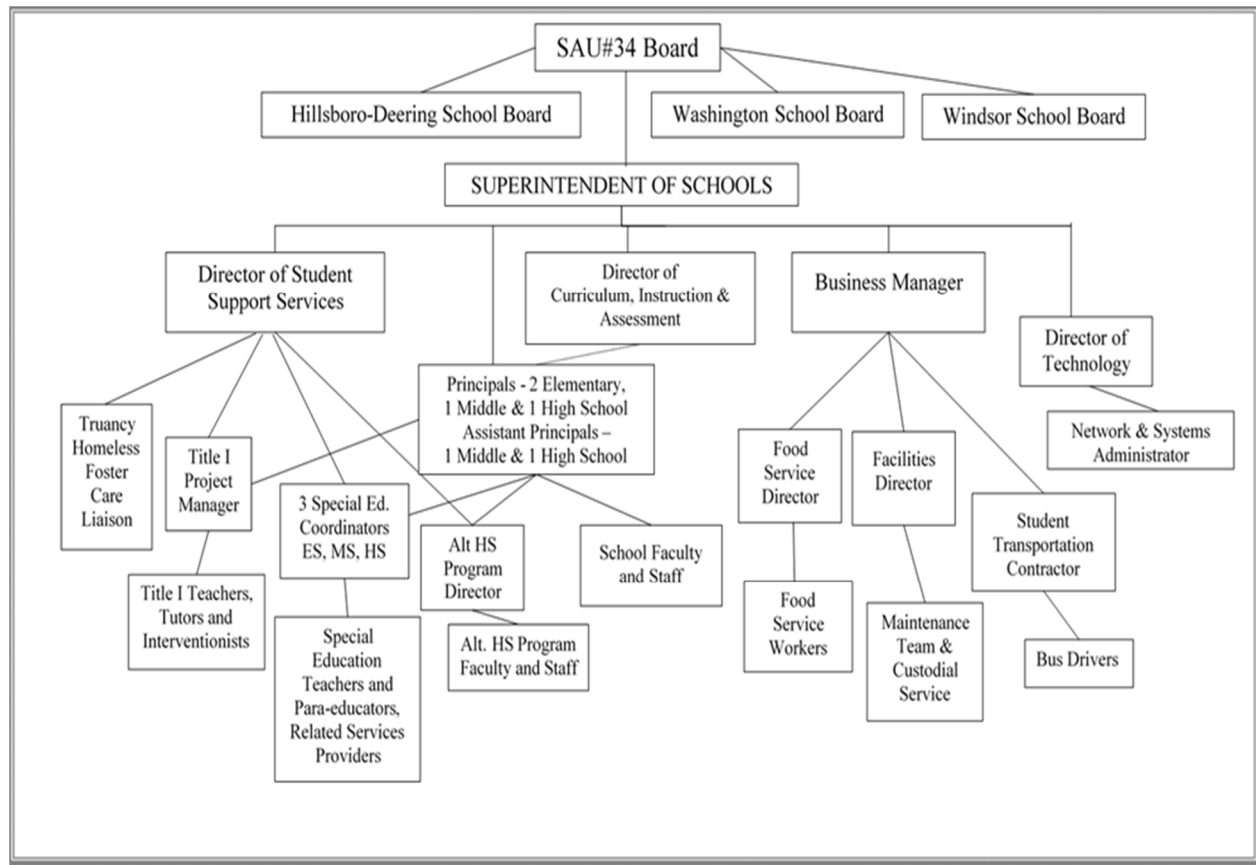
### Profile of the School District

Hillsboro-Deering Cooperative School District was established in 1954 by an act of the State Legislature, upon approval of the voters of Hillsboro and Deering. The area served includes the towns of Hillsboro and Deering comprising 100 square miles of land in Hillsborough County, New Hampshire. The two towns are mainly residential and rural.

The District is also part of School Administrative Unit (SAU) #34 comprising the Hillsboro-Deering Cooperative, Washington and Windsor School Districts. Under the SAU agreement, the three school districts share the costs and governance of a central administrative office, which currently includes the Superintendent, Business Manager, Director of Student Support Services and Director of Curriculum, Instruction and Assessment and their support staff.

Hillsboro-Deering is one of 288 school districts in New Hampshire operating 481 schools and serving almost 175,000 students. The District provides a program of public education from the integrated pre-school program through grade 12. Students with individual education plans may attend until they graduate or reach the age of 22. The total student population is approximately 1,036 with approximately 960 of those students residing in Hillsboro and Deering.

### School District Organization





## Hillsboro-Deering 2022 Annual Report

### Enrollment 2022-2023 School Year

*as of October 1, 2022*

Hillsboro-Deering Elementary School						
PreSch	K	Gr1	Gr2	Gr3	Gr4	Gr5
43	61	68	61	67	78	59
TOTAL - 437						

Hillsboro-Deering Middle School		
Gr6	Gr7	Gr8
75	75	87
TOTAL – 237		

Hillsboro-Deering High School			
Gr9	Gr10	Gr11	Gr12
99	94	88	81
TOTAL - 362			

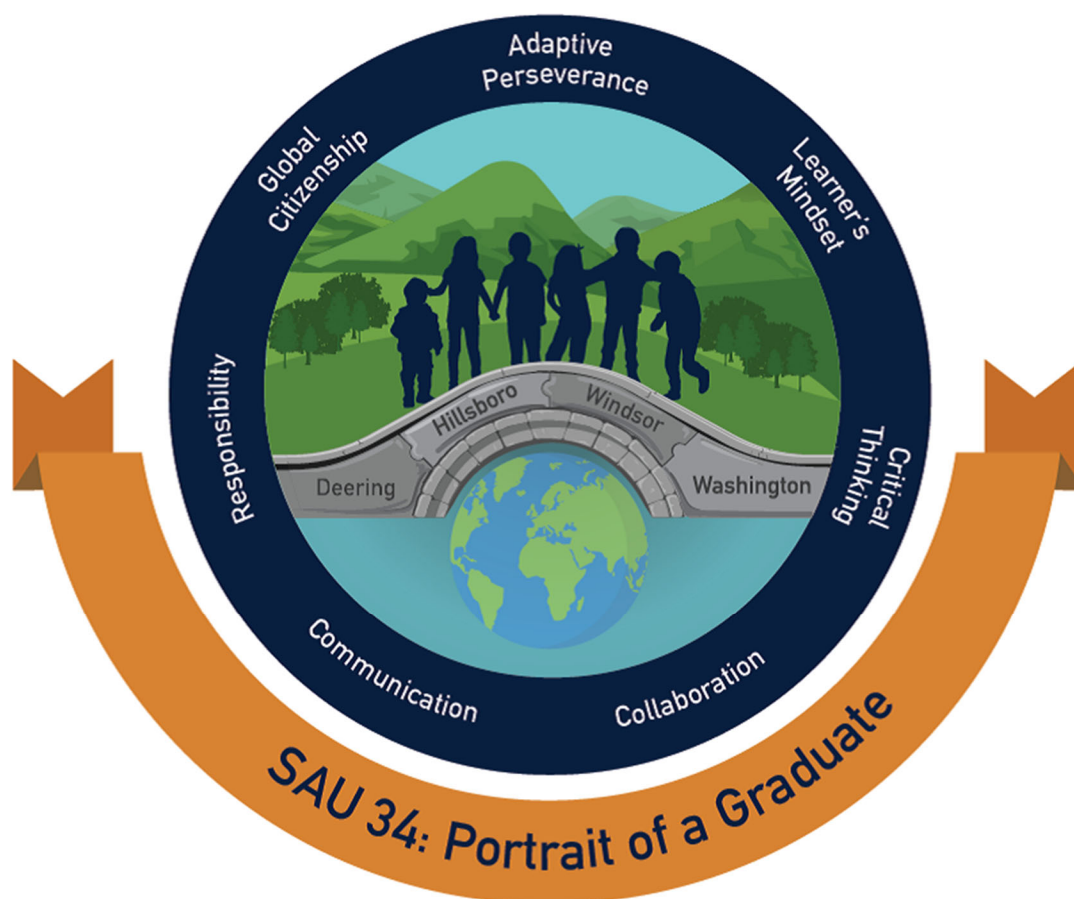
### Hillsboro-Deering School Board Mission Statement

The mission of the Hillsboro-Deering School Board is to articulate and develop the educational goals of the community and to allocate community resources effectively and responsibly. It strives to create with educational professionals a dynamic learning environment in which all students are inspired to realize their individual potential, learn critical academic skills, develop intellectual curiosity and moral courage, and prepare to be active citizens.

### Hillsboro-Deering School Board Goals

1. Foster strong relationships and build partnerships with the community to promote engagement and support for the school district's students, programs, budgets, and initiatives.
2. Ensure efficient fiscal management to achieve the goals of the educational plans of the district.
3. Support professional development that aligns curriculum with state standards, advances best instructional practices and broadens the district assessment repertoire to improve student achievement.
4. Advocate raising the level of literacy, critical thinking, problem solving, cooperative learning and overall academics for all students, and determine how to best assess student progress.
5. In order to have effective board meetings, we shall:
  - Remain consistent in our practice to ensure that each board member has the opportunity to speak and be heard.
  - Engage in productive, task-oriented discussion.
  - Establish a practice to respond to questions from the public.

## School District Vision and Portrait of the Graduate



### School District Mission

In partnership with our communities and families, SAU 34 empowers all students to grow in safe and caring learning environments that inspire creativity, curiosity, and connection.

## **Introduction to the Annual Strategic Plan Report**

After the tumultuous events of 2020 and 2021 created unprecedented conditions for teaching and learning, the spring and summer of 2021 brought hopes and expectations that the 2021-2022 school year would be able to open with a return to pre-pandemic settings and systems. Unfortunately, the new variants and surging case counts both locally and across the country in late summer dictated that the school community needed to make rapid adjustments and the year once again began with restricted gatherings and careful monitoring of pandemic conditions. Both the fall and winter saw significant waves of virus, which in turn impacted staffing and school attendance. As conditions improved during the spring it was with great joy and excitement that the Hillsboro-Deering Schools were able to host Family Fun Fest and finally bring the full school community together for an in-person event celebrating our connections with community agencies and highlighting accomplishments and opportunities.

Strategic Planning is an essential foundation for progress, it ensures that our purpose is aligned to our vision and provides a clear plan for making that vision a reality. The SAU 34 Strategic Plan was adopted in the Spring of 2020 and lays out goals and objectives for the next five years. The SAU 34 Strategic Plan identifies three priority areas: Culture, Learning Environment, and Student Success. The goals and objectives for each Priority Area create a road map for the district to follow. This road map is used to identify and prioritize tasks and allocate resources.

Using the Strategic Plan as a framework, the following report outlines the work done in each of the three priorities areas during the 2021-2022 school year and identifies the intended next steps toward meeting the plans goals and objectives by the end of the 2024-2025 school year. Neither the 2020-2021 nor the 2021-2022 school years unfolded the way we envisioned as we developed the strategic plan, but the plan provided us with the guidance we needed to persist in moving forward. We deeply appreciate the involvement of the entire school community as we continue to make progress and strengthen our schools so that our students are fully prepared to grow, develop, and discover their path.



Ashley B.  
H-DHS  
2D Art  
"Mandala"

## STRATEGIC PLAN REPORT

### Progress, Challenges and Plans for Each Priority Area

#### Priority Area - Culture

Staff and students thrive in positive learning and work environments where they feel physically, psychologically, and emotionally safe and connected; supported; reasonably autonomous; and driven by a strong sense of purpose and meaning.

**Goal:** SAU 34 will develop and maintain a welcoming environment that supports the tenets of the Portrait of a Graduate, ensuring students, staff and families feel valued, safe and supported to foster a responsive and high achieving culture.

**Objective 1:** SAU will foster an empathetic culture that respects and values all individuals and focuses on a culture of continuous improvement based on the Portrait of a Graduate tenets.

**Objective 2:** SAU 34 will genuinely engage all stakeholders in a collaborative culture of learning and continuous improvement.

**Objective 3:** SAU will promote a culture of health and wellness for all members of the school community

**Objective 4:** SAU will research and implement practices and identify resources that promote positive student behavior.

**Objective 5:** SAU 34 will develop and implement an embedded professional development program that will include strategies and supports for fostering a positive and empathetic culture that prioritizes relationship building, responsiveness and continuous improvement by June 2022.

**District Wide** the goal is to develop and maintain a welcoming environment that supports the tenets of the Portrait of a Graduate, ensuring students, staff, and families feel valued, safe, and supported to foster a responsive and high achieving culture. This is the core of SAU 34.

Across the state of New Hampshire, school districts have been working on creating a multi-tiered system of support (MTSS) to help address the needs of students. MTSS involves three “tiers” of support, which together provide a wide range of intervention that help students obtain the skills they need to be ready to learn.

In all SAU 34 schools, we have been working on developing our MTSS for several years. Our efforts have focused on offering supports and services that address students’ academic needs (MTSS-A), as well as their social, emotional, behavioral, and health needs (MTSS-B).

A multi-tiered system of support includes three “tiers” of intervention. Tier 1 is perhaps the most important tier because it includes activities that are available to all students and have the most impact on the growth of skills and overall wellness. Tier 2 focuses on developing specific skill sets for students who need more practice. Tier 3 activities are customized to the needs of individual students, such as counseling services or an alternative learning plan. The creation of our MTSS-B structure has been heavily supported by the Project AWARE grant. SAU 34 Mental Health and Wellness Teams have established partnerships and connections with local providers, increasing access for all members of our school community.

## Hillsboro-Deering 2022 Annual Report

Additional information about MTSS-B can be found on the New Hampshire Department of Education website: <https://www.education.nh.gov/who-we-are/division-of-learner-support/bureau-of-student-wellness/office-of-social-and-emotional-wellness/mtssb>

SAU 34 prioritized keeping schools open, clean, and safe during the 2021-2022 school year. The School Nursing Team was an essential part of meeting that goal. The school nursing team actively collaborated with the New Hampshire Department of Public Health Services and the building administrative teams to implement the health and safety protocols recommended by the New Hampshire Department of Health and Human Services and the Centers for Disease Control, as outlined in the districts re-entry and pandemic response plans. The team also continued to participate in and develop programs to promote the overall health and safety of students, school personnel, and families. These programs included: onsite sports physicals, staff wellness challenges, vaccine clinics, and onsite CPR/AED and first aid training. The team continued to partner with community organizations such as the Lion's Club, Moose Club, and Knights of Columbus to organize "coats for kids", free on-site physicals, eye exams and glasses.

Through reflective practice and guided by objectives of the strategic plan, the district leadership team maintained a focus on creating a quality, high performing, and personally rewarding culture for the district and in each individual school. The cultural focus of the work is to center the health and wellness of each member of the school community and provide support for physically, mentally, and emotionally healthy and balanced living. SAU 34 continued to develop community outreach and expand those efforts so that the greater community has an accurate picture of the tremendous work that is happening all across the district. The culmination of these efforts was the Family Fun Fest and BBQ in the Spring. This highly successful and extremely well attended event provided the opportunity for all members of the school community to reconnect and celebrate.



**Hillsboro-Deering Elementary School** emphasizes the essential nature of the connection between the school and families. H-DES utilized a bi-monthly family newsletter to share information about the school goals, events, opportunities, and academic programming. They also regularly posted highlights and celebrations to the school Facebook page and twitter hashtag, #HDESPride.

One of the Priority Goals established in the H-DES Comprehensive School Improvement (CSI) Plan states that by June of 2022, H-DES will increase behavior support systems, practices, and instruction at

## Hillsboro-Deering 2022 Annual Report

the classroom and schoolwide levels, that encourage a focus on learning and self-regulation, address student social-emotional needs, and decrease classroom and school community disruptions by developing a consistent social-emotional support structure and a system to monitor behaviors and interventions. Building off of the work done in the 2020-2021 school year, and supported by both the Project Aware and CSI Grants, staff worked with a consultant to deepen their understanding of the characteristics of a quality, high performing, and personally rewarding culture, and how that in turn impacts students and supports the focus on learning and self-regulation for students. This, combined with a staff and student focus on H-DES C.A.R.E.S (Cooperation, Assertion, Responsibility, Empathy, and Self-Control) provided a full school community focus and resulted in clear norms for staff and students alike.



**Hillsboro-Deering Middle School** made a concerted effort to return to many of their traditions and celebrations, and although it was still necessary to implement health and safety protocols and procedures, H-DMS was able to enjoy many events and activities, including the Turkey Trot, Winter Carnival Competitions, and a wonderful Eighth Grade Celebration Night, just to name a few. A new addition was Quest Day, held in April. Quest Day was a building-wide opportunity for students to choose from 17 different participation options to explore new topics and experiences ranging from a climbing wall to an art museum field trip. This highly successful all school event supported the school's focus on building relationships and developing connections across the school community.

As part of the Multi-Tiered System of Supports for Behavior (MTSS-B) work supported by the Project Aware Grant H-DMS utilized data collected through the year to analyze student behavior concerns and craft interventions to meet individual student needs. The staff also spent a great deal of time developing the PAWS curriculum with a focus on self-regulation supporting the social emotional needs of all students. Grade level teams used newsletters and frequent contact with families to strengthen family school connections to best support students.

In the spring of 2022 H-DMS partnered with WestEd to conduct a comprehensive needs assessment that included classroom observations, interviews with all staff and administration, parent surveys, and student input. The data from this needs assessment is being utilized to develop an action plan targeting the identified needs. This is in conjunction with the data team work also supported by WestEd. The



# Hillsboro-Deering 2022 Annual Report

analysis and planning began in June of 2022 and continued through the summer.

**Hillsboro-Deering High School** through the support of the Project Aware Grant and as part of the overall implementation of a Multi-Tiered System of Supports for Behavior (MTSS-B), H-DHS developed the Hillcat Zone program. The Hillcat Zone provides Tier 1 and Tier 2 services to support the social, emotional, and behavioral needs of students. The Zone staff member supports and coaches students with their academic and behavioral needs, and also supervises the in-school intervention program. The Project Aware Grant supported the full cost of this program in FY22. During the 2021-2022 academic year, The Zone logged over 4,000 visits, with 75% of the H-DHS student population accessing the program's support.

Although necessary health and safety protocols and procedures were in place, the staff and students at H-DHS were able to reestablish some of the rituals and routines that build a sense of shared community. The return of Winter Carnival competitions and a traditional Prom were milestones for the school community. The H-DHS Class of 2022 celebrated their accomplishments with the Graduation Parade supported by all of the local fire and police departments, and a beautiful commencement ceremony.



### Priority Area - Learning Environments

Few investments serve as such high-profile demonstrations of how we value the education of our students as the facilities we use. The facilities in which we spend our time together provide daily cues and clues that affect the learning and work cultures for students and staff, respectively.

**Goal:** SAU 34 will provide and maintain facilities that support a high quality, future focused, teaching and learning environment that allows multiple educational opportunities.

**District Wide** the goal is to provide and maintain facilities that support a high quality, future focused, teaching and learning environment that allows multiple educational opportunities. This is both the physical and virtual learning environment.

The Hillsboro-Deering School District prioritized keeping the schools open, clean, and safe during the 2021-2022 school year, continuing to align practices and procedures with EPA regulations and CDC and

## Hillsboro-Deering 2022 Annual Report

NH DHHS Guidance.

During the 2021-2022 school year the district continued a number of infrastructure improvements that began the year before, upgrading student and teacher devices, replacing outdated and obsolete equipment, purchasing furniture for outdoor learning spaces, and upgrades to air handling, hot water systems, and the general infrastructure of the buildings. Touch screen displays were installed in all elementary school learning spaces, and the intention is to complete the touch screen installation in the middle and high schools by the end of the 2023-2024 school year. A great deal of effort was put into securing approval and planning for extensive HVAC upgrades, roof replacements, and the creation of outdoor learning spaces, all of which began at the end of June 2022. The ESSER (Elementary and Secondary Schools Emergency Relief Fund) grant programs and some of the other federal grants provided the district with the overwhelming majority of funding for these projects.

**Hillsboro-Deering Elementary School** a great deal of work was done to prepare the elementary school for the extensive HVAC and roofing projects scheduled for the summer of 2022. Pneumatic controls were replaced for 12 classrooms. During the 2021-2022 school year H-DES continue to utilize a modified lunch configuration to limit the spread of germs to the greatest extent possible while prioritizing keeping the school open and safe. The touch screen displays were brought on line and integrated into daily classroom routines. Every student at H-DES has access to an individual device for learning. Most students utilize Chromebooks, and there is a rotation in place to ensure replacement costs are balanced from year to year.

**Hillsboro-Deering Middle School** courses continued to utilize Google Classroom as a Learning Management System (LMS). This tool helps streamline communication between students, staff, and families. H-DMS was able to use some of the grant funding to purchase new classroom furniture designed to promote flexibility, allowing for both distancing and collaborative work. Air condensing units were replaced, creating more comfortable conditions for learning and teaching. The existing water fountains were replaced with the recommended units that combine a drinking fountain with a water bottle filling station, both filtered.

**Hillsboro-Deering High School** courses continued to utilize Google Classroom as a Learning Management System (LMS). This tool helps streamline communication between students, staff, and families. The domestic hot water project was completed at the high school, but several upgrades, including replacing the aging boilers and necessary HVAC repairs and upgrades are not yet scheduled. The middle and high school continue to utilize shared space, which has increased the experiential learning opportunities at the high school to include Foods and Wood Technology courses. After a two year delay made necessary by the pandemic, the high school and district administration were finally able to schedule the first tour of a CTE (Career and Technical Education) program, which provided data for planning future program development.



Alexis R.  
H-DHS  
2D Art  
Tiger Eyes



### **Priority Area - Student Success**

Every student deserves an exceptional education—one grounded in purposes larger than themselves, regular and meaningful opportunities for self-determination, feedback about the increasing difference they are making in matters important to them, and growing relationships.

**Goal:** SAU 34 will provide high quality educational opportunities for all students that foster the acquisition of critical academic skills, embedding the tenets identified in the Portrait of a Graduate (adaptive perseverance, responsibility, learner’s mindset, global citizenship, communication, critical thinking and collaboration), meeting the expectations for success in post-secondary education and the workplace.

**Objective 1:** SAU 34 will develop and implement curriculum frameworks that integrate all content standards including career and technical education with Portrait of a Graduate tenets throughout PreK-12 as evidenced by the development and completion of the same by 2025.

**Objective 2:** SAU 34 will develop and implement an equitable and balanced assessment program that supports and informs instructional practices to ensure progress towards student proficiency of the integrated curriculum frameworks, by 2025.

**Objective 3:** SAU 34 will evaluate current programming and develop additional educational opportunities outside the traditional classroom setting.

**Objective 4:** Examine, develop and implement career and technical education experiences for all students, grades 6-12.

**Objective 5:** SAU 34 will develop and implement an embedded professional development program annually that will include instructional strategies and supports for delivering equitable access to the integrated curriculum frameworks informed by the balanced assessment program.

**District Wide** the goal is to provide high quality educational opportunities for all students that foster the acquisition of critical academic skills, embedding the tenets identified in the Portrait of a Graduate (adaptive perseverance, responsibility, learner’s mindset, global citizenship, communication, critical thinking and collaboration), meeting the expectations for success in post-secondary education and the workplace. A huge element of student success is professional development programming. In alignment with the strategic plan, high quality, job-embedded professional development and learning opportunities are provided for all district staff. For the second year, a number of staff members from across the district produced professional development videos for their colleagues. These videos highlighted effective instructional practices and demonstrated a range of digital instructional tools. This library of professional development videos is available to all staff, and was highlighted during the opening days professional development programming. Additional resources and zoom presenters were mixed with building specific, in-person professional learning opportunities. Staff and administration from across the district participated in additional professional development opportunities throughout the course of the school year. This work is primarily funded through the careful use of federal grants.

Student assessment scores are a combined result of the established curriculum, instructional practices, and student engagement in learning. A thorough evaluation of our assessment data trends show there is no question that change is necessary, and guided by the strategic plan, that work moves forward. The type of progress our students deserve takes hard work and dedication, coupled with careful planning and consistent monitoring. The reality is that systemic success is a coordinated effort. At a minimum, student achievement across SAU 34 should be on par with their same age peers across the state, that is

## Hillsboro-Deering 2022 Annual Report

currently not the case, though we are seeing pockets of improvement. Student learning is a process, with each year building on the learning of the previous year. The success of twelfth grade students is clearly built on the foundation of skills developed in early learning. As we build toward systemic success, educators continue to identify areas of individual need for students and use building level strategies to implement targeted supports, in order to meet current students at their academic level and build the scaffolding they need to make growth. The district wide implementation of the iReady diagnostic for reading and math provides a consistent measure of student academic status, with embedded resources and strategies to support growth.

Starting in the 2021-2022 school year, both the middle and high school had new courses centered on experiential and project based learning. Work on the strategic plan aligned and goal focused PK-12 Curriculum Framework continued. This exciting work will create and implement a user friendly, resource rich curriculum website that shows the progression of the Portrait of a Graduate PK-12 that will be fully functional by June of 2025.



**Hillsboro-Deering Elementary School's** Comprehensive School Improvement Plan (CSI) had two priority goals focused on student success. The first states by June 2022, H-DES Administrators will make performance expectations clear to staff and improve structures and opportunities for teachers to receive training, coaching, and feedback by effectively implementing the current evaluation plan. The second states by June 2022, H-DES will increase alignment of the curriculum, instruction, and assessment to standards to improve consistency of instructional rigor and academic expectations within and across classrooms and allow for teachers and support staff to develop expertise with innovative and engaging instructional practices across the curriculum by implementing a Professional Learning Community (PLC) that results in improved student learning.

Through the CSI process H-DES has partnered with two educational consulting organizations, Demonstrated Success and West Ed. The cost of these consultants is fully covered by the CSI process and does not impact the district budget. H-DES, supported by WestEd developed Curriculum Maps for math and reading and began the process for science and social studies. These maps provide a foundation for the planning and preparation of daily instruction, and will be part of the full PK-12 Curriculum Framework website. H-DES staff and administration have engaged in a wide range of professional development opportunities targeting instructional practices and developing effective classroom culture. Utilizing this training, H-DES instructional staff and the administrative team have increased the use of reflective practices to improve instruction and learning outcomes. H-DES was first identified as a CSI School in 2018 and due to the pandemic the spring NH SAS (New Hampshire Statewide Assessment System) administration was the first opportunity for schools to demonstrate

## **Hillsboro-Deering 2022 Annual Report**

improvement and exit the program. The New Hampshire Department of Education announced on Thursday, November 10, 2022, that Hillsboro-Deering Elementary School met the criteria to exit CSI Status. This is a solid indicator that progress is being made, and improvement is happening.

H-DES continued to provide tutoring for students both during and outside of the regular school day. Many students worked one-on-one with certified educators in the areas of reading, writing, and mathematics. Expanded individual and small group tutoring is a research supported intervention to support students and assist in closing gaps in student learning. H-DES continues to work on personalizing instruction for students during Response to Intervention (RtI) times, providing additional opportunities to both address learning gaps and provide enrichment opportunities.

**Hillsboro-Deering Middle School** implemented a revised schedule during the 2021-2022 school year. The revision allowed for longer core class periods, daily WIN (What I Need) time for students, and the opportunity for eighth grade students to have a choice of electives including the new additions of Maker Space, Introduction to World Language, and Wellness. With the generous support of the Duncan-Jenkins Trust the H-DMS was able to host multiple educational programs and guest speakers including Junk to Funk, Animal Adventures, and visiting artist Marek Bennet. These experiences support and enhance the curriculum in all three grade levels.

The grade level teams at H-DMS share resources and support students in a systematic and collaborative process. The teams utilize data from the iReady diagnostics and other assessments to create instruction groups for WIN and provide interventions targeted to individual students' needs. Each grade level met regularly as a team to collaborate, plan and work with the schools administrative and mental health teams to coordinate efforts to support students.

In the spring of 2022 H-DMS partnered with WestEd to conduct a comprehensive needs assessment that included classroom observations, interviews with all staff and administration, parent surveys, and student input. The data from this needs assessment is being utilized to develop an action plan targeting the identified needs. This is in conjunction with the data team work also supported by WestEd. The analysis and planning began in June of 2022 and continued through the summer.



**Hillsboro-Deering High School** continues to expand instructional programming to provide interest based programming aligned to the Portrait of a Graduate that will support students' ability to meet the expectations for success in post-secondary education and the workplace. New courses offered in the 2021-2022 school year included Foods and Wood Technologies, these courses are in direct response to student interest and align with the strategic plan goals of providing more hands-on, career focused

## Hillsboro-Deering 2022 Annual Report

opportunities and expanding both student voice and choice in instructional programming.

The high school Extended Learning Opportunities (ELO) program continues to expand and be an incredible opportunity for students outside the traditional classroom experience. During the 2021-2022 school year over 80 students participated in ELOs, earning credit toward graduation exploring a wide range of topics including communications, photography, auto repair, world languages, sculpture, aviation, music composition, and welding. At the end of the year students were able to display their learning at the first ever H-DHS ELO Fair.

H-DHS staff and administration pursued a range of professional development, including the St Johnsbury Advanced Placement Institute for Literature and Composition, Analyzing Teaching for Student Results, Nonviolent Communication, NHAHPERD Annual Conference, and Young Adult Literature Workshop. The pursuit of professional development informs teacher practice, providing students with richer educational opportunities.

The Hillsboro-Deering Hillsboro DECA team earned the THRIVE level DECA chapter award, the highest award for chapters and earned Gold Certification for their school store, The Hillcat Corner. Both awards were only earned by three high schools in the state of New Hampshire during the 2021-2022 school year. H-DHS students once again earned recognition at the Scholastic Art Awards of New Hampshire, earning both Silver Key and Honorable Mention awards at the prestigious event.

Respectfully Submitted,  
Jim O'Rourke, Principal  
Hillsboro-Deering High School

Marc Peterson, Principal  
Hillsboro-Deering Middle School

Robin Whitney, Principal (PK-2)  
Hillsboro-Deering Elementary School

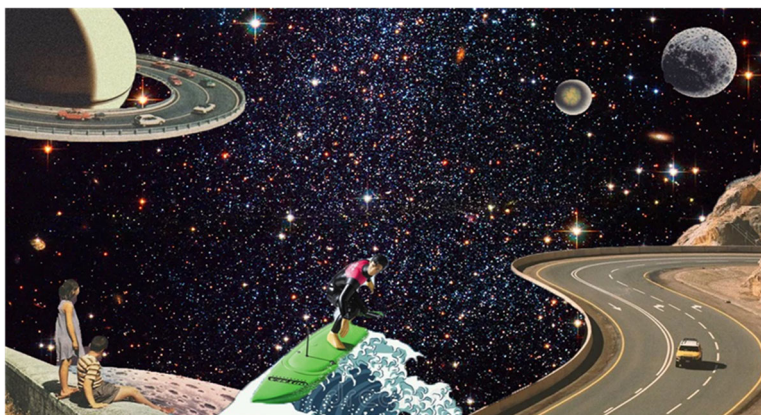
Craig Roach, Principal (3-5)  
Hillsboro-Deering Elementary School

Stacey Vazquez  
Director of Student Support Services

Jeni Laliberte  
Director of Curriculum, Instruction and Assessment

Grant Geisler  
Business Manager

Jennifer L. Crawford  
Superintendent of Schools



Blake D., H-DHS, Photography, "Surreal Montage"

# Duncan-Jenkins Trust

A Charitable Trust Supporting Teachers and Students  
Of the Washington and Hillsboro-Deering School Districts

PO Box 762  
Henniker, N.H. 03242  
(603)856-5600

**Grant Committee:**

Jennifer Crawford, Superintendent SAU #34  
Jessica Morris, Hillsboro-Deering School Board  
Linda Musmanno, Washington School Board  
Jed Schwartz, Public Member  
Patricia Parenteau, Public Member  
Douglas S. Hatfield, Trustee

## 2022 Report of the Trustee

As the country slowly but surely returns to some semblance of normal after the COVID pandemic, I'm encouraged by the uptick in grant applications received in 2022. Although the number of applications has not returned to the pre-pandemic levels, we received 25 applications for Student Enrichment grants, and 65 applications for Teacher Enrichment grants in 2022. The Grant Committee awarded more than \$58,600.00 in Student Enrichment grants, over \$115,000.00 in Teacher Enrichment grants, and more than \$310,000.00 in Scholarships in 2022.

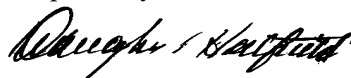
Once again, the 8th graders were able to travel to Washington, DC, in the Spring, and in-school programs and presentations returned to the classrooms. Teachers were able to attend conferences and professional workshops, and to travel to locations all across the United States and to foreign countries as well.

In spite of a tumultuous year in the stock market, the investments performed well overall, and the Trust will have over \$235,000 available for scholarships in 2023. We are hopeful that graduating seniors and students already attending college will avail themselves of the opportunity to apply for scholarships in 2023.

I am pleased to announce that, at the December 2022 meeting, the Grant Committee members voted to establish the Ron and Grace Jager Future Educators Scholarship - to be awarded to a graduating senior who will major in education. This \$2,500.00 scholarship will be awarded in addition to any other scholarship for which the student may be eligible. The Grant Committee felt that this would be an appropriate recognition of the Jagers' considerable contribution to the creation of the Duncan-Jenkins Trust, and their years of dedicated service on the Duncan-Jenkins Trust Grant Committee.

As I've said before, the Duncan-Jenkins Trust has had a profound and positive impact on the quality of education within the Hillsborough-Deering and Washington schools, and I look forward to carrying on the objectives of the Trust in the coming year.

Respectfully submitted,



Douglas S. Hatfield, Trustee

## Hillsboro-Deering 2022 Annual Report

### Hillsboro-Deering Cooperative School District Deliberative Session Minutes FEBRUARY 5, 2022—9:00 am Hillsboro-Deering High School Gymnasium

School District Moderator John Segedy opened the meeting at 9:12 am and made introductions: School Board members; Chair Herla Iadonisi, Vice Chair Paul Plater, Chris Bober, Jessica Morris, Heidi Welch; School District Clerk Megan Shower, Superintendent Patricia Parenteau, Legal Counsel Matt Upton, and Business Manager Mary Henry.

Paul Plater then led the Pledge of Allegiance.

**ARTICLE 1. Election of Officers:** To choose by nonpartisan ballot the following School District officials:

One School Board Members At Large for three year terms

Michael F. Kenney

Danielle Pelletier

Michael Luciano

Richard Pelletier

One School Board Member from Deering for 3-year term

Chris Bober

Betsy Harrington

One Moderator for a one year term

John Segedy

**ARTICLE 2. Set Salaries of School Board, Agents/Officers**

Shall the Hillsboro-Deering School District set the salaries of the School Board and compensation of any other officers or agents of the District as printed in the 2022-2023 Budget?

School Board Chair	\$1,800
School Board Members	\$1,000 each
School Treasurer	\$5,000
District Clerk	\$100 per meeting
Moderator	\$90 per year
Ballot Clerks	\$10 each per voting session

Recommended by School Board

Presented by Paul Plater noting an increase of the treasurer's pay of \$1,600.

**A. Questions/Comments**

1. Andrew Morris from Hillsborough

- a. Would like the microphones turned up because it is difficult to hear the people speaking.

**ARTICLE 3. Operating Budget**

Shall the voters of the Hillsboro-Deering School District raise and appropriate as an operating budget, not including appropriations by special warrant articles and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$23,775,573 (twenty-three million, seven hundred seventy-five thousand, five hundred and seventy-three dollars)? Should this article be defeated, the default budget shall be \$23,624,145 (twenty-three million, six hundred twenty-four thousand, one hundred forty-five dollars), which is the same as last year, with certain adjustments required by previous action of the school district or by law; or the School District may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only. (Funding the operating budget for 2022-2023 but

## Hillsboro-Deering 2022 Annual Report

does not include appropriations in other warrant articles, except Article #2) Recommended by School Board

Presented by Herla Iadonisi who gave an overview of the school board's mission, goals and budget. Key factors include an increase in salaries and health insurance; and a decrease in Special Education out of district costs. The proposed budget reflects only a 0.57% increase over the FY2022 budget.

### A. Questions/Comments

#### a. Riche Colcombe from Hillsborough

##### i. School Resource Officer

1. The resource officer was removed from the budget last year, but the school still had the resource officer in the school

a. The town of Hillsborough paid for this resource officer, and the town of Deering did not pay for this service.

2. Requests the School Board to add the school resource officer back into the school budget so that the cost of this service is shared between both Hillsborough and Deering, and take it out of the town budget.

### B. Motion on Article 3

#### a. Iadonisi moved to restrict reconsideration of Article 3. Bober seconds.

##### i. Discussion

##### 1. Riche Colcombe from Hillsborough

a. If this article is restricted, and does not put the resource officer back into the school budget, will the school be expecting the town to provide a school resource officer?

##### 2. Betsy Harrington from Deering

a. Believes that this article should be brought up again for reconsideration.

##### ii. Vote to restrict consideration

1. Motion to restrict consideration passed by general majority of voting members of the community present.

The Moderator addressed the concern from a member of the community whose vote was not included in the previous vote to restrict reconsideration of Article 3. Counting the 1 vote from the other room, the original vote stands as "passed" because the single vote added to the votes against the motion to restrict does not overturn the previous vote.

## ARTICLE 4. Appropriation for Food Service and Federal / State

Shall the Hillsboro-Deering School District raise and appropriate \$1,862,000 for the support of school projects as follows: \$700,000 (seven hundred thousand dollars) for Food Service and, \$1,162,000 (one million, one hundred sixty two thousand dollars) for Federal and State projects? Such sum to be off set by school lunch sales and State and Federal grants. Majority vote required. Recommended by School Board

Presented by Chris Bober

### A. Questions/Comments

#### a. None

## ARTICLE 5. Appropriation for SAU Budget

Shall the voters of the Hillsboro Deering School District adopt a School Administrative Unit budget of \$1,209,921 (one million, two hundred and nine thousand, nine hundred twenty-one dollars) for the forthcoming fiscal year in which \$1,023,413 (one million twenty-three thousand, four hundred thirteen dollars) is assigned to the school budget of this district? This year's alternative budget of \$1,200,961 (one million, two hundred thousand, nine hundred and sixteen-one dollars) for the forthcoming fiscal year in which \$1,015,834 (one million, fifteen thousand, eight hundred thirty-four dollars) is assigned to the



## Hillsboro-Deering 2022 Annual Report

school budget of the district, will be adopted if the article does not receive a majority vote of all school district voters in the School Administrative Unit. Recommended by the School Board.

Presented by Paul Plater who noted that the approved SAU budget is proportionally split between Hillsboro-Deering, Washington and Windsor School Districts. Each district has an SAU budget article on their warrant for their apportionment.

### A. Questions/Comments

#### a. Riche Colcombe from Hillsborough

i. Last year, she believes that we voted this down. We asked to be provided with a breakdown of what is included in the SAU #34 budget. It is very hard to approve a budget increase without details.

#### 1. Response to comment by Superintendent Parenteau

a. We have done multiple webinars on how the SAU 34 budget is put together, and what is included. The budget and timeline is also posted in this room and online available for the public to review.

No action taken.

## ARTICLE 6. Collective Bargaining Agreement

To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Hillsboro Deering School Board and the Hillsboro-Deering Federation of Teachers (AFT Local #2348) which calls for the following increases in salaries and benefits at the current staffing level:

### Fiscal Year Estimated Increase

2022-2023 \$300,065

2023-2024 \$314,006

2024-2025 \$326,955

And further to raise and appropriate \$300,065 for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the most recent collective bargaining agreement over those that would be paid at current staffing levels. (Majority vote required)  
Recommended by School Board

Presented by Chris Bober reviewed the school boards goals for negotiations and the contract changes; 3 year contract, 2-5% increase to salary steps, evergreen will be grandfathered, top step employee receives \$1,000, class period substitution rate increase from \$40 to \$55, members pay 1% more towards health insurance premium, increase penalties for contract termination after May 15th.

### A. Questions/Comments

#### a. Elizabeth Kirby from Deering

i. Is very concerned about the test scores of our children. Does not understand why teachers are getting a raise if the performance of the students is not improving.

#### 1. Response to comment

a. Test scores are important, but they are not the entire picture.

#### b. Rich Pelletier from Hillsborough

i. Would like to congratulate the school board on the Evergreen stipulation in the contract.

ii. For the people on the top step, do they get an additional \$1,000 each year?

iii. The CBA states - Top step employees will get an additional \$1,000 regardless of a new CBA being passed - What does this mean?

#### 1. Response to comment

a. The \$1,000 for the top step employees will only be for 1 year.

#### c. Betsy Harrington from Hillsborough



## Hillsboro-Deering 2022 Annual Report

- i. How are we going to spend our money wisely, and not just give more money to the teachers or administrators who are not doing well?
  - ii. Understands and supports the top step additional \$1,000 as a way to keep our best teachers.
  - iii. Also feels that we need to get rid of the teachers who are not performing well.
- d. Elizabeth Kirby
  - i. Why approve across the board raises?

No action taken.

### **ARTICLE 7. If Article #6 is Defeated**

Shall the School District, if Article # 6 is defeated, authorize the School Board to call one special meeting, at its option, to address Article 6 cost items only? (Majority vote required)

Recommended by School Board

Presented by Paul Plater noting that this authorizes a second voting session on just the CBA. Atty. Upton clarified that the statute does not specify a time period.

A. Questions/Comments

- a. None

No action taken.

### **ARTICLE 8. Fund Special Education Expendable Trust**

Shall the Hillsboro-Deering School District vote to raise and appropriate up to \$50,000 (fifty thousand dollars) to be added to the Special Education Expendable Trust Fund previously established? This sum to come from the Jun 30, 2021 unassigned fund balance available for transfer after July 1, 2022. No amount to be raised from taxation. Recommended by the School Board

Presented by Heidi Welch noting that the balance of the fund is \$615,849 and that one student can cost more than \$500.000 per year.

A. Questions/Comments

- a. None

No action taken.

### **ARTICLE 9. Fund School Building Maintenance Expendable Trust**

Shall the Hillsboro-Deering School District vote to raise and appropriate up to \$150,000 (one hundred fifty thousand dollars) to be added to the School Building Maintenance Fund previously established? This sum to come from the Jun 30, 2022 unassigned fund balance available for transfer after July 1, 2022. No amount to be raised from taxation. Recommended by School Board

Presented by Jessica Morris who explained that the fund was established in 2004 by a vote of the tax payers. The balance of the fund is \$185,246 and there have been 2 deductions from the fund in 2016 and 2017. The fund will be used to fund the Capital Improvement Plan, giving the board flexibility to meet project needs as priorities change.

A. Questions/Comments

- a. Riche Colcombe from Hillsborough
  - i. Would like to know why we are being asked to approve \$150,000 for this fund.
    - 1. Response to Comment
      - a. In the past, we have asked for money to be put into multiple funds. Feels that putting this money into a single fund, enables the Board to cover various projects when they need to be addressed.
    - ii. If we have a heating, ventilation and air conditioning (HVAC) fund, why are we putting money into this fund for the same types of projects?
      - 1. Response to comment

## Hillsboro-Deering 2022 Annual Report

a. The HVAC fund would be used first for any HVAC projects, and then if needed, this trust would be used to cover the balance.

b. Betsy Harrington

i. We got a lot of money from the ESSER funds to cover these types of projects. Feels that this money is not needed this year for the maintenance fund.

1. Response to comment

a. ESSER funds will be able to cover this, but we have more projects than money to cover them. 20% of the ESSER funds are required to be spent on students, so while we received ESSER money, it is not enough to cover all of the projects.

c. Riche Colcombe from Hillsborough

i. Why would we fund this trust when we already have separate funds for HVAC, Paving, and Roofing funds?

1. Response to comment

a. Those funds will be used for what they are designated for, but ultimately it is the goal of the Board to phase out those funds and put the money needed in a single fund to provide more flexibility to cover priority maintenance needs as they arise.

No action taken.

### ARTICLE 10. Fund Technology Expendable Trust

To see if the school district will vote to raise and appropriate up to \$2,500 (two thousand, five hundred dollars) to be added to the Technology Expendable Trust Fund previously established. This sum to come from June 30, 2022 unassigned fund balance available for transfer on July 1, 2022. No amount to be raised from taxation. Recommend by School Board

Presented by Heidi Welch noting the current fund balance is \$102,121.

A. Questions/Comments

a. Betsy Harrington from Deering

i. We have now done the same thing twice, how do we fund these if there is no money left over?

1. Response to comment

a. The trusts are funded in priority order, as numbered in the warrant, from the money remaining in the unassigned fund balance.

No action taken.

### ARTICLE 11. Accept Annual Reports

Shall the Hillsboro-Deering School District accept the reports of agents, committees and officers chosen as printed in the Annual Report? Recommended by School Board.

Presented by Herla Iadonisi - it was clarified that by statute the annual report must be made available 7 days prior to ballot voting; it will be available earlier on the school district's website.

A. Questions/Comments

a. None

No action taken.

Meeting adjourned at 10:34am.

Respectfully Submitted,

Megan Shower

Hillsboro-Deering School District Clerk

## Hillsboro-Deering 2022 Annual Report

### Hillsboro-Deering Cooperative School District Election Results of March 8, 2022

#### One School Board Member – At Large– 3 yrs.

	Hillsboro	Deering	Total
<b>Michael F. Kenney</b>	<b>141</b>	<b>122</b>	<b>263</b>
<i>Danielle Pelletier</i>	72	30	102
<i>Michael Luciano</i>	136	34	170
<i>Richard Pelletier</i>	162	78	240

#### One School Board Member – from Deering– 3 yrs.

<b>Chris Bober</b>	<b>280</b>	<b>124</b>	<b>404</b>
<i>Betsy Harrington</i>	203	158	361

#### Moderator

<b>John Segedy</b>	<b>422</b>	<b>216</b>	<b>638</b>
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Articles	Yes			No			Re-sult
	Hills-boro	Deering	Total	Hills-boro	Deering	Total	
<b>2 - Compensation of School District Officers</b>	416	199	<b>615</b>	131	76	<b>207</b>	Passed
<b>3-School District Budget</b>	281	130	<b>411</b>	262	146	<b>408</b>	Passed
<b>4 – Raise and Appropriate State and Federal Aid</b>	388	183	<b>571</b>	159	95	<b>254</b>	Passed
<b>5 – SAU #34 Budget</b>	265	122	<b>387</b>	277	147	<b>424</b>	*Passed
<b>6 – Teacher’s Collective Bargaining Agreement</b>	266	135	<b>401</b>	272	142	<b>414</b>	Failed
<b>7- If #6 defeated, hold Special Meeting</b>	313	151	<b>464</b>	221	124	<b>345</b>	Passed
<b>8 - \$50,000 Special Education Trust Fund</b>	347	186	<b>533</b>	191	89	<b>280</b>	Passed
<b>9 - \$150,000 Maintenance Trust Fund</b>	346	175	<b>521</b>	190	103	<b>293</b>	Passed
<b>10 - \$2,500 Technology Trust Fund</b>	362	199	<b>561</b>	178	79	<b>257</b>	Passed
<b>12- Accept Annual Report</b>	447	211	<b>658</b>	81	59	<b>140</b>	Passed

s/s Megan Shower  
School District Clerk

*\*The passage of Article 5, the SAU #34 Budget, is determined with a majority vote of all school district voters in SAU #34 – Hillsboro-Deering, Washington (27 yes, 7 no) and Windsor (23 yes, 1 no). Total vote count 437 yes and 432 no; Article 5 passes.*

Hillsboro-Deering 2022 Annual Report

**Hillsboro-Deering Cooperative School District**  
**Articles 3, 5 & 6**  
**Ballot Recount Results of March 18, 2022**

Articles	Yes			No			Result
	Hillsboro	Deering	Total	Hillsboro	Deering	Total	
Recount of 3-School District Budget	281	130	411	263	146	409	Passed
Recount of 5 – SAU #34 Budget	265	122	387	277	147	424	*Passed
Recount of 6 – Teacher’s Collective Bargaining Agreement	266	135	401	272	141	413	Failed

s/s Megan Shower  
School District Clerk

**Hillsboro-Deering Cooperative School District**  
**Special Meeting**  
**Deliberative Session**  
**June 14, 2022 – 6:00 pm**  
**Hillsboro-Deering Middle School Cafetorium**

School District Moderator John Segedy opened the meeting at 6:01pm and made introductions: School Board members; Chair Chris Bober, Vice Chair Paul Plater, Jessica Morris, Heidi Welch; School District Clerk Pro Temp, Carol Fogarty (in place of Megan Shower), Superintendent Patricia Parenteau, Legal Counsel Matt Upton, and Business Manager Mary Henry.

Chair Bober then led the Pledge of Allegiance.

Moderator Segedy explained that because this article is regarding a negotiated collective bargaining agreement (CBA), the cost amounts cannot be changed or amended.

**Article 01** To see if the school district will vote to approve the cost items included in the collective bargaining agreement reached between the Hillsboro Deering School Board and the Hillsboro-Deering Federation of Teachers (AFT Local #2348) which calls for the following increases in salaries and benefits at the current staffing level:

Fiscal Year Estimated Increase  
2022-2023 \$280,465  
2023-2024 \$294,151  
2024-2025 \$279,790

And further to raise and appropriate \$280,465 for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the most recent collective bargaining agreement over those that would be paid at current staffing levels.

## Hillsboro-Deering 2022 Annual Report

Chair Chris Bober read the article and presented the information on the PowerPoint slides regarding the new proposed changes to the CBA since the March warrant and the items that remained the same as when proposed on the March warrant. The new proposed changes include a wage percentage decrease from 2.5% to 2.0% per year, evergreen language has been removed and longevity steps will increase by \$500.

Ballot voting is on July 12, 2022; for Hillsboro voters, 7am-7pm at the Hillsboro-Deering Middle School Cafetorium and for Deering voters, 8am-7pm at the Deering Town Hall.

Moderator Segedy called for questions or comments.

Riche Colcombe, Hillsborough, questioned the calculation of the 2% increase shown on slide 2 and asked for an explanation. Mary Henry stated that the current teacher salaries are already included in the FY23 budget, so the amount shown is only the amount of the step increase and the increased longevity, based on current staffing. Public access to the salary schedule will be provided.

With no other questions or comments, Moderator Segedy called for the deliberative session to adjourn at 6:12pm.

Respectfully Submitted,  
Carol Fogarty,  
Hillsboro-Deering School District Clerk, Pro Temp

### Hillsboro-Deering Cooperative School District Voting Results of Special Election held on July 12, 2022

Article	Yes			No			Result
	Hillsboro	Deering	TOTAL YES	Hillsboro	Deering	TOTAL NO	
<b>1 – Teacher’s Collective Bargaining Agreement</b>	202	95	297	65	56	121	Passed

s/s Carol Fogarty  
School District Clerk Pro Tem

