

CANDIA SCHOOL BOARD MEETING
Monday, December 4, 2023 6:00 p.m.
Henry W. Moore School Media Center
AGENDA

- I. CALL TO ORDER** – Matt Woodrow, Board Chair
- II. PLEDGE OF ALLEGIANCE** – Drake Biron
- III. PROOF OF POSTING** – Superintendent Bill Rearick
- IV. MINUTES**
 - A. Approval of Board Meeting Minutes of November 2, 2023*
 - B. Approval of Board Meeting Minutes of November 13, 2023*
 - C. Approval of Non-Public, Sealed, Board Meeting Minutes of November 13, 2023
- V. OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**
- VI. SUPERINTENDENT’S REPORT***
- VII. REPORTS**
 - A. Reports of Administrators*
 - B. Reports of Standing Committees
- VIII. OLD BUSINESS**
 - A. 24/25 Budget -Discussion
 - B. Review of Warrant Articles*
 - C. School Board Goals*
- IX. NEW BUSINESS**
 - A. ½ Day Professional Development Proposal* -Discussion
 - B. State Funding Legal Decision –Discussion
 - C. Field Trip Request
 - D. Wellness Committee-Discussion D. Buckley
- X. FINANCIAL**
 - A. Expenditure Report*
 - B. Manifest Approvals
- XI. POLICIES**
 - A. First Reading*
ACN Nursing Mothers Accommodation, GBCD Background Investigation, GCCBC FMLA
BEDG Meeting Minutes, and EBCC School Threats
- XII. PERSONNEL**
 - A. Co-Curricular Nominations*
- XIII. OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD**
- XIV. NON-PUBLIC SESSION RSA 91-A 3 Sections II (a-k as necessary)**
- XV. INFORMATIONAL/UPCOMING AGENDA ITEMS**
 - Pinkerton Late Start Committee Information
 - Pinkerton Tuition Rates
 - Next meeting: Invite Moderator and School District Clerk
 - Draft 2024/2025 School Calendar
- XVI. ADJOURNMENT**

The next regularly scheduled Candia School Board Meetings will be held on Thursday, January 4, 2024 at 6:00 p.m. at the Henry W. Moore School Media Center.

**Materials enclosed for Board review prior to meeting*

Please note: In addition to the items listed on the agenda, the Board may consider other matters not on the posted agenda and they may enter a non-public session or convene in non-meeting session in accordance with RSA 91-A if the need arises

**CANDIA SCHOOL BOARD MEETING
THURSDAY, NOVEMBER 2, 2023
HENRY W. MOORE SCHOOL MUSIC ROOM**

These minutes have not been approved.

Board Chair, Matt Woodrow opened the meeting at 6:00 p.m. Those in attendance were Board members, Dana Buckley, Stephanie Helmig, Mark Chalbeck, and Kristina Ickes. Also in attendance was Principal Becky Wing, Assistant Principal Dorothy Franchini, Director of Student Services Stacey Eaton, Superintendent William (Bill) Rearick, and Business Administrator, Cory Izbicki.

PLEDGE OF ALLEGIANCE

Becky Wing introduced the Henry W. Moore Co-Ed Soccer Team members, who led the attendees in the Pledge of Allegiance.

PROOF OF POSTING

Bill Rearick provided proof of posting.

MINUTES

Motion by Stephanie Helmig, seconded by Kristina Ickes to approve the October 5, 2023 meeting minutes, and the motion carried unanimously.

Motion by Kristina Ickes, seconded by Stephanie Helmig, to approve the non-public meeting minutes of October 5, 2023, and the motion carried unanimously.

OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD

No participation.

EAGLE SCOUT PRESENTATION

Ethan McKenna made a brief presentation of his proposed Eagle project of revitalizing the Noon-Durgin Children's Garden.

Motion by Dana Buckley, seconded by Mark Chalbeck, to accept the proposed Eagle Scout project work on the Noon-Durgin Children's Garden, and the motion carried unanimously. Because the property is being leased by the Gosselin's, they will be notified.

SUPERINTENDENT'S UPDATES

Bill Rearick said that Pinkerton's Fall Meeting was being held tonight and that the tuition increase is expected to be between 5-7%.

REPORTS

Principal's Report

Becky Wing's report was in the packet for review.

OLD BUSINESS

Streaming Meetings

Dan Roma presented his findings on streaming meetings and gave examples of a few options such as permanent or portable units. Discussion ensued. Dan will reach out to other vendors for quotes and will update the Board when more information is gathered.

NEW BUSINESS

Goals

The goals were in the packet for review.

CEA Contract

Bill Rearick stated that he met with the CEA who agreed to the Board's proposal of a 2% increase in year 2 and another increase in year 3 for a total of \$97,211. This will go on the ballot as a warrant article upon Board approval.

Motion by Dana Buckley, seconded by Stephanie Helmig, to accept the CEA agreement as presented, and the motion carried unanimously.

Exit Survey Review

Copies of the exit surveys were presented to the Board. Some discussion ensued relative to the language used in survey questions.

Barn Lease Agreement Renewal

Bill Rearick said that the barn lease has expired and asked the Board if they wanted to extend it until June 2024.

Motion by Matt Woodrow, seconded by Dana Buckley, to renew the lease of the barn until June 2024, and the motion carried unanimously.

FINANCIAL

2024/2025 Budget

Bill Rearick stated the drivers of the budget are the addition of the kindergarten position, the long-term building substitute and the addition of a social worker position. Considerable discussion ensued. The Board will meet again to discuss the budget and related warrant articles on Monday, November 13 at 6:00 p.m. at the Moore School Media Center.

Expenditure Report

The expenditure report was reviewed.

Manifest Approval

Motion by Stephanie Helmig, seconded by Kristina Ickes, to approve the 10/6/23-11/2/23 manifest in the amount of \$690,732.82, and the motion carried unanimously.

POLICIES

Policies AC Non-Discrimination, CB School Superintendent, GBAA and JBAA Sexual Harassment (Employee) (Student), GBEAB Code of Conduct Reporting, GBJA/GBJA-R Health Insurance Portability, IJOA-R Request for Field Trip, JICI-R Modification of a Weapon Expulsion, KED Grievance Procedure, JCA Change of School or Assignment were in the packet for a second reading.

Motion by Dana Buckley, seconded by Stephanie Helmig, to approve the second reading/adoption of the policies as presented, and the motion carried unanimously.

OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD

Resident Carol Batchelder spoke to a proposed social worker position, saying she would be in favor of it, or of the addition of some type of resource for families who may need assistance.

Resident Amanda Ciofalo spoke to her concern with a bus driver. She will contact the Superintendent via email who will follow up with the appropriate party(ies).

INFORMATIONAL/UPCOMING AGENDA ITEMS

Draft Calendar

ADJOURNMENT

Motion by Dana Buckley, seconded by Mark Chalbeck, to adjourn the meeting at 7:40 p.m., and the motion carried unanimously.

The next regularly scheduled Candia School Board Meeting will be on December 7, 2023 at 6:00 p.m. at the Henry W. Moore School Media Center.

Respectfully submitted,

Rebecca McCarthy
Recording Secretary

**CANDIA SCHOOL BOARD MEETING
THURSDAY, NOVEMBER 13, 2023
HENRY W. MOORE SCHOOL MEDIA CENTER**

These minutes have not been approved.

Board Chair, Matt Woodrow opened the meeting at 6:00 p.m. Those in attendance were Board members, Dana Buckley, Stephanie Helmig, Mark Chalbeck, and Kristina Ickes. Also in attendance was Principal Becky Wing, Director of Student Services Stacey Eaton, Superintendent William (Bill) Rearick, and Business Administrator, Cory Izbicki.

PLEDGE OF ALLEGIANCE

Mark Chalbeck led the attendees in the Pledge of Allegiance.

PROOF OF POSTING

Bill Rearick provided proof of posting.

OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD

Resident Carol Batchelder (Raymond Rd.) said she supports Becky Wing's proposal for a social worker position on the Henry W. Moore School staff. She said other staff is supportive of this as well and said some were planning on emailing the Board with their thoughts.

FINANCIAL

2024/2025 Budget

Bill Rearick explained the budget process and the change in the budget since the Board last met. He said health and dental actuals came in lower than anticipated, so there is a savings of \$79,196 from that. Pinkerton's tuition rates have not come in, so Bill said that budget line may still possibly decrease. Per the Board's request, Bill Rearick provided the Board with stipend amounts for each of the SAU #15 Boards.

Referring to the Board's goals, Bill notified the Board that the cost to compensate teachers for time outside of their contract would be \$25,331. Bill reminded the Board that the warrant will also have increases for CESA in the amount of \$38,524 and CEA over two years in the amount of \$97,211.00.

Motion by Dana Buckley, seconded by Matt Woodrow, to increase the budget for School Board member stipends to match Hooksett's (\$1,500 member \$1,650 chair), and the motion carried unanimously.

Motion by Stephanie Helmig, seconded by Matt Woodrow, to reallocate \$25,331 from the maintenance budget to cover after hours for teachers. With Mark Chalbeck opposed, all others in favor, the motion carried. Mark Chalbeck stated his reasons for voting no, if the budget committee wants to cut, let them do so, after which time the Board may move money from different lines as needed.

Motion by Stephanie Helmig, seconded by Mark Chalbeck, to reallocate \$25,331 from after hours for teachers, into the maintenance line and to add \$25,331 for after school teachers into the budget, and the motion carried unanimously.

Motion by Dana Buckley, seconded by Matt Woodrow, to remove the social worker position from the budget. Considerable discussion ensued. Dana said he didn't feel it was needed for such a small district and other local districts don't have this position. Stephanie Helmig stated that attendance, social issues and the increasing number of 504 Plans are not always in the wheelhouse of the school counselor. Mark Chalbeck said it seemed like more of an SAU-wide position. Matt Woodrow said this position would help staff, but agreed that it would be better as an SAU employee. Dana Buckley asked if each district could determine the scope of work by district if it became an SAU position. Bill Rearick said they could. Kristina Ickes said schools are experience student's difficult behavioral challenges and said she understands the impact on teachers and staff. Bill Rearick explained how the other SAU #15 districts are dealing with budgets and said he didn't want to do anything that might jeopardize current staffing levels. Becky Wing said she would love to see the position added, but agreed with Mr. Rearick in not wanting to jeopardize current staffing.

The motion was voted on. With Stephanie Helmig voting no, all others in favor, the motion carried. The Board said they will educate the budget committee on the social worker position for future consideration.

Discussion ensued relative to continuing to fund the Reading Interventionist position. ESSER grant funds only funded the position for one year.

Motion by Dana Buckley, seconded by Matt Woodrow, to add \$109,850 to the budget to continue to support the Reading Interventionist position, and the motion carried unanimously

OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD

Resident Jason Guston (Crowley Rd.) stated that it appears that the Board sees the need for a social worker and to consider it as an SAU position. He said the Board would be ill-advised in not moving forward on the position.

Carol Batchelder said even if this is pushed off to a later date, it should be a Board goal in future agendas. There is a need now and the Board needs to figure something out.

Motion by Kristina Ickes, seconded by Dana Buckley, to approve the proposed budget in the amount of \$10,673,097.43 and to also approve the two warrant articles as written, and the motion carried unanimously. It was the consensus of the Board to allow the budget number to be decreased as appropriate when the Pinkerton tuition rates are confirmed.

Stephanie Helmig stated that the budget committee will be meeting on November 20 and the Board will meet with the budget committee on November 29, 2023 at 7:00 p.m. at the Town Hall.

Stephanie and Kristina will form a subcommittee to create a survey for staff to gather their thoughts on a school psychologist position.

NON-PUBLIC SESSION RSA 91-A:3 Section II

Motion by Matt Woodrow, seconded by Mark Chalbeck, at 6:50 p.m. to enter into a non-public meeting RSA 91-A:3 Section II a. A roll call vote was taken. With all in favor, the motion carried unanimously.

The Board resumed their public meeting at 7:10 p.m.

Motion by Matt Woodrow, seconded by Stephanie Helmig, to seal the non-public minutes in perpetuity, and the motion carried unanimously.

ADJOURNMENT

Motion by Matt Woodrow, seconded by Dana Buckley to adjourn the meeting at 7:10 p.m., and the motion carried unanimously.

The next regularly scheduled Candia School Board Meeting will be on December 7, 2023 at 6:00 p.m. at the Henry W. Moore School Media Center.

Respectfully submitted,

Rebecca McCarthy
Recording Secretary

New Hampshire School Administrative Unit #15

90 Farmer Road
Hooksett, New Hampshire 03106-2125
Telephone (603) 622-3731 Fax (603) 669-4352

William J. Rearick
Superintendent of Schools

Meghan Largy
Director of Curriculum, Instruction and Assessment

Cory Izbicki
Business Administrator

Candia School Board Report

12/4/23

Meet and Greet with Teachers

On November 13th, I met with Becky who provided me an update on how things were going at HMS. After our meeting, I was able to visit classrooms in grades K, 3-5 and 7. As always, it was nice to see and interact with our students and teachers.

Pinkerton Start Time Update:

The Pinkerton Start Time Subcommittee met on November 21st. Members of the subcommittee reviewed the results from a survey that was sent to students, parents, and teachers. The results of the survey are provided in the Board packet under Additional Information. The subcommittee's next meeting is scheduled in January.

Pinkerton Academy Tuition Update

On November 29th I participated in a Zoom meeting with Dr. Powers and other superintendents from the sending districts to review the final tuition increase of 5.84% which equates to \$16,308 per student. The tuition rate for the 2023-24 school year is \$15,408. Student enrollment for next year is projected to decrease by 156 students. This year, 2,898 students attend Pinkerton but next year, student enrollment is projected at 2,742 students. I have included additional information regarding Pinkerton's 2024-2025 budget in the Board packet.

Half-Day Professional Development Schedule

This past Thursday I met with Amy Maurice, Pam Jarvis, and Becky to discuss the feasibility of implementing Half Day Professional Development Days which would take place from January-May of 2024. We all agreed that this would provide much needed professional development opportunities for the teachers. A proposal outlining the schedule and activities has been included have been included in the Board's packet.

Budget Committee Meeting

Cory, Becky, Stacy and I attended the meeting with the Budget Committee on November 29th. There were a few clarifying questions that some of the Budget Committee members had regarding our responses to their questions which they provided to us prior to the meeting. Some of the questions pertained to last year's fund balance, asbestos removal, the proposed social worker position, the Pinkerton tuition increase and the two warrant articles. I found the discussion to be very cordial and professional.

Enrollment Update

Grade K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Total
37	29	25	37	35	21	26	31	31	272 <small>(As of 11/28/23)</small>

Snapshots

Students have been taking part in a variety of learning centers in the library at the start of every class. This includes book check-in/check-out, independent reading, constructing with Keva planks, designing bookmarks, solving 100- and 550-piece puzzles, and playing collaborative games such as tic-tac-toe, checkers and chess.



Members of the Henry W. Moore School Advanced Band were invited to attend a performance at Pinkerton Academy's Stockbridge Theater on November 16th. As part of their residency with Pinkerton, 'Jazz Reach' presented an engaging program designed to instill a greater appreciation,

awareness and understanding of the great American BLUES tradition. Mr. Brown and the Moore School band members thoroughly enjoyed the experience.



Mrs. Manzelli hosted Moore School's first annual Dia de los Muertos celebration on November 1, 2023. There were approximately 50 students from all grade levels who participated in this event to honor and remember their loved ones who have passed away. Students made traditional Day of the Dead crafts, decorated an "ofrenda" and sampled some pan de muerto, Day of the Dead bread.



Girls on the Run 5K Event



The Girls on the Run team completed their 5k (3.1 mile race) in Concord on Saturday, November 18. The girls trained very hard over the fall season and this closing event gave them a sense of accomplishment and pride. Crossing the finish line instills confidence through completion and is a joyful moment that program participants always remember! Every girl in the program received a medal to celebrate this incredible achievement!

Student Services Update

At the end of November, we welcomed Alexandra Snow, as a new paraprofessional, and Jodi Ostrowski, as our instructional assistant. They both come with some great experiences and have hit the ground running.

Our classrooms have been utilizing the various types of alternative seating options we now have available. Students have been able to try options such as standing desks, wobble stools, wobble seats, and kick bands to discover if any of these options support them in being engaged learners.

Fire Alarm System

Our new fire alarm system went live in early November. We had our first drill with the new system on one of the warm November afternoons with the help of the alarm company and Candia Fire Department personnel. Any issues that were identified with the system during that drill were addressed quickly and everything is operating as it should. The fire department is very pleased with the updated system as well.

Respectfully Submitted,

Becky L. Wing, Principal

December Events
12/6-12/8: PTO Holiday Shop
12/8: PTO Holiday Party
12/8: Trimester 1 Report Cards
12/12: Band Concert, 6pm
12/12: PTO Meeting, 7pm
12/14 & 12/15: HMS Drama Club Performances, 6pm
12/18 - 12/22: Spirit Week
12/23 - 1/1: Winter Vacation

Candia Henry W. Moore School

PTO NEWSLETTER

DECEMBER 2023

PRESIDENT'S MESSAGE

Dear Families,

The PTO would like to extend a BIG thank you to all of those that donated to the PTO through the Alternative Fundraiser and also a BIG thank you to all the local businesses that donated prices & gift cards to the cash calendar!

DONATIONS & VOLUNTEERS

Keep an eye out for Sign Up: Genius on upcoming donations

Volunteers Needed:
Holiday Shop
Holiday Party

SCHOOL HIGHLIGHTS

Band Concert: Dec 12th at 6pm

Drama Performance - The Mysterious Case
Dec 14th and Dec 15th at 6pm

Holiday Spirit Week: Dec 18th thru 22nd

UPCOMING EVENTS

- HOLIDAY PARTY - December 8th
- Holiday Shop - December 6th to 8th
- CASH CALENDARS - Drawing each day in December

STAY CONNECTED

Join our social media channels to stay updated on news, events, and activities:

- PTO Facebook: [QR code below right]
- Email: [candiapto@gmail.com]
- website: [QR code below left]

PTO website

PTO Facebook

VIII.B.

CANDIA SCHOOL DISTRICT WARRANT STATE OF NEW HAMPSHIRE

**TO THE INHABITANTS OF THE SCHOOL DISTRICT, IN THE TOWN
OF CANDIA, NEW HAMPSHIRE, QUALIFIED TO VOTE IN DISTRICT
AFFAIRS:**

First Session of Annual Meeting – Deliberative

You are hereby notified to meet at the Candia Moore School, in said District, on the 8th day of February 2024, 6:00 p.m. This session shall consist of explanation, discussion, and debate of warrant articles number 2 through 4. Warrant articles may be amended subject to the following limitations: (a) warrant articles whose wording is prescribed by law shall not be amended, (b) warrant articles that are amended shall be placed on the official ballot for a final vote on the main motion, as amended, and (c) no warrant article shall be amended to eliminate the subject matter of the article.

Second Session of Annual Meeting – Voting

Voting on warrant articles number 1 through 3 shall be conducted by official ballot to be held in conjunction with Town voting on the 12th day of March 2024. Polls will be open from 6:00 a.m. to 7:00 p.m. at the Candia Youth Athletic Association, 27 Raymond Road.

1. To choose the following school district officers:
 - a) Two School Board Members 3-year term
2. Shall the Candia 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 \$?. Should this article be defeated, the default budget shall be \$, which is the same as last year, with certain adjustments required by previous action of the Candia School District or by law; or the governing body may hold one special meeting, in accordance with RSA 40:13, X and XVI, to take up the issue of a revised operating budget only.
3. Shall the Candia School District vote to approve cost items included in an agreement to modify the 2022-2025 collective bargaining agreement reached between the Candia School Board and the Candia Education Support Professionals Association which calls

for an increase in salaries and benefits of \$38,524 at the current staffing level over the amount that would be paid under the existing contract in the 2024-2025 fiscal year; and to raise and appropriate \$38,524, such sum representing the additional costs attributable to the increase in salaries and benefits to the current contract that will be paid at current staffing levels?

Shall the Candia School District, if Article 3 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 3 cost items only?

4. Shall the Candia School District vote to approve cost items included in an agreement to modify the 2023-2026 collective bargaining agreement reached between the Candia Educational Association and the Candia School Board which calls for the following increases in salaries and benefits at the current staffing level over the amount that would be paid under the existing contract,

2024-2025 fiscal year \$46,043

2025-2026 fiscal year \$51,168

And further to raise and appropriate \$46,043 for the 2024-2025 fiscal year, such sum representing thee additional costs attributable to the increase in salaries and benefits to the current contract that will be paid at current staffing levels?

Shall the Candia School District, if Article 4 is defeated, authorize the governing body to call one special meeting, at its option, to address Article 4 cost items only?

Given under our hands and seal at said Candia, New Hampshire, this ____ day of January, 2024.

SCHOOL BOARD OF CANDIA, NEW HAMPSHIRE

Matthew Woodrow, Chair

Stephanie Helmig, Vice Chair

Dana Buckley, Clerk

Kristina Ickes

Mark Chalbeck

Candia School District
School Board Goals 2023-2024
12-4-23

In Process**Ongoing****Complete**

Long Range Planning	Curriculum, Assessment, Programming	Technology
Continue the work of the enrollment committee to identify opportunities and plan for population changes.	Maintain achievement levels on NHSAS (New Hampshire State Assessment System) in all content areas (Top 25%)	Continue to update the technology plan on an annual basis.
	Explore and implement opportunities and programming for advanced learners.	
	Continue to review curricular, instructional and assessment practices.	Continue to identify and address cybersecurity needs.
	Continue to support teachers in enhancing instructional practices through a coaching model.	
	Explore the feasibility of implementing a financial literacy component in the 8 th grade social studies program.	
	Post photos of presidents in library monthly	School Board Functions
	Culture/Community	
Finance & Facilities	Create opportunities for middle school students to explore a variety of career possibilities.	Create a sub-committee calendar and report on committee meetings on a regular basis.
Continue to improve facilities and update the 5-year plan.	Renew wellness committee efforts with students and staff.	Implement a School Board Newsletter
	Examine and improve school culture.	Explore feasibility of offering HMS scholarship for 8th graders intending to enter the education field
	Research the feasibility of offering adult education programs.	Safety
	Examine compensating teachers for time outside of the contract.	Continue See Something Say Something campaign.

Henry W. Moore School Early Release Professional Development Days Proposal

Recommended Dates

Friday, January 12, 2024

Friday, February 23, 2024

Friday, April 19, 2024

Friday, May 24, 2024

Schedule

10:35 am - 11:00 am Gr K-4 Lunch

11:10 am - 11:35 am Gr 5-8 Lunch

11:45 am - 12:00 pm Dismissal

12:00 pm - 12:30 pm Staff Lunch

12:30 pm - 3:30 pm PD Topics

Topics

- Collaboration within and across grade levels regarding curriculum/programs
- Behavior response strategies (*CSB Goal*)
- LETRS training implementation (K-5)
- Science coaching with Julie Brassard (*CSB Goal*)
- Science storylines with Mary Pacheco
- Middle School Financial Literacy Unit Development (*CSB Goal*)
- Grade span intervention planning
- Intervention program training
- Explore advanced learner opportunities & programming (*CSB Goal*)
- Middle school ELA curriculum review (*CSB Goal*)
- Career Fair Planning (*CSB Goal*)
- Explore whole school events/activities
- Tier Two Team (TTT) planning
- Special education and 504 eligibility process
- Student and staff wellness (*CSB Goal*)

Candia School District
General Fund
YTD Expenditure Report as of 11/29/2023

X.A.

TITLE							ENCUMBRANCES OUTSTANDING	YEAR TO DATE EXP	ENCUMBRANCES PLUS YTD EXPENDITURES	AVAILABLE BALANCE
BUDGET										
21	1100	1	02	00	5110	REG ED SALARIES OF REGULAR EMPL	120,000.00	-	-	120,000.00
21	1100	1	02	00	5112	REG ED TEACHER SALARIES	1,372,433.60	968,446.39	551,063.61	(147,076.40)
21	1100	1	02	00	5114	REG ED PARAPROFESSIONAL	17,710.77	-	3,629.08	14,081.69
21	1100	1	02	00	5120	REG ED SUBSTITUTE SALARIES	25,000.00	35,330.52	45,459.23	(55,789.75)
21	1100	1	02	00	5122	REG ED HEALTH INSURANCE BUYOUT	18,936.64	14,202.49	4,734.16	(0.01)
21	1100	1	02	00	5211	REG ED HEALTH INSURANCE	443,136.54	178,543.33	225,226.41	39,366.80
21	1100	1	02	00	5212	REG ED DENTAL INSURANCE	20,973.11	8,375.71	7,584.62	5,012.78
21	1100	1	02	00	5213	REG ED LIFE INSURANCE	1,822.56	1,079.97	618.75	123.84
21	1100	1	02	00	5214	REG ED DISABILITY INSURANCE	4,096.13	2,503.24	1,317.44	275.45
21	1100	1	02	00	5220	REG ED FICA	115,620.02	77,631.18	44,651.93	(6,663.09)
21	1100	1	02	00	5231	REG ED NHRS SUPPORT	2,396.27	-	292.02	2,104.25
21	1100	1	02	00	5232	REG ED NHRS PROFESSIONAL	296,833.12	197,140.03	104,406.80	(4,713.71)
21	1100	1	02	00	5240	REG ED TUITION REIMBURSEMENT	25,000.00	120.00	2,145.00	22,735.00
21	1100	1	02	00	5241	REG ED WORKSHOP REIMB PROF	3,000.00	150.00	110.00	2,740.00
21	1100	1	02	00	5250	REG ED UNEMPLOYMENT INSURANCE	618.67	-	-	618.67
21	1100	1	02	00	5260	REG ED WORKER'S COMPENSATION	5,543.24	-	5,543.24	-
21	1100	1	02	00	5320	REG ED PROFESSIONAL EDUCATIONAL	500.00	-	-	500.00
21	1100	1	02	00	5330	REG ED OTHER PROF SVCS	500.00	-	-	500.00
21	1100	1	02	00	5430	REG ED REPAIRS & MAINT SERVICES	3,679.00	3,914.62	586.52	(822.14)
21	1100	1	02	00	5431	REG ED REPAIRS EQUIPMENT	650.00	-	130.00	520.00
21	1100	1	02	00	5442	REG ED RENTAL OF EQUIPMENT	7,740.00	4,446.10	1,517.43	1,776.47
21	1100	1	02	00	5580	REG ED MILEAGE REIMBURSEMENT	300.00	-	-	300.00
21	1100	1	02	00	5610	REG ED SUPPLIES	13,200.00	4,356.45	6,735.77	2,107.78
21	1100	1	02	00	5641	REG ED TEXTBOOKS	300.00	-	-	300.00
21	1100	1	02	00	5737	REG ED REPLACEMENT FURNITURE & F	1,300.00	-	710.88	589.12
21	1100	1	02	06	5641	FOREIGN LANGUAGE TEXTBOOKS	866.00	32.35	-	833.65
21	1100	1	02	08	5610	ART SUPPLIES	2,475.00	718.83	1,365.60	390.57
21	1100	1	02	18	5610	HEALTH SUPPLIES	1,054.20	-	866.25	187.95
21	1100	1	02	23	5610	MATH SUPPLIES	822.42	-	556.32	266.10
21	1100	1	02	23	5643	MATH INFORMATION ACCESS FEES	9,375.00	-	9,340.00	35.00
21	1100	1	02	23	5645	MATH PRACTICE BOOKS	3,210.00	-	2,932.48	277.52
21	1100	1	02	24	5610	MUSIC SUPPLIES	1,000.00	-	-	1,000.00
21	1100	1	02	24	5643	MUSIC INFORMATION ACCESS FEES	600.00	-	-	600.00
21	1100	1	02	24	5731	MUSIC NEW EQUIPMENT	570.68	-	246.50	324.18
21	1100	1	02	25	5610	PHYS ED SUPPLIES	1,415.99	-	1,650.63	(234.64)
21	1100	1	02	27	5610	READING SUPPLIES	159.34	-	259.75	(100.41)
21	1100	1	02	27	5643	READING INFORMATION ACCESS FEES	5,350.00	-	2,169.40	3,180.60
21	1100	1	02	27	5645	READING PRACTICE BOOKS	966.00	384.48	2,435.40	(1,853.88)
21	1100	1	02	29	5610	SCIENCE SUPPLIES	750.00	-	-	750.00
21	1100	1	02	29	5641	SCIENCE TEXTBOOKS	-	-	-	-
21	1100	1	02	29	5643	SCIENCE INFORMATION ACCESS FEES	1,940.60	-	1,955.85	(15.25)
21	1100	1	02	30	5610	SOCIAL STUDIES SUPPLIES	-	-	-	-
1100 Total REGULAR EDUCATION							2,531,844.90	1,497,375.69	1,030,241.07	4,228.14
21	1105	3	02	00	5561	REG ED HIGH SCHOOL TUITION OTHER LEA'S	-	-	-	-
21	1105	3	02	00	5563	REG ED HIGH SCHOOL TUITION PUBLIC ACADEMIES	1,771,920.00	928,176.80	920,783.20	(77,040.00)

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								ENCUMBRANCES		ENCUMBRANCES PLUS		
TITLE								BUDGET	OUTSTANDING	YEAR TO DATE EXP	YTD EXPENDITURES	AVAILABLE BALANCE
1105 Total		REG ED HIGH SCHOOL						1,771,920.00	928,176.80	920,783.20	1,848,960.00	(77,040.00)
21	1200	1	02	00	5111	SPED ELEMENTARY ADMIN/OTHER SALARIES		94,860.00	55,263.47	40,526.53	95,790.00	(930.00)
21	1200	1	02	00	5112	SPED ELEMENTARY TEACHER SALARIES		151,403.00	113,100.28	50,526.72	163,627.00	(12,224.00)
21	1200	1	02	00	5114	SPED ELEMENTARY PARAPROFESSIONAL		114,536.56	46,013.28	19,890.23	65,903.51	48,633.05
21	1200	1	02	00	5115	SPED ELEMENTARY SECRETARIAL SALARIES		36,915.84	25,659.36	12,903.84	38,563.20	(1,647.36)
21	1200	1	02	00	5117	SPED ELEMENTARY CO-CURRICULAR SALARIES		-	-	-	-	-
21	1200	1	02	00	5122	SPED ELEMENTARY HEALTH INSURANCE BUYOUT		750.00	-	-	-	750.00
21	1200	1	02	00	5211	SPED ELEMENTARY HEALTH INSURANCE		173,210.91	81,149.90	65,441.64	146,591.54	26,619.37
21	1200	1	02	00	5212	SPED ELEMENTARY DENTAL INSURANCE		3,148.96	1,994.85	1,217.93	3,212.78	(63.82)
21	1200	1	02	00	5213	SPED ELEMENTARY LIFE INSURANCE		593.28	639.21	130.95	770.16	(176.88)
21	1200	1	02	00	5214	SPED ELEMENTARY DISABILITY INSURANCE		707.77	549.39	182.25	731.64	(23.87)
21	1200	1	02	00	5220	SPED ELEMENTARY FICA		27,658.54	18,340.43	8,703.86	27,044.29	614.25
21	1200	1	02	00	5231	SPED ELEMENTARY NHRS SUPPORT		4,994.71	3,471.71	1,778.31	5,250.02	(255.31)
21	1200	1	02	00	5232	SPED ELEMENTARY NHRS PROFESSIONAL		48,366.05	33,066.86	17,882.84	50,949.70	(2,583.65)
21	1200	1	02	00	5240	SPED ELEMENTARY TUITION REIMBURSEMENT		6,270.00	940.50	3,448.50	4,389.00	1,881.00
21	1200	1	02	00	5241	SPED ELEMENTARY WORKSHOP REIMB PROF		795.00	-	-	-	795.00
21	1200	1	02	00	5244	SPED ELEMENTARY SECRETARIAL WORKSHOP		-	-	-	-	-
21	1200	1	02	00	5250	SPED ELEMENTARY UNEMPLOYMENT INSURANCE		438.22	-	-	-	438.22
21	1200	1	02	00	5260	SPED ELEMENTARY WORKER'S COMPENSATION		1,908.39	-	1,908.39	1,908.39	-
21	1200	1	02	00	5320	SPED ELEMENTARY PROFESSIONAL EDUCATIONAL		-	-	-	-	-
21	1200	1	02	00	5330	SPED ELEMENTARY OTHER PROF SVCS		139,334.00	52,053.95	25,459.70	77,513.65	61,820.35
21	1200	1	02	00	5336	SPED ELEMENTARY MEDICAID SERVICE PROVIDER		3,000.00	-	-	-	3,000.00
21	1200	1	02	00	5430	SPED ELEMENTARY REPAIRS & MAINT SERVICES		350.00	319.84	30.16	350.00	-
21	1200	1	02	00	5442	SPED ELEMENTARY RENTAL OF EQUIPMENT		1,500.00	1,134.28	365.72	1,500.00	-
21	1200	1	02	00	5531	SPED ELEMENTARY TELEPHONE		2,100.00	1,778.75	1,194.25	2,973.00	(873.00)
21	1200	1	02	00	5564	SPED ELEMENTARY TUITION TO PRIVATE SCHOOL		2,700.00	2,688.00	336.00	3,024.00	(324.00)
21	1200	1	02	00	5580	SPED ELEMENTARY MILEAGE REIMBURSEMENT		3,000.00	-	622.59	622.59	2,377.41
21	1200	1	02	00	5610	SPED ELEMENTARY SUPPLIES		500.00	-	2,489.94	2,489.94	(1,989.94)
21	1200	1	02	00	5643	SPED ELEMENTARY INFORMATION ACCESS FEES		500.00	-	-	-	500.00
21	1200	1	02	00	5810	SPED ELEMENTARY DUES & FEES		1,075.00	-	955.00	955.00	120.00
21	1200	2	02	00	5320	SPED MIDDLE PROFESSIONAL EDUCATIONAL		17,623.80	64,358.90	19,954.75	84,313.65	(66,689.85)
21	1200	2	02	00	5330	SPED MIDDLE OTHER PROF SVCS		-	-	-	-	-
21	1200	2	02	00	5561	SPED MIDDLE TUITION OTHER LEA'S		-	-	-	-	-
21	1200	2	02	00	5564	SPED MIDDLE TUITION TO PRIVATE SCHOOL		167,962.41	30,619.80	30,619.80	61,239.60	106,722.81
21	1200	3	00	00	5320	SPED HIGH SCHOOL PROFESSIONAL EDUCATIONAL		127,495.00	142,963.20	65,472.00	208,435.20	(80,940.20)
21	1200	3	00	00	5330	SPED HIGH SCHOOL OTHER PROF SVCS		58,968.00	30,098.25	3,480.75	33,579.00	25,389.00
21	1200	3	00	00	5561	SPED HIGH SCHOOL TUITION OTHER LEA'S		-	-	-	-	-
21	1200	3	00	00	5563	SPED HIGH SCHOOL TUITION PUBLIC ACADEMIES		778,574.00	382,676.00	367,324.00	750,000.00	28,574.00
21	1200	3	00	00	5564	SPED HIGH SCHOOL TUITION TO PRIVATE SCHOOL		738,657.38	425,656.79	176,408.01	602,064.80	136,592.58
1200 Total		SPECIAL EDUCATION						2,709,896.82	1,514,537.00	919,254.66	2,433,791.66	276,105.16
21	1230	1	00	00	5564	ESY TUITION TO PRIVATE SCHOOL		800.00	-	88.00	88.00	712.00
21	1230	1	02	00	5112	ESY ELEMENTARY TEACHER SALARIES		5,700.00	-	6,790.00	6,790.00	(1,090.00)
21	1230	1	02	00	5114	ESY ELEMENTARY PARAPROFESSIONAL		1,325.88	-	1,300.00	1,300.00	25.88
21	1230	1	02	00	5220	ESY ELEMENTARY FICA		535.87	-	618.89	618.89	(83.02)
21	1230	1	02	00	5231	ESY ELEMENTARY NHRS SUPPORT		-	-	-	-	-

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TITLE							BUDGET	ENCUMBRANCES		ENCUMBRANCES PLUS	
								OUTSTANDING	YEAR TO DATE EXP	YTD EXPENDITURES	AVAILABLE BALANCE
21	1230	1	02	00	5232	ESY ELEMENTARY NHRS PROFESSIONAL	837.32	-	3,254.38	3,254.38	(2,417.06)
21	1230	1	02	00	5330	ESY ELEMENTARY OTHER PROF SVCS	2,900.00	-	2,400.00	2,400.00	500.00
21	1230	1	02	00	5580	ESY ELEMENTARY MILEAGE REIMBURSEMENT	-	-	-	-	-
21	1230	1	02	00	5610	ESY ELEMENTARY SUPPLIES	-	-	-	-	-
21	1230	2	02	00	5564	ESY MIDDLE TUITION TO PRIVATE SCHOOL	4,417.31	-	8,141.44	8,141.44	(3,724.13)
21	1230	3	02	00	5330	ESY HIGH SCHOOL OTHER PROF SVCS	2,000.00	-	6,347.25	6,347.25	(4,347.25)
21	1230	3	02	00	5563	ESY HIGH SCHOOL TUITION PUBLIC ACADEMIES	3,000.00	-	-	-	3,000.00
21	1230	3	02	00	5564	ESY HIGH SCHOOL TUITION TO PRIVATE SCHOOL	21,006.00	3,971.57	10,569.89	14,541.46	6,464.54
1230 Total EXTENDED SCHOOL YEAR							42,522.38	3,971.57	39,509.85	43,481.42	(959.04)
21	1260	1	02	00	5114	ELL PARAPROFESSIONAL	-	-	-	-	-
21	1260	1	02	00	5220	ELL FICA	-	-	-	-	-
21	1260	1	02	00	5250	ELL UNEMPLOYMENT INSURANCE	-	-	-	-	-
21	1260	1	02	00	5330	ELL OTHER PROF SVCS	1,000.00	-	-	-	1,000.00
1260 Total ELL							1,000.00	-	-	-	1,000.00
21	1270	1	02	00	5112	ADV LEARNER TEACHER SALARIES	-	-	-	-	-
21	1270	1	02	00	5211	ADV LEARNER HEALTH INSURANCE	-	-	-	-	-
21	1270	1	02	00	5212	ADV LEARNER DENTAL INSURANCE	-	-	-	-	-
21	1270	1	02	00	5213	ADV LEARNER LIFE INSURANCE	-	-	-	-	-
21	1270	1	02	00	5214	ADV LEARNER DISABILITY INSURANCE	-	-	-	-	-
21	1270	1	02	00	5220	ADV LEARNER FICA	-	-	-	-	-
21	1270	1	02	00	5232	ADV LEARNER NHRS PROFESSIONAL	-	-	-	-	-
21	1270	1	02	00	5250	ADV LEARNER UNEMPLOYMENT INSURANCE	-	-	-	-	-
21	1270	1	02	00	5563	ADV LEARNER TUITION PUBLIC ACADEMIES	1,613.39	-	-	-	1,613.39
21	1270	1	02	00	5610	ADV LEARNER SUPPLIES	-	-	-	-	-
1270 Total ADV LEARNER							1,613.39	-	-	-	1,613.39
21	1410	1	02	00	5111	COCURRICULAR ADMIN/OTHER SALARIES	300.00	-	-	-	300.00
21	1410	1	02	00	5112	COCURRICULAR TEACHER SALARIES	4,000.00	-	-	-	4,000.00
21	1410	1	02	00	5117	COCURRICULAR CO-CURRICULAR SALARIES	15,088.00	23,412.00	-	23,412.00	(8,324.00)
21	1410	1	02	00	5220	COCURRICULAR FICA	1,483.18	1,787.04	-	1,787.04	(303.86)
21	1410	1	02	00	5232	COCURRICULAR NHRS PROFESSIONAL	3,807.80	3,930.93	-	3,930.93	(123.13)
21	1410	1	02	00	5610	COCURRICULAR SUPPLIES	980.00	235.73	-	235.73	744.27
21	1410	1	02	00	5810	COCURRICULAR DUES & FEES	2,250.00	1,292.50	500.00	1,792.50	457.50
1410 Total COCURRICULAR							27,908.98	30,658.20	500.00	31,158.20	(3,249.22)
21	1420	1	02	00	5117	ATHLETICS CO-CURRICULAR SALARIES	16,071.00	6,695.00	3,750.00	10,445.00	5,626.00
21	1420	1	02	00	5220	ATHLETICS FICA	1,229.43	512.29	286.88	799.17	430.26
21	1420	1	02	00	5232	ATHLETICS NHRS PROFESSIONAL	3,162.77	451.14	294.60	745.74	2,417.03
21	1420	1	02	00	5330	ATHLETICS OTHER PROF SVCS	3,955.00	1,955.00	2,000.00	3,955.00	-
21	1420	1	02	00	5441	ATHLETICS RENTAL OF LAND & BUILDING	5,910.00	5,910.00	-	5,910.00	-
21	1420	1	02	00	5610	ATHLETICS SUPPLIES	1,174.65	432.97	-	432.97	741.68
21	1420	1	02	00	5739	ATHLETICS OTHER EQUIPMENT	2,740.01	1,500.00	155.90	1,655.90	1,084.11
21	1420	1	02	00	5810	ATHLETICS DUES & FEES	530.00	530.00	-	530.00	-
1420 Total ATHLETICS							34,772.86	17,986.40	6,487.38	24,473.78	10,299.08
21	2120	1	02	00	5112	GUIDANCE TEACHER SALARIES	76,092.82	54,260.32	24,115.68	78,376.00	(2,283.18)
21	2120	1	02	00	5211	GUIDANCE HEALTH INSURANCE	23,421.24	11,255.96	12,153.38	23,409.34	11.90
21	2120	1	02	00	5212	GUIDANCE DENTAL INSURANCE	783.27	341.49	289.78	631.27	152.00

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TITLE							BUDGET	ENCUMBRANCES		ENCUMBRANCES PLUS	
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21	2120	1	02	00	5213	GUIDANCE LIFE INSURANCE	75.00	43.75	31.25	75.00	-
21	2120	1	02	00	5214	GUIDANCE DISABILITY INSURANCE	224.47	130.97	93.55	224.52	(0.05)
21	2120	1	02	00	5220	GUIDANCE FICA	5,821.10	4,138.84	1,757.19	5,896.03	(74.93)
21	2120	1	02	00	5232	GUIDANCE NHRS PROFESSIONAL	14,944.63	10,656.43	4,736.32	15,392.75	(448.12)
21	2120	1	02	00	5250	GUIDANCE UNEMPLOYMENT INSURANCE	25.78	-	-	-	25.78
21	2120	1	02	00	5260	GUIDANCE WORKER'S COMPENSATION	299.43	-	299.43	299.43	-
21	2120	1	02	00	5330	GUIDANCE OTHER PROF SVCS	5,423.17	-	4,240.00	4,240.00	1,183.17
2120 Total GUIDANCE							127,110.91	80,827.76	47,716.58	128,544.34	(1,433.43)
21	2130	1	02	00	5112	HEALTH TEACHER SALARIES	56,980.00	40,441.21	22,380.73	62,821.94	(5,841.94)
21	2130	1	02	00	5120	HEALTH SUBSTITUTE SALARIES	1,000.00	1,000.00	175.00	1,175.00	(175.00)
21	2130	1	02	00	5122	HEALTH HEALTH INSURANCE BUYOUT	-	2,250.00	750.00	3,000.00	(3,000.00)
21	2130	1	02	00	5211	HEALTH HEALTH INSURANCE	31,262.88	-	-	-	31,262.88
21	2130	1	02	00	5212	HEALTH DENTAL INSURANCE	1,389.42	-	-	-	1,389.42
21	2130	1	02	00	5213	HEALTH LIFE INSURANCE	75.00	-	12.50	12.50	62.50
21	2130	1	02	00	5214	HEALTH DISABILITY INSURANCE	173.55	-	29.06	29.06	144.49
21	2130	1	02	00	5220	HEALTH FICA	4,435.47	3,342.37	1,782.88	5,125.25	(689.78)
21	2130	1	02	00	5232	HEALTH NHRS PROFESSIONAL	11,190.87	8,139.05	3,251.65	11,390.70	(199.83)
21	2130	1	02	00	5250	HEALTH UNEMPLOYMENT INSURANCE	25.78	-	-	-	25.78
21	2130	1	02	00	5260	HEALTH WORKER'S COMPENSATION	231.50	-	231.50	231.50	-
21	2130	1	02	00	5330	HEALTH OTHER PROF SVCS	-	297.00	297.00	594.00	(594.00)
21	2130	1	02	00	5610	HEALTH SUPPLIES	2,127.30	-	-	-	2,127.30
21	2130	1	02	00	5641	HEALTH TEXTBOOKS	157.50	-	-	-	157.50
21	2130	1	02	00	5642	HEALTH ELECTRONIC INFORMATION	549.15	-	557.00	557.00	(7.85)
21	2130	1	02	00	5735	HEALTH REPLACEMENT EQUIPMENT	3,560.55	-	-	-	3,560.55
21	2130	1	02	00	5810	HEALTH DUES & FEES	157.50	-	-	-	157.50
2130 Total HEALTH							113,316.47	55,469.63	29,467.32	84,936.95	28,379.52
21	2140	1	02	00	5330	PSYCH SERVICES OTHER PROF SVCS	80,419.50	68,310.66	12,108.84	80,419.50	-
21	2140	1	02	00	5610	PSYCH SERVICES SUPPLIES	500.00	-	-	-	500.00
21	2140	2	02	00	5330	PSYCH SVCS - MIDDLE OTHER PROF SVCS	6,006.42	5,393.14	613.28	6,006.42	-
21	2140	3	02	00	5330	PSYCH SVCS - HIGH OTHER PROF SVCS	4,964.82	4,512.77	452.05	4,964.82	-
2140 Total PSYCH SERVICES							91,890.74	78,216.57	13,174.17	91,390.74	500.00
21	2150	1	02	00	5330	SPEECH OTHER PROF SVCS	112,803.20	89,707.75	23,095.45	112,803.20	-
21	2150	1	02	00	5580	SPEECH MILEAGE REIMBURSEMENT	9,400.00	-	-	-	9,400.00
21	2150	2	02	00	5330	SPEECH MIDDLE OTHER PROF SVCS	-	7,420.85	1,979.15	9,400.00	(9,400.00)
21	2150	3	02	00	5330	SPEECH SVCS - HIGH OTHER PROF SVCS	11,158.35	11,158.35	-	11,158.35	-
2150 Total SPEECH							133,361.55	108,286.95	25,074.60	133,361.55	-
21	2160	1	02	00	5334	THERAPY SVCS OT CONTRACTED SVCS	92,299.50	69,057.00	23,242.50	92,299.50	-
21	2160	1	02	00	5610	THERAPY SVCS SUPPLIES	3,807.00	-	-	-	3,807.00
21	2160	2	02	00	5330	OT MIDDLE OTHER PROF SVCS	-	3,721.04	85.96	3,807.00	(3,807.00)
2160 Total OT							96,106.50	72,778.04	23,328.46	96,106.50	-
21	2162	1	02	00	5330	PHYSICAL THERAPY OTHER PROF SVCS	7,182.00	-	-	-	7,182.00
2162 Total PT							7,182.00	-	-	-	7,182.00
21	2190	1	02	00	5330	OTHER SUPPORT SERVICES OTHER PROF SVCS	1,050.00	300.00	-	300.00	750.00
21	2190	1	02	00	5550	OTHER SUPPORT SERVICES PRINTING	500.00	400.00	-	400.00	100.00
21	2190	1	02	00	5610	OTHER SUPPORT SERVICES SUPPLIES	1,302.00	-	-	-	1,302.00

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21	2190	1	02	00	5810	OTHER SUPPORT SERVICES DUES & FEES	-	-	-	-
2190 Total OTHER SUPPORT SERVICES							2,852.00	700.00	-	2,152.00
21	2210	1	02	00	5117	STAFF DEVELOPMENT CO-CURRICULAR SALARIES	8,312.00	2,000.00	-	6,312.00
21	2210	1	02	00	5220	STAFF DEVELOPMENT FICA	635.87	152.89	-	482.98
21	2210	1	02	00	5232	STAFF DEVELOPMENT NHRS PROFESSIONAL	1,632.48	-	11.38	1,621.10
21	2210	1	02	00	5291	STAFF DEVELOPMENT ADMIN DIRECTED WORKSHOPS	1,750.00	-	-	1,750.00
21	2210	1	02	00	5330	STAFF DEVELOPMENT OTHER PROF SVCS	-	-	2,337.50	(2,337.50)
2210 Total STAFF DEVELOPMENT							12,330.35	2,152.89	2,348.88	7,828.58
21	2220	1	02	00	5111	MEDIA ADMIN/OTHER SALARIES	64,322.19	46,721.80	20,765.20	(3,164.81)
21	2220	1	02	00	5122	MEDIA HEALTH INSURANCE BUYOUT	3,000.00	-	-	3,000.00
21	2220	1	02	00	5211	MEDIA HEALTH INSURANCE	-	14,949.64	10,622.24	(25,571.88)
21	2220	1	02	00	5212	MEDIA DENTAL INSURANCE	-	807.75	474.96	(1,282.71)
21	2220	1	02	00	5213	MEDIA LIFE INSURANCE	75.00	62.50	12.50	-
21	2220	1	02	00	5214	MEDIA DISABILITY INSURANCE	189.75	160.38	33.18	(3.81)
21	2220	1	02	00	5220	MEDIA FICA	5,150.15	3,552.40	1,406.13	191.62
21	2220	1	02	00	5232	MEDIA NHRS PROFESSIONAL	13,222.08	9,176.16	4,078.32	(32.40)
21	2220	1	02	00	5250	MEDIA UNEMPLOYMENT INSURANCE	25.78	-	-	25.78
21	2220	1	02	00	5260	MEDIA WORKER'S COMPENSATION	253.11	-	253.11	-
21	2220	1	02	00	5430	MEDIA REPAIRS & MAINT SERVICES	2,410.00	-	988.00	1,422.00
21	2220	1	02	00	5431	MEDIA REPAIRS EQUIPMENT	400.00	-	-	400.00
21	2220	1	02	00	5610	MEDIA SUPPLIES	1,580.00	-	1,270.72	309.28
21	2220	1	02	00	5615	MEDIA AV SUPPLIES	250.00	-	-	250.00
21	2220	1	02	00	5641	MEDIA TEXTBOOKS	4,600.00	921.85	1,389.84	2,288.31
21	2220	1	02	00	5644	MEDIA PERIODICALS	211.00	-	194.93	16.07
21	2220	1	02	00	5649	MEDIA NON PRINT	6,679.00	-	6,397.99	281.01
21	2220	1	02	00	5735	MEDIA REPLACEMENT EQUIPMENT	-	-	-	-
2220 Total MEDIA							102,368.06	76,352.48	47,887.12	(21,871.54)
21	2310	1	02	00	5111	SCHOOL BOARD SERVICES ADMIN/OTHER SALARIES	4,200.00	2,100.00	2,100.00	-
21	2310	1	02	00	5113	SCHOOL BOARD SERVICES TREASURER SALARIES	1,200.00	600.00	600.00	-
21	2310	1	02	00	5115	SCHOOL BOARD SERVICES SECRETARIAL SALARIES	2,250.00	-	750.00	1,500.00
21	2310	1	02	00	5220	SCHOOL BOARD SERVICES FICA	585.23	206.55	263.94	114.74
21	2310	1	02	00	5231	SCHOOL BOARD SERVICES NHRS SUPPORT	304.43	-	101.49	202.94
21	2310	1	02	00	5332	SCHOOL BOARD SERVICES AUDIT EXPENSES	7,600.00	1,600.00	6,000.00	-
21	2310	1	02	00	5341	SCHOOL BOARD SERVICES LEGAL & CONSULTING	12,500.00	7,144.00	2,856.00	2,500.00
21	2310	1	02	00	5342	SCHOOL BOARD SERVICES DISTRICT MEETING SERVICES	600.00	650.00	-	(50.00)
21	2310	1	02	00	5613	SCHOOL BOARD SERVICES SCHOOL BOARD SUPPLIES	-	-	754.83	(754.83)
21	2310	1	02	00	5614	SCHOOL BOARD SERVICES DISTRICT MEETING SUPPLIES	2,500.00	1,500.00	-	1,000.00
21	2310	1	02	00	5618	SCHOOL BOARD SERVICES TREASURER SUPPLIES	750.00	-	-	750.00
21	2310	1	02	00	5810	SCHOOL BOARD SERVICES DUES & FEES	5,000.00	485.05	6,419.21	(1,904.26)
2310 Total SCHOOL BOARD SERVICES							37,489.66	14,285.60	19,845.47	3,358.59
21	2320	1	02	00	5590	SAU SERVICES SAU SERVICES	203,891.00	100,879.50	103,011.50	-
2320 Total SAU SERVICES							203,891.00	100,879.50	103,011.50	-
21	2410	1	02	00	5111	PRINCIPAL SERVICES ADMIN/OTHER SALARIES	108,200.56	63,035.39	46,225.96	(1,060.79)
21	2410	1	02	00	5115	PRINCIPAL SERVICES SECRETARIAL SALARIES	62,918.39	43,532.80	24,565.03	(5,179.44)
21	2410	1	02	00	5118	PRINCIPAL SERVICES ASSISTANT PRINCIPAL SALAR	88,759.65	53,653.88	39,346.12	(4,240.35)

Candia School District
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YTD Expenditure Report as of 11/29/2023

							ENCUMBRANCES		ENCUMBRANCES PLUS		
TITLE							BUDGET	OUTSTANDING	YEAR TO DATE EXP	YTD EXPENDITURES	AVAILABLE BALANCE
21	2410	1	02	00	5211	PRINCIPAL SERVICES HEALTH INSURANCE	51,776.22	6,212.55	6,215.82	12,428.37	39,347.85
21	2410	1	02	00	5212	PRINCIPAL SERVICES DENTAL INSURANCE	3,912.65	2,592.67	448.09	3,040.76	871.89
21	2410	1	02	00	5213	PRINCIPAL SERVICES LIFE INSURANCE	202.28	111.53	68.95	180.48	21.80
21	2410	1	02	00	5214	PRINCIPAL SERVICES DISABILITY INSURANCE	569.64	384.91	173.57	558.48	11.16
21	2410	1	02	00	5220	PRINCIPAL SERVICES FICA	19,880.71	12,246.53	8,352.68	20,599.21	(718.50)
21	2410	1	02	00	5231	PRINCIPAL SERVICES NHRS SUPPORT	6,054.11	3,870.66	2,464.19	6,334.85	(280.74)
21	2410	1	02	00	5232	PRINCIPAL SERVICES NHRS PROFESSIONAL	38,682.98	22,917.64	16,806.35	39,723.99	(1,041.01)
21	2410	1	02	00	5240	PRINCIPAL SERVICES TUITION REIMBURSEMENT	5,000.00	1,574.00	1,570.00	3,144.00	1,856.00
21	2410	1	02	00	5241	PRINCIPAL SERVICES WORKSHOP REIMB PROF	2,000.00	-	1,215.00	1,215.00	785.00
21	2410	1	02	00	5244	PRINCIPAL SERVICES SECRETARIAL WORKSHOP	425.00	-	-	-	425.00
21	2410	1	02	00	5250	PRINCIPAL SERVICES UNEMPLOYMENT INSURANCE	103.10	-	-	-	103.10
21	2410	1	02	00	5260	PRINCIPAL SERVICES WORKER'S COMPENSATION	995.92	-	995.92	995.92	-
21	2410	1	02	00	5330	PRINCIPAL SERVICES OTHER PROF SVCS	31,003.00	-	-	-	31,003.00
21	2410	1	02	00	5430	PRINCIPAL SERVICES REPAIRS & MAINT SERVICES	2,630.00	850.00	326.60	1,176.60	1,453.40
21	2410	1	02	00	5442	PRINCIPAL SERVICES RENTAL OF EQUIPMENT	1,253.00	835.40	417.60	1,253.00	-
21	2410	1	02	00	5531	PRINCIPAL SERVICES TELEPHONE	9,000.00	7,595.16	5,256.84	12,852.00	(3,852.00)
21	2410	1	02	00	5534	PRINCIPAL SERVICES POSTAGE	1,700.00	-	1,700.00	1,700.00	-
21	2410	1	02	00	5540	PRINCIPAL SERVICES ADVERTISING	500.00	100.00	-	100.00	400.00
21	2410	1	02	00	5550	PRINCIPAL SERVICES PRINTING	500.00	77.50	72.50	150.00	350.00
21	2410	1	02	00	5580	PRINCIPAL SERVICES MILEAGE REIMBURSEMENT	750.00	-	258.73	258.73	491.27
21	2410	1	02	00	5610	PRINCIPAL SERVICES SUPPLIES	1,500.00	-	569.97	569.97	930.03
21	2410	1	02	00	5641	PRINCIPAL SERVICES TEXTBOOKS	172.00	-	117.24	117.24	54.76
21	2410	1	02	00	5644	PRINCIPAL SERVICES PERIODICALS	365.00	-	89.00	89.00	276.00
21	2410	1	02	00	5735	PRINCIPAL SERVICES REPLACEMENT EQUIPMENT	790.00	-	1,155.00	1,155.00	(365.00)
21	2410	1	02	00	5810	PRINCIPAL SERVICES DUES & FEES	1,800.00	-	1,873.00	1,873.00	(73.00)
2410 Total		PRINCIPAL SERVICES					441,444.21	219,590.62	160,284.16	379,874.78	61,569.43
21	2600	1	02	00	5111	MAINTENANCE ADMIN/OTHER SALARIES	65,731.43	38,293.74	28,082.12	66,375.86	(644.43)
21	2600	1	02	00	5116	MAINTENANCE CUSTODIAL SALARIES	129,961.09	24,764.40	17,683.32	42,447.72	87,513.37
21	2600	1	02	00	5211	MAINTENANCE HEALTH INSURANCE	43,947.72	10,982.73	11,373.97	22,356.70	21,591.02
21	2600	1	02	00	5212	MAINTENANCE DENTAL INSURANCE	1,651.00	588.51	303.85	892.36	758.64
21	2600	1	02	00	5213	MAINTENANCE LIFE INSURANCE	147.69	87.75	35.25	123.00	24.69
21	2600	1	02	00	5214	MAINTENANCE DISABILITY INSURANCE	361.65	193.41	85.35	278.76	82.89
21	2600	1	02	00	5220	MAINTENANCE FICA	14,970.47	4,817.95	3,368.16	8,186.11	6,784.36
21	2600	1	02	00	5231	MAINTENANCE NHRS SUPPORT	21,405.39	5,181.14	4,233.60	9,414.74	11,990.65
21	2600	1	02	00	5232	MAINTENANCE NHRS PROFESSIONAL	-	-	-	-	-
21	2600	1	02	00	5250	MAINTENANCE UNEMPLOYMENT INSURANCE	128.89	-	-	-	128.89
21	2600	1	02	00	5260	MAINTENANCE WORKER'S COMPENSATION	3,129.29	-	3,129.29	3,129.29	-
21	2600	1	02	00	5411	MAINTENANCE WATER/SEWERAGE	9,500.00	5,940.40	2,359.60	8,300.00	1,200.00
21	2600	1	02	00	5430	MAINTENANCE REPAIRS & MAINT SERVICES	13,300.00	17,178.90	23,642.72	40,821.62	(27,521.62)
21	2600	1	02	00	5432	MAINTENANCE REPAIRS BUILDINGS	20,000.00	7,294.00	7,141.66	14,435.66	5,564.34
21	2600	1	02	00	5433	MAINTENANCE REPAIRS GROUNDS	8,850.00	11,776.20	13,584.80	25,361.00	(16,511.00)
21	2600	1	02	00	5434	MAINTENANCE BUILDING IMPROVEMENTS	30,000.00	-	43,469.95	43,469.95	(13,469.95)
21	2600	1	02	00	5435	MAINTENANCE REPAIRS MAINT EQUIPMENT	1,000.00	-	-	-	1,000.00
21	2600	1	02	00	5436	MAINTENANCE REPAIRS SECURITY SYSTEM	500.00	82.00	1,447.50	1,529.50	(1,029.50)
21	2600	1	02	00	5437	MAINTENANCE GARBAGE REMOVAL	5,100.00	2,282.96	2,067.04	4,350.00	750.00

Candia School District
General Fund
YTD Expenditure Report as of 11/29/2023

TITLE							BUDGET	ENCUMBRANCES OUTSTANDING	YEAR TO DATE EXP	ENCUMBRANCES PLUS YTD EXPENDITURES	AVAILABLE BALANCE
21	2600	1	02	00	5452	MAINTENANCE LEASE	-	-	-	-	-
21	2600	1	02	00	5521	MAINTENANCE PROPERTY/LIABILITY INS	18,143.00	-	18,143.00	18,143.00	-
21	2600	1	02	00	5531	MAINTENANCE TELEPHONE	-	480.00	240.00	720.00	(720.00)
21	2600	1	02	00	5580	MAINTENANCE MILEAGE REIMBURSEMENT	200.00	-	-	-	200.00
21	2600	1	02	00	5610	MAINTENANCE SUPPLIES	5,700.00	-	-	-	5,700.00
21	2600	1	02	00	5612	MAINTENANCE MAINTENANCE SUPPLIES	15,225.00	3,856.37	5,365.98	9,222.35	6,002.65
21	2600	1	02	00	5619	MAINTENANCE SUPPLIES GROUNDS	1,339.52	125.60	402.86	528.46	811.06
21	2600	1	02	00	5622	MAINTENANCE ELECTRICITY	60,900.00	39,495.95	17,187.67	56,683.62	4,216.38
21	2600	1	02	00	5624	MAINTENANCE OIL	63,525.00	37,741.06	17,258.94	55,000.00	8,525.00
21	2600	1	02	00	5626	MAINTENANCE GASOLINE	150.00	-	-	-	150.00
21	2600	1	02	00	5731	MAINTENANCE NEW EQUIPMENT	1,000.00	-	-	-	1,000.00
21	2600	1	02	00	5735	MAINTENANCE REPLACEMENT EQUIPMENT	600.00	1,875.00	1,875.00	3,750.00	(3,150.00)
2600 Total		MAINTENANCE					536,467.14	213,038.07	222,481.63	435,519.70	100,947.44
21	2700	1	02	00	5517	REG ED TRANSPORTATION ATHLETIC TRANS	11,600.00	16,218.32	9,211.68	25,430.00	(13,830.00)
21	2700	1	02	00	5518	REG ED TRANSPORTATION FIELD TRIPS	7,500.00	7,037.81	(3,181.31)	3,856.50	3,643.50
21	2700	1	02	00	5519	REG ED TRANSPORTATION TRANSPORTATION	505,332.00	367,912.80	91,978.20	459,891.00	45,441.00
21	2700	1	02	61	5519	SPED TRANSPORTATION TRANSPORTATION	225,000.00	134,740.81	45,082.14	179,822.95	45,177.05
2700 Total		TRANSPORTATION					749,432.00	525,909.74	143,090.71	669,000.45	80,431.55
21	2840	1	02	00	5111	IT ADMIN/OTHER SALARIES	45,900.00	24,350.00	22,000.00	46,350.00	(450.00)
21	2840	1	02	00	5211	IT HEALTH INSURANCE	12,434.31	5,491.42	5,686.93	11,178.35	1,255.96
21	2840	1	02	00	5212	IT DENTAL INSURANCE	504.00	262.38	186.02	448.40	55.60
21	2840	1	02	00	5213	IT LIFE INSURANCE	75.00	43.75	31.25	75.00	-
21	2840	1	02	00	5214	IT DISABILITY INSURANCE	210.75	1,354.52	105.40	1,459.92	(1,249.17)
21	2840	1	02	00	5220	IT FICA	3,511.33	1,862.83	1,619.11	3,481.94	29.39
21	2840	1	02	00	5231	IT NHRS SUPPORT	6,210.27	3,294.65	2,976.61	6,271.26	(60.99)
21	2840	1	02	00	5240	IT TUITION REIMBURSEMENT	4,950.00	-	-	-	4,950.00
21	2840	1	02	00	5241	IT WORKSHOP REIMB PROF	825.00	-	-	-	825.00
21	2840	1	02	00	5250	IT UNEMPLOYMENT INSURANCE	25.78	-	-	-	25.78
21	2840	1	02	00	5260	IT WORKER'S COMPENSATION	281.12	-	281.12	281.12	-
21	2840	1	02	00	5330	IT OTHER PROF SVCS	26,500.00	-	-	-	26,500.00
21	2840	1	02	00	5431	IT REPAIRS EQUIPMENT	1,500.00	-	375.00	375.00	1,125.00
21	2840	1	02	00	5610	IT SUPPLIES	5,000.00	892.65	668.44	1,561.09	3,438.91
21	2840	1	02	00	5650	IT SOFTWARE	12,977.57	3,620.00	4,411.53	8,031.53	4,946.04
21	2840	1	02	00	5735	IT REPLACEMENT EQUIPMENT	17,749.00	1,634.80	9,613.60	11,248.40	6,500.60
21	2840	1	02	00	5810	IT DUES & FEES	540.00	-	-	-	540.00
2840 Total		IT					139,194.13	42,807.00	47,955.01	90,762.01	48,432.12
21	4600	0	00	00	5330	BUILDING IMPROVEMENT SVCS OTHER PROF SVCS	191,644.60	-	-	-	191,644.60
4600 Total		BUILDING IMPROVEMENT SVCS					191,644.60	-	-	-	191,644.60
Grand Total							10,107,560.65	5,584,000.51	3,802,441.77	9,386,442.28	721,118.37

First Reading Policies - Candia			XI.A.
		2nd Board Reading Date:	1/4/2024
		1st Board Reading Date:	12/4/2023
		Committee Meeting Date:	11/10/2023
CURRENT CODE	POLICY TITLE/CATEGORY	SUGGESTIONS/REQUIREMENTS	Last reviewed
A C N	New- Nursing Mothers Accommodation	New-Required by Law	Fall Updates
GBCD	Background Investigation	Added language per changes in law	Fall Updates
GCCBC	FMLA	Language changes per change in NH Law	
BEDG	Meeting Minutes	Changes in law regarding sealed minutes	Fall Updates
EBCC	Bomb Threats False Alarms, Bomb, Active Shooter, and Other Such Threats	Re-titled and substantially revised to include additional threats as well as false alarms	Fall Updates

**CANDIA SCHOOL DISTRICT
NURSING MOTHERS ACCOMMODATION**

A. Statement of Purpose

The District provides a supportive environment as to time and place for employees (collectively “nursing mothers”). Subject to the terms and exceptions set forth in this policy, the District will accommodate the needs of nursing mothers by providing reasonable times and suitable spaces for nursing mothers to nurse during school and work hours for one year after the birth of the child. Nursing for purposes of this policy will include expression of milk by manual or mechanical means.

No nursing mother will be discriminated against for nursing or nursing related activities as provided in this policy, and reasonable efforts will be made to assist nursing mothers in meeting their infant feeding goals while at work or school.

B. Accommodation Notice and Plans

A nursing or expectant mother should contact the building principal or employee’s supervisor at least two weeks before the need for nursing accommodations arises. The District will endeavor to meet the break and space needs of each nursing mother. However, when ordinary accommodations (as discussed below) will create undue hardship to the operations of the school/workplace, the District will work with the nursing mother to determine whether other acceptable accommodations may be made. Such other accommodations could include such items as a change in work/class assignments, or schedules. When acceptable accommodations are unattainable, the building principal or other administrator working with the nursing mother should consult with the District’s Human Rights/Non-Discrimination Officer or Superintendent.

A nursing accommodation plan should be revisited upon the nursing mother’s request, or at least every three months, with adjustments made to the accommodations for breaks as nursing needs change.

C. Reasonable Time to Express Milk during the School Day

Absent undue hardship or other accommodations as established under Section B, above, a nursing mother will have a minimum of three opportunities (“nursing period”) during a work or school day, at agreed upon intervals (which should include flexibility as appropriate and practicable) for the purpose of nursing or to address other needs relating to nursing. An employee can use usual break and meal periods if she chooses.

A nursing mother who is an hourly employee will be paid during nursing periods. Nursing mothers shall not be required to “make up” time relating to the use of

unpaid nursing periods.

D. Suitable Private Areas for Nursing

Nursing mothers will be provided with a private place, other than a bathroom, in each school district building in which a nursing mother spends her working or school day. The nursing area:

1. May be temporary or permanent.
2. Shall be shielded from view and free from intrusion by other persons, including without limitation other staff or students;
3. Shall be within a reasonable walk to the nursing mothers work-station or classroom unless otherwise agreed by the nursing mother;
4. Have at a minimum an electrical outlet and a chair if feasible;
5. Have a sink with running water if feasible, or be in proximity to one;
6. Have a refrigerator for breast milk storage if feasible, or be in proximity to one; and
7. Shall be cleaned regularly by District staff assigned to that duty.

E. Nursing Mother Responsibilities.

Nursing mothers will:

1. Provide at least two weeks advance notice of the need for nursing accommodations, preferably prior to their return to school following the birth of the child. This will allow school administrators the opportunity to establish a location and work out scheduling issues.
2. Maintain the nursing area by wiping down surfaces with antibacterial wipes so the area is clean for the next user.
3. Provide their own supplies as is necessary.

F. Prohibited conduct.

Any intentional act which violates a nursing mother's privacy, aims to frustrate a nursing mother's intentions to use the nursing facilities, or constitutes harassment on account of a nursing mother's needs or breastfeeding status is prohibited, and shall be treated as violation of the applicable code of conduct, with possible disciplinary consequences and may constitute sexual harassment and reported to the Title IX Coordinator.

G. Dissemination of policy.

This policy shall be printed or summarized in applicable employee handbook. For employees, if the handbook is not provided at the time of hire, then the District will provide a copy of this policy at the time of hire.

**CANDIA SCHOOL DISTRICT
BACKGROUND INVESTIGATION AND CRIMINAL RECORDS CHECK**

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

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

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

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

Criminal History Records Check

Each applicant must submit to a background check and a criminal history records check with the State of New Hampshire, including FBI national records as required by RSA 189:13-a and RSA 189:13-b. Refusal to provide the required criminal history records release form and any other required releases to authorize a background check will result in immediate disqualification and no further consideration for the position.

Volunteers

Designated Volunteers are subject to a background investigation/criminal records check and the provisions of this policy. "Designated Volunteers" are defined and so designated pursuant to Policy [UJC](#). Volunteers not categorized as "Designated Volunteers" per Policy [UJC](#) will not be subject to a background investigation or criminal records check.

Bus Driver and Monitors

Bus drivers and bus monitors employed by contractors shall have their criminal history records checks processed by the New Hampshire Department of Education (NHED) as required by RSA 189:13-a and RSA 189:13-b. **Although NHED will conduct the criminal history records checks, the Superintendent or designee may require a background investigation.**

Substitute Teachers in SAU

Substitute teachers working in other districts in SAU 15 who have undergone a criminal history records check within the last three years under RSA 189:13-a shall not be required to undergo an additional criminal history records check unless required by the Superintendent.

Conditional Offer of Employment

Persons who have been selected for employment may be given a conditional offer of employment, with the final offer subject to the successful completion of the background check, the State and FBI criminal history records check, and a determination that there are no disqualifying pending charges or convictions.

No applicant selected for employment shall be extended a conditional offer of employment until the Superintendent, or his/her designee, has initiated the formal State and FBI criminal history records check process and a background investigation.

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

Final Offer of Employment

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

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

In addition to the felonies listed as disqualifying in pertinent and applicable law, a person may be denied a final offer of employment if he/she has charges pending or has been convicted of any crime, either a misdemeanor or felony, provided the basis for disqualifying the candidate is job related for the position in question and is consistent with business necessity. Such determination will be made by the Superintendent in accordance with the established protocol and on a case-by-case basis. If the Superintendent chooses to nominate an applicant who has a history of conviction of a crime or with pending charges for a position that must be approved by the School Board, the School Board shall be informed that a criminal history exists, or that charges are pending. **Pursuant to regulations of the United States Dept. of Justice, and RSA 189:13-a, the Superintendent may NOT share with the Board information directly gleaned from the criminal history records check regarding specific criminal charges, arrests or convictions, etc.**

The Superintendent, or designee, will transmit each applicant's Criminal Record Release Authorization Form and, where inked cards are used, the applicant's fingerprint cards to the State Police. The State Police will then conduct the criminal history records check and will provide the Superintendent with the applicant's criminal history record or confirmation that the individual does not have a record of being charged with or convicted of a crime. In accordance with RSA 189:13-a, III, the Superintendent or designee (Assistant Superintendent, Human Resources Director, or Business Administrator) shall review the criminal history record form the State Police and shall destroy the document as required by RSA 189:13-a, III-a.

When the District receives a notification of an employee, contractor, contractor's employee, or volunteer being charged with or convicted of a disqualifying offense under RSA 189:13-a, the Superintendent's protocol, or other crime which is evidence of the individual's unsuitability to continue in their role, the Superintendent shall take immediate appropriate action to remove the individual from contact with students. The Superintendent will then take appropriate employment or other action, consistent with law and any applicable employment agreement or contract to address the individual's ongoing relationship with the District. If the applicant's criminal history indicates that the applicant has been charged pending disposition for or has been convicted of a crime listed in RSA 189:13-a, V, the Superintendent shall notify the New Hampshire Department of Education.

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

Additional Criminal Records Checks

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

Child Sexual Abuse Prevention Education and Training

Any person required to have a criminal background check under this policy shall be provided informational materials, training, or other education, either online or in person, concerning child abuse, or reporting mandates. The training must be completed within thirty days of employment or commencement of services to the district and renewed every two years.

Adopted: June 1, 2000

Revised: May 5, 2011, January 5, 2017, December 6, 2017, February 9, 2023

Legal Reference:

RSA 189:13-a, School Employee and Volunteer Background Investigations

RSA 189:13-b, School Bus Driver and Transportation Monitor Criminal History Records Check

**CANDIA SCHOOL DISTRICT
FAMILY AND MEDICAL LEAVE ACT**

Consistent with the federal Family and Medical Leave Act of 1993, the School District recognizes that eligible employees have access to unpaid family and medical leave for up to twelve (12) weeks during any twelve (12) month period. The intent of this policy is to summarize the Act as it applies to eligible employees of the School District. Employees should consult regulations that implement the Act for more specific definitions and criteria for use. It is not the intent of this Policy to provide additional or different provisions than those specified in the Act and its implementing regulations.

~~To be eligible for family or medical leave, an employee must have been employed for at least twelve (12) months, have worked at least 1,250 hours during the prior twelve months, and be employed at a work-site where at least 50 employees are employed by the District within a 75-mile radius of that work-site.~~ **A school district employee must have been employed by the school district for at least 12 months and who has worked at least 900 hours in the previous 12-month period shall be eligible for family and medical leave under the same terms and conditions as leave provided to eligible employees under the federal Family and Medical Leave Act of 1993.**

Family leave shall be provided when a son or daughter is born to the employee or when one is placed with the employee for adoption or foster care. Medical leave shall be provided for the serious health condition of the employee, or in order for the employee to take care of a spouse, child, or parent who has a serious health condition rendering him/her unable to perform the functions of his/her job.

An employee may elect, or the District may require, an employee to use accrued paid vacation, personal, or family leave for purposes of family leave. An employee may elect, or the District may require, an employee to use accrued vacation, personal, or medical/sick leave for purposes of medical leave.

The employee shall notify the District of his/her request for leave, if foreseeable, at least thirty (30) days prior to the date when the leave is to begin. If such leave is not foreseeable, then the employee shall give such notice as is practical. The District may require a certification from a health care provider if medical leave is requested. When an employee returns following a leave, he/she must be returned to the same or equivalent position of employment. The Superintendent, or his/her designee, may reassign a teacher consistent with the teacher's agreement, to a different grade level, building, or other assignment, consistent with the employee's certification.

The District shall post a notice prepared or approved by the Secretary of Labor stating the pertinent provisions of the Family and Medical Leave Act, including information concerning the enforcement of the Act.

The user of this policy is also directed to the applicable provisions of any Collective Bargaining Agreements in the district.

Legal Reference:
Title 29 B 2601 et. seq.

Adopted: June 2, 2005

Revised: November 7, 2019

**CANDIA SCHOOL DISTRICT
MINUTES**

The Board will keep a record of the actions taken at Board meetings in the form of minutes. Minutes shall include the names of members participating, persons appearing before the School Board, a brief description of each subject matter discussed, and a record of all final decisions. All motions and seconds must be recorded as well. When a recorded roll call vote on a motion is required by law or called for by the Chair, the minutes will record how each board member voted on the motion.

Copies of the draft minutes of a meeting will be sent to the members of the Board before the meeting at which they are to be approved. Amendments to the minutes may be made at the meeting at which they are to be approved.

All minutes will be kept in accordance with RSA 91-A:2 and RSA 91-A:3 and will be in the custody of the Superintendent. Draft minutes of all public meetings, clearly marked as drafts, will be made available for public inspection no later than five (5) business days after each public session. Minutes for non-public sessions shall be kept as a separate document. Draft minutes for all non-public sessions, unless sealed by a recorded roll call vote taken in public session with 2/3 of the board members present supporting the motion, will be made available for public inspection within seventy-two (72) hours after the non-public session.

Approved minutes, except those non-public session minutes, which are sealed, shall be consistently posted on the District's web site in a reasonably accessible location or the web site shall contain a notice describing where the minutes may be reviewed and copies requested. Draft minutes will be available for inspection at the District's administrative office.

~~Sealed minutes shall be reviewed periodically and unsealed by majority vote of the Board if the circumstances justifying sealing the minutes no longer apply. The Superintendent shall identify and bring to the Board's attention minutes, which have been sealed because disclosure would render the proposed action ineffective where the action has been completed and the minutes no longer need to be sealed. The Superintendent will also identify any other sealed minutes where the justification for sealing no longer applies due to the passage of time. Generally, non-public session minutes sealed because divulgence of the information would likely affect adversely the reputation of a person other than a member of the School Board, will remain sealed.~~

Sealing Non-Public Minutes.

As used in this policy, "sealed" minutes in reference to minutes of non-public sessions, means that the Board determined by 2/3 majority vote in public session that "divulgence of the information" (i.e., information in the minutes of the non-public session):

- a. Would affect adversely the reputation of a person other than a Board member;**
- b. Would render ineffective the action/proposed action taken in non-public session;**
or
- c. Pertains to matters relating to the preparation for and carrying out of all emergency functions intended to thwart a deliberate act intended to result in**

widespread or severe damage to property or widespread injury or loss of life (i.e., terrorism).

- A motion to seal, if any, should be the first item of public business after the Board exits the non-public session, and must state one of the three grounds above allowing sealing.
- If the minutes are not prepared/approved during the non-public sessions itself, the Board should discuss the content of the minutes prior to exiting so that any vote to seal will be an informed vote.
- When making or voting upon a motion to seal, the Board member who made the motion should consider and state the duration that minutes be sealed based upon the grounds supporting the sealing. This can be done either by stating a date they are sealed until, or a date by which the Board might review the minutes' status. For instance, minutes sealed because divulgence of the information would likely affect adversely the reputation of a person other than a member of the Board might remain sealed permanently, while minutes sealed because disclosure would "render the action ineffective" should be sealed only for as long as that reason exists or is anticipated to exist. Pursuant to RSA 91-A:3, III, non-public minutes relating to discussion about lease, purchase or sale of property (91-A:3, II(d)) must be made available "as soon as practicable after the transaction has closed or the Board has decided not to proceed with the transaction."

Minutes of the Non-Public Session Itself. In addition to the information included in all minutes as described in paragraphs B.1-7, above, minutes of the non-public session must include "all actions" and decisions (i.e., votes, including negative votes) taken by the Board, with a record of how each member voted. If the Board does not "seal" the minutes of the non-public session, then such information must be disclosed to the public within 72 hours of the close of the meeting.

Sealed Minutes List. In order to comply with RSA 91-A:3, III, the Superintendent is directed to maintain a list of all sealed minutes for non-public sessions occurring after July 1, 2021. The list (referred to as the "Sealed Minutes List") shall include:

- a. the name of the public body (e.g., School Board, Policy Committee, etc.); *
- b. the date, * time * and location of the public meeting (from meeting notice);
- c. the start and end times * of the non-public session;
- d. the specific grounds upon which the non-public session occurred (e.g., RSA 91-A:3, II (b) and (c), etc.); *
- e. the specific grounds upon which the minutes were sealed (e.g., "disclosure would render the action ineffective" or "disclosure would likely adversely affect the reputation of a non-board member," etc.);
- f. the date the vote to seal the minutes occurred; *
- g. the date, if any stated in the original motion or subsequently, on which the sealed minutes will be unsealed; the motion to seal should, when possible, state the date

the minutes should be unsealed or at least reviewed by the Board or other public body; and

h. the date, if any, of a subsequent decision to unseal the minutes.*

The Sealed Minutes List shall be updated each time the public body seals non-public minutes, and the updated List shall be made as soon as practicable for public disclosure.

Reviewing and Unsealing Previously Sealed Minutes. Pursuant to RSA 91-A:3, IV, starting on October 3, 2023, sealed minutes must either be reviewed within each ten year period or unsealed no later than the expiration of ten years following the date they were sealed or last reviewed. Minutes sealed prior to October 3, 2023 must be reviewed and/or unsealed by October 3, 2033.

The Board will review previously sealed non-public minutes within ten years of the date the minutes were first sealed, or within ten years of the last time those minutes were last reviewed by the Board. The minutes shall be unsealed by majority vote of the Board if the circumstances justifying sealing the minutes no longer apply. Minutes which are not reviewed after 10 years will be automatically unsealed. Although discussion of whether to unseal such minutes should occur in non-public session pursuant to RSA 91-A:3, II (m), any vote to unseal must occur in public session.

Legal References:

RSA 91-A:2 II-a, RSA 91-A:3 III Public Records and Meetings: Non-Public Sessions and RSA 91-A:4 I Public Records and Meetings: Minutes and Records available for Public Inspection, **RSA 189:29-a Records Retention and Disposition**

Adopted: October 12, 1999
Revised: May 7, 2009
Revised: December 6, 2017
Revised: January 3, 2019

CANDIA SCHOOL DISTRICT
BOMB THREATS
FALSE ALARMS, BOMB, ACTIVE SHOOTER, AND OTHER SUCH THREATS

The Board recognizes that **bomb threats, false alarms, and bomb, active shooter or other such violent threats** are a significant concern to the schools. Whether the threat is real or a hoax, a **bomb threat, fire, explosion, active shooter, explosive device, biological or chemical substance, or other catastrophic emergency** represents a potential danger to the safety and welfare of students, staff, and school property.

No person shall make or communicate, by any means, a threat that a bomb has been or will be placed on school premises. Making such threats or false alarms will be deemed a violation of the applicable code of conduct, with potential disciplinary action, and will be referred to law enforcement for potential criminal prosecution.

Any **bomb, false threat or alarm** will be regarded as a serious matter and will be treated accordingly. In the event **of a bomb** threat is made, the following procedures shall be followed:

1. Law Enforcement authorities shall be notified immediately.
2. Simultaneously, the Superintendent shall be notified. **The Superintendent or his/her designee shall make a determination as to whether an immediate evacuation of school buildings is required in accordance with the District Crisis Prevention and Response Plan.**
3. ~~The Principal, in consultation with law enforcement authorities and the Superintendent, will determine if a credible threat exists. If so, the Superintendent or his/her designee shall call for an immediate evacuation of all school buildings. Any decision to re-enter the school or buildings after an evacuation will be made by the Superintendent, or designee, and only after such clearance has been given by the appropriate law enforcement agency.~~
4. An investigation of the threat should be made by local law enforcement authorities or applicable state department.
5. **The Superintendent or her/his designee will communicate the occurrence of any threat under this policy to the parents of any students in the affected building, whether or not a full evacuation occurred EITHER in accordance with the District Crisis Prevention and Response Plan OR the District Communication Plan OR as soon as deemed appropriate under the circumstances.**

~~Any decision to re-enter the school or buildings will be made by the Superintendent, or designee, and only after such clearance has been given by the appropriate law enforcement agency.~~

Making a **bomb** threat is a crime. As such, any person found to have made a **bomb** threat will be subject to arrest and prosecution according to law. Any student suspected of making a **bomb** threat will be reported to law enforcement authorities for investigation and possible prosecution. Apart from any penalty imposed by law, and without regard to the existence or status of criminal charges, a student who makes a **bomb** threat shall be subject to disciplinary action, in accordance with applicable Board policy.

Legal References:

RSA 158:9 Possession of Explosives, **RSA 644-a False Fire Alarms, RSA 644:3 False Public Alarms**

Adopted: May 10, 1978

Adopted: April 6, 2000

Revised: February 5, 2009

XII.A.

Candia School District 23-24

Name	Activity	Compensation
Kyle Widness	Girls Basketball Coach	\$1,900
Kyle Widness	Intramural Coach	\$1,500
Alyssa Grant	Assistant Girls Basketball Coach	\$950

Co-Curricular Nominations

Mentoring

Name	Activity	Compensation

Club

Name	Activity	Compensation



Vision of Pinkerton Academy

Pinkerton Academy students will become critical thinkers, effective communicators, and respectful, contributing members of our society.

Mission of Pinkerton Academy

Rooted in a community of courtesy, respect, and responsibility, Pinkerton Academy seeks to provide a safe and welcoming environment which prepares all students for success in a changing world.

Start Time Committee Problem Statement

Rooted in a community of courtesy, respect, and responsibility, Pinkerton Academy seeks to provide a safe and welcoming environment that prepares all students for success in a changing world. As the school strives to achieve this mission, the Pinkerton Academy Board of Trustees prioritizes a premium education while supporting student health and well-being. In searching to improve the educational climate for students at the Academy, the Board of Trustees has found the research on moving high school start times later in the day powerful and compelling.

Pinkerton Academy's current start time is 7:15a, which is substantially earlier than other schools in the region. This start time requires the first bus pick-up time to be between 5:45a and 6:03a in 5 of the 6 sending towns. Only 16% of Pinkerton Academy students report sleeping 8 or more hours each night where the American Academy of Pediatrics recommends adolescents sleep 8.5-9.5 hours a night. Studies have shown that students' lack of sleep affects the areas of mental health, morning habits, safety, nutrition, and academic performance as well as other factors.

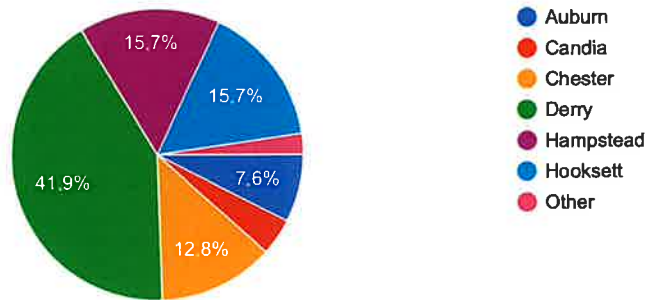
The Pinkerton Academy Board of Trustees has instituted the School Start Time Committee, composed of representatives from each of the sending town districts and from the Academy, in order to investigate the impact and feasibility of having Pinkerton Academy start later in the day. At this time no decision has been made about changing Pinkerton's start time nor has there been a suggestion that if the start time is changed when that start time will be. The role of this committee will be to gather information from the students, parents, community, faculty, staff, and administrators which it will use to consider and present possible options for the future.

Summary Student School Start Time Survey

N = 172

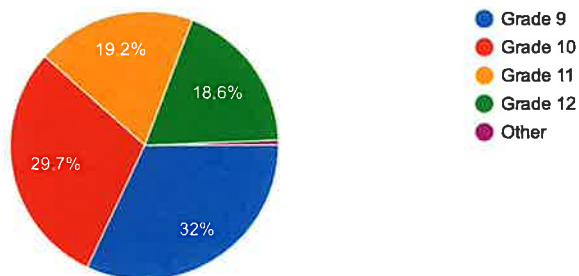
In which town do you live? Mark only one answer

172 responses



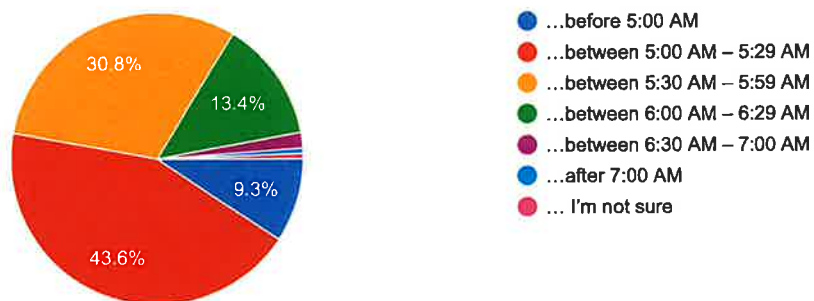
What is your grade? Mark only one answer

172 responses



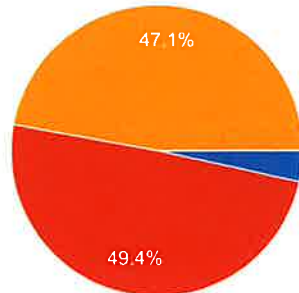
On school mornings I usually wake up.... Mark only one answer

172 responses



On school mornings I...

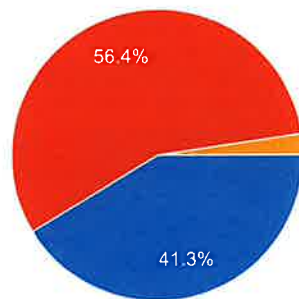
172 responses



- ...wake up naturally on my own.
- ...need an alarm or someone to wake me up
- ...have trouble getting up and require multiple alarms or wake-up calls.
- ... I'm not sure
- Option 5

On most days to get to school I usually...

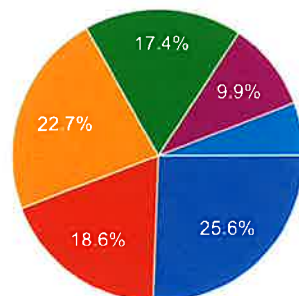
172 responses



- take the bus to school.
- am driven or I drive.
- walk or ride a bicycle.

During my busiest season or time of year, I usually spend _____ hours per week participating in after-school activities on school day...elect the time that best describes your situation.

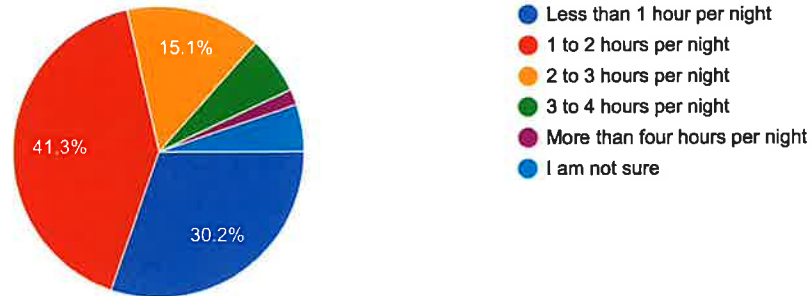
172 responses



- 0 to 5 hours per week
- 6 to 10 hours per week
- 11 to 15 hours per week
- 16 to 20 hours per week
- More than 20 hours per week
- I am not sure

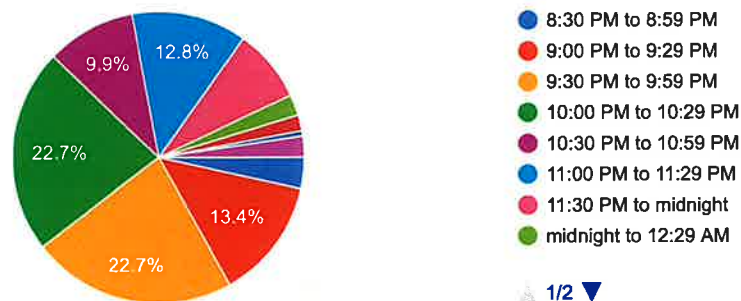
After school on school days, I usually work on homework for ...

172 responses



On an average school night, when do you usually go to bed?

172 responses

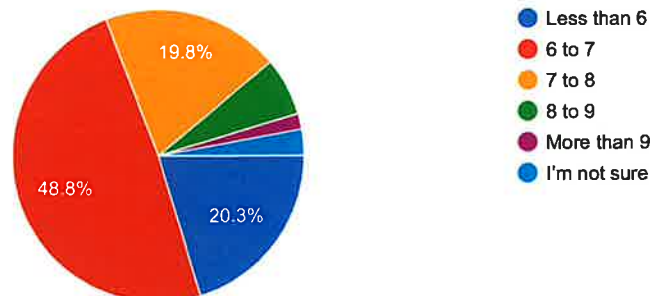


1/2 ▼

Before 10:00 PM – 39.5%, Between 10:00 to Midnight – 53.5%, After midnight – 4.7%

On the average school night, how many hours of sleep do you usually get?

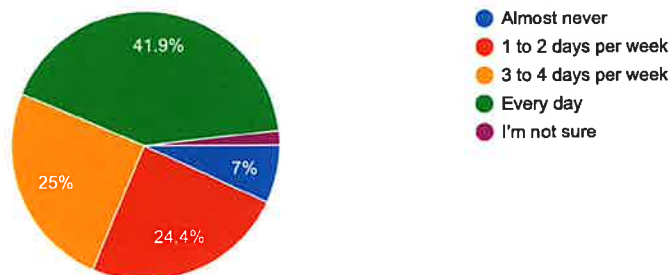
172 responses



Less Than 8 hrs. – 89%, More Than 8 hrs. – 8%

How often do you feel excessively tired during the school week?

172 responses



3 or More Tired Days – 49.4%, 1 – 2 Tired Days – 41.5%, Never Tired 7%

One option, being considered, is to begin Pinkerton Academy later in the morning (20 to 70 minutes later). If the Academy were to start later, it would make the morning routine for you and your family ...

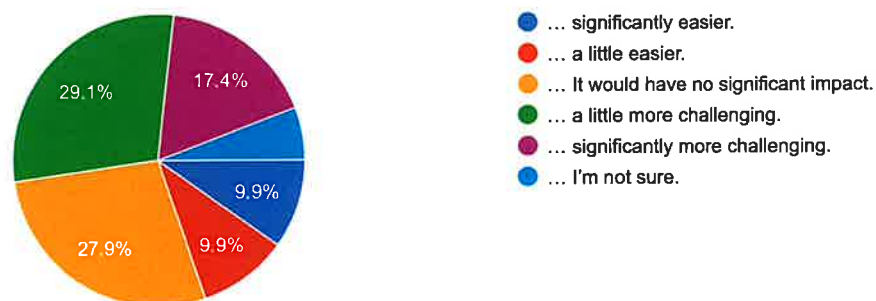
172 responses



Easier – 77.3%, No Significant Impact – 7.6%, Challenging – 11.1%

Starting school later would likely mean ending the school day later. Some after-school activities would likely end later as well. If the Academy were...noon and evening routine for you and your family ...

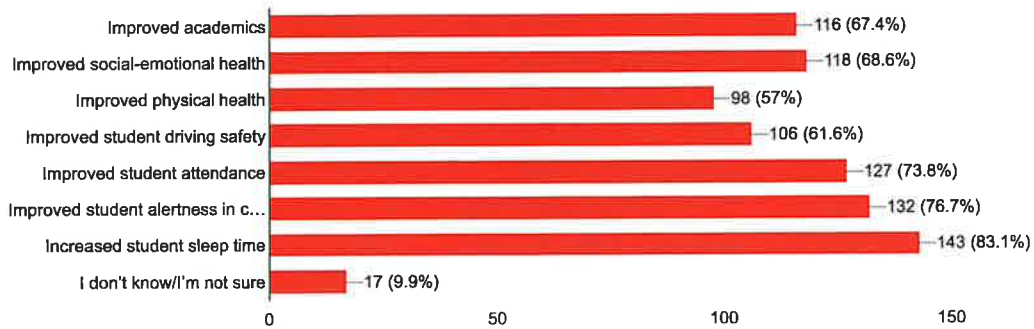
172 responses



Easier – 19.8%, No Significant Impact – 27.9%, Challenging – 46.5%

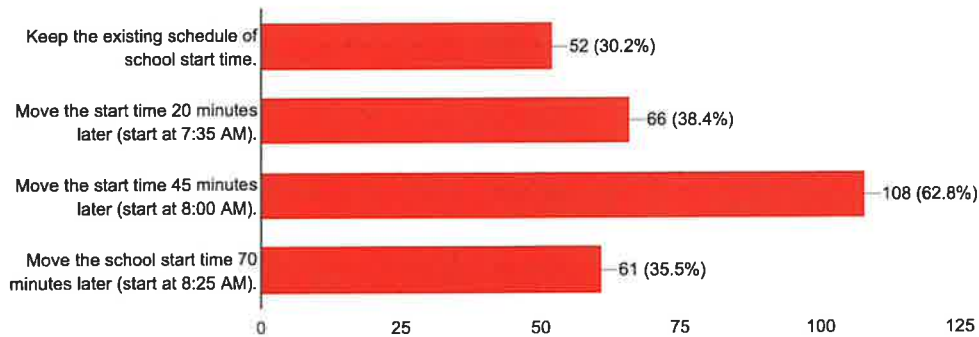
If the decision were made to start Pinkerton Academy later, what do you think would be the positive reason(s) for students to make the change? (Mark all that apply)

172 responses



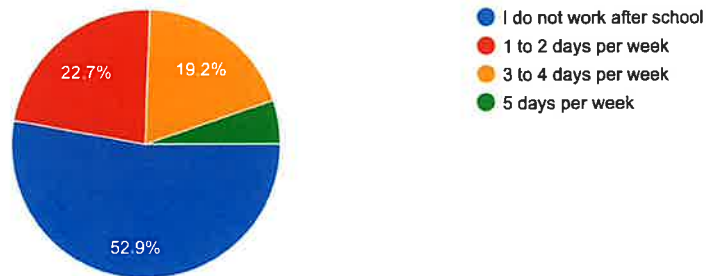
Which of the following options for school start times would you support? Check ALL options that apply

172 responses



How many school days per week do you work at a job outside of your home after school? Mark only one answer.

172 responses



Selected Comments

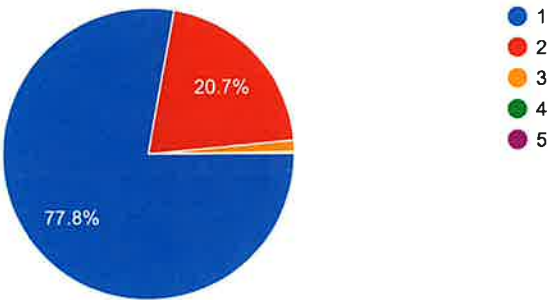
Positive – 16, Neutral – 12, Negative - 14

For Changing	Against Changing
Changing the starting time to be later is a very much needed change. They need to consider the people that live the furthest away. Another factor is driving in the winter and how dark it is. There are no street lights in our town.	With the addition of school sports, travel sports, and homework a later start time would add extra unnecessary stress to my life.
I have terrible stomach issues and having to get up super early messes with it so bad. It makes it so much more painful to be at school because with the amount of sleep my stomach doesn't fully settle and without having breakfast at a decent time that also messes up my stomach. My physical health would be so much better if school were to start later at Pinkerton!	I'm not sure about other towns but for Hampstead the bus schedule is very tight. The bus drives have just enough time to pick up the middle schoolers after dropping off the high schoolers. And the elementary kids don't get onto their bus till 3-3:30.
I was rear ended on the way to school by another student less than a week ago. If school started later in the day this wouldn't have happened because of better sleep and more awareness	If the school started later students would take advantage and go to bed later, it won't do us any good
I am currently an active member of the football team; practice ends for us at 530pm and I then have homework that I do in study halls. so, when I get home from practice I eat dinner shower and go to bed. then I get up at 530 in the morning and get ready for school because my bus comes at 6am. as a growing teen I need the most sleep because mi constantly tired and have trouble focusing in class because of the lack of sleep. starting school later would be so much easier for me.	School starting later will make it very difficult for students to have a job as well.
Changing the schools start time would be extremely helpful to every student in the district. I know multiple kids who use their studies to sleep and they have a hard time staying awake in other classes	I think that moving back the start of school time would be extremely detrimental because students would have less time after school to complete homework and attend after-school activities, causing them to stay up even later.

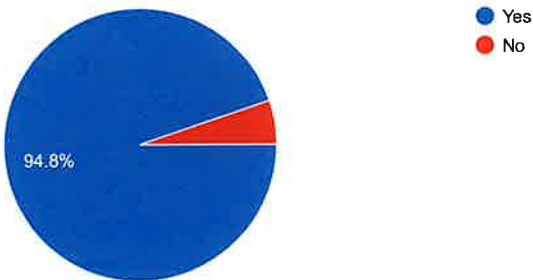
Summary Parents/Gradians School Start Time Survey

N = 974

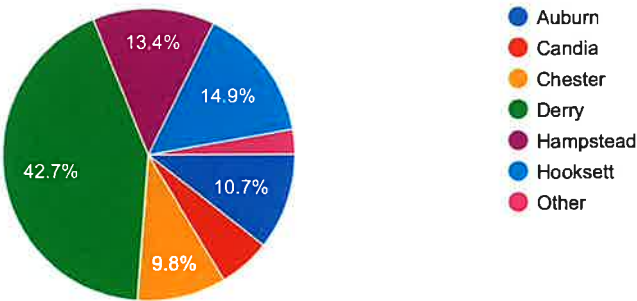
Some questions in the survey ask about the habits and routines of your students. Because different individuals may have different experiences, you are ...plete. I will be completing the survey ____ times.
974 responses



I have read the Problem Statement produced by the Start Time Committee (<https://bit.ly/3sT5Fz8>)
974 responses

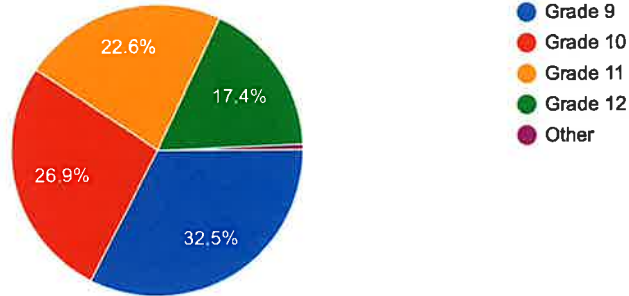


In which town do you live? Mark only one answer
974 responses



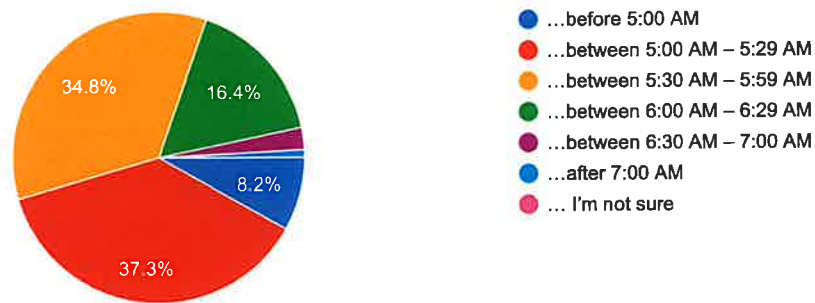
What is your student's grade at Pinkerton Academy?

974 responses



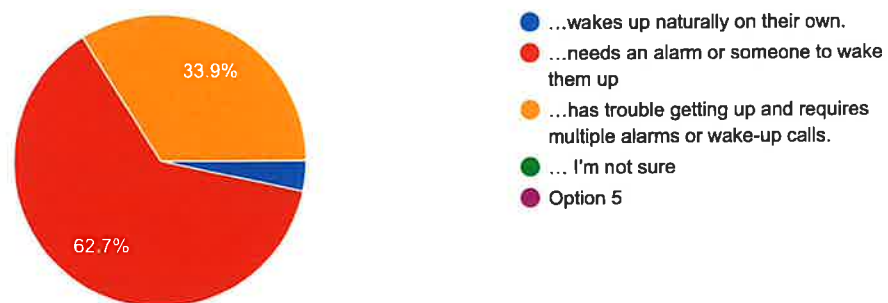
On school mornings my student usually wakes up.... Mark only one answer

974 responses



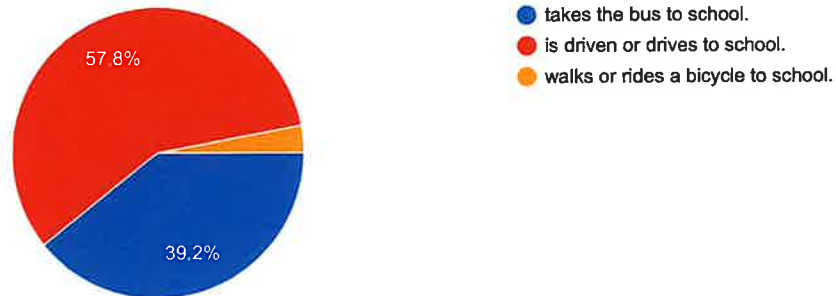
On school mornings my student...

974 responses



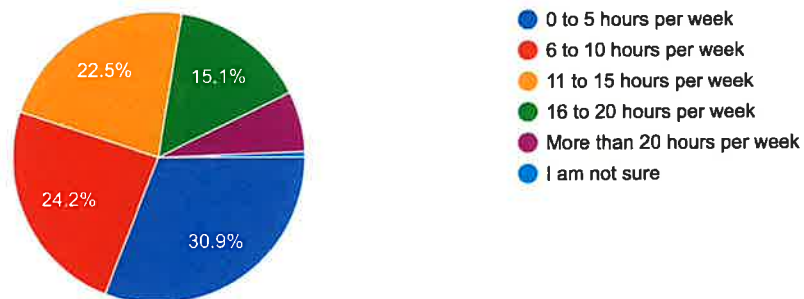
To get to school my student usually...

974 responses



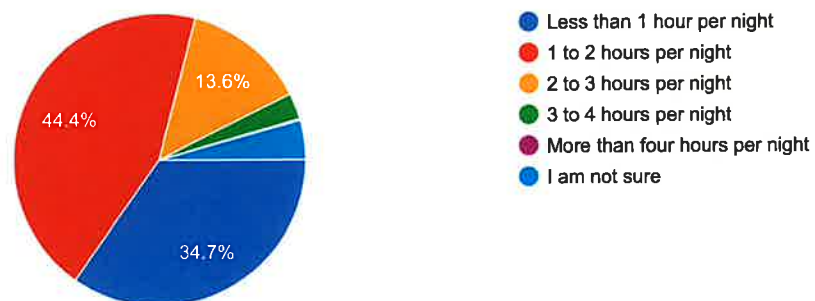
During your student's busiest season or time of year, how many hours/week does your student typically spend participating in after-school activities, lessons either at school or away from school)?

974 responses



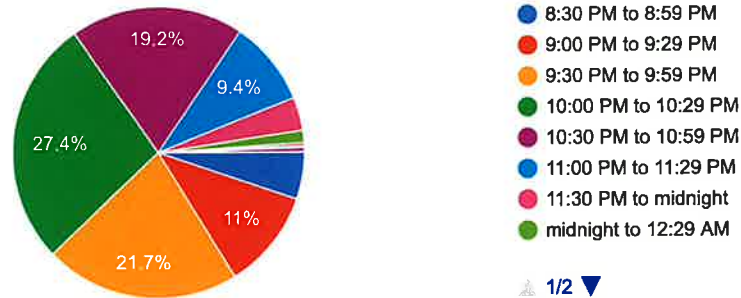
On most school days, how many hours of homework does your student do after school?

974 responses



On an average school night, what time does your student usually go to bed?

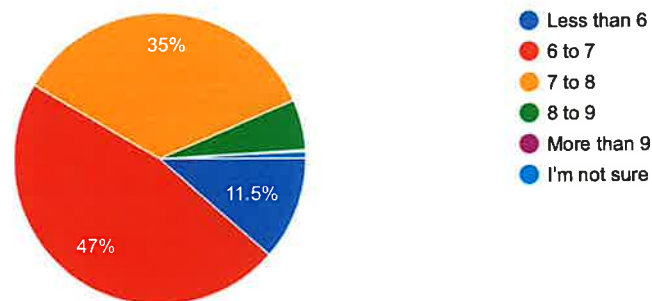
974 responses



Before 10:00 PM – 37.9%, Between 10:00 to Midnight – 59.8%, After midnight – 2.4%

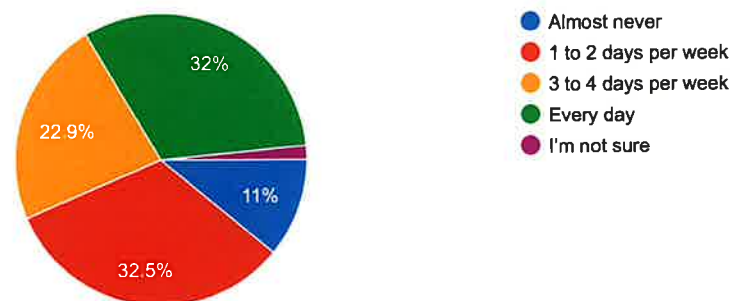
On the average school night, how many hours of sleep does your student usually get?

974 responses



How often does your student seem excessively tired during the school week?

974 responses

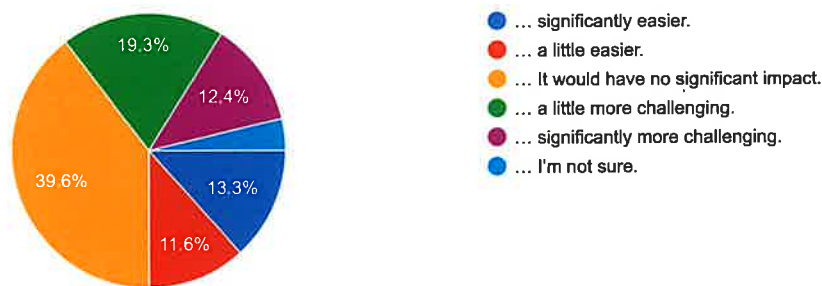


One option, being considered, is to begin Pinkerton Academy later in the morning (20 to 70 minutes later). If the Academy were to start later, it would make the morning routine for you and your family ...
974 responses



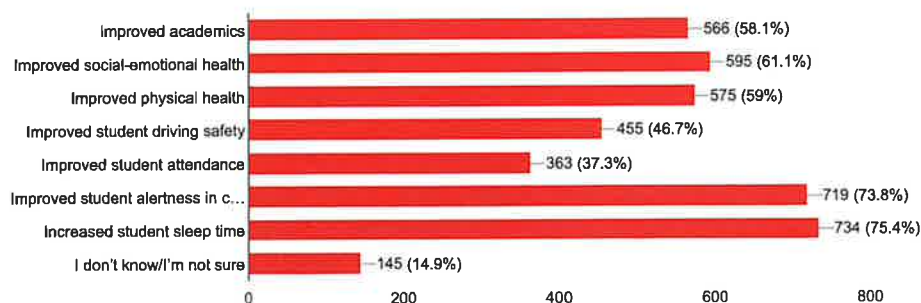
Easier – 61.3%, No Significant Impact – 22.8%, Challenging – 12.1%

Starting school later would likely mean ending the school day later. Some after-school activities would likely end later as well. If the Academy were...noon and evening routine for you and your family ...
974 responses



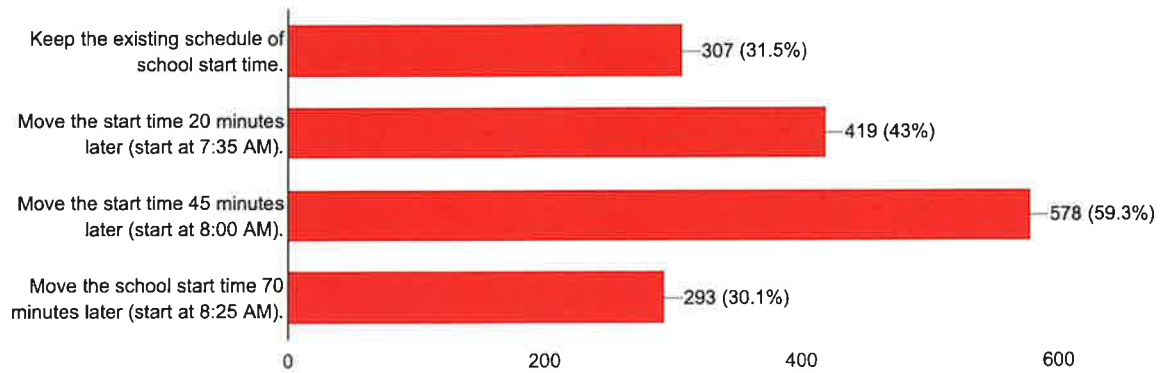
Easier – 24.9%, No Significant Impact – 39.6%, Challenging – 31.7%

If the decision were made to start Pinkerton Academy later, what do you think would be the positive reason(s) for students to make the change? (Mark all that apply)
974 responses



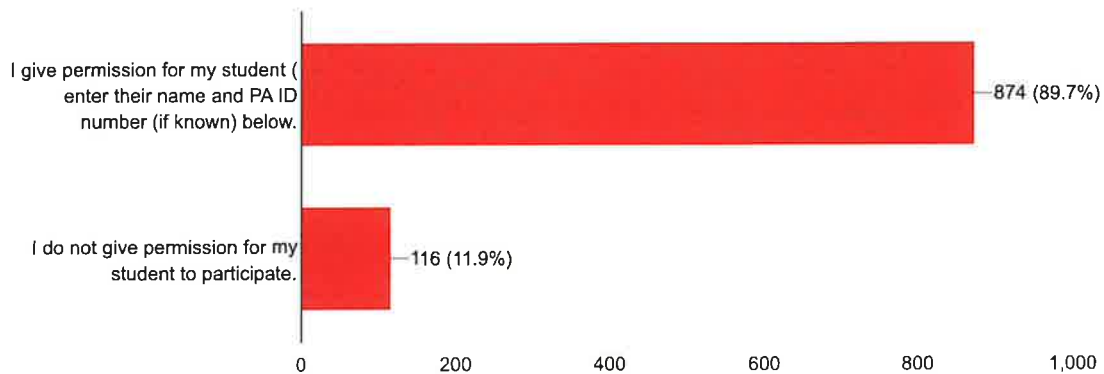
Which of the following options for school start times would you support? Check ALL options that apply

974 responses



We would also like feedback from the student body; however, New Hampshire state regulations stipulate that, as parents or guardians, you must give...e form will allow your student to take the survey.

974 responses



Selected Comments

Positive – 22, Neutral – 16, Negative - 7

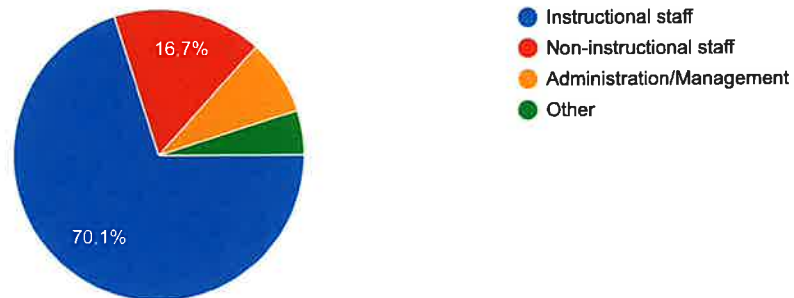
For Changing	Against Changing
I think this is a great idea. Most people start their work day at 8:00, I never understood why school needs to start so early	The biggest concern as a parent is the bussing schedule. We reside in Hooksett and I fear a change to the start time would impact bussing schedules and availability.
Currently my child is in ALC but this would of made thing a lot easy for us a family.	My biggest concern is sports. My daughter is on the varsity hockey team and I don't know what impact this would have as their ice time is usually 2:40 for practice.
We are so glad this is being considered. A 5:30 wake up is too early and our son is not getting enough rest.	I would NOT be interested in changing the start time for Pinkerton if it required a change to the elementary school start time.
My child has chronic insomnia. She has enormous trouble falling asleep at night before 12-1 am. It is often nearly impossible to get her up and awake for school so early, and we are lucky enough to live where I can see the Campus from my house. I hate to think of those poor kids in the sending towns catching the bus before 6am.	A later start time will lead to fewer after school job opportunities as well as later nights getting homework done. Same problem. Different timing
This would be a great way to increase child development in a huge a way!	I believe the sending towns should have a substantial voice in this decision.

Summary Employee School Start Time Survey

N= 264

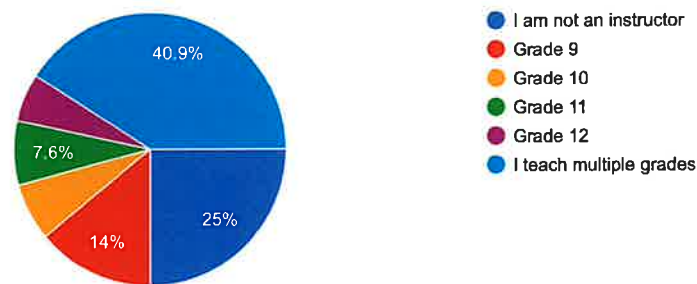
What is your occupation at Pinkerton Academy? Mark only one answer

264 responses



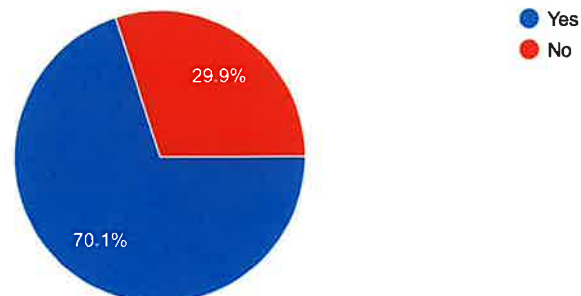
What grade do you primarily teach (select the grade with 3 or more classes)? Mark only one answer

264 responses



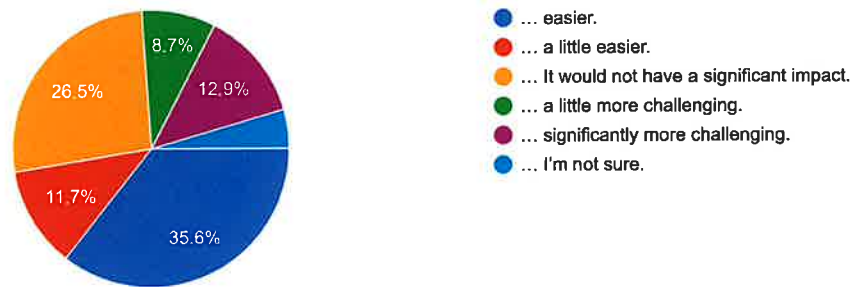
Do you find that students are less attentive/more drowsy in the morning than later in the day? Mark only one answer

264 responses



One option, being considered, is to begin Pinkerton Academy later in the morning (20 to 70 minutes later). If the Academy were to start later, it would make the morning routine for you and your family ...

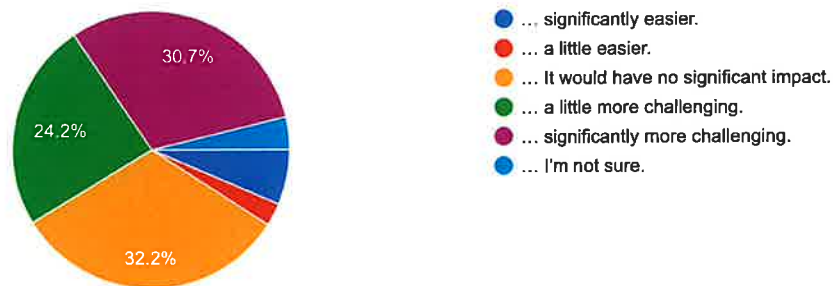
264 responses



Easier – 47.3%, No Significant Impact – 26.5%, Challenging – 21.6%

Starting school later would likely mean ending the school day later. Some after-school activities would likely end later as well. If the Academy were...noon and evening routine for you and your family ...

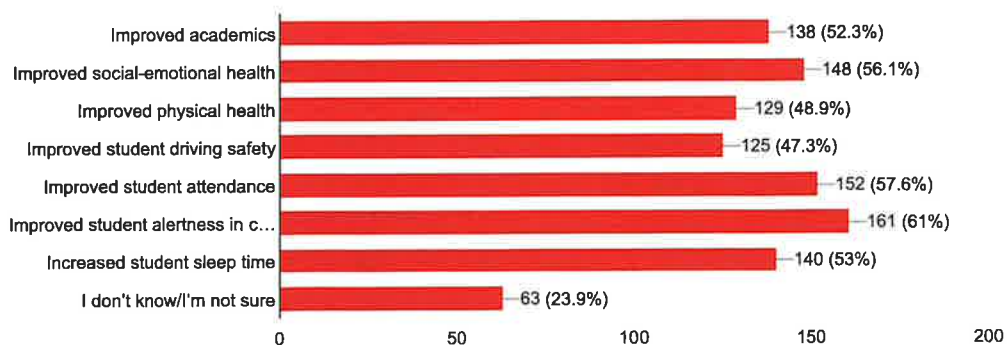
264 responses



Easier – 9.1%, No Significant Impact – 32.2%, Challenging – 54.9%

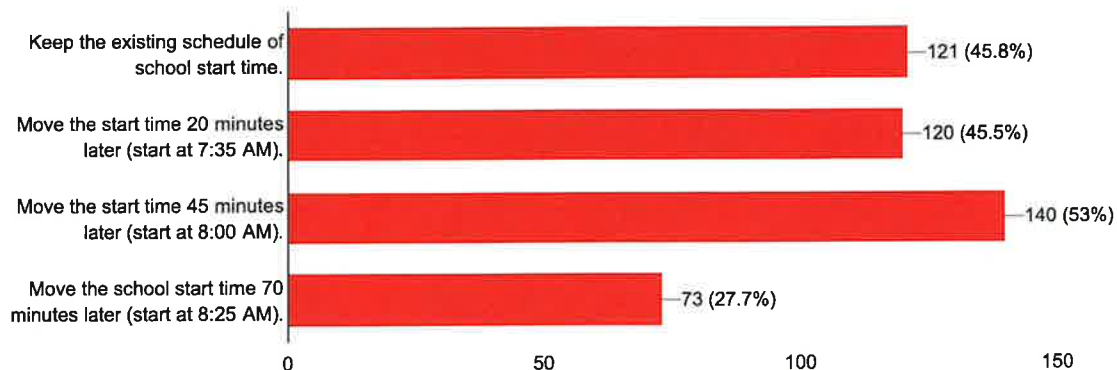
If the decision were made to start Pinkerton Academy later, what do you think would be the positive reason(s) for students to make the change? (Mark all that apply)

264 responses



Which of the following options for school start times would you support? Check ALL options that apply

264 responses



Same – 26.7%, 20 Min Later – 26.4%, 45 Min Later – 30.8%, 70 Min Later – 16%

Selected Comments

Positive – 32, Neutral – 22, Negative - 23

For Changing	Against Changing
We would all benefit from more sleep!	A lot of teachers work second jobs and a later start time means getting out later which impacts our second job
Research shows that early morning start times for teens is not good for performance. Most teens are night owls and are up late.	My main concern is traffic in the AM with a later time start and the impact it would have on sports games/practices
My R1 students often fall greatly behind my other periods as they are too exhausted	I don't want to start later. As a teen, it was my responsibility to go to bed at an appropriate time so that I got enough sleep
I am so happy to finally here some movement on this! It has been proven for years that high schools should go later and the elementary schools go first. I would be happy to be on the committee.	If school starts later many students will just got to bed later
One of the most significant issues that I face in teaching a first period class is tardiness and absenteeism. Students are consistently coming to class late or and missing important instruction. When I check in with students to try and find strategies to increase their attendance, the feedback is always that they struggle so much to get up in the morning that they end up prioritizing their sleep over getting to class on time.	The current start times allow students in extra curriculars to still work after practice and get home while there is still reasonable light outside in the late Fall.



PINKERTON
ACADEMY

• 1814 •

School Start Time Discussion

SLEEP

Adequate sleep is important for health.

- Rest & Repair
- Brain function
- Mental Health

WHAT DETERMINES ADEQUATE SLEEP?

- Total sleep hours.
- Aligning bedtime with our **circadian rhythm**.
- **Sleep drive**.
- Quality of sleep.

SLEEP NEEDS CHANGE AS WE AGE (HRS/DAY)

Newborns (0-3 mos)	14–17 hours
Infants (4-12 mos)	12-16 hours
Toddlers (1-2 yo)	11-14 hours
Preschool (3-5 yo)	10-13 hours
Elementary School aged (6-12 yo)	9-12 hours
Adolescents (13-18 yo)	8-10 hours (ideally 8.5-9.5)
Adults (18-64 yo)	7-9 hours
Adults (65+ yo)	7-8 hours

ADOLESCENT SLEEP

- Circadian Rhythm Changes – shifts 2 hours later for teens. Sleep drive builds later in the day.
- Ideal sleep schedule -11p to 8a.
- REM sleep.
- YRBS 2019 showed only 16.8% of PA students reported sleeping 8+ hrs (compared to in NH 23.9%, US 23%) *Youth Risk Behavior Survey*

SLEEP DEPRIVATION NEGATIVELY IMPACTS TEENS

- Physical health
- Emotional/Mental Impact
- Safety
- Academic Performance

LATER START TIMES FOR TEENS IMPROVE OUTCOME

- **Students sleep more hours**
 - Improved attendance, test scores and graduation rates
 - Decreased depression, anxiety, suicidality
 - Decreased substance abuse and caffeine use
 - Decreased car accidents

LATER START TIMES IMPROVE ECONOMIC OUTCOMES

- Moving start times 1 hour later was estimated to increase the lifetime earnings by **\$17,500** at a benefit : cost ratio of 9:1 (Hamilton Project 2011)
- An 8:30 start time would create **\$8.6 billion** economic gain over 2 years (Rand Corporation 2017 report)

SOME NH SCHOOL START TIMES

	Start	End
Keene HS	8:40	3:30
Portsmouth HS	8:30	3:15
Souhegan HS	8:30	3:00
Interlakes HS (Laconia)	8:15	3:00
Oyster River HS (Durham)	8:15	3:05
Manchester Central / West/ Memorial	8:00	2:49
Hannover HS	7:55	2:30
Windham HS	7:52	2:17
Bedford HS	7:50/7:55	2:35
Pinkerton Academy	7:15	1:58

IN SUMMARY:

- Later school start times positively impact teens.
- Community members from every sending town have contacted PA about the early start times.

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- Wahlstrom, K., Dretzke, B., Gordon, M., Peterson, K., Edwards, K., & Gdula, J. (2014). Examining the Impact of Later School Start Times on the Health and Academic Performance of High School Students: A Multi-Site Study. Center for Applied Research and Educational Improvement. St Paul, MN: University of Minnesota.



To: Dr. Locke, Mr. Rearick, Mr. Thompson, Dr. Garofalo
From: Dr. Powers, Head of School; Mrs. Dolan, CFO
Date: November 28, 2023
Re: Operating Budget for FY 2024/2025

FY 2024/2025 Education Annual Operating Budget and Tuition:

FY 2024/25 Tuition	
Program	Tuition
General	\$16,308
Resource	\$9,288
PASSES	\$24,210
ACT	\$37,188

The FY 2024/2025 Pinkerton Academy General Education budget is \$44,717,325, a 0.14% increase from the current year's budget of \$44,652,661. The tuition of \$16,308 is based on an anticipated enrollment of 2,742 students (a reduction of 156 students from the current year's budget of 2,898) and is a 5.84% increase over the current year's tuition of \$15,408.

The Resource budget is \$4,068,144, a 6.47% **decrease** over the current year's budget of \$4,349,706. The tuition of \$9,288 is based on an anticipated enrollment of 438 students (a reduction of 74 students from the current year's budget of 512) and is a 9.33% increase over the current year's tuition of \$8,496.

The PASSES budget is \$895,770, a 23.25% increase over the current year's budget of \$726,776. The tuition of \$24,210 is based on the anticipated enrollment of 37 students (an increase of nine students from the current year's budget of 28) and is a 6.73% **decrease** over the current year's tuition of \$25,956.

The ACT budget is \$1,301,580 a 27.52% increase from the current year budget of \$1,020,696. The tuition of \$37,188 is based on the anticipated enrollment of 35 students (an increase of nine students from the current year's budget of 26) and is a 5.27% **decrease** over the current year's tuition of \$39,258.

In total, the budget is \$50,982,819 a 0.46% increase over the current year's budget of \$50,749,840.



Salaries and benefits represent over 75% of the total budget. The FY 2024/2025 personnel budget for General Education includes the addition of the following positions:

- Assistant Director of Alternative Learning/Night School Coordinator
- (2) School Counselors
- Adjustment Counselor

The FY 2024/2025 personnel budget also includes the reduction of 5 teaching positions and a full-time support position to part-time.

Net **reduction** of positions in General Education is one.

In addition, three new positions are included in the Special Education budgets.

Other notable highlights for the FY 2024/2025 budget:

- Health insurance increase of 3%
- Dental insurance increase of 4%
- Electricity increase of 18.5%.
- Debt service reflects an increase of approximately \$700K over the current year's budget.