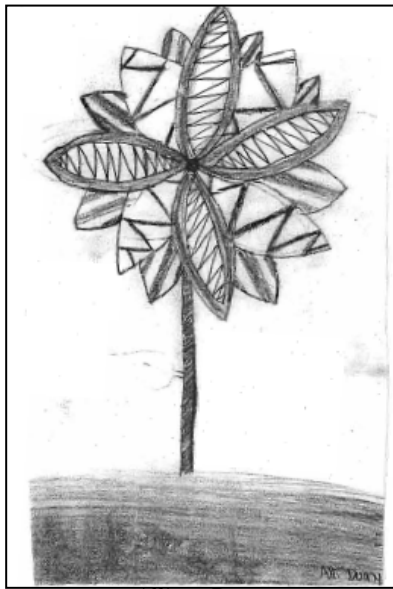


**ANNUAL REPORT
of the
PLAINFIELD SCHOOL DISTRICT
2010**



Allison Duany

**ANNUAL REPORT
of the
PLAINFIELD SCHOOL DISTRICT**

For the Fiscal Year Ending June 30, 2010

OFFICERS AND PERSONNEL OF THE SCHOOL DISTRICT

MODERATOR
Stephen Taylor

CLERK
Stephanie Berman

TREASURER
Jeffrey Moore

SCHOOL BOARD MEMBERS

Doug Cogan
(Term expires 2011)

Myra Ferguson
(Term expires 2013)

Chris Forman – Board Chair
(Term expires 2012)

Brian Garfield
(Term expires 2013)

Mike Sutherland
(Term Expires 2012)

PLAINFIELD ELEMENTARY SCHOOL PRINCIPAL

Ellen Langsner

CENTRAL OFFICE ADMINISTRATIVE SERVICES

SUPERINTENDENT OF SCHOOLS
Noelle Vitt

DIRECTOR OF SPECIAL EDUCATION
Nancy Brogden, Ph.D.

ACCOUNTING SUPERVISOR
Beth Bierwirth

ADMINISTRATIVE ASSISTANT
Joan Nierenberg

**PLAINFIELD SCHOOL DISTRICT
WARRANT
STATE OF NEW HAMPSHIRE**

Sullivan, ss: School District of Plainfield

To the inhabitants of the School District of Plainfield, in the County of Sullivan and State of New Hampshire, qualified to vote in District affairs:

You are hereby notified to meet at the Plainfield Elementary School in the Village of Meriden in said Plainfield, New Hampshire, on Friday, the fourth day of March, 2011, at 6:30 p.m. to act on the following subjects:

- Article I. To see what action the District will take with respect to reports of District officers.
- Article II. To see if the District will vote to raise and appropriate the sum of \$6,046,824 for the support of schools, for payment of salaries to school district officials and agents, and for the payments of the statutory obligations of the District for the 2011-2012 fiscal year. (The School Board recommends this appropriation.)
- Article III. To see if the District will approve the A.R.E.A. agreement with Lebanon and Grantham, according to RSA 195:4; said agreement having been approved by the NH Department of Education, the Plainfield School Board, the Grantham School Board, and the Lebanon School Board. (The School Board recommends this article.)
- Article IV. To see if the District will vote to raise and appropriate the sum of \$40,000 (forty thousand dollars) to be placed in the Special Education and Tuition Reserve Fund created in 2000 pursuant to RSA 35:1-C, for the purpose of either special education expenses or tuition expenses or both. (The School Board recommends this appropriation.)
- Article V. To see if the District will vote to raise and appropriate up to \$35,000 (thirty five thousand dollars), with such amount to be funded from the year end undesignated fund balance available on July 1, to be placed in the Building Maintenance Reserve Fund created in 1997 pursuant to RSA 35:1-c, for the purpose of repairs, maintenance, and/or renovations to the Plainfield Elementary School facility. (The School Board recommends this appropriation.)
- Article VI. To see if the District will vote to raise and appropriate \$20,000 (twenty thousand dollars) to be placed in the Building Maintenance

Reserve Fund created in 1997 pursuant to RSA 35:1-c for the purpose of repairs, maintenance, and/or renovations to the Plainfield Elementary School facility. (The School Board recommends this action.)

Article VII. To see if the District will vote to instruct the moderator to appoint a finance committee (advisory only) of six Plainfield residents to advise the School Board in the area of the School District Budget. (The School Board recommends this action.)

Article VIII. To transact any other business that may come before this meeting.

(NOTE: Election of School District officials will take place at the same time and place as election of town officials on Tuesday, March 9, 2010).

Given under our hands at said Plainfield this _____ day of February, 2011.

Chris Forman, Chair

Doug Cogan

Myra Ferguson

Brian Garfield

Claude Sutherland

A True copy. Attest:

**PLAINFIELD SCHOOL DISTRICT
WARRANT
STATE OF NEW HAMPSHIRE**

ELECTION OF OFFICERS

To the inhabitants of the School District of Plainfield, in the county Sullivan and State of New Hampshire, qualified to vote in District affairs:

You are hereby notified to meet at the Plainfield Elementary School in the Village of Meriden in said Plainfield, New Hampshire, on Tuesday, the eighth day of March, 2011, at 8:00 a.m. to act on the following subjects:

Article I. To choose by ballot a Moderator, a Clerk, and a Treasurer for a one-year term, and one School Board Member for three-year term. (Polls will open at 8:00 a.m. and will close at 7:00 p.m. unless the Town votes to keep the polls open to a later hour.)

NOTE: All other school business will be considered at the School District Meeting to be held on Friday, March 4, 2011, at 6:00 p.m. at the Plainfield Elementary School.

Given under our hands at said Plainfield this 25th day of January, 2011.

A true copy. Attest:

Chris Forman, Chair

Doug Cogan

Myra Ferguson

Brian Garfield

Claude Sutherland

Plainfield School Board

**PLAINFIELD SCHOOL DISTRICT
MINUTES
ANNUAL MEETING – MARCH 6, 2010**

At a legal meeting of the voters of the School District of Plainfield, Moderator Stephen H. Taylor called the meeting to order at 10:15AM on Saturday, March 6, 2010, at the Plainfield School in the Village of Meriden in said Plainfield.

The Pledge of Allegiance was recited followed by the Reverend Susan Gregory-Davis who delivered the invocation with words of inspiration.

The Moderator introduced the Clerk, School Board, Legal Counsel (Attorney Cappy Nunlist), and Professional Staff (Superintendent Noelle Vitt, Principal Ellen Langsner, and Special Education Director Nancy Brogden)

The Moderator explained the rules of the meeting and read the statement by Stephanie Trout Berman, Clerk of the School District of Plainfield, NH, that hereby certifies that on the 19st day of February, 2010, the posting of the true and attested copy of the within warrant at the Plainfield School, the Meriden Town Hall and the Plainfield Town Hall, said locations being public places within the district. Notarized by Beth Bierwirth, Notary Public.

Two announcements were made during the meeting:

1) Fran Hills, who has taught at Plainfield School for 30 years will retire this June. On August 8th of last year, Fran received the Christa McAuliffe Leadership Award from NEA-New Hampshire. This award is an incredible and well-deserved honor, presented to one New Hampshire teacher each year for outstanding service to the cause of public education. On behalf of the Board we would like to thank Fran for her enthusiasm, humor, dedication, and wisdom. She has had a significant impact on the lives of Plainfield students and on Plainfield School and she will be missed. We wish her all the best in her retirement.

2) Audra Bucklin was recognized and thanked by the School Board, for her many hours of dedicated, hard, honest work that she brought to the Board for 6 years. Audra is well known for her communication skills, educating the public with communication initiatives for the Plainfield School budget, finances and monies while always keeping the students needs first and foremost. Thank you so much for all the hours you have dedicated to this Board and the town.

The Moderator then read the Certification of Posting and Certification of the Checklist, noting that 1618 names were listed on the Checklist. Exits were pointed out for all to note.

A motion was made and seconded to dispense with the reading of the entire warrant. The vote by voice was in the affirmative.

ARTICLE I: The following resolution was offered, moved and seconded that it be adopted.

Resolved: That the District accepts the reports of Agents, Auditors, Committees, and other officers as printed in the annual report.

The vote by voice was in the affirmative and it was so declared.

Mike Anikis moved to change the order to start the meeting with Article IV being discussed first. The request to change the order was seconded by 7 people. A voice vote was taken, with the “Ayes” having the majority of the vote. Article IV was then discussed out of order: skipping to and beginning with Article IV.

ARTICLE IV The following resolution was offered, moved and seconded that it be adopted.

Resolved: That the District raise and appropriate the sum of \$5,686,833 for the support of schools, for payment of salaries to school district officials and agents, and for the payments of the statutory obligations of the District for the 2010-2011 fiscal year.

Audra Bucklin and Chris Forman presented the slideshow explaining the Summary of Financial Articles, PES Budget Change, PES Tax change, Enrollment numbers, Budget Summary, Classroom Structure, High School Budgeting, Revenue Highlights, and Support staff/Teachers Financial changes/Operations.

A motion to open the floor to debate and discussion was offered. Discussions followed.

Frank Perotti offered an amendment to move to increase the budget by \$30,384 for the purpose of restoring technology equipment that was cut from the budget during the budget preparation process. If the amendment were approved, the budget would equal \$5,717,217.

The vote by secret ballot on the amendment by Frank Perotti resulted in:

YES 73 NO 263

The vote was in the negative, the amendment lost, and it was so declared.

The voters then had to vote on the original budget set by the PES School Board in Article IV for the amount of \$5,686,833 by secret ballot.

The vote for Article IV by secret ballot resulted in:

YES 197

NO 151

The vote was in the affirmative, the resolution adopted, and it was so declared.

ARTICLE II: The following resolution was offered, moved and seconded that it be adopted.

Resolved: To see if the District will vote to raise and appropriate the sum of \$275,000 for renovation of the building through improved insulation and air sealing and to authorize the issuance of \$275,000 by the issue of bonds or notes of the School District in accordance with the provisions of the Municipal Finance Act (RSA CH.33) and to raise the appropriate up to the sum of \$6,233.33 for the purpose of payment for the first year interest payment on the bond. (2/3 secret ballot votes required)

Steve Taylor explained the 'Bond' procedures required by law. Dewey Jones proved the ballot box was empty to the voters.

A slideshow was presented by 3 members of the Facilities Committee; Mike Higgins, Bill Knight and Marc Rosenbaum. The slideshow explained the Prototype Classroom benefits and performance over the last year. Jim Sheehan commented in the positive about his classroom that was used for the Prototype.

After much discussion, the vote by secret ballot (per 'Bond' Rules by law) was open for one hour. Voting started at 2:15PM and ended by closing voting at 3:15 PM. The School District Clerk checked in each voter.

Vote by secret ballot on Article II resulted in:

YES 188

NO 57

The vote was in the affirmative, the resolution adopted, and it was so declared. The Bond vote (Article II) passed by 2/3 votes as required by law.

ARTICLE III: The following resolution was offered, moved and seconded that it be adopted.

Resolved: That the District vote to raise and appropriate the sum of \$65, 000 (sixty five thousand dollars) for the partial replacement of the roof and to authorize the issuance of \$65,000 by the issue of bonds or notes of the School District in accordance with the provisions of the Municipal Finance Act (RSA Ch. 33) and to raise and appropriate up to the sum of \$1,473.33 for the purpose of payment for the first year interest payment on the bond. (The School Board recommends this appropriation.) (2/3-ballot votes required.)

The Facilities Committee member Bill Knight gave a slideshow presentation detailing why this bond is necessary. Discussion with questions and answers followed. A 2/3 vote is necessary for passing this Article. Because the dollar amount is under \$100,000 the regular tear off ballots may be used.

The vote by secret ballot on Article III resulted in:

YES 151 **NO 33**

The vote was in the affirmative, the resolution adopted and it was so declared.

ARTICLE V: The following resolution was offered, moved and seconded that it be adopted.

Resolved: The District will vote to approve the cost items included in the two-year collective bargaining agreement reached during good faith negotiations between the Plainfield School Board and the Plainfield Support Staff Association, which calls for the following increase in support staff salaries and benefits: (The money amounts written below have been corrected in these minutes from the Town posted Articles)

Year	Estimated Increase
2010-2011	<u>\$ 16,477</u>
2011-2012	<u>\$ 21,580</u>

And further to see if the District will vote to raise and appropriate the sum of \$16,477 for the 2010-2011 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels paid in the prior fiscal year.

Myra Ferguson explained to the voters that the support staff contract includes automatic step increases.

Questions and discussion ensued.

The vote by secret ballot for Article V resulted in:

YES 129 **NO 50**

The vote was in the affirmative, the resolution adopted and it was so declared.

ARTICLE VI: The following resolution was offered, moved and seconded that it be adopted.

Resolved: To see if the District will vote to approve the cost items included in the two-year collective bargaining agreement reached during good faith negotiations between the Plainfield School Board and the Plainfield Education Association, which calls for the following increase in support staff salaries and benefits

Year	Estimated Increase
2010-2011	<u>\$ 31,595</u>
2011-2012	<u>\$ 58,269</u>

And further to see if the District will vote to raise and appropriate the sum of \$31,595 (thirty one thousand five hundred ninety five dollars) for the 2010-2011 fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits over those of the appropriation at current staffing levels paid in the prior fiscal year.

Mike Sutherland explained to the voters that the teacher contract includes automatic step increases.

Short discussion ensued.

The vote by secret ballot for Article VI resulted in:

YES 110 **NO 58**

The vote was in the affirmative, the resolution adopted and it was so declared.

A motion was moved by Rob Drye to change order and to discuss Article XII before discussing Article VII.

Moderator Steve Taylor asked for a show of hands vote. A show of hands vote was counted for yes, which resulted in 42 votes. A separate show of hands vote was counted for no, which resulted in a count of 53.

The results:

YES 42 **NO 53**

The show of hands vote was in the negative, the move was lost and it was so declared.

ARTICLE VII: The following resolution was offered, moved and seconded that it be adopted.

Resolved: To see if the District will support participation in a formal Review of the A.R.E.A. agreement with Lebanon and Grantham, according to *RSA 195:14 . *(This is corrected in these notes to reflect the correct RSA 195:14)

Rob Drye corrected the RSA Number from RSA195:4 to RSA195:14. The Moderator, School Board and Lawyer all agree with the correction.

Much discussion ensued and then votes were taken by voice vote.

The unanimous vote by voice was in the affirmative.

AYES all **NO** none

The vote was in the affirmative, the resolution adopted and it was so declared.

ARTICLE VIII: The following resolution was offered, moved and seconded that it be adopted.

Resolved: To see if the District will vote to raise and appropriate the sum of \$39,432 (thirty-nine thousand four hundred thirty-two dollars) to be placed in the Special Education and Tuition Reserve Fund created in 2000 pursuant to RSA 35:1-C, for the purpose of either special education expenses or tuition expenses or both.

Short discussion ensued.

The vote by secret ballot for Article VIII resulted in:

YES 72 **NO** 37

The vote was in the affirmative, the resolution adopted and it was so declared.

ARTICLE IX: The following resolution was offered, moved and seconded that it be adopted.

Resolved: The District, upon failure to pass Article II, will vote to raise and appropriate \$40,000 (forty thousand dollars) to be placed in the Building Maintenance Reserve Fund created in 1997 pursuant to RSA 35:1-c, for the

committee to conduct investigation and analysis of the accounting and contractual bases used in the calculation of Lebanon High School tuition over the last five years.

Discussions ensued about the clarity of the wording and reasoning why 2 committees should be formed.

Ted Moynihan motioned that the District establish a committee to study the feasibility and advisability of withdrawing the District from the A.R.E.A. contract with the Lebanon School District as provided in RSA 195-A:14 section III, and report its findings and propose appropriate action at the next district meeting; and further, to raise and appropriate the sum of \$4,000 for the said committee to conduct investigation and analysis of the accounting and contractual bases used in the calculation of Lebanon High School tuition over the last five years.

More discussion ensued.

The vote by secret ballot for Article XII resulted in:

YES 16 NO 76

The vote was in the negative, the amendment lost, and it was so declared.

ARTICLE XIII: The following resolution was offered, moved and seconded that it be adopted.

Resolved: To transact any other business that may come before this meeting.

No other business was brought to the meeting.

Moderator Stephen Taylor adjourned the meeting at 1700 after the “Ayes had it “ and agreed.

Respectfully submitted,

Stephanie Trout Berman
Plainfield School District Clerk

**PLAINFIELD SCHOOL DISTRICT
MINUTES
ELECTION MEETING – MARCH 9, 2010**

The election of School District officials took place at the same time and place as the election of Town officials on Tuesday, March 9, 2010, at the Plainfield School in the Village of Meriden, in said Plainfield, NH. Moderator Stephen H. Taylor declared the meeting open at 08:00 AM and read the School District Warrant and certification of posting provided by the School District Clerk. The ballot boxes were determined empty.

The polls closed at 7:00 PM

ARTICLE I: Balloting results were as follows:

For School District Moderator (1 Year):

Stephen H. Taylor	269
Paul Franklin	6

Diane Rogers, and George Koehler both had one vote each.

Elected: Stephen H. Taylor

For School District Clerk (1 Year):

Stephanie Trout Berman	281
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Laura Ward, Boone Rondeau, Kelly Taylor, Jim Taylor all had one vote each.

Elected: Stephanie Trout Berman

For School District Treasurer (1 Year):

Jeffrey C. Moore	280
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Deb Beaupre, Brian Bouchier both had one vote each.

Elected: Jeffrey C. Moore

**PLAINFIELD SCHOOL DISTRICT
MINUTES
ELECTION MEETING – MARCH 9, 2010
PAGE 2**

Two For School Board (3 Years each):

Brian Garfield	220
Myra Ferguson	194

Laura Ward	81
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Shelley Andrews, Diane Rogers,
Dennis Girouard, Anne Sprague,
Audra Bucklin, Michelle Marsh, all
had one vote each.

**Elected: Brian Garfield, and
Myra Ferguson**

Stephen H. Taylor, Myra Ferguson, and Stephanie Trout Berman were sworn into office on this date and time. Jeff Moore was sworn into office on March 10, 2010.

The meeting adjourned at 8:15 p.m.

Respectfully submitted,

Stephanie Trout Berman
Plainfield School District Clerk

ADMINISTRATIVE REPORT

Superintendent's Report

This has been a very solid and strong year for us at as a school and District. This is an exceptional school community that prides itself on dealing with the issues at hand while caring for the needs of all those affected.

In May, 2010, the administration met with the School Board on future direction and strategic efforts for the coming year. From health care discussions with staff, budget presentations, and enrollment monitoring, we have been able to support good decision making for the Board through information generation.

From the District perspective, we have strengthened **communications** both internally and externally using the website, newsletter and public media. We have kept information and various ideas in front of all our constituencies, increasing transparency through our use of press releases and updates about building projects, public dialogue about the budget and various grade configurations and staffing needs for students.

We have done a good job monitoring **enrollment** and making reasonable projections for the coming years. Five years ago, the District added staff positions just as enrollment was beginning to decrease. Enrollment has changed from 302 in 2005-6 to a projected 239 for 2011-12. We have sought to reduce staff through attrition rather than laying staff off. Again this year, we are fortunate to be able to reduce full time staff through retirement rather than through riffing. We are able to reduce some of the special education staffing based on student needs. We continue to monitor enrollment closely through a variety of sources, knowing that a few unexpected move-ins can change our enrollment

Contracted services are a part of almost every area of our budget. We have vigorously sought to maintain quality in all areas needed while seeking competitive pricing. We are happy to note that we have negotiated a new **bus contract** that will save the District money while providing excellent service. **Special education transportation** is a valued service. We are delighted that our van can transport a number of students who need this service at a greatly reduced cost compared to area providers. We continue to bring quality to our **food service** program while maintaining cost effectiveness as possible. Our challenge is that as enrollment shrinks, it is difficult to maintain the program as the number of meals purchased is not keeping pace with increased costs.

Financial management and reporting has been excellent this year. Ellen Langsner and the Superintendent work effectively and collaboratively to oversee spending decisions for the school and District. I do want to recognize and thank Beth Bierwirth for her growth in expertise and confidence with which she met the financial reporting requirements this year, including the budget process.

One of the hallmarks of an effective school is the internal communication and collaboration among administration, Board and staff. With all the challenges of change in this District, I express my appreciation first to Ellen Langsner, Nancy Brogden, Beth Bierwirth, Joan Nierenberg, Bill Knight and Lisa Gradijan for the cooperative spirit that makes all the difference in a school well run.

In closing, I want to thank the Plainfield School Board for their tireless work on behalf of the children, staff of the school and the community. It is certainly an important factor for a superintendent to have such an excellent and hardworking Board.

Principal's Report

For the third year, Plainfield School continues its quest to reduce costs in response to declining enrollment and shrinking revenues. Six years ago, we had just over 300 students enrolled in grades K-8. This year we have approximately 250 students. Next year we project fewer than 240 students and 225 students the following year. Clearly we have to respond to reductions of this magnitude, but it is such a difficult process for all of us. We take such pride in our school: the work that is done with students, the family feeling, the reaching out and helping each other. It hurts to think of changing what has worked so well for so many years. Yet, as the saying goes, change is the only constant in life.

This past year, we trimmed our staff by two regular education teachers. We did this by combining grades 5 and 6 into three 5/6 multi-grade classes and running only one large second grade class. It was a bit chaotic for the first three weeks of school this year, but adjustments were made and students settled in. At mid-year the multi-grade classes have been absorbed into the fiber of the school pretty seamlessly. Our teachers are still the same great teachers they have always been, although they are bit more careworn as it does take some additional planning and collaboration to run an effective multi-grade program.

We have been lucky so far in that we have only had one new student move into the second grade class (compared with 4 who moved into third grade) making for a total of 22 students. We made sure the classroom teacher had a regular education assistant to help educate all those young minds. This is always a risk with large classes. If one or two students move into town, all of a sudden the class size becomes so big that teaching techniques need to be altered. It is much more difficult to teach a class of 22, 23, 24, 25 students than it is a class of 18-20. Of course, the disposition of individual students can make a significant difference as well.

The challenge the school is facing is how to continue to educate its students in the same or better manner and make adjustments for the dwindling population. The numbers at each grade level vary significantly, anywhere from 14 students in kindergarten to 33 students in grades 3 and 7. It is difficult to recommend changes that ensure some consistency and equity in class size.

So we've adjusted by creating multi-grade classes at 5/6. The idea was to continue this consolidation at grades 3/4, and eventually 7/8. We need time at grades 5-8 to ensure teachers are highly qualified in specific subject matter. The hope is to keep small straight grade classes in kindergarten through second grade when students are learning basic skills in reading, writing and mathematics.

To ease any transitions ahead, the staff and I have been involved in learning more about differentiated instruction. Differentiated learning means being more deliberate when designing activities for students who learn at different rates and who have different learning styles. It means providing students with different avenues through which to learn

the content. It does take longer to plan differentiated lessons and to gather a variety of resources.

In my research about adopting multi-grade teaching, I found several recommendations that other districts have found critical when they implemented multi-grade classes. Several have budgetary implications. Teachers need to have time to plan, more physical resources in the classroom for a greater range of student readiness, and training in how to manage multi-grade classes. In this budget you will see some increases in some regular education budget lines such as supplies, textbooks, and equipment. This ensures teachers have the tools they need to deliver quality instruction to an increasingly diverse set of learners. You will also see an increase in professional development. These funds are intended to provide any training to staff that they may require. It may be training in a particular content area or technique. It may be coaching throughout the school year or it may be planning undertaken over the summer.

Special Education Report

Nancy Brogden, Director of Special Services, reported to the Board about services provided to Plainfield students under the Individuals with Disabilities Education Improvement Act (IDEIA) and Section 504 of the Americans with Disabilities Act. The Board had asked her to research comparisons among area towns of the numbers of paraprofessionals serving in different schools. The Special Education Team continues to work on developing and using a document “Consideration of Paraprofessional Support Services”. Documenting the need for special education paras, considering the need for them in the classroom and developing fading plans for their service is the focus of this work.

“Childfind”, the IDEA mandate for seeking out children who might have special needs, is ongoing. For the last two years we have had quite a few preschool age children referred for services. Currently we are providing direct services to 5 preschool age children, two are not receiving services but are on a “watch” and we are aware of two more who will turn 3 in the next year.

Following is a listing of Special Education and Section 504 services provided to students, as of January 2011.

<u>School</u>	<u>Students with IEPs</u>	<u>Students with 504 plans</u>
PES (Pre- Grade 8) (Total 48)	34	14
LHS (Grade 9-age 21)	14	11
Charter School (Total 26)	1	

- Percent of PES students on IEPs: **13.3%** (1/18/11)
- Percent of PES students on 504 plans: **5.05%**
- Total percent of students at PES that receive direct individual support services from special education team: **18.8%**

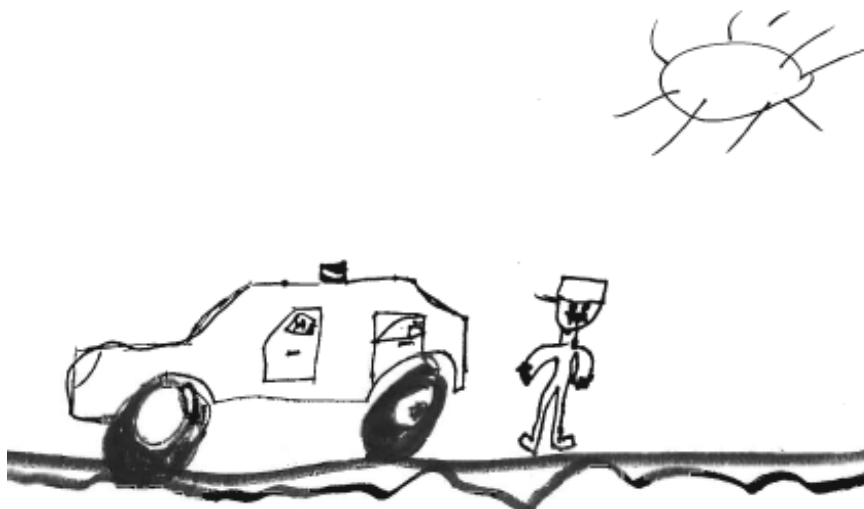
Note: This does not include students who receive support for at risk reading, math tutoring, social work (behavioral) issues or guidance services.

Other information:

- Number of out of district placements : **2** (½ day programs)
- Number of students receiving individual speech services: **20**
- Number of students receiving individual occupation therapy services: **16**
- Number of students receiving individual physical therapy services: **5**

\$58,970 in Federal Funds under IDEIA and the second half (\$28,000) from the American Recovery and Reinvestment Act (AARA) will supplement portions of the 2010-2011 budget. The AARA funds must be expended by September 30, 2011.

Respectfully submitted,
Noelle G. Vitt, Superintendent
Ellen Langsner, Principal
Nancy Brogden, Ph.D., Director of Special Education



Noah Mekus

SCHOOL BOARD REPORT

Plainfield Elementary School (PES) continues to be an institution in transition.

As a series of large 8th grade classes graduate and are replaced by smaller cohorts in Kindergarten, our enrollment in our K-8 school on Bonner Road continues to drop while our student population (and our tuition expense) at Lebanon High School continues to increase. Simultaneously, NH State Adequacy Aid for Plainfield in the upcoming fiscal year is projected to drop by more than \$165,000. This 'triple threat' of fewer children in K-8, enrollment driven increases in high school tuition expense, and significantly lower NH State Adequacy Aid has necessitated changes in the structure and operation of PES. The board believes the budget and organizational changes outlined below represents a balance between providing for our children's education and the real need to manage the tax impact on our community.

Report & Information For School District Meeting

Main Budget (Article II)

The PES budget process started in November with the development of the following seven principles to guide the decisions and debate of the board:

- Staff PES based on enrollment with preference given to maintaining lower student to teacher ratios in the primary grades. Additionally, when circumstances create a “one-year event” of higher or lower student census in a specific grade, an alternative staffing assignment, which maintains instructional continuity, will be considered.
- Continue the practice of returning to the taxpayers an amount equal to any tuition surplus created in the budget.
- Give priority to the staff development needs, instructional materials, and equipment needed to support the continuing evolution of our curriculum and instructional program.
- Continue to invest in our school building to insure a sound and healthy learning environment for our students and staff.
- Provide administrative support through flexible/alternative staffing models, technology and training.
- Continue to modify our school building in ways that reduce its energy use and cost of maintenance.
- Take advantage of available funding opportunities, including grants or other shared funding. Whenever possible, funds from these sources will be used to reduce the community tax burden.

Using these principles as guides (and after hundreds of hours of hard work by the administration & staff, 8 budget focused school board meetings, 6 draft budgets, 4 meetings with the finance committee, a town-hall meeting with teachers & staff, a joint meeting with the Select Board, and a public budget hearing) the School Board approved a budget of \$6,046,824 – a 1.63% decrease over the 2010/11 school budget.

Key characteristics of the 2011/12 budget are:

- The elimination of 1.2FT teacher positions, 1 FT Special Education Assistant, and our .2FT Athletic Director position to match our staffing levels with changes in the PES student population. These staff reductions were accomplished through a mix of retirement (Betty Ann Heisted) and a reduction-in-force (Special Education Assistant & .2 Unified Arts Teacher). We have reorganized the remaining regular education instructors so we will have three 3rd/4th grade teachers next year rather than four. Our current AD will resume being a dedicated, FT Physical Education teacher.
- A reduction of \$50,000 in debt expense thanks to the retirement of the '2000 Addition' bond;
- An increase in the LHS Tuition line item by \$96,671 to account for an increase in our high school population;
- An increase of \$24,459 to account for mandated PES contributions to the state employees retirement fund;
- An increase of \$19,195 for new school equipment and furniture – including special science tables for our 7th/8th science class that have previously been cut from the budget;
- An increase of \$12,299 in technology services spending to ensure computer systems work when needed in the classroom and the front office.
- A one-time increase of \$12,000 in professional development to support recent and proposed changes to multi-age instruction in PES.
- A reduction of \$58,384 in the Special Education Tuition line item (NOTE: The School Board will be asking to place a large portion of this amount in our Tuition/Special Education Reserve fund. If the warrant article is approved, the reduction of this line-item will not result in any direct savings to the tax payer.

Even though our general education expenses have decreased by over \$100,000 (1.63%), Plainfield taxpayers will be asked to provide an additional \$108,567 (2.34%) in local tax support in large part because of reductions in State & Federal Aid. Due to our drop in enrollment and changes in NH State Adequacy Aid funding, PES will receive \$ 165,106 less than 2011/12 – a year-on-year reduction of 19.6%. This reduction is on top of a \$25,302 decrease in 2010/11. The School Board does not expect this funding trend to recover in the coming years.

The School Board has also directed that the following organizational changes be made:

- A restructuring of support provided by Regular Education Assistants by concentrating that support in the mornings and by using four part-time aides instead of one full-time aide. The use of part-time, non-benefited aides will have the effect of doubling the number of aide hours in the classroom without increasing expense.
- A unanimous commitment by the Board to move toward a multi-grade instructional philosophy, where appropriate, in the coming years with a focus on differentiated instruction in every classroom.

Without question, the most controversial issue of this budget cycle was the proposal to organize the third and fourth grade classroom into three multi-grade sections in the coming fiscal year. After extensive public and staff comment, this change is favored by a majority of the Board, but the final decision has not been made as of this writing.

The arguments in favor of this decision focused on:

- PES is a small school and getting smaller.
- Multi-grade structure allows the greatest organization flexibility for small schools to manage the enrollment fluctuations across grades.
- Multi-grade organization ensures that no one class goes through PES either consistently small or consistently large.
- Research indicates that multi-grade instruction provides equal outcomes to straight grade instruction when implemented effectively
- PES has effectively implemented multi-grade instruction in 5th & 6th grade
- PES has a history of using multi-grade instruction with positive results.

The arguments made against this course of action focused on:

- Implementation of multi-grade instruction in 5th & 6th grade was rough and some children suffered in the transition. The school could wait for another year of data and feedback to inform a more successful implementation of the proposed model.
- PES has undergone substantial change in the last three years and needs a 'break' from additional transitions.
- Multi-grade instruction may not be in the best interest of all learners and will impact the ability of some children to reach their potential.
- The staff and a number of parents feel that more time is needed to implement this change effectively.
- There are other cost neutral solutions that are better suited to PES.

Whether implemented in 2011-12 or later, the school board and administration are dedicated to making the implementation of this policy successful. A review of the 5th/6th grade multi-age program has been completed to understand how to improve the transition for students, staff, and parents. From that analysis, additional planning time and resources will be made available to our 3rd & 4th grade staffs for the transition. A strategic communication plan will be drafted to educate parents and children about the changes they will experience. Finally, additional budget dollars have been added for professional development, and extra support will be provided in the form of regular education aide hours.

AREA Agreement (Article III)

The School Board recommends approval of an article adopting the newly negotiated AREA Agreement between the Plainfield, Grantham and Lebanon School Districts. The new agreement provides a structure for tuition calculations which is well documented, which levels costs by using a three year average of Lebanon's actual expenses (2 yrs) and projected expenses (1 yr), and which places a cap on future tuition increases that is tied to increases in Lebanon's overall school budget. We believe this new tuition calculation model protects the interests of Plainfield School and of Plainfield's taxpayers. In addition, the proposed agreement defines and protects our right to participate with Lebanon in the instructional and financial decision making processes that impact our students. We will have a non-voting member on the Lebanon School Board's Finance and Education

committees, and we will receive a defined schedule of reports with which we can evaluate the progress of our students and the quality of Lebanon High School's programs. Last year's School Board Report spoke to the need to find a simplified and predictable tuition model; it also expressed the need to solidify a collaborative approach to planning educational programs. As the review process began, Plainfield's review committee members spelled out our needs for responsiveness to our fiscal questions, transparency in the calculations used to establish tuition rates and clarification of our right to participate on Lebanon School Board committees and in the tuition calculation process. While we also sought, but were unable to get, some flexibility in the percentage of our students we send to Lebanon High School, we believe that all of our other objectives are met or exceeded by the proposed Agreement. Without reservation, we believe that approval of the proposed AREA Agreement is in the best interest of our students and community members.

Special Education & Tuition Trust Fund (Article IV)

The School Board is recommending a \$40,000 addition to the **Special Education & High School Tuition Fund**, which would increase the size of the trust to \$249,232. Typically, the school district budgets monies in the main special education section of the budget as an 'insurance policy' for a potential out of district placement that may arise between budget planning cycles. Starting this year, the School Board is asking the town to place these monies in our **Special Education & Tuition Trust Fund** rather than the main budget. This practice not only safeguards the town but also builds an asset that provides further protection to the school in the future.

Building Maintenance Reserve Fund (Article V)

The School Board is recommending a \$35,000 addition to the **Building Maintenance Reserve Fund**, which is an amount equal to the monies earned in rebates through our energy efficiency programs in the last fiscal year. This money, when added to the OEP grant of 275,000 will fund the completion of the renovations scheduled for this summer but will not result in fund growth for future needs.

Building Maintenance Reserve Fund (Article VI)

The School Board recommends a \$20,000 addition to the Building Maintenance Reserve Fund in order to build this fund for future needs. The school board believes that growing this fund insulates the school from the costs and shocks of running an aging building. If approved, this would raise the fund to \$76,059.

Other Important School Activities & News

Building Update

The past year was busy and productive for the School Facilities Committee. With voter approval of a \$275,000 bond last March, new heating and ventilation equipment was installed in the 1989 wing on-schedule and on-budget. The classroom learning environment has benefited greatly from improved indoor air quality and temperature control. Better insulation has also greatly reduced energy usage. Fuel oil usage is now only about half what it was five years ago. Facilities Manager Bill Knight coordinated local contractors in completing this summer project, and we thank all who helped make it a success. The town and school district has also been awarded a \$275,000 federal Energy Efficiency & Conservation Block Grant through the NH Office of Energy & Planning. Town Administrator Steve Halleran provided assistance in submitting the grant application and subsequent work leading to a contract with the grant management firm TRC Environmental

Corporation. This grant will be used for building maintenance and system upgrades to the four 7th & 8th grade classrooms and adjacent bathrooms, the replacement of four rooftop ventilation units and installation of energy recovery ventilation equipment in the remaining classrooms in the 1973 portion of the building. The School District will act as the general contractor, with Facilities Manager Bill Knight managing the project. Allan Ferguson is also recognized for his tireless and ongoing efforts to seek government grants to defray local taxpayer expense for these projects. For a full report, please see the Facilities Committee report also published in this book.

Health Insurance Committee Update

Healthcare benefit expenses represent a significant portion of the PES budget and a major personal expense for our employees. This fall a committee composed of representatives from the school board, teacher's & support staff unions, and the administration started to meet to look for solutions that would 'bend the curve' of health care expense growth while at the same time provide appropriate and acceptable coverage to our employees. Healthcare experts who have been consulted by this working group have universally applauded the work of the committee to build a foundation of knowledge and understanding outside of the pressure of contract negotiations. The school board would like to thank the Staff & Teacher's Unions for their leadership and participation in this effort.

A New Superintendent & Special Education Director

As this book goes to print, the School Board is beginning the interview process with a full slate of candidates for Superintendent and Special Education Director. Upon the announcement of the departure/retirement of Noelle Vitt and Nancy Brogden this Fall, the School Board opened an official search and explored the option of 'leasing' administration services from Lebanon & Grantham's SAU. Both towns – citing resource constraints – declined. We anticipate the hiring process being complete by April 1. Details about search and the interview process can be found online at www.plainfieldschool.org. The School Board would like to express our sincere thanks to Nancy & Noelle for their service to the Plainfield community. Specifically:

- Nancy Brogden has graciously and unstintingly worked with our Special Education staff for years. As a part-time administrator, she has provided us with full-time support, spending hours of her own time addressing the needs of our students. Nancy has a deep understanding of student learning, instructional practices that are appropriate for different learning needs, and a keen curiosity that entices her to research and understand an issue completely. This knowledge and wisdom is passed on to teachers and staff through mentoring and professional development. Her contact with parents is often gentle and soothing as they themselves try to understand their options for the education of their child(ren). Thank you, Nancy, for all the years of faithful and kind attention to our "special" staff, parents and children.
- Noelle Vitt joined Plainfield's Elementary School three years ago and brought passion, energy, and a new voice to the position of Superintendent. Noelle encouraged all of us to call her at home, on her cell phone, through email; she attended sub-committee meetings regularly; she introduced herself to many of Plainfield's leaders; and she helped us significantly improve our website. We asked so much of her and she delivered. Thank you, Noelle, for your energy, your knowledge, your tenacity, your availability . . . and so much more. All of us wish you the best in the future in all your endeavors.

And finally, a special thank you.

One of our long-time, dedicated teachers is retiring after 29 years--Betty Ann Heistad has taught our children's children. The first-day-at-school can be exciting or terrifying—and Betty Ann has been there to lovingly welcome the little ones to the beginning of their learning adventures. Betty Ann is not only a teacher; she's been a bus driver, band-aid applier, community volunteer, a caring colleague, and an advocate for children.

Teachers are very giving people, and Betty Ann has gone the extra distance. One of many instances of her helping others, Betty Ann has unselfishly made sure needy children get the resources in order to attend summer camp. Many of Betty Ann's gifts are given quietly and with genuine thoughtfulness. Those gifts have not gone unnoticed by Plainfield residents.

After retirement every day is a Saturday, but not for Betty Ann; she's already agreed to work at the school in whatever capacity is needed.

We all thank you, Betty Ann, for being a caring, nurturing human being and teacher. We wish you happiness and know that you'll never be retired!

In closing, the School Board would like to thank the teachers, administration, staff, parents, & concerned citizens who have participated in the process of developing this budget and organizational plan for PES next year. The issues we tackled this year are not simple, nor easy to solve; and we will continue to wrestle with them in the future. We appreciate that the spirit of all debate was civil, positive, and focused on 'doing what's right for Plainfield'.

Chris Forman

Chair, Plainfield School Board



John Burpee

FACILITIES REPORT

This past year was a busy, productive and satisfying year for the School Facilities Committee. The 1989 wing building maintenance and system upgrade project was completed on schedule and on budget. The positive feedback from staff, parents and students regarding the much improved indoor air quality has been especially gratifying. The improved classroom learning environment has been a goal of the Committee for many years. The improved insulation envelope on this part of the school building has greatly reduced heat loss. The new heating and ventilation equipment is working very well. We are metering the heating equipment energy usage and so far the results have been impressive. Facilities Manager Bill Knight was instrumental in managing this project and local contractors hired for different parts of the project commented very favorably on the way Bill managed the project. Many thanks to Bill.

Within a week of voter passage at the District Meeting of a \$275K bond article for this project, the Town and School District was informed it had been awarded a federal Energy Efficiency & Conservation Block Grant in the amount of \$275K through the NH Office of Energy & Planning. The Town of Plainfield was the official local government recipient and the Committee would like to thank Town Administrator Steve Halleran for his assistance in submitting the grant application and subsequent work leading to a contract with the grant management firm TRC Environmental Corporation.

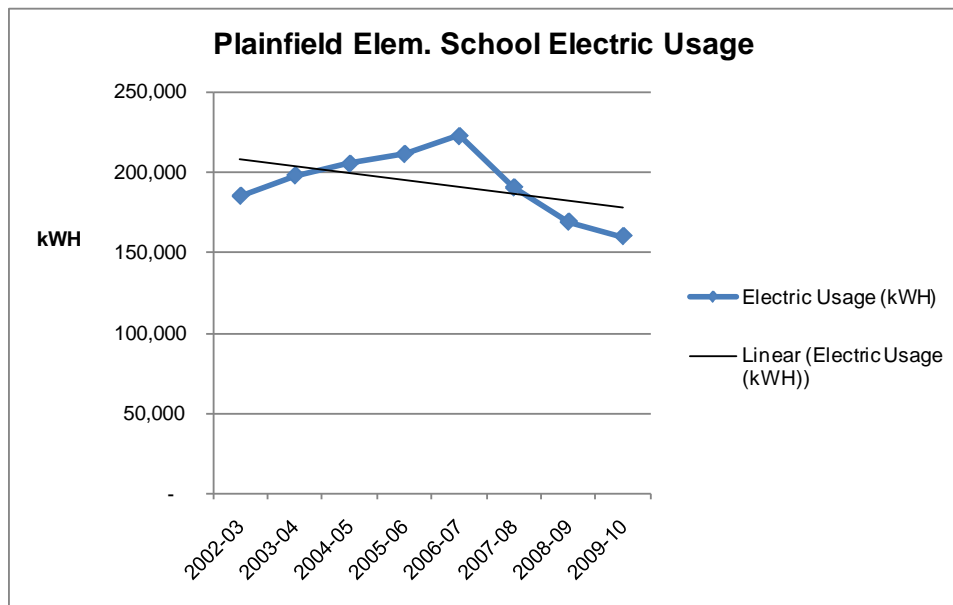
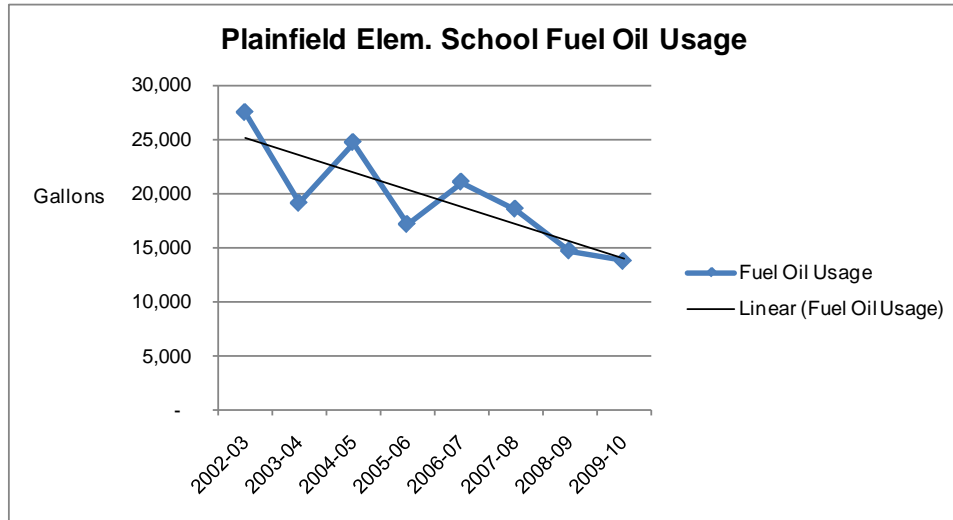
The Committee, with the School Board's approval, applied for this grant in late 2009 with the thought that any grant award would be allocated to the 1989 wing renovation project. With the bond article passing at District Meeting for the same project, the Committee needed to submit a totally revised project scope of work in order to receive all or part of the original grant amount. The revised scope of work was for the building maintenance and system upgrades to the four 7th & 8th grade classrooms & adjacent bathrooms, the replacement of the four rooftop ventilation units and the installation of energy recovery ventilation equipment in the remaining 1973 building classrooms. Fortunately, the revised grant award was not reduced from the original grant award.

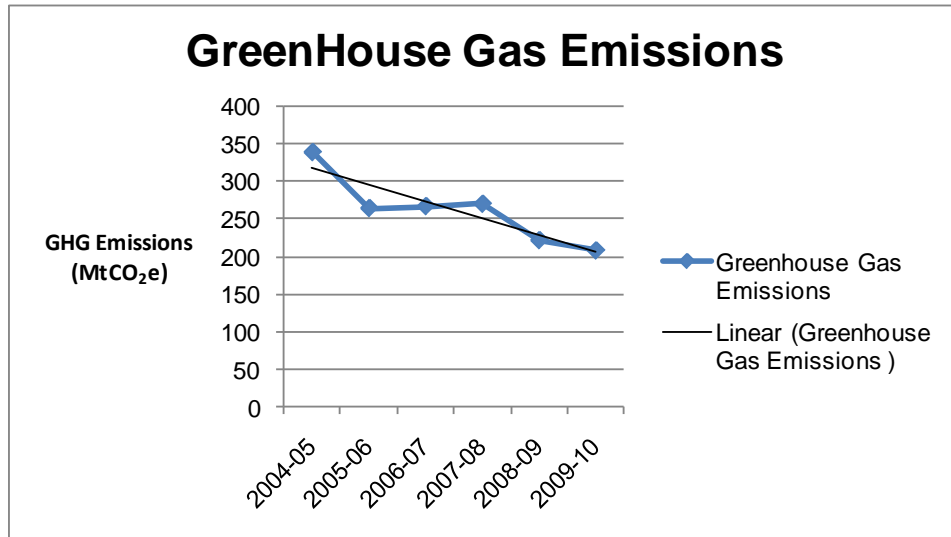
One of the more important criteria for awarding the block grant was the estimated greenhouse gas (GHG) reduction resulting from energy savings of the planned project. The Committee was very concerned the revised scope of work for renovating just four classrooms would reduce the grant award due to the fact the estimated GHG reduction was less than the original application estimate. By adding the removal of the four rooftop ventilation units (on the original 1973 building) to the 7th & 8th grade renovation scope of work the overall estimated GHG reduction amount was about the same. We have estimated the cost of this revised project to be around \$310K which is \$35K more than the grant award.

The Committee made a recommendation to the School Board to add a spending article to the Warrant in the amount of \$35K so the entire planned project can be completed this summer. The School District will act as the general contractor with Facilities Manager Bill Knight managing the project. The paperwork typically involved with federal grants will require the hiring of a part time grant administrator which has been included in the project budget .

Committee member Allan Ferguson worked tirelessly applying for a 50% matching national EPA Showcase Community Grant this past summer. Out of 950 applications from around the country only 25 grants were awarded and our application landed in the top 31 applications. Allan continues to look for other funding opportunities as they become known. Many thanks to Allan for his very diligent efforts.

Energy conservation has been a goal of the Facilities Committee for quite some time. The following graphs illustrate the results of efforts put forth by the Committee, school administrators, School Board, town volunteers as well as the fiscal support of Plainfield citizens.





Thom Wolke stepped down from the Committee this past fall. I'd like to thank Thom for his contributions to the Committee's work over the past couple of years. School Supt. Noelle Vitt and past resident Marc Rosenbaum are to be commended for their ongoing and integral assistance to the committee.

Committee Members include Mike Higgins, Allan Ferguson, Bill Knight, Doug Cogan and Tom Lappin.

Respectfully Submitted,
Mike Higgins
 Chair



Claire Falcone

PLAINFIELD SCHOOL DISTRICT – BUDGET ANALYSIS

2010-2011 Surplus –

We anticipate ending the 2010/2011 school year with an *estimated* surplus of \$56,767. We have carried this amount over to the 2011/2012 Revenue Sheet. Estimated year end surplus may be used to fund warrants voted on by taxpayers. Any tuition surplus will be returned to taxpayers.

2010/2011 Expenditures –

Proposed expenditures for the 2011/2012 school year total \$6,046,824 a decrease of \$100,219 (1.63%) over this year’s budget of \$6,147,044.

Highlights of the Budget are as follows:

<i>Voter Approved 2010/2011 Budget</i>	6,147,044
<i>Increases:</i>	
<i>Regular Instruction (LHS Tuition, Benefits)</i>	130,230
<i>Regular Education (Guidance, Health, Library, Principal, Professional Development-Salary & Benefits)</i>	38,243
<i>Administrative Services (School Board, SAU)</i>	6,445
<i>Federal Grants (REAP)</i>	3,114
<i>Subtotal Increases</i>	<u>+ 178,032</u>
<i>Decreases:</i>	
<i>Special Education (Staff & Tuition)</i>	72,217
<i>Co-Curricular Activities (Athletic Director & Coaches)</i>	1 8,501
<i>Information Services (Equipment & Software)</i>	2,840
<i>Principal’s Office (Benefit)</i>	5,012
<i>Operation of Building (Prototype Expense removed, Energy Savings)</i>	848
<i>Transportation (New Contract)</i>	3,287
<i>Food Service (Benefit)</i>	7,046
<i>Debt Service (Retirement of Front Addition Bond)</i>	52,105
<i>Transfer (Trust Funds)</i>	50,874
<i>Other (Difference in OEP Grant vs. Capital Project)</i>	65,522
<i>Subtotal Decreases</i>	<u>< 278,252 ></u>
<i>Total Net Budget Decrease</i>	<u>-100,220</u>
<i>Proposed 2010/2011 Budget</i>	<u>6,046,824</u>

Tuition-

This year’s LHS tuition is the single highest increase in the 2011-2012 budget. The A.R.E.A. agreement which regulates tuition rates for Plainfield Students attending LHS, calculates Plainfield and Grantham tuition. The tuition rate for the 2011/2012 school year

is set at \$13,249. The Town of Plainfield will see a \$105 increase in the tuition cost per pupil over last year, a .80% increase. This budget, as presented, projects 107 students attending LHS in September, compared to 100.5 projected students in 2010/2011. The total tuition budget will increase \$96,671 over the 2010/2011 school year or 7.32% which takes into consideration a higher student count.

20011/2012 Revenues -

Non Tax Revenues are *estimated* to be \$1,290,997 which is a decrease of \$218,985 in revenue over 2010/2011 budget. The single largest contributing factor to reduced revenue is the reduction in State of New Hampshire Adequacy money. This amount was reduced last year and further reduced for the FY 12 budget by \$165,106. This amounts to a 21% reduction in State Aid.

2011/2012 Bottom Line -

The \$100,219 reduction in spending, combined with the \$218,985 reduction in non-tax revenue, will require an increase in local tax dollars of \$108,567. The 2011/2012 estimated local tax effort of \$4,755,827 represents a 2.34% increase over the 2010/11 year's total of \$4,647,260.

The items set forth in this analysis *do not* include any of the separate warrant articles, which, if passed, will increase the tax effort necessary to fund those articles. This year's warrant articles (excluding Budget appropriations) include:

- ❖ To see if the District will approve the A.R.E.A. agreement with Lebanon and Grantham, according to RSA 195:4; said agreement having been approved by the NH Department of Education, the Plainfield School Board, the Grantham School Board, and the Lebanon School Board. (The School Board recommends this article.)
- ❖ To see if the District will vote to raise and appropriate the sum of \$40,000 (forty thousand dollars) to be placed in the Special Education and Tuition Reserve Fund created in 2000 pursuant to RSA 35:1-C, for the purpose of either special education expenses or tuition expense or both (the School Board recommends this appropriation.)
- ❖ To see if the District will vote to approve the expenditure of up to \$35,000 (thirty five thousand dollars), with such amount to be funded from the year end undesignated fund balance available on July 1, to be placed in the Building Maintenance Reserve Fund created in 1997 pursuant to RSA 35:1-c, for the purpose of repairs, maintenance, and/or renovations to the Plainfield Elementary School facility (The School Board recommends this appropriation.)
- ❖ To see if the District will vote to raise and appropriate \$20,000 (twenty thousand dollars) to be placed in the Building Maintenance Reserve Fund created in 1997 pursuant to RSA 35:1-c for the purpose of repairs, maintenance, and/or renovations to the Plainfield Elementary School facility. (The School Board recommends this action.)
- ❖ To see if the District will vote to instruct the moderator to appoint a finance committee (advisory only) of six Plainfield residents to advise the School Board in the area of School District Budget. (The School Board recommends this action.)

Respectfully Submitted,
Beth Biewirth - Finance

**PLAINFIELD SCHOOL DISTRICT REVENUE REPORT AND
OVERALL SUMMARY**

Category:	2009/10	2010/2011	2010/2011	2011/2012	2011/2012
	Audited	OFFICIAL	TOTAL YEAR	BUDGET	Increase or
	Actual Budget	BDGT (MS-24)	ESTIMATE	ESTIMATE	(Decrease)
LOCAL SOURCES:					
Prior Year Surplus or (Deficit)	195,832	75,070	75,070	56,767	(18,303)
Interest Income	4,076	4,000	4,000	4,000	-
Food Service Revenues	37,391	35,000	35,000	38,000	3,000
Prior Year Surplus or (Deficit)	-	-	-	-	-
Tuition Revenues	-	-	-	-	-
Transfer in Food Service	26,873	13,200	36,902	26,758	13,558
Transfer from Reserve Funds	31,902	-	20,000	-	-
Transfer from Bld Maint Reserve Fund	-	-	-	-	-
Transfer from Benefit Trust	-	-	-	-	-
Deficit/Supplemental Approp	-	-	-	-	-
Capital Project Bond	-	340,000	330,000	-	(340,000)
Other	14,074	38,000	38,000	52,800	14,800
Total Local	310,149	505,270	538,972	178,325	(326,945)
STATE SOURCES:					
NH Adequacy Grant	820,233	794,931	794,931	629,825	(165,106)
NH Building Aid	45,967	45,967	45,967	45,967	-
Catastrophic Aid	-	-	-	-	-
Child Nutrition	688	602	602	602	-
Other	-	-	-	-	-
Total State	866,888	841,500	841,500	676,394	(165,106)
FEDERAL SOURCES:					
Federal Grant Programs	148,393	124,213	119,572	117,800	(6,413)
OEP Capital Improvement Grant	-	-	-	274,478	274,478
Prior Year Surplus or (Deficit)	-	-	-	-	-
Child Nutrition	10,114	9,000	9,000	9,000	-
Medicaid	37,649	30,000	35,000	35,000	5,000
Other	-	-	-	-	-
Total Federal	196,156	163,213	163,572	436,278	273,065
TOTAL NON-TAX REVENUES	1,373,193	1,509,982	1,544,044	1,290,997	(218,985)
Property Tax Dollars Needed	4,130,769	4,647,260	4,647,260	4,755,827	108,567
TOTAL REVENUE BUDGET	5,503,962	6,157,242	6,191,304	6,046,824	-110,418
TOTAL REVENUES	5,503,962	6,157,242	6,191,304	6,046,824	
TOTAL EXPENDITURES	5,428,892	6,147,044	6,134,537	6,046,824	
SURPLUS OR (DEFICIT)	75,070	10,198	56,767	-	

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT						
	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
	Total Year	Approved	Total Year	Proposed	\$\$ Incr. Over	%% Incr. Over
Category:	ACTUAL	BUDGET	ESTIMATE	BUDGET	10/11 Budget	10/11 Budget
1- REGULAR INSTRUCTION						
Teacher Salaries	1171549	1,143,240	1,155,808	1,136,532	(6,708)	-0.59%
Ed Assistant Salaries	9870	17,969	10,265	26,159	8,190	45.58%
Tutors	0	1,500	1,500	1,500	-	0.00%
Substitutes	43147	30,000	30,000	28,000	(2,000)	-6.67%
Employee Benefits	459882	438,773	449,458	449,702	10,929	2.49%
Contracted Services	6643	12,018	12,018	15,176	3,158	26.28%
Contracted Services 504	0	-	-	1,000	1,000	0.00%
Equipment Repair	1244	1,750	1,750	1,750	-	0.00%
Supplies	32056	37,053	37,053	42,571	5,517	14.89%
Textbooks	17214	6,225	6,225	8,064	1,839	29.54%
Software	5315	6,900	6,900	6,423	(478)	-6.92%
New/Replacement Equipment	3919	2,100	2,100	11,295	9,195	437.86%
Furniture	1955	2,000	2,000	7,210	5,210	260.50%
Dues & Fees	8581	14,757	14,757	12,463	(2,294)	-15.55%
Sub Total Regular Instruction K-8	1,761,374	1,714,285	1,729,834	1,747,844	33,559	1.96%
Tuition Lebanon High School	1,085,533	1,320,972	1,297,970	1,417,643	96,671	7.32%
Total Regular Instruction K-12	2,846,907	3,035,257	3,027,804	3,165,487	130,230	4.29%
2- SPECIAL EDUCATION						
Teacher Salaries	240107	246,120	246,120	241,010	(5,110)	-2.08%
Ed Assistant Salaries	229639	240,759	247,090	227,397	(13,362)	-5.55%
Substitutes	14912	14,000	14,000	14,000	-	0.00%
Employee Benefits	241250	270,672	261,923	271,091	419	0.15%
Contracted Services	68884	73,000	73,000	77,720	4,720	6.47%
Tuition	82809	82,000	50,000	23,616	(58,384)	-71.20%
Legal		2,000	2,000	2,000	-	0.00%
Supplies	1276	2,500	2,500	3,000	500	20.00%
Books		-	-	200	200	0.00%
Software	400	400	400	400	-	0.00%
Testing	0	1,200	1,200	-	(1,200)	-100.00%
Equipment	307	1,500	1,500	1,500	-	0.00%
Dues/Fees/Travel	1031	1,600	1,600	1,600	-	0.00%
Total Special Education	880,615	935,751	901,333	863,534	(72,217)	-7.72%

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT

	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
Category:	Total Year	Approved	Total Year	Proposed	\$\$ Incr. Over	% Incr. Over
	ACTUAL	BUDGET	ESTIMATE	BUDGET	10/11 Budget	10/11 Budget
3 - CO-CURRICULAR						
Advisors	10212	8,400	8,400	7,800	(600)	-7.14%
Benefits	2217	2,280	2,425	-	(2,280)	-100.00%
Coaches	12900	15,400	15,400	12,900	(2,500)	-16.23%
Athletic Director	16091	16,091	16,091	5,250	(10,841)	-67.37%
Officials	5903	9,000	9,000	8,060	(940)	-10.44%
Supply	5853	8,100	8,100	7,760	(340)	-4.20%
Equipment		1,000	1,000	-	(1,000)	-100.00%
Dues & Fees	1395	2,810	2,810	2,810	-	0.00%
Total Co-Curricular/Athletics	54,571	63,081	63,226	44,580	(18,501)	-29.33%
4 - GUIDANCE						
Salaries	63540	65,103	65,817	69,082	3,979	6.11%
Employee Benefits	29565	29,957	30,753	33,137	3,180	10.62%
Testing	2925	3,000	3,000	3,000	-	0.00%
Supplies	563	650	650	650	-	0.00%
Books	466	400	400	500	100	25.00%
Software	0	-	-	395	395	-
Dues	115	115	115	115	-	0.00%
Total Guidance	97,174	99,225	100,735	106,879	7,654	7.71%
5 - HEALTH						
Salaries	54131	56,048	56,048	58,902	2,854	5.09%
Employee Benefits	26246	27,216	27,216	29,332	2,116	7.78%
Supplies	1487	1,400	1,400	1,400	-	0.00%
Furniture	0	-	-	-	-	-
Total Health	81,864	84,664	84,664	89,634	4,970	5.87%

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT

	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
	Total Year	Approved	Total Year	Proposed	\$\$ Incr. Over	%% Incr. Over
Category:	ACTUAL	BUDGET	ESTIMATE	BUDGET	10/11 Budget	10/11 Budget
6 - STAFF/CURRICULUM DEVELOPMENT						
Stipends	10973	9,000	9,000	9,000	-	0.00%
Substitutes			-	7,000		
Staff Development-Teachers	11345	11,200	11,200	11,000	(200)	-1.79%
Staff Development-Support Staff	1443	4,300	4,300	4,400	100	2.33%
Prof. Dvlp-College Coursework	3095	7,000	7,000	7,000	-	0.00%
Staff Training Workshops	8617	12,000	12,000	12,000	-	0.00%
Differentiated Instruction Training				12,000		
Supplies	1241	2,000	2,000	2,000	-	0.00%
Total Staff/Curric Development	36,714	45,500	45,500	64,400	18,900	41.54%
7 - LIBRARY						
Teacher Salaries	28574	29,496	29,496	30,998	1,502	5.09%
Ed Assistant Salaries	18974	19,740	19,740	20,781	1,041	5.27%
Employee Benefits	42477	43,213	43,213	45,964	2,751	6.37%
Contracted Services	1228	1,240	1,240	1,315	75	6.05%
Supplies	1290	900	900	1,200	300	33.33%
Books	2335	4,100	4,100	4,100	-	0.00%
Software	379	900	900	900	-	0.00%
Equipment	0	-	-	1,050	1,050	-
Furniture	0	-	-	-	-	-
Total Library	95,257	99,589	99,589	106,308	6,719	6.75%
8 - INFORMATION SERVICES						
Supplies	493	850	850	750	(100)	-11.76%
Software	10222	8,050	8,050	3,550	(4,500)	-55.90%
New Equipment	1078	-	-	-	-	-
Replacement Equipment	14780	16,775	16,775	6,236	(10,539)	-62.83%
Contracted Services	31628	45,043	45,043	57,342	12,299	27.31%
Repairs & Maintenance	713	4,500	4,500	4,500	-	0.00%
Dues/Fees	0	-	-	-	-	-
Total Information Services	58,914	75,218	75,218	72,378	(2,840)	-3.78%

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT

	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
	Total Year	Approved	Total Year	Proposed	\$\$ Incr. Over	%% Incr. Over
Category:	ACTUAL	BUDGET	ESTIMATE	BUDGET	10/11 Budget	10/11 Budget
9 - SCHOOL BOARD						
School Board Stipends	1550	1,550	1,550	1,550	-	0.00%
Treasurer Stipend	400	400	400	400	-	0.00%
Advertising	698	500	500	500	-	0.00%
Board Travel, Meetings, etc	1011	2,150	2,150	2,200	50	2.33%
Criminal Records Checks	989	1,500	1,500	1,500	-	0.00%
Recording Secretary	1200	1,350	1,350	1,350	-	0.00%
Dues	3236	3,500	3,500	3,500	-	0.00%
Legal Services	6225	4,000	4,000	6,000	2,000	50.00%
Auditor Services	8500	11,000	11,000	11,000	-	0.00%
District Meeting Expenses	1063	1,000	1,000	1,000	-	0.00%
Total School Board	24,872	26,950	26,950	29,000	2,050	7.61%
10 - SAU OFFICE						
Salaries	118597	116,029	116,791	115,546	(483)	-0.42%
Contracted Services	5178	6,000	6,000	6,500	500	8.33%
Employee Benefits	22943	23,959	24,029	23,936	(23)	-0.09%
Telephone	855	1,200	1,200	1,200	-	0.00%
Supplies/Advertising	2025	4,200	4,200	4,200	-	0.00%
Dues, Fees, Meetings, Travel	3062	4,000	4,000	4,000	-	0.00%
Software/Equipment	0	600	600	5,000	4,400	733.33%
Total SAU Office	152,660	155,988	156,819	160,383	4,395	2.82%

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT

	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
Category:	Total Year ACTUAL	Approved BUDGET	Total Year ESTIMATE	Proposed BUDGET	\$\$ Incr. Over 10/11 Budget	%% Incr. Over 10/11 Budget
11 - PRINCIPAL'S OFFICE						
Administrative Salaries	86925	88,973	88,973	83,154	(5,819)	-6.54%
Assistant to the Principal Salary		-	-	5,250	5,250	0.00%
Office/Secretarial Salaries	57929	59,331	59,331	59,913	582	0.98%
Employee Benefits	71788	72,366	69,314	66,626	(5,740)	-7.93%
Contracted Services	8200	8,400	8,400	8,400	-	0.00%
Telephone	4115	5,200	5,200	5,200	-	0.00%
Postage	2181	2,200	2,200	2,500	300	13.64%
Printing	1048	1,000	1,000	1,000	-	0.00%
Travel	824	1,250	1,250	1,250	-	0.00%
Supplies	1104	1,500	1,500	1,500	-	0.00%
Equipment	0	-	-	500	500	-
Dues & Fees	1871	2,000	2,000	1,915	(85)	-4.25%
Total Principal's Office	235,985	242,220	239,168	237,208	(5,012)	-2.07%
12 - EMPLOYEE BENEFITS						
Medical Insurance	525164	534,902	525,231	523,009	(11,893)	-2.22%
Dental Insurance	40539	37,114	38,128	38,074	960	2.59%
Life & AD&D Insurance	5222	7,580	7,604	7,618	38	0.50%
Disability Insurance	17135	14,595	14,638	14,674	79	0.54%
Flex Plan Administration	1000	1,000	1,000	1,000	-	0.00%
F.I.C.A.	165490	168,313	170,929	171,341	3,028	1.80%
Retirement	144265	133,385	145,751	157,844	24,459	18.34%
Workers' Comp Insurance	6970	15,057	15,128	15,208	151	1.00%
Annuities	40856	55,907	56,295	56,542	635	1.14%
Unemployment Comp Insurance	11102	-	-	-	-	-
Subtotal Employee Benefits	957,743	967,853	974,704	985,309	17,456	1.80%
Transfer to Other Functions	(957,743)	(967,852)	(974,704)	(985,309)		
Net Total Employee Benefits		1	0			

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT

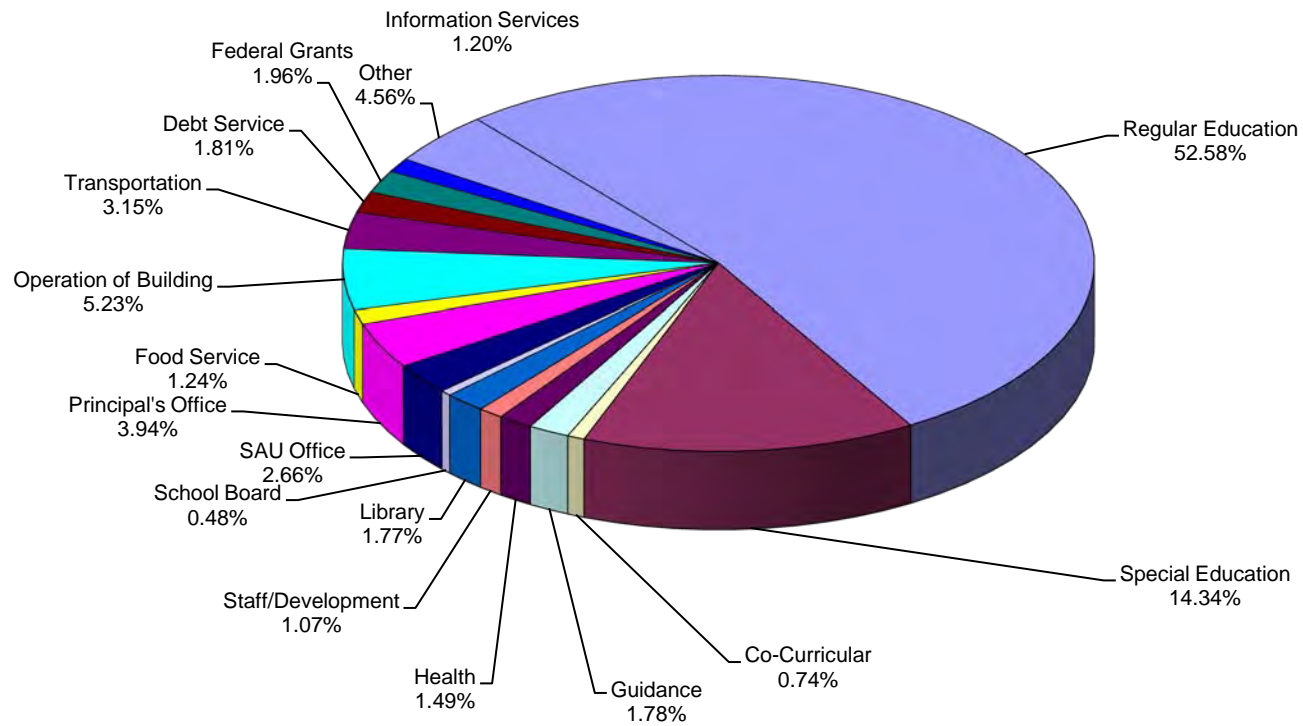
	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
	Total Year	Approved	Total Year	Proposed	\$\$ Incr. Over	%% Incr. Over
Category:	ACTUAL	BUDGET	ESTIMATE	BUDGET	10/11 Budget	10/11 Budget
13 - FEDERAL GRANTS						
IDEA (Spec Ed)	51041	53,000	53,000	53,000	-	0.00%
Pre School	1940	2,500	2,500	2,500	-	0.00%
IDEA AARA	26778	28,133	28,133	-	(28,133)	-100.00%
Pre School AARA	1352	1,352	1,352	-	(1,352)	-100.00%
Title 2 (Quality Teachers)	2080	3,000	3,000	3,000	-	0.00%
Title 5 (Innovative)	0	-	-	-	-	-
Title 4 (Safe & Drug Free Schools)	0	700	300	300	(400)	-57.14%
Federal Ed School Grant	0	-	-	30,000	30,000	-
Rural Education (REAP) Grant	25131	26,000	31,287	29,000	3,000	11.54%
Total Grants	108,322	114,685	119,572	117,800	3,115	2.72%
14 - OPERATION OF BUILDING						
Custodial Salaries/Wages	89272	91,231	91,712	92,520	1,289	1.41%
Employee Benefits	45801	45,391	45,876	49,144	3,753	8.27%
Contracted Services	27940	28,700	28,700	28,700	-	0.00%
Building Repairs	39040	34,000	54,000	34,000	-	0.00%
Property & Liability Insurance	9001	10,735	10,091	12,345	1,610	15.00%
Supplies	14994	16,000	16,000	16,000	-	0.00%
Electricity	19561	25,500	25,000	24,000	(1,500)	-5.88%
Fuel Oil	33324	52,000	45,000	46,000	(6,000)	-11.54%
Sewer Fees	6000	6,000	6,000	6,000	-	0.00%
Equipment	4292	5,000	5,000	5,000	-	0.00%
Staff Travel	517	500	500	500	-	0.00%
Dues/Fees	475	575	575	575	-	0.00%
Total Operation of Building	290,217	315,632	328,454	314,784	(848)	-0.27%
15 - TRANSPORTATION						
Special Edu. Transportation Salary/Wage	7915	5,400	9,000	10,463	5,063	93.75%
Special Edu. Transportation Benefit		441	7,084	959	518	117.46%
Student Transportation	162089	167,637	167,637	159,120	(8,517)	-5.08%
Special Ed Transportation M&R	3885	3,951	3,559	3,600	(351)	-8.88%
Athletic Trips	5415	5,750	5,750	5,750	-	0.00%
Field Trips	9519	10,000	10,000	10,000	-	0.00%
Total Transportation	188,823	193,179	203,030	189,892	(3,287)	-1.70%

PLAINFIELD SCHOOL DISTRICT EXPENDITURE REPORT

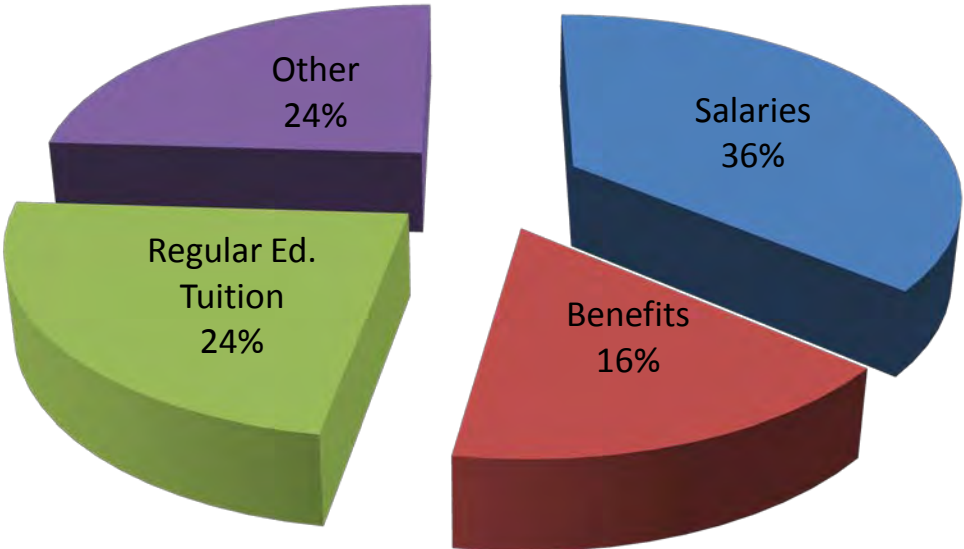
	2009/10	2010/11	2010/11	2011/2012	2011/12	2011/12
Category:	Total Year ACTUAL	Approved BUDGET	Total Year ESTIMATE	Proposed BUDGET	\$\$ Incr. Over 10/11 Budget	%% Incr. Over 10/11 Budget
16- FOOD SERVICES						
Salaries	13472	13,812	13,812	13,943	131	0.95%
Employee Benefits	13084	13,584	13,682	15,416	1,832	13.49%
Contracted Services	34218	44,100	44,100	35,000	(9,100)	-20.63%
Repairs	1000	1,000	1,000	1,000	-	0.00%
Transportation	3360	4,410	4,410	4,500	90	2.04%
Supplies	9932	4,500	4,500	4,500	-	0.00%
Total Food Service	75,066	81,406	81,504	74,360	(7,046)	-8.66%
17 - DEBT SERVICE						
Principal	145000	145,000	145,000	95,000	(50,000)	-34.48%
Interest	15148	8,360	8,360	13,962	5,602	67.01%
Interest BAN/Bond (Estimated)	0	7,707	8,180	-	(7,707)	-100.00%
Total Debt Service	160,148	161,067	161,540	108,962	(52,105)	-32.35%
18 - TRANSFERS						
Capital Outlay - Building Improvement		-	-			
Trans. Maint. Trust	30000	-	-			
Trans. Spec. Ed. Trust	30000	39,432	39,432	-	(39,432)	-100.00%
Trans. Food Service		13,200	25,000	26,758	13,558	102.71%
Trans Benefit Trust	15000	25,000	25,000	-	(25,000)	-100.00%
Total Transfers	75,000	77,632	89,432	26,758	(50,874)	-65.53%
SUB TOTAL GENERAL ED EXPENDITURES K	5,463,110	5,807,044	5,804,537	5,772,346	-34,697	-0.60%
19- Other						
OEP Grant	0		-	274,478	274,478	-
Building Repairs Capital Project		340,000	330,000		(340,000)	-100.00%
Total Other	0	340,000	330,000	274,478	(65,522)	-19.27%
TOTAL GENERAL ED EXPENDITURES K-12	5,463,110	6,147,044	6,134,537	6,046,824	-100,219	-1.63%

PLAINFIELD SCHOOL DISTRICT 2011-2012 PROPOSED BUDGET EXPENSE SUMMARY						
Category:	2009/10	2010-11	2010-11	2011/2012	\$\$Increase	% Increase
	ACTUAL	APPROVED	ESTIMATED	PROPOSED	or(Decrease) vs.	or(Decrease) vs.
		BUDGET	ACTUAL	BUDGET	2009/10 budget	2009/10 budget
REGULAR EDUCATION	2,846,907	3,035,257	3,027,804	3,165,487	130,230	4.29%
SPECIAL EDUCATION	880,615	935,751	901,333	863,534	(72,217)	-7.72%
CO-CURRICULAR	54,571	63,081	63,226	44,580	(18,501)	-29.33%
GUIDANCE	97,174	99,225	100,735	106,879	7,654	7.71%
HEALTH	81,864	84,664	84,664	89,634	4,970	5.87%
STAFF/CURRICULUM DEV.	36,714	45,500	45,500	64,400	18,900	41.54%
LIBRARY	95,257	99,589	99,589	106,308	6,719	6.75%
INFORMATION SERVICES	58,914	75,218	75,218	72,378	(2,840)	-3.78%
SCHOOL BOARD	24,872	26,950	26,950	29,000	2,050	7.61%
SAU OFFICE	152,660	155,988	156,819	160,383	4,395	2.82%
PRINCIPAL'S OFFICE	235,985	242,220	239,168	237,208	(5,012)	-2.07%
OPERATION OF BUILDING	290,217	315,632	328,454	314,784	(848)	-0.27%
TRANSPORTATION	188,823	193,179	203,030	189,892	(3,287)	-1.70%
FOOD SERVICE	75,066	81,406	81,504	74,360	(7,046)	-8.66%
DEBT SERVICE	160,148	161,067	161,540	108,962	(52,105)	-32.35%
FEDERAL GRANTS	108,322	114,685	119,572	117,800	3,115	2.72%
TRANSFERS	75,000	77,632	89,432	26,758	(50,874)	-65.53%
<i>Sub total GenEd. Exp</i>	5,463,110	5,807,044	5,804,537	5,772,346	(34,698)	-0.60%
OTHER (Grant, Cap.Proj.)	0	340,000	330,000	274,478	(65,522)	-19.27%
TOTAL EXPENDITURES	5,463,110	6,147,044	6,134,537	6,046,824	(100,220)	-1.63%

PLAINFIELD SCHOOL 2011-2012 PROPOSED EXPENSES BY FUNCTION



PLAINFIELD SCHOOL 2011-2012 EXPENSES BY OBJECT



5 YEAR DEBT SCHEDULE FOR PLAINFIELD SCHOOL DISTRICT

DEBT YEAR	PERIOD ENDING	PRINCIPAL OUTSTANDING	PRINCIPAL	RATE	INTEREST	TOTAL PAYMENT	TOTAL PAYMENT
	2/15/2008				\$6,952.50	\$6,952.50	\$6,952.50
1	8/15/2001	\$300,000.00	\$60,000.00	4.000%	\$6,075.00	\$66,075.00	
	2/15/2009				\$4,875.00	\$4,875.00	\$70,950.00
2	8/15/2009	\$240,000.00	\$60,000.00	4.000%	\$4,875.00	\$64,875.00	
	2/15/2010				\$3,675.00	\$3,675.00	\$68,550.00
3	8/15/2010	\$180,000.00	\$60,000.00	4.000%	\$3,675.00	\$63,675.00	
	2/15/2010				\$2,475.00	\$2,475.00	\$66,150.00
4	8/15/2011	\$120,000.00	\$60,000.00	4.000%	\$2,475.00	\$62,475.00	
	2/15/2012				\$1,275.00	\$1,275.00	\$63,750.00
5	8/15/2012	\$60,000.00	\$60,000.00	4.250%	\$1,275.00	\$61,275.00	\$61,275.00
		TOTALS	\$300,000.00		\$37,627.50	\$337,627.50	\$337,627.50

10 YEAR DEBT SCHEDULE FOR PLAINFIELD SCHOOL DISTRICT

INTEREST START DATE: 209 DAYS	12/16/10	Amount of Loan to be Paid	\$314,800
FIRST INTEREST PAYMENT:	7/15/11	Premium	\$15,200
NET INTEREST COST:	2.8700%	Total Proceeds	\$330,000

DEBT YEAR	PERIOD ENDING	PRINCIPAL OUTSTANDING	PRINCIPAL	RATE	INTEREST	TOTAL PAYMENT	TOTAL PAYMENT
	7/15/2011				\$6,701.93	\$6,701.93	\$6,701.93
1	1/15/2012	\$314,800.00	\$34,800.00	3.000%	\$5,772.00	\$40,572.00	\$47,273.93
	7/15/2012				\$5,250.00	\$5,250.00	
2	1/15/2013	\$280,000.00	\$35,000.00	3.000%	\$5,250.00	\$40,250.00	\$45,500.00
	7/15/2013				\$4,725.00	\$4,725.00	
3	1/15/2014	\$245,000.00	\$35,000.00	3.000%	\$4,725.00	\$39,725.00	\$44,450.00
	7/15/2014				\$4,200.00	\$4,200.00	
4	1/15/2015	\$210,000.00	\$30,000.00	4.000%	\$4,200.00	\$34,200.00	\$38,400.00
	7/15/2015				\$3,600.00	\$3,600.00	
5	1/15/2016	\$180,000.00	\$30,000.00	4.000%	\$3,600.00	\$33,600.00	\$37,200.00
	7/15/2016				\$3,000.00	\$3,000.00	
6	1/15/2017	\$150,000.00	\$30,000.00	4.000%	\$3,000.00	\$33,000.00	\$36,000.00
	7/15/2017				\$2,400.00	\$2,400.00	
7	1/15/2018	\$120,000.00	\$30,000.00	4.000%	\$2,400.00	\$32,400.00	\$34,800.00
	7/15/2018				\$1,800.00	\$1,800.00	
8	1/15/2019	\$90,000.00	\$30,000.00	4.000%	\$1,800.00	\$31,800.00	\$33,600.00
	7/15/2019				\$1,200.00	\$1,200.00	
9	1/15/2020	\$60,000.00	\$30,000.00	4.000%	\$1,200.00	\$31,200.00	\$32,400.00
	7/15/2020				\$600.00	\$600.00	
10	1/15/2021	\$30,000.00	\$30,000.00	4.000%	\$600.00	\$30,600.00	\$31,200.00
TOTALS			\$314,800.00		\$66,023.93	\$380,823.93	\$380,823.93

TREASURER'S REPORT
2009-2010 SCHOOL YEAR

7/1/2009	Balance Mascoma Savings	443,025.41
7/1/2009	Balance NH Public Investment Pool	163,629.08
7/1/2009	Subtotal	606,654.49
	Total Expenditures (7/1/09 through 6/30/10)	5,695,603.00
	Total Receipts (7/1/09 through 6/30/10)	5,320,485.00
6/30/2010	Balance Mascoma Savings	119,534.22
6/30/2010	Balance NH Public Investment Pool	2,271.94
6/30/2010	Total Cash Available	121,806.16

Respectfully submitted,
Jeffrey Moore
Treasurer



Carter Williams

PLAINFIELD TEACHERS: 2010-2011 SALARY SCHEDULE GRID

Track>	Bachelor		Bachelor +15		Bachelor + 30/ Masters		Masters + 15		Masters + 30		
	step	FTE's	salary	FTE's	salary	FTE's	salary	FTE's	salary	FTE's	salary
	1		\$33,261		\$34,392	1.067	\$35,561		\$36,770		\$38,020
	2		\$34,438		\$35,609		\$36,820		\$38,072		\$39,366
	3		\$35,658	0.8	\$36,870	1.78	\$38,123		\$39,420		\$40,760
	4		\$36,920		\$38,175		\$39,473		\$40,815		\$42,203
	5	1.0	\$38,227		\$39,527		\$40,870		\$42,260		\$43,697
	6		\$39,580		\$40,926		\$42,317		\$43,756		\$45,244
	7		\$40,981		\$42,375		\$43,815	1.0	\$45,305		\$46,845
	8		\$42,432		\$43,875		\$45,366		\$46,909		\$48,504
	9		\$43,934	1.0	\$45,428		\$46,972		\$48,569		\$50,221
	10		\$45,489		\$47,036		\$48,635		\$50,289		\$51,999
	11		\$47,100		\$48,701	1.0	\$50,357		\$52,069		\$53,839
	12		\$48,767		\$50,425	1.0	\$52,139		\$53,912		\$55,745
	13		\$50,493		\$52,210		\$53,985		\$55,821		\$57,719
	14		\$52,281	1.0	\$54,058		\$55,896		\$57,797		\$59,762
	15		\$54,131		\$55,972	1.0	\$57,875	1.0	\$59,843		\$61,877
	16	1	\$56,048		\$57,953		\$59,924		\$61,961	1.0	\$64,068
	17		\$58,032	2.0	\$60,005	5.0	\$62,045	1.0	\$64,155	5.750	\$66,336
		2.0	\$94,275	4.8	\$248,992	10.847	\$576,399	3.0	\$169,303	6.75	\$445,500
	FTE	2		4.8		10.847		3		6.75	27.397
	#of Staff	2		5.0		13		3		7	30

PLAINFIELD ENROLLMENT – OCTOBER 1, 2010

GRADE	BOYS	GIRLS	TOTAL
K	6	8	14
1	11	16	27
2	12	10	22
3	15	16	21
4	12	16	28
5	14	15	29
6	13	15	28
7	17	16	33
8	<u>17</u>	<u>21</u>	<u>38</u>
SUB TOTAL	117	133	250
Total Home Study Students	6	8	<u>14</u>

TOTAL Enrollment with Home Study = 264

PLAINFIELD ELEMENTARY SCHOOL
CLASS OF 2010

Molly Adams	Lion Herfort
Tyler Anderle	Nell Houde
Kelsie Atwater	Garrett Inman
Hunter Braswell	Isabella Lurie
Shelbie Clukey	Jared McGranaghan
Josh Creeger	Brendan O'Donnell
Sabrina Creighton	Ronan O'Donnell
Nick Davini	Hayley Perron
Morgan Dewdney	Austin Putnam
Louise Filiault	Kaylee Rogers
Tyler Geno	Mike Rogers
Emma Greenough	Matt Taylor
Joe Grout	Charlie Williams
Charlotte Grzegorowicz	Owen Winslow
Anna Hadlock	Alex Zuckerman
Grayson Hardy	

PLAINFIELD RECOGNITION AWARDS – June 18, 2010

Athletics: Garipay - Beaupre Scholar - Athlete: Nell Houde ~ Grobe - Reisch Sportsmanship: Emma Greenough ~ Best Female Athlete: Kaylee Rogers ~ Best Male Athlete: Grayson Hardy

Teachers' Award: Kaylee Rogers

President's Education Awards for Outstanding Academic Excellence: Molly Adams, Kelsie Atwater, Shelbie Clukey, Morgan Dewdney, Emma Greenough, Anna Hadlock, Grayson Hardy, Nell Houde, Isabella Lurie

President's Education Award for Outstanding Academic Achievement: Tyler Anderle, Nicholas Davini, Louise Filiault, Joseph Grout, Lion Herfort, Owen Winslow

PTA Citizenship Award: Emma Greenough

Cory Taber Award: Matt Taylor

The Herbert E. Ward Memorial Essay Contest:

1st Place: Molly Adams “Arts and Sports: Finding the Balance”,

2nd Place: Grayson Hardy “Is This Really How We Learn? Standardized Testing in America”,

3rd Place: Nell Houde: The Teenage Atmosphere: Pressure to Do Better, Be Bigger, and the Pressure to Change”,

4th Place: Anna Hadlock: “Teens Online: Sexting, Texting, and Trouble”,

5th Place: Isabella Lurie: “Climate Change”.

Excellence in Music: Emma Greenough, Nell Houde

Excellence in Band: Molly Adams, Nicholas Davini

Outstanding Band Leadership: Isabella Lurie, Charlie Williams

Most Improvement in Band: Lion Herfort, Austin Putnam

Participation in Chorus: Emma Greenough, Nell Houde, Jared McGranaghan

Student Council Recognition: Molly Adams, Morgan Dewdney, Owen Winslow

PLAINFIELD RECOGNITION AWARDS – June 18, 2010
continued

Math Team: Kelsie Atwater, Morgan Dewdney, Louise Filiault, Anna Hadlock, Grayson Hardy, Lion Herfort, Isabella Lurie, Kaylee Rogers

Technology Awards: Tyler Anderle, Sabrina Creighton, Garrett Inmann, Austin Putnam, Kaylee Rogers, Matt Taylor

Subject Area by Class Awards:

<i>Math:</i>	<i>Problem Solver:</i>	Kelsie Atwater, Lion Herfort
	<i>Mathematical Model:</i>	Nell Houde
	<i>“Go to Student”:</i>	Molly Adams
	<i>Most Improved:</i>	Hayley Perron, Charlie Williams
<i>Social Studies</i>	<i>Most Interested:</i>	Josh Creeger, Emma Greenough
	<i>Most Current:</i>	Morgan Dewdney, Isabella Lurie
	<i>Most Improved:</i>	Lion Herfort, Jared McGranaghan
<i>Language Arts</i>	<i>Promising Writer:</i>	Grayson Hardy
	<i>Distinguished Writer:</i>	Molly Adams, Lion Herfort
	<i>Most Dedicated:</i>	Sabrina Creighton, Hayley Perron
	<i>Outstanding Effort:</i>	Kaylee Rogers
<i>Science</i>	<i>Lab Notebook:</i>	Grayson Hardy, Nell Houde
	<i>Scientific Question:</i>	Molly Adams, Brendan O’Donnell
	<i>Most Improved:</i>	Josh Creeger, Owen Winslow
<i>Health</i>	<i>Health Advocate:</i>	Molly Adams, Morgan Dewdney
	<i>Excellent Effort:</i>	Emma Greenough, Kaylee Rogers
	<i>Class Communicator:</i>	Tyler Anderle
	<i>Most Conscientious:</i>	Tyler Geno
	<i>Wellness Council:</i>	Nicholas Davini, Alex Zuckerman

PLAINFIELD RECOGNITION AWARDS – June 18, 2010

continued

<i>Spanish</i>	<i>Oral Proficiency:</i>	Louise Filiault
	<i>Cultural Connection:</i>	Matt Taylor
	<i>Progress & Promise:</i>	Brendan O'Donnell
	<i>Academic Excellence:</i>	Molly Adams
	<i>Perseverance:</i>	Grayson Hardy
	<i>Integrity & Authenticity:</i>	Kaylee Rogers
<i>Spanish</i>	<i>Outstanding Spanish Exam:</i>	Molly Adams
<i>Art</i>	<i>Outstanding Merit:</i>	Nicholas Davini, Kaylee Rogers
	<i>Excellent Effort:</i>	Tyler Geno, Jared McGranaghan
	<i>Most Improved:</i>	Charlotte Grzegorowicz, Hayley Perron
<i>Music</i>	<i>Outstanding Merit:</i>	Kaylee Rogers, Matt Taylor
	<i>Excellent Effort:</i>	Joseph Grout, Owen Winslow
	<i>Most Improved:</i>	Anna Hadlock, Jared McGranaghan
<i>PE</i>	<i>Sportsmanship:</i>	Nicholas Davini, Austin Putnam
	<i>Effort & Participation:</i>	Molly Adams, Tyler Geno Ronan O'Donnell, Kaylee Rogers
	<i>Most Improved:</i>	Josh Creeger, Mike Rogers
<i>Principal's Awards:</i>	<i>Leadership:</i>	Charlie Williams
	<i>Shakespeare Award:</i>	Michael Rogers
	<i>Big Brother:</i>	Hunter Braswell, Joe Grout
	<i>Big Sister:</i>	Charlotte Grzegorowicz, Hayley Perron
	<i>Stength in Communication:</i>	Jared McGranaghan, Michael Rogers
	<i>Honorable Mention:</i>	Kelsie Atwater, Shelbie Clukey, Sabrina Creighton, Anna Hadlock

KIMBALL UNION ACADEMY- 2009-2010
(Plainfield Residents)

Grade 9

Parker Beaupre
Alex Good

Ian Gregory-Davis
William Sheehan

Joshua Young

Grade 10

Allen Spencer
Kathleen Dessert
Ashlee Hadlock

Josh Huett
Jacob Lenz

Iman Mashouf
Rebecca Young

Grade 11

Maria Cricco
Molly Fontaine
Laura Galvin
Amelia Good

Charlotte Herbert
Christina Kijewski
Nicolle Moore

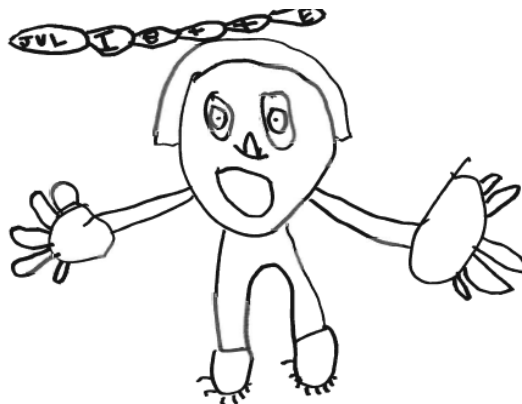
Robert Nugent
James Scott
Sheldon Stansfield

Grade 12

Victoria Agel
Nathan Braginetz
Benjamin DeFoe

Benjamin Hollander
Ainsley MacDonald
Daria Mashouf

Abby Plummer
Nyisha Sangermano



Juliette Hampton

LHS TUITION STUDENTS 2009-2010

Grade 9

Sarah Berman	Emily Godfrey	Eric L'Heureux
Amber Blair	Wyatt Goodwin	Jesse Lord
Victoria Constantine	Timothy Grace	Trevor Marsh
Christopher Eisener	Deneale Hunter	Galen Moynihan
James Fadden	Morgan Keller	Evan O'Reilly

Grade 10

Chelsea Brann	Andrew Inman	Bree Robinson
Dayna Descoteau	Alexander Keating	Alexis Romano
Tabatha Descoteau	Dustin LaRocque	Taylor Stone
Jeremy Ellis	Jeffrey LaRocque	Tucker Swett
Clinton Goodwin	Katelyn Maynard	Melissa Talbert
Cooper Hardy	Kaylan Murphy	Anna Tassinari
Austin Hathoot	Eloise Pierson	Brooke Truman
Kyra Herbert	Christopher Powers	Cassandra Young

Grade11

Jonathan Aldrich	Stephanie Harding	Liam Moynihan
Micah Berman	Megan Horn	Annie Pullen
Jordan Caudel	Jordan Kelley	Stephanie Smarsik
Conner Dodge	Morgan Lawrence	Hannah Sundell
Tasha Dube	Emma Lewis	Faith Sylvia
Joel Fellows	Catherine Liebowitz	Douglas Taylor
Sophia Filaault	Travis Marsh	Kurt Wehde
Ryan Geno	Kelsey McGovern	Chris Whitcomb
Eric Gleiser		

Grade 12

Jennifer Anderle	Kelsey Higgens	Nils Scheie
Cody Cantlin	Katherine Minard	Molly smith
Emma Clark	Nicholas Morse	Mykel Smith
Brian Clukey	Patrick Neilan	Emily Tassinari
Therese Ellis	Burke Patterson	Denise Thorburn
Lucas Goodwin	Melvin Pierce III	Hillary Ward
Eric Hebert		

LHS UNDERGRAD HONORS NIGHT

On May 6, 2010, LHS students in grades nine, ten, and eleven were recognized for their academic achievements during 2009-2010. The following are awards presented to Plainfield students.

PERFECT ATTENDANCE – Grade 9 – **Evan O’Reilly, Andrew Taylor, Ava Wehde**;
Grade 10 – **Jake Governo, Alexander Keating, Christopher Powers, Cassandra Young**

HONORS - student has earned at least a C+ in all courses taken and has received a G.P.A. of 3.0 - Grade 9 – **Sarah Berman, Amber Blair, Wyatt Goodwin, Eric L’Heureux, Evan O’Reilly, Cameron Prince, Jasmine Rogers, Grace Sylvia**; Grade 10 – **Chelsea Brann, Austin Hathoot, Kyra Herbert, Katelyn Maynard, Eloise Pierson, Benjamin Reetz, Bree Robinson, Alexia Romano, Cassandra Young**; Grade 11 – **Micah Berman, Emma Lewis, Catherine Liebowitz, Travis marsh, Kelsey McGovern, Annie Pullen, Stephanie Smarsik**

HIGH HONORS - student has earned at least an A- in all courses taken and a G.P.A. of 3.67 - Grade 9 – **Victoria Constantine, Galen Moynihan, Lindsay Pullen, Andrew Taylor, Sean Taylor**; Grade 10 – **Cooper Hardy**; Grade 11 – **Jane Kovacs, Morgan Lawrence, Liam Moynihan**

HARTFORD AREA CAREER & TECHNOLOGY CENTER OUTSTANDING STUDENTS: Building Trades – **Travis Marsh**; Human Services – **Jordan Caudle**

NATIONAL MERIT SCHOLARSHIP QUALIFYING RECOGNITION: **Liam Moynihan**

XEROX AWARD FOR INNOVATION AND INFORMATION TECHNOLOGY: **Eric Gleiser**



Cecilia Webber

**AWARDS CONFERRED ON THE LEBANON HIGH SCHOOL CLASS
OF 2010**

The following awards were presented to Plainfield student graduates at the Lebanon High School Senior Awards Ceremony at the Opera House on Monday, June 7, 2010.

OFFICERS OF THE CLASS OF 2010 – Vice-President, **Jennifer E. Anderle**

PETER D. MARTIN MEMORIAL AWARD – given to a senior student who shares his/her gift of friendship easily, accepts others for who they are, has a good sense of humor, and stands up for his/her beliefs even though others may disagree – **Jennifer E. Anderle**

LEBANON HIGH SCHOOL ALUMNI ASSOCIATION SCHOLARSHIP – awarded annually to a son or daughter of a Lebanon High School or West Lebanon High School alumni member – **Katharine M. Minard**

NANCY MARIE CLARK MEMORIAL SCHOLARSHIP AWARD – presented to a member of the graduating class by the family of Nancy Marie Clark, Class of 1984 – **Katharine M. Minard**

LEBANON LIONS CLUB AWARD – annual Lions Club scholarship to recognize deserving high school graduates – **Hillary L. Ward**

RUTH SPAULDING HOYT SCHOLARSHIP AWARD – given to seniors who will be pursuing higher education – **Jenifer E. Anderle**

FREDERICK E. CARVER MEMORIAL SCHOLARSHIP AWARD – given to a senior going on to post-secondary education – **Jennifer E. Anderle**

PLAINFIELD PTO AWARD – given to a senior from Plainfield who is going on to post-secondary education – **Nils Scheie**

PRESIDENT’S AWARD FOR EDUCATIONAL EXCELLENCE – in recognition of academic fitness by achieving a four year cumulative grade point average of 3.67 or higher – **Emily K. Tassinari, Katharine M. Minard**

ROBERT C. BYRD HONORS SCHOLARSHIP – awarded to a student chosen from the top scholars in our state’s public and private school – **Katharine M. Minard**

NONDISCRIMINATION NOTICE

Plainfield School District does not discriminate in its education programs, activities, or employment practices on the basis of race, color, national origin, religion, age, sex, marital status, sexual orientation or disability under the provisions of Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1965, Section 1981 of the Civil Rights Act of 1966, the Equal Pay Act, Title IX of the Education Amendments of 1972, the Age Discrimination in Employment Act of 1967, the American With Disabilities Act of 1990, the Rehabilitation Act of 1973, the Individuals with Disabilities Act, RSA 186-C, and RSA 354-A. Any person having inquiries concerning Plainfield School District's compliance with the regulations implementing these laws may contact: Superintendent of Schools, 92 Bonner Road, Meriden, NH 03770, (603) 469-3442.

Certain specific inquiries may be directed to the following: Title IX Coordinator, Noelle Vitt; Title VI, VII and 504 Coordinator, Nancy Brogden.

Any person may also contact Title IX Coordinator, NH Department of Education, 101 Pleasant Street, Concord, NH 03301. (603) 271-3196, for Title IX and Age Discrimination; Section 504 Coordinator, NH Department of Education, 101 Pleasant Street, Concord, NH 03301, (603) 271-3610, for Section 504 of the Rehabilitation Act of 1973; Supervisor for National Origin & Equal Education Opportunity, NH Department of Education, 101 Pleasant Street, Concord, NH 03301, (603) 271-3582, for Title VI of the Civil Rights Act of 1964; the Assistant Secretary for Civil Rights, U.S. Department of Education or the Director, U.S. Department of Education, U.S. Government, 10 Causeway Street, Boston, Massachusetts 02114

NOTICE OF RIGHTS TO SPECIAL EDUCATION SERVICES

School Administrative Unit #32, in complying with the Individuals with Disabilities Education Improvement Act of 2004 (IDEA 2004), is required to locate and identify all school age children who may have educational disabilities including those who are homeless, migrant, wards of the state, or attending private schools within the Plainfield School district boundaries.

If you are a parent of, or know of a child age 3-21, who you feel may have an educational disability, please contact the School Principal or Director of Special Education at 469-3250. SAU #32 will provide free screening and evaluation of any child referred to them. Students found eligible for special education services will be offered a free appropriate public education.

A student with a disability who does not qualify for services under the IDEA 2004 may qualify for accommodations under Section 504 of the Vocational Rehabilitation Act. Referrals under Section 504 may be made to the Principal.

Parents have the right to review the educational records of their children, as guaranteed by the Family Educational Rights and Privacy Act.

IDEA & Preschool Entitlement Funds: Application for Plainfield School District.

IDEA entitlement and preschool funds are based on the actual number of special needs students in the **districts**. It is expected that Plainfield will qualify for a total grant of **\$56,410** in FY **2011**. These funds must be used to supplement our local expenditures. They cannot be used to reduce an amount spent by local funds in a prior fiscal year. During the current fiscal year these funds were used to pay for such services as speech and language services, special education assistants, a part time school social worker, staff development, and a part time school psychologist. Some of the funds are used to help us actively seek out, find and evaluate children who may be eligible for special education services. Federal law requires that we do this. The specific manner in which we propose to spend these funds is outlined in a grant application which was submitted in September of 2010. Delivery of the services proposed is contingent upon the approval of the application and the actual receipt of funds.

AUDIT REPORT FOR FISCAL YEAR 2009-2010 IS AVAILABLE FOR
INSPECTION AT THE PES SCHOOL OFFICE



Anya Rendahl

Plainfield School District
2010-2011 Teachers/Professional Staff

Last Name	First Name	Position	Date of Hire	College
Allen	Jean	Teacher-Spanish Grs. 5-8	6/22/2000	B.A. Keene State College
Brogden	Nancy	Dir. Special Services	8/25/1999	B.A.Wheaton College;M.S.,PhD,Syracuse
Campbell	Debra	Speech/Lang. Pathologist	8/27/2007	B.A.,Rhode Island College; M.A.,Univ. of Conn.
Cantlin	Mary	Teacher/Technology Coordinator	8/23/1992	B.A.,Marietta College;M.Ed.,Keene State College
Carlson	Michelle	Teacher-7/8 Language Arts	8/27/2007	B.S.El.Ed,B.A.Theater/Dance, Keene State College
Collins	Sean	7/8 Social Studies	8/26/2010	B.A., Marist College;M.A.,Univ. of Vermont
Condon	Leah	Teacher - Art	8/25/2008	B.F.A. Colby Sawyer;M.Ed., N.E.College
Daley	Jill Canillas	Media Specialist	8/25/2008	B.A.,VT College of Norwich Univ.
Feid	Brandon	Teacher-P.E./Ath. Coordinator	8/26/2002	B.S. Univ. of New Hampshire
Garrity	Deborah	Teacher-Reading/Writing Special.	7/21/2010	B.A.Boston College; M.Ed. Plymouth State
Gouba	Marie	Teacher - Chorus	9/29/2010	B.M.E.Olivet College;
Heaton	Karen	Nurse/Health Educator	8/25/1997	B.S.N.,Univ.of Vermont
Heistad	Betty Ann	Teacher-Gr.1	8/26/1985	B.A.,Univ. of New Hampshire;M.Ed.,Antioch
Johnson	Brenda	Teacher-Gr.4	2/26/1986	B.A.,Syracuse University;M.Ed.,Antioch
Keeney	David	Teacher - Music	8/28/2006	B.M.E.,Olivet College
Knight	Laura	Teacher-Gr.1	8/6/1984	B.S.,Cornell University;M.S.,Wheelock College
Langsner	Ellen	Principal	7/1/2005	B.S.,Lesley College;M.Ed.+C.A.G.S.,Plymouth State Coll.
Lanzim	Katherine	Teacher-Special Ed.	11/1/1986	B.A.,Newark State Coll.
Lincoln	Amelia	Teacher-Social St. 7/8	8/27/2007	B.A. U.Mass Amherst
Lynd	Betsy Rybeck	Teacher-Science 7/8	4/26/1983	B.S.,Bates College;M.S.T.,Antioch
MacIntosh	Robin	Teacher - ESL	11/16/2010	M.A. SIT Grad. Institute
Malsin	Gail	Guidance Counselor	8/15/2008	B.A., Univ.of Rochester;M.Ed.Plymouth State
Maslan	Kathleen	Teacher-Gr.3	11/8/1999	B.S.,Keene State College
Oidtmann	Linda	Teacher-Special Ed.	5/22/2000	B.Ed.,Univ.of Brit. Columbia;M.Ed.,Notre Dame College,NH
Perkins	Julie	Teacher-Gr.2	1/2/1978	B.S.,Castleton State College
Piano	Mary	Teacher-Math 7/8	8/26/2002	B.S.,Keene State College; M.S.Plymouth State College
Pullen	Susan	Teacher-Gr.5/6	8/29/2005	B.A.,Tufts Univ.;MSW Boston University
Sanchirico	Paul	Teacher-Gr.5/6	8/26/1993	B.S.,Keene State College
Sheehan	James	Teacher-Gr.5/6	3/7/1994	B.A.,Wesleyan University
Spratt	Laura	Teacher-Special Ed.	8/29/2005	B.S.,Univ.of Iowa;M.S.,Drake Univ.

Taber	Melinda	Teacher-Gr.4	8/25/1997	B.S.,Univ.of New Hampshire;M.Ed.,UNH
Vitt	Noelle	Superintendent	7/1/2008	B.A.,Denison Univ.M.A., Univ. of Rhode Island
Wolkin	Larry	Teacher-Gr.3	8/24/1981	B.A.,SUNY-Binghamton;M.A.,Bank St.College
Woodcock	Mark	Teacher-Kindergarten	8/25/1987	B.A.,Towson State University

**Plainfield School District
2010-2011 Support Staff**

Last Name	First Name	Position	Date of Hire	College
Bierwirth	Beth	Secretary to the Principal	8/24/2004	Assoc.,North Country Community College
Beloin	Linda	Educational Assistant	4/26/2005	
Chapin	Emily	Educational Assistant	9/8/1998	Pierce College for Women
Collins	Lehann	Library Aide	8/29/2001	Ocean County College,NJ
Downs	Janna	Educational Assistant	8/28/2006	
Estey	Lori	Educational Assistant	8/25/2008	B.S. Castleton College
Fleming	William	Custodian	5/3/1987	
Goerke	Shelley	Educational Assistant	8/29/2005	ChildCareCert.,College for Lifelong Learning
Goodrow	Fawn	Educational Assistant	9/11/1997	B.S.,Merrimack College
Goodwin	Naomi	Educational Assistant	8/26/2009	B.S., Plymouth State College
Gradijan	Lisa	School Secretary	5/27/2008	Univ. of San Diego
Granter	William	Educational Assistant	8/29/2005	B.A.,B.Ed.,Memorial Univ. of Newfoundland
Huett	Cynthia	Lunch Program Coordinator	8/19/2003	Lebanon College
Johnson	Leni-Lyne	Educational Assistant	8/28/2004	B.A.,University of Connecticut
Merchant	Sharon	Educational Assistant	12/15/2010	B.A., Granite State College
Morse	Debra	Educational Assistant	8/29/2005	Assoc.,Mount Ida College
Nierenberg	Joan	Asst. to the Superintendent	10/1/1999	B.A.,Mount Holyoke College
Peters	Patricia	Educational Assistant	8/26/2009	B.S.Bridgewater State Coll.,Bridgewater MA
Rullo	Dominic	Night Custodian	10/26/1998	
Warren	Robin	Title I Math Tutor	8/24/2009	B.S.N., Alfred Univ., Alfred, NY
Whitman	Rosemary	Educational Assistant	8/26/2003	B.S.,University of N.Dakota
Wolke	Evyn	Educational Assistant	8/30/2004	B.A.,Wesleyan University

Plainfield's Educational Mission

Mission Statement: As a community of learners, our educational mission in Plainfield is to support and expect academic excellence while building character, self-confidence, and enthusiasm for life-long learning.

Responsibilities

The community is responsible for providing a quality education to children in grades K through 12.

The school is responsible for:

- Stating clearly academic goals and defining a curriculum with high academic standards.
- Teaching with an awareness of individual children's learning styles.
- Emphasizing good character, self-discipline, and interpersonal skills.
- Providing an atmosphere that fosters excitement about learning.
- Offering strong administrative leadership and a high quality staff.
- Respecting the values, authority, and input of parents, as well as the situations of the home environment.
- Encouraging involvement of parents and community members in the life of the school.

The home is responsible for:

- Understanding and reinforcing school curricula.
- Encouraging students to complete homework and to place a high priority on education.
- Ensuring that children arrive at school on time, rested, fed, and ready to learn.
- Respecting the expertise and authority of teachers and staff.

Results

Students should possess a foundation of information, concepts, and learning skills:

- Analytical skills: identifying and formulating problems, researching information, and developing creative solutions.
- Reading, writing, and speaking effectively, with grounding in US. and world literature.
- Mathematics, including the ability to apply quantitative thinking and analysis in daily life.
- Physical, earth, and life sciences, including how these are manifested in everyday phenomena such as the environment, technology, and weather.
- History, geography, government, and the responsibilities of citizenship in local, national, and global contexts.
- Significant exposure to the arts, a foreign language, and the diversity of human culture.
- Effective use of computers for computation and processing information.
- Appreciation of physical and mental health, including avoidance of substance abuse and communicable diseases.

Students should display behaviors that allow them to be productive learners and relate effectively to others:

- Enthusiasm for learning.
- Confidence and self esteem.
- Self-discipline and good work habits, including the ability to listen and take turns.
- Personal integrity and honesty.
- Willingness to take responsibility where appropriate and to follow through once responsibility is assumed.
- Acceptance of, sensitivity to, and compassion for others.

Mutual respect, support, and participation among the community, families, and the school are vital to effectively achieving our mission. Open communication is encouraged, valued, and respected.