

Posted: 09/08/2022

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT ♦ Hudson, New Hampshire  
Hills Memorial Library 18 Library Street

6:30 pm Regular Meeting  
followed by non-public session

## Agenda – September 12, 2022

Estimated  
time

- 6:30pm **A. Call to Order**  
Pledge of Allegiance
- 6:33pm **B. Public Input**  
Hudson residents are welcome and encouraged to share feedback with the board on agenda items.
- 6:48pm **C. Good News Update (Information)**  
Kim Organek will share some good news about what's happening in our schools.
- 6:55pm **D. Presentations to the Board**
- 1. CTE Program Overview (Informational)**  
Eric Frauwirth, Director of the Wilbur H. Palmer Career and Technical Education Center, will present an overview of the CTE program.  
[CTE Overview](#)  
[NH Career & Technical Education Centers](#)
  - 2. Opening Day Update (Information)**  
Superintendent Moulis will share an update about opening day.
- 7:20pm **E. Old Business**
- 1. NESDEC Report Follow Up (Decision)**  
Superintendent Moulis will bring more information to the Board regarding the NESDEC reports.

7:30pm **F. New Business**

**1. School Enrollment (Informational)**

Superintendent Moulis will give an update on the beginning of the year school enrollment.

[Enrollment – First Day 2022](#)

**2. Review of Joint Board of Selectmen & School Board meeting (Discussion)**

The board will discuss the meeting.

**3. Budget Transfer Hudson Memorial (Decision)**

Business Administrator Jen Burk will present budget transfer information and paperwork for Hudson Memorial School nursing services.

[Budget Transfer Form](#)

**4. Approval of Compensation Structure (Decision)**

Superintendent Moulis will explain the compensation structure to teach a class that exceeds contractual responsibilities.

[HFT MOU](#)

**5. Policies (First reading)**

<a href="#">EEAA Video Surveillance on School Property</a>	NHSBA version replaces current district policy
<a href="#">JI Student Rights and Responsibilities</a>	Revised w/tracked revisions
<a href="#">JICD Student Discipline and Due Process</a>	Revised
<a href="#">JIH Student Searches and Their Property</a>	Revised
<a href="#">JLCJ Concussion and Head Injuries</a>	NHSBA version replaces current district policy

**6. Policies (For removal)**

<a href="#">JIA Student Due Process</a>	For removal
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**7. Tuition Rate for 2022-2023 School Year (Decision)**

Superintendent Moulis will review the tuition rate to be set for the 2022-2023 school year.

[Tuition Rate Memo](#)

**8. Nominations (Decision)**

- [Alvirne Volleyball](#)
- [Alvirne Co-curricular list](#)
- [Hills Garrison Chorus](#)
- [Hudson Memorial Co-Curricular stipends](#)

8:15pm **G. Recommended Action**

1. Manifests – Recommended action: Make necessary corrections and sign
2. [Minutes – August 22, 2022](#)

8:20pm **H. Reports to the Board (Information)**

District administrators will share updates for the board and public

1. Superintendent Report
2. Assistant Superintendent Report
3. Director of Special Services Report
4. Business Administrator Report

8:30pm **I. Committee Reports**

Board members will share committee updates (if necessary)

8:40pm **J. Legislative Update (Information)**

Superintendent Moulis will provide an update on recent legislation that impacts the district

8:50pm **K. Board Member Comments**

8:50pm **L. Non-Public Session**

*RSA 91-A:3 II provides certain conditions under which the School Board MAY enter into non-public session.*

Non Public – B & C

*These conditions are:*

- a. The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.*
- b. The hiring of any person as a public employee.*
- c. Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- d. Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- e. Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*

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- f. *Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.*
- g. *Consideration by school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A, which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general public or of district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations.*
- h. *Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.*
- i. *Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III. However, any vote on whether to disclose minutes shall take place in public session.*

9:15pm **M. Adjourn**

## Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	September 26	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	October 3	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	October 17	6:30 pm	Hills Memorial Library	Regular Meeting

# CTE OVERVIEW

## CTE in New Hampshire

CTE is regulated by RSA188-E.

[Chapter 188-E REGIONAL CAREER AND TECHNICAL EDUCATION \(CTE\) \(state.nh.us\)](#)

Within the RSA, the Commissioner of Education is granted the authority to establish CTE centers and regions, and provide for funds for renovation.

The RSA also provides guidelines for the establishment of programs, and the process for student enrollment – detailing the responsibilities of the regional centers.

There are currently 30 CTE centers across 20 regions. There is a regional agreement amongst the schools in each of the 20 regions. This agreement outlines the responsibilities of the sending and receiving schools and the seat allocations. Recently passed legislation also requires calendar alignment of no more than 10 days different among all schools in the region.

Region 16 contains 3 centers – located in Nashua (18)\*, Milford (5) and Hudson. Other districts in the region and the number of students they are sending this year:

Sending School	# students
Hollis-Brookline	13
Litchfield	58
Merrimack	34
Soughegan	4
Wilton-Lyndeborough	0
Home school	Appears within district numbers

Sending School	Regional Center	# students
Londonderry	Manchester School of Technology	47
Pelham	Salem/Pinkerton	7

\*Numbers in parenthesis are the number of students from that district who attend the Palmer Center.

## CTE in Hudson

The Palmer Center offers 13 programs. Every program offers students articulated credit, dual enrollment opportunities with CCSNH or SNHU, and/or Industry Recognized Credentials.

Program	Articulated	Dual Enrollment	IRC
Accounting	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Air Force JROTC	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Computer Science	<input checked="" type="checkbox"/>		
Construction	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Culinary Arts	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Digital Media	<input checked="" type="checkbox"/>		
Engineering	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Health Science	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Heavy Duty Mechanics	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Marketing	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Natural Resources	<input checked="" type="checkbox"/>		
Veterinary Science	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Welding & Fabrication	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>

New Hampshire CTE Centers – [Full List](#)  
(Included in school board packet as a separate link)

## Palmer Center - Program Enrollment Over Time

	19-20	20-21	21-22	22-23
Accounting I*	30	33	28	13
Accounting II*	9		10	8
<b>Program total</b>	<b>39</b>	<b>33</b>	<b>38</b>	<b>21</b>
AFJROTC I	46	26	29	39
AFJROTC II	37	31	19	24
AFJROTC III	16	23	18	19
AFJROTC IV	13	13	19	12
<b>Program total</b>	<b>112</b>	<b>93</b>	<b>85</b>	<b>94</b>
Careers in Ed I	21	7	12	
Careers in Ed II	10	15	6	
Careers in Ed Internship			4	
<b>Program total</b>	<b>31</b>	<b>22</b>	<b>22</b>	<b>0</b>
Computer Sci I*	16	13	30	15
Computer Sci II*	13			7
<b>Program total</b>	<b>29</b>	<b>13</b>	<b>30</b>	<b>22</b>
Construction I	12	17	31	16
Construction II	9	9	16	24
Construction III			2	6
<b>Program total</b>	<b>21</b>	<b>26</b>	<b>49</b>	<b>46</b>
Culinary I	25	35	32	34
Culinary II	9	18	15	21
Culinary III	3	3	5	9
<b>Program total</b>	<b>37</b>	<b>56</b>	<b>52</b>	<b>64</b>
Digital Media I*	26	30	33	18
Digital Media II*	10	10	4	9
<b>Program total</b>	<b>36</b>	<b>40</b>	<b>37</b>	<b>27</b>
Drafting I	12	14	5	
Drafting II	6	9	8	
<b>Program total</b>	<b>18</b>	<b>23</b>	<b>13</b>	<b>0</b>
Engineering I^	28	27	20	26
Engineering II^	19	13	11	22
<b>Program total</b>	<b>47</b>	<b>40</b>	<b>31</b>	<b>48</b>

Palmer Center - Program Enrollment Over Time - continued

	19-20	20-21	21-22	22-23
Health Sci I	34	19	37	29
Health Sci II	16	24	17	25
<b>Program total</b>	<b>50</b>	<b>43</b>	<b>54</b>	<b>54</b>
Heavy Duty I	28	30	30	38
Heavy Duty II	9	19	19	24
Heavy Duty III	1	3	9	3
<b>Program total</b>	<b>38</b>	<b>52</b>	<b>58</b>	<b>65</b>
Marketing I*	36	9	28	24
Marketing II*	19	15	7	11
<b>Program total</b>	<b>55</b>	<b>24</b>	<b>35</b>	<b>35</b>
Forestry I	6	7	5	5
Natural Resources I				9
Forestry II	4	2	4	4
Forestry III	1		2	
<b>Program total</b>	<b>11</b>	<b>9</b>	<b>11</b>	<b>18</b>
Vet Sci I	26	33	27	35
Vet Sci II	25	18	26	21
<b>Program total</b>	<b>51</b>	<b>51</b>	<b>53</b>	<b>56</b>
Welding I	21	16	33	32
Welding II	10	9	10	23
Welding III			5	6
<b>Program total</b>	<b>31</b>	<b>25</b>	<b>48</b>	<b>61</b>
<b>Total</b>	<b>606</b>	<b>550</b>	<b>616</b>	<b>611</b>
<b>Sending Schools</b>	<b>87</b>	<b>93</b>	<b>157</b>	<b>207</b>
<b>Alvirne</b>	<b>519</b>	<b>457</b>	<b>459</b>	<b>404</b>
<b>Alvirne %</b>	<b>86%</b>	<b>83%</b>	<b>75%</b>	<b>66%</b>

covid      reno completed

\* changed from 45 min to 90 min in 2022-23

^ changed from 45 min to 90 min semester course in 2022-23



## CTE Funding

CTE programs are funding through three primary sources.

Local funds/district budget:

Approximately \$225,000 for equipment, travel, and farm operations

Approximately \$1.7 million for salaries

Federal Perkins funds:

Approximately \$148,000

Regional tuition:

Approximately \$1.26 million

Split between local and state funds

## CTE Tuition

Full non-resident tuition for 22-23 school year: \$16,500

CTE tuition ranges from 30-40% based on program expenses.

Program	%	Tuition
Construction	40%	\$6,600
Culinary Arts	40%	\$6,600
Health Science	40%	\$6,600
Heavy Duty Mechanics	40%	\$6,600
Natural Resources	40%	\$6,600
Veterinary Science	40%	\$6,600
Welding	40%	\$6,600
AFJROTC	35%	\$5,775
Digital Media	35%	\$5,775
Engineering	35%	\$5,775
Accounting	30%	\$4,950
Computer Science	30%	\$4,950
Marketing	30%	\$4,950

Local responsibility is at least 25% of that number. For 2022-23, there are 207 regional students: 130 new, 77 returning.

Course #	Course Name	Term	Tot.	Cap	9	10	11	12	14	F	M	%	\$ 16,500.00	Area tuition
COMP613	Accounting I CP	YR	13	18	0	2	4	6	1	4	9	0.3	\$ 4,950.00	\$ 4,950.00
COMP615	Accounting II Honors	YR	8	18	0	0	3	5	0	4	4	0.3	\$ 4,950.00	\$ -
COMP627	Computer Science I	YR	15	20	0	6	5	1	3	5	10	0.3	\$ 4,950.00	\$ 14,850.00
COMP635	Computer Science II	YR	7	20	0	0	2	4	1	0	7	0.3	\$ 4,950.00	\$ 4,950.00
CTE883	Construction I	YR	16	18	0	6	2	1	7	2	14	0.4	\$ 6,600.00	\$ 46,200.00
CTE885	Construction II	YR	24	36	0	0	10	7	7	0	24	0.4	\$ 6,600.00	\$ 46,200.00
CTE887	Construction III	YR	6		0	0	0	6	0	0	6	0.4	\$ 6,600.00	\$ -
CTE890	Culinary Arts I	YR	34	40	0	12	8	0	14	17	17	0.4	\$ 6,600.00	\$ 92,400.00
CTE891	Culinary Arts II Honors	YR	21	36	0	0	8	9	4	10	11	0.4	\$ 6,600.00	\$ 26,400.00
CTE874	Culinary Arts III	YR	9		0	0	0	7	2	3	6	0.4	\$ 6,600.00	\$ 13,200.00
COMP623	Digital Media I CP	YR	18	20	0	7	3	4	4	13	5	0.35	\$ 5,775.00	\$ 23,100.00
COMP624	Digital Media II CP	YR	9	20	0	0	2	7	0	5	4	0.35	\$ 5,775.00	\$ -
CTE862	Forest & Wildlife Management I	YR	5	12	0	0	1	1	3	1	4	0.4	\$ 6,600.00	\$ 19,800.00
CTE864	Forest & Wildlife Management II	YR	4		0	0	2	1	1	0	4	0.4	\$ 6,600.00	\$ 6,600.00
CTE886	Health Science I	YR	29	40	0	1	12	0	16	23	6	0.4	\$ 6,600.00	\$ 105,600.00
CTE888	Honors Health Science II	YR	25	40	0	0	0	12	13	24	1	0.4	\$ 6,600.00	\$ 85,800.00
CTE836	Heavy Duty Mechanics Tech I	YR	38	38	0	11	6	0	21	1	37	0.4	\$ 6,600.00	\$ 138,600.00
CTE838	Heavy Duty Mechanics Tech II	YR	24	36	0	0	10	2	12	1	23	0.4	\$ 6,600.00	\$ 79,200.00
CTE839	Heavy Duty Mechanics Tech III	YR	3		0	0	0	3	0	0	3	0.4	\$ 6,600.00	\$ -
CTE755H	Intro to Engineering Design Honors	S1	26	40	1	10	6	5	4	2	24	0.35	\$ 5,775.00	\$ 23,100.00
CTE757H	Principles of Engineering Honors	S2	22	40	2	7	5	4	4	1	21	0.35	\$ 5,775.00	\$ 23,100.00
CTE794	JROTC I	YR	39	40	23	5	3	0	8	10	29	0.35	\$ 5,775.00	\$ 46,200.00
CTE796	JROTC II	YR	24	40	0	12	2	2	8	7	17	0.35		\$ -
CTE797	JROTC III	YR	19	20	0	1	11	3	4	8	11	0.35	\$ 5,775.00	\$ 23,100.00
CTE798	JROTC IV	YR	12	20	0	0	0	8	4	5	7	0.35		\$ -
CTE624	Marketing I CP	YR	24	24	0	11	6	6	1	10	14	0.3	\$ 4,950.00	\$ 4,950.00
CTE626	Marketing II Honors	YR	11	20	0	0	8	3	0	3	8	0.3	\$ 4,950.00	\$ -
CTE870	Natural Resources I	YR	9	18	0	3	2	2	2	1	8	0.4	\$ 6,600.00	\$ 13,200.00
CTE822	Veterinary Science I	YR	35	40	0	2	10	0	23	33	2	0.4	\$ 6,600.00	\$ 151,800.00
CTE826	Veterinary Science II Honors	YR	21	40	0	0	4	8	9	18	3	0.4	\$ 6,600.00	\$ 59,400.00
CTE835	Welding & Fabrication I	YR	32	36	0	6	6	1	19	2	30	0.4	\$ 6,600.00	\$ 125,400.00
CTE837	Welding & Fabrication II	YR	23	36	0	0	7	4	12	4	19	0.4	\$ 6,600.00	\$ 79,200.00
CTE841	Welding & Fabrication III	YR	6		0	0	0	6	0	1	5	0.4	\$ 6,600.00	\$ -
			<b>611</b>	<b>826</b>	<b>26</b>	<b>102</b>	<b>148</b>	<b>128</b>	<b>207</b>	<b>218</b>	<b>393</b>			<b>\$ 1,257,300.00</b>

Teachers within CTE also teach non-CTE / feeder courses as electives for Alvirne students

Course #	Course Name	Term	Total	Cap	9	10	11	12	F	M
MATH467	Business Math CP	22-23	92	96	0	0	14	78	45	47
CTE809	Canine Science	S1	40	40	19	11	4	6	28	12
CTE809	Canine Science	S2	20	20	9	8	0	3	13	7
CTE901	Care and Support	S2	13	20	5	1	2	5	10	3
COMP632	Coding and Gaming CP	S1	20	20	4	6	4	6	8	12
COMP632	Coding and Gaming CP	S2	20	20	6	5	3	6	2	18
CTE816	Equine Science S2	S2	17	20	5	7	1	4	12	5
CTE845	Growing Your Future	S2	14	18	2	1	6	5	8	6
COMP607	Intro to Digital Media CP	S1	19	20	2	8	4	5	11	8
COMP607	Intro to Digital Media CP	S2	19	20	0	5	6	8	12	7
COMP621	Personal Financial Literacy CP	S1	59	60	5	12	16	26	26	33
COMP621	Personal Financial Literacy CP	S2	40	40	0	3	13	24	15	25
CTE813	Pet Care	S1	39	40	23	9	3	4	23	16
CTE813	Pet Care	S2	20	20	8	9	2	1	16	4
CTE842	Retail Florist I	S1	32	32	5	15	5	7	32	0
CTE842	Retail Florist I	S2	16	16	2	10	1	3	16	0
CTE843	Retail Florist II	S2	16	16	1	8	1	6	16	0
CTE829	Small Engines	S1	35	36	22	8	1	4	3	32
CTE829	Small Engines	S2	36	36	15	10	5	6	5	31
CTE847	Unified Retail Floral	22-23	12	14	3	3	3	3	9	3
CTE701	Woodworking	S1	30	32	16	7	5	2	3	27
CTE701	Woodworking	S2	30	32	19	6	2	3	4	26
			<b>639</b>	<b>668</b>	<b>171</b>	<b>152</b>	<b>101</b>	<b>215</b>	<b>317</b>	<b>322</b>

## Application Process

All students interested in enrolling in a CTE program must complete an application. Along with their personal and contact information, the students submit a written or recorded personal statement of interest.

In conjunction with the application, the CTE teachers review the student's academic and attendance record, as well as any IEP or 504 plan.

The teachers make a recommendation for approval, denial, or further review. The CTE Director makes the final decision.

483 applications

- 392 accepted
- 8 pending
- 333 students in year 1
- Remaining opted out after acceptance

83 discarded

- 20 vet sci rejected for biology pre-req
- 8 health sci rejected for biology pre-req
- 30 opted out
- 5 ineligible due to grade level
- 6 duplicate applications
- 15 unnecessary – entering year 2

## What's Next

### Embedded Credit

Recently passed HB1661 included a number of provisions for CTE: further clarification of the regional agreement and calendar alignment as well as a section on granting credit for embedded competencies.

“A student shall be awarded required subject credit toward district graduation by demonstrating proficiency in a regional career and technical education course or program that is embedded with content area competencies that meet or exceed the district subject and required course competencies.”

This year will be the first planning year during which CTE and core academic instructors will work together to identify graduation competencies that currently are in, or could be added to, CTE courses.

### Program Evolutions

- Natural Resources – add content in alternative energy: solar, wind, bio-fuel
- Engineering – add two additional PLTW
- AFJROTC – drone pilot/ground school certification; flight simulator
- Health and Human Services –inclusion of competencies from Careers in Education into a Human Services Pathway option
- Add Running Start and IRCs to more classes.

### Year 3

- There are currently 22 year-3 students – serving as teaching assistants/special projects in Construction, Culinary, Heavy Duty, Welding
- There are 54 year-2 juniors across all programs except Health Science.
- There are 76 year-1 sophomores across all programs
  
- Discussions around adding a course in Entrepreneurship
  
- Increase CCSNH partnership for dual enrollment
- Increase WBL options



Learning that works for New Hampshire

**CTE™**

School ID	Center Name	Town or City	State	SAU	SAU	District	District Name	Region
28220	Berlin Regional Career & Technical Center	Berlin	NH	3	Berlin SAU Office	51	Berlin	North Country
28305	Cheshire Career Center	Keene	NH	29	Keene SAU Office	279	Keene	Southwest
28360	Conant High School CATE	Jaffrey	NH	47	Jaffrey-Rindge SAU Office	274	Jaffrey-Rindge Cooperative	Southwest
28280	Concord Regional Technical Center	Concord	NH	8	Concord SAU Office	111	Concord	Lakes Region
28295	Creteau Regional Technology Center	Rochester	NH	54	Rochester SAU Office	461	Rochester	Southeast
28290	Dover Career Technical Center	Dover	NH	11	Dover SAU Office	141	Dover	Southeast
28340	Fall Mountain Regional High School CTE	Langdon	NH	60	Fall Mountain Regional SAU Office	174	Fall Mountain Regional	Southwest
28225	Hugh J. Gallen Career and Technical Center	Littleton	NH	84	Littleton SAU Office	317	Littleton	North Country
28255	J. Oliva Huot Technical Center	Laconia	NH	30	Laconia SAU Office	285	Laconia	Lakes Region
28265	Lakes Region Technology Center	Wolfeboro	NH	49	Governor Wentworth Regional SAU Office	208	Governor Wentworth Regional	Lakes Region
23090	Manchester School of Technology (CTE Center)	Manchester	NH	37	Manchester SAU Office	335	Manchester	South Central
28365	Mascenic Regional High School CATE	New Ipswich	NH	87	Mascenic Regional SAU Office	342	Mascenic Regional	Southwest
28320	Milford HS & Applied Technology Center	Milford	NH	40	Milford SAU Office	357	Milford	Southwest
28240	Mt. Washington Valley Career Tech Ctr.	Conway	NH	9	Conway SAU Office	113	Conway	North Country
28345	Nashua Technology Center	Nashua	NH	42	Nashua SAU Office	371	Nashua	South Central
28350	Pinkerton Academy Center for CTE	Derry	NH	202	Pinkerton Academy	999	Pinkerton Academy	South Central
28235	Plymouth Applied Technology Center	Plymouth	NH	48	Plymouth SAU Office	428	Pemi-Baker Regional	Lakes Region
28355	Portsmouth Career Technical Ctr #19	Portsmouth	NH	52	Portsmouth SAU Office	449	Portsmouth	Southeast
28310	Region 14 Applied Technology Center	Peterborough	NH	1	Contoocook Valley SAU Office	112	Contoocook Valley	Southwest
28325	Salem Career & Technical Education Ctr	Salem	NH	57	Salem SAU Office	473	Salem	South Central
28330	Seacoast School of Technology	Exeter	NH	16	Exeter SAU Office	172	Exeter Region Cooperative	Southeast
28300	Somersworth Career Technical Center	Somersworth	NH	56	Somersworth SAU Office	491	Somersworth	Southeast
28270	Sugar River Valley RTC - Claremont	Claremont	NH	6	Claremont SAU Office	101	Claremont	Southwest
28275	Sugar River Valley RTC - Newport	Newport	NH	43	Newport SAU Office	401	Newport	Southwest
28335	White Mountains Reg'l Arthur Paradise Ctr	Whitefield	NH	36	White Mountains Regional SAU Office	568	White Mountains Regional	North Country
28315	Wilbur H. Palmer Career & Tech Ed Ctr	Hudson	NH	81	Hudson SAU Office	267	Hudson	South Central
28260	Winnisquam Agriculture Programs	Tilton	NH	59	Winnisquam Regional SAU Office	582	Winnisquam Regional	Lakes Region
29157	Canaan Career Center	Canaan	VT	999	Out Of State Districts	947	State Of Vermont	Out of State
28245	Hartford Area Career & Technology Ctr	White River Junction	VT	999	Out Of State Districts	947	State Of Vermont	Out of State
28250	River Bend Career & Technical Center	Bradford	VT	999	Out Of State Districts	947	State Of Vermont	Southwest
29158	River Valley Technical Center	Springfield	VT	999	Out Of State Districts	947	State Of Vermont	Out of State
28665	Windham Regional Career Center	Brattleboro	VT	999	Out Of State Districts	947	State Of Vermont	South Central

# Enrollment by Grade 2022

Enrollment as of August 29, 2022

Year	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
2022	102	198	207	232	174	188	232	241	239	223	253	261	274	273	3,108





**Hudson Federation of Teachers, AFT #2263, AFT-NH, AFL-CIO  
and  
the Hudson School Board**

**Memorandum of Understanding**

*Teachers Teaching a 6<sup>th</sup> Course at Alvirne High School and at Hudson Memorial School*

Whereas the Hudson Federation of Teachers, AFT #2263, AFT-NH, AFL-CIO (“HFT”) and the Hudson School Board (“Board”) have consulted over the difficulties in hiring for certain critical shortage vacancies at Alvirne High School for the 2022-2023 school year;

Whereas the District and Building Administration will continue to make all reasonable attempts at filling teacher vacancies through external recruiting efforts during the Spring and into the Summer 2022 in preparation for the 2022-2023 school year;

Whereas the District and Building Administration make all reasonable attempts for equitable class sizes during the 2022-2023 school year;

Whereas Building Administration will seek teachers on a voluntary basis to teach a sixth class and should there be no volunteers District Administration (Superintendent, Assistant Superintendent) and Building Administration and the Hudson Federation of Teachers will meet to mutually agree on the school plan before the plan is finalized should the plan involve teachers to fulfill these teaching assignments;

Whereas the District Administration needs to complete the course and class rosters for the staff and students' assignments at Alvirne High School and at Hudson Memorial School for the 2022-2023 school year by no later than August 15, 2022: and

Whereas the parties' 2021-23 collective bargaining agreement (“CBA”) and Memorandum of Understanding re: Impact of A/B Block Schedule, dated June 22, 2022, do not specifically address the scenario of a teacher being assigned a 6<sup>th</sup> class under the A/B Block Schedule model.

Accordingly, to address the impact of *the critical shortage area hiring needs at the High School and at Hudson Memorial School*, the Hudson School Board, and the Hudson Federation of Teachers, AFT #2263, AFT-NH, AFL-CIO agree as follows, notwithstanding the provisions of Article VI. B.2 contained in the parties' 2021-23 CBA and their “A/B Block Schedule” MOU, dated June 22, 2022:

1. Teachers who teach six (6) distinct classes per semester, which represents one (1) additional class added to a teacher's regular course load, will be compensated at a rate based upon their per diem (1/186<sup>th</sup>) base rate of pay as outlined in the salary schedule for the degree track and step on which the teacher is placed for the 2022-2023 school year.

2. Teachers who, as a result of teaching a 6<sup>th</sup> class in a semester, are assigned another section of the same subject area and grade level as contained within their current course assignments (i.e. a teacher with an Earth Science course picking up another section of Earth Science), will be paid thirteen percent (13%) of their daily per diem rate for the number of student days occurring within the semester in which the teacher is assigned to teach this course. This additional rate does not apply to any non-student days, including professional development days, occurring within the **semester**. *Please reference Table 1 for a hypothetical salary breakdown.*

Table 1:

Salary	# Days	Per Diem	13% Calc	Per Semester
\$39,000	186	\$209.68	\$27.26	\$2,453.23
\$40,000	186	\$215.05	\$27.96	\$2,516.13
\$52,000	186	\$279.57	\$36.34	\$3,270.97
\$64,500	186	\$346.77	\$45.08	\$4,057.26
\$73,250	186	\$393.82	\$51.20	\$4,607.66

3. Teachers who, as a result of teaching a 6<sup>th</sup> class in a semester, are assigned to a course that is outside of any subject area or grade level as their current course assignments (i.e. an Earth Science teacher picking up a section of Physics, which is not currently a course in the assignment roster), will be paid twenty percent (20%) of their daily per diem rate for the number of student days occurring within the semester in which the teacher is assigned to teach this course. This additional rate does not apply to any non-student days, including professional development days, occurring within the semester. *Please reference Table 2 for a hypothetical salary breakdown.*

Table 2:

Salary	# Days	Per Diem	20% Calc	Per Semester
\$39,000	186	\$209.68	\$41.94	\$3,774.19
\$40,000	186	\$215.05	\$43.01	\$3,870.97
\$52,000	186	\$279.57	\$55.91	\$5,032.26
\$64,500	186	\$346.77	\$69.35	\$6,241.94
\$73,250	186	\$393.82	\$78.76	\$7,088.71

4. The Building Administration will attempt to only schedule a 6<sup>th</sup> class during the block schedule days at the High School when the teacher accepting the assignment only has two other classes scheduled. Any teacher accepting the assignment of the 6<sup>th</sup> class on the block schedule days which already has three other courses assigned within the day will be paid an additional \$500.00 per semester which will be added to the *supplemental pay amount outlined above under sections #2 or #3*.
5. This MOU does not apply to any teachers at the Palmer CTE Center who are scheduled for 3 double-blocks of classes.
6. The pay will be included in the regular pay schedule and denoted on the paycheck.

This MOU shall expire on June 30, 2023.

\_\_\_\_\_  
Hudson Federation of Teachers

\_\_\_\_\_  
Dated

\_\_\_\_\_  
Hudson School Board Chairperson

\_\_\_\_\_  
Dated

## HUDSON SCHOOL DISTRICT

**POLICY NUMBER: EEAA Video Surveillance on School Property**

Page 1 of 1

**ADOPTED: 12/7/2015**

First Reading: 12/7/2015

Second Reading: Waived

The Hudson School District recognizes that the use of video or audio recording can be an activity that enhances the instructional and assessment process within the classroom. The district also recognizes that ensuring the privacy rights of our students and staff is something that needs to be considered at all times. The Hudson School District will create a procedure to gain the permission of students and staff to use video and audio recordings within the classroom. Parents, staff, and students of the age of majority will be given the opportunity to agree or not to agree for video or audio taping, that permission or lack of permission will stay in place during the student's enrollment within the Hudson School District, unless a change is requested by the parent or staff member. Any video or audio recording in the classroom will not be distributed or broadcast outside of the school building without an added permission from the parent or staff member.

The classroom is defined as any physical space within or outside of the school in which instruction takes place. It should be noted that any video or audio recording made pursuant to a student's IEP and/or 504 plan, when the IEP or 504 team determines that such recording is necessary for delivery of instruction is exempt from this policy. The following events, while they may be held within or outside the school building will not constitute a classroom:

Co-Curricular Sports (both interscholastic and interscholastic)

Musical Performances

Drama Performances

Club Events

Competitions for CTSO organizations

School assemblies for spirit or yearbook activities

Awards Ceremonies

Hallways and general areas where video is used for security reasons

# HUDSON SCHOOL DISTRICT POLICY

## EEAA Video and Audio Surveillance on School Property

First reading: September 12, 2022

Related Policies: ECAF, EHB, JIC, JICC, JICD, & JRA

Related Administrative Procedures: EHB-R, JICC-R & EE-R

Category: Recommended

The Board authorizes the use of video and/or audio devices consistent with applicable law and School Board policies. Notwithstanding other Board policies, the Superintendent is authorized to allow video and/or audio recordings to the extent allowed by applicable law.

### Surveillance

Video surveillance is authorized on District property, including, without limitation, school buses and other district provided transportation, to ensure the health, welfare, and safety of all students, staff, and visitors to District property and to safeguard District buildings, grounds, and equipment.

#### 1. Audio Surveillance.

Although video surveillance is permissive, surveillance with audio recording is only permitted on school buses – whether such buses are operated by the District or not - in accordance with RSA 570: A-2, II (k) and Board policy *ECAF*. Audio recordings are also authorized in classrooms per Section D below.

#### 2. Video Surveillance.

The Superintendent or his/her designee will approve appropriate locations for surveillance cameras. Placement of cameras will be based on the presumption and belief that students, staff and visitors have no reasonable expectation of privacy in areas or at events that occur in plain view. However, such devices are not to be placed in bathrooms, or dressing or locker rooms.

Signs will be posted on school property to notify students, staff, and visitors that video recording devices may be in use. (More specific notice is required for audio recordings on school buses as provided under Board policy *ECAF*.) At the Superintendent's discretion, parents and students may also be notified through the Student-Parent Handbook as well as the District and school websites. All persons will be responsible for any violations of school rules recorded by cameras.

The district will retain copies of video recordings until they are erased, which may be accomplished by either deletion or copying over with a new recording.

### A. Video and Audio Recordings Used for Student Discipline Matters

Video/audio recordings in District possession, whether or not recorded by District equipment, that contain evidence of a violation of student conduct rules, school board policy, and/or state or federal law, will be retained until the issue of the misconduct is no longer subject to review or appeal, as determined by board policy or applicable law. Any release or viewing of the recording will be in accordance with the law. Notwithstanding this paragraph, use of video/audio surveillance on school buses shall be in accordance with Policy *ECAF*.

In the event any audio or video recording (from whatever source) is used as part of a student discipline proceeding, such video may become part of a student's education record. If recording does become part of a student's education record, the provisions of Policy *JRA* shall apply. (In accordance

with RSA 570: A-2 and Board policy ECAF, retention and use of audio recordings gathered via bus surveillance have stricter requirements than video only or recordings from non-District sources.)

## **B. Video and Audio Recordings Used for Special Education Purposes**

Video and audio recordings may be used for special education or Section 504 purposes, when a student's individualized education program or accommodation plan includes audio or video recording as part of the child's education. All such recordings will be maintained in accordance with the Family Education Rights and Privacy Act, 20 U.S.C. section 1232g, and other applicable law(s).

## **C. Additional Video and Audio Recordings Authorized**

The school board permits the video and audio recording of the following school-related activities. The following purposes are not intended to be exhaustive and may be expanded or contracted by either administrative determination or school board action.

- Extracurricular/co-curricular activities
- Musical performances, band, concert band, ensemble, orchestra, choir
- Drama activities
- Club events
- Sporting events, including both inter and intra-scholastic
- Other activities such as student senate, yearbook, school pride, ROTC
- Ceremonies, orientation, presentations, school assemblies or meetings, or any school events which occur outside of the physical classroom.

## **D. Consultation with Counsel**

The Superintendent (and other administrators if the Superintendent is unavailable) is specifically authorized to seek and obtain legal advice from the School Board/District's attorney with respect to any new use of surveillance or audio recordings, and/or relative to the use, sharing, ownership, retention and/or destruction of video or audio recordings.

## **Legal References**

RSA 189:65, Definitions

RSA 189:68, Student Privacy

RSA 570-A:2

20 U.S.C. §1232g, Family Educational Rights and Privacy Act (FERPA)

## **District Policy History**

First reading: December 7, 2015

Second reading/adopted: Waived

Adopted: December 7, 2015

First reading: September 12, 2022

<b>POLICY CODE: JI Student Rights and Responsibilities</b>	<b>FIRST ADOPTION: 09/28/2020</b>
<b>RELATED POLICIES:</b>	<b>LATEST REVISION:</b> Page 1 of 1

*Category P*

*See also JIA, JIC JICD*

Student rights and responsibilities shall be published in the Parent-Student Handbook and will be made available in another language or presented orally upon request. Student disciplinary procedures will be implemented pursuant to the provisions of Board Policies JIA and JICD.

**Legal References:**

*RSA 189:15, Regulations*

*NH Code of Administrative Rules, Section Ed 306.04(a)(3), Student Discipline*

*NH Code of Administrative Rules, Section Ed 306.04(f), Student Discipline*

*NH Code of Administrative Rules, Section Ed 317.04(b), Disciplinary Procedures*

# HUDSON SCHOOL DISTRICT POLICY

## JI Student Rights and Responsibilities

First reading: September 12, 2022

Related Policies: JIC & JICD

Category: Recommended

Student rights and responsibilities shall be published in the *applicable student* ~~Parent-Student~~ handbook and will be made available in another language or presented orally upon request. Student disciplinary procedures will be implemented pursuant to Board Policies JIC and JICD.

### Legal References

*RSA 189:15, Regulations*

*NH Code of Administrative Rules, Section Ed 306.04(a)(3), Student Discipline*

*NH Code of Administrative Rules, Section Ed 306.04(f), Student Discipline*

*NH Code of Administrative Rules, Section Ed 317.04(b), Disciplinary Procedures*

### District Policy History

Adopted: September 28, 2020

First reading: September 12, 2022



## JICD Student Discipline and Due Process

Updated: September 28, 2020

Category: Priority - Required by Law

Related Policies: JI, JIA, JIC, JICDD & JICK

At all times, students are required to conduct themselves in accordance with behavioral standards set forth in or adopted pursuant to Policy JIC and all other applicable Board policies and all District or school rules. Failure to comply can lead to disciplinary consequences as set forth in this policy and applicable law.

### A. Disciplinary Measures – "Definitions".

Disciplinary measures include, but are not limited to, removal from the classroom, detention, in-school suspension, out-of-school suspension, restriction from activities, probation, and expulsion.

1. "Removal from the classroom" means a student is sent to the building Principal's office. It is within the discretion of the person in charge of the classroom to remove the student.
2. "Detention" means the student's presence is required for disciplinary purposes before or after the hours when the student is assigned to be in class. The building Principal is authorized to establish guidelines or protocol for when detention shall be served (either before school or after school). Whether a student will serve detention, and the length of the detention, is within the discretion of the licensed employee disciplining the student or the building Principal.
3. "In-school suspension" means the student will attend school but will be temporarily isolated from one or more classes while under supervision. An in-school suspension will not exceed ten (10) consecutive school days.
4. "Out-of-school suspension" means the temporary denial of a student's attendance at school for a specific period of time for gross misconduct, for neglect, or refusal to conform to school rules or policies.
5. "Short-term suspension" means a suspension of ten (10) school days or less. Ed 317.04(a)(1).
6. "Long-term suspension" means the continuation of a short-term suspension under RSA 193:13, I(b)-(c), and also means a suspension in excess of ten (10) school days under Ed 317.04(a)(2).
7. "Restriction from school activities" means a student will attend school, classes, and practice but will not participate in other school extra-curricular activities, including competitions.
8. "Probation" means a student is given a conditional suspension of a penalty for a definite period of time in addition to being reprimanded. The conditional suspension will mean the student must meet the conditions and terms for the suspension of the penalty. Failure of the student to meet these conditions and terms will result in immediate reinstatement of the penalty.
9. "Expulsion" means the permanent denial of a pupil's attendance at school for any of the reasons listed in RSA 193:13, II and III.

### B. Removal from Classroom and Detention.

Students may be removed from the classroom at the classroom teacher's discretion if the student refuses to obey the teacher's directives, becomes disruptive, fails to abide by school rules or policies, or otherwise impedes the educational purpose of the class.

Likewise, classroom teachers may assign students to detention for similar conduct. The building Principal may assign students to detention under the same standard.

C. In-School Suspension, Restriction of Activities, and Probation.

The building Principal is authorized to issue in-school suspensions, restrictions of activities, or place a student on probation for any failure to conform to school or School District policies or rules, or for any conduct that causes material or substantial disruption to the school environment, interferes with the rights of others, presents a threat to the health and safety of students, employees, and visitors, is otherwise inappropriate, or is prohibited by law.

Restriction of activities may also be issued pursuant to rules or policies pertaining to specific clubs or teams.

D. Out-of-School Suspension.

The power of suspension is authorized for gross misconduct, for neglect, or refusal to conform to School District policies and rules as follows:

1. Short-term Suspensions. The building principal, as designee of the Superintendent, is authorized to suspend a student for ten (10) school days or less. The Principal shall consult with the Superintendent prior to issuing any suspension.

As required by RSA 193:13(a), educational assignments shall be made available to the suspended pupil during the period of suspension.

Due process standards for short-term suspensions (ten (10) days or less) will adhere to the requirements of Ed 317.04(f)(1).

2. Long-term Suspensions. The superintendent is authorized to continue the suspension and issue a long-term suspension of a pupil for a period in excess of ten (10) school days, provided only that if the Superintendent issued the original short-term suspension, then the School Board may designate another person to continue the short-term suspension and issue the long-term suspension.

Prior to a long-term suspension, the student will be afforded an informal hearing on the matter. The informal hearing need not rise to the level and protocol of a formal hearing before the School Board, but **the process must comply with the requirements of Ed 317.04 (f)(2) and Ed 317.04 (f)(3)(g)**, including, without limitation, the requirements for advance notice and a written decision.

Any suspension in excess of ten (10) school days, as described in Paragraph 2 of this Section, is appealable to the School Board, provided the Superintendent receives the appeal in writing within ten (10) days after the issuance of the Superintendent's decision described in Paragraph 2. Any suspension in excess of ten (10) school days shall remain in effect while this appeal is pending.

E. Expulsion.

- 1) Any pupil may be expelled by the School Board for (a) an act of theft, destruction, or violence as defined in RSA Chapter 193-D, (b) for possession of a pellet paint ball gun or BB gun or rifle as provided by RSA 193:13, II, or (c) for gross misconduct, or for neglect or refusal to conform to the reasonable rules of the school. An expulsion under this paragraph will run until the School Board restores the student's permission to attend school. A student seeking restoration of permission to attend school shall file a written request with the Superintendent which details the basis for the request. The Board will determine whether and in what manner it will consider any such request.
- 2) Additionally, any pupil may be expelled by the School Board for bringing or possessing a firearm as defined in Section 921 U.S.C. Title 18 in a safe school zone, as defined in RSA 193-D:1, unless such pupil has written authorization from the Superintendent. Any expulsion under this provision shall be for a period of not less than twelve (12) months.
- 3) Prior to any expulsion, the District will ensure that the due process standards set forth in Ed 317.04(f)(3) are followed.
- 4) Any decision by the Board to expel a student may be appealed to the State Board of Education.
- 5) The Superintendent of Schools is authorized to modify the expulsion or suspension requirements of Sections E.1 and E.2 above on a case-by-case basis.

F. Sub-committee of Board. For purposes of sections D and E of this policy, "Board" or "School Board" may either be a quorum of the full Board, or a subcommittee of the Board duly authorized by the School Board.

G. Disciplinary Removal of Students with Disabilities.

If a student is disabled under the Individuals with Disabilities Act (IDEA), the New Hampshire RSA 186-C, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or any other law providing special rights to disabled students, those laws shall govern and shall supersede these local policies to the extent these local policies are inconsistent with those laws. Accordingly, any suspension or expulsion of a child with a disability as defined in Ed 1102.01(t) shall be in accordance with Ed 1124.01.

H. Notice and Dissemination.

This policy and school rules which inform the student body of the content of RSA 193:13 shall be printed in the student handbook and made available on the District's website to students, parents, and guardians. The Principal or designated building administrator shall also inform the student body concerning this policy and school rules which address the content of RSA 193:13 through appropriate means, which may include posting and announcements. See: Ed. 317.04(d).

## Legal References

*RSA 189:15, Regulations*

*RSA 193:13, Suspension & Expulsion of Pupils*

*RSA Chapter 193-D, Safe Schools Zones*

*NH Code of Administrative Rules, Section Ed 306.04(a)(3), Discipline*

*NH Code of Administrative Rules, Section Ed 306.04(f), Student Discipline Policy*

*NH Code of Administrative Rules, Section Ed 317.04, Suspension and Expulsion of Pupils Assuring Due Process  
Disciplinary Procedures*

*In re Keelin B., 162 N.H. 38, 27 A.3d 689 (2011)*

Adopted: March 21, 2005

Updated: December 17, 2012

Updated: September 28, 2020

## JICD Student Discipline and Due Process

First Reading: September 12, 2022

Category: Priority - Required by Law

Related Policies: JI, JIA, JIC, JICDD & JICK

### A. Policy Statement

This policy establishes the substantive parameters, procedures and due process that shall apply before a student may be subject to temporary (same day) removal from classrooms or activities, restriction from activities, detentions, suspensions and/or expulsion. Pursuant to Board policy [JIC](#), response to misconduct, including disciplinary measures and consequences should be designed to maximize student academic, emotional and social success, while at the same time assuring safety of all students, staff and school visitors. Administration of any of the consequences described in this policy shall be consistent with the system of supports and graduated sanctions established pursuant to Policy [JIC](#) and the applicable.

### B. Standards and Procedures Relative to Disciplinary Consequences

1. "Removal from the classroom" means a student is sent to the building Principal's office or other designated area during the same school day. It is within the discretion of the person in charge of the classroom or activity to remove the student.

Students may be removed from the classroom at the classroom teacher's discretion if the student refuses to obey the teacher's directives, becomes disruptive, fails to abide by school or District rules, or the Code of Conduct, or otherwise impedes the educational purpose of the class. Before ordering the removal, the staff member ordering the removal shall warn the student of the infraction and allow the student to respond.

Detentions are not appealable.

2. "Restriction from school activities" means a student will attend school, classes, but will not participate in other school extra-curricular activities, including such things as competitions, field trips, and performances. A student who has been restricted from school activities may participate in practices at the discretion of the person imposing the restriction.

Before ordering the restriction, the supervising employee (e.g., teacher, coach, director, Principal, etc.) ordering the restriction shall warn the student of the infraction and allow the student to respond. If the restriction is immediate and outside of school hours, provision must be made to assure the student is not left unsupervised. The terms of the restriction shall be communicated to the Principal and the student's parent/guardian.

Restrictions under this policy are not appealable.

3. "Detention" means the student's presence is required for disciplinary purposes before or after the hours when the student is assigned to be in class and may occur on one or more Saturdays.

Students may be assigned classroom detention at the classroom teacher's discretion, and building detention at the Principal's discretion, if the student refuses to obey the teacher/employee's directives, becomes disruptive, fails to abide by printed classroom, school or District rules, or the Code of Conduct, or otherwise impedes the educational purpose of the

class. Before ordering the detention, the staff member ordering the detention shall warn the student of the infraction and allow the student to respond. Parents/guardians shall be notified at least 24 hours prior to a student serving detention.

Detentions before or after school shall not exceed one hour, and Saturday detentions shall not exceed three hours. The building Principal is authorized to establish, announce and post additional guidelines and rules regarding detention, supervision, building access, etc. The length and timing of the detention is within the discretion of the licensed employee disciplining the student or the building Principal, pursuant to the posted rules of the school.

Detentions are not appealable.

4. "Temporary Reassignment" or "in-school suspension" means the student will attend school but will be temporarily isolated from one or more classes while under supervision. A temporary reassignment should not exceed five consecutive school days. Parents/guardians shall be notified at least 24 hours prior to the administration of a temporary reassignment.

The building Principal is authorized to issue reassignment, restrictions from activities, or place a student on probation for repeated failure to conform to the Code of Conduct\_\_\_\_, classroom rules, or for any conduct that causes material or substantial disruption to the school/class environment, interferes with the rights of others, presents a threat to the health and safety of students, employees, and visitors, is otherwise inappropriate, or is prohibited by law.

5. "Probation" means a student is given a conditional suspension of a penalty for a definite period of time in addition to being reprimanded. The conditional suspension will mean the student must meet the conditions and terms for the suspension of the penalty. Failure of the student to meet these conditions and terms will result in reinstatement of the penalty. Notwithstanding the assignment of probation, no imposition of the suspended consequence may be administered unless and until all of the provisions of this policy applicable to the suspended consequence (i.e., long-term suspension, expulsion, etc.) are satisfied.

6. "Out-of-school suspension" means the temporary denial of a student's attendance at school for a specific period of time. It includes short-term and long-term out of school suspensions.

a. Short-term suspension. A "short-term suspension" means an out-of-school suspension of ten (10) consecutive school days or less. RSA 193:13, I (a).

The Superintendent or his/her written designee is authorized to suspend a student for ten (10) school days or less.

~~A short term suspension may be imposed only for:~~

- ~~i. Behavior that is detrimental to the health, safety, or welfare of pupils or school personnel (including, but not limited to, an act of theft, destruction or violence, as defined in RSA 193-D:1); or~~
- ~~ii. Repeated and willful disregard of the reasonable rules of the school that is not remediated through imposition of the district's graduated sanctions described in [JIC](#) and the \_\_\_\_\_.~~

Pursuant to RSA 193:13, XI(b) and Board policy [JIC](#), a short suspension over 5 days must conform to the standards included in the Code of Conduct.

**Before any short-term suspension may be imposed, a student is entitled to the minimum due process (notice before meeting of the charge and explanation of evidence, notice of the**

**possibility of suspension, opportunity for the student to respond, and a written decision explaining the disciplinary taken).** See New Hampshire Department of Education Rule Ed 317.04(f)(1).

b. Long-term suspension: A "long-term suspension" is the extension or continuation of a short-term suspension for a period **not to exceed an additional 10 days** beyond the duration of the short-term suspension.

The Superintendent is authorized to continue the suspension and issue a long-term suspension of a pupil for a period in excess of ten (10) school days, provided only that if the Superintendent issued the original short-term suspension, then the School Board may designate another person to continue the short-term suspension and issue the long-term suspension.

~~A long-term suspension may only be imposed for:~~

- ~~i. an act that constitutes an act of theft, destruction or violence, as defined in RSA 193-D;~~
- ~~ii. bullying pursuant to Board policy [JICK](#) when the pupil has not responded to targeted interventions and poses an ongoing threat to the safety or welfare of another student; or~~
- ~~iii. possession of a firearm, BB gun, or paintball gun.~~

Prior to a long-term suspension, the student will be afforded a hearing on the matter. The informal hearing need not rise to the level and protocol of a formal hearing, but the process must comply with the requirements of Ed 317.04 (f)(2), and (f)(3)(g), including, without limitation, the requirements for advance notice and a written decision.

c. Appeal of long-term suspension. Any long-term suspension issued other than by the School Board under this policy, is appealable to the School Board, provided the Superintendent or School Board chair receives the appeal in writing within ten (10) days after the issuance of the Superintendent's [or other person designated under B.6.b, above] hearing and written decision required under N.H. Dept. of Education Rule Ed. 317.04 (f)(2)c, and sub-paragraph B.6.b, above. The Board shall hold a hearing on the appeal but will rely upon the record of the decision being appealed from.

Any suspension in excess of ten (10) school days shall remain in effect while this appeal is pending unless the School Board stays the suspension while the appeal is pending. Any request to stay a long-term suspension should be included in the original appeal.

d. Educational Assignments. As required by RSA 193:13, V, educational assignments shall be made available to students during both short- and long-term suspensions.

e. Alternative Educational Services. The school shall provide alternative educational services to a suspended pupil whenever the pupil is suspended **in excess of 20 cumulative days** within any school year. The alternative educational services shall be designed to enable the pupil to advance from grade to grade.

f. Re-entry Meetings and Intervention Plans. Prior to returning to regular classes, a suspended student, and parent/guardian (when available) shall meet with the building Principal or his/her designee to assist the student in smoothly returning to the school setting.

Any time a pupil is suspended **more than 10 school days in any school year**, upon the pupil's return to school the school district shall develop an intervention plan designed to proactively

address the pupil's problematic behaviors by reviewing the problem behavior, re-teaching expectations, and identifying any necessary supports.

g. Attendance Safe Harbor. A student may not be penalized academically solely by virtue of missing class due to a suspension.

7. "Expulsion" means the complete denial of a pupil's attendance at school for any of the reasons listed in RSA 193:13, II and IV. ~~An expulsion may be for either a stated duration or permanent.~~

a. Grounds for Expulsion. ~~Any pupil may only be expelled by the School Board, and only for the following grounds. An expulsion may only be imposed for an act that poses an ongoing threat to the safety of students or school personnel AND that constitutes:~~

~~i. A repetition of an act that warranted long term suspension under section above;~~

~~ii. Any act of physical or sexual assault that would be a felony if committed by an adult;~~

~~iii. Any act of violence pursuant to RSA 651:5, XIII;~~

~~iv. Criminal threatening pursuant to RSA 631:4, II(a); **OR**~~

~~v. For bringing or possessing a firearm as defined in Section 921 U.S.C. Title 18 within a safe school zone as prohibited under RSA 193-D:1, or under the Gun Free School Zones Act, unless such pupil has written authorization from the Superintendent.~~

Before expelling a pupil, the Board shall consider each of the following factors:

(1) The pupil's age.

(2) The pupil's disciplinary history.

(3) Whether the pupil is a student with a disability.

(4) The seriousness of the violation or behavior committed by the pupil.

(5) Whether the school district or chartered public school has implemented positive behavioral interventions under paragraph V.

(6) Whether a lesser intervention would properly address the violation or behavior committed by the pupil.

b. Due Process to Be Afforded Prior to Expulsion. Prior to any expulsion, the District will ensure that the **due process standards set forth in Ed 317.04(f)(3) through 317.04 (m)** are followed.

c. Duration of Expulsion. An expulsion will run for the duration stated in the written decision or until the School Board or Superintendent restores the student's permission to attend school as provided in this policy. An expulsion relating to a firearm in a safe school zone per B.7.a.v, shall be for a period of not less than 12 months.

d. Educational Services. The Superintendent is authorized, but not required, to arrange for educational services to be provided to any student residing in the District who has been expelled by the District or by any other school.

### C. Modification or Reinstatement After Suspension or Expulsion

Expelled or suspended students may request a modification of, or reinstatement from, an expulsion or suspension as provided below. Except for students establishing residency from out-of-state, requests for modification or reinstatement from expulsion/suspension shall be submitted in writing to the Superintendent no later than August 15. The request should set forth the reasons for the request and include additional information to establish that it is in the best interest of the



student and school community to reinstate the student. Such additional information may include such things as work history, letters of reference, medical information, etc. All reinstatements shall include an Intervention Plan as described in paragraph B.6.f, above, including such conditions as the reinstating authority (Superintendent or Board) deem appropriate.

- 1. Modification by Superintendent.** Subject to all other applicable laws, regulations and Board policies, and paragraph C.3, below (relating to firearms), the Superintendent is authorized to reinstate any student who has been suspended or expelled from a school in this District, and or enroll a student suspended or expelled from another school or district, on a case-by-case basis.
- 2. Review and reinstatement by Board.** A student may request the School Board (of the district of attendance) to review an expulsion decision prior to the start of each school year by filing a written request with the Superintendent detailing the basis of the request. The Board will determine whether and in what manner it will consider any such request after consultation with the Superintendent.
- 3. Modification of Expulsion for Firearms.** A student who has been expelled from this District or any other public or private school for bringing or possessing a firearm in a safe school zone as prohibited under RSA 193-D1, or under the Gun Free Schools Act, may only be reinstated or enrolled if the Superintendent first determines: possession of the firearm was inadvertent and unknowing; the firearm was for sporting purposes and the student did not intend to display the firearm to any other person while within the safe schools zone; the student is/was in the fifth or lower grade when the incident occurred; or the Superintendent determines that the firearm was not loaded; and that no ammunition was reasonably available; and that the pupil had no intention to display the firearm to other students.

Additionally, the School Board may enroll a student expelled from a school outside of New Hampshire for a violation of the Gun Free Schools Act upon the student establishing residency.

#### D. Appeals to State Board of Education

Any decision by the Board to expel a student, not to reinstate a student upon request, or enroll a student from another state who had been expelled for a violation of the Gun Free Schools Act, may be appealed to the State Board of Education at any time that the expulsion remains in effect, subject to the rules of the State Board of Education.

#### E. Sub-committee of Board

For purposes of sections B.6 and B.7 of this policy, "Board" or "School Board" may either be a quorum of the full Board, or a subcommittee of the Board duly authorized by the School Board.

#### F. Superintendent and Principal Designees

Except where otherwise stated in this policy, the Superintendent may delegate any authority s/he has under this policy, and a principal may delegate any authority s/he has under this policy, to other appropriate personnel.

#### G. Disciplinary Removal of Students with Disabilities

If a student is disabled under the Individuals with Disabilities Act (IDEA), the New Hampshire RSA 186-C, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, or any other law providing special rights to disabled students, those laws shall govern and shall supersede

these local policies to the extent these local policies are inconsistent with those laws. Accordingly, any suspension or expulsion of a child with a disability as defined in Ed 1102.01(t) shall be in accordance with Ed 1124.01.

#### H. Notice and Dissemination

This policy shall be made available to families, students and staff as provided in Board policy JIC.

#### I. Conflict in Law or State Regulation

If any provision of this policy shall conflict with State or Federal law, or regulation of the New Hampshire Department of Education, then such law or regulation shall apply, and the remainder of the policy shall be read and interpreted to be consistent with the law or regulation. School administrators and families are strongly encouraged to review the links for pertinent statutes and laws as referenced in this policy.

### Legal References

*18 U.S.C. § 921, Et seq., Firearms*

*20 U.S.C. § 7151, Gun-Free Schools Act*

*RSA 189:15, Regulations*

*RSA 193:13, Suspension & Expulsion of Pupils*

*RSA Chapter 193-D, Safe Schools Zones*

*RSA 631:4, Criminal Threatening*

*RSA 651:5, XIII "Act of Violence"*

*NH Code of Administrative Rules, Section Ed 306.04(a)(3), Discipline*

*NH Code of Administrative Rules, Section Ed 306.04(f), Student Discipline Policy*

*NH Code of Administrative Rules, Section Ed. 306.04(g), Suspension & Expulsion*

*NH Code of Administrative Rules, Section Ed 317.04, Suspension and Expulsion of Pupils Assuring Due Process Disciplinary Procedures*

*In re Keelin B., 162 N.H. 38, 27 A.3d 689 (2011)*

Adopted: March 21, 2005

Updated: December 17, 2012

Updated: September 28, 2020

First Reading: September 12, 2022

# HUDSON SCHOOL DISTRICT

**POLICY NUMBER: JIH Student Searches  
and Their Property**

**ADOPTED: 7/7/2008**

Page 1 of 1

First Reading: 6/16/2008  
Second Reading: 7/7/2008

## K-9 ADMINISTRATIVE SEARCHES

*formerly 4.1(d)*

### **Purpose**

The purpose of this General Order is to establish procedures for the Administrative K-9 Searches of schools.

### **Policy**

It is the responsibility of the Hudson Police and Hudson School Officials to take lawful measures to ensure our schools are drug free. The Hudson School Board supports maintaining a safe and drug free environment. The Superintendent of Schools in coordination with the Hudson Chief of Police will develop procedures for the appropriate use of K-9 Searches.

### **Discussion**

The courts have generally agreed that the use of trained narcotics dogs to sniff objects, as opposed to people, is not a search within the meaning of the Fourth Amendment and thus requires no level of suspicion. School officials therefore may use trained narcotics dogs to sniff objects that are not affixed to, or carried by, an individual student, such as lockers, desks, student vehicles parked in school parking lots, or any articles of personal property that have been discarded or abandoned. If the dog alerts them to a particular locker or vehicle, school officials then will have satisfied the reasonable suspicion requirement that justifies a more thorough search to determine whether in fact drugs are present.

The use of dog sniffs on individual students in the absence of reasonable suspicion is more problematic. Of the few courts to consider the issue, the majority have concluded that the use of dog sniffs on students is a search and therefore may not be justified in the absence of reasonable suspicion.

# HUDSON SCHOOL DISTRICT POLICY

## JIH – Student Searches and Their Property

First reading: September 12, 2022

Related policies: JIHB

Category: Required

The superintendent, principal, security personnel of the school or other authorized personnel may detain and search any student or students on the premises of the public schools, or while attending, or while in transit to, any event or function sponsored or authorized by the school under the following conditions:

1. When any authorized person has reasonable suspicion that the student may have on the students' person or property alcohol; dangerous weapons; prohibited electronic devices; controlled dangerous substances as defined by law or stolen property if the property in question is reasonably suspected to have been taken from a student, a school employee, or the school during school activities; or any other items which have been or may reasonably be disruptive of school operations or in violation of student discipline rules and applicable provisions of the student handbook.
2. School lockers and school desks are the property of the school, not the students. Students who use school district lockers, desks, and other storage areas or compartments have no reasonable expectation of privacy from school employees as to the contents of those areas. Lockers, desks, and other storage areas or compartments may be subjected to searches at any time with or without reasonable suspicion. Students are not to use any school area or property to store anything that should not be at school. Students shall not exchange lockers or desks. Students shall not use any lockers or desks other than those assigned to them by the principal or designee. A shared locker or storage area implies shared responsibility.
3. Authorized personnel may conduct a search of the student's person or the student's belongings, **and technology**, as noted above, whenever a student freely and voluntarily consents to such a search. Consent obtained through threats or coercion is not considered to be freely and voluntarily given.
4. Strip searches are forbidden. No clothing except cold weather/outdoor garments and footwear will be requested to be removed before or during a search.
5. Authorized personnel conducting a search shall have authority to detain the student or students and to preserve any contraband seized. Contraband seized during the course of a search will be preserved and held in accordance with applicable administrative rules and procedures.
6. Any searches of students as outlined herein will be conducted by authorized personnel of the same sex as the student being searched. Whenever possible, two authorized persons shall be present during any search of a student or student property.
7. The Superintendent is authorized to arrange for the use of trained canines to aid in the search process.

8. Authorized personnel may conduct a search of school owned technology.

9. Items that may be seized during an unauthorized search, in addition to those mentioned in Paragraph 1 above, shall include but not be limited to, any item, object, instrument, or material commonly recognized as unlawful or prohibited by law or by district policy. For example: prescription or non-prescription medicines, switchblade knives, brass knuckles, billy clubs, and pornographic literature are commonly recognizable as unlawful or prohibited items. Such items, or any other items which may pose a threat to a student, the student body, or school personnel shall be seized, identified as to ownership if possible, and held for release to proper authority.

In conducting searches of students and property, school officials should consult with legal counsel and law enforcement authorities to be aware of circumstances when involvement of the police is advisable and/or necessary.

Searches of student automobiles are governed by Board Policy JIHB.

### **Legal References**

*NH Constitution, Pt.1, Art.19*  
*State v. Drake, 139 NH 662 (1995)*  
*State v. Tinkham, 143 NH 73 (1998)*

Adopted: July 7, 2008

First Reading: September 12, 2022

## HUDSON SCHOOL DISTRICT

**POLICY NUMBER: JLCJ Concussions and Head Injuries**

Page 1 of 5

**ADOPTED: 11/3/2014**

First Reading: 10/20/2014

Second Reading: 11/3/2014

### CONCUSSIONS AND HEAD INJURIES POLICY

The purpose of this document is to provide school district personnel, parents/guardians, students and private health providers with the recommendations of the school board in regards to concussions and head injuries. Since head injuries/concussions are commonly reported injuries in the student population the Hudson School Board acknowledges the risk of catastrophic injuries or death can be significant when a concussion or head injury is not properly evaluated and managed. The Board recognizes that the majority of concussions will occur in "contact" or "collision" sports. However, in order to ensure the safety of all District student-athletes, this policy will apply to all competitive athletic activities as identified by the School Board and administration. Concussions sustained outside of school activities and documented by a physician will have the same protections and supports offered to our student athletes.

Consistent with NH Revised Statutes: Head Injury Policies for Student Sports Act SB 402 RSA 200:49 through 200:52; the National Federation of High School (NFHS); the Centers for Disease Control; New Hampshire Interscholastic Athletic Association (NHIAA); and the New Hampshire Brain and Spinal Cord Injury Advisory Council, the District will utilize recommended guidelines, procedures and other pertinent information to inform and educate coaches, youth athletes, and parents/guardians of the nature and risk of concussions or head injuries, including the dangers associated with continuing to play after a concussion or head injury. Each school in the Hudson District will develop and implement a separate building specific protocol that meets the needs of their individual student population, school resources available, and legal statutes of RSA 200:52 and HB 180.

Annually, the district will distribute a head injury/concussion information sheet available on the school's website to all parents and/or guardians of student-athletes in competitive sport activities prior to the student-athlete's initial practice or competition. The information sheet will be incorporated into the parent permission protocol that allows students to participate in athletic activities and will require a parent signature acknowledging receipt of such information.

All coaches, including volunteers, will complete training as recommended and/or provided by NHIAA, New Hampshire Department of Education and/or other pertinent organizations. Additionally, all coaches of competitive sport activities will comply with NHIAA recommended procedures for the management of head injuries and concussion.

The district will determine yearly training requirements for all coaches, including volunteers. Training will meet standards provided by NHIAA, New Hampshire Department of Education and/or other pertinent organizations. Additionally, all coaches of competitive sport activities will comply with NHIAA recommended procedures for the management of head injuries and concussions.

#### **Head Injury Policies for Student Sports**

##### **Section 200:49 Head Injury Policies for Student Sports**

Education is the key to identification and appropriate management of all concussions. The school board of each school district shall develop guidelines and other pertinent information and forms for student

## HUDSON SCHOOL DISTRICT

<b>POLICY NUMBER: JLCJ Concussions and Head Injuries</b>	<b>ADOPTED: 11/3/2014</b>
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sports to inform and educate coaches, student-athletes, and student-athlete's parents or guardians of the nature and risk of concussion and head injury including continuing to play after concussion or head injury. On an annual basis, a school district or school shall distribute a concussion and head injury information sheet to all student-athletes. The Brain Injury Association of New Hampshire is available to educate and assist the public with implementing and/or updating concussion management protocols. Source.2012, 232:2, eff. Aug.17, 2012.

### **Section 200:50 Removal of Student-Athlete**

- I. A school employee coach, official, licensed athletic trainer, or health care provider who suspects that a student-athlete has sustained a concussion or head injury in a practice or game shall remove the student-athlete from play immediately.
- II. A student-athlete who has been removed from play shall not return to play on the same day or until he or she is evaluated by a health care provider and receives medical clearance and written authorization from that health care provider to return to play. The student-athlete shall also present written permission from a parent or guardian to return to play.
- III. No person who authorizes a student-athlete to return to play shall be liable for civil damages resulting from any act or omission in the rendering of such care, other than acts or omissions constituting gross negligence or willful or wanton misconduct. Source.2012.234:2, eff. Aug.17, 2012.

### **Section 200:51 School Districts; Limitation of Liability**

An employee of a school administrative unit, school, or chartered public school, or a school volunteer, pupil, parent, legal guardian, or employee of a company under contract to a school, school district, school administrative unit, or chartered public school, shall be immune from civil liability for good faith conduct arising from or pertaining to the injury or death of a student-athlete provided the action or inaction was in compliance with this subdivision and local school board policies relative to the management of concussions and head injuries. This limitation of liability shall extend to school-sponsored athletic activities. A school district or school may provide concussion guidelines to other organizations sponsoring athletic activities on school property, however the school district or school shall not be required to enforce compliance with such guidelines. Source. 2012, 234:2, eff. Aug. 17, 2012.

### **Section 200:52 Definitions. – As used in this subdivision**

- I. **“Health Care Provider”** means a person who is licensed, certified, or otherwise statutorily authorized by the state to provide medical treatment and is trained in the evaluation and management of concussions.
- II. **“School Property”** means school property as defined in RSA 193-D: 1, V.
- III. **“Student-Athlete”** means a student involved in any intramural sports program conducted outside the regular teaching day or competitive student sports program between schools in grades 4-12.
- IV. **“Student sports”** means intramural sports programs conducted outside the regular teaching day for students in grades 4-12 or competitive athletic programs between schools for students in grades 4-12.

## HUDSON SCHOOL DISTRICT

<b>POLICY NUMBER: JLCJ Concussions and Head Injuries</b>	<b>ADOPTED: 11/3/2014</b>
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- V. **“Head Injury”** means injuries to the scalp, skull, or brain caused by trauma, and shall include a concussion which is the most common type of sports-related brain injury. Source. 2012, 234:2 eff. Aug. 17, 2012. 2013, 19:1, eff. July 15, 2013, House Bill 1113 March 12, 2014.

### **Athletic Director or Administrator in Charge of Athletic Duties**

#### **Updating**

Yearly, the athletic director or designee in conjunction with the school nurse shall review any changes that have been made in policies and individual school protocols required for concussion and head injury management or other serious injury by consulting with the NHIAA or the District’s on-call physician, if necessary. If there is updated information, the athletic director will recommend ways to integrate information into each school’s individual protocols to be used for the upcoming school year.

#### **Administrative Responsibilities**

The Superintendent or his/her designee will keep abreast of changes in standards regarding concussion, explore staff professional development programs relative to concussions, and will explore other areas of education, training, and programs.

#### **Identified Sports**

Identified sports include all NHIAA-sanctioned activities, including cheer/dance squads, and any other district-sponsored sports or activities as determined by the district. Or 33

#### **Athletic Trainer**

The Athletic Department may only contract with licensed Athletic Trainers.

#### **Protocol for Eligibility to Play**

All middle and high school student-athletes will be required to obtain a baseline concussion test prior to participating in middle and high school sports and/or collision/contact school sports activities. The baseline concussion test will be valid for a two year period. All student-athletes will be required to update his/her test every two years.

#### **Coach Training**

All coaches shall undergo training in head injury and concussion management at least once every two years by one of the following means: (1) through reviewing the NHIAA sport-specific rules clinic; or (2) through viewing the NHIAA concussion clinic found on the MHSAs Sports Medicine page at [www.mhsa.org](http://www.mhsa.org); or (3) completing the NFHS (National Federation of High School) Concussion Course (free of charge). All concussion training must be completed before coaching.

#### **Coach’s Responsibility**

A student-athlete who is suspected of sustaining a concussion or head injury or other serious injury in a practice or game shall be immediately removed from play. The coach will notify the



## HUDSON SCHOOL DISTRICT

<b>POLICY NUMBER: JLCJ Concussions and Head Injuries</b>	<b>ADOPTED: 11/3/2014</b>
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parent(s)/guardian(s), the Athletic Director and/or the School Administrator as soon as possible following a suspected injury.

### Notification Chain

The **Athletic Director** and/or the **School Administrator** will inform the **School Nurse**.

The **School Nurse** will inform the **School Counselor**, **Athletic Director** and **teachers** regarding medical restrictions as indicated in medical orders received from and signed by a licensed health care provider.

The **School Counselor** will then notify **teachers** regarding academic accommodations resulting from receipt of medical note. This notification will initiate the **building specific protocol**.

### Protocol for Removal from Play

A student-athlete must be immediately removed from practice or a game if he/she is suspected of having sustained a concussion or head injury. The following individuals are authorized to render the decision to remove the student from play or practice: coaches, officials, licensed athletic trainer, athletic director, or health care providers.

### Protocol for Return to Play

A written authorization from a **licensed physician** is required to clear a student-athlete to return to play. The district uses the following guidelines, based on the NHIAA return to play protocol for student-athletes. Return to play is a process and not an immediate return to game activity. Return to play is to be supervised by district contracted athletic trainer services. The District may limit a student-athlete's participation to play based on "return to play" standards and protocol and/or as determined by the student's treating health care provider. The District reserves the right to restrict play at any time and request a medical check.

A student-athlete who has been removed from play shall not return to play on the same day or until he or she has been evaluated by a health care provider and receives medical clearance and written authorization from the health care provider to return to play. Play includes games and/or practice. The student-athlete requires written permission and authorization to return to play from parent/guardian.

Management of concussions is very student specific. Concussion injuries do not follow a specific recovery timetable and students needs vary from injury to injury. Therefore, general protocols for Return to Play (RTP) will be determined building to building and on a case to case basis following the guidelines of RSA 200:52, physician orders, and athletic trainer recommendations. Per the New Hampshire State Advisory Council on Concussion and Traumatic Brain Injury, in cases where involved medical professionals cannot reach an agreement on RT2P status, the most conservative opinion should take precedence.

### Concussion Awareness and Education

To the extent possible, the Board encourages the administration to implement concussion awareness and education into the district's physical education and/or health education curriculum. The administrative decision will take into account all relevant considerations, including time, resources, access to materials, and other pertinent factors in educating and protecting against head injuries and concussions.

## HUDSON SCHOOL DISTRICT

<b>POLICY NUMBER: JLCJ Concussions and Head Injuries</b>	<b>ADOPTED: 11/3/2014</b>
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In addition the following NHIAA medical clearance for return to play guidelines shall be followed to return a student-athlete to play.

1. No exertional activity until symptomatic.
2. When the athlete appears clear, begin low impact activity such as walking, stationary bike, etc.
3. Initiate aerobic activity fundamental to specific sport such as running, and may also begin progressive strength training activities.
4. Begin non-contact skill drills specific to sport such as dribbling, fielding, batting, etc.
5. Full contact in practice setting.
6. If athlete remains asymptomatic, he or she may return to game/play.
7. Athlete must remain asymptomatic to progress to next level.
8. If symptoms recur, athlete must return to previous level.
9. Medical check should occur before contact.
10. At any time during the process, if the student-athlete experiences any signs or symptoms of concussion, the process is stopped and the cycle will revert back to the last step that was asymptomatic. The process does not begin again until the individual is asymptomatic for 24 hours.

### **Academic Issues in Concussed Students**

In the event a student is concussed, regardless of whether the concussion was a result of a school-related or non-school-related activity, school district staff should be mindful that the concussion may affect the student's ability to learn. School Counselor in conjunction with the School Nurse will determine specific adaptations to meet the academic needs of concussed students. These adaptations will be incorporated into the building specific protocols.

### **Resources:**

RSA 200:49 Head Injury Policies for Student Sports

RSA 200:50 Removal of Student-Athlete

RSA 205:51 School Districts Limitation of Liability

RSA 200:52 HB 180 Relative to the definitions of "student athlete" and "student sports" for the management of concussion and head injury.

# HUDSON SCHOOL DISTRICT POLICY

## JLCJ Concussions and Head Injuries

First reading: September 12, 2022

Related Policies: EBBB

Category: Priority/Required by Law

The Hudson School District is committed to ensuring the safety of students while at school and when participating in any school-sponsored events. The Board is aware that head injuries, including concussions, can happen to any student, not just an athlete, and that the risk of catastrophic injuries or death is significant when a concussion or other head injury is not properly evaluated and managed.

Section A of this policy applies to all students of the District who experience or are suspected to have experienced a concussion or other traumatic brain injury, whether in school or out, while Section B pertains to student-athletes, and other students participating in school sports or other district athletic activities.

### A. Provisions relating to all Students Who have Experienced a Concussion or Traumatic Brain Injury

#### 1. Definitions

For purposes of this policy, the terms below will have the ascribed meanings.

"Head injury" means injuries to the scalp, skull, or brain caused by trauma, and shall include a concussion which is the most common type of sports-related brain injury.

"Health care provider" means a person who is licensed, certified, or otherwise statutorily authorized by the state to provide medical treatment (physician, advanced registered nurse practitioner, licensed physician's assistant, or dentist).

"Student-athlete" means a student involved in any intramural sports program conducted outside the regular teaching day or competitive student sports program between schools in grades 4 through 12.

"Sports" means intramural sports programs conducted outside the regular teaching day for students in grades 4 through 12 or competitive athletic programs between schools for students in grades 4 through 12, including, without limitation, all NHIAA sanctioned activities, including cheer/dance squads, or any other district-sponsored sports or activities as determined by the board or administration.

#### 2. Duty to Report

All District employees shall report any accident or incident which involves a student head injury. The report should be filed in the same manner provided under Board policy EBBB as for that of any accident requiring first aid. Additionally, Teachers should report to the school nurse (or administrator in charge if the nurse is unavailable) if the student appears to have any difficulty with academic tasks that the teacher believes may be related to concussion. The school nurse will notify the student's parents of guardians and treating health care provider.

### 3. Return to Learning Protocols

After a student has suffered a concussion, whether in school or not, before full resumption of academic work, the building principal or his/her designee will work with the school nurse, a student's parent/guardian, medical provider, teacher(s) and other appropriate district staff, to establish a graduated learning reentry plan. The plan will support the student's full return to academic activities and ease the stress of making up past work while engaged in present work. The plan must include:

- Step-by-step instructions and details for students, parents/guardians, and school personnel
- Time frames for physical and cognitive rest within the first few days post-injury and throughout the recovery as needed
- Guidance on graduated return to extracurricular athletic activities and classroom studies, including classroom accommodations or modifications
- Frequency of assessments by the school nurse, school physician if applicable, neuropsychologist or athletic trainer until full return to the classroom and extracurricular athletic activities are authorized.
- Any provisions relative to "return-to-play" for student-athletes
- A plan for communication and coordination among school personnel and with the parents/caregivers and the student's medical provider.

Section 504 or other such accommodations or modifications when appropriate will be developed in accordance with applicable law and Board policies.

### 4. Concussion Awareness and Education

To the extent possible, the District will implement concussion awareness and education into physical education and/or health education curriculum.

## B. Provisions relating to Students Participating in Sports and Athletic Programs

Consistent with the National Federation of High School (NFHS) and the New Hampshire Interscholastic Athletic Association (NHIAA), the District will utilize recommended guidelines, procedures, and other pertinent information to inform and educate coaches, youth athletes, and parents/guardians of the nature and risk of concussions or head injuries, including the dangers associated with continuing to play after a concussion or head injury.

#### 1. Compliance with NHIAA Procedures and Protocols

All coaches, officials or licensed athletic trainers will comply with NHIAA recommended procedures for the management of head injuries and concussions.

#### 2. Immediate Removal from Play and other NHIAA Protocols

Any coach, official, licensed athletic trainer, or health care provider who suspects that a student-athlete has sustained a concussion or head injury in a practice (including tryouts or trainings) or during a competition shall immediately remove the student-athlete from all physical activity.

#### 3. Return to Play

A student-athlete who has been removed from play shall not return to play on the same day, nor until (a) a Return to Learning Plan has been established consistent with paragraph A.3 of this policy, (b) he/she is evaluated by a health care provider and receives medical clearance and written authorization from that health care provider stating the student-athlete is symptom free and may return to play, and (c) the student-athlete's parent/guardian provides written permission for the student-athlete to return to play.

The District shall limit a student-athlete's participation as determined by the student's treating health care provider, unless, based upon the judgement of the coach or licensed athletic trainer, greater limitations are appropriate.

If symptoms of a concussion recur, or if concussion signs and/or behaviors are observed at any time during the return-to-activity program, the coach must immediately remove the student-athlete from play. Depending on previous instructions, the athlete may need to be re-evaluated by the healthcare provider or may have to return to the previous step of the return-to-activity program.

#### 4. Parent Information Sheet

On a yearly basis, the Athletic Director shall assure that a concussion and head injury information sheet is distributed to each student-athlete and the athlete's parent/guardian prior to the student-athlete's initial practice (including try-out) or competition. This information sheet may be incorporated into the parent permission sheet that allows students to participate in extracurricular athletics.

#### 5. Coach Training

All coaches, including volunteer coaches, will complete training in head injury and concussion management as recommended and/or provided by NHIAA, New Hampshire Department of Education and/or the Athletic Director.

#### 6. Annual Review of NHIAA Concussion Protocols by Athletic Director

No less than annually, the Athletic Director or his/her designee shall review any changes that have been made in procedures required for concussion and head injury management or other serious injury by consulting with the NHIAA [and the District's on-call physician]. The Athletic Director shall take steps to implement the current procedures and protocols as soon as possible.

### **Legal References**

*RSA 200:49, Head Injury Policies for Student Sports*

*RSA 200:50, Removal of Student-Athlete*

*RSA 205:51, School Districts; Limitation of Liability*

*RSA 200:52, Definitions*

*RSA 200:63, Head Injuries; Return to Learning and Plan*

First reading: October 20, 2014

Second reading: November 3, 2014

Adopted: November 3, 2014

First reading: September 12, 2022

Student Due Process

Category: *Withdrawn*

**WITHDRAWN [ *date district withdraws* ]**

Former policy JIA was withdrawn to correspond with revisions to Board policies JI, JIC and JICD.

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**NHSBA history:** Withdrawn – March 2021; Revised – July 2019, September 2008, October 2005, November 1999 and July 1998

**NHSBA revision notes, March 2021.** NHSBA withdrew former sample policy JIA as part of revisions to sample policies JI, JIC and JICD to reflect 2020 amendments to RSA 193:13. The subject matter of former JIA is fully incorporated into sample JICD.

w/p-update/2021-U1 Spring/JIA Student Due Process Withdrawn 2021-U1

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TO: Hudson School Board  
FROM: Superintendent Moulis  
DATE: September 2, 2022  
RE: 2022-2023 Tuition Rate

The 2021-2022 Hudson School District tuition rate for non-Hudson residents was \$16,500. Based on the New Hampshire Department of Education cost-per-pupil and 2% administrative fee, I recommend the tuition rate for 2022-2023 be set at **\$17,500**.

PER PUPIL COST	ELEM	MID/JH	HIGH	TOTAL
<b>2021-2022</b>				
CURRENT EXPENDITURES	23,643,757.88	13,659,091.29	20,382,055.99	57,684,905.16
LESS: FOOD SERVICE REVENUE	131,692.97	70,221.47	74,096.42	276,010.86
LESS: TRANSPORTATION EXPENDITURES	1,092,088.74	597,323.78	909,599.93	2,599,012.45
LESS: SUPPLMT EXPENDITURES	864,823.46	714,027.90	1,257,639.58	2,836,490.94
PUPIL COST	21,555,152.71	12,277,518.14	18,140,720.06	51,973,390.91
AVE DAILY MEMBERSHIP	1233.89	706.86	1076.18	3,016.93
<b>COST PER PUPIL</b>	17,469.27	17,369.09	16,856.59	17,227.24

Please make a motion to set the tuition rate for the 2022-2023 school year at \$17,500.

Thank you in advance for this motion.

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**HUDSON SCHOOL DISTRICT**

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**TO:** Hudson School Board  
**FROM:** Cathy Brackett, HR Generalist  
**SUBJECT:** Fall Coach Nominations  
**DATE:** September 6, 2022

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The following nominations have been submitted for fall 2022-2023 school year:

**Alvirne High School:**

Freshman Volleyball	Karen Bonney	\$700
Freshman Volleyball	Sandra Ivos	\$1,575



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**TO:** Hudson School Board  
**FROM:** Cathy Brackett, HR Generalist  
**SUBJECT:** Co-Curricular Nominations 2022/2023  
**DATE:** September 12, 2022

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The following Co-Curricular nominations have been submitted for the 2022-2023 school year:

**Alvirne High School:**

Art Club	Crockett, Meghan	\$ 950
Assistant Band Director	Seckla, Mike	\$ 2,000
Assistant Class Act	Tobin, Amanda	\$ 1,250
Assistant Class Act	Torres, Claudia	\$ 500
Assistant Class Act	Quarles, Patricia	\$ 500
BC2M (Bring Change to Mind)	Scagnelli, Rob	\$ 500
Best Buddies	Carper, Mary	\$ 250
Best Buddies	Rush, Andrew	\$ 250
Book Club	Vallee, Danielle	\$ 500
Class Act	Lafrance, Jennifer	\$ 4,700
CTE Facebook Management/Student Recognition	Compagna, Sarah	\$ 500
DECA	Compagna, Sarah	\$ 2,000
Diversity, Equity, Inclusion and Justice Club	Rush, Scott	\$ 475
Diversity, Equity, Inclusion and Justice Club	Boisvert, Shayna	\$ 475
Facebook Management/Student Recognition	Reven, Leslie	\$ 500
Faculty Manager	Conrad, Sara	\$ 2,700
Faculty Manager	Larson, Alex	\$ 2,000
FFA Agriculture	Hill-Blouin, Sue	\$ 1,000
FFA Agriculture	Marshall, Ben	\$ 1,000
FFA Competition	Beaudry, Jenny	\$ 2,500
FFA Competition	Bliss, Corie	\$ 1,500

FFA Competition	Marshall, Ben	\$ 700
Fitness Club	Garon, Seth	\$ 2,000
French National Honor Society	Stewart, Svetlana	\$ 950
Freshman Class	Torres, Claudia	\$ 475
Freshman Class	Close, Riley	\$ 475
Gender Sexuality Alliance	Tieman, Michelle	\$ 475
Gender Sexuality Alliance	Close, Riley	\$ 475
Junior Class	Lindsey, Laurie	\$ 950
Key Club	Wilder, David	\$ 950
Leo Club	Cole, Deborah	\$ 950
Little Buddies	Carper, Mary	\$ 500
Math Team	Shangraw, Kathryn	\$ 500
Model UN	Rush, Scott	\$ 475
Model UN	McAlevy, Tyler	\$ 475
Mountain Bike Club	Moriarty, Brian	\$ 250
Mountain Bike Club	Rush, Andrew	\$ 250
Multi-cultural Club	Matteo, Margoth	\$ 500
National Honor Society	Peterson, Jeffrey	\$ 666.66
National Honor Society	Morin, Donna	\$ 666.66
National Honor Society	Beals, Regina	\$ 666.66
National Technical Honor Society	Nelson, Julie	\$ 950
Percussion Director	Stillson, Toby	\$ 2,000
Photo Club	Oakley, Maria	\$ 475
Photo Club	Lathrop, Len	\$ 475
Robotics Club (First Tech Challenge)	Marchant, Melissa	\$ 950
Russian Language Club	Stewart, Svetlana	\$ 250
Russian Language Club	Vance, Brett	\$ 250
School Climate Club	Low, Gail	\$ 500
School Play	Denis, Lauren	\$ 1,700
School Play	Gallagan, Mike	\$ 2,500
School Play	Boisvert, Shayna	\$ 500
Science Olympiad	Peckham, Doug	\$ 950
Senior Class	Reece, Jacob	\$ 2,350
Senior Class	Paquette, Rebecca	\$ 2,350
Ski Club	McAlevy, Tyler	\$ 475

Ski Club	Peckham, Doug	\$ 475
Skills USA Building Trades	Somers, Matthew	\$ 500
Skills USA Building Trades Nationals	Somers, Matthew	\$ 500
Skills USA Culinary	Bressler, David	\$ 250
Skills USA Culinary	Sarno, Jessica	\$ 250
Skills USA Culinary Nationals	Bressler, David	\$ 250
Skills USA Culinary Nationals	Sarno, Jessica	\$ 250
Skills USA Health Science	Nelson, Julie	\$ 500
Skills USA Health Science Nationals	Nelson, Julie	\$ 500
Skills USA Heavy Equipment	Brown, Ernie	\$ 500
Skills USA Heavy Equipment Nationals	Brown, Ernie	\$ 500
Skills USA Welding Nationals	Anger, David	\$ 500
Skills Welding	Anger, David	\$ 500
Sophomore Class	McCarthy, Shannon	\$ 950
Spanish National Honor Society	Nassif, Sarah	\$ 475
Spanish National Honor Society	Matteo, Margoth	\$ 475
Student Council	McCarthy, Shannon	\$ 2,350
Student Council	Reece, Jacob	\$ 2,350
Students of Faith	Matteo, Margoth	\$ 500
Studio 19	Moriarty, Brian	\$ 2,000
Theater Costuming	Nelson, Julie	\$ 950
Tri-M Music Honor Society	Gallagan, Michael	\$ 500
Trivia	Saras, Caitlin	\$ 500
WATS Club	Weaver, Varnina	\$ 950
Yearbook	Oakley, Maria	\$ 2,350
Yearbook	O'Toole, Melanie	\$ 2,350

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**TO:** Hudson School Board  
**FROM:** Cathy Brackett, HR Generalist  
**SUBJECT:** HGS Co-Curricular Nomination  
**DATE:** August 22, 2022

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The following nominations have been submitted for fall 2022-2023 school year:

**Hills Garrison School:**

Chorus	Lisa Hansen	\$2,000
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## HUDSON SCHOOL DISTRICT

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**TO:** Hudson School Board  
**FROM:** Cathy Brackett, HR Generalist  
**SUBJECT:** HMS Extra-Curricular Nominations  
**DATE:** September 7, 2022

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The following Extra Curricular nominations have been submitted for 2022-2023 school year:

**Hudson Memorial School:**

Art Club	Jordan Joncas	\$950
Book Club	Leanne Phaneuf	\$250
	Meghan Glaude	\$250
Computer Club	Elaine Reinitzer	\$950
Destination Imagination	Rebecca Decker	\$2,000
Jazz Band	Michael Seckla	\$2,000
Sewing Club	Rebecca Decker	\$500
Ski Club	John Curtis	\$950
Swing Choir	Rebecca Crivello	\$2,000
Woodwind Choir	Bradley Smith	\$2,000
Yearbook Advisor	Karen O'Brien	\$1,000
	Ashley Ciaraldi	\$1,000
Chess Club	John Curtis	\$500
Library Club	Beth Sloat	\$500
Spanish National HS	Amy O'Leary	\$500
Student Council	Abigail Blais	\$475
	Leonie Freemantle	\$475
Student Activities	Abigail Blais	\$1,000
	Leonie Freemantle	\$1,000
Drama Club	Rebecca Crivello	\$2,350
Grade 8 Advisor	Daniel Pooler	\$625
Dance Committee	Susan Piper	\$458.33
	Rachael Tirone	\$458.33
	Daniel Pooler	\$458.33
Intramural Advisor	Megan Truncellito	\$2,000
Ambassadors of Hope	Karen O'Brien	\$475
	Ashley Ciaraldi	\$475

Kickball	Erica Guilbeault	\$500
	Michel Stilphen	\$500
	Stephanie Richard	\$500
	Meghan Glaude	\$500
	Rebecca Sherman	\$500
Athletic Coordinator	Frank Girginis	\$3,000
Fall Game Manager	Missy Rowell	\$500



## HUDSON SCHOOL BOARD

Hills Memorial Library 18 Library Street Hudson, New Hampshire

6:30 pm Regular Meeting  
Non-Public Session

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### Minutes - August 22, 2022 - Draft

#### In Attendance

##### Board Members

Gary Gasdia, Chairman  
Gretchen Whiting, Vice Chair  
Ethan Beals  
Mike Campbell  
Maureen Dionne

##### SAU Staff

Dan Moulis, Superintendent of Schools  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator

Brett Gagnon - Board of Selectmen Liaison

#### A. Call to Order [0:00:13]

##### 1. Pledge of Allegiance

Mr. Gasdia called the meeting to order at 6:30pm. Brett Gagnon led the Pledge of Allegiance. Revisions to the agenda include:

- Nominations
- Good News will be shared by Superintendent Moulis in Ms. Organek's absence
- A report by the Superintendent, only

#### B. Public Input [0:01:00]

There was no public input.

#### C. Good News Update [00:01:13]

Superintendent Moulis mentioned that Hudson Old Home Days went well and he spoke with many community members and visited Hills House. The retention and referral bonus program information was sent out to staff today. Superintendent Moulis participated in the HCTV show last week discussing district goals and priorities. He thanked Diane Kavana of HCTV for allowing him to be part of the process. He also took part in an interview with the NH Bulletin regarding CTE programs in NH and the article should be published tomorrow. New teacher orientation day was

last week where there was a review of multi-tiered support for academics, social-emotional learning, PowerSchool training and other pertinent information.

#### **D. New Business [0:04:18]**

##### **1. Free and Reduced Lunch (Information)**

Abigail Kaplan, Director of Food Services and Terry Wolf, Director of Strategic Engagement and Communication, shared the communication plan for the free and reduced meals application process. For the past two years, breakfast and lunch were free for all students. The program ended in NH at the end of this school year. The number of applications received is tied to Title I funding. Free/reduced packets will be sent to families and include a cover letter, instructions, meal charging policy, special dietary needs form and K12 payment information. An additional information sheet is included, which will indicate if a family does not wish their information shared. Only the first side of the application needs to be completed. Families and the district save money by being part of the program and all information is on the website. Families can apply year-round and information is confidential.

##### **2. Request to Purchase (Decision)**

Abigail Kaplan, Director of Food Services, presented information and a request to purchase a replacement steamer at Hills Garrison as the current steamer is at the end of life. The steamer is used to prepare a number of the meal components in bulk for the students, and it is an important piece of equipment in the kitchen.

***Ethan Beals made a motion to approve Alternative Sales for the purchase of a steamer for \$24,185.35 at Hills Garrison as presented. Gretchen Whiting seconded the motion. Motion passed 5:0.***

##### **3. October Meetings (Discussion)**

Superintendent Moulis discussed adding dates to the schedule for budget presentations in October: October 17 (first budget meeting), October 20 at 6:30pm (budget meeting), October 26 at 6:30pm (budget meeting), and November 7 (regular Board meeting). There was discussion about having Budget Committee members attend or not. It was favored to have a joint budget meeting this year but will instead discuss it for next year.

##### **4. Retained Fund Balance (Decision)**

Ms. Burk presented information on the retained fund balance and sought reapproval of the \$1.1M amount. This amount is retained from the prior two years and has no impact on the prior year's budget.

***Ethan Beals made a motion "in accordance with RSA 198:4-b, II, and voter-approved warrant article #5 from March 2020, I make a motion to retain \$1.1 million in the retained fund balance account from fiscal year 2022 for fiscal year 2023." Gretchen Whiting seconded the motion. Motion passed 5:0.***



## 5. Nominations

*Ethan Beals made a motion to nominate the following coaches: Varsity Volleyball Coach, Freshman Volleyball Coach and Jr. Varsity Cheerleading Coach. Maureen Dionne seconded the motion. Motion passed 5:0.*

## E. Old Business [0:38:04]

### 1. HO Smith Playground (Information)

Superintendent Moulis shared an update on the Dr. HO Smith playground installation which will take place on October 14-16, 2022. The Hudson Fire Department will be helping October 15. Communication about the schedule and a volunteer Google form sign-up will be made available. This may help align skill levels for certain tasks as well.

### 2. Alvirne Renovation (Decision)

Superintendent Moulis shared an update on the Alvirne Renovation. Project priorities, based on Homeland Security recommendations, such as safe and secure building entrances, sight lines and drop off sequence were discussed. Improved security for the high school cafeteria and enhanced co-curricular and community spaces are also highlights of the project. Funding allocations previously at \$17.5 million in 2020, now total \$27 million, could be offset by a potential \$8.1 million of building aid from the Department of Education. The site walk-through will take place on September 28 and qualification will be known around January 2023. At the Capital Improvement Committee meeting, there was discussion about asking the Board to decide now about putting this project on the warrant in March 2023. There was discussion on long-range planning, elementary school project studies, and building space. There was concern about accessibility issues at Alvirne. This could be reviewed at the CIP committee. More details need to be provided about the work on the gymnasium, since the floor, bleachers and scoreboard have already been done. The HVAC mechanical system would be upgraded. There was discussion about bond appropriation and warrant article possibility. \$30 million for 30 years at 5% interest, there would be an estimated tax impact for year one of \$0.77, and the total project cost would be \$53,253,00. There was concern about the cost and timing, as teacher retention/cost is a major priority. Also important is having a safe and secure environment for education. Messaging will be sent to the community. It was noted that consideration was given towards the other town projects and timing of warrant articles.

*Ethan Beals made a motion to make a warrant article for the Alvirne Renovation project during the next voting season. Maureen Dionne seconded the motion. Motion passed 4:1 (nay, G. Gasdia).*

### 3. Joint Meeting with the Board of Selectmen (Information)

The Board discussed the joint meeting with the Board of Selectmen on September 1, 2022, beginning at 5pm, with the joint meeting at 6:30pm. Included would be a Meet & Greet and topics both on the School and Town sides. Members of the public would need to be present to ask questions.

### 4. NESDEC Enrollment Projection Study (Decision)

Superintendent Moulis presented sample NESDEC reports to the Board including from Bedford, MA, Quabbin, MA, and East Granby, CT. Reporting was based on birth rates and demographic data

and current and projected school enrollments. Reporting from superintendents begins in October and the turnaround is about 2-3 weeks. This information is helpful for long-range planning. Typically, the cost is \$4,780. The initial quote is half price at \$2390. It was noted that the cost for the comprehensive report is \$8,150. There was a question if this information will be helpful for the Master Plan which is theoretical guidance, not specifics. Superintendent Moulis will get more information on the comprehensive report and if it can also be done within the 2-3 week timeframe. There was a question about the projection methodology and if the sample reporting is the comprehensive kind (e.g., building permits issued would not be part of the typical report.) There was discussion about having appropriate data before making decisions.

***Mike Campbell made a motion to approve the \$2,390 cost for the NESDEC enrollment projection study. Gretchen Whiting seconded the motion. Mike Campbell retracted his motion.***

**5. Policies - Second Reading**

DFA - Investments	Policy review, no changes
JFABD - Admission of Homeless Students	New, NHSBA policy
JLC - Student Health Services	New, NHSBA policy
KEE - Website Accessibility and Grievance	New, NHSBA policy with tracked changes, updated

***Gretchen Whiting made a motion to approve policies DFA - Investments, JFABD - Admission of Homeless Students, JLC - Student Health Services, and KEE - Website Accessibility and Grievance as provided in the agenda. Mike Campbell seconded the motion. Motion passed 5:0.***

**F. Recommended Action [1:44:07]**

- 1. Manifests**
- 2. Minutes: August 8, 2022**

***Gretchen Whiting made a motion to approve the minutes of August 8, 2022, as presented. Mike Campbell seconded the motion. Motion passed 5:0.***

**G. Reports to the Board (Information) [1:44:43]**

**1. Superintendent Report**

Superintendent Moulis noted:

The following recent hires included: two science teachers, one special education teacher, one strategies for success teacher, one part-time math tutor at Alvirne High School (one with ESSER III funds and one budgeted with vacant teacher funds), one assistant principal at Hudson Memorial School, one physical education teacher, one part time health science teacher for CTE Center, one science teacher for Hudson Memorial School, one grade 7/8 social studies teacher and a nurse at Nottingham West.

Open positions included:

Alvirne: science teacher (recommendation not to fill now - difficulty finding third certified teacher), English teacher, part-time heavy duty diesel mechanic, part-time welding teacher, careers in education teacher (not filling this position but looking to partner with Nashua as part of two pathways for existing students - to be revisited at next meeting; there was also a question about lowered enrollment)

Hudson Memorial: one reading interventionist, one mental health counselor, one math tutor.

Early Learning Center at HO Smith - one half year teacher, one part-time math tutor and one special education teacher

Early Learning Center at Library Street School: one part-time math tutor and at Hills Garrison one school counselor.

Open staffing positions: one full-time paraprofessional at HO Smith, one special education administrative assistant at Nottingham West, one IT technician, one technology integration specialist, fourteen paraprofessionals at Alvirne (more at other schools), one ESOL tutor and at least six food service staff.

The administrative retreat was held last week. Highlights included: work with a Demonstrated Success consultant to develop multi-tiered systems of support for academics and social emotional learning. There was a review about the District plan and priorities as well as a new teacher orientation. AB block scheduling information meetings were held. There will be professional development on this subject. The FAQ was updated. There will be follow up presentations.

Bus routes were posted. The Board was invited to attend breakfast at Alvirne welcoming staff back. August 29 will be the first day for all students.

## **H. Committee Reports [2:00:50]**

Ms. Whiting noted there was discussion about the 9/11 observance at the Board of Selectmen meeting. It would be held at Benson Park at 9:30am on 9/11.

## **I. Correspondence (Information) [2:01:40]**

### **1. Court Decision on Budget Committee Matter**

Mr. Beals requested the total amount of money that was spent on this matter (decision by the court that the petition submitted by the Town and School District was upheld where both ex-officio members from the School and Select Boards do participate as voting members not members at-large.) Mr. Gagnon noted that any votes taken between when the judgment came out and when the motion happened would be null and void so that the Selectboard will have a discussion on how to handle this.

## **J. Board of Selectmen - Liaison Comments [2:03:55]**

Mr. Gagnon gave the following updates:

- Straightening Bush Hill Road for safety
- Purchasing 103 Wason Road as a new conservation parcel
- Due to the fire department's work on increasing Hudson's safety rating regarding fire response, residents could ask their homeowner insurance companies about quoting their policies for possible savings as Hudson is now safer.

- Meeting tomorrow: talk about the state primary, budget season and about Police Department expansions to the renovation contract
- Public complaint about feces at Town pond: (from geese)

#### **K. School Board Member Comments [2:07:42]**

Mr. Campbell mentioned the Hudson Olde Home Days and thanked people for attending and coming to the booths. He welcomed returning school staff and students. He noted that Hudson provided much of the supplies needed for school and he said it was a privilege.

Ms. Dionne mentioned that there were many events this week as school began - she encouraged people to attend. She encouraged families to fill out the free/reduced lunch paperwork.

Ms. Whiting noted that Seniors were receiving their Senior shirts and assisting with Freshman orientation. Athletics and Marching Band activities were beginning also.

Mr. Gasdia noted that the band and tryouts were starting up. He congratulated Hudson Fire Chief Buxton who was appointed to be the Director Of Homeland Security for NH.

#### **L. Non-Public Session - RSA 91-A:3 II a., b., and k. Staff Resignation, Staff Hire, Student Tuition, [2:12:22] (Note: The video stopped before this motion was made)**

*At 8:43 pm, Mr. Beals made a motion to enter into non-public session per RSA 91-A:3 II a., b., and k. Mr. Campbell seconded the motion. Motion passed 5:0. Roll call vote.*

Resignation letters were accepted. A personnel matter was discussed. A student tuition matter was also discussed. No votes were taken. and Superintendent Moulis will follow up with the family.

#### **M. Return to General Session and Adjournment**

*At 9:45pm, Ms. Whiting made a motion to return to general session. Mr. Campbell seconded the motion. Motion passed 5:0. Roll call vote.*

Submitted by Susan DeFelice  
Non-Public by Superintendent Moulis