

Posted: Friday, March 24, 2023

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

Hudson School Board Agenda – March 27, 2023

Estimated
time

- 6:30pm **A. Call to Order**
Pledge of Allegiance
- 6:31pm **B. Public Input**
Hudson residents are welcome and encouraged to share feedback with the board on agenda items.
- 7:01pm **C. Good News Update (Information)**
Assistant Superintendent Kim Organek will share some good news about what's happening in our schools.
- 7:05pm **D. Presentations to the Board (Information)**
- 1. JROTC Trip Review**
Staff and students in the Air Force JROTC Program will share their experiences from their recent Washington, D.C. bi-annual conference
 - 2. Facilities Study (Discussion)**
Lavallee Brensinger Architects will present the Facilities Study recently conducted for the district
[Facilities Study Presentation](#)
[Full Facilities Study Report \(website link\)](#)
- 7:50pm **E. New Business**
- 1. Nomination (Decision)**
Alvirne High School's nomination for a Spring Tennis Coach
[Nomination](#)

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7:52pm **F. Policy**

1. First Reading

AC Non-Discrimination	<ul style="list-style-type: none">• Current policy• Proposed policy
Accompanying procedures	<ul style="list-style-type: none">• AC-E Anti-Discrimination Plan• AC-E Annual Notice of Contact Information• AC-R Non-Discrimination Title IX Grievances
JEBK Admission to Kindergarten	Current policy for withdrawal – is replaced within JEB

8:00pm **G. Recommended Action**

1. Manifests – Recommended action: Make necessary corrections and sign
2. [Minutes – March 13, 2023 - Draft minutes](#)

8:03pm **H. Reports to the Board (Information)**

District administrators will share updates for the board and public

1. Superintendent Report

8:07pm **I. Committee Reports**

Board members will share committee updates (if necessary)

8:10pm **J. Correspondence (Information)**

1. [Discipline Report Draft](#)
[Hudson School District Student Behavior Standards for PreK-12](#)
2. [Financials Update](#) (Informational)

8:15pm **K. Board of Selectmen – Liaison Comments**

8:18pm **L. Student Representative Comments**

8:20pm **M. Board Member Comments**

8:25pm **N. Non-Public Session**

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

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.*
- i. 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.*
- k. 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.*
- l. 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.*
- m. 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.*

8:45pm **O. Adjourn**

Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	April 3 – tentative	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	April 17 – tentative	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	May 1 – tentative	6:30 pm	Hills Memorial Library	Regular Meeting



Overview

- **Process of performing the study**
- **Physical condition of each school**
- **Recommended expansion volume & location**
- **Enrollment projections v. classrooms available**
- **Reimagining the Hudson student journey**

Gather Information

- Meet with administrators to understand how the district operates and to identify over arching goals
- Assess the physical state of each school through observation and with insight from head custodians
- Assess the operational state of each school by speaking with principals

Understand Context

- Digitize each building for analysis
- Compare each school to NH DOE standards to understand what is needed now
- Review building maintenance schedule and student enrollment projections to understand what will be needed in the future

Synthesize

- Review the above information to identify all viable paths to achieving the school district's goals

Building Condition - Adequate

Built
1957

Expanded
1962

Incorporated into SAU 81
1977

Exterior Envelope
Adequate

HVAC system
Inadequate by current standards

Interior finishes
Due for replacement

Lighting
Outdated (non-LED)

Existing Site - Adequate

- Inadequate parking
- Shared playground
- Landscaping creates subpar representation for school

Student Safety - Good

- Daily playground access requires students to walk in (closed-off) road

Acoustics - Adequate

- Long reverberation time in gymnasium creates an echo effect, which hinders group instruction

Daylighting - Excellent

- Historic design lends itself to better natural lighting due to lack of energy efficiency standards



Space Needs

- Mens' Restrooms
- 10+ Intervention spaces
- 5+ Special Ed spaces
- Specialty Classrooms (Art + Music)
- Work Room
- Conference Room
- Occupational Therapist Room
- Student In-class restrooms
- Storage for building maintenance
- Storage for faculty/staff supplies
- Maintenance Workroom
- Library



Building Condition - Adequate

Built

1939

Expanded

Multiple times

Exterior Envelope

Inadequate - waterproofing issue

HVAC system

Adequate

Interior finishes

Due for replacement (age and water damage)

Lighting

Partially updated (LED retrofit)

Other

Elevator should be updated with accessibility in mind

Existing Site - Adequate

- Acceptable pick-up/drop-off, but needs improvement
- Path to new playground will need pavement for safety
- Main student path is directly across school lawn due to drop-off sequence, new path needed

Student Safety - Excellent

Acoustics - Adequate

- Acoustic panels would enhance classroom comprehension

Daylighting - Excellent

- Historic design lends itself to better natural lighting, though cafeteria doesn't offer this benefit



Space Needs

- Visitor Parking with signage
- Expanded faculty parking
- Elevator upgrade
- Intervention spaces
- Special Ed spaces
- Pre-School classrooms



Building Condition - Excellent

Built
2001

Exterior Envelope
Excellent

Interior Environment
Excellent

HVAC system
Good - issue with rooftop unit being monitored by building maintenance

Interior finishes
Excellent

Lighting
Partially updated (LED retrofit)

Existing Site - Excellent

- Adequate parking
- Recent playground
- Landscaping generally well maintained

Student Safety - Excellent

- Daily playground access requires students to cross driveway used by delivery vehicles

Acoustics - Excellent

Daylighting - Excellent

Space Needs

- Additional private intervention spaces
- Expansion to accommodate some of the 200+ students expected over the next decade





Building Condition - Adequate

Built
1989

Exterior Envelope

Adequate - with the exception of leaking of the new roof which is under warranty

HVAC system

Good

Interior finishes

Well-maintained, but aging

Lighting

Partially updated (LED retrofit)

Existing Site - Adequate

- Adequate parking
- Ample green space in and around school
- Pick-up/Drop-off traffic often backs up into Pelham road and could use a redesign

Student Safety - Good

- Daily playground access requires students to cross driveway utilized by delivery vehicles, though is largely safe with teacher supervision

Acoustics - Good

- Classrooms could benefit from added acoustical panels, but are good as is.

Daylighting - Excellent

- Courtyard design provides plenty of natural light and views for offices and classrooms, though cafeteria provides none - a common design decision.



Space Needs

- Expansion to increase student capacity by 100+
- Integrate portable structure into building
- Added intervention areas
- Added areas for pre-school class growth (if not moved to ELC)



Building Condition - Adequate

Built
1967

Exterior Envelope
Good

HVAC system
Inadequate - being investigated presently

Interior finishes
Well maintained, but student body could benefit from an update

Lighting
Partially updated (LED retrofit)

Existing Site - Adequate

- Adequate parking
- Poor asphalt condition in several locations
- Athletic fields in poor condition

Student Safety - Good

- Memorial Drive is classified as a public road with traffic allowed to travel freely. It's recommended this be reviewed to increase student safety

Acoustics - Good

- Classroom acoustics are good, but could benefit from the addition of acoustic wall panels

Daylighting - Good

- Daylighting is good overall, with the exception of the cafeteria, which is typical in school design



Space Needs

- None - HMS has an excess of space

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	Current Year
2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
2028-29	2023	227	(est.)	98	190	246	251	229	267	280	271	226	243	180	203	230	237	<20	3053	3151	
2029-30	2024	224	(est.)	99	187	247	250	255	232	271	284	270	226	249	178	197	236	<20	3082	3181	
2030-31	2025	221	(est.)	100	185	243	251	254	258	235	275	283	270	232	247	172	202	<20	3107	3207	
2031-32	2026	225	(est.)	101	188	241	247	255	257	262	239	274	283	277	230	239	177	<20	3169	3270	
2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

Library Street School

Projected Enrollment Data provide by NESDEC for Hudson School District
 ■ Current year
 ■ Based on children already born
 ■ Based on estimated births
 *Actual Pre-K numbers are higher than NESDEC Report estimated

Summary of Program Spaces – Library Street School				
Rooms	Current Spaces	Required Spaces Based on Population		
		Existing 194 Students 2022-2023	Highest Year 204 Students 2023-2024	10-Year 188 Students 2032-2033
Classrooms	11	14	15	14
Computer Lab	0	0	0	0
Art Classrooms	0	0	0	0
Music Rooms	0	0	0	0
Library / MC	0	0	0	0
Gym	0	0	0	0
@ 90% Utilization		15.3/class	15.1/class	14.8/class

Library Street School

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	Current Year
2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
2028-29	2023	227	(est.)	98	190	246	251	229	267	280	271	226	243	180	203	230	237	<20	3053	3151	
2029-30	2024	224	(est.)	99	187	247	250	255	232	271	284	270	226	249	178	197	236	<20	3082	3181	
2030-31	2025	221	(est.)	100	185	243	251	254	258	235	275	283	270	232	247	172	202	<20	3107	3207	
2031-32	2026	225	(est.)	101	188	241	247	255	257	262	239	274	283	277	230	239	177	<20	3169	3270	
2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

Dr. H.O. Smith School

Projected Enrollment Data provide by NESDEC for Hudson School District
 ■ Current year
 ■ Based on children already born
 ■ Based on estimated births
 * Noted Actual Pre-K numbers vary from NESDEC Report

Summary of Program Spaces – Dr. H.O. Smith School				
Rooms	Current Spaces	Required Spaces Based on Population		
		Existing 2022-2023	Highest Year 2023-2024	10-Year 2032-2033
Classrooms	14	14	17	16
Computer Lab	0	0	0	0
Art Classrooms	1	1	1	1
Music Rooms	1	1	1	1
Library / MC	1	1	1	1
Gym	1	1	1	1
@ 90% Utilization		16.8/class	17.3/class	16.9/class

IMPORTANT NFPA 101: LIFE SAFETY CODE

15.2 Means of Egress Requirements

15.2.1 General

15.2.1.1 Means of egress shall be in accordance with Chapter 7 and Section 15.2.

15.2.1.2 Rooms normally occupied by preschool, kindergarten, or first-grade students shall be located on a level of exit discharge, unless otherwise permitted by 15.2.1.4.

15.2.1.3 Rooms normally occupied by second-grade students shall not be located more than one story above a level of exit discharge, unless otherwise permitted by 15.2.1.4.

15.2.1.4 Rooms or areas located on floor levels other than as specified in 15.2.1.2 and 15.2.1.3 shall be permitted to be used where provided with independent means of egress dedicated for use by the preschool, kindergarten, first-grade, or second-grade students.

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	Current Year
2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
2028-29	2023	227	(est.)	98	190	246	251	229	267	280	271	226	243	180	203	230	237	<20	3053	3151	
2029-30	2024	224	(est.)	99	187	247	250	255	232	271	284	270	226	249	178	197	236	<20	3082	3181	
2030-31	2025	221	(est.)	100	185	243	251	254	258	235	275	283	270	232	247	172	202	<20	3107	3207	
2031-32	2026	225	(est.)	101	188	241	247	255	257	262	239	274	283	277	230	239	177	<20	3169	3270	
2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

Hills Garrison Elementary School & Nottingham West Elementary School

Projected Enrollment Data provide by NESDEC for Hudson School District
 ■ Current year
 ■ Based on children already born
 ■ Based on estimated births
 * Noted Actual Pre-K numbers vary from NESDEC Report

Hills Garrison Elementary School 42% +/- of Population
 Nottingham West Elementary School 58% +/- of Population

Summary of Program Spaces – Hills Garrison Elementary School				
Rooms	Current Spaces	Required Spaces Based on Population		
		Existing 344 Students 2022-2023	Highest Year 434 Students 2027-2028	10-Year 426 Students 2032-2033
Classrooms	18	18	22	22
Computer Lab	2	2	0	0
Art Classrooms	1	1	1	1
Music Rooms	1	1	1	1
Library / MC	1	1	1	1
Gym	1	1	1	1
@ 90% Utilization		19.1/class	18.9/class	19.4/class

Summary of Program Spaces – Nottingham West Elementary School				
Rooms	Current Spaces	Required Spaces Based on Population		
		Existing 475 Students 2022-2023	Highest Year 599 Students 2027-202	10-Year 589 Students 2032-2033
Classrooms	24(+4 PK)	25	29	29
Computer Lab	0	0	0	0
Art Classrooms	1	1	1 (2)	1 (2)
Music Rooms	1	1	1 (2)	1 (2)
Library / MC	1	1	1	1
Gym	1	1	1	1
@ 90% Utilization		19.8/class	20/class	19.6/class

Note: Converting Computer Labs to classrooms and using existing portable classrooms, will still be short rooms.

Note: Converting removing PreK, will still be short rooms.

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	Current Year
2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
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2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

Nottingham West Elementary School
 *Estimates are 27 students below current enrollment

Projected Enrollment Data provide by NESDEC for Hudson School District
 Current year
 Based on children already born
 Based on estimated births
 * Noted Actual Pre-K numbers vary from NESDEC Report

Summary of Program Spaces – Pre-K HALF DAY Program				
	Current Spaces	Required Spaces Based on Population		
		Existing 119 Students 2022-2023	Highest Year 129 Students 2032-2033	10-Year 129 Students 2032-2033
Classrooms	4	5	5	5
Computer Lab	0	0	0	0
Art Classrooms	0	0	0	0
Music Rooms	0	0	0	0
Library / MC	0	0	0	0
Gym	1	1	1	1
@ 90% Utilization		14.9/class	12.9/class	12.9/class

Note Pre-K Program is half day. Both AM /PM programs assume equal enrollment, as a best-case scenario. Recommended limits for Pre-k students per room is 16. 90% utilization puts the target at 14 students per class.

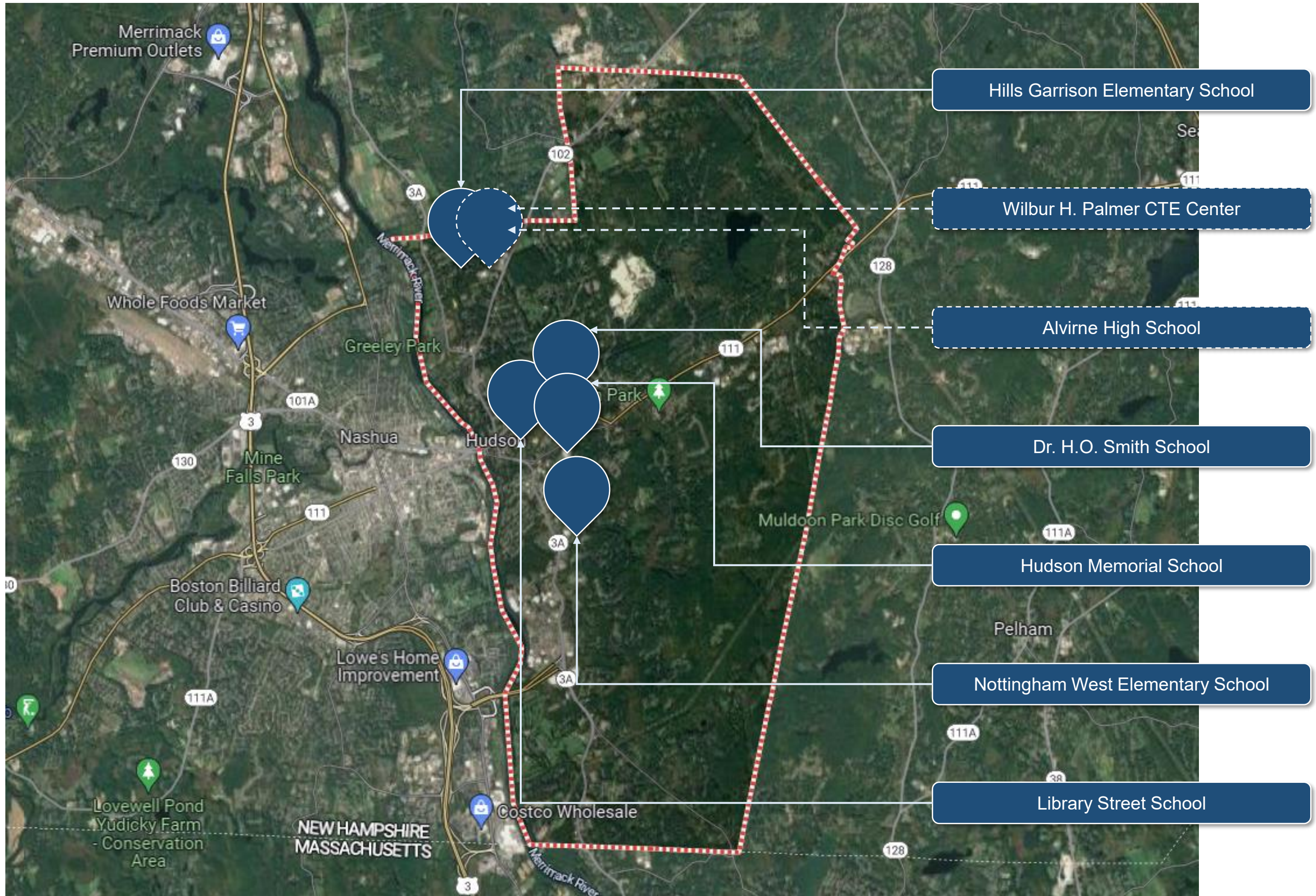
Pre-K Program

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	Current Year
2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
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2029-30	2024	224	(est.)	99	187	247	250	255	232	271	284	270	226	249	178	197	236	<20	3082	3181	
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2031-32	2026	225	(est.)	101	188	241	247	255	257	262	239	274	283	277	230	239	177	<20	3169	3270	
2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

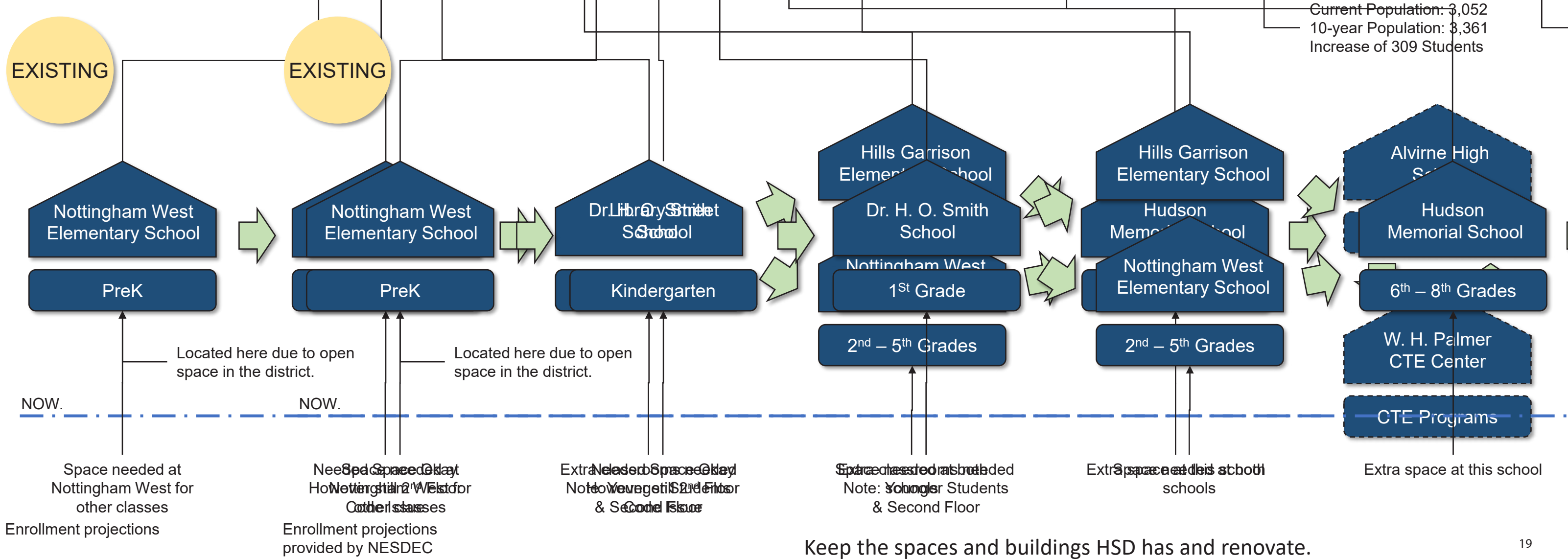
Hudson Memorial School 

Projected Enrollment Data provide by NESDEC for Hudson School District
 Current year
 Based on children already born
 Based on estimated births
 * Noted Actual Pre-K numbers vary from NESDEC Report

Summary of Program Spaces – Hudson Memorial School				
Rooms	Current Spaces	Required Spaces Based on Population		
		Existing 705 Students 2022-2023	Highest Year 828 Students 2030-2031	10-Year 778 Students 2032-2033
Classrooms	52	35	42	39
Computer Lab	1	0	0	0
Art Classrooms	1	1	1	1
Music Rooms	2	2	2	2
Library / MC	1	1	1	1
Gym	2	2	2	2
@ 90% Utilization		20.1/class	21.9/class	22.1/class

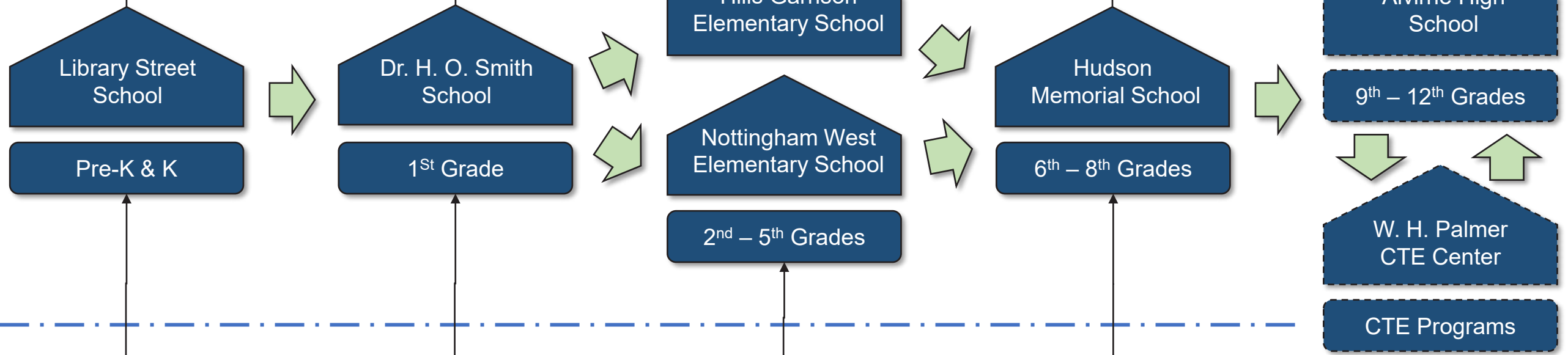
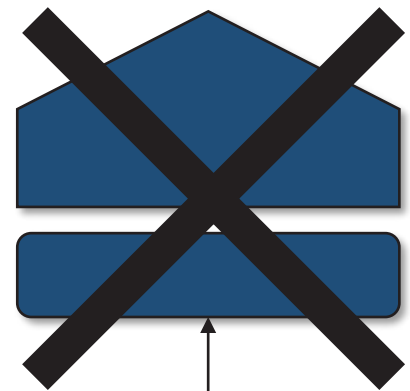


Enrollment Projections By Grade				Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		School Year	Birth Year	Births*	3	PK 4	K 5	1 6	2 7	3 8	4 9	5 10	6 11	7 12	8 NGR	9K-12	PK-12	Comments	UNGR	K-12	PK-12		
2022-23	2017	217		2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	
2023-24	2018	244		2023-24	2018	244	234	93	204	252	235	235	172	227	248	237	235	220	274	267	248	272	<20	2974	3067
2024-25	2019	235		2024-25	2019	235	218	94	197	265	234	218	235	241	239	235	235	220	277	271	239	255	<20	2977	3071
2025-26	2020	204		2025-26	2020	204	260	95	171	256	269	260	234	241	239	246	234	220	297	267	218	246	<20	2972	3067
2026-27	2021	227		2026-27	2021	227	273	96	190	222	260	273	240	239	231	224	200	220	285	282	231	224	<20	2986	3082
2027-28	2022	225	(est.)	2027-28	2022	225	264	97	189	247	226	264	276	238	231	237	176	220	250	226	231	237	<20	3026	3123
2028-29	2023	227	(est.)	2028-29	2023	227	279	98	190	246	251	229	267	280	230	237	243	220	253	215	230	237	<20	3053	3151
2029-30	2024	224	(est.)	2029-30	2024	224	255	99	187	247	250	255	232	271	284	236	226	220	282	181	197	236	<20	3082	3181
2030-31	2025	221	(est.)	2030-31	2025	221	274	100	185	243	251	254	258	235	275	283	270	220	210	207	172	202	<20	3107	3207
2031-32	2026	225	(est.)	2031-32	2026	225	275	102	188	241	247	255	257	262	239	274	283	271	216	270	139	177	<20	3169	3270
2032-33	2027	225	(est.)	2032-33	2027	225	271	102	188	244	245	251	258	261	266	238	274	290	236	223	246	<20	3259	3361	



Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
2022-23	2017	217		92	194	212	231	170	195	232	236	235	221	249	256	265	264	<20	2960	3052	Current Year
2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
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2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

OPTION A



Current Population: 3,052
10-year Population: 3,361
Increase of 309 Students

2032-2033+
One less stop in the HSD educational journey

Reno & major additions needed

Minor addition needed

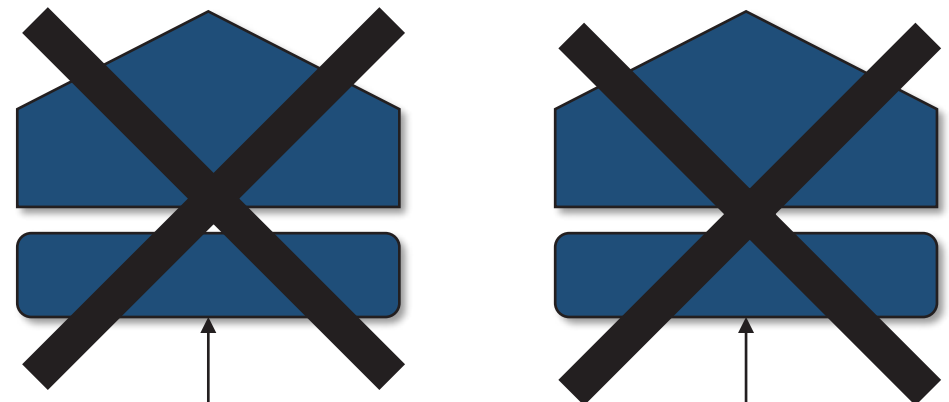
Move Pre-K to other location. Use portable classrooms and reno/additions needed.

Extra space at this school

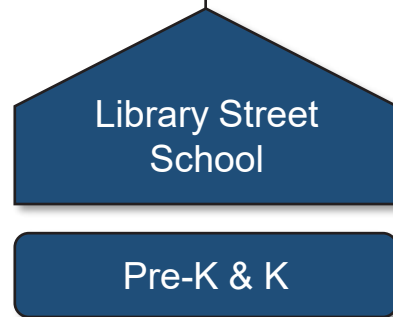
Enrollment projections

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
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2023-24	2018	244		93	204	252	215	234	172	198	235	235	235	227	247	248	272	<20	2974	3067	
2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
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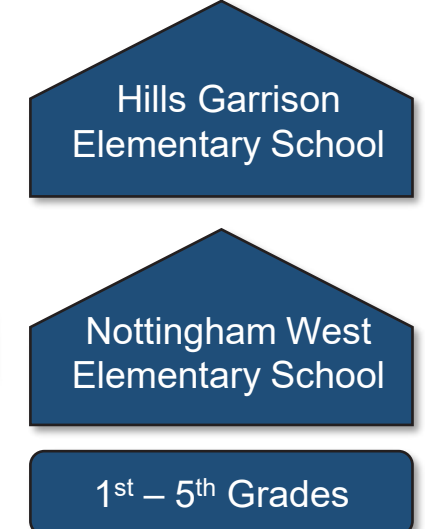
OPTION B



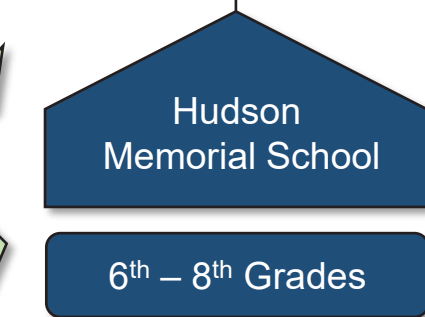
Two less stop in the HSD educational journey



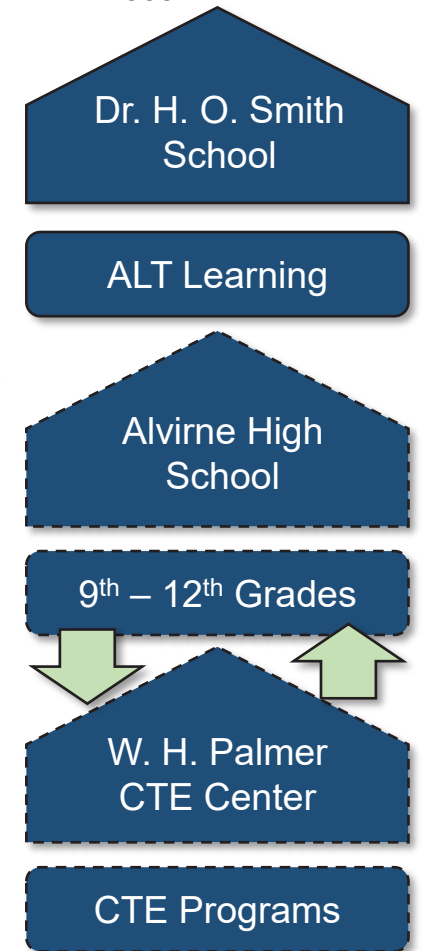
Addition needed



Move Pre-K to other location. Use portable classrooms. Plus, additions needed for



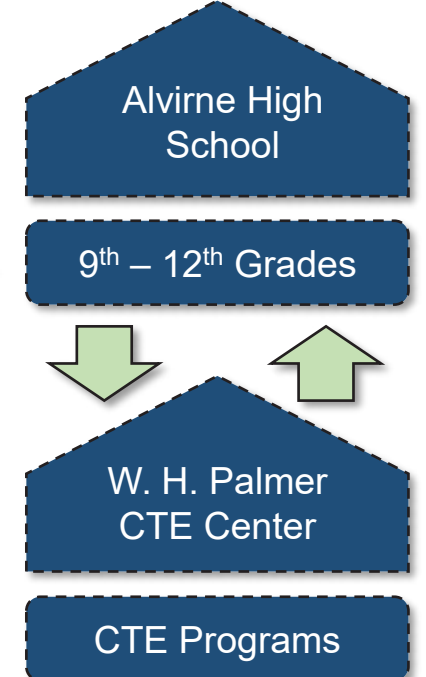
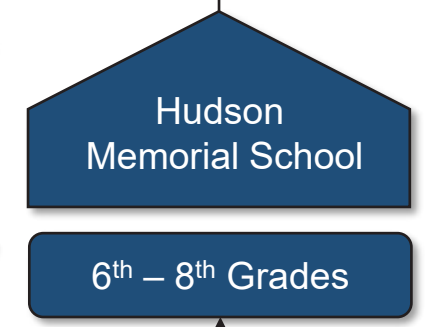
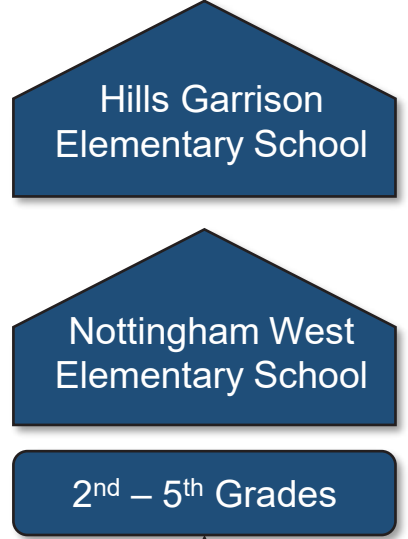
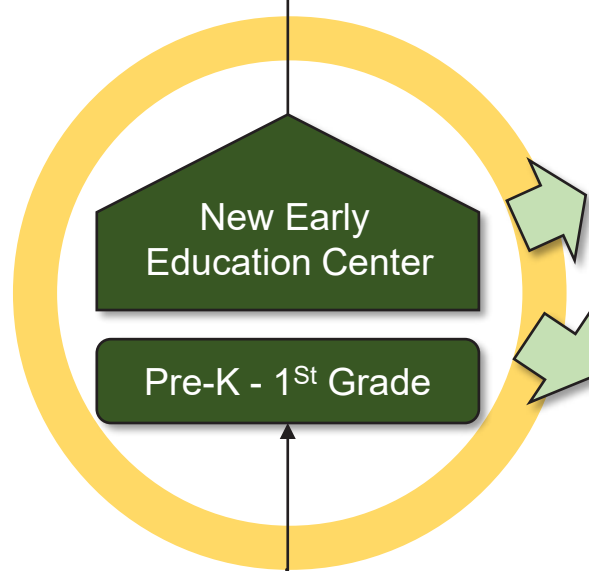
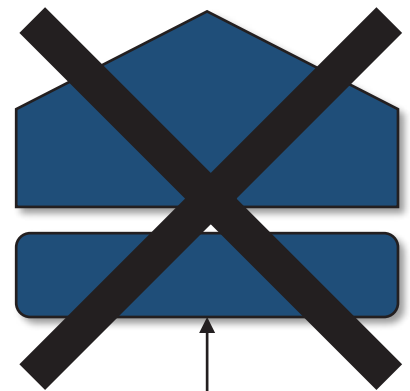
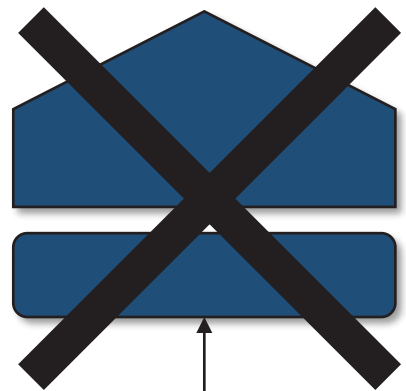
Extra space at this school



Current Population: 3,052
10-year Population: 3,361
Increase of 309 Students

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
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2025-26	2020	204		95	171	256	269	260	221	240	177	200	234	241	239	218	246	<20	2972	3067	
2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
2028-29	2023	227	(est.)	98	190	246	251	229	267	280	271	226	243	180	203	230	237	<20	3053	3151	
2029-30	2024	224	(est.)	99	187	247	250	255	232	271	284	270	226	249	178	197	236	<20	3082	3181	
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2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

OPTION C



Current Population: 3,052
10-year Population: 3,361
Increase of 309 Students

2032-2033+

Two less stops in the Hudson educational journey

New building designed to meet the needs of the younger students.

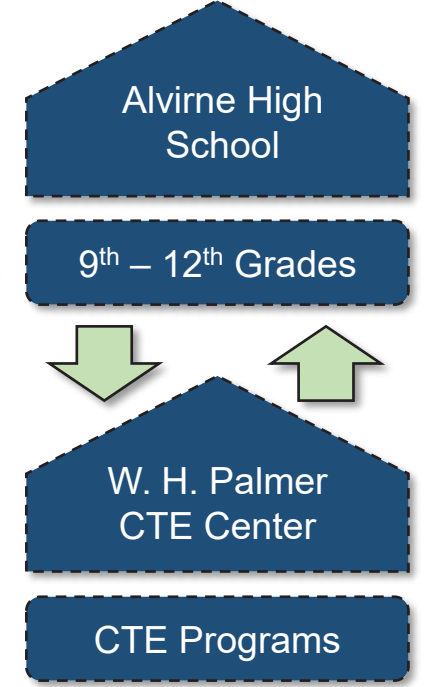
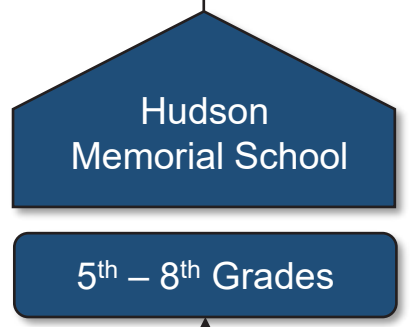
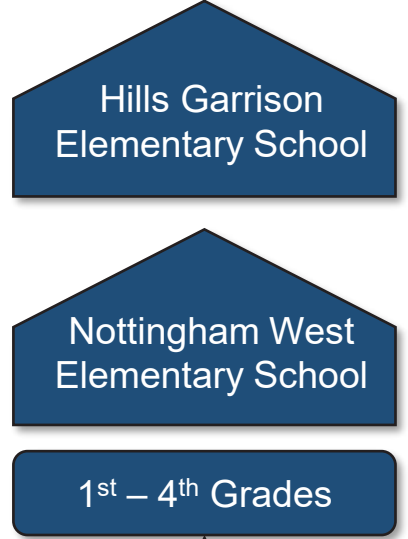
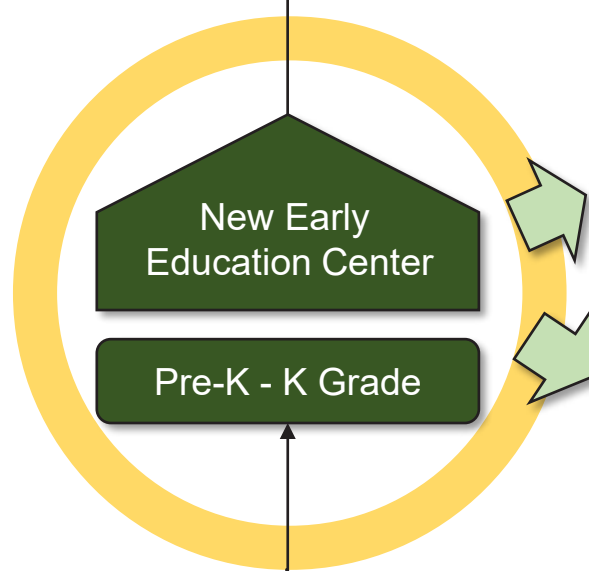
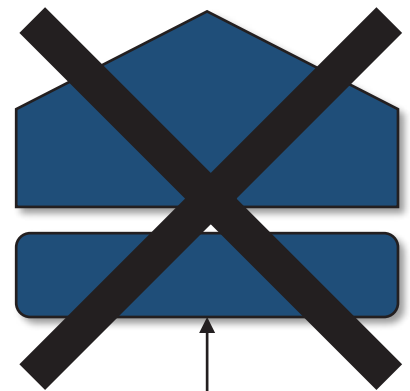
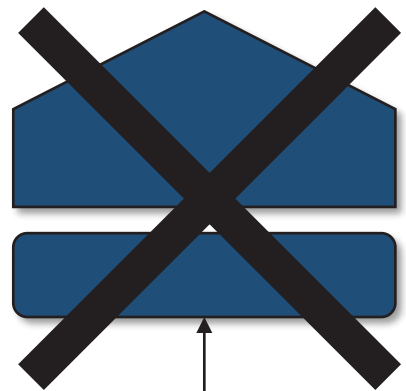
Move Pre-K to other location. Use portable classrooms and reno/additions needed.

Extra space at this school

Enrollment projections

Enrollment Projections By Grade*																					
School Year	Birth Year	Births*		PK	K	1	2	3	4	5	6	7	8	9	10	11	12	UNGR	K-12	PK-12	Comments
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2024-25	2019	235		94	197	265	256	218	237	174	201	234	235	241	225	239	255	<20	2977	3071	
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2026-27	2021	227		96	190	222	260	273	263	224	244	176	200	240	239	231	224	<20	2986	3082	
2027-28	2022	225	(est.)	97	189	247	226	264	276	267	227	243	176	205	238	231	237	<20	3026	3123	
2028-29	2023	227	(est.)	98	190	246	251	229	267	280	271	226	243	180	203	230	237	<20	3053	3151	
2029-30	2024	224	(est.)	99	187	247	250	255	232	271	284	270	226	249	178	197	236	<20	3082	3181	
2030-31	2025	221	(est.)	100	185	243	251	254	258	235	275	283	270	232	247	172	202	<20	3107	3207	
2031-32	2026	225	(est.)	101	188	241	247	255	257	262	239	274	283	277	230	239	177	<20	3169	3270	
2032-33	2027	225	(est.)	102	188	244	245	251	258	261	266	238	274	290	275	223	246	<20	3259	3361	

OPTION D



Current Population: 3,052
10-year Population: 3,361
Increase of 309 Students

2032-2033+

Two less stops in the Hudson educational journey

New building designed to meet the needs of the younger students.

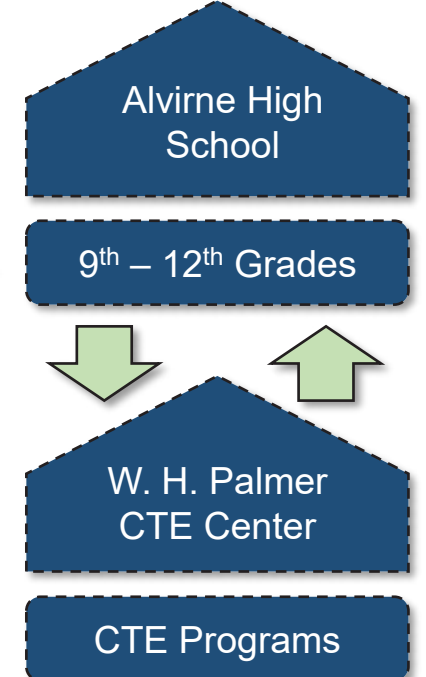
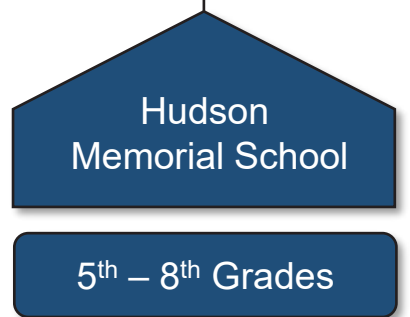
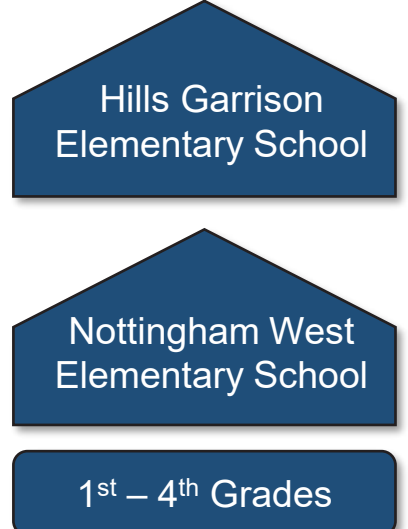
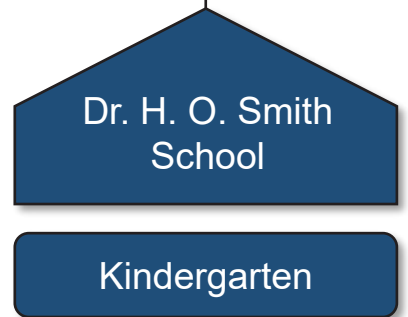
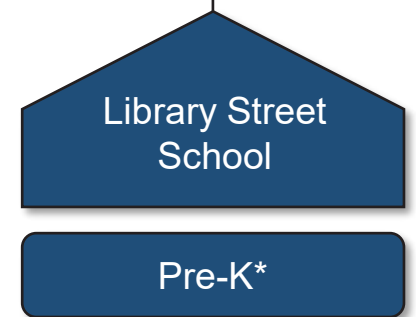
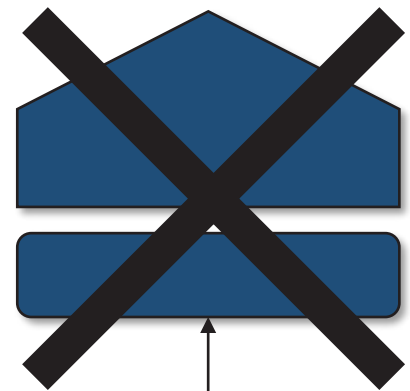
Move Pre-K to other location. Use portable classrooms and reno/additions needed.

School appears to be large enough to house 5th grade as well. Minor renovations needed.

Enrollment projections

Enrollment Projections By Grade*																					
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OPTION E



Current Population: 3,052
10-year Population: 3,361
Increase of 309 Students

2032-2033+.
One Less stop in the Hudson educational journey
Enrollment projections

Additional space in building for other programs and growth.

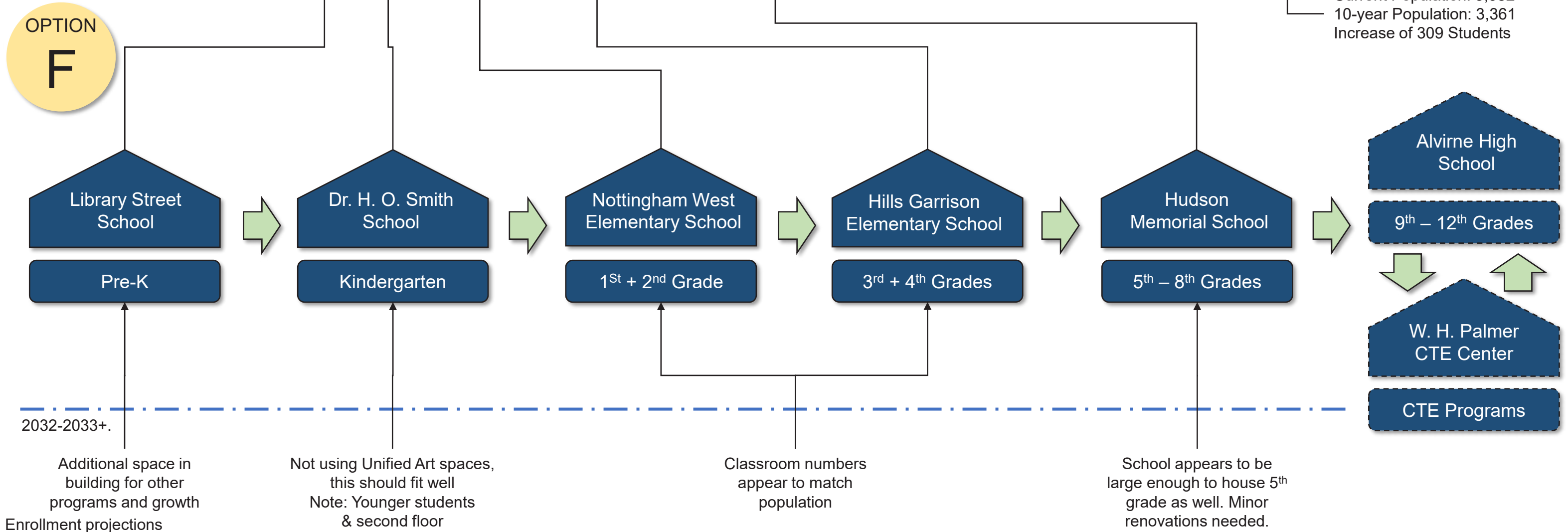
Not using Unified Art spaces, this should fit well
Note: Younger students & second floor.

1st Grade is 22 students less than 5th Grade. Both schools could be renovated to house 1st-4th Grades

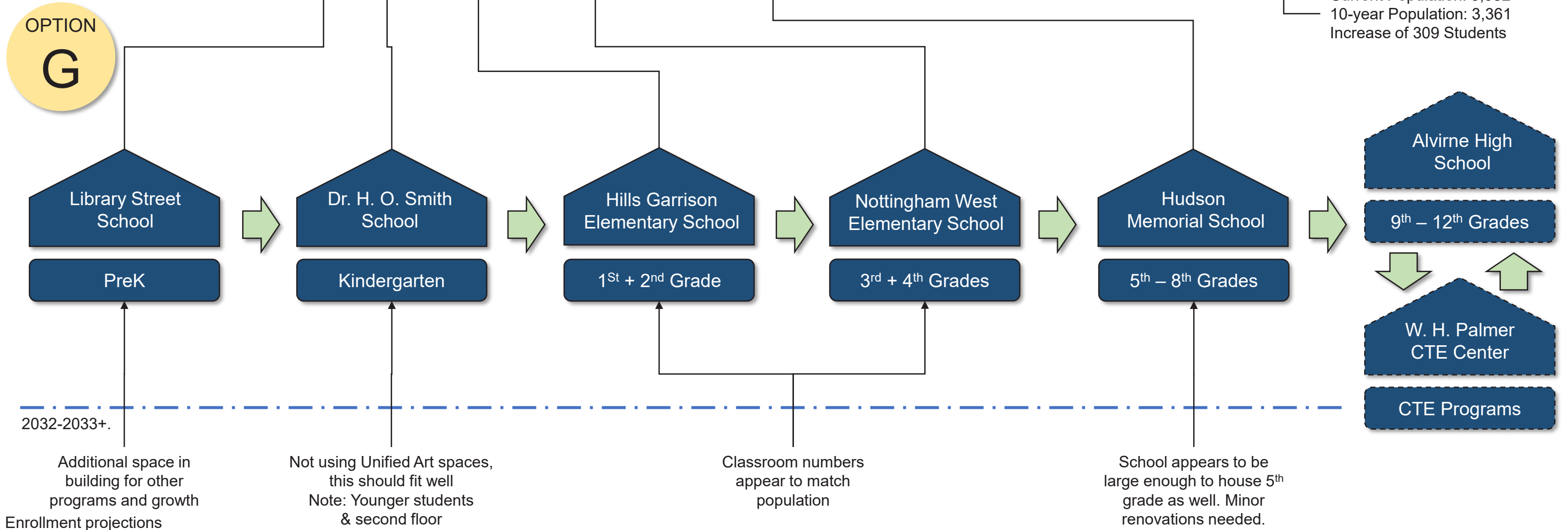
School appears to be large enough to house 5th grade as well. Minor renovations needed.

Enrollment Projections By Grade*																					
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Current Population: 3,052
 10-year Population: 3,361
 Increase of 309 Students



Enrollment Projections By Grade*																					
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Thank
you for
listening!



HUDSON
SCHOOL DISTRICT



HUDSON SCHOOL DISTRICT

SAU # 81

20 Library Street Hudson, NH 03051-4240

(603) 883-7765 fax (603) 886-1236

Daniel Moulis, Ed. D

Superintendent of Schools

(603) 886-1235

dmoulis@sau81.org

Kimberly Organek

Assistant Superintendent

(603) 886.1235

korganek@sau81.org

Rachel Borge

Director of Special Services

(603) 886-1253

rborge@sau81.org

Jennifer Burk

Business Administrator

(603) 886-1258

jb Burk@sau81.org

TO: Hudson School Board
FROM: Cathy Brackett, HR Generalist
SUBJECT: Spring Coach Nominations
DATE: March 27, 2023

The following nomination has been submitted for spring coaches for the 2022-2023 school year:

Alvirne High School:

Boys Varsity Tennis

Sam Bonney-Liles

\$3,150

HUDSON SCHOOL DISTRICT

**POLICY CODE: AC
NON-DISCRIMINATION**

ADOPTED: 09/09/2019

Page 1 of 1

Category: Recommended

Related Policy: GBA

See also Appendix: AC-R

It is the policy of the School Board that there will be no discrimination on the basis of age, gender, race, creed, color, religion, marital status, sexual orientation, national ethnic origin, economic status or disability for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the School District.

The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The Superintendent or his/her designee will receive all inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination.

This policy of non-discrimination is applicable to all persons employed or served by the District. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of The Rehabilitation Act of 1973, Title II of The American with Disabilities Act, Title VI or VII of The Civil Rights Act of 1964, Title IX of The Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Legal References:

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right

RSA 354-A:7, Unlawful Discriminatory Practices

The Age Discrimination in Employment Act of 1967

Title II of The Americans with Disabilities Act of 1990

Title VII of The Civil Rights Act of 1964 (15 or more employees)

RSA 186:11, XXXIII, Discrimination

RSA 275:71, Prohibited Conduct by Employer

Ed 306

HUDSON SCHOOL DISTRICT POLICY

AC Non-Discrimination, Equal Opportunity Employment and District Anti-Discrimination Plan

Reviewed: NHSBA version replaces current policy - for School Board First Reading – March 27, 2023

Related Policies: ACD, ACE, JICK, KED, KEE

See also: EF, EFAA, IKG

Category: Priority/Required by Law

A. Prohibition Against Discrimination of Students in Educational Programs and Activities

Under New Hampshire law and board policy, no person shall be excluded from, denied the benefits of, or subjected to discrimination in the district's public schools because of their age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion or national origin. Discrimination, including harassment, against any student in the district's education programs, on the basis of any of the above classes or a student's creed, is prohibited. Finally, there shall be no denial to any person of the benefits of educational programs or activities, on the basis of any of the above classes, or economic status.

Harassment of students other than on the basis of any of the classes or categories listed above is prohibited under board policy JICK Pupil Safety and Violence Prevention.

B. Equal Opportunity of Employment and Prohibition Against Discrimination in Employment

The school district is an equal opportunity employer. The district ensures equal employment opportunities without regard to age, color, creed, disability, gender identity, marital status, national origin, pregnancy, race, religion, sex or sexual orientation. The district will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job as specified in the pertinent job description(s).

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, sexual orientation or gender identity are prohibited. Additionally, the district will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault or stalking.

C. Policy Application

- a. This policy is applicable to all persons employed or served by the district. It applies to all sites and activities the district supervises, controls or where it has jurisdiction under the law, including where it (a) occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or
- b. Occurs off of school property or outside of a school sponsored activity or event, if the conduct interferes with a student's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event, as set forth in board policy JICK, Pupil Safety and Violence Prevention

Examples of sites and activities include all district buildings and grounds, school buses and other vehicles, field trips and athletic competitions.

D. District Anti-Discrimination Plan

The Superintendent shall develop and provide to the board for approval, a coordinated written District Anti-Discrimination Plan to include guidelines, protocols and procedures intended to prevent, assess the presence of, intervene in and respond to incidents of discrimination.

Among other things, the plan should include provisions and recommendations with respect to resources, policies, complaint procedures, student education programs, plan dissemination and training appropriate to carrying out the plan objectives stated in the preceding paragraph. In developing the plan, the superintendent is encouraged to seek input from appropriate groups of the school and local community and coordinate with the District's Human Rights Officer, Title IX and 504 Coordinators.

No less than once every two years (off years from review of the District's Suicide Prevention Plan per Policy JLDBB), the superintendent shall update the District Anti-Discrimination Plan and present the same to the board for review. Such plan updates should be submitted to the board in time for appropriate budget consideration.

E. Human Rights, Title IX, 504 and other Coordinators or Officers

The superintendent shall assure that district and or building personnel are assigned to the positions listed below. Each year, the superintendent shall prepare and disseminate as an appendix *AC-E Annual Notice of Contact Information* to this policy an updated list of the person or persons acting in those positions, along with their district contact information, including telephone number, email, postal and physical addresses.

- Human Rights Officer
- Title IX Coordinator
- 504 Coordinator

The appendix will also include current contact for relevant state and federal agencies including:

- U.S. Department of Education, Office of Civil Rights
- U.S. Department of Agriculture, Office of Civil Rights
- N.H. Human Rights Commission
- N.H. Department of Justice, Civil Rights Unit
- N.H. Department of Education, Commissioner of Education

F. Complaint and Reporting Procedures

Any person who believes that he or she has been discriminated against, harassed or bullied in violation of this policy by any student, employee or other person under the supervision and control of the school system or any third person who knows or suspects conduct that may constitute discrimination, harassment or bullying, should contact the District Human Rights Officer, or otherwise as provided in the policies referenced below under this same heading. Any employee who has witnessed, or who has reliable information that another person may have been subjected to discrimination, harassment or bullying in violation of this policy has a duty to report such conduct to his/her immediate supervisor, the District Human Rights Officer, or as provided in one of the policies

or administrative procedures referenced below under this same heading. Additionally, employees who observe an incident of harassment or bullying are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving discrimination, harassment or bullying, and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal. Investigations and resolution of any complaints shall be according to the policies listed below and related administrative procedures or regulations. Complaints or reports regarding matters not covered in one or the other of those policies should be made to the District Human Rights Officer.

1. Reports or complaints of sexual harassment or sexual violence by employees or third-party contractors should be made under board policy ACAC
2. Reports or complaints of sexual harassment or sexual violence by students should be made under board policy ACAC
3. Reports or complaints of discrimination on the basis of disability should be made under board policy ACE, except for complaints regarding facilities accessibility disabled non-students or employees, which should be made under board policy KED; and
4. Reports or complaints of bullying or other harassment of pupils should be made under board policy JICK

G. Alternative Complaint Procedures and Legal Remedies

At any time, whether or not an individual files a complaint or report under this policy, an individual may file a complaint with the Office for Civil Rights (“OCR”), of the United States Department of Education, or with the New Hampshire Commissioner for Human Rights.

1. Office for Civil Rights, U.S. Department of Education, 5 Post Office Square, 8th Floor, Boston, MA 02109-3921; Telephone number: (617) 289-0111; Fax number: (617) 289- 0150; Email: OCR.Boston@ed.gov

Note: Complaints to OCR must be filed in writing no later than 180 days after the alleged act(s) of discrimination. OCR may waive its 180-day time limit based on OCR policies and procedures.

2. New Hampshire Commission for Human Rights, 2 Industrial Park Drive, Concord, NH 03301; Telephone number: (603) 271-2767; Email: humanrights@nh.gov

Notwithstanding any other remedy, any person may contact the police or pursue a criminal prosecution under state or federal criminal law.

H. Retaliation Prohibited

No reprisals or retaliation of any kind will be taken by the board or by any district employee against the complainant or other individual on account of his or her filing a complaint or report or participating in an investigation of a complaint or report filed and decided pursuant to this policy, unless that person knew the complaint or report was false or knowingly provided false information.

I. Administrative Procedures and Regulations

The Superintendent shall develop such other procedures and regulations as are necessary and appropriate to implement this policy.

J. Notice of Compliance

The Superintendent will provide notice of compliance with federal and state civil rights laws to all applicants for employment, employees, students, parents and other interested persons, as appropriate.

Legal References

- RSA 186:11, XXXIII, Discrimination*
- RSA 193:38, Discrimination in Public Schools*
- RSA 193-F, Student Safety and Violence Protection Act*
- RSA 275:71, Prohibited Conduct by Employer*
- RSA 354-A, State Commission for Human Rights*
- The Age Discrimination in Employment Act of 1967, 29 U.S.C. 621, et seq.*
- The Rehabilitation Act of 1973, 29 U.S.C. 705 and 794*
- Title II of The Americans with Disabilities Act of 1990, 42 U.S.C. 12101, et seq.*
- Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c*
- Title VII of The Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq*
- Title IX of the Education Amendments of 1972, 20 U.S.C 1681, et seq*
- NH Dept of Ed. Rule 303.01 (i), School Board Substantive Duties*

Adopted: September 9, 2019
First Reading: March 27, 2023
Second Reading:
Updated:

HUDSON SCHOOL DISTRICT PROCEDURE

AC-E Hudson School District Anti-Discrimination Plan

Updated: **New – for School Board meeting March 27, 2023**

This plan is part of the Hudson School District's coordinated effort to prevent, address the presence of, intervene in, and respond to incidents of discrimination against students and staff on the basis of sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion, national origin or any other classes protected by New Hampshire's antidiscrimination statute, RSA 354-A.

Discrimination may be actions of individuals or cultural and institutional patterns that negatively impact students' education or staff working environments. Discrimination may be explicit (e.g., discriminatory words) or implicit (e.g., discipline patterns based on sex, race or national origin).

Assessing the Presence of Discrimination

When appropriate and prompted by circumstances, the school district will seek input from staff, students and parents about the presence of discrimination in the schools.

When appropriate and prompted by circumstances, the school district will collect data on student and staff demographics. Data collection will include student and staff discipline analyzed by demographic information; student academic data analyzed by student demographic information; student participation in extracurricular activities and athletics including leadership roles analyzed by demographic information; staff leadership positions analyzed by demographic information and staff demographics compared to the demographics of the community and students.

When appropriate and prompted by circumstances, the district will gather data on individual, cultural, and institutional patterns that negatively impact students' educational opportunities and staff opportunities.

When appropriate and prompted by circumstances, the district will analyze the data to determine the existence of explicit or implicit bias in the school community.

Preventing Discrimination

The district will work with students and staff to create an educational and working environment supportive of the diverse school community.

The district will provide opportunities for students and staff to gain a better understanding of and sensitivity to the diversity in the school community including designing strategies and experiences for students and staff to achieve their full potential in an environment that is inclusive and equitable.

The district will provide ongoing training to staff that creates an awareness and appreciation of the diverse school community.

Based on any completed data analysis, the district will determine what actions need to be taken to address disparities in discipline, achievement and participation in extracurricular activities.

Intervening and Responding to Discrimination

The district will ensure that students, staff, and parents are aware of and are provided access to the district's anti-discrimination and bullying policies and procedures. The district will respond to incidents of discrimination or bullying in accordance with its policies and procedures.

DRAFT

HUDSON SCHOOL DISTRICT PROCEDURE

AC-E Annual Notice of Contact Information

Updated: Updated March 21, 2023

Related Policy: AC

Pursuant to board policy AC, Non-Discrimination, Equal Opportunity Employment and the District Anti-Discrimination Plan, the district administration is directed to update and publish a list of current personnel and contact information for various positions and outside agencies relating to the district's anti-discrimination policies.

District Personnel

Human Rights Officer

Name: Superintendent Daniel Moulis
Address: 20 Library Street
Hudson, NH 03051
Telephone: 603-883-7765 x85000
Email Address: dmoulis@sau81.org

Title IX Coordinator

Name: Joyce Coll
Address: 20 Library Street
Hudson, NH 03051
Telephone: 603-883-7765 x85009
Email Address: jcoll@sau81.org

504 Coordinator

Name: Rachel Borge
Address: 20 Library Street
Hudson, NH 03051
Telephone: 603-883-7765 x85012
Email Address: rborge@sau81.org

Outside Agencies

- Office for Civil Rights, U.S. Department of Education; 5 Post Office Square, 8th Floor, Boston, MA 02109-3921; Telephone - 617-289-0111; Email - OCR.Boston@ed.gov
- Office of Civil Rights, U.S. Dept of Agriculture; 1400 Independence Avenue, SW, Washington, D.C., 20250-9410; Telephone - 866-632-9992
Email – program.intake@usda.gov
- N.H. Commission for Human Rights, 2 Industrial Park Drive, Concord 0330, Telephone - 603-271-2767; Email – humanrights@nh.gov
- N.H. Department of Justice, Civil Rights Unit; 33 Capitol Street, Concord, NH 03301;
- Telephone – 603-271-1181
- N.H. Department of Education, Commissioner of Education; 101 Pleasant Street, Concord, NH 03301, Telephone – 603-271-3494; Email - info@doe.nh.gov

HUDSON SCHOOL DISTRICT PROCEDURE

AC-R Non-Discrimination: Title IX Grievances

Updated: **New – March 6, 2023**

Inquiries or complaints regarding compliance with Title IX may be directed to the office of Superintendent of Schools. Grievances will be processed as follows:

Grievance Procedure

1. Any complaint from or on behalf of any person employed or served by the schools shall be submitted in writing, using the form provided, to the office of the Superintendent of Schools, hereafter referred to as “the designated employee.” The designated employee shall without delay forward it to the person immediately responsible, i.e., department head, coach, supervisor, etc.
2. The immediately responsible person will investigate the complaint and report his/her findings and recommended remediation in writing to the grievant within five (5) school days. A copy of the report shall be sent to the designated employee who will maintain a file on all grievances.
3. If the grievance has not been remedied to the satisfaction of the grievant, he/she may then submit the complaint, with all previous communications attached, to the following parties, in the order given. Each party will have the time indicated in which to investigate and report its findings and recommend remediation.
 - a. Responsible building principal (5 school days)
 - b. Superintendent of Schools (10 school days)
 - c. School Board (20 school days)
4. The grievant may appeal to the Federal Office for Civil Rights, Department of Health, Education and Welfare, Washington, D.C. 20201.

Note

- All reports submitted throughout the grievance procedure must be made out in duplicate, with all previous correspondence attached, one copy going to the grievant and one to the designated employee who shall maintain a file on all grievances.
- Blank grievance forms will be available in all principals' offices in every school and in the Superintendent of School's office.

See Policy AC

HUDSON SCHOOL DISTRICT

POLICY NUMBER: JEB Age of Entrance	ADOPTED: 4/17/2017
Page 1 of 1	First Reading: 4/17/2017 Second Reading: waived

ADMISSION TO KINDERGARTEN

The policy of the Hudson School Board is to admit students to kindergarten whose fifth birthday occurs on or before September 30.

Students whose sixth birthday occurs on or before September 30 must enroll in first grade in accordance with New Hampshire RSA 193:1 Duty of Parent; Compulsory Attendance by Pupil:

A parent of any child at least 6 years of age and under 18 years of age shall cause such child to attend the public school to which the child is assigned in the child's resident district. Such a child shall attend full time when such school is in session.

The School Board will entertain no exceptions to this date.

WITHDRAWN

HUDSON SCHOOL DISTRICT POLICY

JEB Age of Entrance

Updated: March 13, 2023

Category: Required

Annual Review

The policy of the Hudson School Board is to admit students to first grade whose sixth birthday occurs on or before September 30, in accordance with RSA 193:1 Duty of Parent; Compulsory Attendance by Pupil:

A parent of any child at least 6 years of age and under 18 years of age shall cause such child to attend the public school to which the child is assigned in the child's resident district. Such a child shall attend full time when such school is in session.

A. Statement of Policy

A pupil may enter kindergarten if the chronological age will be five on or before September 30 of the year of entering school.

A pupil shall be required to enter grade one if the chronological age will be six on or before September 30 of the year of entering school. See RSA 193:1.

A birth certificate must be presented upon registration as proof of the date of birth.

B. Incoming Students Transferring from Another District

Incoming transfer students in grades 2-8, inclusive, will be placed in accordance with the data forwarded by the sending District. Such placement is tentative and subject to reassignment by the Superintendent of Schools or his/her designee.

Incoming transfer students in grade 1 will be admitted to grade 1 if their chronological age will be six before December 31 of the year of entering school or if previously enrolled in grade 1 in another community and attending local schools only on a temporary basis (10 months or less). Such placement is tentative and subject to reassignment by the Superintendent.

C. Requesting a Waiver

Parents/guardians may request a waiver for delayed entry or early admittance.

Waiver Timeline

1. March 1 - A parent or guardian submits the waiver request form by March 1, prior to the school year in question. During the 2023-2024 school year only, a parent or guardian shall submit the waiver request form by April 30, 2023.

All students applying for a waiver will need to take the kindergarten screener in the spring.

2. June 1 - The School Board shall make every reasonable effort to schedule a hearing no later than June 1 in order to receive oral testimony from the parent or guardian.

The School Board shall issue its written decision within 15 days of hearing evidence.

3. If the parent or guardian is not satisfied with the decision of the School Board, he or she will have

the right to appeal to the New Hampshire State Board of Education pursuant to RSA 193:3.

D. Information Considered by the School Board

The School Board will only grant a waiver of the school entrance age policy in those cases judged to be appropriate in all assessed areas. All reviews by the School Board are confidential.

A parent or guardian who wishes to request a waiver should be aware that the School Board may consider, but is not limited to, the following information in reaching its decision:

1. The school entrance age policy, as stated in Section A above
2. Any hardship other than space or staffing which may result to the School District if the child is granted a waiver to the school entrance age policy
3. Enrollment, class sizes and space
4. Information regarding the child's intellectual abilities
5. Information regarding the child's social and emotional development
6. Information regarding the child's physical abilities
7. Written recommendation(s) of a kindergarten teacher(s), preschool teacher(s), daycare provider(s), or other individuals with specific knowledge of the child's intellectual, social, and physical abilities
8. Information regarding the academic and/or social success of children who are admitted to school at a young age
9. Evidence of whether the child will be harmed if he or she is not granted a waiver, and evidence of what kind of harm may result
10. Any behavioral or developmental issues which the child may face as a result of early admittance to school, and the resources available to help prevent and/or address such issues if they arise
11. Options, other than early admission to school, which are available to the child
12. Issues relating to the credibility of the evidence presented

Legal References

RSA 193:1, Duty of Parent; Compulsory Attendance by Pupil

Approved: April 17, 2017

Reviewed: July 20, 2020

Updated: January 30, 2023

First Reading: February 20, 2023

Second Reading: March 13, 2023

Updated: March 13, 2023

Annual Review



HUDSON SCHOOL BOARD

18 Library Street Hudson, New Hampshire

6:30 pm Regular Meeting
Public Session

DRAFT Minutes – March 13, 2023

In Attendance

Board Members

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

SAU Staff

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

Kara Roy, Board of Selectmen Liaison

A. Call to Order [0:00:10]

1. Pledge of Allegiance

Chair Gary Gasdia called the meeting to order at 6:30pm. Director of Special Services Rachel Borge led the Pledge of Allegiance.

B. Public Hearing (Decision) [0:00:38]

Pursuant to RSA 198:20-b, and in accordance with Article 4 of the March 6, 1992, Town Meeting and Board Policy KCD, the Hudson School Board held a public hearing to receive a donation of property. Tim Malley of T.J Malley Electric donated and coordinated the effort, and the following organizations also assisted in the donation of \$11, 250 for wrestling mats for the middle school:

- Paul Jarry Plumbing & Heating = \$1,500
- Granite Subaru = \$1,000
- SL Chasse Steel = \$5,000
- Waterways Water Treatment = \$500
- The Bar = \$1,000
- Inside Track Cabling = \$500

- T.J. Malley Electric = \$1,000
 - Bnice Auto Detailing = \$250
 - State Farm = \$500
- Total of Donations = \$11,250

Public Hearing Closed [0:02:54]

C. Donation of Property

Gretchen Whiting made a motion to accept the donation of wrestling mats as presented. Mike Campbell seconded the motion. Motion passed 5:0.

D. Public Input [0:03:24]

Todd Hirst of 9 David Drive asked about the kindergarten age cutoff decision. The topic will be discussed later in the agenda.

E. Good News [0:04:30]

Ms. Organek shared good news about the schools:

- During Read Across America Week there were themed reading days.
- Winter Stroll took place at Hills Garrison School.
- Hudson Memorial Wrestling Team participants were congratulated. Noah Gendreau placed first in his division.
- The Alvirne Jazz Band and Be Naturals performed outside the NH State House in Concord as part of Music in Our Schools month sponsored by the NH Music Educators Association.

F. New Business [0:05:47]

1. DECA International Career Development Conference (Decision)

Alvirne High School teacher Sarah Compagna and Alvirne DECA students Avery, Gabriella, Matt, Mansi, and Alex spoke about the state awards they recently won and requested permission to attend the International Career Development Conference (ICDC) in Orlando, Florida from April 21-25, 2023. Preparation took four to five months, and to qualify, you must have placed amongst the top three in the state. Twelve Hudson students qualified, of which ten will be attending the conference.

Ethan Beals made a motion to approve the DECA International Career Development Conference as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

2. Board Update

Superintendent Moulis updated the Board regarding the joint press conference with the Hudson Police Department, making the public aware of a bus driver's actions that resulted in arrest. The investigation is ongoing, and Superintendent Moulis expressed gratitude for the partnership with the HPD. Director of Special Services Rachel Borge spoke about support for the students involved, their privacy, and that this is an exception to the normal situation. Any concerns should be directed to staff, building principals, or Superintendent Moulis.

3. Alvirne High School Spring Nominations (Decision)

Superintendent Moulis presented nominations for the 2023 spring season.

Ethan Beals made a motion to approve the Alvirne High School Spring nominations as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

Ethan Beals made a motion to amend the agenda by moving up the following items: Second Reading of Policy JBE - Age of Entrance and the Trustees List discussion (item 7). Mike Campbell seconded the motion. Motion passed 5:0.

G. Policy [0:19:24]

1. Second Reading

Policy JEB - Age of Entrance

School Board feedback was reviewed by the Policy Committee regarding Policy JEB.

The waiver request deadline will be March 1 prior to the school year in question, and April 30, 2023, for the 2023-2024 school year only. There will be no fee currently. The goal is to have the waiver process in place and on the registration portion of the website by April 3, 2023.

Kindergarten is not required in New Hampshire. Ms. Borge noted that if a child is enrolled in preschool and has an IEP, parents may postpone kindergarten to maintain preschool.

Traditionally a 50/50 ratio is kept for preschool and there is a waitlist. If a child does not have an IEP, it is not automatic that they may remain in preschool an extra year. If a parent looks for early entrance for kindergarten or first grade, age parameters would need to be met if the policy remained as presented. Ms. Borge said it helps to have comparable development milestones for ages four and five. Ms. Dionne said there is a difference between a denial of a waiver and denial of the ability to apply for a waiver. Mr. Gasdia proposed putting the date as the end of the school year. It was decided to remove age parameters for now. The prior policy did not have a waiver process whereas this new policy gives families an opportunity to voice and to appeal. Parents were thanked for reaching out regarding this policy.

The following edit was made under "D. Information Considered by the School Board":

"A parent or guardian who wishes to request a waiver should be aware that the School Board may consider, but is not limited to:"

Maureen Dionne made a motion to remove the bullet points in Policy JEB - Age of Entrance under "C. Requesting a Waiver." Mike Campbell seconded the motion. Motion approved 5:0.

Gretchen Whiting made a motion to approve Policy JEB - Age of Entrance as amended. Mike Campbell seconded the motion. Motion passed 5:0.

H. New Business (Continued) [0:41:30]

1. Trustees List (Discussion)

Alvirne Principal Steve Beals shared a list of items to present to the Alvirne Trustees. There were a variety of items listed for departments at Alvirne High School as well as the CTE Center. Discussion about an activity van included noting that no bus driving certification would be required. A shed mule was requested for the CTE construction program, as this is an industry standard to move sheds safely.

The Trustees asked to work together to review dollar values and prioritize the list, which the Board expressed interest in seeing. There was discussion about the necessary annual certification to drive the Bronco bus, which had a certain body style vs. the proposed activity van. Many high schools have activity buses that allow regular driving licenses. The CTE simulator software will help with welding, construction, and heavy equipment competencies, with safe exposure to this type of work. It was suggested to continue to keep a list of needs and wants in the district. The Trustees would like to know how the proposed items will impact students.

2. Early Learning Center PTO Donation (Decision)

Business Administrator Jen Burk presented a \$3,000 donation from the ELC PTO for acceptance to be used for the HO Smith playground.

Mike Campbell made a motion to accept the \$3,000 donation as presented for the HO Smith playground. Maureen Dionne seconded the motion. Motion passed 5:0.

3. Preschool SEL Grant (Decision)

Ms. Borge presented a \$2,000 grant from the United Way to support social emotional learning at the preschool level.

Ethan Beals made a motion to accept the \$2,000 grant from the United Way as presented. Mike Campbell seconded the motion. Motion passed 5:0.

4. SAU Chairlift (Decision)

Ms. Burk reviewed a bid for the chair lift replacement at the SAU. One vendor out of three submitted a bid: Garaventa USA, Inc. for a project cost of \$72,919. Ms. Whiting asked if the contract stipulated that if something happened with manufacturing, they could not ask for increases to complete the project; Ms. Burk said perhaps only if something was unseen.

Ethan Beals made a motion to grant the SAU chair lift replacement bid to Garaventa USA, Inc. in the amount of \$72,919 (in accordance with Policy DJE). Mike Campbell seconded the motion. Motion passed 5:0.

I. Old Business [1:24:18]

1. SAU Audit (Discussion)

Ms. Burk reviewed information regarding various district audit costs and auditors. The consensus was to wait one more year to go out to bid for this service.

2. 2023-2024 Calendar (Decision)

Updates to the 2023-24 Calendar were presented to the Board for approval.

Mike Campbell made a motion to approve the 2023-24 Calendar as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

J. Policies - Continued [1:30:00]**1. First Reading**

GBA - Equal Employment Opportunity
Withdrawn by NHSBA - November 2019; incorporated in Policy AC

GBAA - Sexual Harassment - Employees
Withdrawn by NHSBA - November 2020; replaced with Policy ACAC

JBAA - Sexual Harassment - Student
Withdrawn by NHSBA - August 2020; replaced with Policy ACAC

Ethan Beals made a motion to withdraw the following policies: GBA - Equal Employment Opportunity, GBAA - Sexual Harassment - Employees; and JBAA - Sexual Harassment - Student. Mike Campbell seconded the motion. Motion passed 5:0.

2. Second Reading

EEAG - Use of Private Vehicles to Transport Students
NHSBA revisions included language on the certificate of insurance.

Gretchen Whiting made a motion to approve Policy EEAG - Use of Private Vehicles to Transport Students as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

K. Recommended Action [1:32:52]**1. Manifests****2. Minutes - February 20, 2023**

Ms. Dionne noted that the 8th Grade Washington D.C. trip is not fully covered by fundraising and asked the minutes to be amended with that change.

Maureen Dionne made a motion to approve the minutes of February 20, 2023, as amended Mike Campbell seconded the motion. Motion passed 5:0.

L. Reports to the Board (Information) [1:33:50]**1. Superintendent Report**

Highlights of the Superintendent Report include:

- Visits to classrooms performing a math activity using an interactive board; an ELA assignment creating a title cover regarding a Judy Blume book and an art class where artwork was given to display in his office at the SAU.
- A meeting with community members at the Hudson Senior Community Center.
- Facilities updates: installation of HVAC systems at Nottingham West; new sound system at Alvirne; and a sink added to nurse's office at Library Street school.
- The Board will review the final school district facilities report at their next meeting.
- Read Across America Week occurred last week.
- Pedestrian traffic was reviewed at a meeting with the police department.
- There was an Emergency Management meeting last week: ALICE school drills and tabletop scenarios will be scheduled.

2. Assistant Superintendent Report

Ms. Organek mentioned that there was preparation for a professional development day that is postponed until March 28 due to the storm tomorrow. The February 23 remote day was successful, as eight nine percent of students were in attendance that day. There will be no Summer Scholars program this summer as it was paid for out of ESSER funds. Hudson Memorial School held STEAM (science, technology, engineering, art and math) night tonight.

3. Director of Special Services Report

Ms. Borge visited a teacher who relocated to Life Skills; students were responding well.

4. Business Administrator Report

Ms. Burk noted that the recruiting process began for next year. The current food service student debt is \$25,176; the \$2,000 donation would be used to offset the debt for students who had since qualified for free/reduced lunch.

M. Committee Reports [1:42:01]

Mr. Campbell said that the Trustees met, and preparations are ongoing for the Hills Family Scholarship next month.

Mr. Beals said that the DIJ Committee met today and there was discussion to bring back guest speaker Tom White from Keene State College who spoke about the Holocaust. The message was about tolerance. There was a legislative bill that passed last year for upper middle school and high school education relative to the Holocaust. There was discussion to involve the community.

N. Legislative Update (Information) [1:44:38]**1. HB123**

Superintendent Moulis provided an update regarding HB123 (making Budget Committee School Board and Select Board representatives non-voting members). The Board sent a letter in January to the state. The bill came out without recommendation and was tabled with the House on February 23. A super majority is necessary, and this would not likely move forward in this legislative cycle.

O. Board of Selectmen - Liaison Comments [1:45:36]

Ms. Roy said that tomorrow's election is postponed until March 28 due to the impending snowstorm. Absentee ballots will be available until March 27 at 5pm at the town hall. There will be a Board of Selectmen meeting on March 21.

P. Student Representative Comments - N/A [1:46:22]

Emily Dozois is absent this evening.

Q. Board Member Comments [1:46:24]

Mr. Campbell mentioned the postponed election on March 28. The Winter Stroll at Hills Garrison went well, and he thanked all involved.

Ms. Dionne mentioned the nationwide and state results of the Youth Risk Behavior Survey. There were declines in risky behavior (vaping, alcohol, drug use), and declines in youth mental health. The Commissioner of Education and the Department of Health and Human Services said that it is critical that parents, schools and community organizations work to make effective programs and services that support adolescents. She agreed that this is necessary.

Mr. Beals attended tonight's STEAM night at HMS, and he was impressed by the turnout. He gave condolences to the passing of longtime Alvirne Head Custodian Jerry Michaud.

Ms. Whiting clarified that the NHDOE stated that remote schooling is allowed for weather conditions only. The calendar was created with the understanding of voting areas in advance of that decision and the need to use snow days came after the calendar was put into place. It was a decision by the town to create two election locations. Remote learning cannot be used for the high school on election day.

Mr. Gasdia noted that there were parent-teacher conferences at Alvirne today and he spoke about the importance of staying involved. He mentioned that Cabaret would be presented on March 25 and tickets are available.

R. Non-Public Session per RSA 91-A:3 II a - [1:53:18]

At 8:23 pm, Ethan Beals made a motion to enter into non-public session per RSA 91-A:3 II a. Mike Campbell seconded the motion. Motion passed 5:0. Roll call vote.

There was a discussion on personnel and support in place for the bus incident.
SAU staff left at 10:00pm.

S. Return to General Session and Adjournment [3:58:18]

At 10:28 pm, Ethan Beals made a motion to return to general session and adjourn. Mike Campbell seconded the motion. Motion passed 5:0. Roll call vote.

Submitted by
Susan DeFelice
Non-public by Dan Moulis, Kim Organek and Gretchen Whiting

Discipline Report – New Format

February 2023

School	# Student	Detentions			In-School Suspensions			Out-of-School Suspensions			Reported Incidents of Bullying	Incidents of Bullying Being "Found"	Note
		#	1x	2x +	Total	1 day	2 days +	Total	1 day	2 days +			
ELC - Library Street	191	0	0	0	0	0	0	0	0	0	0	0	
ELC - Dr. H.O. Smith	215	0	0	0	0	0	0	0	0	0	0	0	
Hills Garrison	385	0	0	0	1	1	0	2	1	1	1	1	
Nottingham West	556	45	30	6	1	1	0	1	1	0	0	0	"Detention" at NWES can be as brief as 5 minutes
Hudson Memorial	688	13	12	1	19	14	5	10	5	5	2	1	
Alvirne High School	1022	52	44	4	19	15	4	30	10	20	2	1	

Detentions # = total number of detentions 1x = single incidents 2x+ = number of students receiving detention more than once in the month

ISS/OSS Total = total number of incidents in category 1 day = number of students receiving ISS/OSS for one day 2 days+ = number of students receiving ISS/OSS for multiple days

The Hudson School District has *Student Behavior Standards for PreK-12*, which are included in the student handbook at each school. Detailed expectations and the response to disruptive behaviors, by grade span, are included.

Detention – a student is given detention for purposeful or repeated behaviors that interrupt the school day such as skipping class, repeated tardies, disruptions to the learning environment. Teachers and administrators can assign detention, which is used to rectify the behavior.

In-School Suspension (ISS) – a student is given in-school suspension for significant violations of accepted behavioral standards and require the intervention of a building administrator. Behaviors include significant noncompliance, cheating/plagiarism and bullying. A principal can assign ISS for *one to 10 days.

Out-of-School Suspension (OSS) – a student is given out-of-school suspension for significant violations of safety for students, teachers, staff and other members of the school community. OSS is avoided at the elementary level. Behaviors include bullying, aggressive physical conduct, threats of violence and possession or use of drugs. A principal can assign OSS for one to 10 days and it can be extended by the superintendent for an additional 10 days.

Bullying – a single significant incident or a pattern of incidents involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another student which:

- (a) physically harms a student or damages the student’s property;
- (b) causes emotional distress to a student;
- (c) interferes with a student’s educational opportunities;
- (d) creates a hostile educational environment; or
- (e) substantially disrupts the orderly operation of the school

“Bullying” includes actions motivated by an imbalance of power based on a student’s actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the student’s association with another person and based on the other person’s characteristics, behaviors or beliefs.

HUDSON SCHOOL DISTRICT STUDENT BEHAVIOR STANDARDS (Pre-K-12)

Hudson's Strategic Plan for 2019-2024 has three pillars including Strong Learning Environments, Vibrant Learning System, and Strong Connection: School, Family and Community. Two out of the three pillars directly address Student Behavior. These connections are found in Strong Learning Environment Goal 1: The Hudson School District (HSD) will provide safe and secure schools that support welcoming learning environments and foster continuous learning for students, staff, and the community; and in Vibrant Learning Community Goal 1: Students in the Hudson School District are actively engaged in goal setting and accountability related to their learning. Below you will find a link to our discipline policy.

[Hudson School District Student Discipline Policy - JICD](#)

The Hudson School District is committed to supporting the Social, Emotional, and Intellectual growth of every student. The primary purpose of the Hudson School District is education. In order for students to learn and teachers to teach, a safe and orderly atmosphere conducive to learning must be maintained. The following behavioral standards have been designed to help students to learn and teachers to teach, both in remote learning environments or in-person school activities.

Behavior Standards are established in alignment with:

- *Hudson School District Strategic Plan 2019-2024*
- *Portrait of a Graduate: including but not limited to Responsibility, Communication, Citizenship, Curiosity and Social Emotional Learning*
- *Alvirne Core Values: Character, Curiosity, Commitment, Community*
- **Hudson Memorial Core Values: Respect, Responsibility, Hard Work, and Kindness**
- *Nottingham West Core Values: Positive Attitude, Accept Responsibility, Work and Play Safely and Show Respect*
- *Hills Garrison Core Values: Be Safe, Be Respectful, Be Responsible*
- *Early Learning Center Core Values: Be Safe, Be Respectful, Be Responsible*

CLASSROOM BEHAVIOR

These behaviors will generally be addressed through in-class instruction regarding behavior expectations for classroom routines and structure, and clear responses to behavior which may include in-school disciplinary actions and strategies initiated by the classroom teacher.

- *Teachers will discuss behaviors with the student, and remind and reteach behavior expectations in a discreet, respectful, and private way.*
- *Students and staff will work together to develop a mutually agreeable plan to help the student learn skills to successfully meet expectations.*

----- Hudson Memorial School -----

- The teacher may proceed with in-class interventions, with home contact by the teacher as needed.
- If the student does not respond to previous interventions, the student may receive additional intervention (additional support through school counseling or support staff).
- Continued classroom behaviors may escalate to more serious responses.

Disciplinary outcomes will be determined by the severity of the action and context in which the action occurred.

Student Behaviors	Elementary Response	Middle School Response	High School Response
Minor noncompliance/work refusal	Developmentally Appropriate Responses determined at the classroom level.	Developmentally Appropriate Responses determined at the classroom level.	Developmentally Appropriate Responses determined at the classroom level.
Talking out during class			
Sleeping during class			
Tardy to class	Remind Redirect Reteach	Discussion with the reasons why	Private processing with student and teacher
Misuse of electronic devices	Reset break in classroom	Private processing with student and teacher	Problem solving including student and teacher
Being unprepared for class	Loss of privilege Removal from activity	Problem solving including student and teacher	Take a break go for a drink in the hall location for Space and Time
Low intensity behaviors that interrupt the routine of the classroom	Classroom level consequence Home contact Classroom level or individual positive behavior reinforcement plans Other actions as deemed appropriate by the staff member	Take a break location for Space and Time Conversations and support with counseling office	Conversations and support with counseling office Conference with other teachers

DISRUPTIVE BEHAVIOR

These behaviors are purposeful or repeated low-intensity behaviors that interrupt the routine of the school day. These behaviors can be addressed both inside or outside the classroom by a teacher or with support from an administrator.

- *Staff will discuss behaviors with the student, remind and reteach behavior expectations in a discreet, respectful, and private way.*
- *Students and staff will work together to develop a mutually agreeable plan to help the student learn skills to successfully meet expectations.*
- *Staff will then proceed with interventions, with home contact as needed.*
- *If the student behavior does not change, the student will receive additional intervention inside or outside of the classroom by an administrator.*
- *Students who are assigned to detention will have an opportunity to reflect on their behavior, problem solve for improved behavior, and make up for lost learning time.*
- *Continued disruptive behaviors may escalate to more serious responses.*

Disciplinary outcomes will be determined by the teacher and the severity of the action and context in which the action occurred.

Student Behaviors	Elementary Response	Middle School Response	High School Response
Skiping class	N/A	Administrative Detention	Administrative Detention
Disrespectful or unkind behavior	Remind/Reteach Loss of privilege Lunch/Recess Detention Mediation/Apology	Warning/ Administrative Detention	Administrative Detention
Tardies to school/class	School Counseling Intervention Home Contact by Administrator	Administrative Detention after 6 Tardies	Administrative Detention/ISS
Refusal to leave class	Remind/Reteach Loss of privilege Lunch/Recess Detention	Administrative Detention/ ISS	Administrative Detention/ISS
Minor unwanted physical contact, excessive rough play, or invading	Remind/Reteach Loss of privilege Lunch/Recess	Administrative Detention/ ISS	Administrative Detention/ISS

----- Hudson Memorial School -----

personal space	Detention Mediation/Apology		
Noncompliance	Remind/Reteach Loss of privilege Lunch/Recess Detention Mediation/Apology	Administrative Detention/ ISS	Administrative Detention/ISS
Repeated dress code violations	Warning (conversation/change of clothes) Home Contact by Administrator	Warning/ Change of clothes/Sent home	Warning/Change of clothes/Sent home
Disruption to learning environment	Remind/Reteach Loss of privilege Lunch/Recess Detention	Warning/Administrative Detention/ISS	Administrative Detention/ISS
Misuse of personal electronics/phones	Removal of electronic device/warning/home contact	Warning/ Administrative Detention	Warning/Administrative Detention/ISS
Bus misconduct	Remind/Reteach Loss of privilege Lunch/Recess Detention Assigned Seating Bus Plan	Selected seating/ Bus suspension/ Administrative Detention	Selected seating/ Bus Suspension/ Administrative Detention
Out of area	Remind/Reteach Loss of privilege Lunch/Recess Detention	Administrative Detention/ ISS	Administrative Detention/ISS
Intentional profanity not directed at a person	Remind/Reteach Loss of privilege Lunch/Recess Detention	Administrative Detention/ ISS	Administrative Detention/ISS
Cutting teacher/admin detentions	N/A	Administrative Detention/ ISS	Administrative Detention/ISS

RULE VIOLATION

These acts are considered as significant violations of accepted student behavioral standards. These behaviors require the intervention of a building administrator.

- *Staff will discuss behaviors with the student, remind and reteach behavior expectations.*
- *Students and staff will work together to develop a mutually agreeable plan to help the student learn skills to successfully meet expectations.*
- *Staff will then proceed with corrective actions, with parent contact by an administrator.*
- *If the student behavior does not change, the student will receive additional actions inside or outside of the classroom by an administrator.*
- *Continued disruptive behaviors may escalate to more serious responses.*

Disciplinary outcomes will be determined by teacher/administration and the severity of the action and context in which the action occurred.

Student Behaviors	Elementary Response	Middle School Response	High School Response
Significant noncompliance	Loss of privilege Lunch/Recess Detention In-School Suspension	ISS	ISS
Cheating/plagiarism	Teach/reteach expectations from classroom teacher and/or redo assignment	Contact home/alternate or redo of assignment to meet competency	Referral to Dean of Academics; Alternate assignment to meet competency; possible grade reduction
Refusal to follow accepted behavioral norms	Remind/Reteach Loss of privilege Lunch/Recess Detention	ISS	ISS
Verbal altercation	Remind/Reteach Loss of privilege Lunch/Recess Detention Mediation/Apology	ISS/OSS	ISS/OSS
Theft	Lunch/Recess Detention	Administrative Detention/ISS	ISS/OSS
Inappropriate behavior	Remind/Reteach	Warning/	Warning/

----- Hudson Memorial School -----

	Loss of privilege Lunch/Recess Detention	Administrative Detention/ISS	Administrative Detention/ISS
Vandalism	Loss of privilege Lunch/Recess Detention Mediation/Apology Restitution	Administrative Detention/ISS	Administrative Detention/ISS
Instigating or inciting an altercation	Remind/Reteach Loss of privilege Lunch/Recess Detention Mediation/Apology	ISS/OSS	ISS/OSS
Profanity directed towards a person	Remind/Reteach Loss of privilege Lunch/Recess Detention Mediation/Apology	Warning/ Administrative Detention/ISS	Administrative Detention/ISS
Forgery	Lunch/Recess Detention	Warning/ Administrative Detention/ISS	Administrative Detention/ISS
Failure to report to assigned location	Remind/Reteach Loss of privilege Lunch/Recess Detention	Warning/ Administrative Detention/ISS	Administrative Detention/ISS
Recording of staff or students	Lunch/Recess Detention	ISS	ISS
Misuse of computers or network	Restriction of computer privileges per student handbook/Accepta ble Use Policy	Warning/ Administrative Detention/ISS	Warning/ Administrative Detention/ISS
Physical contact or invading personal space	Remind/Reteach Loss of privilege Lunch/Recess Detention Mediation/Apology	Warning/ Administrative Detention/ISS	Warning/ Administrative Detention/ISS

----- Hudson Memorial School -----

SAFETY VIOLATION

These behaviors constitute significant violation of safety for students, teachers, staff, and other members of the school community and will be addressed by administration.

- *Administration will investigate behaviors with the student/witnesses, and proceed with corrective actions and parent contact.*
- *Administration will consult and refer issues to School Resource Office when appropriate*

Disciplinary outcomes will be determined by administration and the severity of the action and context in which the action occurred.

Student Behaviors	Elementary Response	Middle School Response	High School Response
Bullying/Cyberbullying	ISS/OSS	ISS/OSS	ISS/OSS
Aggressive physical conduct	Lunch/Recess Detention ISS/OSS	ISS/OSS	ISS/OSS
Vaping	N/A	ISS/OSS/Vape Educate Lessons/ Referral to SRO	ISS/OSS/Vape Educate Module/Referral to SRO
Threats of violence	Lunch/Recess Detention ISS/OSS	ISS/OSS	ISS/OSS
Abusive conduct or language	Lunch/Recess Detention ISS/OSS	ISS/OSS	ISS/OSS
Hate speech	Lunch/Recess Detention ISS/OSS Referral to SRO	ISS/OSS/ Referral to SRO	ISS/OSS
False allegations	Lunch/Recess Detention ISS/OSS	ISS/OSS	ISS/OSS
Creating false alarm	Lunch/Recess Detention ISS/OSS	ISS/OSS/ Referral to SRO	ISS/OSS
Possession, use or under the influence of drugs	ISS/OSS/Referral to SRO	ISS/OSS/ Referral to SRO	ISS/OSS

----- Hudson Memorial School -----

Harassment of an ethnic, racial, sexual or religious nature, including but not limited to verbal, written, or physical means to another person with the intent to intimidate or coerce.	Lunch/Recess Detention ISS/OSS	ISS/OSS/ Referral to SRO	ISS/OSS
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GROSS MISCONDUCT

Acts which are of such an egregious nature that they go beyond the standard school discipline system and may require the intervention of the Hudson Police, the superintendent, or the school board.

- Administration will investigate behaviors with the student/witnesses, and proceed with corrective actions and parent contact.
- Administration will refer students to the School Resource Officer where appropriate, and may also refer to the Superintendent/School Board for further corrective actions.

Disciplinary outcomes will be determined by administration, and the severity of the action and context in which the action occurred.

Student Behaviors	Elementary Response	Middle School Response	High School Response
Weapon Possession	Behaviors that are deemed to be gross misconduct may be referred to the SRO and/or Superintendent of Schools for additional suspension and/or possible expulsion by the School Board.	Behaviors that are deemed to be gross misconduct may be referred to the SRO and/or Superintendent of Schools for additional suspension and/or possible expulsion by the School Board.	Behaviors that are deemed to be gross misconduct may be referred to the Superintendent of Schools for additional suspension and/or possible expulsion by the School Board.
Threats to school safety			
Causing a school emergency response			
Riot behaviors			
Sale of drugs			

*Discipline records involving after-school detentions, in-school/out-of-school suspensions and the reasons for such discipline are retained by the school.

TEACHER DETENTION

Teachers can assign students detention after school or during lunch for minor classroom offenses. These are primarily actions that can be rectified by the detention and do not cause complete disruption of the learning environment. Students will be given 24-hour written notice, when possible, for serving the detentions. Teacher detentions may last until 3:30 p.m. so that students may take the late bus home. The office is only informed of a teacher detention if the student fails to serve it.

MISSING A TEACHER DETENTION

Missing a teacher detention may occur for legitimate reasons from time to time. If this occurs the student must communicate this to the teacher or administrator. The detention may be assigned for another day. The following are **NOT** reasons for missing an after-school detention:

- Activities and practices
- Athletic games – school or non-school sponsored events
- Getting a ride – students have time prior to a detention to make arrangements.

ADMINISTRATIVE OFFICE DETENTION

Administration can assign a student a detention after school for repeated classroom offenses or minor behaviors occurring outside the classroom. Repeat offenses may result in additional consequences. Students will be given 24-hour written notice, when possible, for serving the detentions. Administrative Office Detentions will last until 3:30 p.m. so that students may take the late bus home.

IN-SCHOOL SUSPENSION (ISS)

In-School Suspension occurs at Hudson Memorial in a supervised classroom. All student work is provided by classroom teachers in order for students to work throughout their day. Lunch is also supervised within that classroom. Students are dismissed from ISS at the end of the regular school day. Students are expected to complete work while in ISS, if additional support is needed, the student must reach out to their teacher to make arrangements.

OUT-OF-SCHOOL SUSPENSION (OSS)

Out-of-School Suspensions require students to stay at home or be picked up if the offense happens in the midst of a school day. All school work will be provided (depending on the length of the suspension) it may be available in the main office within 24 hours. Students are expected to complete work while home on OSS, if additional support is needed, the student must reach out to their teacher to make arrangements.

DISCIPLINE AND ATHLETICS AND CO-CURRICULAR ACTIVITIES

Students who receive an administrative consequence are not eligible to participate in co-curricular activities or go to school events on that day and any day included in the consequence.

UNAUTHORIZED ATTENDANCE, (R.S.A. 193:15)

If any pupil, after notice, attends or visits a school which he/she has no right to attend, or shall interrupt or

FY2023 FINANCIAL STATEMENT

as of: **2/28/2023**

<u>REVENUE</u>	REVENUE 2023	ACTUAL YTD REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
10 1121 CURRENT TAX APPROP w/ SWEPT	48,741,556	29,320,771	19,420,785	48,741,556	-
10 1320 TUITION FROM OTHER LEA'S	125,000	20,776	196,874	217,650	92,650
10 1340 PRE-SCHOOL TUITION	85,000	57,685	36,674	94,359	9,359
10 1510 INTEREST ON INVESTMENTS	20,000	14,242	5,758	20,000	-
10 1710 ATHLETIC FEES	9,000	-	9,000	9,000	-
10 1730 1:1 COMPUTER INSURANCE	30,000	27,065	2,935	30,000	-
10 1900 OTHER LOCAL REVENUE	10,000	18,358	-	18,358	8,358
10 1901 ERATE	20,000	(9,464)	17,450	7,986	(12,014)
10 1903 IMPACT FEES	-	-	-	-	-
10 1910 RENTALS	25,000	6,818	10,092	16,910	(8,090)
10 1921 ROTC PROGRAM CONTRIBUTIONS	65,000	43,984	30,325	74,309	-
10 3190 OTHER STATE AID	-	319,142	-	319,142	319,142
10 3241 SPECIAL EDUCATION AID	384,452	500,976	-	500,976	116,524
10 3242 VOCATIONAL TUITION AID	450,000	556,030	-	556,030	106,030
10 3800 EDUCATION GRANT	7,380,365	6,119,953	1,260,412	7,380,365	-
10 4580 MEDICAID	40,000	20,615	19,385	40,000	-
10 5220 INDIRECT COSTS	60,000	7,287	52,713	60,000	-
TOTAL GENERAL FUND REVENUE	57,445,373	37,024,237	21,062,403	58,086,640	631,958

<u>REVENUE</u>	REVENUE BUDGET	ACTUAL YTD REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
TOTAL GENERAL FUND REVENUE (From Page 1)	57,445,373	37,024,237	21,062,403	58,086,640	631,958

<u>EXPENDITURES</u>	APPROPRIATION BUDGET	ACTUAL YTD EXPENDITURES	ANTICIPATED EXPENDITURES	TOTAL ANTICIPATED EXPENDITURES	(EXCESS)/ SHORTFALL
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FY22 PRIOR YEAR ENCUMBRANCES

Prior Year Encumbrances (FY22)	328,355				
Prior Year Encumbrances Paid to Date		149,843			
Anticipated Prior Year Encumbrance Payments			151,642		
EXCESS/SHORTFALL					26,870

FY23 GENERAL FUND APPROPRIATION BUDGET

Expenditures	57,670,373	31,311,292			
Current Year Encumbrances			20,483,669		
Anticipated Expenditures			3,564,846		
End of Year Funds - Approved not encumbered					
TOTAL ANTICIPATED EXPENDITURES				55,359,807	

EXCESS/SHORTFALL 2,310,566

TOTAL EXPENDITURES	2,337,437
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<u>ANTICIPATED FUND BALANCE w/o ANTICIPATED EXPENDITURES</u>	<u>6,534,241</u>
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<u>ANTICIPATED FUND BALANCE w/ ANTICIPATED EXPENDITURES</u>	<u>2,969,395</u>
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**FY2023 FINANCIAL STATEMENT
FUNCTION SUMMARY REPORT**

GENERAL FUND

2/28/2023

FUNCTION	DESCRIPTION	BUDGET	TRANSFERS / ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBERED	ANTICIPATED EXPENDITURE	AVAILABLE BUDGET
1100	Regular Programs	21,581,852	11,027	21,592,879	10,846,348	8,876,477	636,685	1,233,369
1200	Special Education	8,928,358	149,187	9,077,545	4,693,753	3,804,726	650,951	(71,885)
1300	Vocational	2,009,444	(2,399)	2,007,045	1,099,673	704,425	62,655	140,291
1400	Student Activities	798,729	(377)	798,352	494,098	45,834	93,670	164,750
2100	Student Services	5,511,066	(86,837)	5,424,229	2,656,891	2,109,184	230,096	428,059
2200	Student Support (Instruction)	2,210,218	68,935	2,279,153	1,285,983	455,301	350,630	187,239
2300	Student Support (Administration)	1,134,114	97,802	1,231,916	800,842	266,799	140,963	23,313
2400	School Administration	3,564,342	(2,757)	3,561,585	2,154,149	1,194,553	81,251	131,633
2500	School Resources	1,113,654	-	1,113,654	719,139	340,469	46,309	7,737
2600	Operations/Maint. Of Plant	6,020,054	63,423	6,083,477	3,773,182	1,709,229	505,335	95,731
2700	Student Transportation	2,734,880	8,685	2,743,565	1,432,576	1,086,528	224,461	0
2800	Information Mgt Services	433,114	21,666	454,780	274,454	41,786	141,339	(2,799)
4000	Facilities	550,000	-	550,000	425,700	-	124,300	-
5100/5200	Principal/Interest/Fund Transfers	1,080,547	-	1,080,547	804,347	-	276,200	-
TOTAL		57,670,373	328,355	57,998,728	31,461,134	20,635,311	3,564,846	2,337,437