

Posted: 03/11/2021

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT

Hudson, New Hampshire

March 15, 2021

Hudson Community Center, 12 Lions Ave.

6:30 pm Reorganization & Regular Meeting
followed by Non-public Session

AGENDA

- A. **Call to Order:** Superintendent Larry Russell will call the meeting to order.
- Pledge of Allegiance
- B. **Board Reorganization**
1. Election of Board Chair, Superintendent Presiding
 2. Election of Board Vice-Chair, Board Chair Presiding
 3. [2021-2022 Meeting Calendar](#) (LR)
 4. [Committee Assignments](#) (LR)
 5. [Role of a School Board Member](#) (LR)
 6. [NHSBA Information](#) (LR)
- C. **Public Input**
- D. **Good News**
- E. **Old Business**
1. [Enrollment of Children of Staff Members](#) (LR)
 2. [School Board Self-Evaluation](#) (GG)
- F. **New Business**
1. [Extracurricular Nominations](#) (LR)
 2. [2021 Graduation Date](#) (LR)
- G. **Recommended Action**
1. Manifests – Recommended action: Make necessary corrections and sign.
- H. **Reports to the Board**
1. Superintendent Report
 2. Assistant Superintendent Report
 3. Director of Special Services Report
 4. Business Administrator Report
- I. **Legislative Updates** (LR)

Posted: 03/11/2021

At: All Hudson schools, SAU building, district website

J. Committee Reports

K. Correspondence

1. [Financial Report](#) (JB)

L. Board Member Comments

M. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	04/05/2021	6:30 pm	TBD	Regular Meeting
School Board	04/19/2021	6:30 pm	TBD	Regular Meeting

N. Non-Public Session

1. Student Matters

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

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.*

O. Adjourn

April 2021						
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May 2021						
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June 2021						
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July 2021						
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August 2021						
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September 2021						
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October 2021						
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November 2021						
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December 2021						
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January 2022						
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30	31					

February 2022						
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27	28					

March 2022						
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27	28	29	30	31		

Hudson School Board Meetings: 6:30 pm at Hills Memorial Library, 18 Library Street

April 26-30, 2021 Spring Break

May 31, 2021 Memorial Day (observed)

July 5, 2021 Independence Day (observed)

September 6, 2021 Labor Day

October 11, 2021 Columbus Day (observed)

November 11, 2021 Veterans Day

November 24-26, 2021 Thanksgiving Break

December 23-31, 2021 Holiday Break

January 17, 2022 Martin Luther King, Jr. Day

February 28-March 4, 2022 Winter Break

March 8, 2022 Hudson Votes

2021-2022 Hudson School Board Assignments

HFT Contract Negotiations

- 1) _____
- 2) _____

Strategic Planning Committee

- 1) _____

Facilities Committee

- 1) _____

Building Committee

Meets 1st Thursday at 7:15 am at Checkers.

- 1) _____
- 2) _____

HSB Policy Committee

Meets twice a month, schedule TBD.

- 1) _____ (Chair)
- 2) _____

Hudson Municipal Budget Committee Liaison

Meets first Wednesday of the month, 7:00 pm, Town Hall.

- 1) _____
- 2) _____ (Alternate)

Alvirne Trustees

Typically, a six-meeting per year commitment. Meets quarterly at AHS at 3:00 pm plus two other meetings during the year.

- 1) _____ (Liaison)
- 2) _____ (Alternate)

Board of Selectmen

Meets 2nd and 4th Tuesday of the month, 7:00 pm, Town Hall.

- 1) _____ (Liaison)
- 2) _____ (Alternate)

Cable Utility Committee

Meets on as-needed basis, second Monday of month, 7:00 pm, HCTV Access Center conference room, 19 Kimball Hill Road, lower level.

- 1) _____ (Member)
- 2) _____ (Alternate)

Role of a School Board Member

Even for those new board members who have studied the role of the board and attended numerous board meetings before they ran for election, the reality of school board service can be very different from what they imagined. Like any challenging leadership position, school board service is a learning experience that will stretch and grow one's leadership skills.

Schools exist to provide appropriate educational opportunities for our children. With this in mind it is vital to maintain the principle that all board decisions and actions of individual board members should be prioritized by what is best for students and what enhances student achievement. This can often be difficult as different constituents ask for different actions and different decisions on topics that vary greatly.

A fundamental rule, often misunderstood by new board members and sometimes not followed by experienced board members, is that individual board members have no individual authority to act on behalf of the school board or the district. School board action and authority can only be exercised by the school board as one whole, single entity. When the meeting is called to order, each board member is empowered with the right to discuss and vote on each issue. Only a majority of the board has the ability to set policy, establish the school district budget, negotiate contracts or make requests of the superintendent. The only employee of the board is the superintendent and the superintendent is the only school district employee the board may make requests of. By a vote of the majority, the board may empower, the chair or subcommittee to take action outside of the board meeting. But such power is only given by the full board, following discussion and a vote at a duly called and legally held meeting. In most matters school boards are legislative bodies, meaning they set and adopt policy. The exception to this rule is when a board serves as a judicial body conducting staff or student hearings.

The board and superintendent form the school district leadership team. The effective functioning of this team requires mutual trust and a clear understanding as to the school board's role in governance and the superintendent's roles in administering the daily functions of the district. This does not mean everyone agrees on the issues or the best way to address challenges. Indeed, healthy debate is vital for prudent school board decision-making. A well-functioning team with a high-level trust will have vigorous and impassioned discussions over those issues they care greatly about. Trust also means that all board members will support board decisions. Respecting that majority rules is a key component to effective school board governance. To do otherwise reduces team effectiveness and tends to diminish respect for the board from the staff and community.

Last, school board leadership should be focused on end results. The board should ask questions of what, why, how much and how well? Board action should be focused on mission statements, goals-based outcomes, local board policies, academic standards, and sufficient communication with the community.



Upcoming NHSBA Events

Dear NHSBA Members -

Below please see registration information relative to four upcoming NHSBA webinars and two NHSBA Annual Orientation webinars.

School Board Policy Development Webinar

This webinar will review some best practices and recommendations for creating a workable, consistent and ongoing system for school boards to engage in comprehensive policy development and review.

[CLICK HERE TO REGISTER](#)

Date: Tuesday March 23, 2021
Time: 12pm - 1pm
Cost: Free for NHSBA Workshop Subscribers;
\$30 for non-subscribers.

Meetings, Non-Meetings & Non-Public Sessions Webinar

This webinar will focus on the provisions of New Hampshire's Right to Know law pertaining to meetings and so-called "non-meetings" under RSA 91-A:2, and non-public sessions under 91-A:3. We will provide information regarding the procedural requirements and appropriate/permitted topics for each, and some suggested practices related to non-public minutes.

[CLICK HERE TO REGISTER](#)

Date: Wednesday April 14, 2021
Time: 12pm - 1pm
Cost: Free for NHSBA Workshop Subscribers;
\$30 for non-subscribers.

NHSBA Annual New Board Member Orientation

NHSBA's annual New Board Member Orientation webinar will provide an overview of the legal framework of school district operations, with a focus on the what NH laws say about the role of the school board, the role of the superintendent, and how best practices can lead to good governance.

Please note that this webinar will be available two separate dates, Monday May 3, 2021 and again on Thursday May 6, 2021 from 6:30-8:00pm. When registering please make sure you use the drop down menu on the registration page to select the date and time that is most convenient for you.

[CLICK HERE TO REGISTER](#)

Dates: Monday May 3, 2021 & Thursday May 6, 2021
Time: 6:30-8:00pm
Cost: Free for NHSBA Workshop Subscribers;
\$30 for non-subscribers.

Public Notice & Minutes Under the Right to Know Law Webinar

NHSBA receives many inquiries about what sufficient meeting notice entails and is required to be in legally sufficient minutes. This webinar will address both those topics. We will also discuss the Board's obligation with "draft" minutes and the sealing and un-sealing non-public session minutes.

[CLICK HERE TO REGISTER](#)

Date: Tuesday May 11, 2021
Time: 12pm - 1pm
Cost: Free for NHSBA Workshop Subscribers;
\$30 for non-subscribers.

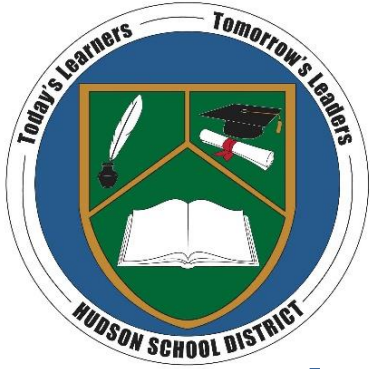
Basics of Collective Bargaining Webinar

This webinar is intended to provide the basic nuts and bolts of New Hampshire's collective bargaining process for public employers. For many districts, the costs of salaries and benefits for employees covered under collective bargaining agreements make up the greatest share of school district budgets. We will endeavor to provide some basic recommendations and considerations to help school boards adequately prepare for their next round of collective bargaining relative to such things as: data compilation, goal setting, bargaining postures, etc.

[CLICK HERE TO REGISTER](#)

Date: Wednesday May 26, 2021
Time: 12pm - 1pm
Cost: Free for NHSBA Workshop Subscribers;
\$30 for non-subscribers.

Barrett M. Christina, Esq.
NHSBA Executive Director
bchristina@nhsba.org
603-228-2061



HUDSON SCHOOL DISTRICT

20 Library Street | Hudson, NH 03051-4240
phone (603) 883-7765 | fax (603) 886-1236

To: School Board Members
From: Lawrence Russell
Date: March 15, 2021
RE: ENROLLMENT OF CHILDREN OF STAFF MEMBERS

Board Members,

A request was made to furnish you with protocol to use to determine the viability of having a staff member who lives outside of Hudson bring their child or children to the district to be educated. Please consider the following proposed protocol and conditions to which staff members who would like to take advantage of this benefit would be held.

1. Student must be registered and enrolled before October 1st of the school year.
2. No transportation will be provided.
3. Parent/Staff Member will pay 25% of the tuition for that school year.
4. Subject to availability at the grade level and/or course offerings.
5. The offer can be rescinded due to poor behavior or conduct infractions.

Should the Board decide to move forward and give recommendations on the criteria for the development of a board policy, one will be completed for the first reading in a subsequent meeting.

Lawrence W. Russell, Jr.
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(603) 886-1235
lrussell@sau81.org

Kim Organek
Assistant Superintendent
(603) 886.1235
korganek@sau81.org

Rachel Borge
Director of Special Services
(603) 886-1253
rborge@sau81.org

Jen Burk
Business Administrator
(603) 886-1258
jb Burk@sau81.org

School Board Self-Evaluation

Instructions: Please answer using the scale as outlined. Please provide any additional context (especially for any areas given a 1) in the comment box at the end of that section of the survey.

SCHOOL BOARD EVALUATION

Standard 1: Policy

The board has in place all policies required by law, has an established process for regular and routine policy, and evaluates policies based on both a legal/compliance lens as well as how they enhance the overall vision and mission of the school district.

1 2 3 4 UK

Standard 2: Strategic Planning

The board/district has an active strategic plan aimed at enhancing or improving student academic outcomes that is being implemented and tracked/measured against goals outlined in that plan.

1 2 3 4 UK

Standard 3: Superintendent Evaluation

The board provides the superintendent with clear expectations of performance and annually sets goals and evaluates the Superintendent.

1 2 3 4 UK

Standard 4: Communication with the Public - Input

The board seeks input from all stakeholder groups (citizens, students, parents, teachers, staff) creating a culture where members of those groups feel comfortable speaking freely.

1 2 3 4 UK

Standard 5: Communication with the Public – Output

The board – in cooperation with the district – ensures a steady stream of information is available to the public via multiple sources such as television, email, social media, and print media to name a few.

1 2 3 4 UK

Standard 6: Effective Board Meetings - Preparation

The board has been provided with sufficient information and data which they have reviewed and come prepared to discuss all agenda items at the board meetings

1 2 3 4 UK

Standard 7: Effective Board Meetings - Execution

Board meetings are productive as the board regularly addresses all agenda items and discussions outside of what is on the agenda, or outside the scope of the roles and responsibilities of a school board member are minimal.

1 2 3 4 UK

Standard 8: Conduct and Trust

School board members treat each other with the utmost respect and consideration

1 2 3 4 UK

COMMENTS:

SCHOOL DISTRICT CURRENT STATE

Instructions: For this section please answer as indicated. Please provide any additional context (especially for any areas given a strongly disagree) in the comment box at the end of this section.

Overall, the Hudson School District moving in the right direction.

Strongly Disagree Disagree Neutral Agree Strongly Agree

Hudson is attractive as a location for families that prioritize education.

Strongly Disagree Disagree Neutral Agree Strongly Agree

The district has the right leadership team in place so that “Hudson exemplifies excellence in education” as is the vision of the Strategic Plan:

Strongly Disagree Disagree Neutral Agree Strongly Agree

COMMENTS:

HUDSON SCHOOL DISTRICT

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Jennifer Burk
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MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Extracurricular Nomination
DATE: March 10, 2021

The following nominations have been submitted for Spring of the 2020-2021 school year:

Alvirne High School:

Varsity Softball	Emily Kraytenberg	\$3,850
Girls JV Lacrosse	Allison Cummings	\$2,700
Unified Track	Steve Beals	\$500

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jb Burk@sau81.org

MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Extracurricular Nomination
DATE: March 8, 2021

The following nomination has been submitted for the remainder of the 2020-2021 school year:

Hudson Memorial:

Grade 8 Advisor	Dan Pooler	\$625
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MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Extracurricular Nomination
DATE: March 10, 2021

The following nominations have been submitted for Spring of the 2020-2021 school year:

Hudson Memorial:

Baseball	Kyle Precourt	\$2,000
Softball	Becky Radziewicz	\$2,000
Girls Track & Field	Rebecca Leary	\$1,850
Boys Track & Field	Neil Schmidt	\$1,850



**ALVIRNE HIGH SCHOOL
HUDSON SCHOOL DISTRICT
MEMORANDUM**



TO: HUDSON SCHOOL BOARD
FROM: JASON TESINI INTERIM PRINCIPAL
SUBJECT: CLASS OF 2021 GRADUATION DATE
DATE: MARCH 11, 2021

Hudson School Board Members,

I am seeking approval to formally set the graduation date for Alvirne's Class of 2021 to be on the evening of Thursday, June 10, 2021 with a rain date of Friday, June 11, 2021; we would continue postponements through the weekend if necessary. We are planning on hosting the graduation on the football field at Alvirne High School with the stage and seating on the field as well as in the bleachers.

Though not currently open, the Southern New Hampshire University Arena in Manchester has reserved this date for us should they choose to open and host graduations.

Thank you,

Jason Tesini
Interim Principal
Alvirne High School

**HUDSON SCHOOL DISTRICT
FY2021
UNAUDITED FUND BALANCE**

GENERAL FUND

as of: **2/28/2021**

<u>REVENUE</u>	DRA APPROVED REVENUE	ACTUAL YTD REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
10 1121 CURRENT TAX APPROPRIATION	44,429,453	33,489,093	10,940,360	44,429,453	-
10 1320 TUITION FROM OTHER LEA'S	100,000	-	100,000	100,000	-
10 1340 PRE-SCHOOL TUITION	85,000	29,010	20,990	50,000	(35,000)
10 1510 INTEREST ON INVESTMENTS	30,000	7,125	2,875	10,000	(20,000)
10 1710 ATHLETIC FEES	9,000	-	4,500	4,500	(4,500)
10 1730 1:1 COMPUTER INSURANCE	20,080	14,260	5,820	20,080	-
10 1900 OTHER LOCAL REVENUE	10,000	157,320	(129,358)	27,962	17,962
10 1901 ERATE	25,000	8,090	16,910	25,000	-
10 1903 IMPACT FEES	175,000	-	175,000	175,000	-
11 1910 RENTALS	30,000	3,840	11,160	15,000	(15,000)
10 1921 ROTC PROGRAM CONTRIBUTIONS	65,000	39,753	25,247	65,000	-
10 3190 OTHER STATE AID	-	17,751	0	17,751	17,751
10 3210 SCHOOL BUILDING AID	278,632	139,316	139,316	278,632	-
10 3241 SPECIAL EDUCATION AID	278,524	382,860	(104,336)	278,524	-
10 3242 VOCATIONAL TUITION AID	230,000	161,674	68,326	230,000	-
10 3800 EDUCATION GRANT	7,097,203	4,977,462	2,119,741	7,097,203	-
10 4580 MEDICAID	50,000	19,734	30,266	50,000	-
10 5220 INDIRECT COSTS	60,000	21,028	38,972	60,000	-
10 3220 KINDERGARTEN GRANT	-	-	-	-	-
TOTAL GENERAL FUND REVENUE	52,972,892	39,468,316	13,465,789	52,934,105	(38,787)
10 5202 UNRESERVED FUND BALANCE	961,640				
	53,934,532				

**HUDSON SCHOOL DISTRICT
FY2021
UNAUDITED FUND BALANCE**

GENERAL FUND					
					as of: 2/28/2021
<u>REVENUE</u>	REVENUE BUDGET	ACTUAL YTD REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
TOTAL GENERAL FUND REVENUE (From Page 1)	52,972,892	39,468,316	13,465,789	52,934,105	(38,787)
<u>EXPENDITURES</u>	APPROPRIATION BUDGET	ACTUAL YTD EXPENDITURES	ANTICIPATED EXPENDITURES	TOTAL ANTICIPATED EXPENDITURES	(EXCESS)/ SHORTFALL
FY20 PRIOR YEAR ENCUMBRANCES					
Prior Year Encumbrances (FY20)	641,980				
Prior Year Encumbrances Paid to Date		453,513			
Anticipated Prior Year Encumbrance Payments			154,037		
EXCESS/SHORTFALL					34,431
FY21 APPROPRIATION BUDGET	53,934,532				
Expenditures		28,770,226			
Current Year Encumbrances			19,832,874		
Anticipated Expenditures			4,664,498		
TOTAL ANTICIPATED EXPENDITURES				53,267,597	
EXCESS/SHORTFALL					666,935
<u>ANTICIPATED FUND BALANCE</u>					662,579

**HUDSON SCHOOL DISTRICT
FY2021
UNAUDITED FUND BALANCE**

CONSTRUCTION FUND (INCEPTION TO DATE)

as of: **2/28/2021**

<u>REVENUE</u>	REVENUE BUDGET	ACTUAL REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
30 3243 VOCATIONAL AID	17,000,000	13,618,255	3,381,745	17,000,000	-
30 1510 INTEREST INCOME	-	46,422	3,578	50,000	50,000
30 1900 OTHER LOCAL REVENUE	510,590	499,196	-	499,196	(11,394)
30 5110 SALE OF BONDS AND NOTES (FY19)	8,262,500	8,262,500	-	8,262,500	-
TOTAL CONSTRUCTION FUND REVENUE	25,773,090	22,426,372	3,385,323	25,811,696	38,606

<u>EXPENDITURES</u>	APPROPRIATION BUDGET	ACTUAL YTD EXPENDITURES	ANTICIPATED EXPENDITURES	TOTAL ANTICIPATED EXPENDITURES	(EXCESS)/ SHORTFALL
PROJECT APPROPRIATION BUDGET	25,773,090				
FY2019 ACTUAL EXPENDITURES		1,336,212			
FY2020 ACTUAL EXPENDITURES		12,490,821			
FY2021 ACTUAL EXPENDITURES		8,238,658			
FY2021 ENCUMBRANCES			3,341,271		
REMAINING ANTICIPATED EXPENDITURES			366,129		
TOTAL ANTICIPATED EXPENDITURES				25,773,090	
EXPENDITURE (EXCESS)/SHORTFALL					-

<u>ANTICIPATED FUND BALANCE</u>	38,606
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**HUDSON SCHOOL DISTRICT
FY2021 FINANCIAL STATEMENT
FUNCTION SUMMARY REPORT**

GENERAL FUND

2/28/2021

FUNCTION	DESCRIPTION	BUDGET	TRANSFERS / ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBERED	ANTICIPATED EXPENDITURE	AVAILABLE BUDGET
1100	Regular Programs	20,726,839	(24,288)	20,702,551	10,450,717	8,518,944	1,224,936	507,955
1200	Special Education	7,877,946	70,956	7,948,902	3,788,830	3,407,172	416,896	336,005
1300	Vocational	1,903,790	(60,495)	1,843,295	862,964	665,180	109,815	205,337
1400	Student Activities	765,967	-	765,967	348,678	48,777	218,483	150,030
2100	Student Services	4,942,576	21,246	4,963,822	2,450,969	2,162,637	354,979	(4,763)
2200	Student Support (Instruction)	1,992,897	(45,316)	1,947,581	951,331	555,355	400,793	40,102
2300	Student Support (Administration)	999,024	8,122	1,007,146	669,845	249,071	71,902	16,328
2400	School Administration	3,316,091	35,725	3,351,816	2,158,378	1,144,911	210,303	(161,776)
2500	School Resources	1,016,517	(5,950)	1,010,567	710,029	262,216	26,464	11,858
2600	Operations/Maint. Of Plant	5,664,785	-	5,664,785	3,446,485	1,470,528	688,764	59,008
2700	Student Transportation	2,482,321	-	2,482,321	920,810	1,322,615	234,584	4,312
2800	Information Mgt Services	368,837	-	368,837	214,955	25,469	125,873	2,540
4000	Facilities	450,000	-	450,000	370,493	-	79,507	-
5100/5200	Principal/Interest/Fund Transfers	1,426,942	-	1,426,942	1,425,742	-	501,200	(500,000)
TOTAL		53,934,532	(0)	53,934,532	28,770,226	19,832,874	4,664,498	666,935

**HUDSON SCHOOL DISTRICT
FY2021 FINANCIAL STATEMENT
OBJECT SUMMARY REPORT**

GENERAL FUND

as of: 2/28/2021

FUNCTION	DESCRIPTION	BUDGET	TRANSFERS / ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBERED	ANTICIPATED EXPENDITURE	AVAILABLE BUDGET
100	Salaries	26,887,927	(57,312)	26,830,615	14,537,679	10,806,715	913,063	573,159
200	Benefits	14,790,800	(34,407)	14,756,393	7,535,533	5,658,570	1,033,618	528,672
300-500	Purchased Services	7,502,932	85,456	7,588,388	3,537,154	2,747,069	1,280,695	23,469
600	Supplies	2,475,679	1,244	2,476,923	1,394,323	435,255	637,026	10,319
700	Property	758,184	5,219	763,402	283,604	182,695	270,382	26,721
800	Other	93,268	(200)	93,068	56,191	2,570	29,712	4,595
900	Principal/Interest/Fund Transfers	1,425,742	-	1,425,742	1,425,742	-	500,000	(500,000)
TOTAL		53,934,532	(0)	53,934,532	28,770,226	19,832,874	4,664,498	666,935