

Posted: 02.07.2022

At: All Hudson schools, SAU building, district website



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

6:00 pm Non-public Session
6:30 pm Regular Meeting
followed by Non-public Session

Agenda

February 7, 2022

6:00 pm - Non-Public Session - Superintendent Search Candidate Discussion

Estimated
time

6:30 pm **A. Call to Order**

Pledge of Allegiance

6:31 pm **B. Public Input**

Hudson residents are welcome and encouraged to share feedback with the board on agenda items with the exception of COVID. (See item F.)

6:40 pm **C. Presentations to the Board**

1. [Student Wellness & Support](#) - Mental Health
Bill Hughen, Director of School Counseling will discuss student supports and management.

6:50 pm **D. Good News Update (Information)**

Assistant Superintendent Kim Organek will share some good news about what's happening in our schools.

6:55 pm **E. Old Business**

1. Mental Health Counselor Position - Follow-up (Discussion & Decision)
Director of Special Services Rachel Board will discuss this position.
2. [School Board Self-evaluation](#) (Discussion) Chairman
Gary Gasdia will lead this conversation
3. COVID Update
Superintendent Russell will provide an update.

7:30 pm **F. Public Input**

1. Hudson residents are welcome and encouraged to share COVID-related feedback with the board.

7:45 pm **G. New Business (Note Discussion/Decision)**

1. [Farm Equipment Replacement](#)
2. Policies (1st readings)

Assistant Superintendent Organek will present the following policies.

- a) [KI Visitors to the Schools](#) (review, no changes)
- b) [KLG Relations with Policy Authorities](#) (new, NHSBA with tracked changes)

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

1. Manifests – Recommended action: Make necessary corrections and sign.

8:01 pm **I. Committee Reports**

1. Superintendent Search

8:06 pm **J. Reports to the Board (Information)**

District administrators will share updates for the board and public.

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

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

L. Board Member Comments

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

1. Parent Request
2. Personnel Matter

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.*

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- 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.*

N. Adjourn

Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	2/21/2022	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	3/7/2022	6:30 pm	Hills Memorial Library	Regular Meeting

School Counseling and Mental Health



February 7, 2022

School Counseling

It's not called "guidance" anymore

- Elementary
 - Middle
 - High school
-

Tiered System of Supports

~5%
students

3 Individualized support
for highest need

~15%
students

2 Targeted support for at-risk students

~80%
students

1 Universal support for all students

Tier 1: Universal Supports for ALL Students

- **Building classroom and school community**
 - Elementary – Classroom lessons, Leadership Team, word of the month, morning announcements
 - HMS – Focus, Classroom lessons, SEL goals of the month, quote and reflection every day, Kindness Week
 - High school – Freshman Seminar, transition meetings
 - **Strengthening connections & citizenship**
 - Challenge Day
 - Great Kindness Challenge
 - Red Ribbon Week
-

Tier 2: Targeted Supports for At-Risk Students

- **Check In/Check Out-All levels**
 - **Lunch Bunches at Elementary Schools**
 - **Individual counseling meetings**
 - **Skills/Support Groups**
Examples: Bereavement, Friendship, Conflict Resolution
-

Tier 3: Individualized Supports for Students with Highest Needs

- **School-based mental health counselor**
 - **Student & family interventionist**
 - **District outreach coordinator**
 - **Referral to community-based mental health services**
 - **Referral to school-based community mental health liaison**
-

In the average NH high school classroom:

9 students have felt sad or hopeless almost every day for the past 2 weeks

8 students live with someone who has abused drugs/alcohol

5 students have seriously considered suicide in the past 12 months

5 students have been bullied on school property

4 students have witnessed domestic violence

2 students have a parent or caregiver in jail/prison

1 student has slept away from home because they were kicked out, ran away, or abandoned

*2019 Youth Risk Behavior Survey Data

School Counseling – Mental Health

- Support students so they can be present for learning
 - Forge strong partnerships with families
 - Work with partners from within and outside of the district
 - Honor students and family privacy
-

The Pathway

- Referral to school counselor
 - Needs assessment
 - Connect with needed resources
-

What Is Going Well

- **Parents able to attend meetings via Zoom**
 - **Quality resources have helped address SEL needs**
 - **Staff continue to come together and discuss ways they can help students and staff**
 - **Increased collaboration with outside counseling agencies**
 - **Students and families are more willing to accept help than ever before**
-

Moving Forward

- Strengthen tiered teams
 - Support the MTSSB process
 - Increase community partners
 - Outreach coordinator
-

#HudsonLearnsTogether

HUDSON SCHOOL BOARD – SELF EVALUATION

JANUARY, 2021

Purpose of the self-evaluation: While there isn't a legal obligation for a School Board to evaluate itself, in the spirit of continuous improvement, this self-evaluation is designed to identify opportunities where we believe we can improve and become a more effective and efficient school board. This self-evaluation is not the end of the process, but the beginning of the process whereby we will experiment with ways in which we can improve.

Format of self-evaluation: A survey was sent out via email, utilizing www.surveymonkey.com to all five school board members on January 5th 2022, with a deadline to complete by January 14th 2022. All responses were anonymous. The survey consisted of nine questions based modeled after other School Board evaluations performed nationwide.

Participation: 4 out of 5 board members responded

Initial Findings:

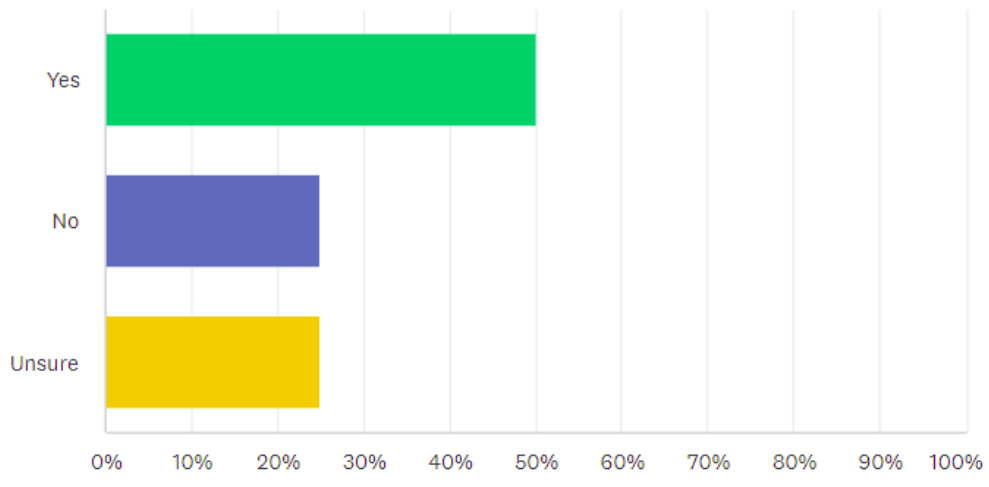
- What we do well
 - Evaluation of the Superintendent
 - Having a strategic plan as our guiding document
 - Trust and respect for each other

- Doing well, but room for improvement:
 - Board meetings – better preparation and need to be more efficient
 - Process for evaluating, maintaining and updating policies

- Areas of opportunity
 - Execution of the Strategic Plan
 - Communication with the public

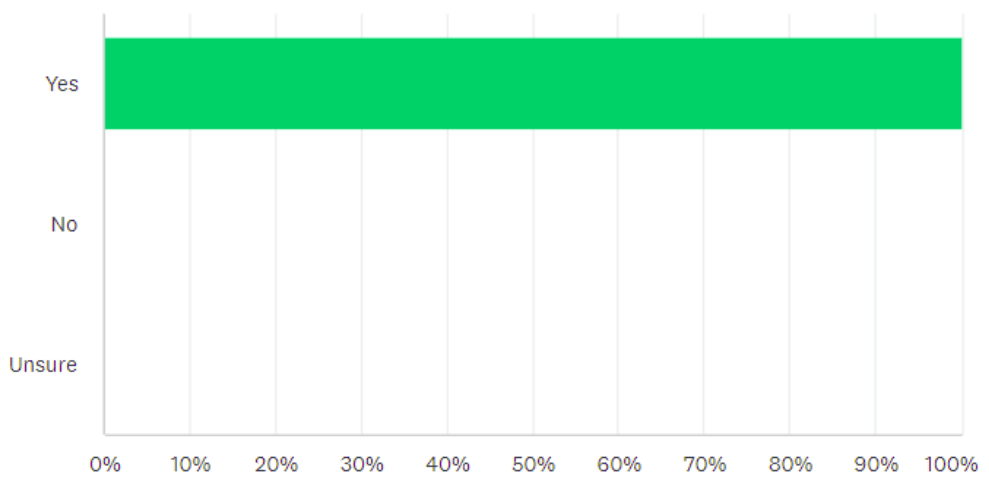
Policy - The board has in place all policies required by law, has an established process for regular and routine policy, and evaluates policies based on both a legal/compliance lens as well as how they enhance the overall vision and mission of the school district.

Answered: 4 Skipped: 0



Strategic Plan - Does the board / district have an active strategic plan aimed at enhancing or improving student academic outcomes?

Answered: 4 Skipped: 0



Q3

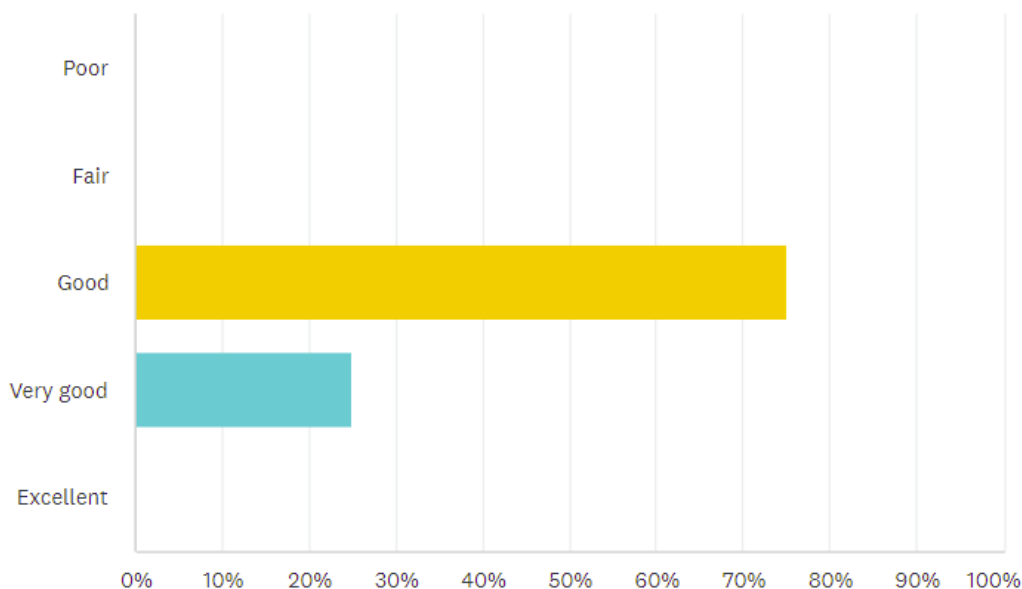


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Strategic Plan - How would you rate the execution of the strategic plan?

Answered: 4 Skipped: 0



Q4

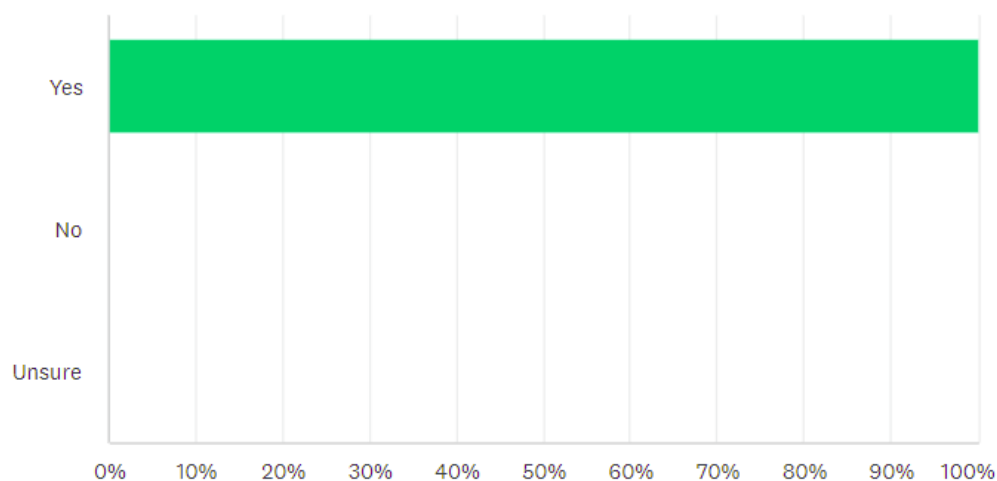


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Superintendent Evaluation: Does the board provide the Superintendent with clear expectations of performance annually, set goals, and evaluate the Superintendent?

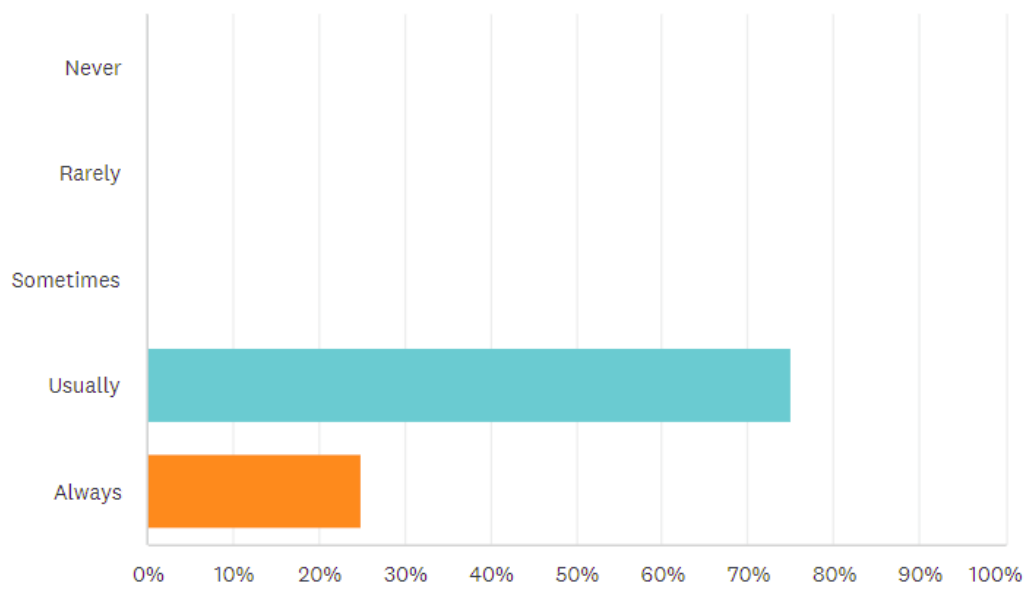
Answered: 4 Skipped: 0



Q5

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

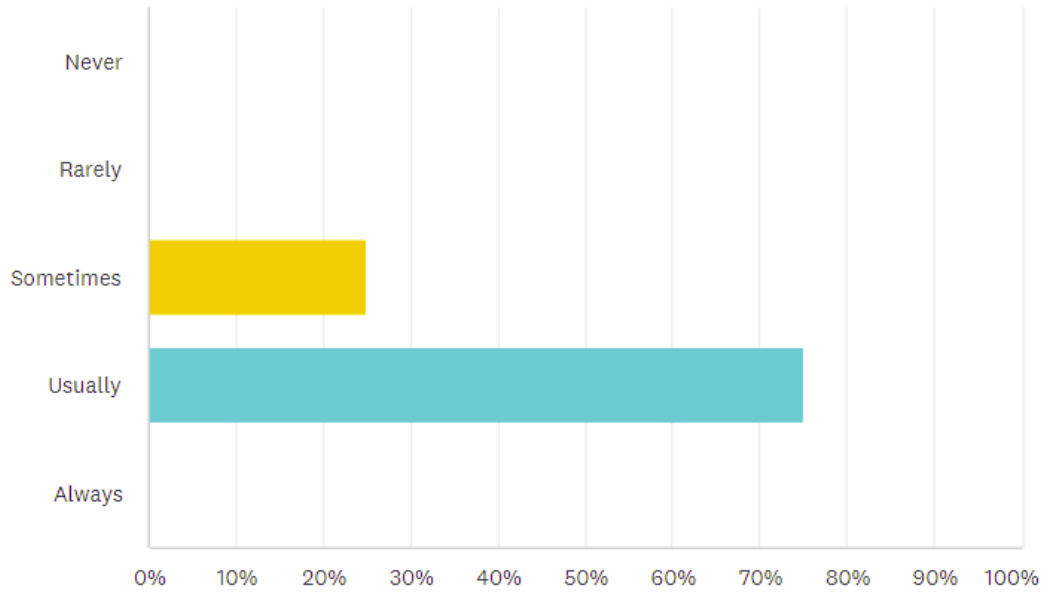
Answered: 4 Skipped: 0



Q6

Communication - 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?

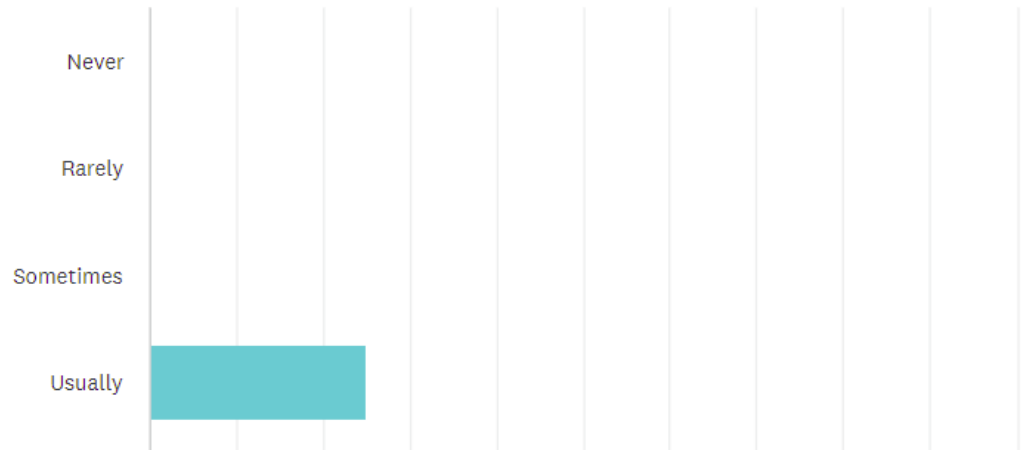
Answered: 4 Skipped: 0



Q7

Board Meetings - Board members come to the meeting fully prepared to have robust, meaningful discussions by reviewing all information provided them prior to the meeting and doing their due diligence on any agenda topics before the meeting as necessary?

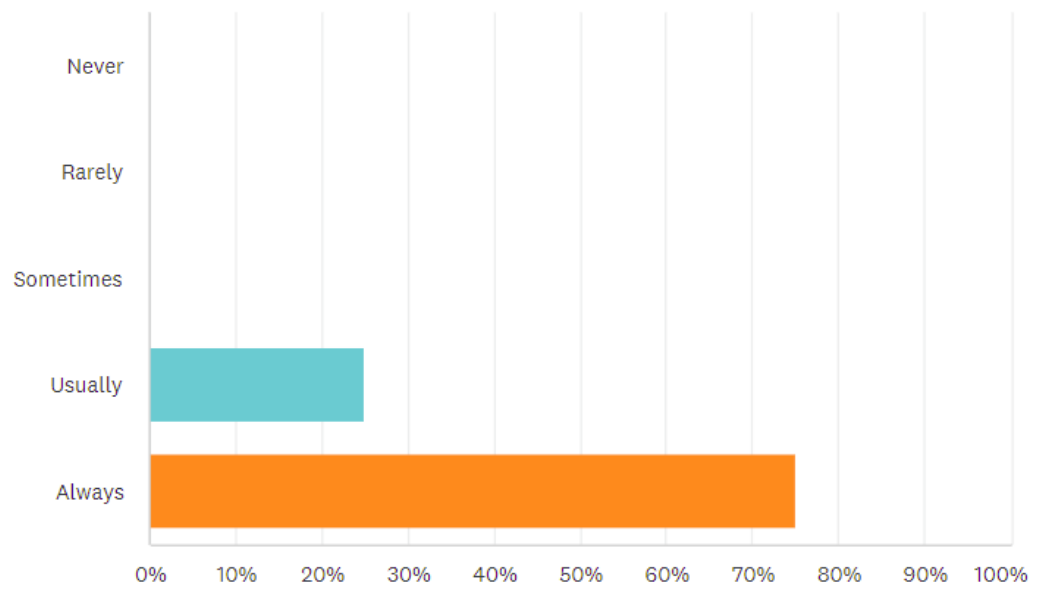
Answered: 4 Skipped: 0



Q8

Board Meetings - 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.

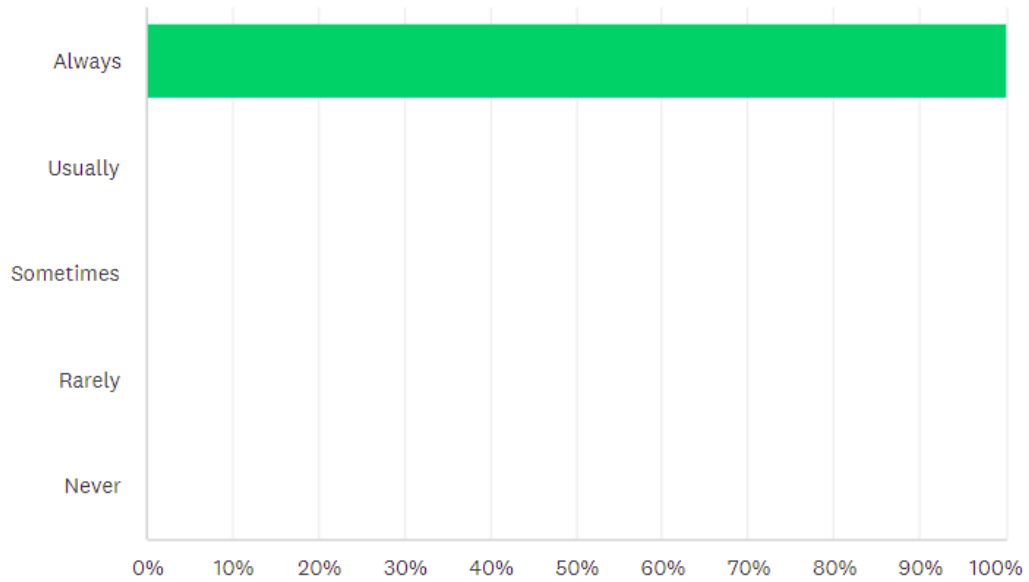
Answered: 4 Skipped: 0





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

Answered: 4 Skipped: 0





**PALMER CTE CENTER
HUDSON SCHOOL DISTRICT
MEMORANDUM**

TO: HUDSON SCHOOL BOARD

FROM: ERIC FRAUWIRTH AND EMERY NADEAU

SUBJECT: FARM EQUIPMENT REPLACEMENT

DATE: 1/31/22

CC: JENNIFER BURK

The Alvirne Farm would like the school board's support with the purchasing of a new tractor. The small 1999 Kubota tractor needs extensive repairs to be operational, and replacement is the best option financially. This small tractor is necessary to fit into various places in the barns that are inaccessible to the larger tractors.

We are requesting funds be allocating into account 10601301-738 to cover the cost of this equipment.

We have secured three quotes for tractors that meet the size and height requirements for this piece of equipment. The three are from different manufacturers and have slightly different horsepower and capabilities.

We would like to purchase the John Deere tractor. Amongst its competitors, this tractor is the most powerful of the three. Additionally, the other tractors at the farm are all from John Deere, which will allow for interchangeability of parts and accessories.

We are anticipating purchasing a Mixer Wagon next season which will require 50 PTO HP to run.

Thank you for your consideration.

United Ag & Turf	John Deere 4066M	66 HP	57 PTO HP	\$41,010
Chappell Tractor	Kubota MX6000	60 HP	52 PTO HP	\$34,950
New Boston Truck & Equipment	Massey Ferguson 2860E	57 HP	49 PTO HP	\$32,500



Quote Summary

Prepared For:
HUDSON SCHOOL DISTRICT ALVIRNE HIGH SCHOOL
200 DERRY RD
HUDSON, NH 03051
Business: 603-886-1260

Prepared By:
Kurt Schuffels
United Ag & Turf
700 Fort Pond Road
Lancaster, MA 01523
Phone: 978-537-3356
kurt.schuffels@uatne.com

THIS QUOTE IS FOR 0% FOR 60 MONTHS
ADDITIONAL 1000.00 OFF IF PAYING CASH
QUOTE VALID THRU 12/31/21

Quote Id: 25820868
Created On: 27 December 2021
Last Modified On: 27 December 2021
Expiration Date: 31 December 2021

Equipment Summary	Suggested List	Selling Price	Qty	Extended
JOHN DEERE 4066M Compact Utility Tractor (52 PTO hp)	\$ 52,970.07	\$ 44,775.00 X	1 =	\$ 44,775.00

Equipment Total **\$ 44,775.00**

Trade In Summary	Qty	Each	Extended
KUBOTA L3710	1	\$ 4,000.00	\$ 4,000.00
PayOff			\$ 0.00
Total Trade Allowance			\$ 4,000.00

Trade In Total **\$ 4,000.00**

Quote Summary

Equipment Total	\$ 44,775.00
Trade In	\$ (4,000.00)
Filing / Origination Fees	\$ 0.00
DELIVERY	\$ 235.00
SubTotal	\$ 41,010.00
Est. Service Agreement Tax	\$ 0.00
Total	\$ 41,010.00
Down Payment	(0.00)
Rental Applied	(0.00)
Balance Due	\$ 41,010.00

Salesperson : X _____

Accepted By : X _____



JOHN DEERE

Trade In

Quote Id: 25820868

Customer: HUDSON SCHOOL DISTRICT ALVIRNE HIGH SCHOOL

KUBOTA L3710

Machine Details

Description	Net Trade Value
KUBOTA L3710	\$ 4,000.00
Your Trade In Description	
1999 KUBOTA L3710 CUT TLB WOULD SELL FOR PARTS	
Total	\$ 4,000.00



JOHN DEERE

Selling Equipment

Quote Id: 25820868

Customer: HUDSON SCHOOL DISTRICT ALVIRNE HIGH SCHOOL

JOHN DEERE 4066M Compact Utility Tractor (52 PTO hp)

Hours:

Stock Number:

Suggested List

\$ 52,970.07

Selling Price

\$ 44,775.00

Code	Description	Qty	Unit	Extended
0379LV	4066M Compact Utility Tractor (52 PTO hp)	1	\$ 40,562.00	\$ 40,562.00

Standard Options - Per Unit

0202	United States	1	\$ 0.00	\$ 0.00
0409	English Operator's Manual and Decal Kit	1	\$ 0.00	\$ 0.00
1520	eHydro™	1	\$ 1,269.00	\$ 1,269.00
1701	Factory Installed Loader with Bucket	1	\$ 7,063.00	\$ 7,063.00
2000	Open Station with Standard Seat	1	\$ 0.00	\$ 0.00
4061	Less iMatch™ Quick Hitch Category 1	1	\$ 0.00	\$ 0.00
5090	Less Wheel Spacer	1	\$ 0.00	\$ 0.00
5240	16.9-24 (6PR, R4 Industrial, 2 Position)	1	\$ -45.00	\$ -45.00
6240	10-16.5 (6PR, R4 Industrial, 2 Position)	1	\$ 154.00	\$ 154.00
Standard Options Total				\$ 8,441.00

Dealer Attachments

BLV10640	Engine Coolant Heater Kit	1	\$ 66.00	\$ 66.00
BLV10050	4th and 5th Selective Control Valve Kit (OOS Only)	1	\$ 1,020.80	\$ 1,020.80
LVA19123	Oil Line - LINE ,2 FUNC. SCV TO KIT INPUT,4M	1	\$ 150.54	\$ 150.54
LVA19249	Oil Line - LINE, DUAL SCV CONNECTION, 4M	1	\$ 165.73	\$ 165.73
Dealer Attachments Total				\$ 1,403.07

Value Added Services Total

\$ 0.00

Other Charges

Freight	1	\$ 814.00	\$ 814.00
BALLAST	1	\$ 700.00	\$ 700.00
Setup	1	\$ 1,050.00	\$ 1,050.00
Other Charges Total			\$ 2,564.00

Suggested Price

\$ 52,970.07

Customer Discounts

Customer Discounts Total			\$ -8,195.07
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Total Selling Price

\$ 44,775.00



454 Route 13 South
 Milford, NH 03055
 (603) 673-2640
 www.chappell.com

Ship To: IN STORE PICKUP

Invoice To: ALVIRNE HIGH SCHOOL FARM
 200 DERRY RD
 HUDSON NH 03051

Branch 01 - MILFORD		
Date 01/07/2022	Time 15:49:24 (O)	Page 1
Account No ALVIR003	Phone No 6038861260	Est No 02 Q01415
Ship Via	Purchase Order	
Tax ID No		
TREVOR DEBELAK	Salesperson 144 / 144	

EQUIPMENT ESTIMATE - NOT AN INVOICE

Description ** Q U O T E ** EXPIRY DATE: 02/05/2022 Amount

New KUBOTA MX6000HST TRACTOR 43530.71

*63.4 HP 51.7 PTO, 3 RANGE HYDROSTATIC DRIVE,
 FOLDABLE ROPS

****INCLUDING THE FOLLOWING OPTIONS****

MX6000HST Q	TRACTOR	\$43,530.71
AMXR8861/AMXR8860A	AG TIRES	\$0.00
LA1065A	FRONT LOADER W/QA	\$5,197.61
L2296	72" HD BUCKET	\$1,170.49
MX2131	LOADER VALVE FOR ROPS	\$787.84
MX6881/L8303 (ROPS)	1ST REMOTE W/DOUBLE ACTING	\$1,090.00
MX6882/L8303 (ROPS)	2ND REMOTE W/DOUBLE ACTING	\$817.50
RIM GAURD	REAR TIRE BALLAST 1100 LBS +/-	\$381.50
TL1748	72" BOCE	\$276.17

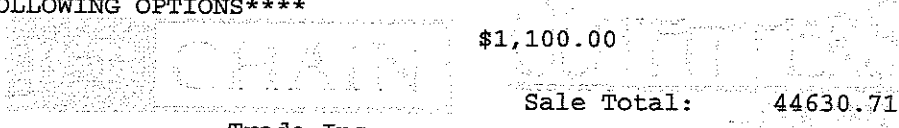
New SIGNATURE 101485 FORKS - 48" 1100.00

101485 BACKPLATE

67604 PAIR OF 48" TINES 3930LBS

****INCLUDING THE FOLLOWING OPTIONS****

101485 FORKS - 48" \$1,100.00



Sale Total: 44630.71

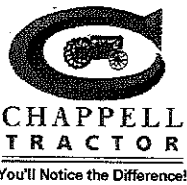
Trade Ins
 =====

Serial #: 70577 4000.00-
 Kubota L3710 T/L/B Combo

Miscellaneous Charges/Credits
 =====

REBATE Qty: 1 Price: 5680.71 5680.71-

Thank You For Your Business!



454 Route 13 South
Milford, NH 03055
(603) 673-2640
www.chappell.com

Ship To: IN STORE PICKUP

Invoice To: ALVIRNE HIGH SCHOOL FARM
200 DERRY RD
HUDSON NH 03051

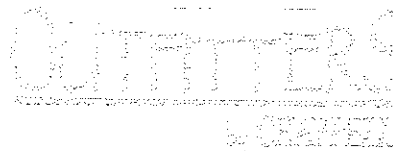
Branch 01 - MILFORD		
Date 01/07/2022	Time 15:49:24 (O)	Page 2
Account No ALVIR003	Phone No 6038861260	Est No 02 Q01415
Ship Via	Purchase Order	
Tax ID No		
TREVOR DEBELAK	Salesperson 144 / 144	

EQUIPMENT ESTIMATE - NOT AN INVOICE

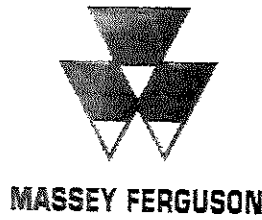
Description ** Q U O T E ** EXPIRY DATE: 02/05/2022 Amount

Subtotal: 34950.00
Quote Total: 34950.00

Authorization: _____
Call when ready. Delivery and demo.
This is a cash deal.
Will need to pick up trade in unit.
Estimated ETA February/March?



Thank You For Your Business!



PO Box 54
 506 Mont Vernon Road
 NEW BOSTON, NH 03070
Main: 603-487-5148
Fax: 603-487-5149

Bill of Sale Purchase Order

Today's Date: 1/24/2022

Expiration Date: 1/31/2022

Name: Colt Houle
 Company: Alvirne School Farm
 Address: 200 Derry Rd.
Hudson, NH 03051
 Phone: 603-889-4466
 Cell: _____

Make	Model #	Serial#	Unit Price	Discount	Line Total
MF	2860E	4wd. tractor with loader, 8x8 SS transmission, 1 rear remote, loaded rear tires, 72" GA high volume bucket			\$36,150.00
		2nd rear remote			\$1,500.00
		HLA 2000 lb 48" pallet forks			\$650.00
Price of Machinery					\$38,500.00

Bill of Sale for Equipment Taken In Trade

For value received, We hereby bargain & sell, grant & deliver to New Boston Truck & Equipment the following listed machines & certify that each is free of encumbrance or lien unless otherwise noted.

Make	Model #	Serial#	Amount
Kubota	L3710	tractor with loader & backhoe	4,000.00

Value of Trade-In

Quotation prepared by:

Brian Matheson

To accept this quotation, sign here and return:

Price of Machinery	\$38,500.00
Labor	
Freight Handling	
Total Cash Purchase Price	\$38,500.00
Trade In Allowance	\$4,000.00
Government Discount	\$2,000.00
Down Payment	
Cash Due on Delivery	\$32,500.00

Thank you for your business!

HUDSON SCHOOL DISTRICT

POLICY NUMBER: KI Visitors to the Schools

Page 1 of 1

ADOPTED: 1/6/2014

First Reading: 12/16/2013

Second Reading: 1/6/2014

SCHOOL VISITATION & OBSERVATION

In an effort to minimize disruptions for students, teachers, and related service providers, and to protect instructional or planning time, all those visiting or wishing to observe a student during the school day are to adhere to the following guidelines:

1. Visitors must make a request to the building principal or designee for approval prior to observing a child in the school.
2. The principal/designee will determine the most appropriate observation location, mutually agreeable time, and duration to conduct the observation.
3. All visitors must sign in at the main office in each building and wear a visitor's pass.
4. In the interest of not disturbing the educational process, visitors are asked not to interfere with the teaching/learning process and to comply with all policies, rules, or regulations of the Hudson School District.
5. In order to protect the privacy or confidentiality rights of other students, observations shall not include the use of devices to record audio, still, or video images without the prior approval of the building principal or designee. In instances where observations are specific to a special education student, the principal or designee will contact the Director of Special Services to ensure consistency in observation practices.
6. Outside specialists not contracted by the Hudson School District visiting schools must possess proper certification and hold liability insurance. In addition, all outside specialists not contracted by the Hudson School District will report to the administrator in the building; not a staff member or student.

All visitors must sign the Hudson School District Receipt of FERPA Regulations and Confidentiality Requirement

HUDSON SCHOOL DISTRICT

POLICY CODE: KLG Relations with Police Authorities	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION:

Category: Recommended

It is the policy of the school district to cooperate with law enforcement agencies to the extent necessary to protect the health, safety and welfare of students, staff, and visitors to the school.

The district may utilize a school resource officer(s) and may collaborate with local law enforcement agencies to engage the use of school resource officer(s). In such situations, the superintendent is authorized to develop and implement a memorandum of understanding with local law enforcement relative to the use of school resource officer(s).

Legal References:

RSA 186:11, XXXVII, School Resource Officers

RSA 193-D:4, Written Report Required, Memorandum of Understanding