

Posted: 12.18.2020

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT
Hudson, New Hampshire
December 21, 2020
Hudson Community Center – 12 Lions Ave.

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

AGENDA

- A. **Call to Order:** Board Chair Dr. Orellana will call the meeting to order.
 - Pledge of Allegiance
- B. **Non-public Session**
 - 1. Student Matter
- C. **Public Input**
- D. **Presentations to the Board**
 - 1. Alvirne Renovation Options (Jay Doherty, Lavallee-Brensinger Architects)
- E. **Old Business**
 - 1. Calendar Discussion (LR)
 - a) January
 - b) Remaining Academic Year
 - 2. [Extracurricular Nomination](#) (LR)
 - 3. [Warrant Articles](#) (JB)
 - 4. Policies (KO, 2nd readings deferred from 11/16/2020)

a) JICA Student Dress Code	replacing outdated policy w/NHSBA sample w/tracked changes
b) JICI Weapons on School Property	replacing outdated policy w/NHSBA sample verbatim
c) JICJ Unauthorized Communication Devices	new, NHSBA sample w/tracked changes
d) JICK Pupil Safety and Violence Prevention	reviewed by Policy Committee

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e) JICL School District Internet Access for Students	new, NHSBA sample verbatim
f) JIE Pregnant Students	reviewed by Policy Committee

F. New Business

1. [Financial Report](#) (JB)
2. [Budget Transfer Report](#) (JB)
3. Tentative Impact Bargaining Agreements (LR)
4. Policies (KO, 1st readings)

a) JLCD Administering Medication to Students	reviewed
b) JLCEA Use of Automated External Defibrillators (AEDs)	replacing outdated policy w/NHSBA sample verbatim
c) JLCE Emergency Care and First Aid	same as previously adopted EBBC
d) JLCG Exclusion of Students from School for Illness	new, NHSBA sample w/tracked changes

G. Recommended Action

1. Manifests – Recommended action: Make necessary corrections and sign.
2. Minutes – Recommended action: Review and approve.
 - a) [09.28.2020 Draft Minutes](#)
 - b) [10.05.2020 Draft Minutes](#)
 - c) [11.02.2020 Draft Minutes](#)
 - d) [11.12.2020 Draft Minutes](#)
 - e) [11.16.2020 Draft Minutes](#)
 - f) [12.07.2020 Draft Minutes](#)

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)

J. Committee Reports

K. Board Member Comments

L. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	01/11/2021	6:30 pm	Hudson Community Center	Regular Meeting

Posted: 12.18.2020

At: All Hudson schools, SAU building, district website

School Board

01/25/2021

6:30 pm

Hudson Community Center

Regular Meeting

M. Non-Public Session

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.*

N. Adjourn

HUDSON SCHOOL DISTRICT

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MEMORANDUM

TO: Hudson School Board
FROM: Karen Bonney
RE: Winter Coaches
DATE: December 2, 2020

The following nominations are being submitted for the 2020-2021 school year.

Alvirne High School

Tarek Rothe	Assistant Boys' Indoor Track Coach	\$2450
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SAMPLE WARRANT ARTICLES FOR DISCUSSION

PROPOSED WARRANT ARTICLES 2021-2022

Warrant Article 1 Alvirne High School Renovation

Shall the Hudson School District raise and appropriate the sum of \$13,000,000 for the design, construction, and equipping of additions and renovations to Alvirne High School; and further authorize the School Board to issue not more than \$13,000,000 in bonds or notes for the balance of the project costs in accordance with the Municipal Finance Act, (RSA Chapter 33) [no more than this bond may be issued for the project without further authorization of the voters of the Hudson School District] and authorize the School Board to issue, negotiate, sell, and deliver such bonds and notes and to determine the rate of interest thereon and the maturity and other terms thereof; and further raise and appropriate the additional sum of \$325,000 for the first year payment on the bond and authorize the School Board to take any other action necessary to carry out this vote or pass any other vote relative thereto?

(3/5 ballot vote required)
Estimated tax rate impact: \$.10

Recommended by the Hudson School Board _____
Recommended by the Budget Committee _____

Warrant Article 2 Operating Budget

Shall the Hudson School District vote to raise and appropriate as an operating budget, not including appropriations by special warrant article and other appropriations voted separately, the amounts set forth on the budget posted with the warrant or as amended by the vote at the first session for the purposes set forth therein, totaling \$58,260,827? Should this article be defeated, the operating budget will be \$57,449,171 which is the same as last year with certain adjustments required by previous action of the Hudson School District or by law; or the governing body may hold one special meeting under RSA 40:13X and XVI to take up a revised operating budget only.

Estimated tax rate: \$.22
Default tax rate: \$.00

Recommended by the Hudson School Board _____
Recommended by the Budget Committee _____

Warrant Article 3 Collective Bargaining Agreement between the Hudson School Board and the Hudson Federation of Teachers

Shall the Hudson School District vote to approve the cost items in the collective bargaining agreement between the Hudson Federation of Teachers, Local 2263 AFT-NH, AFL-CIO and the Hudson School Board which calls for the following increases in salaries and benefits at the current staffing levels over the amount paid in the prior fiscal year:

2021-22 \$
2022-23 \$

SAMPLE WARRANT ARTICLES FOR DISCUSSION

and to further raise and appropriate \$_____ for the upcoming fiscal year, such sum representing the additional costs attributable to the increase in salaries and benefits required by the new agreement that would be paid under current staffing levels.

Estimated tax impact: \$_____

Recommended by the Hudson School Board _____

Recommended by the Budget Committee _____

Warrant Article 4

Partial Roof Replacement at Hudson Memorial School

Shall the Hudson School District vote to raise and appropriate a sum of \$355,000 to replace a section of the roof at Hudson Memorial School?

Estimated tax rate impact: \$.11

Recommended by the Hudson School Board _____

Recommended by the Budget Committee _____

Warrant Article 5

Partial Roof Replacement at Hills Garrison School

Shall the Hudson School District vote to raise and appropriate a sum of \$345,000 to replace a section of the roof at the Hills Garrison School?

Estimated tax rate impact: \$.11

Recommended by the Hudson School Board _____

Recommended by the Budget Committee _____

HUDSON SCHOOL DISTRICT

POLICY CODE: JICA Student Dress Code	FIRST ADOPTION: 07/07/2008
RELATED POLICIES:	LATEST REVISION: Page 1 of 1

Category R

The Board recognizes that student individual dress is primarily a parental responsibility that should reflect concern for health and safety of students, staff, and others. When the dress of an individual student constitutes a health problem, is unsuitable for school wear, is a danger to any person, or causes a substantial and material disruption or substantial disturbance, the principal shall take appropriate action to correct the situation.

~~The following apparel is not to be worn during the school day: caps, hats, and other head gear; tank tops; clothing with offensive, vulgar, or racist language or pictures; tops that do not completely cover the mid-section; clothing that glorifies, encourages or promotes the use of alcohol or drugs.~~

~~Students who violate this policy will be given an opportunity to correct the situation on the same day. by either changing the clothing, removing the clothing (if appropriate), wearing it inside out, or other means as determined by the principal so the student is in compliance with this policy. Students who repeatedly violate this policy may face more severe punishment, including detention, in school suspension, or out of school suspension.~~

HUDSON SCHOOL DISTRICT

POLICY CODE: JICI Weapons on School Property	FIRST ADOPTION: 05/11/1998
RELATED POLICIES: KFA	LATEST REVISION: Page 1 of 1

Category: Priority/Required by Law

Guns and Firearms - Students:

Any pupil who brings or possesses a firearm as defined in section 921 of Title 18 of the United States Code in a safe school zone as defined in RSA 193-D:1 without written authorization from the superintendent or designee shall be expelled from school by the local school board for a period of not less than 12 months. This expulsion may be modified by the Superintendent upon review of the specific case in accordance with other applicable law.

Pursuant to the provisions of 20 U.S.C. § 7151, Gun-Free Schools Act, the Board requires the Superintendent to contact local law enforcement authorities and/or the Division of Children and Youth Services and notify them of any student who brings a firearm or weapon on school property.

Weapons under control of law enforcement personnel are permitted.

All students will receive written notice of this policy at least once each year.

Other weapons:

For the purposes of this policy, "weapon" includes but is not limited to: sling shot, metallic knuckles, billies, knives, electric defense weapons (as defined in RSA 159:20), aerosol self-defense spray weapons (as defined in RSA 159:20), and martial arts weapons (as defined in RSA 159:24).

"Weapon" is further defined as any device, instrument, material or substance, which is used, attempted to be used or threatened to be used is readily capable of causing death or serious physical injury.

Weapons are not permitted in school buildings, on school property, in school vehicles or at school-sponsored activities. This policy applies to students and members of the public alike.

Student violations of this policy will result in both school disciplinary action and notification of local law enforcement authorities.

Members of the public who violate this policy may be reported to local law enforcement authorities, if possession of the weapon is used in a threatening, harassing or intimidating manner.

The superintendent or other building administrator may exercise his/her best judgment in determining the scope of this policy as it relates to inadvertent or unintentional violations of this policy by adults, provided such inadvertent or unintentional violation of this policy does not affect the safety of students, school staff or the public.

Legal References:

18 U.S.C. § 921, Et seq., Firearms

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

RSA 193:11, Disturbance

RSA 193-D, Safe School Zones

RSA 193:13, Suspension and Expulsion of Students

*NH Code of Administrative Rules, Section Ed. 317, Standards and Procedures for
Suspension and Expulsion of Pupils Including Procedures Assuring Due Process*

HUDSON SCHOOL DISTRICT

**POLICY CODE: JICJ Unauthorized
Communication Devices**

RELATED POLICIES:

FIRST ADOPTION:

LATEST REVISION:

Page 1 of 1

Category: Recommended

Student use of cell phones, camera phones, pagers, beepers, and other similar electronic communication devices for non-educational purposes is strictly prohibited during the school day. This includes lunch periods and passing periods, as well as on school sponsored trips and driver education classes. ~~Such devices are to be kept in a student's assigned locker with the power turned off. The Board recommends that these devices not be brought to school.~~

Additionally, it is prohibited for students to take, store, disseminate, transfer, view, or share obscene, pornographic, lewd, or otherwise illegal images or photographs, whether by electronic data transfer or other means, including but not limited to texting and e-mailing. Any student found to have engaged in such conduct may be reported to local law enforcement authorities and may face criminal penalties in accordance with applicable law. School administrators ~~may~~ shall refer such matters to local law enforcement if the administrator believes student action in this regard involves illegal activity (e.g., pornography.)

The ~~Board~~ Principal or designee may grant an exception to this policy for medical or emergency reasons only. This exception requires a written report from the student's medical provider explaining the need for the exception.

Students participating in extra-curricular activities or athletics must ~~contact~~ be informed by their sponsor or coach for his/her rules involving cell phone use after hours or on after-school bus trips. Sponsors and coaches will set their rules and establish their consequences for the use and/or misuse of these devices.

The school district will not be responsible for loss, damage or theft of any electronic communication device brought to the school.

~~Consequences for Violating this Policy~~

~~First Offense: Warning and confiscation of the electronic communication device for the remainder of the school day. Second Offense: The electronic communication device will be confiscated. A disciplinary referral will be written. The student's parent/guardian must pick up the device from the principal or superintendent's office. Third Offense: The electronic communication device will be confiscated. A disciplinary referral will be written. The student's parent/guardian must pick up the device from the principal or superintendent's office. At the principal's discretion, the student may receive detention or in-school suspension.~~

~~Any further violations of this policy will result in the student's loss of possession of the electronic communication device for the remainder of the school year. The student's parent/guardian must pick up the cell phone from the principal or superintendent's office at the expiration of that length of time. At the principal's discretion, the student may receive detention, in-school suspension, or out-of-school~~

| ~~suspension not to exceed five (5) days.~~

HUDSON SCHOOL DISTRICT

POLICY CODE: JICK Pupil Safety and Violence Prevention	ADOPTED: 10.01.18
Page 1 of 6	1 st reading: 09.17.18 2 nd reading: 10.01.18

PUPIL SAFETY AND VIOLENCE PREVENTION POLICY

I. GENERAL STATEMENT OF POLICY

It is the policy of the Hudson School District that its students have an educational setting that is safe, secure, peaceful, and free from student misconduct, also known as bullying or cyberbullying and that all students have an equal opportunity for an education. The School Board recognizes that out-of-school and off-campus conduct is not normally the concern of the School Board. However, the School Board also recognizes that some out-of-school and off-campus conduct may have an adverse effect upon the school, students, school property or school staff. The School District will address conduct of any type that constitutes bullying or cyberbullying as defined herein even if it occurs out-of-school or off-campus is prohibited. Retaliation or false accusations against a victim, witness, or anyone else who in good faith provides information about an act of bullying or cyberbullying is prohibited. All students are protected regardless of their status under the law. Any person violating this Policy may be subject to remediation up to and including expulsion. Each building Principal is responsible for the implementation of this Policy.

II. BULLYING AND CYBERBULLYING DEFINED

1. "Bullying" is 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.

2. "Cyberbullying" is any conduct defined in paragraph 1 of this Section undertaken through the use of electronic devices which include, but are not limited to, telephones, cellular phones,

computers, pagers, electronic mail, instant messaging, text messaging, and websites. Cyberbullying includes, but is not limited to, the following actions: harassing, teasing, intimidation, threatening, or terrorizing another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, digital pictures or images, or web site postings, including blogs or any other electronic device. The School Board recognizes that this definition may not be all-inclusive. Therefore, the School Board reserves the right to impose discipline for actions that may fall outside this definition but are still within the general purposes of this Policy.

3. Bullying or cyberbullying occurs when an action or communication defined in paragraphs 1 or 2 of this Section:
 - (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 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.
4. "Parent" means parent, parents, or legal guardians.
5. "Perpetrator" is a student who engages in bullying or cyberbullying.
6. "School property" is all real property and all physical plant and equipment used for school purposes, including public or private school buses or vans.
7. "Victim" is a student against whom bullying or cyberbullying has been perpetrated.
8. Bullying in violation of this Policy need not rise to the level of unlawful harassment under Title IX of the Education Acts of 1972, the Americans With Disabilities Act, Title VI, or the Rehabilitation Act of 1974.
9. Electronic devices include, but are not limited to, telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, and websites.

III. REPORTING PROCEDURE

1. Any student who believes he/she has been a victim of bullying or cyberbullying shall report the alleged act to the building Principal. If a student is more comfortable reporting the alleged act to a person other than the building Principal, the student may contact any School District employee. The School District will respect the confidentiality of the victim and the perpetrator(s) as much as possible, consistent with the School District's legal obligations and the necessity to investigate allegations of alleged bullying and cyberbullying and to take appropriate remedial disciplinary action when such conduct has been substantiated. However, no disciplinary action can be taken against a perpetrator solely on the basis of a confidential report.
2. Any school employee, volunteer, or employee of a company under contract with the school or School District, who has witnessed or has reliable information that a student has been

subjected to bullying or cyberbullying shall report the incident to the student's Principal. "Reliable information" shall include a parent's or student's claim that a student is the victim of bullying or cyberbullying.

3. All reports must be documented on the School District's Bullying/Cyberbullying Reporting Form. The victim or reporter shall provide copies of documents relating to the bullying or cyberbullying and/or save those documents so that the documents can be provided to the investigator. If a victim or reporter is either unwilling or unable to complete the School District's Bullying/Cyberbullying Reporting Form, the school employee who receives the oral report will promptly fill out the School District's Bullying/Cyberbullying Reporting Form, using, to the extent practicable, the reporter's or victim's own words to describe the alleged bullying or cyberbullying. Administration must call the parents of both the victim and perpetrator to inform them of the situation and outline any stipulations that the school has enforced.
4. Upon receipt of a report of bullying or cyberbullying, the Principal shall within twenty-four (24) hours forward a written report to the Superintendent of the incident and the Principal or his/her designee's response to the initial report.
5. The Principal shall notify the parent of the victim and perpetrator within forty-eight (48) hours of receiving the School District's Bullying/Cyberbullying Reporting Form that a report of alleged bullying or cyberbullying was received and is being investigated in accordance with this Policy. The content of the notice shall comply with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. § 1232g.
6. The Superintendent may, within the forty-eight (48) hour time period in paragraph 5 of this Section, grant the Principal a written waiver from the notification requirement if the Superintendent deems such waiver to be in the best interest of the victim or perpetrator. The waiver shall not negate the school's responsibilities to comply with the remainder of this Policy.

IV. INVESTIGATION AND REMEDIAL ACTION

1. The Principal or his/her designee shall begin an investigation of the alleged acts of bullying or cyberbullying within five (5) school days of receiving the School District's Bullying/Cyberbullying Reporting Form. The goal of an investigation is to obtain an accurate and complete account of all incidents and circumstances deemed relevant to the allegations, to determine whether bullying or cyberbullying occurred, and to identify the student(s) responsible for the acts. These procedures are intended to protect the rights of a victim and perpetrator.
2. The Principal or his/her designee will complete the investigation within seven (7) school days after the Principal receives the School District's Bullying/Cyberbullying Reporting Form, except in cases where the Superintendent grants a written extension. The Superintendent, if necessary, may grant an extension of the time periods for the completion of the investigation for up to an additional seven (7) school days. The Superintendent shall notify all parties in writing of the granting of an extension. The Principal or his/her designee will expedite the investigation of any claim involving physical violence or serious threats of harm.
3. To end bullying or cyberbullying and prevent its recurrence, the Principal or his/her designee will take such disciplinary action deemed necessary and appropriate, including but not limited

to detention, in-house suspension, out-of-school suspension or referral to the Superintendent to consider long-term suspension or expulsion, and/or referral to law enforcement. Any discipline imposed will be in accordance with and consistent with the School Board's policies on student discipline.

4. Besides initiating disciplinary action, the Principal or his/her designee may also take other remedial action deemed necessary and appropriate to end bullying or cyberbullying and prevent its recurrence including but not limited to requiring participation in peer mentoring, or other life skills groups; reassigning student's classes, lunch periods or transportation; and/or offering appropriate assistance to the victim or perpetrator.
5. At the time a bullying or cyberbullying report is made, the Principal or his/her designee in consultation with the Superintendent, shall develop a strategy to protect all students from any kind of retaliation.
6. The Principal or his/her designee must document his/her investigation results in a written report. The investigation report shall include documentation of the statements/interviews of the victim, perpetrator, and witnesses. Copies of any documents or other evidence (e.g., electronic communications) obtained during the investigation shall be attached to the report. The Principal or his/her designee's investigation report shall also include the Principal or his/her designee's findings of whether the report of bullying or cyberbullying was substantiated and the reasons why the report was or was not substantiated. If the report is substantiated, the Principal or his/her designee shall include in the investigation report recommendations for remediating the bullying or cyberbullying and shall, when appropriate, recommend a strategy to protect students from retaliation. If the report is not substantiated as bullying or cyberbullying but the conduct violates school rules or policies, the Principal or his/her designee shall specify the school rules or policies violated and make appropriate recommendations to address the violations.
7. The Principal or his/her designee shall notify the Superintendent of all substantiated instances of bullying or cyberbullying. The Superintendent shall report to the School Board all substantiated instances of bullying and cyberbullying.
8. While maintaining compliance with the Family Educational Rights and Privacy Act (FERPA), the principal shall notify the parents or guardians of the victim and the parents or the guardians of the perpetrator regarding the school's remedies and assistance. FERPA states that the School District may not disclose to the parents of victims the educational records of perpetrators which include but are not limited to the discipline and remedial action assigned to the perpetrators. This communication shall occur within 10 school days of completion of the investigation.
9. Since bullying or cyberbullying may begin again after several weeks or months have lapsed, the perpetrator in substantiated cases should be closely supervised. The victim should be encouraged to report any new problems to the Principal or his/her designee. The Principal or his/her designee should interview the victim regularly to make sure that there is no recurrence of bullying, cyberbullying, or retaliation. The Principal or his/her designee shall document all follow-up with the victim.

V. FILE RETENTION

The Principal will maintain in a separate confidential file the original completed School District's Bullying/Cyberbullying Reporting Form, investigatory interview notes and reports, findings made, the investigation report, including any decision for action, and other relevant investigatory materials, and maintain a copy of the final investigation report in the perpetrator's discipline file. The Principal shall also provide a copy of the file to the Superintendent.

VI. APPEAL

1. For non-disciplinary remedial actions where no other review procedures govern, the parents of the perpetrator and victim shall have the right to appeal the Principal or his/her designee's decision regarding their student to the Superintendent in writing within five (5) school days. The Superintendent shall review the Principal or his/her designee's decision and issue a written decision within ten (10) school days. If the aggrieved party is still not satisfied with the outcome, then the aggrieved party may file a written request for review by the School Board within ten (10) school days of the Superintendent's decision.
2. The procedures in RSA 193:13, Ed 317, and the School District's discipline policies establish the due process and appeal rights for students disciplined for acts of bullying, cyberbullying, or retaliation.

VII. RETALIATION OR FALSE ACCUSATIONS

No person shall retaliate or make false accusations against a victim, witness, or anyone else who in good faith provides information about an act of bullying or cyberbullying. The School District will discipline any individual who retaliates or makes a false accusation or encourages others to retaliate or make a false accusation against a victim, witness, or anyone else who in good faith provides information, testifies, assists, or participates in an investigation, proceeding or hearing relating to an act of bullying or cyberbullying.

If a person makes a complaint or report that is not made in good faith, the School District will take such disciplinary action deemed necessary and appropriate including but not limited to suspension, expulsion, or dismissal.

VIII. POLICY NOTIFICATION

1. Copies of this Policy shall be given to all employees, students and parents annually by publishing in the applicable handbook. Whenever new School District employees or students begin during the school year, they shall receive a copy of the appropriate handbook before commencing work or school attendance. The Superintendent or his/her designee shall also make all volunteers, and contractors who have contact with students and chartered public schools aware of this Policy.

2. The School District will post this Policy and a summary of the Policy on the School District's website and conspicuously in each school building in areas easily accessible to students and staff.

IX. TRAINING OF STAFF AND EDUCATING PARENTS AND STUDENTS

1. The Superintendent or his/her designee shall develop age-appropriate methods of discussing the meaning, substance, and application of this Policy with parents and students in order to minimize the occurrence of bullying and cyberbullying and to identify, respond to, and report incidents of bullying or cyberbullying.
2. The Superintendent or his/her designee shall provide training annually for employees, school volunteers, and contractors who have contact with students for the purpose of preventing, identifying, responding to, reporting incidents of bullying or cyberbullying, and implementing this Policy.

X. RECORDINGS ON SCHOOL BUSES

Pursuant to RSA 570-A:2, notice is hereby given that the School Board authorizes audio recordings to be made in conjunction with video recordings of the interior of school buses while students are being transported to and from school or school activities. A sign informing the occupants of school buses that such recordings may occur shall be posted on all buses.

XI. BULLYING AS ABUSE AND CRIMINAL CONDUCT

Under certain circumstances (e.g., physical harm/touching, or damage to property) bullying or cyberbullying may constitute a violation of the Safe School Zones Act or abuse under RSA 169-C, the Child Abuse Reporting Act. In such situations, employees, volunteers and contractors shall comply with provisions of the School District's Policy concerning the Safe School Zones Act and the law which in part requires reporting to the Principal and requires the Principal to file a written report with the police within 48 hours and to notify the victim's parents/guardian that a report has been filed.

XII. SEXUAL HARASSMENT

Bullying or cyberbullying may constitute sexual harassment in which case it shall be subject to and be handled in accordance with the School District's Sexual Harassment Policy, not this Policy.

XIII. IMMUNITY

A School Administrative Unit employee, School District employee, chartered public school employee, school volunteer, student, parent, legal guardian, or employee of a company under contract to the School District, School Administrative Unit, or chartered public school, shall be immune from civil liability for good faith conduct arising from or pertaining to the reporting, investigation, findings, recommended response, or implementation of a recommended response under RSA 193-F.

HUDSON SCHOOL DISTRICT

POLICY CODE: JICL School District Internet Access for Students	FIRST ADOPTION:
RELATED POLICIES: EHAA, GBEF	LATEST REVISION: Page 1 of 1

Category: Priority/Required by Law

The School Board recognizes that technological resources can enhance student performance by offering effective tools to assist in providing a quality instructional program, facilitating communications with parents/guardians, teachers, and the community, supporting District and school operations, and improving access to and exchange of information. The Board expects all students to learn to use the available technological resources that will assist them in the performance of their education. As needed, students shall receive lessons and instruction in the appropriate use of these resources.

Students shall be responsible for the appropriate use of technology and shall use the District's technological resources primarily for purposes related to their education. Students are hereby notified that there is no expectation of privacy on district computers, computer files, email, internet usage logs, and other electronic data.

The Superintendent or designee shall ensure that all District computers with Internet access have a technology protection measure that prevents access to visual depictions that are obscene or pornographic and that the operation of such measures is enforced. The Superintendent or designee may disable the technology protection measure during use by an adult to enable access for bona fide research, educational or other lawful purpose.

The Superintendent shall establish administrative regulations and an Acceptable Use Agreement that outlines student obligations and responsibilities related to the use of District technology. He/she also may establish guidelines and limits on the use of technological resources. Inappropriate use may result in a cancellation of the student's user privileges, disciplinary action, and/or legal action in accordance with law, Board policy, and administrative regulations.

The Superintendent or designee shall provide copies of related policies, regulations, and guidelines to all students. Students shall be required to acknowledge in writing that they have read and understood the District's Acceptable Use Agreement.

Legal References:

- RSA 194:3-d, School District Computer Networks*
- 47 U.S.C. §254, Requirements for Certain Schools – Internet Safety*
- 20 U.S.C. §6777, Enhancing Education Through Technology – Internet Safety*

HUDSON SCHOOL DISTRICT

POLICY NUMBER: JIE Pregnant Students	ADOPTED: 11/1/2010
Page 1 of 1	First Reading: 10/25/2010 Second Reading: 11/1/2010

PREGNANT STUDENTS

formerly 4.2(l)

Maternal or paternal status shall not affect the rights and privileges of students to receive a public education.

Pregnant students shall be permitted to continue in school in all instances when continued attendance has the sanction of the expectant mother's physician. The ~~Board~~ Superintendent or designee may require a physician's statement of activity limitations.

Reviewed by Policy Committee 10/19/2020

**HUDSON SCHOOL DISTRICT
FY2021
UNAUDITED FUND BALANCE**

GENERAL FUND

as of: **12/11/2020**

<u>REVENUE</u>	DRA APPROVED REVENUE	ACTUAL YTD REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
10 1121 CURRENT TAX APPROPRIATION	44,429,453	22,548,732	21,880,721	44,429,453	-
10 1320 TUITION FROM OTHER LEA'S	100,000	(5,979)	105,979	100,000	-
10 1340 PRE-SCHOOL TUITION	85,000	15,690	34,310	50,000	(35,000)
10 1510 INTEREST ON INVESTMENTS	30,000	3,450	6,550	10,000	(20,000)
10 1710 ATHLETIC FEES	9,000	-	4,500	4,500	(4,500)
10 1730 1:1 COMPUTER INSURANCE	20,080	9,445	10,635	20,080	-
10 1900 OTHER LOCAL REVENUE	10,000	19,578	8,384	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	210	14,790	15,000	(15,000)
10 1921 ROTC PROGRAM CONTRIBUTIONS	65,000	18,026	46,974	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	-	278,524	278,524	-
10 3242 VOCATIONAL TUITION AID	230,000	161,674	68,326	230,000	-
10 3800 EDUCATION GRANT	7,097,203	2,848,301	4,248,902	7,097,203	-
10 4580 MEDICAID	50,000	8	49,992	50,000	-
10 5220 INDIRECT COSTS	60,000	4,224	55,776	60,000	-
10 3220 KINDERGARTEN GRANT	-	-	-	-	-
TOTAL GENERAL FUND REVENUE	52,972,892	25,788,515	27,145,590	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: 12/11/2020
<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	25,788,515	27,145,590	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		419,536			
Anticipated Prior Year Encumbrance Payments			193,136		
EXCESS/SHORTFALL					29,308
FY21 APPROPRIATION BUDGET	53,934,532				
Expenditures		17,865,886			
Current Year Encumbrances			29,454,550		
Anticipated Expenditures			6,310,175		
TOTAL ANTICIPATED EXPENDITURES				53,630,610	
EXCESS/SHORTFALL					303,922
<u>ANTICIPATED FUND BALANCE</u>					294,443

**HUDSON SCHOOL DISTRICT
FY2021
UNAUDITED FUND BALANCE**

CONSTRUCTION FUND (INCEPTION TO DATE)

as of: 12/11/2020

<u>REVENUE</u>	REVENUE BUDGET	ACTUAL REVENUE	ANTICIPATED REVENUE	TOTAL ANTICIPATED REVENUE	EXCESS/ (SHORTFALL)
30 3243 VOCATIONAL AID	17,000,000	11,907,526	5,092,474	17,000,000	-
30 1510 INTEREST INCOME	-	46,054	3,946	50,000	50,000
30 1900 OTHER LOCAL REVENUE		489,000	-	489,000	489,000
30 5110 SALE OF BONDS AND NOTES (FY19)	8,262,500	8,262,500	-	8,262,500	-
TOTAL CONSTRUCTION FUND REVENUE	25,262,500	20,705,080	5,096,420	25,801,500	539,000

<u>EXPENDITURES</u>	APPROPRIATION BUDGET	ACTUAL YTD EXPENDITURES	ANTICIPATED EXPENDITURES	TOTAL ANTICIPATED EXPENDITURES	(EXCESS)/ SHORTFALL
PROJECT APPROPRIATION BUDGET	25,262,500				
FY2019 ACTUAL EXPENDITURES		1,336,212			
FY2020 ACTUAL EXPENDITURES		13,692,009			
FY2021 ACTUAL EXPENDITURES		6,776,592			
FY2021 ENCUMBRANCES			428,431		
REMAINING ANTICIPATED EXPENDITURES	278,524				
TOTAL ANTICIPATED EXPENDITURES			3,029,255	25,262,500	
EXPENDITURE (EXCESS)/SHORTFALL					-

<u>ANTICIPATED FUND BALANCE</u>	539,000
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**HUDSON SCHOOL DISTRICT
FY2021 FINANCIAL STATEMENT
FUNCTION SUMMARY REPORT**

GENERAL FUND

12/11/2020

FUNCTION	DESCRIPTION	BUDGET	TRANSFERS / ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBERED	ANTICIPATED EXPENDITURE	AVAILABLE BUDGET
		44,429,453				44,429,453		
1100	Regular Programs	20,725,389	(24,288)	20,701,101	6,090,997	12,755,220	1,611,242	243,642
1200	Special Education	7,877,946	70,956	7,948,902	2,221,406	4,979,086	610,574	137,835
1300	Vocational	1,903,790	(60,495)	1,843,295	504,570	987,807	290,662	60,257
1400	Student Activities	765,967	-	765,967	211,041	54,151	500,877	(102)
2100	Student Services	4,942,576	21,246	4,963,822	1,392,784	3,180,473	366,014	24,551
2200	Student Support (Instruction)	1,992,897	(45,316)	1,947,581	759,359	720,468	440,691	27,064
2300	Student Support (Administration)	999,024	8,122	1,007,146	435,973	429,767	137,643	3,763
2400	School Administration	3,316,091	35,725	3,351,816	1,401,229	1,816,056	228,183	(93,653)
2500	School Resources	1,016,517	(5,950)	1,010,567	488,196	479,445	19,165	23,760
2600	Operations/Maint. Of Plant	5,666,235	-	5,666,235	2,383,183	2,367,112	847,800	68,140
2700	Student Transportation	2,482,321	-	2,482,321	522,430	1,647,188	305,061	7,641
2800	Information Mgt Services	368,837	-	368,837	197,790	35,902	134,122	1,023
4000	Facilities	450,000	-	450,000	370,493	1,875	77,632	-
5100/5200	Principal/Interest/Fund Transfers	1,426,942	-	1,426,942	886,433	-	740,508	(200,000)
TOTAL		53,934,532	0	53,934,532	17,865,886	29,454,550	6,310,175	303,922

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

GENERAL FUND

as of: 12/11/2020

FUNCTION	DESCRIPTION	BUDGET	TRANSFERS / ADJUSTMENTS	REVISED BUDGET	YTD EXPENDED	ENCUMBERED	ANTICIPATED EXPENDITURE	AVAILABLE BUDGET
		44,429,453				44,429,453		
100	Salaries	26,887,927	(57,312)	26,830,615	8,396,724	16,543,318	1,820,186	70,387
200	Benefits	14,790,800	(34,407)	14,756,393	4,579,659	8,467,348	1,038,939	670,446
300-500	Purchased Services	7,502,932	87,956	7,590,888	2,581,226	3,530,993	1,490,039	(11,370)
600	Supplies	2,475,679	8,310	2,483,989	1,051,317	762,195	881,684	(211,207)
700	Property	758,184	(4,347)	753,836	318,244	148,694	301,233	(14,335)
800	Other	93,268	(200)	93,068	52,282	2,001	38,785	-
900	Principal/Interest/Fund Transfers	1,425,742	-	1,425,742	886,433	-	739,308	(200,000)
TOTAL		53,934,532	(0)	53,934,532	17,865,886	29,454,550	6,310,175	303,922

**HUDSON SCHOOL DISTRICT
FY 21 BUDGET TRANSFER REPORT**

as of: 12/11/2020

GENERAL FUND	ORIGINAL BUDGET	TRANSFERS IN	TRANSFERS OUT	DOLLAR CHANGE	% OF CHANGE
110 SALARIES	18,192,711	-	(76,400)		
111 DEPARTMENT HEAD SALARIES	1,731,588	46,472	-		
112 SALARIES	1,608,259	8,200	-		
113 TUTORS SALARIES	116,320	-	-		
114 SALARIES	2,370,657	-	(76,573)		
115 SPED MONITORS	2,200	-	-		
116 BEHAVIOR SPECIALISTS	179,131	640	-		
117 CLERICAL SALARIES	1,409,774	40,350	-		
118 MANAGERS SALARIES	301,825	-	-		
120 SUBSTITUTE SALARIES	314,500	-	-		
121 LONG TERM SUBSTITUTE SALARIE	140,000	-	-		
122 GROUNDSKEEPER SALARIES	134,130	-	-		
123 ELECTRICIAN SALARIES	70,528	-	-		
124 HVAC SALARIES	70,528	-	-		
125 MAINTENANCE SALARIES	130,776	-	-		
126 MAINTENANCE OVERTIME	5,000	-	-		
128 ELECTRICAN O/T	1,500	-	-		
129 HVAC OVERTIME	7,000	-	-		
130 OVERTIME	101,500	-	-		
TOTAL SALARY TRANSFERS	26,887,927	95,662	(152,974)	(57,312)	-0.21%

**HUDSON SCHOOL DISTRICT
FY 21 BUDGET TRANSFER REPORT**

as of: 12/11/2020

GENERAL FUND	ORIGINAL BUDGET	TRANSFERS IN	TRANSFERS OUT	DOLLAR CHANGE	% OF CHANGE
211 HEALTH INSURANCE	7,968,022	-	(22,288)		
212 DENTAL INSURANCE	538,985	-	(1,118)		
213 LIFE INSURANCE	18,277	-	-		
214 DISABILITY INSURANCE	20,482	-	-		
220 SOCIAL SECURITY	1,986,740	-	(3,119)		
231 NON-TEACHER RETIREMENT	564,770	-	-		
260 WORKERS COMPENSATION	195,715	-	-		
270 LEADERSHIP COURSE REIMB	32,400	-	(50)		
271 BARGAINING COURSE REIMB	90,000	-	-		
272 COURSE REIMBURSEMENT/SECRE	7,500	-	-		
275 COURSE REIMBURSE/TECHNOLOG	-	-	-		
279 NEW HIRE PHYSICALS	2,800	-	-		
280 VOLUNTEER FINGERPRINTING	2,000	-	-		
TOTAL BENEFIT TRANSFERS	14,790,800	-	(34,407)	(34,407)	-0.23%
319 CONTRACTED SERV/TECH SUPPOI	47,087	2,800	-		
320 WORKSHOPS	179,840	-	(290)		
321 CONTRACTED SERVICES	421,703	-	(4,779)		
322 PROGRAM IMPROVEMENT	4,000	-	-		
323 SAFETY TRAINING	4,000	-	-		
330 PROFESSIONAL SERVICES	398,297	90,973	-		
331 SERVICES	84,850	-	-		
332 SERVICES	40,800	-	-		
333 CONSULTANT - TUTORS	26,500	-	-		
335 LEGAL SERVICES	25,000	-	-		
391 GAME OFFICIALS	73,187	-	-		

**HUDSON SCHOOL DISTRICT
FY 21 BUDGET TRANSFER REPORT**

as of: 12/11/2020

GENERAL FUND	ORIGINAL BUDGET	TRANSFERS IN	TRANSFERS OUT	DOLLAR CHANGE	% OF CHANGE
430 REPAIRS	908,134	-	(2,220)		
431 PAINTING	33,500	-	-		
432 BOILER REPAIR & MAINT	48,835	-	-		
433 CONTRACTOR REPAIR & MAINT	131,306	-	-		
434 COMPUTER MAINTENANCE	51,074	-	-		
440 RENTAL/LEASING OF INST EQUIP	181,751	-	-		
450 SITE DEVELOPMENT	450,000	-	-		
519 TRANSPORTATION	2,610,580	-	(1,028)		
521 INSURANCE/PROPERTY	110,468	-	-		
531 TELEPHONE	31,863	-	-		
532 DATA COMMUNICATIONS	28,922	-	-		
534 POSTAGE/GENERAL EXPENSES	31,037	-	-		
540 ADVERTISING	4,500	-	-		
550 PRINTING & BINDING	3,600	-	-		
561 TUITION	64,600	-	-		
569 TUITION	1,353,071	-	-		
580 TRAVEL	21,100	-	-		
581 MILEAGE	3,800	-	-		
TOTAL PURCHASED SERVICES TRANSFERS	7,373,405	93,773	(8,317)	85,456	1.16%

411 UTILITIES-WATER

45,895

-

-

412 UTILITIES-SEWER

15,205

-

-

**HUDSON SCHOOL DISTRICT
FY 21 BUDGET TRANSFER REPORT**

as of: 12/11/2020

GENERAL FUND	ORIGINAL BUDGET	TRANSFERS IN	TRANSFERS OUT	DOLLAR CHANGE	% OF CHANGE
421 UTILITIES-DISPOSAL	68,427	-	-		
621 UTILITIES-NATURAL GAS	388,640	-	-		
622 UTILITIES-ELECTRIC	558,850	-	-		
624 UTILITIES-OIL	-	-	-		
626 FUEL	13,000	-	-		
TOTAL PURCHASED SERVICES TRANSFERS	1,090,017	-	-	-	0.00%

610 SUPPLIES	839,360	4,306	-		
611 CUSTODIAL UNIFORMS	10,000	-	-		
612 SAFETY LENSES/SHOES	3,700	-	-		
613 CHEMICALS	46,100	-	-		
614 CO-CURRICULAR CLUB SUPPLIES	8,950	-	-		
615 REPORT CARDS/RECORDS	4,533	-	-		
619 PROGRAMS	4,400	-	-		
630 FOOD	2,000	-	-		
635 PUBLICATIONS/CONFERENCES	39,024	-	-		
640 TEXTBOOK REPLACEMENT	104,775	-	(6,986)		
641 NEW PROGRAMS/TEXTBOOKS	34,529	740	-		
642 TEXTBOOK ADOPTION	2,000	-	-		
645 TESTING MATERIALS	46,359	103	-		
648 MAPS, CHARTS, GLOBES	302	-	-		
649 CD'S & RECORDS	509	-	-		
650 SOFTWARE	368,650	3,081	-		
TOTAL SUPPLIES TRANSFERS	1,515,189	8,230	(6,986)	1,244	0.08%

732 VEHICLE-NEW

- - -

**HUDSON SCHOOL DISTRICT
FY 21 BUDGET TRANSFER REPORT**

as of: 12/11/2020

GENERAL FUND	ORIGINAL BUDGET	TRANSFERS IN	TRANSFERS OUT	DOLLAR CHANGE	% OF CHANGE
733 FURNITURE-ADDITIONAL	82,538	-	(5,438)		
734 EQUIPMENT-ADDITIONAL	24,332	14,817	-		
737 FURNITURE-REPLACEMENT	89,280	-	(6,700)		
738 EQUIPMENT-REPLACEMENT	96,459	896	-		
744 TECHNOLOGY EQUIP ADDL	293,775	-	(3,135)		
748 TECH EQUIP REPLACEMENT	171,800	4,779	-		
TOTAL PROPERTY TRANSFERS	758,184	20,492	(15,273)	5,219	0.69%
810 PROFESSIONAL MEMBERSHIP	73,668	-	(200)		
830 PRINCIPAL PAYMENTS	1,100,000	-	-		
890 MISCELLANEOUS	19,600	-	-		
910 INTEREST PAYMENTS	325,742	-	-		
930 FUND TRANSFERS	-	-	-		
TOTAL PROPERTY TRANSFERS	1,519,010	-	(200)	(200)	-0.01%
TOTAL GENERAL FUND	53,934,532	218,157	(218,157)	-	0.00%

HUDSON SCHOOL DISTRICT

POLICY NUMBER: JLCD Administering Medication to Students

ADOPTED: 4/20/2015

Page 1 of 4

First Reading: 4/6/2015

Second Reading: 4/20/2015

ADMINISTERING MEDICATIONS TO STUDENTS

Whenever a student has health needs that require taking medication during the school day, the school nurse shall be responsible for following established procedures to protect and control medications administered in schools. The school nurse is defined as a registered professional nurse currently licensed in New Hampshire per New Hampshire law RSA200:29. This duty may also be undertaken by a LPN under the direction of the school nurse.

Prescribed medication should not be taken during school hours, if it is possible to achieve the medical regimen at home.

RSA 200:42-RSA 200-47 allows students to carry and self-administer prescription epinephrine auto-injectors and inhalers provided that all conditions in the statute have been satisfied. Over the counter medicines/non-prescription medication shall only be administered by the school nurse with the written request and permission of the parent and/or guardian.

Procedures as quoted in ED 311.02 of the New Hampshire Code of Administrative Rules – Education:

A. Written Authorizations:

In order for prescription medications to be given at the school, the following shall occur:

- 1) The school nurse shall ensure that a written statement from the licensed prescriber containing the following be on file in the student's health record:
 - a. The student's name and date of birth;
 - b. The name and signature of the licensed prescriber and business and contact numbers;
 - c. The name, route and dosage of medication;
 - d. The frequency and time of medication administration or assistance;
 - e. The date of the order;
 - f. A diagnosis and any other medical conditions requiring medications, if not a violation of confidentiality or if not contrary to the request of the parent, guardian to keep confidential;
- 2) The school nurse shall ensure that there is written authorization by the parent and/or guardian which contains:
 - a. The parent and/or guardian's printed name and signature and a home, work and emergency phone number;

HUDSON SCHOOL DISTRICT

POLICY NUMBER: JLCD Administering Medication to Students

ADOPTED: 4/20/2015

Page 2 of 4

First Reading: 4/6/2015

Second Reading: 4/20/2015

- b. A list of all medications the student is currently receiving, if not a violation of confidentiality or contrary to the request of the parent, guardian or student that such medication be documented; any allergies to medications;
- c. Approval to have the school nurse administer the medication and/or the principal or his designee assist the student with taking the medication; and
- d. Persons to be notified in case of a medication emergency in addition to the parent or guardian and licensed prescriber.

B. Delivery of Medication to School:

A parent, guardian or a parent/guardian-designated-responsible-adult shall deliver all prescription medication to be administered by school personnel to the school nurse or other responsible person designated by the school nurse as follows:

- 1) The prescription medication shall be in a pharmacy or manufacturer labeled container;
- 2) The school nurse receiving the prescription medication shall document the quantity of the prescription medication delivered; and
- 3) The prescription medication may be delivered by other person(s), provided, that the nurse is notified in advance by the parent or guardian of the delivery and the quantity of prescription medication being delivered to school is specified.
- 4) All medications shall be stored in their original pharmacy or manufacturer labeled containers and in such a manner as to render them safe and prevent loss of efficacy. A single dose of medication may be transferred from this container to a newly labeled container for the purposes of field trips or school sponsored activities.

C. Recording Provisions:

- 1) Each school will document the following information regarding medication taken by each student:
 - a) Date and time of administration;
 - b) Name of medication prescribed;
 - c) Name of licensed prescriber;
 - d) Signature or initial of adult present;
 - e) Other comments.
- 2) Each school shall keep up-to-date, archived electronic records documenting the medication taken by the student and will show: the date, time of administration, the kind and quantity of medicinal preparation, the name of the prescribing physician, and the signature or initial of adult present.

HUDSON SCHOOL DISTRICT

POLICY NUMBER: JLCD Administering Medication to Students

ADOPTED: 4/20/2015

Page 3 of 4

First Reading: 4/6/2015

Second Reading: 4/20/2015

- 3) If the student refuses to take or spills medication, or medication is lost or has run out, such shall be recorded.
- 4) Such a record shall be available with parent consent to representatives from the State Division of Public Health and/or State Department of Education.
- 5) Each record should be kept in a designated place for a period of time consistent with the New Hampshire Department of Education's records retention schedule.

D. Student Health Records:

Physicians' written orders and the written authorization of parents or guardians should be filed with the student's cumulative health record and kept for a period of time as determined by the New Hampshire Department of Education's Records Retention Schedule. Health records concerning students who receive special education services should be retained as long as the student is in a special education program and there is district liability for the education of the student.

The state forbids any child for any reason to take medication without written permission of the child's Parent or legal Guardian. Permission slips are available in the Nurse's office.

E. Medication during School Day:

- 1) Any pupil, who is required to take during the school day a medication prescribed by a licensed physician, advanced registered nurse practitioner, or licensed physician's assistant, shall have a school nurse either assist the student to take the medication or administer the medication.
- 2) If the school nurse is not available the building principal or designee is permitted to assist students in taking medications by:
 - a. Making such medications available to the student as needed,
 - b. Observing the student as he/she takes or does not take his/her medication,
 - c. Recording whether the student did or did not take his/her medication.
- 3) Upon receiving a request from the parent, guardian, or physician relative to a particular student's need for medication during school hours, the school nurse shall contact the parent/guardian and the family physician and discuss whether the student should remain at home, or whether the medication should be taken before, during, and/or after school.
- 4) All prescribed injectable medication shall be administered by a registered nurse or others who are qualified under the Chapter 326-B, Nurse Practice Act.
- 5) All prescription medication to be administered by the school nurse shall be kept in a securely-locked cabinet used exclusively for medications, which is kept locked except when opened to obtain medications. The cabinet shall be substantially constructed and anchored securely to a solid surface. Prescription medications requiring refrigeration shall

HUDSON SCHOOL DISTRICT

**POLICY NUMBER: JLCD Administering
Medication to Students**

ADOPTED: 4/20/2015

Page 4 of 4

First Reading: 4/6/2015

Second Reading: 4/20/2015

be stored in a locked box in a refrigerator maintained at temperatures of 38 degrees to 42 degrees.

- 6) No more than a 30-school day supply of the prescription for a student shall be stored at the school.
- 7) Non-prescription medication shall be given only with the written request and permission of the parent and/or guardian and if this is accordance with school policy.

Regulatory Reference:

RSA 326-B: Nurse Practice Act

RSA 200:42-45: Pupil Use of Epinephrine Auto-Injectors

RSA 200: 46: Use of Asthma Medications by Pupils

reviewed 12/14/2020

HUDSON SCHOOL DISTRICT

POLICY CODE: JLCEA - Use of Automated External Defibrillator(S)

FIRST ADOPTION:

LATEST REVISION:

RELATED POLICIES: GBGBA, KFD

Category R

Also GBGBA & KFD

The Board has acquired/purchased an Automatic External Defibrillator(s) (AED) for use in emergency situations warranting its use. The use/administration/maintenance of the AED is subject to the following conditions:

1. Location of the AED(s)

The Superintendent, working with the building principal and school nurse, shall select and approve the location(s) for the AED(s).

2. Authorized Employees/Training of Users

AEDs will only be administered by those employees designated by the Principal, in consultation with the school nurse. Employees will only be authorized after they have successfully received and completed appropriate training in cardiopulmonary resuscitation and AED use, provided by the School Nurse or his/her designee, or from another source acceptable to the School Nurse.

3. Maintenance

AEDs will be maintained by the School Nurse, or his/her designee. Maintenance shall be done according to the AED manufacturer's specifications. The School Nurse will maintain a record of all maintenance which has been performed on the AED(s).

4. Registration of AED(s)

In accordance with RSA 153-A:33, the School Nurse, or his/her designee, shall register the AED(s) with the New Hampshire Department of Safety. See sample registration forms in Appendix KFD-R or at www.state.nh.us/safety/ems/aed_public_registry_packet.pdf.

5. Incident Reporting

The School Nurse, or his/her designee, shall report all instances of AED use with the New Hampshire Department of Safety. See sample incident report forms in Appendix KFD-R or at www.state.nh.us/safety/ems/aed_public_registry_packet.pdf.

6. Liability Limited

The District, and persons administering the AED(s), shall enjoy the limitations of liability as specified in RSA 153:A-31, as well as other sources of law.

Statutory Reference:

RSA 153-A:28-33, Automated External Defibrillation

Further Information: State of NH, Bureau of Emergency Medical Services, 271-4568

Cross reference: Policy EBBB, Accident Reports

HUDSON SCHOOL DISTRICT

POLICY CODE: JLCG Exclusion of Students from School for Illness	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION:

Category R

A student may be excluded from the classroom when he/she exhibits symptoms of a contagious or communicable illness. The school nurse is responsible for determining whether a student should be excluded from school for such an illness. Parents will be notified if their child is excluded from school for such an illness and provided with criteria for readmission.

~~Criteria for excluding students from school under this policy are found Appendix JLCG-R.~~

Legal References:

RSA 200:39, Exclusion from School

~~*Appendix JLCG-R*~~

HUDSON SCHOOL DISTRICT

POLICY CODE: JLCE/EBBC Emergency Care and First Aid	FIRST ADOPTION:
RELATED POLICIES: EBBC	LATEST REVISION: Page 1 of 1

Category: Priority/Required by Law

All School personnel have responsibilities in connection with injuries and emergencies occurring in school and at school-sponsored events, which may be classified as follows: (1) administering first aid; (2) summoning medical assistance; (3) notifying administration; (4) notifying parents; and (5) filing accident/injury reports.

School personnel must use reasonable judgment in handling injuries and emergencies. Caution should be exercised not to minimize or maximize any injury or illness. All personnel will understand the proper steps to be taken in the event of an injury or emergency.

The Superintendent will ensure that at least one other person on staff, aside from the school nurse, has current first aid and cardiopulmonary certification (CPR). If the school nurse or licensed practical nurse is not available, the person(s) who have current first aid and CPR certification is authorized to administer first aid and CPR as needed.

The school will obtain at the start of each school year emergency contact information of parents or legal guardian for each student and staff member. See appendix JLCE-R for a sample form.

The school physician, school nurse, or specially trained staff members shall assist in the treatment of injuries or emergency situations. Such individuals have the authority to administer oxygen in case of a medical emergency, if available and if appropriate. This authorization extends to administering oxygen to students without prior notification to parents/guardians.

The school nurse or other designated personnel may administer other medications to students in emergency situations, provided such personnel has all training as is required by law. Such medication may also be administered in emergency situations if a student's medical action plan has been filed and updated with the school district to the extent required by law. The district will maintain all necessary records relative to the emergency administration of medication and will file all such reports as may be required.

Additionally, the school physician, school nurse, or specially trained staff members may also administer epinephrine to any student in case of a medical emergency, if appropriate. This authorization extends to administering epinephrine without prior notification to parents/guardians.

For significant injuries, the staff person witnessing the event must fill out an accident report, which must be submitted to administration so that he/she is informed and a basis is established for the proper processing of insurance claims and remediation if necessary.

The District makes it possible for parents to subscribe to student accident insurance at low rates. This program is offered each year during September. The District does not provide student accident insurance.

Legal References:

RSA 200:40, Emergency Care

RSA 200:40-a, Administration of Oxygen by School Nurse

RSA 200:44-a, Anaphylaxis Training Required

RSA 200:54, Supply of Bronchodilators, Spacers or Nebulizers

RSA 200:55, Administration of Bronchodilator, Space or Nebulizer

Ed 306.04(a)(21), Emergency Care For Students And School Personnel

Ed 306.12, School Health Services

Hudson School District Hudson School Board Meeting Draft Minutes

Present:

Dr. Darcy Orellana, Board Chairman
Mr. Gary Gasdia, Board Vice-Chair
Ms. Diana LaMothe
Mr. Ethan Beals
Ms. Fabiana Fickett
Ms. Kara Roy, Vice-Chairman, Board of Selectman
Ms. Kim Organek, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services

A. Call to Order: Board Chairman Dr. Orellana called the meeting to order. Ms. Roy led the Pledge of Allegiance.

B. Public Input: There was no public input this evening.

C. Old Business:

1. Policies: Ms. Organek presented the second readings. Ms. Organek said there are a few policies that are new to us that are from the NHSBA that they are recommending for verbatim, letters a, d, e, f, g, j. Ms. Organek also said there was a couple that were revised this past January.

- | | | |
|-----|--|-------------------------------------|
| a.) | JFABE Education of Children in Foster Care | New, NHSBA Policy Verbatim |
| b.) | JH Attendance, Tardiness and Truancy | Reviewed by Policy Committee |
| c.) | JHC Student Early Release Precautions | New, NHSBA Sample w/tracked changes |

Ms. Organek said they added language about approved educational opportunities in regard to early release.

Ms. LaMothe said there was a typo in the second paragraph in the last sentence it should be honored not honor. And in the last sentence she also added that it's not in a form of a sentence.

- | | | |
|-----|--|--|
| d.) | JL Student Rights and Responsibilities | New, NHSBA Policy Verbatim |
| e.) | JIA Student due Process | New NHSBA Policy Verbatim |
| f.) | JIC Student Conduct | New NHSBA Policy Verbatim |
| | Change the printed version of copies to upon request or just send out electronic copies. | |
| g.) | JICC Student Conduct on School Buses | New NHSBA Policy Verbatim |
| h.) | JICD Student Discipline and Due Processes | Replacing Outdated Policies with NHSBA w/tracked changes |

Removed Standards to Processed in the subtitles.

- | | | |
|-----|---|-------------------------------|
| i.) | JICE Student Publications | New, NHSBA w/ tracked changes |
| | Changed from Board to superintendent or designee. | |
| j.) | JICF Gang Activity | New, NHSBA Verbatim |

Mr. Gasdia made a motion to approve policies a-j with minor changes, second by Ms. LaMothe. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Ms. Fickett, aye. Motion passes 5-0.

D. New Business:

1.) Budget Transfer SB #21-003: Ms. Organek said at the Early Learning Center they needed to do a budget transfer for purchasing more materials for the new Math in Focus program as well as Foundations due to the increase in enrollments.

Ms. LaMothe questioned the budget lines and where the funds are coming from and wondered what was in the furniture budget.

Mr. Gasdia asked how many more students we have than we projected. Ms. Organek said there was about 45 more students than expected.

Ms. LaMothe made a motion to approve the transfer of \$14,440 for reading and math supplies, second by Mr. Gasdia. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Ms. Fickett, aye. Motion passes 5-0.

2.) Policies (1st readings): Ms. Organek presented the 1st readings.

- | | | |
|-----|--|------------------------------|
| a.) | JICFA Hazing | New, NHSBA Verbatim |
| b.) | JICG Prohibition regarding use and Possession of Tobacco Products, e-cigarettes, e-liquids in and on School Facilities and Grounds | New, NHSBA w/tracked change |
| c.) | JICH Drug and Alcohol use by Students | New, NHSBA w/ tracked change |
| d.) | ACAC Title Ix Sexual Harassment Policy And Grievance Process | New, NHSBA Verbatim |

NHSBA recommends that all districts adopt the last policy (d) right away and recommends that the Board waives the second reading before adopting the policy so the board can send it back to the policy committee to fix it up and review the revision so we have this policy enforced.

Mr. Beals made a motion to approve policy (d) and waive the second reading and once it's approved it's going to go back to Policy Committee for review on how it would affect us and the changes the Board would have to make so they are protected under this new policy, second by Mr. Gasdia. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Ms. Fickett, aye. Motion passes 5-0.

3.) Extracurricular Nominations: Ms. Organek said they have two lists of extracurricular nomination as well as a third list that she brought this evening which is for fall coaching. This is for Hudson Memorial and Alvirne High School.

Mr. Beals brought up an old question about the upcoming fall coaching, and what if the seasons didn't happen. He asked if we go remote and these clubs cannot meet, are we still committed to pay out these extracurricular nominations or if they are going to prorate as they have done in the spring. Dr. Orellana said our practice has been as Mr. Beals had described to prorate it as they have done this in the spring if they have started already. However, if the clubs or teams have not started yet there will be no payout. Mr. Gasdia expressed that it is

important we stay consistent with what the Board does. The Board had also mentioned to put these types of conditions into future offer letters and was unsure if the fall coaches received this in their offer letter.

Ms. LaMothe made a motion to approve the nominations of Hudson Memorial and Alvirne High School extracurricular nominations and Alvirne High School Fall Sports nominations, second by Ms. Fickett. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Ms. Fickett, aye. Motion passes 5-0.

E. Recommended Action

1. Manifests- Recommended Action: These are all set, signed electronically
2. Minutes- Recommended Action: Review and Approve.
 - a.) 08/11/2020 Draft Minutes
 - b.) 08/17/2020 Draft Minutes
 - c.) 09/23/2020 Draft Minutes

Ms. LaMothe made a motion to approve 8/11/2020, 8/17/2020 and 9/23/2020 minutes, second by Mr. Gasdia. Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Mr. Gasdia, aye, Ms. Fickett, abstained. Motion passes 4-0-1.

F. Reports to the Board:

Assistant Superintendent Report: Ms. Organek said since our meeting on the 14th they had constitution and citizen day which was on September 17th and the schools had their own activities that were done in the classrooms. Ms. Organek gave a shoutout to Ms. Johnstone, she came by to give them kindergarten activities to do which was a constitution book to color and they had to share it with family and friends and she is very proud she completed her homework assignment. Ms. Organek said in the Middle School they were studying the bill of rights and key points of the constitution. She mentioned in the 8TH grade they will be studying the constitution in more depth going forward. Ms. Organek also mentioned that today is be a good neighbor day. She then gave a heads up that we are going into October 1st and that will begin the window for the interim SAS statewide assessment test. She said the students that are in 4-8th grade will be taking the interim SAS in the month of October in English Language Arts and Math. She mentioned that students who are remote will be taking this as well. She said this is more of an informal test and more for the district for data gathering purposes. Ms. Organek said things are really picking up in the schools and in remote and its starting to feel like a normal school year.

Mr. Beals asked how the transition is going from Zoom to Teams. Ms. Organek said change is hard for everybody and that she thinks people are more familiar with Zoom but they are giving people time to ease their way into Teams as this can be a challenge. She also mentioned that there have been trainings on Teams on how to use it as well.

Mr. Gasdia mentioned that in Teams, students who are technological advanced know how to mute the teacher and can chat on their own in the meetings. He feels that Teams is made for adults and wants to talk about what they can do to prevent this from happening. Ms. Organek said there has been training done to help prevent this so the students are not presenters and also that they have turned off the chat feature today.

The Board is interested in what, in the long run, will be a better learning tool for our students. They would like to see a comparison in each of the learning systems and what they would cost.

Director of Special Services Report: Ms. Borge wanted to thank the parents and the staff who are coming to all the meetings and participating in every single one. Ms. Borge mentioned that they are getting there and her deadline is October 9th. Ms. Borge also wanted to share that on the website and social media feeds that they are having a parent informational session virtually on October 7th to address any questions or concerns parents might be having or what they have found that they are seeing went really well or not good at all. They can register for this event at SEPAC03051@gmail.com or you can go onto Ms. Borge's page or on the (Special Education Parent Advisory Committee) SEPAC website.

G. Legislative Updates: No updates this evening.

H. Correspondence:

1. Building Committee Minutes
2. Approved Alvirne Trustees-Funded Projects: The Board thanked the Alvirne Trustees.
3. Intent to Retire: Carla Anger, Director of Food Services is retiring in August 2021
4. Letter of Resignation: Cynthia McNickle resigned from Finance Director effective October 8th.
5. Sandy Garrity Award: The administration at Alvirne High School has been selected to receive the 2020 Sandy Garrity Award during their virtual voices fundraising event. Dr. Orellana described who Sandy Garrity was and what amazing things she had accomplished. Dr. Orellana congratulates the team at Alvirne for that honor.

I. Board Member Comments:

Ms. Fabiana Fickett: Ms. Fickett said she is happy to be here and is happy she got her first meeting under her belt. She is also looking forward to contributing more in the future.

Mr. Ethan Beals: Mr. Beals said he is grateful for the Alvirne Trustees and their continued dedication. He also mentioned that he is excited to see the number of extracurricular nominations that were shared today. He also wants to thank SL Chasse Steele for their continued dedication to be a community leader and partner with Alvirne and the CTE center. He mentioned that they have been generous to Alvirne and is looking forward to working with them in the future.

Ms. Diana LaMothe: Ms. LaMothe thanked the Alvirne Trustees and mentioned how they have contributed for the new greenhouse and said she got to see the inside and learn a little bit about the advance technology. She mentioned that she was happy that Fabiana is on board and welcomes her. She mentions that there was a notice that went out that the food pantry is taking applications for holiday gifts and there is more information about this on Facebook.

Mr. Gary Gasdia: Mr. Gasdia welcomed Fabiana to the Board. He also mentioned that tonight a lot of the policies were about discipline and student conduct and that is very important and it really falls down to the teachers and that the teachers need to know that they have the support behind them to do what they need to do to get their classes in order but it also falls to the parents and the families before you send that child into school to stress some of the things that are stressed in the school because it isn't only one child that gets impacted.

Dr. Darcy Orellana: Welcomed Fabiana to the School Board. Dr. Orellana also thanked the Alvirne Trustees for everything they have done.

J. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	10/5/2020	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	10/19/2020	6:30 pm	Hills Memorial Library	Regular Meeting

J. Non-Public Session:

Ms. LaMothe made a motion to enter non-public session according to RSA 91-A: 3 (a,c) at 7:45pm, second by Mr. Beals. Roll call vote, Mr. Beals, aye, Ms. LaMothe, aye, Mr. Gasdia, aye, Dr. Orellana, aye, Ms. Fickett, aye. Motion passes 5-0.

District administration excused.

In attendance: Darcy Orellana (Chair) Gary Gasdia (Vice-Chair); Ethan Beals; Diana LaMothe; Fabiana Fickett.

Discussed personnel matter.

Mr. Gasdia moved to approve spending up to \$5000 on legal expenses to address a personnel matter, subject to future motions for additional expenditures, as necessary. Second by Mr. Beals. Motion passes 5-0.

K. Adjourn:

**Motion by Mr. Beals to exit non-public and adjourn, second by Ms. LaMothe. Motion approved 5-0
Adjourn 8:30 pm.**

Respectfully submitted,

Amanda Gage (public)
Gary Gasdia (non-public)

Hudson School District Hudson School Board Meeting Draft Minutes

Present:

Dr. Darcy Orellana, Board Chairman
Mr. Gary Gasdia, Board Vice-Chair
Ms. Diane LaMothe
Mr. Ethan Beals
Ms. Fabiana Fickett
Ms. Kara Roy, Vice-Chairman, Board of Selectman
Mr. Larry Russell, Superintendent
Ms. Kim Organek, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services
Ms. Karen Burnell, Interim Business Administrator
Ms. Hannah LoVerdi, Student Representative

A. Call to Order: Board Chairman Dr. Orellana called the meeting to order. Ms. LaMothe led the Pledge of Allegiance. Mr. Russell introduced Hannah LoVerdi, student representative from Alvirne High School who will be joining our meetings. He also re-introduced Karen Burnell who is helping the district as we are now in budget season and have the Business Administrator position vacant. Ms. Burnell is helping out until the position is filled. The Board welcomed both.

B. Public Input:

Leo Bernard; 3 Bungalow Ave. Mr. Bernard said he spoke to the Board in Zoom back in May. He said he has emailed several times but has not received an answer so that is why he is here tonight. He is wondering what the plan is and if they are going to open the adult day care center now that Alvirne is open. Mr. Russell said right now they are building it to have it there and mentions it's a very nice location at the CTE center. He mentioned that the entrance is not completed yet and not ready for occupancy yet but as soon as it is ready, then that program will be back in the swing of things. Mr. Bernard asked what happened to the section that they were using. Mr. Russell said the section they were using previously was renovated into a different use. Mr. Russell said the program will definitely be happening. Mr. Russell told Mr. Bernard that if you email him, he will gladly be able to give you an estimated date of when this will be happening.

Judy Brouillette; 183 Highland street; Ms. Brouillette said she sent an email over the weekend in regard to the possibility of the district being able to get free meals for all of the students, not just ones that apply for the free lunches. This program is through the USDA and they have extended free meals for the kids. Ms. Brouillette said she works in a different district and she found this information in a roundabout way. She said as long as the district has applied for it, you can get free meals for everyone through December 31st as long as the funding continues. Ms. Brouillette said from what she was told by the food person in her district, it might also extend longer. Ms. Brouillette said when she called the Hudson School District, she felt like she got a little bit of a runaround with it and wanted to come tonight for transparency purposes and also to let the community know about this. She said there might be more to this than she knows of but wanted to bring this to the Board's attention because families are struggling during these times. She also mentions that if there is anything she can do to help, she is willing to do whatever it takes.

Dr. Orellana thinks this is an important matter and thanks her for bringing it up and said we will definitely be looking more into this. Mr. Russell mentions that he thinks there is more to this than just applying for it but that there is something that always happens on the other end of things. Mr. Russell said he will look more into this tomorrow but they are staged and ready to go. The Board thanked Ms. Brouillette.

C. Old Business:

1. Policies (2nd readings): These are all new policies.

a) JICFA Hazing	New, NHSBA Verbatim
b) JICG Prohibitions Regarding use and Possession of Tobacco Products, E-Cigarettes and E-liquids in and on School Facilities and Grounds	New, NHSBA w/ Tracked change
c) JICH Drug and Alcohol use by Students	New, NHSBA w/ tracked change

Ms. LaMothe commented on JICFA Hazing. She said the last sentence was brought up before and how the Board said we should maybe not say that items are being printed in the student handbook and requested it would say incorporated or included since they are now using electronic versions.

Mr. Beals said assuming this gets approved tonight, we need to make sure we follow up and go school by school and check that we have the appropriate signage that is required by the policy letter (b). He mentions he knows we have them, but we should double check all schools are appropriately signed.

Ms. LaMothe commented on policy letter (b) where they added “or nicotine” under the student section. She, for consistency, asked if we should add “or nicotine” throughout the whole policy because it will say tobacco products in different places, especially on the last sentence where its talking about the signs. Mr. Beals shared his personal opinion that by just saying “any tobacco product” left some glaring gaps for students mainly because you have the nicotine gums and patches but at the same time, they felt that if a teacher is making an effort to quit smoking and comes to school with a patch on their arm then he doesn’t think this is in his best interest to prohibit that. Ms. LaMothe said she would agree with that but perhaps they should include or nicotine on the signs so that the students are aware. Mr. Beals said he thinks the signs are tough because he thinks that it’s a standard sign that the State puts out and it’s very rigid in the language that is used.

Mr. Beals made a motion to approved policy letters (a, b, c) as amended, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. Fickett, aye, Ms. LaMothe, aye, Mr. Beals, aye. Motion passes 5-0.

D. New Business:

1. Staff Resignations: Mr. Russell said this issue was brought up in a prior meeting on how the Board would like to do these, if they would like to do these in public or in nonpublic meetings. Mr. Beals said thinking about the days prior to being on the Board, he always liked being able to go through the resignations and see it formalized by the Board and it gives them a connection on when or why they are moving out of the district. Mr. Gasdia said his thought on this is that having the name is perfectly fine but when they start getting into resignation letters, it starts to get personal. Mr. Gasdia said if we want to have a list of resignations that’s fine and shows transparency as to turnover and allows the public to get the name of the teacher who may have made an impact on them but it doesn’t open it up for a lengthy resignation letter. Ms. LaMothe and Ms. Fickett agrees with Mr. Gasdia. Dr. Orellana asked the Board if they are suggesting the name of the person and the title of the position and when it goes into effect. Mr. Russell said he will make this happen.

Ms. LaMothe asked what if it is a unique circumstance where the person resigning would rather not have it be public. Mr. Russell said that they would honor this.

2. 2020-2021 Tuition: Ms. Burnell said it's time to set the tuition for the current year. Ms. Burnell said you can see the cost-per-pupil, she said the highest was \$16,323 and she is recommending that the 2020-2021 tuition rate be set at \$16,350.

Mr. Beals asked is a jump like this something that we have seen before or is this atypical for the times we are living in. Ms. Burnell said what this means is that the cost per pupil went up but it is a significant jump. Ms. Burnell said this isn't due to the district; this amount comes from a formula that they are given by the State.

Ms. LaMothe made a motion to set the tuition rate for the 2020-2021 school year at \$16,350, second by Ms. Fickett. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. Fickett, aye, Ms. LaMothe, aye, Mr. Beals, aye. Motion passes 5-0.

3. Public School Infrastructure Fund Project Completion & Request for Payment: Ms. Burnell said as we remember, last year we were approved to receive well over \$1 million from the state infrastructure fund. This is the last amount we will receive and we had to wait until the project was complete to request the funds. This was for the sprinkler system at Alvirne. Ms. Burnell said Mr. Beals had applied for the cost of the project which was over \$1 million and the maximum allotment allowed was \$300,000 which was received. Mr. Burnell said she is requesting Board approval as it is required to receive reimbursement.

Mr. Beals made a motion to approve the \$300,000 reimbursement, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. Fickett, aye, Ms. LaMothe, aye, Mr. Beals, aye. Motion passes 5-0.

E. Recommended Action:

1. Manifest- Recommended Action: These were done online

2. Reports to the Board:

1. Superintendent Report: Mr. Russell wanted to update the Board on what's been going on with the district opening up. Mr. Russell said for the most part, it was a smooth beginning and admits that it could have been a lot worse. Mr. Russell said overall it was a very expensive endeavor to take on. Some of the things we needed to spend money on were unexpected and were not budgeted for. Some expenses Mr. Russell listed were attorney fees for impact bargaining, technology, PPE, storage for excess furniture, tents for the outdoors, HVAC System (ultraviolet). Also, Mr. Russell said the lack of flexibility requires them to bring more people on board. We are hiring additional staff with more students who are coming back. One additional step they took was to have a night cleaning crew come in and sanitize everything in the evening. He said this does not include the time spent that could be spent on other things.

Mr. Russell went on to talk about the dashboard that is located on the SAU website. Mr. Russell said the status of the dashboard for October 5th is either green (good situation), yellow (in need of something) or red (a change needs to be made). He said they went into red right before school started at the middle school when they were in full in they had a couple of areas that went into red so they ended up going into a hybrid model. He said right now at Library Street they have two areas that are in yellow. Mr. Russell said it is the facility for the cafeteria and also PPE for wipes they are using along with staffing at Library Street that is getting pretty tight which has a lot to do with lunch monitors and substitutes. H.O. Smith staffing is also a concern which is in yellow and along with the number of students allowed in the cafeteria as well. Hills Garrison right now is yellow in staffing and in facilities, lunch is at capacity, available support staff is limited. Mr. Russell said Nottingham West is all green. Hudson Memorial staffing is yellow. Alvirne High School space in the

cafeteria on bad weather days is yellow. The CTE Center is all green. Mr. Russell admits there are areas that are raising a concern as you can see but they are trying to monitor them so they can make appropriate decisions.

Mr. Russell said another thing he would like to talk about is the tremendous amount of work that the nurses are doing for the schools. He said there is a lot of pressure on them with communicating with parents and family members about what's going on and said they are handling a lot and couldn't thank them enough for all their hard work.

Mr. Russell handed out a sheet with an update on video conferencing. He said he heard there was a conversation that came about at the last meeting but he was not there to talk about Microsoft Teams and Zoom. Mr. Russell said Microsoft Teams was the plan to connect with remote learning students and also for internal meetings. Mr. Russell said the district right now does have a limited amount of Zoom licenses for larger groups. Mr. Russell said Zoom was adopted in the spring when it waived a 40-minute time limit for teachers. He also said in the Spring Microsoft Teams had limited features compared to Zoom but since that time Microsoft Teams had many advancements which is now equal to Zoom. Mr. Russell mentioned that they have a taskforce if they have to go into remote full-time or if we have blizzard bag days. He mentions that remote teachers have been working with the tech integrators on technical issues and they have come to find that Teams is a better choice when training is done. Mr. Russell said one of their tech integrators is Teams-certified and he is offering support to teachers. He mentions that Teams has not gone out to everyone yet because we need to make sure the remote teachers are getting trained first. Mr. Russell would like to have the tech integrator attend the next meeting to go over the remote learning in more depth and bring in some questions the public or anyone else might have. Ms. Organek mentioned some features Teams has over Zoom as well and there will be training that will be happening for not only staff and students but parents so everyone is adjusted to this properly.

Mr. Gasdia said while we are transitioning, he gets the idea of we don't know when Zoom will start charging us. He asked if teachers have the option on which one they can use or is everyone on Teams as of now. Ms. Organek said at the start of school they let everyone know that they wanted to transition into Teams by October 1st. Mr. Gasdia said the lack of computer hardware is a big issue and that is because when Teams has a new update they download more which is similar to a windows update. He wanted to know if we are seeing this happen to a lot of students where they are struggling on getting these updates in order to move forward. Ms. Organek said she has not heard of any instances of that kind arise but Mr. Russell said they can certainly ask around and see if this is a problem. Mr. Gasdia said he would love to hear from some of the teachers and parents that are having some problems, whether it be through Zoom or Teams especially if remote learning is something that we are going to have around for a long time.

Ms. LaMothe said there was a Forbes article that said Microsoft is adding new features and updates to surpass Zoom and mentioned that it was comforting to read. She asked how the remote helpline was working for remote students. Ms. Organek assured that was working well along with the tech integrators.

Mr. Beals asked Ms. Organek if the group collaboration chats are different than the chat they were talking about last week that was raised as a concern. Ms. Organek said that naturally, it depends on the class whether they are able to the chat appropriately or not. Ms. Organek said this is a whole new learning curve and that they are supporting the teachers as much as possible to create a whole new classroom management plan to be able to deal with these types of issues that arise. Mr. Beals asked if in Ms. Organek's experience, do more teachers have the chat turned off or do more teachers leave it on. Ms. Organek said at first there are more teachers who have the chat off so they can get into the swing of things but this could change over time. Mr. Beals is also interested in the pricing and what each remote learning entails.

Dr. Orellana asked Ms. LoVerdi what her take on Zoom vs Teams is. Ms. LoVerdi said personally this year she has not used Teams much at school because she is in person but last year she used Zoom. She mentions last year she did not

have any issues with the chat features but this may also be due to the classes she is in. Ms. LoVerdi said this is going to be different with different grades, classes, but she also said that teachers can see what we put into the chats no matter if it is sent privately. Ms. LoVerdi said all of her teachers have set up Teams and have sent over links to get onto Teams as well. Ms. LoVerdi said when you are using Teams you should make sure you have a good signal set up.

Mr. Russell said the last thing he would like to talk about are the protocols that are put out by the State with the holiday season. He admits that the protocols can be very difficult for people that want to travel. Mr. Russell said right now the order is that if you go out of New England you have to isolate for 14 days and that this is the guidance coming from the governor's office. He mentions that New England is one of the safest places to be right now. He also mentions that we are in a fragile place; tough decisions have to be made and if we don't do this then that it will be very difficult to stay in the models we are in. Mr. Gasdia questioned Mr. Russell and asked if you travel outside of New England and you get a test and it comes back negative, that doesn't mean you can come back. Mr. Russell said correct; that is part of the governor's order. Mr. Russell is working with the taskforce right now to work out the kinks on tough situations that might arise.

Ms. LaMothe asked if when coming back to school after a holiday period where people may be likely to travel, is there a way to have an online form to submit answers to questions that are supposed to be answered daily, such as have you traveled outside of New England, etc. Mr. Russell said it would be difficult to monitor this. He would take this into consideration.

2. Assistant Superintendent Report: Ms. Organek said last week they submitted their Title II and Title IV grants to the State. Title II focuses on professional development and Title IV focuses on safe and healthy schools, well-rounded education, and effective use of technology. Ms. Organek said last year due to the pandemic they waived the requirements of spending 20% or more on safe and healthy schools, 20% on well-rounded education, and the rest can be spent on technology but these limitation are all back in play this year. Ms. Organek said they are hoping to hear back on Title II very soon.

Ms. Organek also mentioned that she was at Hills and saw some 5th graders who were working hard at their math and long division and thanked them for chatting with her. She also gave a shout out to all teachers as it is World Teachers' Day.

3. Interim Business Administrator Report: Ms. Burnell said they are moving along with filling the Business Administrator position. She also isn't sure if they have the budget meetings planned yet and is wondering when this should be planned. November 18th is when the Board needs to have everything to the budget committee, so the board would have until November 9th or 10th to have this complete. Mr. Russell said if they cannot finish up on November 2nd then they can pick another day. The Board has decided to have budget meetings on October 19th, October 26th, November 2nd, and November 12th will be a wrap up if necessary.

4. Director of Special Services: Ms. Borge answered Mr. Gasdia and said if people travel and do not tell us, the most tragic consequence would be if they came to school without knowing they contracted the virus as the first four days you are asymptomatic and people need to be concerned about everyone's safety. Mr. Borge also reminded everyone that this Wednesday is the virtual meeting and if you have not registered for this you can find this on the website or email sepac03051@gmail.com directly. She also asked families to make this a success and come ready with questions and let them know what have gone right but as well to address any issues that are arising.

F. Legislative Updates: No updates.

G. Correspondence:

1. Financial Report: Ms. Burnell said they have their financial statement in their packet and you notice that the anticipated fund balance is \$196,000 which is an example of how much additional funding has been spent this year for cleaning and supplies. She mentioned not only do we have over-expended accounts, we also have a shortfall in revenue as things are not happening as they normally do. Ms. Burnell said it is going to be her recommendation to the Superintendent that we freeze the budget and go with minimal spending on only things that are necessary. Ms. Burnell said we do need to take a look at what and how we are spending. Mr. Russell asked Ms. Burnell if she could briefly go over what it does and does not affect. Ms. Burnell said salaries and benefits it does not affect, it basically affects things like projects in the facilities, and equipment purchases. She said everything besides contract obligations we should be talking about whether we should spend the money or not.

Ms. LaMothe asked if the budget has ever been frozen before. Ms. Burnell said it has been frozen before, but this is probably the worst she has ever seen it this early in the year. Mr. Russell said without doing what we did, the schools would not have been able to open up at all. Ms. LaMothe asked if there are any other sources of revenue that may be possible. Ms. Burnell mentioned that she does not see any revenue coming in at the moment.

H. Board Member Comments:

Mr. Gary Gasdia: Mr. Gasdia welcomed Hannah and Karen. He said it was great to see they had public input tonight and how it's always nice to hear from the public.

Mr. Gasdia also mentioned that Mary Glaude who was the Math Department Head at Alvirne unfortunately passed away recently. He mentioned she had a positive impact on many people in the district and offered condolences to her family and thanked her for everything she had done over the years.

Ms. Diana LaMothe: Welcomed Karen back and Hannah to the Board. She asked if the Board members were going to attend the Zoom webinar on Saturday afternoon that the commissioner is giving on issues with reopening. Ms. LaMothe said she cannot attend but said it would be a good webinar to watch. Dr. Orellana said they will be attending this meeting.

Mr. Ethan Beals: Welcomed Hannah and Karen. He said he was curious as to what the advantages are with using Canvas and is interested what the webinar is going to talk about.

Ms. Fabiana Fickett: Welcomed Karen and Hannah. She mentioned that there were a few fundraisers happening at Nottingham West has the Cherrydale Fundraiser going on until October 9th and the Fun Pasta fundraiser at the Early Learning Center is also going on until October 10th.

Ms. Hannah LoVerdi: She thanked everyone who welcomed her. She also mentioned that all sports are playing Nashua South this week. She said SATs for senior are being held on Wednesday. Ms. LoVerdi said they are having a sock fundraiser at school which occurs every year in October, they would also like to beat their goal from last year which was around 350 socks.

Ms. Kara Roy: Welcomed back Karen and Hannah to the board. Ms. Roy said voting for the presidential election will happen at the Hudson Memorial School at 1 Memorial Drive.

Dr. Darcy Orellana: Welcomed both Karen and Hannah. Dr. Orellana went on to talk about when she thinks about travel and 14 days of quarantine, she thinks about public health and said it is a community act. She mentioned that we don't

want to be that district to make other people sick and to think deeply about your future actions. She also gives everyone credit for everything they have done.

J. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	10/19/2020	6:30 pm	Hills Memorial Library	Budget Meeting
School Board	10/26/2020	6:30 pm	Hills Memorial Library	Budget Meeting

J. Non-Public Session:

Mr. Gasdia made a motion to enter non-public session according to RSA 91-A: 3(b, c) at 8:00pm , second by Ms. LaMothe . Roll call vote, Mr. Beals, aye, Ms. LaMothe, aye, Mr. Gasdia, aye, Dr. Orellana, aye, Ms. Fickett, aye. Motion passes 5-0.

Ms. LaMothe moved to approve the nomination of Elyse Seward to the position of Special Education Teacher at a salary of \$43,000, second by Ms. Fickett. Motion passes 5-0.

District Leadership (Larry Russell, Kim Organek, Karen Burnell and Rachel Borge) dismissed at 8:30 pm.
Attendance – Darcy Orellana (Chair); Gary Gasdia (Vice-Chair); Ethan Beals, Diana LaMothe, Fabiana Fickett.

Discussed personnel issue.

K. Adjourn:

Motion by Mr. Beals to exit non-public and adjourn, second by Ms. Fickett. Motion passed 5-0.

Meeting adjourned 8:58 pm.

Respectfully submitted,

Amanda Gage (public)
Kim Organek (1st non-public)
Gary Gasdia (2nd non-public)

**Hudson School District
Hudson School Board Meeting
Draft Minutes**

Present:

Dr. Darcy Orellana, Board Chairman
Mr. Gary Gasdia, Board Vice-Chair
Ms. Diana LaMothe
Mr. Ethan Beals
Ms. Fabiana Fickett
Ms. Kara Roy, Vice-Chairman, Board of Selectmen
Mr. Larry Russell, Superintendent of Schools
Ms. Kim Organek, Assistant Superintendent
Ms. Karen Burnell, Interim Business Administrator
Ms. Rachel Borge, Director of Special Services
Ms. Jennifer Burk, Business Administrator
Ms. Hannah LoVerdi, Student Representative

- A. Call to Order:** Dr. Orellana called the meeting to order. Mr. Beals led the Pledge of Allegiance. The Board welcomed the new Business Administrator, Ms. Jennifer Burk.
- B. Public Input:** There was no public input today.
- C. Presentations to the Board:**
1. FY21 Budget: Alvirne, Elementary Schools, Default, Wrap-up:

Alvirne: Mr. Tesini presented the budget for Alvirne High School. The budget increased 1% due to salaries and benefits. There was a decrease in expenditures. Many projects are ending which is why there is a decrease. Mr. Tesini went over items in the budget that exceeded a \$5,000 change. Alvirne would like to finish the gym renovations with new scoreboards but the Board is curious about what else the money could be used for. There was a conversation about the needs of music class. If there was more room in the budget, Alvirne would like to be able to provide teachers with coaches on certain aspects and to then have that learning turn out in a positive impact on student performance. Alvirne would also like to provide more support services for students. The Board would like to know what they can do to keep progressing forward helping students where it is needed to get to the end goal of graduation.

Ms. LaMothe made a motion to remove the \$14,925 dollar scoreboard from the Alvirne budget, second by Mr. Beals. Ms. Fickett, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Mr. Gasdia, nay. Motion passes 4-1.

Elementary School: Mr. Baker presented the budget which includes all of Hudson's elementary schools. The budget is up a .3% (\$33,404). The increase for this is due to salaries and benefits, Math in Focus, Foundations, software subscriptions. Mr. Baker went over significant changes that were made for each elementary school. Mr. Baker believes the teachers have everything that they need now but agreed with Mr. Tesini that having the computers that are currently on backorder could be

very useful for teachers as well as students. Mr. Baker said if there was more room in the budget, he would like to have an afterschool program for students who need extra support in academics. There was also a conversation that the elementary schools would like to have air filters as well if there was more money in the budget.

Ms. Burnell brought up a motion that was supposed to be made at the last meeting about Hudson Memorial School. There was a change in the software which was not reflected in the budget. Mr. Bowen was looking for a cut in the amount of \$3,150 in the software budget.

Ms. LaMothe made a motion to cut the HMS software budget in the amount of \$3,150, second by Mr. Beals. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

Ms. LaMothe made a motion for IT to have a full-time administrative assistant join the department with a salary/benefits cost of \$72,886.06, second by Ms. Fickett.

There was a conversation about what ideally this job would entail and why this job is essential. Mr. Gasdia is concerned if they label this job as an admin assistant, then that is what it will become. The primary part of this position is to free up the IT department because there is a high demand for IT right now. The Board is also looking at this type of job with an IT background but as part-time instead of full-time.

Ms. LaMothe, aye, Mr. Gasdia nay, Mr. Beals, nay, Ms. Fickett, nay, Dr. Orellana, nay. Motion fails 1-4.

Ms. Fickett made a motion to hire a full-time entry-level IT personnel/admin/tech support assistant with a salary/benefits cost of \$83,852, second by Ms. LaMothe. Ms. LaMothe, aye, Mr. Gasdia aye, Ms. Fickett, aye, Mr. Beals, nay, Dr. Orellana, nay. Motion is passed 3-2.

Mr. Gasdia made a motion to hold one para position, set at \$1 and take the \$17,185 and use it to establish a better transition services program, second by Ms. Fickett. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

Default: The Default falls at \$57,449,171 which was before the adjustments were made tonight. This is what we would have if the budget were to fail.

Wrap-up: The Board decided to do the wrap-up of the FY22 budget at the next meeting, that way if any questions arise they can bring in the principals and everyone who is a part of this to the next meeting, also allowing the board time to gather all of their thoughts and any additional questions they might have. The Board would also like to discuss the warrant articles as well.

D. New Business:

1. Extracurricular Nominations:

Ms. Organek went over the nominations for extracurricular nominations. There was a concern about whether or not band could happen at the elementary level. Mr. Russell said it's a much smaller group and it will be possible to have.

Mr. Beals made a motion to approve tonight's extracurricular nominations, second by Mr. Gasdia. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

2. Policies (1st readings): Ms. Organek presented the 1st readings.

a) JICA Student Dress Code	Replacing outdated policy w/NHSBA sample w/ Tracked changes
b) JICI Weapons on School Property	Replacing outdated policy w/NHSBA sample Verbatim
c) JICJ unauthorized communication devices	New, NHSBA sample w/tracked changes
d) JICK Pupil Safety and Violence Prevention	Reviewed by Policy Committee
e) JICL School District Internet Access for Students	New, NHSBA sample verbatim
f) JIE Pregnant Students	Reviewed by Policy Committee

The Board had some comments on new and reviewed policies regarding the grammar that is used.

E. Recommended Action:

1. Manifests- Recommended Action: Make necessary corrections and sign.
2. Minutes- Recommended Action: Review and Approve:
 - a) 9/3/2020 draft minutes: There were comments on spelling mistakes.
 - b) 9/14/2020 draft minutes:
 - c) 9/24/2020 draft minutes: There was a comment on a spelling mistake.
 - d) 10/19/2020 draft minutes

Ms. LaMothe made a motion to accept these minutes for 9/3/2020, 9/14/2020, 9/24/2020 as amended, second by Mr. Gasdia. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye, Ms. Fickett, abstention. Motion passes 4-0-1.

Ms. LaMothe made a motion to accept the minutes for 10/19/2020, second by Mr. Gasdia. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

F. Reports to the Board:

1. Superintendent Report: Welcomed the new Business Administrator. Mr. Russell went over the dashboard and what each school is struggling with. He also went over the percentages for travel related to who is going outside of New England for the holidays. Mr. Russell recommends to the Board a two-week period of remote learning after Christmas, but a decision would be needed before November 12th due to Thanksgiving which could also cause a problem. He also mentioned that the emergency operation center is back in action.
2. Assistant Superintendent Report: Professional Development day is being held on November 3rd with all teachers at which time any questions or concerns teachers might have will be addressed. The focus on this is to make sure all the teachers are prepared to go remote.

3. Director of Special Services: Ms. Borge said they have spent a lot of time trying to make plans in the event that they need to transition to remote learning. The plan consists of families choosing if they wish to bring their children to school. This will be something everyone will work together on.
4. Interim Business Administrator: Ms. Burnell is excited to have Ms. Burke.
5. Business Administrator: No comment tonight.

G. Legislative Updates: No updates tonight.

H. Correspondence

1. Supplemental Public-School Response Fund: The Governor had announced the commitment to \$45 million more to school districts due to this pandemic. Hudson received \$648,400 today.

I. Board Member Comments

1. Ms. Hannah LoVerdi: Mentioned that winter sports will be starting soon and Spirit Week will be starting. She mentions that they are trying to keep the normalcy that would happen in a normal school year.
2. Ms. Fabiana Fickett: Welcomed Jen and thanked everyone for their work on the budget.
3. Mr. Ethan Beals: Welcomed Jen and mentioned he is glad that they are creating creative solutions to the budget.
4. Ms. Diana LaMothe: Welcomed Jen and encouraged everyone to get out and vote and mentioned we can agree to disagree.
5. Mr. Gary Gasdia: Welcomed Jen and mentions he got to participate in the Zoom parent-teacher conferences and gave credit to the teachers for handling this so well.
6. Dr. Darcy Orellana: Mentions that on behalf of Ms. Roy, she encourages everyone to go out and vote at Hudson Memorial.

J. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	11/12/2020	6:30 pm	Hills Memorial Library	FY22 Budget(tentative)
School Board	11/16/2020	6:30 pm	Hills Memorial Library	Regular Meeting

K. Non-Public Session

L. Adjourn

Ms. LaMothe made a motion to enter non-public session according to RSA 91-A: 3(c) at 9:30 pm, second by Ms. Fickett. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

District leadership (Larry Russell, Kim Organek, Karen Burnell, Jen Burk, and Rachel Borge) dismissed at 9:32 pm. Attendance – Darcy Orellana (Chair); Gary Gasdia (Vice-Chair); Ethan Beals, Diana LaMothe, Fabiana Fickett.

Discussed draft of superintendent evaluation.

Motion made by Ms. Fickett to drop the highest and lowest scores on the evaluation – not setting a precedent for future evaluations, second by Diana LaMothe. Passed 5-0.

Reviewed comments in the evaluation as a board.

Hudson School Board
November 2, 2020

Hills Memorial Library
Public Session: 6:30 pm

Diana LaMothe and Gary Gasdia will contact the superintendent to deliver the evaluation.

Discussed personnel matter.

Motion by Mr. Beals to exit non-public and adjourn, second by Ms. Fickett. Motion passed 5-0.

Meeting adjourned 10:15 pm.

Respectfully submitted,

Amanda Gage (public)
Kim Organed (1st non-public)
Gary Gasdia (2nd non-public)

**Hudson School District
Hudson School Board Meeting
Draft Minutes**

Present:

Dr. Darcy Orellana, Board Chairman
Mr. Gary Gasdia, Board Vice-Chair
Ms. Diana LaMothe
Mr. Ethan Beals
Ms. Fabiana Fickett
Mr. Larry Russell, Superintendent of Schools
Ms. Kim Organek, Assistant Superintendent
Ms. Karen Burnell, Interim Business Administrator
Ms. Rachel Borge, Director of Special Services
Ms. Jennifer Burk, Business Administrator
Ms. Hannah LoVerdi, Student Representative

- A. Call to Order:** Dr. Orellana called the meeting to order. Ms. LaMothe led the Pledge of Allegiance.
- B. Public Input:**
1. Moderator Paul Inderbitzen: Mr. Inderbitzen thanked the board and school for allowing the town to use Hudson Memorial School for voting to take place, everyone was very accommodating. He would like to have a discussion in the future about having multiple polling locations.
 2. Mr. Gasdia stated there was public input submitted by email that said it was unfair to shut down the schools just because people wanted to travel.
- C. Presentations to the Board:**
1. Budget Wrap-Up: Ms. Burnell summarized everything that the Board has reviewed. The Board addressed some questions that they had throughout reviewing the budget. Mr. Gasdia asked if the district had received any information on additional after-school programming at the elementary level. The Board reviewed all the additional costs that would have to be incurred for this to happen. Mr. Beals thinks this should be in the budget this year because this is going to have a direct impact on the whole district, and everyone would benefit from this in the long run.
- Mr. Gasdia made a motion to make a line item showing negative \$50,000 for attrition and we will repurpose that \$50,000 for the creation of the elementary and ELC enrichment program making it a zero-net impact to the budget, second by Mr. Beals.**

Mr. Beals asked if the elementary schools were confident they could produce a program with the money they are given. They stated that they would need to have a conversation about all of

this and see what is needed due to COVID-19 because this could raise a lot of problems this year.

Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

There was another topic on whether or not teachers should be provided laptops, making them able to work at home if they need too. Many teachers have been using student laptops which was not ideal especially if the need to work from home is frequent or long-term.

Mr. Gasdia made a motion to approve the total budget in the amount of \$58,260,827 of which \$54,717,400 is the general fund, second by Ms. LaMothe. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

2. Warrant Article for Roof Replacement: The district is running into a problem with Hills Garrison because it was built around the same time as Hudson Memorial renovation. They are proposing two roof replacements, finish up Hudson Memorial and replace Hills Garrison's as problems keep arising and repairs keep needing to be done. Roughly \$330,000 would be needed for each of these replacements, totaling approximately \$660,000.
3. Computers from another district: Mr. Russell brought up that we have an option of attaining 350 computers at \$150 each from another district as their lease is now up. Hudson School District would have these computers for an estimate of two years due to the batteries being nonreplaceable. This would be a transfer of money from the operating budget that the Board would have to approve. The Board would like to know if they can deduct 350 computers from the 900 computers that are on backorder. IT does not believe that they can do this without cancelling the whole order.

Ms. LaMothe made a motion to approve the transfer of \$52,500 from salaries and benefits to purchase the 350 computers, second by Ms. Fickett. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

D. New Business:

1. Holiday Schedule: Mr. Russell brought up a notion that was talked about which was a two-week quarantine after Thanksgiving and Christmas so that people could travel. Another option that was brought up was going remote until after Martin Luther King, Jr. Day. There are many scenarios that the district must look at with the holidays coming up. Mr. Russell is going to get more information as to what other districts around us are doing and look at the survey results and present to the Board on Monday. Ms. LoVerdi mentioned that her and many other students love going to school but that the holidays did raise a concern for the safety of them as well as their families. The principals and Board members all gave their own feedback on this matter as well. This conversation will be continued next board meeting.

2. Student Attendance: For the most part, attendance has been steady in most schools. However, Mr. Bowen and Mr. Tesini reported that they are recently seeing a spike in students not coming to school within the past week, more so in a remote setting. They both went over how they are handling an intervention for attendance if a student misses several days of school. There was a conversation about intervention for students who are required to quarantine as well.

E. Board Member Comments:

Mr. Gary Gasdia: Thanked Ms. Burnell for all her hard work and stepping up when they needed it.

Ms. Hannah LoVerdi: Mentioned that the college application season is coming up and pointed out a few learning days coming up.

Ms. Fabiana Fickett: Noted that tomorrow is World Kindness Day and mentioned that our students need a lot of care and support right now.

Mr. Ethan Beals: No comment.

Ms. Diana LaMothe: Ms. LaMothe is impressed with the quality of people working in the district. She also mentioned a documentary called The Social Dilemma and recommended people to watch it.

Ms. Darcy Orellana: Thanked Ms. Burnell and everyone in the district.

F. Non-public Session:

Mr. Beals made a motion to enter non-public session according to RSA 91-A: 3(C) at 9:15 pm, second by Mr. Gasdia. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

G. Adjourn:

Mr. Gasdia moved to exit non-public and adjourn, second by Ms. LaMothe. Motion passes 5-0.

Meeting adjourned at 9:25 pm.

Respectfully submitted,

Amanda Gage (public)
Kim Organek (non-public)

**Hudson School District
Hudson School Board Meeting
Draft Minutes**

Present:

Dr. Darcy Orellana, Board Chairman
Mr. Gary Gasdia, Board Vice-Chair
Ms. Diana LaMothe
Mr. Ethan Beals
Ms. Fabiana Fickett
Mr. Larry Russell, Superintendent of Schools
Ms. Kim Organek, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services
Ms. Jennifer Burk, Business Administrator
Ms. Hannah LoVerdi, Student Representative

- A. Call to Order:** Dr. Orellana called the meeting to order. Mr. Gasdia led the Pledge of Allegiance.
- B. Public Input:** There was no public input tonight.
- C. Presentations to the Board:**
1. Music Students' Experiences Operating in a Pandemic (Rob Scagnelli): Congratulated the 14 students that were selected to attend the NH jazz festival. Mr. Scagnelli said this year was going smoother than he thought it would go. Music is being performed by having slits in the student masks and masks at the end of each instrument to maintain safety precautions. Mr. Scagnelli mentioned that technology is being used more often than before for music. He also went over some struggles they are facing but did mention all the positives that have occurred during this pandemic.
 2. Eagle Scout Gift Presentation (Nate Emanuelson): Mr. Emanuelson is here to make a presentation about the picnic tables that are being constructed at Alvirne High School as an Eagle Scout Project. They have earned this money through a donation from the school along with a fundraiser from a car wash. The picnic tables will be used mostly for the senior class at Alvirne.
 3. Alvirne Security Options (Jay Doherty of Lavallee Brensinger Architects): Mr. Doherty presented some new options that could improve Alvirne security. He is looking at improving and securing the main entries, safe drop-off sequences, improved function for the cafeteria, along with restrooms and concessions. The total cost for these improvements would cost \$13 million. There was a conversation about making the security features one project and the auditorium another project. Ms. LaMothe recommended that fundraising be considered for the auditorium. This is something that the board is interested in and the number one priority is student safety, however the budget is tight right now for a project this big. Mr. Gasdia likes this idea but feels this project should be something that happens later.
 4. Communications Plan Update (Terry Wolf): Ms. Wolf presented the goals of the communication plan which were to share information in a consistent and timely manner, follow principles of good communication, increase family engagement pre k-12th, increase engagement with the community,

develop stronger relationships with businesses and elected officials, and finally be the primary resource for information. She mentioned that it is a bit of a challenge getting information to the broader community due to limited resources available. Ms. Wolf went over how they are communicating throughout the district and how they will be going forward. Ms. Wolf also has many ideas on how to better communicate with the district and the public such as the use of Instagram and a district-wide newsletter.

D. Old Business:

1. **Holiday Schedule:** Mr. Russell went over what was happening in the south-central region and statewide as far as what everyone is doing with travel during the holiday season. He also went over responses that he received throughout the district. The Board gave their opinions on this matter. Ms. Denis who is a building representative at Alvirne gave her and many other teachers input as to how they feel about this situation. Ms. Denis admitted this was a hard decision but believes the best situation is the one where everyone is going to be safe in the long run.

Mr. Gasdia made a motion to approve going out (remote) the two weeks after Thanksgiving from November 30th and returning on December 14th, second by Ms. LaMothe. Dr. Orellana, aye; Mr. Gasdia, aye; Ms. Fickett, aye; Mr. Beals, nay; Ms. LaMothe, nay. Motion passes 3-2.

Ms. LaMothe made a motion to go full remote for two weeks after Christmas Break (January 4th to January 15th, second by Ms. Fickett. Ms. LaMothe, aye; Mr. Gasdia, nay; Dr. Orellana, nay; Mr. Beals, nay; Ms. Fickett, nay. Motion failed 1-4.

2. **Policies (2nd readings):**

Mr. Beals made a motion to push back 2nd readings of the below policies, second by Ms. LaMothe. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

a) JICA Student Dress Code	Replacing outdated policy w/NHSBA sample w/tracked changes
b) JICI Weapons on School Property	Replacing outdated policy w/NHSBA sample verbatim
c) JICJ Unauthorized Communication Devices	New, NHSBA sample w/tracked changes
d) JICK Pupil Safety and Violence Prevention	Reviewed by Policy Committee
e) JICL School District Internet Access for Students	New, NHSBA sample verbatim
f) JIE Pregnant Students	Reviewed by Policy Committee

E. New Business:

1. **Transportation Contracts:** Ms. Burk looked at what a two-year contact would look like in another district for a transportation contract as well as the increases that would happen in each of the contracts. There was also a conversation on the headcount each bus would have which was 83 or 77 students. The board

was curious about attaining some data on what would be better as far as headcounts and bus size would go and what would be more applicable to go with.

Ms. LaMothe made a motion to approve the two-year contract extension with Durham School Services and a 5-year extension with First Student, second by Ms. Fickett. Ms. Fickett, aye; Ms. LaMothe, aye; Mr. Beals, nay; Mr. Gasdia, nay; Dr. Orellana, nay. Motion failed 2-3.

Ms. Fickett made a motion to approve the Durham School Services for a two-year contract extension, second by Mr. Gasdia. Ms. Fickett, aye; Mr. Gasdia, aye; Mr. Beals, aye; Ms. LaMothe, aye; Dr. Orellana, aye. Motion passes 5-0.

2. Winter Sports: Mr. Russell went over what other districts are doing regarding winter sports. He did mention some districts are not doing wrestling as that is a very high contact sport. Ms. Bonney went over the protocols that winter sports would have to follow. She mentioned that a lot of sports like swimming, cheerleading and a few other sports would have a lot of meets or competitions through recordings or virtually.

Mr. Beals made a motion to approve winter sports, second by Ms. Fickett. Ms. Fickett, aye; Mr. Beals, aye; Ms. LaMothe, aye; Mr. Gasdia, nay; Dr. Orellana, nay. Motion is passed 3-2.

F. Recommended Action:

1. Manifests- Recommended action: Make necessary corrections and sign.
2. Minutes- Recommended action: Review and Approve.
 - a) 10/26/2020 Draft Minutes:

Ms. LaMothe made a motion to accept the October 26th minutes, second by Mr. Gasdia. Ms. Fickett, aye; Mr. Gasdia, aye; Mr. Beals, aye; Ms. LaMothe, aye; Dr. Orellana, aye. Motion passes 5-0.

G. Reports to the Board:

1. Superintendent Report: Mentioned that tomorrow the middle school is back in session. He also gave recognition to the high school staff for working hard to have school go on.
2. Assistant Superintendent Report: Reviewed the student absenteeism that has been happening in the district. Ms. Organek also went over a conference that five staff were able to attend. She also mentioned that the Title IV grant has been approved and reviewed what it covers.
3. Business Administrator Report: Ms. Burk mentioned that Jenny Gordon, our new Finance Director started on November 9th. She also mentioned they are finalizing the documents for budget books.
4. Director of Special Education: Praised the middle school folks along with the school nurses for everything that they have been doing.

H. Board Member Comments:

1. Ms. Kara Roy: Said she appreciates and thanked all the work that is going into making all these decisions. Mentioned that Santa will be arriving at Alvirne High School for a drive-thru on November 27th from 2-3 pm. The Hudson Food Pantry will hold their 3rd annual telethon on November 28th from 11-3 pm.
2. Mr. Gary Gasdia: Thanked everyone who donated food to scouting for food this past weekend. Mentioned how serious COVID is and to quarantine if you need to.
3. Ms. Diana LaMothe: Appreciated the student and teacher input that happened tonight.

4. Mr. Ethan Beals: Echoed what Ms. LaMothe said.
5. Ms. Fabiana Fickett: Thanked everyone for their input.
6. Dr. Darcy Orellana: Mentioned that even though there have been differences tonight, the Board works as a body and will continue to work as one body.

I. Upcoming Meetings:

Meeting	Date	Time	Location	Purpose
School Board	12/7/2020	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	12/21/2020	6:30 pm	Hills Memorial Library	Regular Meeting

J. Adjourn:

Ms. LaMothe made a motion to enter non-public session according to RSA 91-A: 3(C) at 9:52 pm, second by Mr. Beals. Ms. Fickett, aye; Mr. Gasdia, aye; Mr. Beals, aye; Ms. LaMothe, aye; Dr. Orellana, aye. Motion passes 5-0.

Discussed personnel matter.

Motion by Mr. Beals to exit non-public and adjourn, second by Ms. Fickett. Motion passed 5-0.

Meeting adjourned 10:20 pm.

Respectfully submitted,

Amanda Gage (public)
Gary Gasdia (non-public)

Hudson School District Hudson School Board Meeting Draft Minutes

Present:

Dr. Darcy Orellana, Board Chairman
Mr. Gary Gasdia, Board Vice-Chair
Ms. Diana LaMothe
Mr. Ethan Beals
Ms. Fabiana Fickett
Ms. Kara Roy, Vice-Chairman, Board of Selectmen
Mr. Larry Russell, Superintendent of Schools
Ms. Kim Organek, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services
Ms. Jennifer Burk, Business Administrator
Ms. Hannah LoVerdi, Student Representative

- A. Call to Order:** Dr. Orellana called the meeting to order. Mr. Russell led the pledge of allegiance.
- B. Public Input:** Dr. Orellana presented a summary of the emails that were received this week.
1. Jill Krueger, 160 Greeley Street: appreciates all the work that is being done but is concerned about the continuance of remote learning and the effects it will have on the students.
 2. Justin Smith, 61 Glasgow Circle: Wishes to go remote for as long as it takes until it is safe to return.
 3. Cindy Roberts, 27 Stonewood Lane: Feels that two weeks of remote learning is much better than a surprise quarantine.
 4. Kristin Buja, 15 Forest Road: Asked that the families who opted for student in person learning should continue and feels that the all the safety precautions are being met.
 5. Clegg, Richmond Rd: Mentioned that Hudson is letting the kids down and feels that the kids in school are not at risk of spreading it and stresses to give the kids a sense of normalcy.
 6. Melissa, 6 Charbonneau: Believes that the in-school students should go back to school right away after Christmas.
 7. Kristen Jensen, 4 School Street: Has 2 children in different schools who all want to go back after the break
 8. Joseph DeRusha, 6 Charbonneau Drive: Mentioned that he has students in the district and stressed the importance of in person learning as remote learning can be lifeless and hopes that the Board decides to keep the students in school.
 9. Angela Gallant, 31B Shadowbrook Drive: Wants the children to return to work and think its unfair that the people who are following protocols are being punished because others cannot follow the rules.
- C. Presentations to the Board:**

1. Brainfuse: Tanya Moesel presented a new resource that the Rodgers Memorial Library has which is called Brainfuse. This is used for all levels of learning/subjects. Brainfuse offers live tutoring, an online writing lab, and a Skills surfer amongst many other learning tools. Brainfuse is offered to anyone who owns a library card.

D. Old Business:

1. First Student Transportation Contract Extension: Ms. Burke followed up with the options for the contract extension and made a recommendation.
Mr. Beals made a motion to approve the 5-year contract extension with First Student, second by Mr. Gasdia. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.
2. Holiday Schedule: This would be for the time to discuss December 14th -23rd and January 4th -15th and whether it should be remote or in-person learning. There were many opinions and perspectives on this topic on what would be best – from students, teachers, administrators, from all different grade levels along with board member comments. This was followed with a discussion on what the CDC recommends and guidelines they must follow with quarantining. As much as remote learning is not ideal, there were many comments that remote learning has improved remarkably compared to last year.
Mr. Gasdia made a motion to have elementary school return to in-person learning from December 14th -22nd and high school and middle school do remote learning, with all students returning to in-person on January 4th, second by Ms. LaMothe. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.
3. Policies (2nd readings): Ms. Organek reiterated these policies and the changes that were made. The Board Members pointed out some corrections that needed to be made.

a) JIHB Searches of Student Automobiles on School Property	New, NHSBA sample w/tracked changes
b) JIHC Use of Metal Detectors	New, NHSBA sample verbatim
c) JIHD Student Interviews and Interrogations	New, NHSBA sample verbatim
d) JIJ Student Protests, Demonstrations and Strikes	New, NHSBA sample verbatim
e) JJA Student Activities & Organizations	New, NHSBA sample w/tracked change
f) JJE Student Fundraising	Reviewed, no changes

Ms. LaMothe made a motion to accept policies a-f as amended, second by Mr. Gasdia. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

4. MOA between HFT and School Board: Mr. Russell said they moved the Library specialist from AFSCME to HFT.

Ms. LaMothe made a motion to ratify the MOA between HFT and the SAU, second by Mr. Beals. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

E. New Business:

1. School District Clerk Opening:

Mr. Russell asked the Board if they should post this opening again or had any suggestions as they are having difficulty filling this position. The Board confirmed that the district could repost this opening.

2. Budget Transfer SB #21-04:

Mr. Beals made a motion to approve the transfer of SB #21-04 for the culinary arts program, second by Ms. LaMothe. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

3. Sample Warrant Articles:

This is for the Boards initial review. Ms. Burk presented to the board five sample warrant articles which consisted of the Alvirne Renovation, the operating budget, HFT contract, roof replacement at Hills Garrison and Hudson Memorial.

4. Extracurricular Nominations: Mr. Russell presented 3 new nominations. He mentioned that indoor track season has been cancelled due to a lack in venues/competition.

Mr. Beals made a motion to approve the assistant ice hockey coach and the boys' freshman basketball coach, second by Mr. Gasdia. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

5. Policies (1st readings): Ms. Organek read the below policies. The board discussed and reviewed some changes that need to be made.

a) JJF Student Activities Fund Management	Reviewed, no changes
b) JJIC Eligibility for School Athletics	New, NHSBA sample w/tracked changes
c) JJIF Guidelines for Proper Sportsmanship	New, NHSBA sample verbatim
d) JJJ Access to Public School Programs by Non-public, Charter, and Home educated Students	Reviewed, no changes
e) JKA Corporal Punishment	Replacing outdated policy w/ NHSBA verbatim
f) JKAA Use of Restraints and Seclusion	Replacing outdated policy w/ NHSBA w/tracked changes

g) JLC Student Health Services	New, NHSBA sample verbatim
h) JLCA Physical Examination of Students	New, NHSBA sample verbatim
i) JLCB Immunizations Requirements	Revision
j) JLCC Head Lice/Pediculosis	Replacing outdated policy w/NHSBA verbatim

F. Recommended Action:

1. Manifests- Recommended action: These are complete.

G. Reports to the Board:

1. Superintendent Report: Mr. Russell mentioned that the United Way delivered 100 laptops to the district. Majority of these laptops will be going to students who don't have access to one at home.
2. Assistant Superintendent Report: Ms. Organek shared some of the fun that occurred through Zoom this week. She also thanked the local businesses who donated some incentives for the students.
3. Director of Special Education: Ms. Borge mentioned that they still have a handful of students coming in for their services even though it's remote learning. Ms. Borge also mentioned that they are dealing and learning as time goes on with what each student's needs are.
4. Business Administrator Report: Had no comment tonight.

H. Legislative Updates: No updates tonight.

I. Board Member Comments:

1. Ms. Diana LaMothe: Reminded people to not gather with large crowds and understands it's very difficult. She thanked everyone in the school district for everything they are doing.
2. Mr. Ethan Beals: Hopes that people who do not understand every decision that is being made can understand the logic behind the tough decisions. Mr. Beals thanked Mr. Gasdia for helping with the donations for the food pantry.
3. Ms. Kara Roy: Thanked Mr. Gasdia for helping and mentioned how much was raised and donated to the food pantry.
4. Ms. Fabiana Fickett: Mirrored everyone's gratitude for working together on everything. She also mentioned a fundraiser and an event that are occurring.
5. Ms. Hannah LoVerdi: Mentioned that next week starts the winter sports tryouts and hopes everyone will follow the rules and this season will be just as successful as the fall sports were.
6. Mr. Gary Gasdia: Mr. Gasdia said that kids are learning a different way of things, it's not that they are not getting a good education.
7. Dr. Darcy Orellana: Stated that the Board meetings are now going to be held at the Community Center. She also brought up that Hanukkah is starting on December 10th.

J. Upcoming Meetings:

Meeting	Date	Time	Location	Purpose
School Board	12/21/2020	6:30 pm	Community Center	Regular Meeting
School Board	1/4/2021	6:30 pm	Community Center	Regular Meeting

K. Adjourn:

Ms. LaMothe made a motion to enter non-public session according to RSA 91-A: 3(c) at 9:15 pm, second by Ms. Fickett. Ms. Fickett, aye, Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 5-0.

All dismissed except Board members and Mr. Russell.

Reviewed Superintendent Annual Evaluation.

Motion by Ethan Beals to exit non-public and adjourn, second by Fabiana Fickett. Motion passed 5-0.

Meeting adjourned 9:57 pm.

Respectfully submitted,

Amanda Gage (public)
Gary Gasdia (non-public)