

Posted: August 5, 2022

At: All Hudson schools, SAU building, district website



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

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

Agenda

August 8, 2022

Estimated
time

- 6:30pm **A. Call to Order**
Pledge of Allegiance
- 6:33pm **B. Public Input**
Hudson residents are welcome and encouraged to share feedback with the board on agenda items
- 6:48pm **C. Good News Update**
Assistant Superintendent Kim Organek will share good news in the district
- 6:53pm **D. New Business**
- 1. School Board Retreat – Recap (Information)**
Superintendent Moulis will provide an overview of the discussion at the School Board retreat
[First 100 Days](#)
[School Board Goals and Priorities](#)
 - 2. School Enrollment Update (Decision)**
Superintendent Moulis will review the request for an additional kindergarten teacher
[Memo – Early Learning Center](#)
 - 3. NESDEC Enrollment Projection Study (Information)**
Superintendent Moulis will propose an enrollment study
[NESDEC Memo](#)

4. HFT Memorandum of Understanding (Decision)

Business Administrator Jen Burk will review the memorandum for high school staff teaching a sixth class

5. One-Time Retention Bonus and Referral Bonus Program (Tentative Decision)

Business Administrator Jen Burk will review the one-time retention bonus and referral bonus program

School Board action-pending Department of Education approval of ESSER III funds

6. Professional Development/Workshop Travel Request (Decision)

Superintendent Moulis will present a travel request
[Travel Request Memo](#)

7. Policies – First Reading

DFA Investments	Policy review
JFABD Admission of Homeless Students	New, NHSBA policy
JLC Student Health Services	New, NHSBA policy
JLCJA Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation	New, NHSBA policy
KEE Website Accessibility and Grievance	New, NHSBA policy with tracked changes

7:50pm

E. Recommended Action

1. Manifests – Recommended action: Make necessary corrections and sign
2. [Minutes – July 18, 2022 – Draft minutes](#)
3. [Minutes – July 19, 2022 – Draft minutes - Board Retreat](#)

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7:55pm **F. Reports to the Board (Information)**

District administrators will share updates for the board and public

1. Superintendent Report
2. Assistant Superintendent Report
3. Business Administrator Report

8:00pm **G. Committee Reports**

Board members will share committee updates

8:05pm **H. Board of Selectmen – Liaison Comments**

8:10pm **I. Board Member Comments**

8:20pm **J. Non-Public Session**

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

- Personnel
- Student Matter

These conditions are:

- 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.*
- The hiring of any person as a public employee.*
- 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.*
- 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.*
- 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.*
- 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.*
- Consideration by school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A, which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general public or of district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations.*
- Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.*
- Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III. However, any vote on whether to disclose minutes shall take place in public session.*

8:30pm **K. Adjourn**

Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	August 22	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	September 12	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	September 26	6:30 pm	Hills Memorial Library	Regular Meeting

Superintendent Moulis

First 100 Days

- Meet with staff, students, families in the community through:
 - Attending school events
 - Community events
 - Walk throughs with administration and visiting classrooms
 - Attending organizational meetings, PTA, Budget Committee meetings, Select Board meetings, Chamber of Commerce meetings, non-profit organizations and other community meetings
- Review safety procedures and planning and continue training for all staff
- Create systems and processes to support students' social and emotional needs so they are ready to learn
- Negotiate contracts for Hudson Federation of Teachers and Hudson Teamsters as part of collective bargaining process
- Review assessment results and academic progress, K-12
- Review current processes for student support in reading and mathematics
- Continue to improve communication between school district, families, students, staff and the Hudson community
- Assess and evaluate school district systems and processes
- Review long-term district goals and communicate and collaborate with the School Board, administration, teachers, and families on next steps for strategic plan
- Continue to support career and internship opportunities for students
- Prioritize with Capital Improvement Committee short-term goals and long-term goals including:
 - Evaluation of Early Learning Center
 - Alvirne High School renovation project

Daniel Moulis, Ed. D
Superintendent

2022-2023
School Board Priorities
Draft

1. Negotiate a contract for Hudson Federation of Teachers that is competitive contract with surrounding school districts to retain teachers and recruit teachers to the Hudson School District.
2. Create and develop efficiencies and organization to school district systems, processes, and procedures.
 - Policies
 - Departments
 - Curriculum articulation between schools
 - Communication between schools
 - As part of budget process review and assess grant supported positions and programs that need future consideration.
3. Prioritize with Capital Improvement Committee short-term goals and long-term goals including:
 - Evaluation of Early Learning Center
 - Alvirne High School renovation project

HUDSON SCHOOL DISTRICT

SAU # 81

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

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Superintendent of Schools

(603) 886-1235

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Rachel Borge

Director of Special Services

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Jennifer Burk

Business Administrator

(603) 886-1258

jbuk@sau81.org

To:	Dan Moulis, SAU 81 Superintendent
From:	Nancy Maguire, LSS Principal
Date:	August 3, 2022
Re:	Additional Kindergarten Teacher

I am writing to request an additional kindergarten teacher at Library Street School for the 2022-2023 school year. We are currently at 184 students, and historically a few more students have registered during the month of August. We are currently slated for 10 classrooms, which with 184 students, would give us class sizes of 18 and 19. Classes of that size are not ideal for either teaching or learning with five-year-olds, many of whom are having their first experience with formal schooling.

Another factor to consider is that we are reducing our paraprofessional staff, going from each classroom having a dedicated para, to two classrooms sharing one. This will have its own challenges for both teachers and students which would be compounded by higher class sizes.

Adding an 11th teacher to the LSS staff would put us at class sizes of 16 and 17, which would be much more conducive to teaching and learning and create higher levels of student success. This would also bring us in line with what we had this past year, with 11 teachers in place.

Please let me know if you would like any further information and thank you for your consideration.



New England School Development Council

28 Lord Road, Marlborough, MA 01752 ➤ Tel: 508-481-9444 ➤ www.nesdec.org

May 24, 2022

Hudson School District – SAU #81
20 Library Street
Hudson, NH 03051

Dear Ms. Burk:

Thank you for inquiring about NESDEC affiliation for Hudson School District SAU #81.

Your district is entitled to take part in NESDEC's Initial Year Incentive (IYI) program. Through this program, the district pays half the applicable annual fee for the first year, three-fourths of the fee for year two and the full fee not until year three. Your district can be affiliated for as low as **\$2390** (this represents half of the regular price of \$4780 based upon a total district enrollment of approximately 3,016 students). This price is starting now until June 2023 for fiscal year 2022-2023. Most districts renew their NESDEC affiliation on an annual basis, as this allows the district to take advantage of the many benefits of membership year to year; however, there is no obligation to renew from one year to the next.

Of interest will be our annual enrollment forecasts, which permit the monitoring of enrollment changes and provide the basis for updating of the district's master plan for school facilities. This service, which provides an annual 10-year enrollment forecast, is offered at no cost to NESDEC affiliates. Like our enrollment projections, our **Special Education Trend Report** will be offered annually, at no cost, as an added benefit to NESDEC affiliates. Designed as a management tool for superintendents and educational leaders, the Special Education Management Report offers comparison points regarding student placements, personnel allocation, and special education costs.

NESDEC also offers additional services at discounted rates to its affiliates related to school planning, including our comprehensive Demographic Report and Long-Range School Facilities Master Plan. For more information about our **Planning** services, as well as information about NESDEC's highly-regarded **Executive Search and Legal** services, which are also offered at a discount to our affiliates, please visit our website, www.nesdec.org. Through our association with the National School Development Council (NSDC), all Superintendents in NESDEC affiliated districts receive, at no cost, a subscription to the *Journal for Leadership and Instruction*, the professional research publication of NSDC.

As always, I would be happy to supply further information or answer any questions you or anyone at your district may have.

Very truly yours,

A handwritten signature in black ink that reads "Arthur L. Bettencourt". The signature is written in a cursive style with a large, prominent initial "A".

Arthur L. Bettencourt, Ed.D.
Executive Director

Jodi C. Hallas
Associate Principal

Jason C. Tesini
Associate Principal

Sarah T. Gilliam
Assistant Principal

Eric C. Frauwrith
Career & Technical
Education Director

ALVIRNE HIGH SCHOOL

Home of the Broncos

**200 Derry Road
Hudson, NH 03051**

Steven J. Beals, Principal

Phone: (603) 886-1260 Fax: (603) 816-3513

William R. Hughen
District Director
of School Counseling

Karen E. Bonney
Director of Athletics

Susan E. Bureau
Dean of Academics

Sara D. Brown
Department Chair for
Special Services

To: Superintendent Dan Moulis and Hudson School Board

From: Mary Carper, School Counselor, Alvirne High School

Date: August 3, 2022

Subject: Training/Travel Request

Alvirne is a member of NEACAC (New England Association for Admissions Counseling). I am a delegate on the Governing Board. This will be my 3rd year serving. The National conference is in Houston Texas this year. It is being held Thursday September 22- Saturday September 24th.

I would be out of school on the 22nd and 23rd. Depending on when I can get a flight, I might have to leave school early on Wednesday the 21st.

The cost is completely covered by NEACAC. However, I need permission to travel out of state for this. Please let me know if you have any questions. It is a great way for us to network with college admission counselors from around the United States and Internationally.

Thank you for your consideration,

Mary Carper M.A., C.R.C.
School Counselor
Alvirne High School

HUDSON SCHOOL DISTRICT POLICY

DFA Investments

Reviewed: August 5, 2019

Category: Priority/Required by Law

INVESTMENTS

I. PREFACE

The Hudson School Board's investment policy establishes a framework for the safe and prudent investment of public funds.

This policy provides guidance and direction the District to conduct the daily investing activity in addition to improving consistency, creating and defining accountability and in ensuring that laws are followed.

II. SCOPE

The investment policy applies to all financial assets in the custody of the treasurer of the Hudson, NH School District. These funds are accounted for in the School District's annual audited financial reports and include the following:

- General Fund
- Special Revenue Funds
- Capital Project Funds
- Enterprise Funds
- Agency Funds
- Any new funds created by the School District, unless specifically exempted by the governing body, in accordance with the law.

Furthermore, the investment policy applies to all transactions involving the financial assets and related activity of all the foregoing funds.

III. OBJECTIVES

The investment policy objectives are stated below:

- To ensure the preservation of capital and the protection of investment principal;
- To maintain sufficient liquidity to meet operating requirements;
- To satisfy all legal requirements;
- To attain market-average rate of return on investments considering risk, legal constraints and cash flow considerations;
- To assure assets will only be invested in obligations of the United States Government, the public deposit investment pool established pursuant to Revised Statutes Annotated (RSA) 383:22, deposits or certificates of deposits in solvent banks incorporated under the laws of the State of New Hampshire or in banks recognized by the State Treasurer (RSA 6.7)

IV. DELEGATION OF AUTHORITY

The investment policy delegation of authority is stated below:

- Investment transactions will be conducted in accordance with chapter 197:23a of the (RSA)).
- No person may engage in an investment transaction except as provided under the terms of this policy and the internal procedures and controls hereby established.

V. PRUDENCE

The investment policy will be conducted in accordance with the "prudent person" standard which requires that:

Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital as well as the probable income to be derived.

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict (or appear to conflict) with proper execution of the investment program, or which could impair their ability to make impartial investment decisions.

Employees and investment officials shall disclose to the School Board any material financial interest in financial institutions that conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of this jurisdiction's portfolio.

Employees and officers shall subordinate their personal investment transactions to those of this jurisdiction, particularly with regard to the timing of purchases and sales.

VI. INTERNAL CONTROLS

The internal controls for the Hudson School District shall be designed to prevent losses of public funds arising from fraud, employee error, and misrepresentation by third parties, unanticipated changes in financial markets, and imprudent actions by employees of the School District.

A system of written internal controls, regarding investments, shall be established and maintained by the School Board, or its designee, and shall be reviewed annually by the School District's independent auditors.

VII. INVESTMENT INSTRUMENTS

The Hudson School District shall invest its funds in accordance with RSA 197:23a Investment maturities for operating funds shall be scheduled to coincide with projected cash flow needs, considering large routine expenditures (payroll and accounts payable) as well as anticipated revenue inflows.

VIII. COMPETITIVE SELECTION OF INVESTMENT INSTRUMENTS

Before the School District invests any excess funds in investment instruments, except for United States Treasury securities maturing in less than one year, a competitive bid process shall be conducted by the Treasurer.

Bids shall be requested from qualified financial institutions for various options with regards to terms and instrument. The Treasurer will accept the bid(s) which provide(s) the highest rate of return, within the maturity required, and within the parameters of this policy, taking into consideration all associated costs, requirements and capabilities.

IX. QUALIFIED INSTITUTIONS

The Hudson School District will abide to RSA 197:23a and RSA 383:22-24 as the source and foundation of its qualified institution criteria.

X. SAFEKEEPING AND COLLATERALIZATION

Deposits shall be fully collateralized with the delivery of US government obligations, US government agency obligations, or obligations of the State of New Hampshire in market value at least equal to 100% of the cash deposit in each case. Collateral shall be wired to the municipality's joint custody account at the Federal Reserve Bank of Boston or Federal Reserve Bank of New York no later than the day cash deposits and/or investments are wired/transferred.

Safekeeping procedures shall be reviewed annually by the School District's independent auditors.

XI. ACCOUNTING

All cash bank balances will be reconciled monthly by the Treasurer and reported to the School District Accountant under the direction of the Finance Director monthly. General ledger entries will be posted to the general ledger system at said time to accurately reflect the School District's cash position.

XII. PERFORMANCE EVALUATION

The School District shall require, from any institution in which investing activity is conducted, sufficient routine reports/documentation to enable an accurate evaluation to be made as to the results of the School District's investment program as it relates to their stated objectives, guidelines and policies, and to assist in revealing areas for potential improvement.

XIII. OTHER

This policy shall be reviewed periodically by the School Board, or its designee, with changes made as warranted, followed by re-adoption by the governing body.

Legal References:

RSA 6:7	Bank Deposits
RSA 197:23-a	Treasurer's Duties
RSA 383:22	Public Deposit Investment Fund

Initial Reading: 06/16/2008

First Adoption: 07/07/2008

Revision: 11/05/2012

Revision: 08/21/2017

First Reading 07/22/2019

Second Reading 08/05/2019

Revision: 08/05/2019

First Reading:

Second Reading:

Reviewed or
approved

HUDSON SCHOOL DISTRICT POLICY

JFABD Education of Homeless Children and Unaccompanied Youth

First Reading: August 8, 2022

Related Policies EEA, JFA, JFAA, JFABE

Category Priority/required by Law

It is the Board's intent to remove barriers to the identification, enrollment and retention in schools of homeless children and youth. All staff shall take reasonable steps to ensure that homeless students and children are not segregated or stigmatized and that educational decisions are made in the best interests of those students.

A. Homeless Students

Under the federal McKinney-Vento Homeless Assistance Act ("McKinney-Vento"), and guidance provided by the New Hampshire Department of Education ("NHDOE"), the term "homeless children and youths" means "individuals who lack a fixed, regular and adequate nighttime residence." Under both section 752(2) of McKinney-Vento and the NHDOE guidance*, the term includes children and youth who are:

1. sharing the housing of other persons due to loss of housing, economic hardship or a similar reason;
2. living in motels, hotels, trailer parks or camping grounds due to lack of alternative adequate accommodations;
3. living in emergency or transitional shelters;
4. abandoned in hospitals;
5. have a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings;
6. living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings; and
7. are migratory children who qualify as homeless because they are living in circumstances described above.

Additionally, as used in this policy, the terms "unaccompanied youth," "school of origin," "enrollment," and "attendance area school" shall have the same meanings as set forth in the McKinney-Vento Homeless Assistance Act ("McKinney-Vento") and guidance provided by the New Hampshire Department of Education ("NHDOE"). For purposes of this policy and its accompanying regulation, "homeless students" shall refer to and include "homeless children and youth" and "unaccompanied youth."

*Note: under RSA 193:12, IV, the definition of "homeless children and youth" also includes children "awaiting foster care placement", see RSA 193:12, IV (a). That criterion, however, was removed from McKinney-Vento in 2015 as well as NHDOE guidance documents regarding McKinney-Vento. Under both McKinney-Vento, and NHDOE guidance, children who are awaiting foster care may fall within the definition of a homeless student if they meet other criteria as set forth above. See also Policy JFABE.

Each homeless student shall have access to and shall be provided education services for which the student is eligible comparable to services provided to other students in the school, including career and technical education programs, gifted education programs, and school nutrition programs.

Transportation services for homeless students shall be provided in accordance with applicable law and as generally described below.

B. Enrollment and School Stability.

Enrollment of a homeless student shall be immediate even if the homeless student lacks records routinely required prior to enrollment or has missed application or enrollment deadlines (academic, immunization, etc.). The District shall make arrangements to obtain any necessary records and to have the student receive any necessary immunizations. When feasible, the District shall seek immunization through no- or low-cost health care providers. If an expense is incurred, the District shall seek reimbursement through Medicaid if possible.

If a homeless student becomes permanently housed during the school year, the student shall no longer be considered homeless and may only continue enrollment in the District for the remainder of that school year.

C. Homeless Liaison.

The Superintendent shall appoint a staff member to serve as the local liaison for homeless students and their families/guardians (the “Homeless Liaison” or the “District Homeless Liaison”). The District shall provide training and other technical assistance to Homeless Liaison and other appropriate District staff regarding the District’s obligations to homeless students. Duties of the District Homeless Liaison shall be as provided in state and federal law, as well as local policies and procedures. The duties shall include, among others: procedures for identification, enrollment, transportation, dispute resolution for homeless students, as well as direct assistance shall be made in accordance with the accompanying regulation and applicable law.

Among other things, the District Homeless Liaison shall:

- a. assist in requesting the student’s records;
- b. mediate and assist with disputes concerning school enrollment and homelessness determinations;
- c. assist in making transportation arrangements;
- d. ensure that homeless students receive the educational services for which they are eligible or entitled;
- e. coordinate with other Districts, entities, institutions and agencies to help assure that homeless children and youths are identified by school personnel;
- f. ensure that unaccompanied youth and/or parents of homeless students are informed of the educational and related opportunities available to homeless students;
- g. work to assure that parents/guardians of such students are provided with opportunities to participate in the education of their children (excepting instances when court or other protective orders indicate otherwise);
- h. ensure that unaccompanied youth and/or parents of homeless students are informed of all transportation services including transportation to the school of origin;
- i. assure that notice is publicly disseminated of the educational rights of homeless children and youths;
- j. coordinate with other Districts and with local social services agencies and other agencies or programs providing services to homeless students as needed;
- k. assist any unaccompanied youth with enrollment, credit accrual, and career and college readiness decisions;

- I. work with the Superintendent or designee to monitor regulations and guidance related to this policy that may be issued by applicable state and federal agencies (e.g., DCYF, NHDOE, and the U.S. Department of Education).

D. Enrollment Determinations for Homeless Students.

Enrollment determinations shall be based upon the best interests of the homeless student, with the presumption that keeping the homeless student in the school of origin is in the homeless student's best interests, except when doing so is contrary to the request of the parent/guardian, or if applicable, unaccompanied youth.

E. Transportation of Homeless Students.

Under McKinney-Vento, homeless students are entitled to transportation to their school of origin or the school where they are to be enrolled. If the homeless student is located outside of District boundaries but a determination has been made that the student shall remain in the school of origin within the District, or, if a homeless student is located within this District, but a determination had been made that the student shall remain in the school of origin outside of the District, then the two Districts shall agree on a method to apportion cost and responsibility for the student's transportation or share the cost and responsibility equally.

F. Dispute Resolution.

For any decision in the enrollment process of a homeless student, including any determination whether a living situation meets the definition of homeless, if the decision is in conflict with the wishes of the homeless student's parent/guardian, or, if applicable, the unaccompanied youth, the District shall provide a written explanation, in a manner and form understandable to the student's parent, guardian or unaccompanied youth. District personnel receiving enrollment requests or information pertaining to homeless students should immediately refer those requests to the District Homeless Liaison and Superintendent's office.

In the event of a dispute, the District shall immediately enroll the student in the school in which the parent/guardian or unaccompanied youth seeks to enroll, which enrollment shall continue pending resolution of the dispute. Additionally, while enrollment disputes are pending, students have the right to participate fully in school and receive all services for which they would be eligible, as the definition of enrollment includes "attending classes and participating fully in school activities."

1. Notification of Appeal Process.

If the District seeks to place a homeless child in a school other than the school of origin or the school requested by the parent, or the District has determined that the living situation does not qualify as homeless ("eligibility decision"), the District shall inform the parent or the unaccompanied youth of the right to appeal. The District shall provide the parent or unaccompanied youth with written notice including:

- a. A succinct explanation of the child's placement/eligibility decision and contact information for the District Homeless Liaison, as well as the NHDOE State Coordinator for Education of Homeless Children and Youth;
- b. Notification of the parent's right to appeal(s);
- c. Notification of the right to enroll in the school of choice pending resolution of the dispute;

- d. A description of the dispute resolution process including a petition/appeal form that can be returned to the school to initiate the process and timelines; and
- e. A summary of the McKinney-Vento Act.

While the Superintendent or Homeless Liaison may prepare and make available forms for the process, use of such forms is not required to initiate the appeal process.

2. Appeal to the District Homeless Liaison – Level I.

- a. If the parent or unaccompanied youth disagrees with the District’s placement decision, he/she/they may appeal by filing a written request for dispute resolution/appeal (“appeal”) with the school, the District Homeless Liaison, or Superintendent. The request for dispute resolution should be submitted within fifteen business days of receiving notification of the District’s placement.
- b. If the appeal/request for dispute resolution is submitted to the school or Superintendent, it will be immediately forwarded to the Homeless Liaison.
- c. The District Homeless Liaison must log the complaint including a brief description of the situation and reason for the dispute and the date and time of the appeal was filed. Upon receipt, the District Homeless Liaison will forward a copy of the appeal document to the Superintendent.
- d. Within five business days of the receiving the appeal, the Homeless Liaison must provide the parent or unaccompanied youth with a written decision and notification of the parent’s right to further appeal, with a copy to the Superintendent. At this time, the Homeless Liaison will also provide to the parent or unaccompanied youth an “appeals package” consisting of a copy of the written decision, a copy of the original appeal document, and copies of any additional materials provided to the Homeless Liaison by the parent or unaccompanied youth.

3. Appeal to the Superintendent – Level II.

The parent or unaccompanied youth may appeal the Level I decision to the Superintendent or the Superintendent’s designee, using the appeals package provided at Level I.

- a. The Superintendent/designee will arrange for a personal conference to be held with the parent or unaccompanied youth within five business days of receiving the Level I appeals package. (Upon the request of the parent or unaccompanied youth, this conference may be held telephonically).
- b. Within five business days of the conference with the parent or unaccompanied youth, the Superintendent/designee will provide that individual with a written decision with supporting evidence and notification of their right to appeal to NHDOE.
- c. The Superintendent/designee shall provide a copy of the Superintendent’s decision to the District’s Homeless Liaison, as well as the NHDOE State Coordinator for Education of Homeless Children and Youth.

G. Records.

The District shall maintain copies of all written decisions, appeals and notifications concerning eligibility or enrollment requests made under this policy for the same period as it does for Title I records.

Legal References

20 U.S.C. 1232g (Family Educational Rights and Privacy Act – “FERPA”)
20 U.S.C. 1701-1758 (Equal Educational Opportunities Act of 1974 – “EEOA”)
20 U.S.C. 6313(c)(3) (reservation of Title I funding for homeless children and youths)
42 U.S.C. §11431 and §11432 (McKinney-Vento Homeless Assistance Act – Education for Homeless Children and Youth)
Plyler v. Doe, 457 U.S. 202 (1982)
RSA 193:12, Legal Residence Required
NH Code of Administrative Rules, Section Ed 306.04(a)(19), Homeless Students

Updated: Add last date revised

First Reading: August 8, 2022

Second Reading

Adopted or Reviewed

HUDSON SCHOOL DISTRICT POLICY

JLC Student Health Services

First Reading: August 8, 2022

Category: Priority/Required by Law

Related Policies: EBBC, JLCE

A. General Health Services

The Board may appoint one or more school nurses to carry out appropriate school health-related activities.

B. School Nurse Qualifications and Responsibilities

A school nurse shall be a registered professional nurse licensed in New Hampshire and certified by the New Hampshire Department of Education. The Board may employ or contract with a Licensed Practical Nurse (LPN) or a Licensed Nursing Assistant (LNA) to work under the direct supervision of the school Registered Nurse (RN). As provided by New Hampshire law, the school nurse is responsible for any delegation of health care tasks.

Responsibilities of the 21st century school nurse include, but are not limited to: providing direct health care to students; providing leadership, care coordination and qualitative improvement of school health services; promoting a healthy school environment and control/surveillance of infectious diseases; promoting health; serving in a leadership role for health policies and programs; and serving as a liaison between school personnel, family, community, and health care providers. Additionally, the school nurse is responsible for the oversight of other school services, including but not limited to: assessing and responding to individual student health needs through Individual Healthcare Plans, maintaining accurate health records, participating on 504 and IEP teams (as needed or required), health promotion, disease and injury prevention initiatives, student wellness, and other responsibilities and services as dictated by law or Board policy. Finally, the school nurse will assist the administration in developing/updating forms necessary and appropriate for health-related issues (e.g., emergency, individual student health needs, administration of medication, etc.).

C. Injuries, Illnesses and Medications

Emergency medical care will be provided pursuant to Board Policy EBBC/JLCE.

Any pupil who is required to take prescribed medication during the school day will do so consistent with the provisions of Department of Education Rule 311.02 and Board Policy {**} JLCD.

Injuries and illnesses occurring during the school day are to be reported to the school nurse or the building principal. Accidents shall be reported in accordance with Board Policy {**} EBBC. Students attending school during the extended day, night, or summer school programs, or any other time when the school nurse is not in the building, are to report all illnesses and injuries to the supervising adult. Students will not be allowed to leave school due to injury or illness without first notifying either the school nurse or principal as well as the student's parent/guardian or other person identified on the student's emergency contact form on file with the school.

Legal References

RSA 200:27, School Health Services

RSA 200:29, School Nurse

RSA 200:31, School Health Personnel

RSA 326-B, Nurse Practice Act

NH Code of Administrative Rules, Section Ed 306.12(b), School Health Services

NH Code of Administrative Rules, Section Ed 311, School Health Services

First Reading: August 8, 2022

Second Reading

Adopted or Reviewed

**EMERGENCY PLAN FOR SPORTS RELATED INJURIES and
ADDITIONAL PROTOCOLS FOR ATHLETICS PARTICIPATION**

Category: Priority/Required by Law

*Related Policies: EBBB, EBBC, EBCA, JJIB,
JLCE/EBBC, JLCEA & JLCJ
Related Administrative Procedures: JJA-R*

- A. Creation of Plan.** No later than August 1, 2022, the Superintendent or his/her designee in consultation with each building Principal, the Athletic Director, district athletic trainer and school nurses, shall establish a “Sports Injury Emergency Action Plan” (at times referred to in this policy as the “Plan”) for responding to serious or potentially life-threatening injuries sustained from sports or other school sponsored athletic activities. The Sports Injury Emergency Action Plan shall:
- a. Document the proper procedures to be followed when a student sustains a serious injury or illness while participating in school sponsored sports or other athletic activity;
 - b. List the employees, team coaches, and licensed athletic trainers in each school who are trained in first aid or cardiopulmonary resuscitation;
 - c. Identify the employees, team coaches, or licensed athletic trainers responsible for carrying out the emergency action plan;
 - d. Identify the activity location, address, or venue for the purpose of directing emergency personnel;
 - e. Identify the equipment and supplies and location thereof needed to respond to the emergency;
 - f. Identify the location of any automated external defibrillators and personnel trained in the use of the automated external defibrillator; and
 - g. Document policies related to cooling for an exertional heat stroke victim consistent with guidelines established by the American College of Sports Medicine and the National Athletic Trainers’ Association.
- B. Dissemination of Sports Injury Emergency Action Plan.** The Sports Injury Emergency Action Plan shall be posted within each school and disseminated to, and coordinated with, pertinent emergency medical services, fire department, and law enforcement.
- C. Additional Written Protocols and Procedures Required.** No later than August 1, 2022, the Superintendent or his/her designee in consultation with each building Principal, the Athletic Director, district athletic trainer and school nurses, shall develop written procedures and protocols as described below:
1. Hydration, Heat Acclimatization and Wet Globe Temperature – protocols relating to hydration, heat acclimatization and wet bulb globe temperature as established by the American College of Sports Medicine and the National Athletic Trainers’ Association;

EMERGENCY PLAN FOR SPORTS RELATED INJURIES and ADDITIONAL PROTOCOLS FOR ATHLETICS PARTICIPATION

2. Student Medical History – procedures for obtaining student-participant medical information for each student athlete prior to engaging in sports. Such information must include:
- a. injury or illness related to or involving any head, face, or cervical spine;
 - b. cardiac injury or diagnosis;
 - c. exertional heat stroke;
 - d. sickle cell trait;
 - e. asthma;
 - f. allergies; or
 - g. diabetes.

Access, filing, and confidentiality of student-participant medical information shall be managed in accordance with the Family Educational Rights and Privacy Act (FERPA), and the Health Insurance Portability and Accountability Act (HIPAA).

3. Student Return to Play - Procedures governing a student's to return to play after a sports or illness related injury pertaining to this policy are in addition to the return to play provisions specific to head injuries set forth in Board policy JLCJ, and copies of the procedures must be maintained at the SAU office and available to the Department of Education and public upon request.

- D. Annual Review and Update.** The Superintendent and/or designee shall assure that the Sports Injury Emergency Action Plan, and all procedures and protocols adopted pursuant to this policy are reviewed no less than annually and updated as necessary. Copies of the updated Plan and procedures should be provided to the Board no later than the start of each school year.
- E. Inclusion of Sports Injury Emergency Action Plan with Emergency Response Plan.** The Sports Injury Emergency Action Plan shall be included with each school's annual Emergency Response Plan (see Board policy EBCA).

District Policy History:

First reading: _____

Second reading/adopted: _____

District revision history:

Legal References:

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

34 C.F.R. Part 99, Family Educational Rights and Privacy Act Regulations

RSA 200:40-c, Emergency Plan for Sports Related Injuries

HUDSON SCHOOL DISTRICT POLICY

KEE – Website Accessibility and Grievance

~~Adopted:~~ [First Reading: August 8, 2022](#)

Category: Recommended

Related Policies: AC, KD, KDC & KED

The District is committed to ensuring accessibility of its website for students, parents, and members of the community with disabilities. All pages on the District website will conform to the W3C Web Accessibility Initiative (WAI) Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents of these guidelines.

The Superintendent is directed to establish procedures whereby students, parents, and members of the public may present a complaint regarding a violation of the Americans with Disabilities Act (ADA), Section 504 and Title II related to the accessibility of any official District web presence which is developed by, maintained by, or offered through the District or third party vendors and open sources.

A. Website Accessibility

With regard to the District website and any official District web presence which is developed by, maintained by, or offered through third party vendors and open sources, the District is committed to compliance with the provisions of the Americans with Disabilities Act (ADA), Section 504 and Title II so that students, parents and members of the public with disabilities are able to independently acquire the same information, engage in the same interactions, and enjoy the same benefits and services within the same timeframe as those without disabilities, with substantially equivalent ease of use; and that they are not excluded from participation in, denied the benefits of, or otherwise subjected to discrimination in any District programs, services, and activities delivered online.

All existing web content produced by the District, and new, updated and existing web content provided by third-party developers, will conform to Web Content Accessibility Guidelines (WCAG) 2.0, Level AA conformance, or updated equivalents, by September 20, 2018. This Regulation applies to all new, updated, and existing web pages, as well as all web content produced or updated by the District or provided by third-party developers.

B. Complaints and Grievances Concerning Accessibility of District Websites

A student, parent or member of the public who wishes to submit a complaint or grievance regarding a violation of the Americans with Disabilities Act (ADA), Section 504 or Title II related to the accessibility of any official District web presence that is developed by, maintained by, or offered through the District, third party vendors and/or open sources may complain directly to a school administrator, or the school or District webmaster. To best assure timely processing and resolution of any complaint/grievance under this Policy, the initial complaint or grievance should be made using Website Accessibility Complaint/Request Form to be created under the direction of the Superintendent.

The Website Accessibility Complaint/Request Form may be submitted in hard copy or via email to the District's "Website Accessibility Compliance Coordinator." The Board designates [Terry Wolf, Director of Strategic Engagement & Communication](#) as the Website Accessibility Compliance Coordinator. Notwithstanding the above, however, a verbal complaint or grievance may be made. Any District employee who receives such a verbal complaint or grievance, is directed to immediately refer the

matter to the Website Accessibility Compliance Coordinator, who shall take such steps as are necessary to reduce the complaint/grievance to writing.

C. Investigation and Resolution of Complaints and Grievances

Whether or not a formal complaint or grievance is made, once the District has been notified of inaccessible content, effective communication shall be provided as soon as possible to the reporting party to provide access to the information. The Complainant should not have to wait for the investigation of the complaint to be concluded before receiving the information that ~~he/she~~ the individual was unsuccessful in accessing.

The formal ADA non-compliance complaint, and the Website Accessibility Complaint/Request Form should include the following:

- Name
- Address
- Date of the complaint
- Description of the problem encountered
- Web address or location of the problem page
- Solution desired
- Contact information in case more details are needed (email and phone number)

The complaint or grievance will be investigated by the Website Accessibility Compliance Coordinator or another person designated by the Superintendent. The student, parent, or member of the public shall be contacted no later than five (5) working days following the date the Website Accessibility Compliance Coordinator receives the information.

The procedures to be followed are:

- An investigation of the complaint shall be completed within fifteen (15) working days. Extension of the timeline may only be approved by the Superintendent.
- The investigator shall prepare a written report of the findings and conclusions within five (5) working days of the completion of the investigation.
- The investigator shall contact the Complainant upon conclusion of the investigation to discuss the findings and conclusions and actions to be taken as a result of the investigation.
- A record of each complaint and grievance made ~~pursuant to Governing Board Policy KDD~~ shall be maintained at the District office. The record shall include a copy of the complaint or grievance filed, report of findings from the investigation, and the disposition of the matter.

Legal References

- Ed 306.08, Instructional Resources
- Age Discrimination in Employment Act of 1967 29 U.S.C. §§621 et seq.
- Americans with Disabilities Act, 42 U.S.C. §§12101 et seq.
- Title VI, Civil Rights Act of 1964, 42 U.S.C. §§2000d et seq. (nondiscrimination based on race, color, and national origin in federally assisted programs)

- Title VII, Civil Rights Act of 1964, 42 U.S.C. §§2000e et seq. (nondiscrimination based on race, color, and national origin in employment)
- Title IX, Education Amendments of 1972, 20 U.S.C. §§1681 et seq. (nondiscrimination based on sex)
- §504, Rehabilitation Act of 1973, 29 U.S.C. §794
- Individuals with Disabilities Education Law, 20 U.S.C. §§1400 et seq.
- Genetic Information Nondiscrimination Act of 2008 P.L. 110-233, 34 C.F.R. §§ 100.6; 104.8; 106.9; 110.25

Adopted: Date



HUDSON SCHOOL BOARD
Hills Memorial Library
18 Library Street, Hudson, New Hampshire

DRAFT Minutes
July 18, 2022

In attendance:

Board Members

Gary Gasdia, Chairman
Gretchen Whiting, Vice-chair
Ethan Beals
Mike Campbell
Maureen Dionne
Terry Wolf, Director Strategic Engagement & Communication

SAU Staff

Dr. Dan Moulis, Superintendent of Schools
Rachel Borge, Director Special Services
Jen Burk, Business Administrator
Kim Organeck, Assistant Superintendent of Curriculum & Instruction

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

1. Pledge of Allegiance

Mr. Gasdia called the meeting to order at 6:30pm. Maureen Dionne led the Pledge of Allegiance.

The board welcomed new superintendent Dr. Dan Moulis. He thanked the community and staff for their support as he transitioned to the District from the Barrington School District.

B. Public Hearing (decision) [0:01:53]

Unanticipated Revenue-Decision

Pursuant to RSA 198:20-b, and in accordance with Article 4 of the March 6, 1992, Town Meeting, the Hudson School Board held a public hearing to receive and expend unanticipated revenue. A donation of \$110,000 from the Alvirne Trustees was discussed for the care, health and feeding of the livestock. Alvirne Trustees President Patty Langlais spoke about upholding the agricultural part of the trust, the basis on which the school was founded. Principal Beals noted this included project-based activities for the welfare of the livestock. The amount is \$100,000 plus a \$10,000 contingency fund. Expenses should not exceed \$110,000 without first returning to the trustees. Principal Beals had contacted vendors to verify original quotes going back to 2020 for garage doors, food, the old silo, and a farm inspection. The milk room tank needs to be on sealed concrete flooring. Three cement chutes are needed for the corn harvest, at a cost of \$32,000. Faucets and fans in the milk parlor for automatic watering for cows will total \$35,000. An initial

\$87,000 request to spend was made to cover these projects. The plumbing piece will remain. Mr. Campbell thanked the Trustees for their generosity.

There was no public input. The public hearing was closed at 6:40pm.

C. Alvirne Trustee Donation [00:11:07]

Ethan Beals made a motion to accept the donation from the Alvirne Trustees, not to exceed \$110,000, for the Alvirne farm projects necessary for the welfare of livestock. Gretchen Whiting seconded the motion. Motion passed 5:0.

D. Input [0:13:06]

There was no public input for this meeting.

The Board received an email from Diana LaMothe regarding the agenda for the school board retreat.

Gretchen Whiting made a motion to allow public input tonight for a meeting to be held the next night (July 19, 2022). Maureen Dionne seconded the motion. Motion passed, 5:0.

Diana LaMothe of St. Laurent Drive spoke about the Alvirne expansion plan that is on the school board retreat agenda. She gave historical details, noting that the updated plan that was presented on June 7, 2022, was essentially the 2020 plan that initially passed but failed to meet the 60% required for a bond. The scaled back version was voted on by 41.2% affirmatively, (showing most people favored doing the full project). The need for the Alvirne project is necessary for safety, security, and for the ADA. She feels there should be communication with the public, and voters should be allowed the opportunity to vote on the project.

E. Presentations to the Board [0:20:13]

1. Network Audit (Information)

IT Director Kevin Peterson reviewed a summary of the district's network audit.

- This is the first network assessment done in the district, and was performed by a third-party vendor in March of 2022
- Our current state is reactive and will progress to proactive and anticipatory for security levels. Our current state is average to above average, in comparison with other districts.
- Findings: additional staff (4 people 24/7 monitoring to be done by a third-party security vendor to oversee security), ongoing user training, identity management, network security.
- Requirements for FERPA and HIPPA are being met.
- Our goal is to conduct audits every two years and do testing in the off years.

2. Food Service Director Trip Follow-up (Information)

Abigail Kaplan reported on her conference "Serving Up Science" at Kansas State University from the week of June 20, 2022. There were 51 attendees. Highlights included establishing a food safety culture for staff and students, understanding the value of food safety, microbes and microorganisms in food, food borne illnesses and how to react in a school setting. Many processes

are already done in Hudson, but she plans to refocus on behavior-based binders and provide training to food service staff to understand the importance of food safety.

Ethan Beals made a motion to move forward the agenda item regarding Primary Voting. Mike Campbell seconded the motion. Motion passed 5:0.

F. New Business [0:36:42]

1. Primary Voting Day – September 13 (Information)

Superintendent Moulis discussed a change in the school calendar to accommodate voting on September 13, 2022. Moderator Paul Inderbitzen was also in attendance. The recommendation is to use a snow day due to logistics issues. All schools will have no school. State mandate was that remote learning days could only be used in relation to days of inclement weather. It was not beneficial to have two different calendars, having other schools attend classes that day. There was discussion of unpredictable scenarios and options such as waivers.

2. Nominations - Decision

Superintendent Moulis presented nominations for:

Team facilitators at Hudson Memorial School:

Team 1	Jeannine Hines	\$2,000
Team 2	Megan Truncellito	\$1,000
Team 2	Tracy Chabot	\$1,000
Team 3	Joy Whitaker	\$2,000
Team 4	Michael Stilphen	\$2,000
Team 5	Rebecca Leary	\$2,000
Team 6	Patty Stilphen	\$1,000
Team 6	Louise Goulet	\$1,000
Team 7	Carla Griffin	\$2,000
Team 8	Kim Bourassa	\$2,000
UA Team	Mike Seckla	\$2,000

HMS Boys’ soccer	Sangemeswara Buddhiraju	\$1,600
AHS Girls Junior Varsity soccer	Jaylin Enright	\$2,450
Junior Varsity volleyball	Samantha Pollari	\$2,450

Ethan Beals made a motion to approve the nominations as presented. Mike Campbell seconded the motion. Motion passed 5:0.

3. Facilities Use Request (Decision)

Jen Burk presented a request from the Hudson Old Homes Day Committee to use the Hills House grounds from August 11 - 14, 2022.

Ethan Beals made a motion to approve the Hudson Old Homes Day Committee request to use the Hills House grounds from August 11 - 14, 2022. Maureen Dionne seconded the motion. Motion passed 5:0.

G. Recommended Action [0:51:50]

1. **Manifests**
2. **Minutes: June 7, 2022 (revised) and June 20, 2022**

Gretchen Whiting made a motion to approve the minutes of June 7 and June 20, 2022. Mike Campbell seconded the motion. Motion passed 5:0.

H. Reports to the Board (Information) [0:52:49]**1. Superintendent**

Superintendent Moulis spoke about his transition to the Hudson School District. The following job vacancies were filled: Science Department Chair, High School English Teacher, Airforce JROTC Teacher, part-time CTE teacher, and two middle school Special Education teachers. Positions for three high school science teachers and a high school special education teacher are vacant. Positions for a special education teacher and math tutor for Library Street School are still vacant. Still needed are a grade 7/8 math teacher, science teacher and Special Education teacher for Hudson Memorial School, a teacher for HO Smith and a teacher at Hills Garrison. To alleviate the lack of science teaching staff, a possible solution is to have current science teachers add an additional class and be paid for the extra work. The NH School Boards Association shared an advisory on updates to state law that need immediate revision, including allowing students to bring water bottles to school.

Superintendent Moulis thanked Sue Bureau, Dean of Academics, for her work creating the Frequently Asked questions document for events she had planned regarding the changes to the high school schedule. He enjoyed visiting the Summer Scholars Program.

2. Assistant Superintendent

Ms. Organek spoke about the NH School Administrator Association Conference in June where there was focus on wellness and self-care, teacher recruitment and retention and legal updates. The Summer Scholars program is in full swing and will end on July 28th. Plans for the Administrative retreat were ongoing for August 15 and 16, for new teacher orientation on August 17 and 18, and for back to school on August 24, 2022.

3. Director of Special Services

Ms. Borge spoke about the NHSAA conference, noting legislation around policy ensuring continued Special Education services for children who did not achieve a high school diploma. The change in language is through the age of 21 instead of to the age of 21 and holds immediate budget impacts. The cost associated with services for students eligible for the additional year equals approximately \$250,000. There is a provision in the law for reimbursement request for this year's expenses. There will be no reimbursement for such costs after this year. She noted that students might not continue with the same IEPs. She is working to reinvigorate the parent group on Special Education.

4. Business Administrator

Ms. Burk noted that sixty-two job vacancies are on the district website. Information will be sent out to families regarding applications for free/reduced lunch.

I. Committee Reports [1:08:16]

Mr. Beals mentioned that he and Mr. Campbell and members of the SAU began negotiations with the Teamsters Union.

Ms. Whiting noted that the Budget Committee would next meet in August and that she is trying to schedule a joint meeting so the SAU could present the school budget one time.

Mr. Gasdia noted that the Board of Selectmen recognized three Hudson Firefighters for 20 years of service in Hudson: Todd Berube, Martin Conlon and Michael Mallen. The Conservation Commission is having a logo design contest.

J. Correspondence [1:10:25]

1. Alvirne High School - A/B Schedule Information for Students & Families

Ms. Whiting feels that the frequently asked questions document is helpful. She wonders how snow days will be handled with the A/B schedule and how many people are attending the information meetings. Ms. Dionne also felt the FAQs are helpful, but she noticed inconsistencies with families getting information about the block change/Zoom meetings.

2. Financial Reports - Update for FY22

K. Board of Selectmen - Liaison Comments [1:12:09]

Mr. Gagnon is not in attendance tonight as he is on vacation.

L. School Board Member Comments [1:12:15]

The Board members welcomed Superintendent Moulis. Mr. Campbell thanked the Superintendent Selection Committee. Ms. Dionne suggested an iReady data update. Mr. Gasdia noted that the date for the community playground build would be October 14 - 16, 2022.

M. Non-Public Session - RSA 91-A:3 II a. and c. [1:14:24]

At 7:45pm, Mr. Beals made a motion to enter non-public session per RSA 91-A:3 II a. and c. Mike Campbell seconded the motion. Motion passed 5:0. Roll call vote.

Resignation letters were presented and accepted. A tuition matter was discussed. Dr. Moulis gave a negotiations update.

N. Return to General Session and Adjournment

At 8:05pm, Mr. Beals made a motion to return to general session and adjourn. Ms. Whiting seconded the motion. Motion passed 5:0. Roll call vote.

Respectfully submitted by
Susan DeFelice



HUDSON SCHOOL BOARD

The Barnyard Cafe
200 Derry Road, Hudson, New Hampshire

School Board Retreat – Minutes July 19, 2022

In Attendance

Board Members

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

SAU Staff

Dan Moulis, Superintendent of Schools
Rachel Borge, Director Special Services
Jen Burk, Business Administrator
Kim Organek, Assistant Superintendent of Curriculum & Instruction
Terry Wolf, Director of Strategic Engagement & Communication

A. Call to Order

Mr. Gasdia called the meeting to order at 9:02 am. Ms. Borge led the Pledge of Allegiance.

B. Welcome & Agenda Review

Mr. Gasdia and Superintendent Moulis welcomed everyone and briefly reviewed the agenda for the day.

C. 2021 - 2022 School Year in Review

Assistant Superintendent Kim Organek provided an overview of SAS scores in the district from 2018 to 2021. There are no results for the 2019-2020 school year.

Science needs to be a focus in K-8, especially K-5. There has been a lot more focus on reading and math to support the impact of the pandemic. Some students are struggling in science because of their lack of reading skills – improving reading will help some students. Mr. Gasdia asked if other districts are in a similar position with scores. Ms. Organek said other districts have a similar pattern of ups and downs. Overall, we've come out of COVID better than other districts.

Instructional rounds will resume this year, which are very effective. Looking at iReady data, we're not challenging our students at grade level. Increasing rigor happens through reviewing lesson plans, PLCs and teaching small group instruction.

Student engagement is a challenge, especially eighth grade and up. Choice is important for student engagement. Hills Garrison is looking at the “Leader in Me” program, which Ms. Organek used in a previous district. The board asked that programs be consistent between schools.

Graduation Rates

Ms. Organek shared graduation rates from 2016-2017 through 2020-2021. The rate for this past year is not available yet. In 2016-2017, the rate was 89.12%. In 2020-2021, the rate 83.27%. The reason for the decrease is not clear. It’s most likely several factors:

- Increase in the number of credits to graduate, from 20 to 24
- The impact of the pandemic
- Alternatives for students, such as the HiSet
- Students that graduate in five years or take the HiSet aren’t counted in the rate

Mr. Gasdia said an 83% graduation rate is unacceptable and the number of credits shouldn’t be lowered; it’s about 25 kids a year. We also need to challenge all our students so they don’t leave and go somewhere else.

Superintendent Moulis said the new schedule structure at the high school includes a built-in intervention time each day, which could help catch kids earlier. The Pathways program is designed to support students at a lower grade level. This is an area we can certainly improve.

D. Strategic Plan & School Year 2022-2023

Superintendent Moulis shared a document, “First 100 Days.” The top priority is meeting with people in the schools and the community through visibility in the schools and attending meetings and events. He will also review all assessment data, look at support for students and review the “Portrait of a Graduate.” He has already had conversations with Chief Buxton and Chief Dionne and will do a thorough review of emergency management plans.

Superintendent Moulis will take this year to listen to staff, students, families and community members about what is working well and areas for improvement. He hopes those discussions will include thoughts about the future of the district, including buildings and the structure of our schools.

The board discussed the number of transitions for the district’s youngest students and whether the “Early Learning Center” concept is supporting students. Library Street School and Dr. HO Smith school are at capacity.

Ms. Whiting would like the strategic plan to be three years and have a road map that’s more detailed and rolling, where a new year is added each year.

Mr. Beals suggested the district leverage HCTV and use it for public service announcements.

E. School Board/Board of Selectmen & State of the District

Mr. Gasdia proposed a joint meeting with the Board of Selectmen, with a potential date of September 1. They received a lot of feedback after the meeting last year.

The evening would start with an opportunity for the public to meet and talk with school district and town staff. It would be similar to a fair, with tables dedicated to topics. The fair would be followed by a formal meeting portion, with the superintendent and the town administrator each providing an update to the School Board and the Board of Selectmen. Town and school district moderator, Paul Inderbitzen, would again be moderator for the meeting. After the presentations, there would be an opportunity to ask questions of both boards. If this is structured properly, it will also fulfill the “state of the district” warrant article that passed in March.

The board agreed overall it was a good idea. This item will be on the next school board agenda if it will be held in August.

F. Capital Improvement Plan

Superintendent Moulis and Business Administrator Jen Burk reviewed the [report](#) by the Capital Improvement Committee. A study was done at Hills Garrison to review high traffic times with Hills and the high school. The traffic does not currently seem to be an issue and there isn't any recommendation to move forward with changes.

The Early Learning Center was discussed and its capacity for students and programming. The facilities study is an important piece in deciding what should be done. It is expected the report should be ready in December or January. The board asked administration to evaluate the early learning center model and to hold focus groups with teachers and parents.

The traffic at Hudson Memorial continues to be a concern. The loop at HMS is officially a road and the principal has said that drivers will use it as a short cut, creating a safety issue for students and staff.

The report by the Capital Improvement Committee includes major projects. There is also a facilities maintenance plan for improvements and maintenance. The committee will be meeting again soon for an update.

G. Budget Process for 2022-2023

Business Administrator Jen Burk shared some of the major drivers for the budget process. As the board has already seen, the costs of supplies for the district are going up. The HFT contract will be on the ballot as a separate warrant article. There has been a large fund balance due to hiring challenges and the impact of COVID (cancelled programs and events).

Superintendent Moulis is considering an enrollment study with projections for the next several years.

There was a follow up discussion on the use of ESSER III funds for a retention bonus for staff, a sign-on bonus for new hires and a referral program. There are several open positions in math and science with no applications. If ESSER funds are used, some grant funded positions will end at the end of this school year. The board prefers to use the funds for all three programs.

H. School Board Priorities

The board discussed priorities for 2022-2023. Ideas included:

- Passing a teachers' contract that retains and attracts teachers
- Creating a teacher internship program
- Improving operational efficiencies and reviewing processes
- Continuing with the alternative program and long-term planning for it
- Evaluating the Early Learning Center model and building options
- The role of the CTE center and allocation of spots for Alvirne students and sending schools
- Building cohesion between the schools and consistency in programs with the elementary schools
- Continuing to improve communication and collaboration
- Reviewing the strategic plan and a five-year roadmap
- Adding mental health counselors
- High academic standards for ALL learners
- Passing the Alvirne renovation
- Continue to support social emotional learning

The priorities will be discussed at a future meeting, along with goals for the superintendent.

Adjourn – 4:02pm

Respectfully submitted by Terry Wolf