

Posted: Thursday, March 9, 2023

At: All Hudson schools, SAU building, district website



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

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

## Hudson School Board Agenda – March 13, 2023

Estimated  
time

6:30pm

**A. Call to Order**

Pledge of Allegiance

6:31pm

**B. Public Hearing (Decision)**

Pursuant to RSA 198:20-b, and in accordance with Article 4 of the March 6, 1992, Town Meeting and Board [Policy KCD](#), the Hudson School Board shall hold a public hearing to receive a donation of property

[Wrestling Mats Donation Memo](#)

6:40pm

**C. Donation of Property**

The School Board will vote on the wrestling mat donation

6:45pm

**D. Public Input**

Hudson residents are welcome and encouraged to share feedback with the board on agenda items

7:15pm

**E. Good News**

Assistant Superintendent Kim Organek will share good news about our schools

7:20pm

**F. New Business**

**1. DECA International Career Development Conference (Decision)**

Alvirne High School teacher Sarah Compagna and Alvirne DECA students will speak about their recently won state awards and request permission to attend a conference in Orlando, Florida on April 21-25

[DECA ICDC Memo](#)

**2. Board Update**

Superintendent Moulis will update the board regarding the joint press conference with Hudson Police Department

**3. Alvirne High School Spring Nominations (Decision)**

Superintendent Moulis will present nominations for the 2023 spring season  
[Spring nominations list](#)

**4. Early Learning Center PTO Donation (Decision)**

Business Administrator Jen Burk will present a \$3,000 donation for acceptance  
[PTO playground donation memo](#)

**5. Pre-K SEL Grant (Decision)**

Director Special Services Rachel Borge will present a \$2,000 grant recently from the United Way  
[Pre-K SEL United Way Grant memo](#)

**6. SAU Chairlift (Decision)**

Business Administrator Jen Burk will review a bid for the chair lift replacement at the SAU  
[Memo to the Board](#)

**7. Trustees List (Discussion)**

Alvirne High School Principal Steve Beals will share a list of items to present to the Alvirne Trustees  
[List from Principal Beals](#)

8:00pm

**G. Old Business**

**1. SAU Audit (Discussion)**

Business Administrator Jen Burk will review information regarding other district's audit cost and auditors  
[Audit Services Memo](#)

**2. 2023-2024 Calendar (Decision)**

Updates to the 2023-2024 will be presented to the Board for approval  
[2023-2024 Hudson School District calendar - draft](#)

8:15pm

**H. Policies**

**1. First Reading**

<a href="#">GBA Equal Employment Opportunity</a>	Withdrawn by NHSBA – November 2019 - incorporated in AC
<a href="#">GBAA Sexual Harassment - Employees</a>	Withdrawn by NHSBA – July 2020 – replaced with <a href="#">ACAC</a>
<a href="#">JBAA Sexual Harassment - Student</a>	Withdrawn by NHSBA – August 2020 – replaced with <a href="#">ACAC</a>

## 2. Second Reading

EEAG Use of Private Vehicles to Transport Students	<a href="#">Current Policy with NHSBA revisions</a>
JEB Age of Entrance	<a href="#">Current Policy</a> <a href="#">Updated draft proposed policy</a>

8:30pm

### I. Recommended Action

1. Manifests – Recommended action: Make necessary corrections and sign
2. [Minutes – February 20, 2023 - Draft minutes](#)

8:35pm

### J. Reports to the Board (Information)

District administrators will share updates for the board and public

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

8:45pm

### K. Committee Reports

Board members will share committee updates (if necessary)

8:50pm

### L. Legislative Update (Information)

Superintendent Moulis will provide an update regarding HB123

8:55pm

### M. Board of Selectmen – Liaison Comments

8:58pm

### N. Student Representative Comments

9:00pm

### O. Board Member Comments

9:05pm

### P. 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.*

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- c. *Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- d. *Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- e. *Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*
- i. *Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.*
- k. *Consideration by school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A, which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general public or of district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations.*
- l. *Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.*
- m. *Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III. However, any vote on whether to disclose minutes shall take place in public session.*

9:30pm

**Q. Adjourn**

## Upcoming Meetings

<b>Meeting</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>	<b>Purpose</b>
School Board	March 27	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	April 3 - tentative	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	April 17 - tentative	6:30 pm	Hills Memorial Library	Regular Meeting

HUDSON SCHOOL DISTRICT

<b>POLICY CODE: KCD Public Gifts/Donations</b>	<b>FIRST ADOPTION: 11/02/2021</b>
<b>RELATED POLICIES:</b>	<b>LATEST REVISION:</b>

*Category: Optional*

Gifts from organizations, community groups and/or outside individuals, which will benefit the Hudson School District, shall be encouraged. A gift shall be defined as money, real or personal property, and personal services provided without consideration.

Individuals or groups contemplating presenting a gift to a school or the Hudson School District shall be encouraged to discuss in advance with the Building Principal or the Superintendent what gifts are appropriate and needed.

The Hudson School District or Board reserves the right to refuse any gift that does not contribute to the achievement of the Hudson School District's goals, or in which the ownership of the gift would tend to deplete the resources of the Hudson School District. In determining whether a gift will be accepted, consideration shall be given to the Hudson School District policies, and objectives (with particular emphasis on the goal of providing equal educational opportunities to all students) and adherence to basic principles outlined in the regulation (KCD-R) that accompanies this policy.

The Superintendent may accept gifts in the amount of \$1000 or less. Gifts in excess of \$1000 may only be accepted by the Board. Additionally, pursuant to RSA 198:20-b, III, gifts in the amount of \$5000 or more shall require the Board to hold a public hearing regarding any action to be taken with the gift. For gifts of less than \$5000, the Board will post notice of the gift in the agenda of the next regularly scheduled Board meeting and will include notice in the minutes of the meeting in which the gift is discussed. The acceptance of all gifts will be made in public session. If there are more than two weeks between the donation notification and the next board meeting, acceptance is at the discretion of the Superintendent. Item will be on the agenda of the next board meeting.

Any gift accepted shall become the property of the Hudson School District, may not be returned without the approval of the Board, and is subject to the same controls and regulations as are other properties of the Hudson School District. The Hudson School District may be responsible for the maintenance of any gift it accepts.

At the time of acceptance of the gift, there will be a definite understanding with regard to the use of the gift, including whether it is intended for the use of one particular school or all schools in the Hudson School District. The Board will make every effort to honor the intent of the donor in its use of the gift but reserves the right to utilize any gift it accepts in the best interest of the educational program of the Hudson School District. In no case shall acceptance of a gift be considered to be an endorsement by the Board or the Hudson School District of a commercial product, business enterprise or institution of learning.

It is the responsibility of the Superintendent or designee to process the appropriate forms to

update the Hudson School District's inventory and to notify the donor of acceptance or rejection of a gift.

Voluntary contributions by Hudson School District employees of supplies or other minor items of personal property to be used in classrooms or school programs with an aggregate value over the school year of less than \$250 are permitted without further approval or documentation. Receipt of voluntary contributions being made by Hudson School District employees with a value of \$250 or more must be approved as required in this policy for gifts from individuals not employed by the Hudson School District.

Active solicitation of gifts to be received by the Hudson School District, including by any school, classroom, or program in the Hudson School District, must be approved in advance by the Superintendent where the value of the gift sought is less than \$1000 and by the Board where the value of the gift sought is \$1000 or greater.

Regulation KCD-R Public Donations to Schools, Acceptance of Gifts

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## HUDSON SCHOOL DISTRICT

SAU # 81

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*Business Administrator*

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[jb Burk@sau81.org](mailto:jb Burk@sau81.org)

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To:	Hudson School Board
From:	Jennifer Burk, Business Administrator
Date:	March 7, 2023
Re:	RSA 198:20-b Hearing for Unanticipated Revenue Donation for Wrestling Mats

RSA 198:20-b provides that "... any school district at an annual meeting may adopt an article authorizing indefinitely, until specific rescission of such authority, the school board to apply for, accept and expend, without further action by the school district, unanticipated money from a state, federal or other governmental unit or a private source which becomes available during the fiscal year."

The School District adopted the provision of this law at the annual district meeting on March 6, 1992. The reason for this is that, while every attempt is made in developing budgets to estimate the amount of grants and private donations, much of what will be available and received is unknown at that time. This process allows the School District to take advantage of grant and private donation opportunities that occur during the year which were not or could not have been anticipated in advance.

RSA 198:20-b goes on to provide that "for unanticipated funds in the amount of \$5,000 or more, the school board shall hold a prior public hearing on the action to be taken..." In addition, district policy KCD on Public Gifts/Donations, requires that the Board hold a public hearing regarding action to be taken with gifts valued at \$5,000 or more. A gift in this policy shall be defined as money, real or personal property, and personal services provided without consideration.

Tim Malley from T.J. Malley Electric generously coordinated a donation from local organizations for the purchase of wrestling mats for Hudson Memorial School. Any remaining funds after the purchase of the mats can be used for uniforms or other supplies & equipment. The following local organizations contributed to this effort:

- Paul Jarry Plumbing & Heating = \$1,500
- Granite Subaru = \$1,000
- SL Chasse Steel = \$5,000
- Waterways Water Treatment = \$500
- The Bar = \$1,000
- Inside Track Cabling = \$500
- T.J. Malley Electric = \$1,000
- Bnice Auto Detailing = \$250
- State Farm = \$500

Total of Donations = \$11,250

The process for the hearing is as follows:

1. Chairman opens the Hearing.
2. Chairman provides an explanation of the purpose of the hearing and reviews the breakdown of the donation source.
3. Chairman accepts comments/questions/discussion from School Board members.
4. Chairman accepts comments/questions/discussion from the public.
5. Chairman closes the Hearing, returns to the regular school board meeting.
6. Motion is made by a Board member to receive the donated equipment. **(Suggested motion: I move to accept the donation of \$11,250 for the purpose of purchasing mats and equipment.)**
7. Vote on the motion.





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**PALMER CTE CENTER  
HUDSON SCHOOL DISTRICT  
MEMORANDUM**

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**TO:** HUDSON SCHOOL BOARD

**FROM:** SARAH COMPAGNA, DECA ADVISOR  
ERIC FRAUWIRTH, CTE DIRECTOR

**SUBJECT:** DECA INTERNATIONAL CAREER DEVELOPMENT CONFERENCE

**DATE:** 2/24/2023

**CC:** JENNIFER BURK

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We are requesting permission for our DECA students to attend the International Career Development Conference in Orlando Florida on April 21-25, 2023.

Students participate in the annual conference with other DECA members from the state during a 5-day, 4-night stay at the Embassy Suites by Hilton. Students will arrive on Saturday, 4/22 and leave on Wednesday, 4/26. At this event, DECA members compete in various business events with other DECA students from around the country (and, globe). These activities provide students the opportunity to gain valuable real world business experience during their role play competitions with NH business professionals. Students also gain the chance to interact with other business students globally to build lasting relationships with students with similar interests. Students are eligible for several scholarships through the national and local DECA organization.

The cost per student is approximately \$600.00 per member. This amount will be paid through fundraising and student/family contribution.

Thank you for your consideration.

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**TO:** Hudson School Board  
**FROM:** Cathy Brackett, HR Generalist  
**SUBJECT:** Spring Coach Nominations  
**DATE:** March 13, 2023

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The following nominations have been submitted for spring coaches for the 2022-2023 school year:

**Alvirne High School:**

Varsity Baseball	Adam Perkins	\$3,850
JV Baseball	Alex Larson	\$2,000
Baseball Pitching	Colton Houle	\$2,000
Assistant Baseball	Greg Emanuelson	\$ 700
Assistant Baseball	Jason Lewis	\$ 700
Varsity Softball	Dakota Bilodeau	\$3,850
JV Softball	Jessica Toomey	\$2,700
Girls Varsity Tennis	Maurice Leclerc	\$3,150
Boys Varsity Spring Track	Tom Daigle	\$3,850
Girls Varsity Spring Track	Colleen Currier	\$3,850
Assistant Spring Track	Jeff Ogiba	\$2,700
Assistant Spring Track	Jeff Peterson	\$2,700
Assistant Spring Track	Philip Demers	\$2,450
Girls Varsity Lacrosse	Patrick Meehan	\$3,850
Unified Track	Andrew Rush	\$ 500

02-15-2023

On behalf of the ELC PTO please accept our \$3,000 donation towards the new playground at Dr. HO Smith school. The board unanimously were in full support of this donation as well as other parents of the ELC. As you are aware our Kindergarten & 1st graders are sharing playground space, the addition of HO Smith playground is long overdue and we are so happy to help support the new playground which will not only benefit all of our students at the ELC but the community for years to come.

Respectfully Submitted,

Hudson Early Learning Center PTO

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To:	Hudson School Board
From:	Sara Parrotto, Director of Student Wellness
Date:	03/07/2023
Re:	United Way Grant
Cc:	Jennifer Burk, Business Administrator

The Student Wellness department respectfully requests permission to accept \$2000 in grant money awarded by the greater Nashua Smart Start Coalition, A program of the United Way. Grant money will be used to support increased social skill development at the Pre-Kindergarten level and to fund a parent education night.

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To: Hudson School Board

From: Jennifer Burk, Business Administrator  
John Pratte, Facilities Director

Re: SAU Chair Lift Replacement RFP

Date: March 8, 2023

Three vendors were contacted to submit a bid for the chair lift replacement at the SAU. One vendor submitted a bid in response to the advertised RFP.

Vendor	Project Cost
Garaventa USA, Inc.	\$72,919

This bid includes all labor and incidental materials necessary for the delivery, set-up, installation, adjusting, inspecting, testing, and delivery of one complete chair lift system to the SAU building. After meeting with John Pratte, Facilities Director, I recommend the School Board award this bid to Garaventa USA, Inc. in the amount of \$72,919.

Recommended Action:

*The Hudson School Board awards a contract to Garaventa USA, Inc. for the SAU Chair Lift Replacement per the bid specifications in the amount of \$72,919 in accordance with policy DJE.*

Thank you in advance for support of the above motion.

# Trustee Proposals 2023-2024

<u>Department</u>	<u>Item</u>	<u>Cost</u>
Administration	Remote Speakers	\$ 5,000.00
Administration	In School Speaker	\$ 5,000.00
Administration	Activity Van	\$ 60,000.00
Art	Easels	\$ 5,000.00
Art	Clay Slab Roller	\$ 3,300.00
Co-Curricular	Robotics Tools	\$ 600.00
Counseling	Kindness Cards	\$ 1,000.00
CTE Administration	Heavy Equip.Simulator	\$ 39,650.00
CTE Administration	Simulator Software	\$ 32,000.00
CTE Administration	Biodiesel Kit	\$ 5,000.00
CTE Construction	Shed Mule	\$ 54,000.00
CTE Engineering	Small Robot Arms	\$ 18,500.00
CTE Engineering	Large Robot Arm	\$ 50,000.00
CTE Farm	Round Bailer	\$ 64,000.00
CTE Farm	Wrapper	\$ 24,500.00
CTE Farm	Grabber	\$ 4,000.00
CTE Forestry	Saw Mill/Edger	\$ 65,000.00
CTE Forestry	Skidder	\$ 20,000.00
CTE Natural Resources	Greenhouse Resources	\$ 1,250.00
CTE Natural Resources	Aquaculture Fish Tank	\$ 5,120.00
Music	Guitars/Keyboards	\$ 9,375.00
Music	Room Display	\$ 20,000.00
PE/Athletics	Gator Wagon	\$ 12,400.00
World Language	Quinceanera	\$ 2,000.00
<b><u>Total Requested</u></b>		<b><u>\$ 506,695.00</u></b>

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To:	Hudson School Board
From:	Jennifer Burk, Business Administrator
Date:	3/8/2023
Re:	Audit

I requested information from other area school districts on their audits – the cost of the audit and the audit firm they use. This information is summarized below:

District	Audit Firm	Approx Budget	Audit Cost
Milford	Vachon Klukay	\$45M	\$15,000
Litchfield	Plodzik	\$24M	\$17,500
Bedford	Vachon Klukay	\$80M	\$19,500
Pelham	Plodzik	\$40M	\$19,800
Windham	Plodzik	\$60M	\$21,635
Hudson	Plodzik	\$63M	\$22,953
Londonderry	Vachon Klukay	\$83M	\$25,169
Merrimack	Plodzik	\$87M	\$26,000
Oyster River	Melanson (Marcum)	\$52M	\$26,500
SAU 19 (Goffstown & New Boston)	Plodzik	\$67M	\$26,700
Hollis-Brookline	Roberts & Greene	\$56M	\$36,350
Manchester	Plodzik	\$242M	\$84,008

# Hudson School District

## DRAFT Calendar 2023-2024



AUGUST 2023						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER 2023						
S	M	T	W	Th	F	S
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER 2023						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER 2023						
S	M	T	W	Th	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER 2023						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JANUARY 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY 2024						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

MARCH 2024						
S	M	T	W	Th	F	S
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24	25	26	27	28	29	30
31						

APRIL 2024						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

MAY 2024						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JUNE 2024						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

- Teacher Workshop – No School for Students
  - Early Release for Students
  - No School
  - First/Last Day
- August thru January: 97 days  
 February thru June: 88 days  
**NOTE:** Last day includes 5 snow days

### August

- 17, 18 New Teacher Orientation
- 23 – 25 Teacher Workshop
- 28 First Day for All Students

### September

- 1 No School
- 4 Labor Day (No school)

### October

- 6 Early Release for Students  
Teacher Workshop PM
- 9 Columbus Day (No school)

### November

- 7 Teacher Workshop  
No school for students
- 10 Veterans Day (Observed – No school)
- 22 – 24 Thanksgiving Break (No school)

### December

- 25 – 29 Holiday Break

### January

- 1 New Year's Day (No school)
- 15 Martin Luther King/Civil Rights Day (No school)
- TBD Presidential Primary  
Teacher Workshop – No school for students

### February

- 26 – 1 Winter Break – February 26-March 1

### March

- 1 Winter Break – February 26-March 1
- 12 Teacher Workshop – No school for students

### April

- 22 – 26 Spring Break

### May

- 27 Memorial Day (No school)

### June

- 19 Last day for students (tentative)  
(Early release for students)
- 20 Teacher Workshop (am only)

**Draft: Updated March 6, 2023**



## HUDSON SCHOOL DISTRICT

<b>POLICY: GBA Equal Employment Opportunity</b>	<b>APPROVED: 01.14.19</b>  First Reading: 01.07.19 Second Reading: 01.14.19
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### EQUAL EMPLOYMENT OPPORTUNITY

The Hudson School District will recruit and consider candidates without regard to age, color, disability, ethnic origin, gender, gender identity, race, sexual orientation. When there are opportunities for promotions and qualifications are equal, consideration will be given first to employees. The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The Hudson School District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to age, color, disability, ethnic origin, gender, gender identity, race, sexual orientation except for reasons related to ability to perform the requirements of the job.

Inquires, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

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

NHSBA Note, September 2014: Addition of new sentence in first paragraph prohibiting discrimination in employment matters against victims of domestic violence, harassment, sexual assault, or stalking, per RSA 275:71 (effective July 2014). Legal References contains numerous additions.

#### **Legal References:**

*RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right*  
*RSA 354-A:7, Unlawful Discriminatory Practices*  
*The Age Discrimination in Employment Act of 1967*  
*Title II of The Americans with Disabilities Act of 1990*  
*Title VII of The Civil Rights Act of 1964 (15 or more employees)*  
*RSA 186:11, XXXIII, Discrimination*  
*RSA 275:71, Prohibited Conduct by Employer*  
*Appendix: AC-R*

Revised: September 2014

Revised: July 1998, November 1999

## HUDSON SCHOOL DISTRICT

<b>POLICY: GBAA Sexual Harassment/Employees</b>	<b>APPROVED: 03.18.19</b>  First Reading: 02.18.19 Second Reading: 03.18.19
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### Sexual Harassment – Employees/School Officials

#### POLICY AND PROCEDURE GUIDELINES

##### I. PURPOSE

The Hudson School District is committed to creating and maintaining a working environment where all individuals are treated with respect and dignity.

The purpose of this policy is to maintain a learning environment within the Hudson School District that is free from sexual harassment, or other improper or inappropriate behavior that may constitute harassment as defined below.

Sexual harassment is against the law and is against school board policy. Any form of sexual harassment is strictly prohibited. It is a violation of this policy for any employee to harass another person through conduct or communication of a sexual nature as defined by this policy.

For the purposes of this policy, the term “employee” shall include, but not be limited to all Hudson School District staff, teachers, non-certified personnel, administrators, volunteers, coaches and or other such personnel whose employment or position is directed by the Hudson School District.

The Hudson School District will investigate all complaints, either formal or informal, verbal or written, of sexual harassment and will discipline any employee who sexually harasses or is sexually violent toward another individual.

##### II. SEXUAL HARASSMENT DEFINED

1. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexual physical conduct, and/or conduct of a sexual nature when:
2. Submitting to the unwelcome conduct is made a term or condition of an individual’s employment, either explicitly or implicitly.
3. Submitting to or rejecting the unwelcome conduct is used as the basis for decision affecting a person’s employment; or
4. The unwelcome conduct has the purpose or effect of unreasonably interfering with a person’s work performance or creating an intimidating, hostile, or offensive working environment.
5. Sexual violence.

Sexual harassment may include, but is not limited to:

- Verbal harassment and/or abuse of a sexual nature
- Subtle pressure for sexual activity
- Inappropriate patting, pinching or other touching

- Intentional brushing against an employee's body
- Demanding sexual favors accompanied by implied or overt threats
- Demanding sexual favors accompanied by implied or overt promises of preferential treatment
- Any sexually motivated unwelcome touching
- Sexual violence that is a physical act of aggression that includes a sexual act or sexual purpose

The forgoing list is to provide some examples and is therefore not meant to be all inclusive. Inappropriate conduct not listed above could be subject to investigation and disciplinary action under this policy.

### **III. REPORTING PROCEDURES**

The Superintendent or his/her written designee is responsible for implementing all procedures of this policy. Additionally, The Superintendent may develop and implement additional administrative regulations in furtherance of this policy.

Any employee who believes he or she has been the victim of sexual harassment should report the alleged act to the building Principal. If the alleged perpetrator is the Principal, the alleged victim may report the allegation to any other district employee. That employee shall then report the allegation to the Superintendent. The board encourages the reporting employee to use the Report Form available from the Principal.

The Principal at each school building is the person responsible for receiving the oral or written report of sexual harassment. Upon receipt of the report, the Principal will notify the Superintendent immediately without screening or investigating the report. If the report was given verbally, the Principal shall reduce it to written form within 24 hours and then forward to the Superintendent. Failure to forward any sexual harassment report or complaint as provided herein will result in disciplinary action. If the complaint involves the building Principal, the complaint shall be filed directly with the Superintendent.

The Board designates the Superintendent as the Human Rights Officer to receive any report or complaint of sexual harassment. If the complaint involves the Superintendent, the complaint shall be filed directly with the School Board.

Submission of a complaint or report of sexual harassment will not affect the employee's standing in school, future employment, or work assignments.

The use of formal reporting forms provided by the Hudson School District is voluntary. The Hudson School District will respect the confidentiality of the complainant and the person against whom the complaint is filed as much as possible, consistent with the Hudson School District's legal obligations and the necessity to investigate allegations of sexual harassment and take disciplinary action when such conduct has occurred.

### **IV. INVESTIGATION AND RECOMMENDATION**

The Superintendent will authorize an investigation upon receipt of a report or complaint of alleging sexual harassment. This investigation may be conducted by District officials or by a third-party designated by the Superintendent.

The following considerations should be taken into account by the investigator: surrounding circumstances, nature of the sexual advance, relationship between parties and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes sexual harassment requires a determination based on all the facts and surrounding circumstances.

The investigation may consist of personal interviews with the complainant, the individual (s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to

the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator. Employees who are members of a collective bargaining unit may have union representation during an interview. Students who are interviewed, may have a parent or other representative present.

In addition, the Hudson School District may take immediate steps, at its discretion, to protect the complainant, students and employees pending completion of an investigation of alleged sexual harassment.

If the Superintendent determines that a third-party designee should conduct the investigation, the Hudson School District agrees to assent to that party's methods of investigation.

Upon completion of an investigation conducted by either the Hudson School District or a third-party, the Superintendent will be provided with a written factual report and recommended action.

#### **V. SCHOOL DISTRICT ACTION**

If the investigating party determines that the alleged conduct constituted sexual harassment, the Superintendent may discipline the offending individual. Such discipline may include, but is not limited to, a warning, training, temporary suspension or dismissal. Any discipline will be in accordance with all laws, school district policies, and collective bargaining agreements, if applicable.

If the investigating party determines that the alleged conduct did not constitute sexual harassment, both the complaining party and the accused will be informed of such. No disciplinary action will be taken.

Conduct which does not rise to the level of sexual harassment as defined by this policy but is nonetheless inappropriate or in violation of other related Board policies, will be addressed on a case-by-case basis by the Superintendent, who may order the offending individual to engage in some remedial action.

#### **VI. APPEAL OF INVESTIGATOR'S RECOMMENDATION**

Either the complainant or the accused may appeal the investigator's recommendation and subsequent District action, if any, to the School Board.

After a hearing, the School Board will vote to either accept or deny the investigator's recommendation and resulting discipline.

Either party may then appeal the Board's decision in accordance with applicable law.

#### **VII. REPRISAL**

The Hudson School District will discipline any individual who retaliates against any other employee who reports alleged sexual harassment or who retaliates against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to a sexual harassment complaint. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

#### **VIII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES**

These procedures do not deny the right of any individual to pursue other avenues of recourse, which may include filing charges with the Commissioner of Education, initiating civil action or seeking redress under state criminal statutes and/or federal law.

#### **IX. SEXUAL HARASSMENT AS SEXUAL ABUSE**

Under certain circumstances, sexual harassment may constitute sexual abuse under New Hampshire law. In such situations, the Hudson School District shall comply with all applicable laws.

Nothing in this policy will prohibit the Hudson School District from taking immediate action to protect victims of alleged sexual abuse.

**X. BY-PASS OF POLICY**

Any individual with a sexual harassment complaint may choose to bypass this Policy and accompanying regulation and proceed directly to: N.H. commission on Human Rights, at 2 Chenelle Dr., Concord, NH 03301, phone 603-271-2767 or US Department of Health & Human Services, Office of civil Rights, Region 1, JFK Building, Room 1875, Boston, MA 02203, phone 617-565-1340.

**Legal Reference:**

*NH Code of Administrative Rules, Section Ed.303.01 (j), Substantive Duties of School Boards; Sexual Harassment Policy*

*NH Code of Administrative Rules, Section 306.04 (a) (8), Student Harassment*

*NH Code of Administrative Rules, Section 306.04 (a) (9), Sexual Harassment*

*RSA 354-A: 7, Unlawful Discriminatory Practices*

*Appendix: GBAA-R, BBA-R*

Revised: April 2011

Revised: November 1999, December 2004, February 2008

## HUDSON SCHOOL DISTRICT

<b>POLICY: JBAA Sexual Harassment/Students</b>	<b>APPROVED: 03.18.19</b>  First Reading: 02.18.19 Second Reading: 03.18.19
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### **JBAA - Sexual Harassment - Students**

#### **POLICY AND PROCEDURE GUIDELINES**

##### **I. PURPOSE**

The Hudson School District is committed to creating and maintaining an educational environment where all individuals are treated with respect and dignity.

The purpose of this policy is to maintain a learning environment for students within the Hudson School District that is free from sexual harassment, or other improper or inappropriate behavior that may constitute harassment as defined below.

Sexual harassment is against the law and is against school board policy. Any form of sexual harassment is strictly prohibited. It is a violation of this policy for any student to harass another person through conduct or communication of a sexual nature as defined by this policy.

The Hudson School District will investigate all complaints, either formal or informal, verbal or written, of sexual harassment and will discipline any student who sexually harasses another individual.

##### **II. SEXUAL HARASSMENT/SEXUAL VIOLENCE DEFINED**

Sexual harassment shall include, but is not limited to, unwelcome sexual advances, requests for sexual favors and other verbal, nonverbal or physical conduct of a sexual nature when:

1. The conduct or communication has the purpose or effect of demanding sexual favors in exchange for benefits;
2. Submission to or rejection of the conduct or communication is used as the basis for educational decisions affecting a student;
3. The conduct or communication is so severe, persistent or pervasive that it has the purpose or effect of unreasonably interfering with a student's educational performance or opportunities; or creates an intimidating, offensive or hostile educational environment.

Relevant factors to be considered will include, but not be limited to: did the individual view the environment as hostile; was it reasonable to view the environment as hostile; the nature of the conduct; how often the conduct occurred and how long it continued; age and sex of the complainant; whether the alleged harasser was in a position of power over the individual subjected to the harassment; number of individuals involved; age of the alleged harasser; where the harassment occurred; and other incidents of sexual harassment at the school involving the same or other individual.

Examples of sexual harassment may include, but not be limited to:

- physical touching or graffiti of a sexual nature
- displaying or distributing of sexually explicit drawings
- pictures and written materials
- sexual gestures or obscene jokes
- touching oneself sexually or talking about one's sexuality in front of others
- spreading rumors about or rating other students or others as to appearance, sexual activity or performance.

### **III. REPORTING PROCEDURES**

1. The Superintendent or his/her designee is responsible for implementing all procedures of this policy. Additionally, the Superintendent may develop and implement additional administrative regulations in furtherance of this policy.
2. Any student who believes he or she has been the victim of sexual harassment should report the alleged act(s) immediately to any District employee or the building Principal. If a student initially reports the alleged act to a District employee, that employee shall immediately notify the building Principal, who shall then immediately notify the Superintendent.
3. The Hudson School Board encourages all students and staff members to use the Report Form available from the Principal or Superintendent.
4. In each building, the Principal is the person responsible for receiving oral or written reports of sexual harassment. Upon receipt of a report, the Principal will notify the Superintendent immediately without screening or investigating the report. If the report was given verbally, the Principal shall reduce it to written form within 24 hours and then forward it to the Superintendent. Failure to forward any sexual harassment report or complaint as provided herein will result in disciplinary action. If the complaint involves the building Principal, the complaint shall be filed directly with the Superintendent.
5. The Board designates the Superintendent as the Human Rights Officer to receive any report or complaint of sexual harassment. If the complaint involves the Superintendent, the complaint shall be filed directly with the School Board.
6. Submission of a complaint or report of sexual harassment will not affect the student's standing in school, grades, work assignments, eligibility for extra-curricular activities or any other aspect of the student's educational program.
7. The use of formal Reporting Forms provided by the District is voluntary. The District will respect the confidentiality of the complainant and the individual against whom the complaint is filed as much as possible, consistent with the School District's legal obligations and the necessity to investigate allegations of sexual harassment and take disciplinary action when the conduct has occurred.

### **IV. INVESTIGATION AND RECOMMENDATION**

The Superintendent, as the Human Rights Officer, will authorize an investigation upon receipt of a report or complaint of alleging sexual harassment. This investigation may be conducted by District officials or by a third-party designated by the Superintendent.

If District officials conduct the investigation, the following considerations should be taken into account: surrounding circumstances, nature of the sexual advance, relationship between parties and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes sexual harassment requires a determination based on all the facts and surrounding circumstances.

The investigation may consist of personal interviews with the complainant, the individual (s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator. Students who are interviewed may have a parent or other representative present.

In addition, the Hudson School District may take immediate steps, at its discretion, to protect the complainant, students and employees pending completion of an investigation of alleged sexual harassment.

If the Superintendent determines that a third-party designee should conduct the investigation, the Hudson School District agrees to assent to that party's methods of investigation.

Upon completion of an investigation conducted by either the District official or a third-party, the Superintendent will be provided with a written factual report and recommended action.

#### **V. SCHOOL DISTRICT ACTION**

If the investigating party determines that the alleged conduct constituted sexual harassment, the Superintendent or Principal may discipline the offending individual. Discipline will be issued in accordance with other applicable Hudson School Board policies. Due to FERPA and other privacy-related laws, the victim will not be informed of what discipline was imposed.

If the complaint is against a school employee and found to be sexual harassment, disciplinary action shall comply with all applicable school district policy and laws.

If the investigating party determines that the alleged conduct did not constitute sexual harassment, both the complaining party and the accused will be informed of such. No disciplinary action will be taken.

Conduct which does not rise to the level of sexual harassment as defined by this policy but is nonetheless inappropriate or in violation of other related Hudson School Board policies, will be addressed on a case-by-case basis by the Superintendent or Principal, who may still impose discipline or order the offending individual to engage in some remedial action.

#### **VI. REPRISAL**

The Hudson School District will discipline any individual who retaliates against any other individual who reports alleged sexual harassment or who retaliates against any person who testifies, assists or participates in an investigation, proceeding or hearing relating to a sexual harassment or sexual violence complaint. Retaliation includes, but is not limited to, any form of intimidation, threats, reprisal or harassment.

#### **VII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES**

These procedures do not deny the right of any student to pursue other avenues of recourse, which may include filing charges with the Commissioner of Education, initiating civil action or seeking redress under state criminal statutes and/or federal law.

#### **VIII. SEXUAL HARASSMENT OR SEXUAL VIOLENCE AS SEXUAL ABUSE**

Under certain circumstances, sexual harassment or sexual violence may constitute sexual abuse under New Hampshire law. In such situations, the Hudson School District shall comply with all pertinent laws.



Nothing in this policy will prohibit the Hudson School District from taking immediate action to protect victims of alleged sexual abuse.

#### **IX. AGE APPROPRIATE SEXUAL HARASSMENT POLICY**

Per the requirements of Ed 303.01 (j), the Hudson School Board is required to establish a policy on sexual harassment, written in age appropriate language and published and available in written form to all students. This policy is intended to apply to middle school and high school aged students.

The Superintendent and building Principals(s) are charged with establishing policies, rules, protocols and other necessary age appropriate information or materials for the District's elementary schools.

#### **X. BY-PASS OF POLICY**

Any individual with a sexual harassment complaint may choose to bypass this Policy and accompanying regulation and proceed directly to: N.H. commission on Human Rights, at 2 Chenelle Dr., Concord, NH 03301, phone 603-271-2767 or US Department of Health & Human Services, Office of civil Rights, Region 1, JFK Building, Room 1875, Boston, MA 02203, phone 617-565-1340.

#### **Legal Reference:**

*NH Code of Administrative Rules, Section Ed.303.01 (j), Substantive Duties of School Boards; Sexual Harassment Policy*

*NH Code of Administrative Rules, Section 306.04 (a) (8), Student Harassment*

*NH Code of Administrative Rules, Section 306.04 (a) (9), Sexual Harassment*

*RSA 354-A: 7, Unlawful Discriminatory Practices*

*Appendix: GBAA-R, BBA-R*

Reviewed by Policy Committee 6/22/2020

## HUDSON SCHOOL DISTRICT

### EEAG Use of Private Vehicles to Transport Students

Updated: Current Policy with NHSBA revisions for School Board Second Reading – March 6, 2023

Category: Recommended

Any use of private vehicles to transport students to or from school, field trips, athletic events, or other school functions, must have prior authorization by the Superintendent or his/her designee. The Board specifically forbids any employee to transport students, except the teacher's own children, for school purposes without prior written authorization by the Superintendent or his/her designee. Individuals providing unauthorized student transportation do so at their own expense and liability.

Any employee or private citizen using their own or a rented vehicle to provide school-authorized student transportation must have automobile liability insurance of not less than \$500,000 Combined Single Limit and provide a Certificate of Insurance naming the District as an Additional Insured. The District will maintain liability insurance, which will be in excess of the owner's primary insurance for authorized student transportation.

Persons under contract with the school district to provide school transportation services must have a valid School Bus Driver Certificate/License in accordance with applicable rules and laws. All vehicles must be approved by the New Hampshire Department of Safety as meeting all applicable school bus safety standards. If operating a vehicle owned by a contracted carrier of passengers and designed to transport 16 or more passengers (including the driver), the provisions of Policy EEAE apply in place of this paragraph. Parents transporting their own children are exempt from this requirement, per Department of Safety regulations.

Persons providing transportation on an incidental basis, i.e., not specifically as part of a contract to transport, must have a valid driver's license, and the vehicle used must have a current New Hampshire inspection sticker. A commercial license is required for any vehicle that has a capacity of 16 or more.

No student shall be sent on school errands using any automobile. No student will transport another student for school authorized transportation.

**Employee reimbursement for use of private vehicles may be made, but only if the employee has prior approval of the designated administrator.**

#### Legal References

*New Hampshire Code of Administrative Rules Section Saf-C 1304.05, Exemption From School Bus Driver's Certificate*

*RSA 376:2, VII, Definitions (Motor Carriage of Passengers)*

Adopted: March 2, 2020

First Reading: December 19, 2022

Second Reading: March 6, 2023

## HUDSON SCHOOL DISTRICT POLICY

### **JEB Age of Entrance**

Updated: January 30, 2023

Category: Required

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

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

Any student who turns six years old on or before September 30 must enroll in first grade.

### **Legal References**

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

Approved: April 17, 2017

Reviewed: July 20, 2020

Updated: January 30, 2023

# HUDSON SCHOOL DISTRICT POLICY

## JEB Age of Entrance

Updated: Updated draft proposed policy for School Board Second Reading - March 13, 2023

Category: Required

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

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

### A. Statement of Policy

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

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

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

### B. Incoming Students Transferring from Another District

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

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

### C. Requesting a Waiver

Parents/guardians may request a waiver for delayed entry or early admittance. The following age parameters must be met to be eligible for a waiver:

- The child must turn five years old *during the calendar year* for which admittance is requested for kindergarten.
- The child must turn six years old *during the calendar year* for which admittance is requested for grade one.

#### Waiver Timeline

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

~~Within 10 days of receiving such written notification, the Superintendent shall provide the parent or guardian with a copy of the procedure for requesting a waiver and a list of information which may be considered by the School Board in making its decision. The charge to the parent(s) for administering the district assessment shall be \$150.00.~~

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

~~2. April 1 - The parent or guardian shall submit the completed early admissions packet and any written material that he or she wants the Superintendent and the School Board to consider in making its decision.~~

~~3-2.~~ June 1 - The School Board shall make every reasonable effort to schedule a hearing no later than June 1 in order to receive oral testimony from the parent or guardian.

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

~~4-3.~~ If the parent or guardian is not satisfied with the decision of the School Board, he or she will have the right to appeal to the New Hampshire State Board of Education pursuant to RSA 193:3.

#### **D. Information Considered by the School Board**

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

A parent or guardian who wishes to request a waiver should be aware that the School Board might consider the following information in reaching its decision:

1. The school entrance age policy, as stated in Section A above

~~2.~~ Any hardship other than space or staffing which may result to the School District if the child is granted a waiver to the school entrance age policy

~~2-3.~~ Enrollment, class sizes and space

~~3-4.~~ Information regarding the child's intellectual abilities

~~4-5.~~ Information regarding the child's social and emotional development

~~5-6.~~ Information regarding the child's physical abilities

~~6-7.~~ Written recommendation(s) of a kindergarten teacher(s), preschool teacher(s), daycare provider(s), or other individuals with specific knowledge of the child's intellectual, social, and physical abilities

~~7-8.~~ Information regarding the academic and/or social success of children who are admitted to school at a young age

~~8-9.~~ Evidence of whether the child will be harmed if he or she is not granted a waiver, and evidence of what kind of harm may result

~~9-10.~~ Any behavioral or developmental issues which the child may face as a result of early admittance to school, and the resources available to help prevent and/or address such issues if they arise

~~10-11.~~ Options, other than early admission to school, which are available to the child

~~11-12.~~ Issues relating to the credibility of the evidence presented

## Legal References

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

Approved: April 17, 2017

Reviewed: July 20, 2020

Updated: January 30, 2023

First Reading: February 20, 2023

Second Reading: March 13, 2023

DRAFT POLICY



## HUDSON SCHOOL BOARD

18 Library Street Hudson, New Hampshire

6:30 pm Regular Meeting  
Public Session

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### DRAFT Minutes- February 20, 2023

#### In Attendance

##### Board Members

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

##### SAU Staff

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

Kara Roy, Board of Selectmen Liaison

#### A. Call to Order [0:00:11]

##### 1. Pledge of Allegiance

Chair Gary Gasdia called the meeting to order at 6:30pm. Kim Organek led the Pledge of Allegiance.

#### B. Public Input [0:00:33]

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

#### C. Presentations to the Board [0:02:31]

##### Senior Capstone Projects (Information)

Ms. Bureau and Ms. Dennis presented a slide show on senior capstone projects and two seniors presented their projects.

Highlights included:

- The district created the Portrait of a Graduate in 2018/19 when the strategic plan was drafted. Graduates should have the following skills: responsibility, communication, citizenship, curiosity and social/emotional understanding.
- The senior English capstone project includes an overlap of skills and ELA competencies - students are not taken away from other programs.
- 100 seniors presented projects, each working with an outside mentor or experts.
- Project outcomes include planning/time management, problem solving, website development, etc. Students complete a self-reflection after the projects are completed. This year projects vary from mental health, sports, building things, etc.
- Jessica Maturo's project was to bring a unified cheer team to Alvirne High School. She spoke to teachers and staff and made a flier for students to sign up. Practices took place and she ordered team bows and t-shirts. The team competed at the HMS showcase in January.
- Xenon Earl's project was making a comic book to inform people about transgenderism. He created a rubric and drew sketches. He had support from a comic book artist. Creativity and problem solving are highlights of the project which is self-published online.
- Adam Cummings (absent tonight) learned to sew teddy bears for Marguerite's Place for children who needed them.
- At the end of the semester, about 30 students presented capstone projects at a community night.

#### **D. New Business [0:42:50]**

##### **1. JROTC Washington, D.C. Trip (Decision)**

Lt. Col Cheetham and the Air Force Junior ROTC Cadets Haley Bassett and Anthony Grauslys Jr. requested permission to attend their bi-annual civics trip from March 15-19, 2023. While attending, each student will do a presentation as a graded requirement. Funding is covered through the Air Force and fundraising and the student contribution is \$200. Scholarships are available as well. The last time this trip occurred was in 2018. Three chaperones will attend, and students will visit monuments, memorials and museums. The dress code will be business casual (no uniforms). The board requested the students return after the trip and share their experience.

***Ethan Beals made a motion to approve the JROTC Washington, D.C. Trip as presented. Maureen Dionne seconded the motion. Motion passed 5-0.***

##### **2. FFA State Convention (Decision) [0:53:27]**

The FFA sought permission to attend the Granite FFA State Convention at the Omni Mount Washington Hotel from March 29 – 31, 2023. Chapter President Elizabeth Bliss and a fellow member formally asked permission of the Board. Members will compete in various career and development events such as forestry, prepared speaking, animal welfare and veterinary science.

***Ethan Beals made a motion to approve the FFA State Convention travel request as presented. Maureen Dionne seconded the motion. Motion passed 5-0.***



There was a request to host the FFA Agricultural Mechanics CDE at Alvirne on March 25, 2023. The event covers machinery and equipment, electricity, compact equipment, structures and environmental and natural resources.

***Ethan Beals made a motion to approve Alvirne's hosting of the FFA Agricultural Mechanics CDE on March 25, 2023 as presented. Mike Campbell seconded the motion.***

***Motion passed 5-0.***

### **3. Hudson Memorial School Washington, D.C. Trip (Decision) [0:58:42]**

Kim Bourassa and Leonie Freemantle presented details and requested permission for students to attend their eighth-grade trip to Washington, D.C. from May 1-5, 2023. Approximately 139 (out of 217) students have signed up. There will be alternative opportunities for students who are not attending. The cost of the trip is covered through fundraising. The original bus company will be utilized.

***Gretchen Whiting made a motion to approve the eighth-grade trip to Washington, D.C. as presented. Maureen Dionne seconded the motion. Motion passed 5-0.***

### **4. District Calendar - Draft (Discussion) [1:02:36]**

Superintendent Moulis shared a draft of the school district's 2023-2024 calendar for discussion. If approved, workshop days will be scheduled for August 23 - 25<sup>th</sup> and the first day for students will be August 28. There will be no school on September 1 and October 6 will be an early release day. In the past, the early release day has been in January and that is when mandatory suicide training for all staff is completed. Moving it to earlier in the year is better timing for the training. November 7 is election day and will be a workshop day. The Presidential Primary election date has not yet been set. The last day for students is tentatively June 19, 2024, and the last day for teachers will be June 20. The calendar aligns with Londonderry and Litchfield as much as possible. It was noted that there is a typographic error for Memorial Day. It was suggested that notes about "no school" be consistent at the bottom of the page. There was no motion made to approve the calendar at this time.

***Ethan Beals made a motion to move agenda item F. Policy - First Reading up.***

***Mike Campbell seconded the motion. Motion passed 5-0.***

### **E. Policy - First Reading (Discussion) [1:07:20]**

Policy JEB - Age of Entrance was reviewed. Other districts' versions have been reviewed for content and wording. In this version, language is added regarding students transferring from other schools. Also, waivers will be considered for students entering kindergarten and grade 1 and will include an assessment and screening procedure. A request was made to clarify processes for both early entrance and late entrance. Included is a December 31 cutoff for waivers, but the wording can be adjusted after further discussion. Caution should be taken regarding how early a student may enroll and based on development and social behavior. There are age requirements for IEP qualifications and Ms. Borge will bring in rules on these age limits for preschool. The language reads that the district will be charging for the kindergarten assessment associated with a waiver to ensure that families put thought towards requesting one. Consensus was to lower or

eliminate the waiver charge listed. Space availability, quantity of requests and assessment results will all be factors in any decisions. To maintain confidentiality, the waiver reviews will be held in non-public sessions. A formal waiver policy is necessary and is still under review by the board. This year is an anomaly and parents may not be held to the March 1 waiver deadline. A second reading may take place at the March 13 meeting.

Mr. Hirst from 9 David Drive explained that he began school early and felt that he got a head start in life; he felt his daughter was academically ready and he favored her early entrance.

## **F. New Business - Continued [1:53:17]**

### **1. Hudson Memorial School Nominations (Decision)**

*Maureen Dionne made a motion to approve the Hudson Memorial dodgeball nominations as presented. Mike Campbell seconded the motion. Motion passed 5-0.*

### **2. Alvirne High School Nominations (Decision) [1:54:04]**

*Mike Campbell made a motion to approve the nominations for Alvirne spring coaching. Maureen Dionne seconded the motion. Motion passed 5-0.*

### **3. FY23 Audit (Discussion) [1:55-00]**

There was discussion regarding going out to bid for audit services in future years. Ms. Burk suggested keeping the current auditors (Plodzick) this year due to the new business department team, as the auditors know the traditional auditing procedures.

Putting audit services out to bid does not mean the district will change auditors, but knowing the costs and procedures for auditing will be helpful. Ms. Burk will research costs from other districts for the next meeting and assure that procedures are similar among the different auditors.

### **4. Travel Request (Decision) [2:10:12]**

Assistant Superintendent Kim Organek presented a travel request for Assistant Principal Mark Dangora for a professional development opportunity in Bethesda, MD from March 2-4, 2023, to attend the "Leader in Me" symposium (an evidence-based, comprehensive model building leadership, life skills and high-trust school culture). He will present at the principals meeting when he returns.

*Ethan Beals made a motion to approve the request for Mark Dangora to attend the Leader in Me symposium in March as presented, contingent upon Mr. Dangora making a presentation on what he learned after the fact. Mike Campbell seconded the motion. Motion passed 5-0.*

## **G. Old Business [2:12:08]**

### **1. School Board Evaluation Results (Multiple Choice Questions Only)**

20 of 25 responses were received (80%). The evaluation questions included:

1. Policies are in place and according to law: 75% said yes
2. Strategic plan is aimed at enhancing/improving student academic outcome: 90% said yes

3. Strategic plan is executed: 45% said good
4. Board provides Superintendent with clear expectations of performance annually, set goals and evaluates the Superintendent: 60% said yes
5. Board seeks input from all stakeholders creating a culture where all are comfortable speaking freely: 40% said usually
6. Board/district ensures information is available to the public: 55% said always
7. Board members are prepared at meetings for meaningful discussions: 55% said always
8. Board meetings are productive/address all agenda items and outside discussions: 45% said usually
9. Board members treat each other with respect/consideration: 80% said always
10. Board is connected with events in buildings/district: 50% said sometimes

There was discussion about being more connected with buildings; collaboration (during public sessions); involvement at district meetings if possible; having board members tour the schools annually or having building “check-ins” during the year; and utilizing the online event calendar.

#### H. Recommended Action [2:39:00]

1. Manifests
2. Minutes - January 30, 2023
3. Minutes - February 6, 2023
4. Minutes - February 11, 2023 (Post-Deliberative Session)

*Mike Campbell made a motion to approve the minutes of January 30, 2023, February 6, 2023 and February 11, 2023 (post-deliberative session) as written. Maureen Dionne seconded the motion. Motion passed 5-0.*

#### I. Reports to the Board (Information) [2:39:25]

##### 1. Superintendent Report

- Superintendent Moulis held a mid-year review with H.O. Smith staff.
- All Cookies, Cocoa and Conversation events at schools are now complete and feedback was positive. Increased anxiety was a concern from families. The district will be looking at ways to support families.
- Last week Superintendent Moulis and Mr. Gasdia attended a Lions Club meeting and discussed the proposed budget.
- Last Friday, Superintendent Moulis was a guest on *Working Together for Hudson* and he gave an overview of the budget, warrant articles, etc.
- He had conversations with students at Hills Garrison and Library School on how school was progressing.
- He met with the town planner to discuss pedestrian traffic at the schools.
- He attended two basketball games and a pasta dinner by the Friends of Music.
- He congratulated the Hudson Memorial Cheerleading team who won the 2023 Tri-county Cheerleading championship at Nashua South.
- He congratulated DECCA students who competed last week and won awards.

**J. Committee Reports [2:44:13]**

Mr. Beals said that the DEI committee met last week and heard a presentation from Oyster River District. Oyster River has a full-time position regarding DEI.

Mr. Gasdia noted that there was discussion at the Board of Selectmen meeting regarding the sample ballot and collaboration with the town and school district. Both sample ballots are available online.

**K. Correspondence (Information) [2:46:00]****1. Donation to the H.O. Smith Nurse's Office**

A \$500 donation was made to the H.O. Smith nurse's office from the family business of parent Christopher Thatcher.

**2. New Hampshire FFA Agricultural Mechanics and Technology CDE**

It was noted that money left over from each class rolled into the future class.

**3. Financial Update****L. Board of Selectmen - Liaison Comments [2:48:43]**

Ms. Roy said that Candidate Night is February 23 at 6:30pm. Questions can be submitted online or via the moderator that night. The town election is on March 14.

**M. Student Representative Comments - N/A [2:49:37]**

Emily Dozois was absent.

**N. Board Member Comments [2:29:40]**

Mr. Campbell thanked those who attended the second Deliberative Session which is available online. The town election is important and he urged people to go vote.

Ms. Dionne noted that it was Read Across America week as well National FFA week and many activities are happening in our schools.

Mr. Beals congratulated the two state champions from the AHS wrestling team: Adam Cummings and Landon Caiazzo.

Ms. Whiting thanked those who attended the Deliberative Session. Questions can be sent to the superintendent regarding warrant articles.

Mr. Gasdia said that tonight was a good meeting with students reporting on projects, public input, and collaborative discussions, and he thanked all who participated.

**O. Non-Public Session per RSA 91-A:3 II a - [2:53:17]**

*At 9:23pm, Mike Campbell made a motion to enter into non-public session per RSA 91-A:3 II a. Maureen Dionne seconded the motion. Motion passed 5-0. Roll call vote.*

Discussed Food Service Director vacancy and interim plan.

**P. Leave Non-Public and Adjourn [3:00:17]**

*At 9:40pm Ethan Beals made a motion to leave non-public session and adjourn. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.*

Submitted by  
Susan DeFelice