

Posted: 09.27.18

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT
Hudson, New Hampshire
October 1, 2018
Hills Memorial Library – 18 Library Street

6:30 pm Public Session
followed by Non-public Session

AGENDA

(amended – attachment 3 changed)

- A. **Call to Order:** Malcolm Price, Chair, will call the meeting to order.
- Pledge of Allegiance
- B. **Public Input**
- C. **School Board Candidates**
- D. **Presentations to the Board**
- E. **Requests of the Board**
1. Training/Travel Request (LR): Attachment # 1
- F. **Old Business**
1. Policy JICK Pupil Safety and Violence Prevention (2nd reading, MW): Attachment # 2
- G. **New Business**
1. Policy AD Philosophy of the School District (1st reading, MW): Attachment # 3
 2. Extracurricular Nominations (LR): Attachment # 4
 3. Contracted Services Agreement (RB): Attachment # 5
- H. **Recommended Action**
1. Manifests – Recommended action: Make necessary corrections and sign.
 2. Minutes – Recommended action: Review and approve.
 - a) 09.17.18 Draft Minutes (LR): Attachment # 6
- I. **Reports to the Board**
1. Superintendent's Report
 2. Assistant Superintendent's Report
 3. Director of Special Services' Report
- J. **Committee Reports**

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K. **Correspondence**

1. Intent to Retire (LR): Attachment # 7
2. Special Olympics Recognition (LR): Attachment # 8
3. NHSBA Mental Health Awareness Forum (MW): Attachment # 9
4. NHSBA Default Budget Workshop (MW): Attachment # 10

L. **Board Member Comments**

M. **Upcoming Meetings**

Meeting	Date	Time	Location	Purpose
Policy Committee	10.08.18	6:00 pm	SAU Building	Regular Meeting
School Board	10.15.18	6:30 pm	Hills Memorial Library	Regular Meeting
Policy Committee	10.23.18	2:45 pm	SAU Building	Regular Meeting
School Board	11.05.18	6:30 pm	Hills Memorial Library	Regular Meeting
Policy Committee	11.12.18	6:00 pm	SAU Building	Regular Meeting
School Board	11.19.18	6:30 pm	Hills Memorial Library	Regular Meeting
Policy Committee	11.27.18	2:45 pm	SAU Building	Regular Meeting

N. **Non-Public Session**

1. *Staff Nominations (LR): Non-public Attachments # 11, 12*

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

These conditions are:

- (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.*
- (b) The hiring of any person as a public employee.*
- (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*

O. **Adjourn**

Gabriel A. Falzarano
Associate Principal

Jodi C. Hallas
Associate Principal

Christopher P. Blair
Associate Principal

Donald G. Jalbert
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) 595-1525

William R. Hughen
District Director
of School Counseling

Karen E. Bonney
Director of Athletics

Susan E. Bureau
Dean of Academics

Sherri L. Lavoie
Assistant Principal for
Special Services

September 24, 2018

To: SAU #81 School Board

From: Donald Jalbert, Director, WH Palmer CTE Center

Re: Instructor Professional Development

CC: Larry Russell, Superintendent and Steve Beals, Principal

We respectfully request permission for the following instructor to participate in out-of-state Professional Development Activities as noted below:

Jane Colavito, Health Sciences and Technology Instructor is applying to participate in a 2-day workshop in Atlanta, Georgia related to using modeling clay for anatomical studies. This is a follow-up to work that she completed during prior school years. This training will ensure optimal utilization of the Maniken Human Models that we have purchased from the current year Perkins Grant and will help to implement National Health Science Standards. The workshop dates are October 15-16 with accommodations for travel on the 14th and 17th. She will return to the classroom Thursday October 18th.

We were able to pay for Registration Fees (\$495.00) from the 17-18 Perkin's Grant. Costs associated with travel, lodging, ground transportation and meals will be covered in the 18-19 Perkin's Grant. (estimate = \$ 1,100.00)

Thank you for your thoughtful consideration of this request.

HUDSON SCHOOL DISTRICT

<p>POLICY CODE: JICK Pupil Safety and Violence Prevention</p> <p>Page 1 of 6</p>	<p>ADOPTED:</p> <p>1st reading: 09.17.18</p> <p>2nd reading: 10.01.18</p>
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PUPIL SAFETY AND VIOLENCE PREVENTION POLICY

I. GENERAL STATEMENT OF POLICY

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

II. BULLYING AND CYBERBULLYING DEFINED

1. "Bullying" is a single significant incident or a pattern of incidents involving a written, verbal, or electronic communication, or a physical act or gesture, or any combination thereof, directed at another student which:

- (a) physically harms a student or damages the student's property;
- (b) causes emotional distress to a student;
- (c) interferes with a student's educational opportunities;
- (d) creates a hostile educational environment; or
- (e) substantially disrupts the orderly operation of the school.

"Bullying" includes actions motivated by an imbalance of power based on a student's actual or perceived personal characteristics, behaviors, or beliefs, or motivated by the student's association with another person and based on the other person's characteristics, behaviors, or beliefs.

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

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

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

III. REPORTING PROCEDURE

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

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

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

IV. INVESTIGATION AND REMEDIAL ACTION

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

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

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

V. FILE RETENTION

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

VI. APPEAL

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

VII. RETALIATION OR FALSE ACCUSATIONS

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

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

VIII. POLICY NOTIFICATION

1. Copies of this Policy shall be given to all employees, students and parents annually by publishing in the applicable handbook. Whenever new School District employees or students begin during the school year, they shall receive a copy of the appropriate handbook before commencing work or school attendance. The Superintendent or his/her designee shall also make all volunteers, and contractors who have contact with students and chartered public schools aware of this Policy.
2. The School District will post this Policy and a summary of the Policy on the School District's website and conspicuously in each school building in areas easily accessible to students and staff.

IX. TRAINING OF STAFF AND EDUCATING PARENTS AND STUDENTS

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

X. RECORDINGS ON SCHOOL BUSES

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

XI. BULLYING AS ABUSE AND CRIMINAL CONDUCT

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

XII. SEXUAL HARASSMENT

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

XIII. IMMUNITY

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

Bullying/Cyberbullying Reporting Form

(To Be Given to Principal)

Today's date ___/___/___ Person Reporting Incident _____ School _____

Student Student (witness/bystander) Parent/Guardian Close Adult relative School Employee, volunteer, contractor

1. Name of student victim _____ Age _____
(Please Print)

2. Name(s) of alleged perpetrator(s) (if known): (Please print)	Age	School (if known)	Is he/she a student?
			<input type="checkbox"/> Yes <input type="checkbox"/> No
			<input type="checkbox"/> Yes <input type="checkbox"/> No
			<input type="checkbox"/> Yes <input type="checkbox"/> No

3. Name(s) of witnesses or other involved parties: (Please print)	Age	School (if known)	Is he/she a student?
			<input type="checkbox"/> Yes <input type="checkbox"/> No
			<input type="checkbox"/> Yes <input type="checkbox"/> No
			<input type="checkbox"/> Yes <input type="checkbox"/> No

4. On what date(s) did the incident happen? _____ / _____ / _____
Mo/ Day/ Year Mo/ Day/ Year Mo/ Day/ Year

5. Where did the incident happen (choose all that apply)?

- On school property At a school-sponsored activity or event off school property
 On a school bus Off school property or outside a school-sponsored event or activity

6. Place an next to the statement(s) that best describes what happened (choose all that apply):

- Bullying or cyberbullying involving physical harm Getting another person to hit or harm the student
 Teasing, name-calling, making critical remarks, or threatening, in person or by other means
 Demeaning and making the victim the subject of jokes Excluding the student and encouraging others to do so
 Spreading harmful rumors or gossip Writing/Graffiti
 Stalking Damaging/taking property
 Electronic communications (specify and attach copies) Making rude and/or threatening gestures
 Other (specify) _____ Intimidating, extorting, or exploiting

7. Was the conduct related to any of the student victim's following personal characteristics, behaviors or beliefs or the student victim's association with someone with the following personal characteristics, behaviors or beliefs? (choose all that apply)

- Race Sex/Sexual Orientation Religion National Origin
 Physical Characteristics Behaviors Other (specify) _____
-
-

8. Describe in detail what the alleged perpetrator(s) said and did including the location(s) of the incident(s) and the names of any witnesses. (Attach a separate sheet if necessary, attach copies of any e-mails or texts that you have printed)

9. Why, if you know, did the incident(s) occur? (Attach a separate sheet if necessary)

10. Did a physical injury result from this incident? No Yes, no medical attention needed Yes, required medical attention

(If yes, describe the injury) _____

11. Did any communication come from the victim prior to the incident, if so please describe?

12. Was the student victim absent from school as a result of the incident? Yes No

13. Did emotional distress result from this incident? No Yes, no services or treatment sought

Yes, services or treatment have been sought

If yes, describe the injury: _____

14. Is there any additional information you would like to provide? (Attach a separate sheet if necessary)

Signature

Date

HUDSON SCHOOL DISTRICT

POLICY: AD Page 1 of 1	ADOPTED: First Reading: 10.01.18 Second Reading:
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Philosophy of the School District*Category R*

The Board will develop a mission statement for the District. The Board should review and revise the statement annually.

Legal Reference:

NH Code of Administrative Rules, Section Ed. 306.05, School Philosophy, Goals, and Objectives

Revised: July 2005
Reviewed: February 2004
Revised: November 1999
Revised: July 1998

HUDSON SCHOOL DISTRICT
SAU # 81
20 Library Street
Hudson, NH 03051-4240
phone (603) 883-7765 fax (603) 886-1236

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

Mary Wilson
Assistant Superintendent
(603) 886.1235
mwilson@sau81.org

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

Karen Burnell
Business Administrator
(603) 886-1258
kburnell@sau81.org

MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Winter Intramural Nominations
DATE: September 25, 2018

The following nominations have been submitted for Winter of the 2018-2019 school year:

Hudson Memorial:

Dodgeball/Basketball	Michel Stilphen	\$500
Dodgeball/Basketball	Meghan Glaude	\$500
Dodgeball/Basketball	Jamieson Joyal	\$500
Dodgeball/Basketball	Rebecca Leary	\$500
Dodgeball/Basketball	Kim Bourassa	\$500
Dodgeball/Basketball	Jeannine Hines	\$500
Dodgeball/Basketball	Aimee O'Connor	\$500
Dodgeball/Basketball	Leanne Phaneuf	\$500

HUDSON SCHOOL DISTRICT
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Lawrence W. Russell, Jr.
Superintendent of Schools
(603) 886-1235
lrussell@sau81.org

Mary Wilson
Assistant Superintendent
(603) 886-1269
mwilson@sau81.org

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

Karen Burnell
Business Administrator
(603) 886-1258
kburnell@sau81.org

October 1, 2018

Soliant Health, Inc.
Attn: Jasmine Miller
1979 Lakeside Parkway, Suite 800
Tucker, Georgia 30084

Dear Jasmine:

This contract is an agreement between Soliant Health, Inc., and the Hudson School District to provide contracted speech/language services for the 2018-2019 school year commencing on October 10, 2018.

Speech/language services will be provided not to exceed \$75,950. The hourly rate for services is \$70.00 (7 hours/day, approximately 155 school days). The Hudson School District agrees to pay for services within thirty – forty-five days upon receipt of invoices and proper documentation of services provided. The service provider certifies that they are not currently suspended or debarred from receiving money from the US Federal Government.

Please note that this contract consists of service delivery to students, consultation with staff members, special education team participation, student assessments and progress monitoring, planning, and other duties requested by the school or district-wide administration. The contracted provider will not be paid for any work conducted at home. The Hudson School District will not provide mileage reimbursement or pay for travel time.

The Service Provider agrees not to divulge, reveal or report or use, for any purpose, any confidential information which the Service Provider has obtained or which was disclosed to the Service Provider by the customer. The obligation to protect the confidentiality of the Hudson School District will survive the termination of this Agreement.

The Service Provider is acting as an independent contractor and not as an employee of the Hudson School District in providing the services hereunder and is solely and exclusively responsible for his/her own federal and state income taxes, social security taxes, other employment taxes, unemployment insurance, workman's compensation insurance to the extent required by law and professional liability insurance. The Service Provider shall provide the Hudson School District with a certificate of professional insurance with a minimum of \$1,000,000 per occurrence and certificates for all other insurance required by law. The Service Provider shall not cancel the insurance without thirty (30) days written notice to the Hudson School District.

The Service Provider shall maintain employment records as required by state and federal regulations on all individuals assigned to the District. The Service Provider shall be permitted to employ individuals under a conditional offer of employment. The Service Provider shall promptly submit the names of all individuals who shall be assigned by it to the District, with all properly completed paperwork, a notarized criminal history records release form authorizing the District to request a criminal history records check, a complete set of fingerprints taken by a qualified law enforcement agency or an authorized employee of the District, and payment for the cost of a criminal history records check for each of its listed employees. The District shall be responsible for completing the criminal records history check and shall inform the Service Provider of any individual who does not meet the District's criteria for working in its schools due to an adverse criminal background. The decision of the District shall be final on the matter of suitability for assignment by the Service Provider to the District. All new employees of the Service Provider who are assigned during the term of this Service Provider to work in the District shall be required to pass the criminal records history check in accord with this paragraph.

The Hudson School District may terminate this Agreement at any time without cause and the Hudson School District's sole liability shall be for the costs of services performed up to the date of termination of the Agreement.

The Service Provider shall, at his/her sole expense, he/she will defend, indemnify and save the SAU and its school districts, their boards, officers, agents and employees harmless from any and all claims, demands, damages, losses, costs and expenses of every kind and nature, including but not limited to reasonable attorneys' fees growing out of the negligent, willful, intentional or reckless acts or omissions of the Service Provider in conjunction with their duties under this Agreement. Notwithstanding the foregoing, in no event shall the Service Provider be obligated to defend, indemnify the SAU and its school districts, their boards, officers, agents and employees for any claims, demands, damages, losses, costs and expenses of every kind and nature, including but not limited to reasonable attorneys' fees arising out of or resulting from willful or negligent actions of the SAU and its school districts, their boards, officers, agents and employees.

The Service Provider shall not assign or any way transfer all or any portion of his/her rights, nor delegate any of his/her duties under this Agreement without the prior written consent of the Hudson School District.

Any amendments or modifications of this Agreement by either party will only be binding when evidence in writing signed by each party.

Signature – Jasmine Miller

Date

Signature –Rachel Borge

Date

**Hudson School District
Hudson School Board Meeting
September 17, 2018
Draft Minutes**

Present:

Mr. Malcolm Price, Board Chair
Ms. Stacy Milbouer, Board Vice-Chair
Mr. Lee Lavoie
Mrs. Patty Langlais
Ms. Darcy Orellana
Mr. Lawrence Russell, Superintendent
Ms. Mary Wilson, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services
Ms. Caitlin Lynch, AHS Student Representative
Mr. Normand Sanborn (for Karen Burnell)

A. Call to Order

Mr. Price, Board Chair, called the meeting to order and Mr. Russell led the audience in the Pledge of Allegiance at 6:30 pm.

B. Public Input

Diana LaMothe
21 St. Laurent Dr.

Regarding AHS Renovation: Would like to see an email go out to all parents regarding the second part of the renovation.

The Board will be discussing this item tonight, no decision has been made as of now. Always working to improve communication.

C. Presentations to the Board

AHS Renovation Options

The project architects are back tonight with updated options. Priorities have not changed: safety and security, improve access and function for special education, administration and counseling, enhanced co-curricular spaces, athletic community and recreation space improvements.

Reviewed original option from last year; cost estimate from 2017 \$21.8 million; cost estimate for 2018 \$22.7 to 23.7 million (up 7%).

New Option B

New entrance, relocate special education, administration and counseling areas.

Performing arts area will remain the same size. Renovate locker/team areas.

Will use renovated spaces instead of building new to save money.

Reviewed conceptual drawings.

Approximate cost of Option B is \$21.3 to 22.3 million.

Option C

Smaller design; no renovation to cafeteria/passthrough; kitchen or fitness areas.

Will still do gym and performing arts center.
Reviewed conceptual drawings.
Approximate cost of Option C is \$17.3 to 18.3 million.

Options to consider:	Cafeteria, kitchen, fitness	\$4,300,000
	Tennis court upgrade	\$300,000
	Natural grass/irrigation	\$200,000
	Artificial turf	\$1,000,000

The Board members all prefer Option A.
Caitlin Lynch – Not a tax payer but feels Option A, best choice, dream plan.

Mrs. Langlais moved to approve Option A as presented, second by Ms. Milbouer. Motion passes 5-0.

The architects will return with final plans.

D. Requests of the Board

Donation Acceptance Request

Chris Cole, social studies teacher at AHS (doctoral candidate - research study)
50 copies of a video game

Mrs. Langlais moved to accept the donation of 50 copies of video game as presented, second by Ms. Orellana. Motion passes 5-0.

National ACT Meeting Request

Dan Wells to attend National ACT meeting at no cost to the district; October 11-12.

Ms. Milbouer moved to approve the trip request for Dan Wells to attend National ACT Meeting October 11-12 at no cost to the district, second by Ms. Orellana. Motion passes 5-0.

PowerSchool Training Request

William Hughen
November 12-14

This is a budgeted item.

Mrs. Langlais moved to approve the trip request for William Hughen to attend PowerSchool training November 12-14, budgeted item, second by Ms. Orellana. Motion passes 5-0.

CSL Tours – Music Department Trip to Philadelphia

Rob Scagnelli addressed the Board.

Music Department trip to Philadelphia during April vacation, no school will be missed.

Students will fundraise money for this trip.

Mrs. Langlais moved to approve the over night trip request for the Music Department to travel to Philadelphia during April vacation, second by Ms. Milbouer. Motion passes 5-0.

Ms. Milbouer

This will be my last meeting as a school board member. Will be moving to Nashua.
I will miss everyone.

Mr. Lavoie had a presentation for Ms. Milbouer on behalf of the Board.
Thanks for your service; you will be missed.

E. **Old Business**

There was no Old Business

F. **New Business**

2018-2019 Tuition Rate

\$14,125

Mrs. Langlais moved to approve the 18/19 tuition rate set at \$14,125, second by Mr. Lavoie. Motion passes 5-0.

Discussion: Champions Before- and After-School Program

Unable to make tonight's meeting. They will be here on October 15.

Board discussion regarding Champions.

Champions program assured the Board that they would accept all students when they made their presentation.

The two parents of Special Education students met with Champions prior to the start of the school year. One parent was told they were unable to have support for the student.

District has since found support for the student and are funding the cost currently.

Champions has breached their contract. The Board is not happy that they are a no-show tonight. Mr. Price urged Mr. Russell to seek counsel regarding this contract.

Mr. Russell stated that it is in the contract that Champions must accept Special Education students. Champions has stated they are working on getting financial aid for the student.

Memorandum of Understanding

HFT and School District

Currently no provision for unused personal days.

Three retired teachers are seeking compensation.

Board discussed this item and also discussed adding a provision in the next teacher contract for a penalty to teachers who break their signed contract.

Beth Lavoie – President of HFT didn't know about this MOU.

Understood where the Board stands on breaking a signed contract but stated it was hard for teachers to pass up a significant pay increase.

Mrs. Langlais moved to accept the Memorandum of Understanding to reimburse the three retired teachers for unused personal days, second by Ms. Milbouer. Motion passes 5-0.

Extracurricular Nominations – AHS

Karen Bonney will be the JV soccer coach as they could not find anyone else.

Mrs. Langlais moved to approve the extracurricular nominations as presented, second by Ms. Orellana. And thanks to Karen Bonney for stepping up to help. Motion passes 5-0.

Karen Bonney has been recognized as Athletic Director of the Year.

Contracted Service Agreements

Gray Consulting & Therapy
Literacy Learning Solutions LLC
Jamie Lackritz – Therapy Travelers (S/L)

Mrs. Langlais moved to accept Attachment 8, 9, and 10 as presented, second by Ms. Milbouer. All budgeted items. Motion passes 5-0.

Audience member Richard Kahn asked when he could speak. Arrived late to the meeting and missed public input. Mr. Russell urged Mr. Kahn to call his office and schedule a time to meet. He is part of the Hudson Sustainability Committee and has an idea about a recycling contest for our schools.

G. Recommended Action

1. Manifests – Recommended action:

Manifests are available to be signed. Make necessary corrections

2. Draft Minutes – Recommended action:

Make necessary corrections and approve.

August 20, 2018

Mrs. Langlais moved to approve the draft minutes of August 20 as presented, second by Mr. Lavoie. Motion passes 5-0.

3. Approval of Bond and Compliance Procedures

Mr. Norm Sanborn addressed the Board.

There are three packets in the back of the room that must be signed by the School Board Members for the CTE Renovation project.

Need to vote on the resolution.

Mrs. Langlais moved to approve the Resolution (read aloud by Mrs. Langlais), second by Mr. Lavoie. Motion passes 5-0.

H. Reports to the Board

1. Superintendent's Report

Mr. Russell addressed the Board.

Working on budget process, with change in staff and Karen out on medical leave it may be a little late.

Meeting with another superintendent regarding strategic planning; would like a varied group.

Mr. Russell had a plaque presentation for Ms. Milbouer: thanks for your service.

Mrs. Milbouer replied, "thanks; this means a lot."

2. Assistant Superintendent's Report

Ms. Mary Wilson addressed the board.
Met with the YMCA.
Met with PLCs.
ESOL numbers are going up.
Mrs. Wilson relayed that the new At-Risk Coordinator suggested a more appropriate job title for her position would be Community Outreach Coordinator. The board agreed.
Met with Dean of Academics.
District-wide PD for this school year will focus on Math.

3. Director of Special Services' Report

Ms. Rachel Borge addressed the Board
Supporting staff due to staff resignations.
Problem-solving to find the right staff fit; interviewing/hiring staff.

4. Business Administrator's Report

Mr. Sanborn addressed the Board in Karen Burnell's absence. (medical leave)
Working on budget process. New Finance Director has been hired.
Clean audit which is good news.
Received a check for \$22,500 from Eversource – rebates.
Still working on more rebates.

I. Committee Reports

Policy Committee

JICK Pupil Safety and Violence Prevention Policy (1st reading)
Mary reviewed policy changes on pages 1, 3, 4, and 5.

J. Correspondence

Thank You from British Cars of NH (info only)

Letters of Resignation

Brian Miller

HMS school counselor; has a signed contract. No motion.

Brenda Engel

AHS English; has a signed contract. No motion.

Financial Report

For your information.

Final report of the 2017-2018 fiscal year.

For your review; no action is needed.

School Board Member - replacement

Mr. Price – need a replacement until March vote.

Discussed process of finding replacement.

If you know some one who may be interested, bring that name forward.

An ad for this position will be posted in the newspaper; must be able to make the time commitment that is required for this Board. The Board will preview the ad prior to publication.

K. Board Member Comments

Caitlin Lynch- Excited to go to Philadelphia in April. Good to see the renovation moving forward.
Ms. Orellana-Excited about the renovation, it will be an asset to the town. Stacy, we will miss you.
Mrs. Langlais-Norm nice to see you again. Theatre group will be doing the Laramie Project with alumni.
Got to chat with some former students while out to dinner with some district teachers. Haunted Hayride is back this year. Details soon.
Mr. Lavoie-Norm nice to see you, thanks for your help. Connor's Eagle Scout project (painting) is complete; will come to the Board soon.
Spent \$23,000 today is voters vote in favor of this renovation.
Ms. Milbouer-Feel better Karen. Please consider passing this renovation in March.
Matt Crosson auditorium would be a good name to consider.
It has been a pleasure to serve on this board. Thanks, you all do great things, especially Patty. VOTE.
Mr. Price- Stacy, thanks. As we head toward renovation financials, need full participation as a team to get through this process and get it passed. Effort means commitment.

L. Non-Public Session

Mrs. Langlais moved to enter into Non-Public Session at 8:50 pm under RSA 91-A:3II (B, C), second by Mr. Lavoie. Motion passes 5-0.

Enter Non-Public at 8:50 pm.

The board discussed a student attendance request. ***Mrs. Langlais moved to allow the student to continue at Alvirne, second by Ms. Milbouer. Motion passes 5-0.***

Mrs. Langlais moved to exit non-public, second by Mr. Lavoie. Motion passes 5-0.

Mrs. Langlais moved to approve all nominations as presented, second by Ms. Milbouer. Motion passes 5-0.

Mrs. Langlais moved to accept all intent to retire letters, second by Ms. Orellana. Motion passes 5-0.

M. Adjourn

Mrs. Langlais moved to adjourn second by Ms. Milbouer. Motion passes 5-0.

Meeting adjourned at 9:19 pm.

Respectfully submitted,

Dotty Murray (public)
Mary Wilson (non-public)



September 12, 2018

To the Hudson School Board,

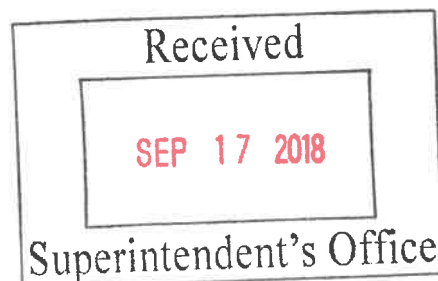
For the past 42 years, I have taught in the Hudson School District. I have educated second graders for most of these years. It has been a pleasure and a heartwarming experience.

I will cherish the many friends and memories that I have made. I wish to thank-you for the many opportunities for professional and personal development. I have enjoyed working for the Hudson School District and appreciate the support afforded me during my tenure.

I am writing this letter to notify you of my intention to retire in June of 2019.

Sincerely,

Deborah Darrigo



FOR IMMEDIATE RELEASE

Contact:
 Mark Hamilton
 (603) 624-1250
 MarkH@sonh.org

Special Olympics
 New Hampshire



Three New Hampshire schools to receive national recognition from Special Olympics for achievements with inclusion

Manchester, NH, 8-31-2018 –With school returning to session, Special Olympics New Hampshire has announced that Alvirne High School, Dover High School, and Gilford High School, which are Special Olympics Unified Champion Schools, are receiving national banner recognition for their efforts to provide inclusive sports and activities for students with and without disabilities. These schools are receiving this honor as a result of meeting national standards of excellence in the areas of inclusion, advocacy, and respect.

Alvirne High School, Dover High School, and Gilford High School will be amongst a select number of schools to receive this distinction. They will be presented with a banner to hang in their school and be included on a list of other schools around the country who have achieved this distinguished status.

“This is an amazing honor for these three schools and we could not be prouder of what they have accomplished. Special Olympics has been building a movement to break down barriers to inspire action and ultimately end discrimination for people with intellectual disabilities. Alvirne, Dover, and Gilford are great examples of what we are looking for to progress the Special Olympics movement and we cannot wait to see what the future holds in New Hampshire,” said Mary Conroy, President of Special Olympics New Hampshire.

Currently, there are more than 6,000 schools across the country engaged in the program and it is aimed at promoting social inclusion through planned and implemented activities affecting systems-wide change. Special Olympics has a global goal of creating 10,000 Unified Champion Schools by 2020.

The Special Olympics Unified Champion Schools model is supported by the Office of Special Education Programs at the U.S. Department of Education. This model has been proven, through research, to be an effective and replicable means to providing students with and without disabilities the opportunity to form positive social relationships and promote a socially inclusive school climate*. Key data points include:

- 84% of students regard participation in the program as a turning point in their lives.
- 72% of involved teachers believe participation in the program has increased the confidence of students with disabilities.
- 88% credit the program with reducing bullying and teasing in their schools.

A Special Olympics Unified Champion School has an inclusive school climate and exudes a sense of collaboration, engagement and respect for all members of the student body and staff. A Unified Champion School receiving national banner recognition is one that has demonstrated commitment to inclusion by meeting 10 national standards of excellence. These standards were developed by a national panel of leaders from Special Olympics and the education community.

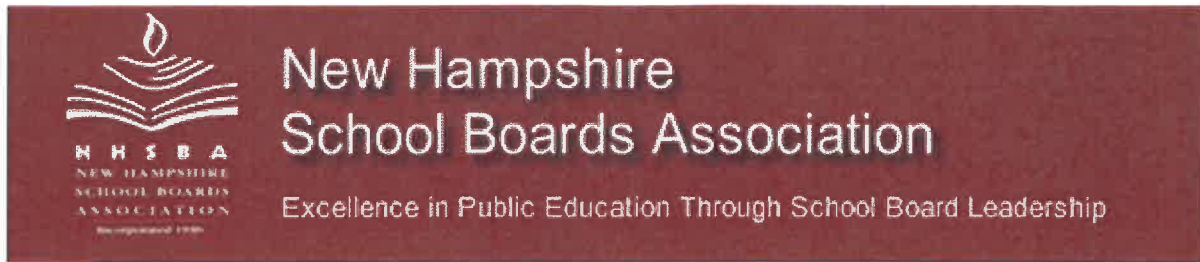
The primary activities within these standards include: Special Olympics Unified Sports® (where students with and without disabilities train and compete as teammates), Inclusive Youth Leadership and Whole-School Engagement. National banner schools should also be able to demonstrate they are self-sustainable or have a plan in place to sustain these activities into the future.

*Evaluation conducted by the Center for Social Development and Education (CSDE) at the University of Massachusetts Boston

ABOUT SPECIAL OLYMPICS NEW HAMPSHIRE

Special Olympics New Hampshire (SONH) is an accredited program of Special Olympics International (SOI) and is part of an international global movement that changes lives by encouraging and empowering people with intellectual disabilities, promoting acceptance for all, and fostering communities of understanding and respect worldwide. To learn more, visit www.sonh.org.

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**New Hampshire School Boards Association
Mental Health Awareness Forum**

Dear NHSBA Members -

In continuing with NHSBA's support of Justice John Broderick's mental health awareness initiative, NHSBA is pleased to provide notice of an upcoming mental awareness forum and discussion.

The event is scheduled for Thursday October 11, 2018 at 6:30pm at Dover High School. The public is invited. NHSBA hopes that school boards will provide further notice of this event to their respective communities.

This event is sponsored by the Dover School District, Dartmouth-Hitchcock, and Strafford County Public Health Network.

WE NEED TO TALK *Mental Health*

Join us for a presentation by former Justice John Broderick as he shares his family's journey navigating a near death experience, mental illness, addiction, resilience and hope.

THURSDAY, OCTOBER 11TH 6:30PM
AT DOVER HIGH SCHOOL AUDITORIUM

Hosted by



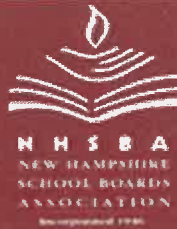
Also join us for:

Thursday, November 8th - 5:30PM at Dover High School - A community conversation helping to de-stigmatize mental illness in our community because YOU MATTER.

Monday, January 28th - 5PM-8PM at Dover High School - A story telling workshop hosted by a professional story teller. Everyone has their own story about challenges and resilience: WHAT'S YOURS?

For more information contact suzanneweete@communitypartnersnh.org

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



New Hampshire School Boards Association

Excellence in Public Education Through School Board Leadership

New Hampshire School Boards Association Default Budget Workshop

Dear NHSBA Members -

As a companion to the September 13th workshop, this workshop will focus on new legislative changes to the definition and calculations of the default budget.

As a reminder, NHSBA is offering boards to pay a one-time "subscription" fee* for NHSBA workshops and training events. If your board chooses not to sign up for this "subscription" individual board members may still attend any NHSBA workshop at the quoted registration fee. Additionally, all webinars will be offered at no charge.

Date: Tuesday October 9, 2018

Time: 6:30pm - 8:30pm

Location: 25 Triangle Park Drive, Concord, NH

Cost: Free for NHSBA Training Subscription members; \$45.00 for non-subscribers.

Please [click here](#) to register.

*** Please note the subscription fee does not apply to the NHSBA Annual Orientation nor the Annual Kidder Law Conference.**

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

