

Posted: 03/12/2020

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT

Hudson, New Hampshire

March 16, 2020

Hills Memorial Library – 18 Library Street

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

AGENDA

- A. **Call to Order:** Superintendent Russell will call the meeting to order.
- Pledge of Allegiance
- B. **Board Reorganization**
1. Oath of Office for Newly Elected Board Members, Moderator Paul Inderbitzen Administering
 2. Election of Board Chair, Superintendent Presiding
 3. Election of Board Vice-Chair, Board Chair Presiding
 4. 2019-2020 Meeting Schedule (LR): Attachment # 1
 5. Committee Assignments (LR): Attachments # 2, 3
 6. Role of a School Board Member (LR): Attachment # 4
 7. NHSBA Information (LR): Attachment # 5
- C. **Public Input**
- D. **Presentations to the Board**
1. Champions Summer Program: Attachment # 6
- E. **Requests of the Board**
1. Soccer Trip Request (Karen Bonney & Marco Vieira) Attachment # 7
 2. Marine Corps Educator Workshop Program Attendance Request (LR): Attachment # 8
- F. **Old Business**
1. Policies (2nd readings, MW): Attachment # 9
 - a) FA Facilities Development Goals/Priorities Objectives
 - b) FBB Enrollment Projections
 - c) FE Facilities Construction
 - d) FEA Educational Specifications
 - e) FEB Selection of a Design Professional
 - f) FEE Site Acquisition Procedure
 - g) FEH Supervision of Construction (Clerk of the Works)
 - h) GA Personnel Policies Goals
 - i) GADA Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse)
 - j) GBB Employee Involvement in Decision-Making

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G. New Business

1. Extracurricular Nominations (LR): Attachment # 10
2. Curriculum Development & Adoption Policies (MW, discussion only): Attachment # 11
3. GCAA Highly Qualified Teachers (recommend to withdraw/strike, MW): Attachment # 12
4. Policies (1st readings, MW): Attachment # 13
 - a) DKC Travel Expense Reimbursements
 - b) GBCD Background Investigation and Criminal Records
 - c) GBD Board-Employee Communications
 - d) GBEA Staff Ethics
 - e) BGEAA & JRB Confidential Student Information
 - f) GBEAB Mandatory Code of Conduct Reporting – All Employees
 - g) GBEB Staff Conduct
 - h) GBEB Employee Gifts and Solicitations
 - i) GBEB Employment of Relatives or Persons with Romantic Personal Involvement
 - j) GBG Employee Protection

H. Recommended Action

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

I. Reports to the Board

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

J. Legislative Updates (LR)

1. 2019 Legislative Summary: Attachments # 14, 15

K. Committee Reports

1. Strategic Plan Update (LR)

L. Correspondence

1. Official Hudson School District Ballot Results (LR): Attachment # 16
2. Technology Integration Specialist Report (MW): Attachment # 17
3. Outreach Coordinator Report (MW): Attachment # 18
4. Discipline Report (LR): Attachment # 19
5. Letter of Resignation (LR): Attachment # 20

M. Board Member Comments

N. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	04/06/20	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	04/20/20	6:30 pm	Hills Memorial Library	Regular Meeting

O. Non-Public Session

1. Staff Matter
2. Student Matter (LR): Non-public Attachment # 21

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

These conditions are:

- (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.*
- (b) The hiring of any person as a public employee.*
- (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*
- (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.*

P. Adjourn

HUDSON SCHOOL BOARD

Meeting Schedule April 2020 - March 2021

Meetings are held at Hills Memorial Library, 18 Library Street, 6:30 pm.

2020

Monday 04/06/20

Monday 04/20/20

*NOTE: Spring Recess
04/27/20-05/01/20*

Monday 05/04/20

Monday 05/18/20

*NOTE: Memorial Day (observed)
05/25/20*

Monday 06/01/20

Monday 06/15/20

NOTE: Independence Day 07/04/20

Monday 07/06/20

Monday 07/20/20

Monday 08/03/20

Monday 08/17/20

NOTE: Labor Day 09/07/20

Monday 09/14/20

Monday 09/28/20

Monday 10/05/20

NOTE: Columbus Day (observed) 10/12/20

Monday 10/19/20

Monday 11/02/20

NOTE: Veterans Day 11/11/20

Monday 11/16/20

NOTE: Thanksgiving Recess 11/25/20-11/27/20

2020 (continued)

Monday 12/07/20

Monday 12/21/20

*NOTE: Holiday Recess
12/23/20-01/01/21*

2021

NOTE: New Years 01/01/21

Monday 01/04/21

NOTE: MLK, Jr. Day 01/18/21

Monday 01/25/21

Monday 02/01/21

Monday 02/15/21

NOTE: Presidents Day 02/15/20

*NOTE: Winter Recess
02/22/21-02/26-21*

Monday 03/01/21

NOTE: HUDSON VOTES 03/09/21

Monday 03/16/21

2020-2021 Hudson School Board Assignments

HFT Contract Negotiations

- 1) _____
- 2) _____

Strategic Planning Committee

- 1) _____

CTEC Building Committee

Meets 1st Thursday at 7:15 am at Checkers.

- 1) _____
- 2) _____

HSB Policy Committee

Meets twice a month, schedule TBD.

- 1) _____ (Chair)
- 2) _____

Hudson Municipal Budget Committee Liaison

Meets first Wednesday of the month, 7:00 pm, Town Hall.

- 1) _____
- 2) _____ (Alternate)

Alvirne Trustees

Typically, a six-meeting per year commitment. Meets quarterly at AHS at 3:00 pm plus two other meetings during the year.

- 1) _____ (Liaison)
- 2) _____ (Alternate)

Board of Selectmen

Meets 2nd and 4th Tuesday of the month, 7:00 pm, Town Hall.

1) _____ (Liaison)

2) _____ (Alternate)

Cable Utility Committee

Meets on as-needed basis, second Monday of month, 7:00 pm, HCTV Access Center conference room, 19 Kimball Hill Road, lower level.

1) _____ (Member)

2) _____ (Alternate)

HUDSON SCHOOL BOARD MEMBERS
2019-2020

Member	Term	Contact Info	Committees
Malcolm Price 8 Eayers Pond Road Hudson, NH 03051	March 2020	978-726-2297 mprice@sau81.org	HSB Chair AFSCME Contract Negotiations Hudson Capital Improvement Plan Committee (CIC) Hudson Municipal Budget Committee (alternate) Alvirne Trustees (alternate) Hudson Board of Selectmen (alternating meetings)
Darcy Orellana 12 Robin Drive Hudson, NH 03051	March 2021	603-557-2694 dorellana@sau81.org	HSB Vice-chair AFSCME Contract Negotiations Policy Committee Alvirne Trustees Hudson Board of Selectmen (alternating meetings)
Gretchen Whiting 22 Glen Drive Hudson, NH 03051	March 2020	603-425-3367 gwhiting@sau81.org	Teamsters Contract Negotiations Policy Committee Hudson Board of Selectmen (alternating meetings) Cable Utility Committee (alternate)
Diana LaMothe 21 St. Laurent Drive Hudson, NH 03051	March 2022	603-204-4500 dlamothe@sau81.org	Teamsters Contract Negotiations CTEC Building Committee Strategic Planning Committee Hudson Municipal Budget Committee Hudson Board of Selectmen (alternating meetings)
Gary Gasdia 4 MacCann Road Hudson, NH 03051	March 2022	603-339-3879 ggasdia@sau81.org	CTEC Building Committee Strategic Planning Committee Hudson Board of Selectmen (alternating meetings) Cable Utility Committee

Role of a School Board Member

from the New Hampshire School Boards Association (NHSBA)

Even for those new board members who have studied the role of the board and attended numerous board meetings before they ran for election, the reality of school board service can be very different from what they imagined. Like any challenging leadership position, school board service is a learning experience that will stretch and grow one's leadership skills.

Schools exist to provide appropriate educational opportunities for our children. With this in mind it is vital to maintain the principle that all board decisions and actions of individual board members should be prioritized by what is best for students and what enhances student achievement. This can often be difficult as different constituents ask for different actions and different decisions on topics that vary greatly.

A fundamental rule, often misunderstood by new board members and sometimes not followed by experienced board members, is that individual board members have no individual authority to act on behalf of the school board or the district. School board action and authority can only be exercised by the school board as one whole, single entity. When the meeting is called to order, each board member is empowered with the right to discuss and vote on each issue. Only a majority of the board has the ability to set policy, establish the school district budget, negotiate contracts or make requests of the superintendent. The only employee of the board is the superintendent and the superintendent is the only school district employee the board may make requests of. By a vote of the majority, the board may empower, the chair or subcommittee to take action outside of the board meeting. But such power is only given by the full board, following discussion and a vote at a duly called and legally held meeting. In most matters school boards are legislative bodies, meaning they set and adopt policy. The exception to this rule is when a board serves as a judicial body conducting staff or student hearings.

The board and superintendent form the school district leadership team. The effective functioning of this team requires mutual trust and a clear understanding as to the school board's role in governance and the superintendent's roles in administering the daily functions of the district. This does not mean everyone agrees on the issues or the best way to address challenges. Indeed, healthy debate is vital for prudent school board decision-making. A well-functioning team with a high-level trust will have vigorous and impassioned discussions over those issues they care greatly about. Trust also means that all board members will support board decisions. Respecting that majority rules is a key component to effective school board governance. To do otherwise reduces team effectiveness and tends to diminish respect for the board from the staff and community.

Last, school board leadership should be focused on end results. The board should ask questions of what, why, how much and how well? Board action should be focused on mission statements, goals-based outcomes, local board policies, academic standards, and sufficient communication with the community.

School Board Service

from New Hampshire School Boards Association (NHSBA)

New Hampshire has more than 900 school board members, making it one of the largest bodies of elected officials in the state. Each school board provides direction and general oversight to the schools within its district. By serving on your local school board, you are part of a very powerful voice for quality public education. School board members are elected to three-year terms. New Hampshire law stipulates that board members meet the following requirements:

- Must be a registered voter in the district they wish to represent.
- Cannot be serving as district moderator, treasurer, or auditor.
- Cannot be a salaried employee of the school administrative unit, or any district in the SAU they wish to represent.

The New Hampshire School Boards Association offers a variety of workshops and professional development opportunities throughout the school year designed to improve leadership and governance skills for school board members, as well as to inform members about new issues and trends in education.

For more than 60 years, NHSBA has supported and assisted school board members by providing services in a variety of areas, including legal and policy assistance, school board best practices and good governance, legislative advocacy and training.

Calendar

Monday, April 13, 2020

Exploring the Landscape of Special Education in New Hampshire: A School Board Members Guide to the Basics

Time:

6:30 PM - 8:30 PM

Location:

25 Triangle Park Dr., Concord NH 03301

Description: Special Education plays a critical role as School Boards strive to ensure equity and improved learning for all of NH's children and youth. As School Board members, it is essential to have a basic understanding of Special Education at the state, federal and local levels. The law, programs, processes and procedures are largely dictated by federal and state law which can be complex, confusing and can consume a large chunk of a school district's resources, time and budget.

Join us for an interactive discussion on the following topics:

- Overview of Special Education Law (Federal and State)
- NH's Special Education Demographics
- Funding of NH's Special Education Programs
- Key Issues in the NH Special Education Landscape

Jointly presented by NHSBA and the NH Association of Special Education Administrators (NHASEA).

Cost: Free for NHSBA Training Subscription members; \$50.00 for non-subscribers.

Please [click here](#) to register.

Tuesday, May 5, 2020

NHSBA New Board Member Orientation & Board Chair Workshop (Concord)

Time:

5:30 PM - 8:30 PM

Location:

25 Triangle Park Drive, Concord NH 03301

Description: NHSBA's annual New Board Member Orientation will provide new (and veteran) board members with on-boarding relative to roles and responsibilities, best practices, and board-superintendent

relationships. The Orientation workshop will also have a break-out session for board chairs and will cover topics relative to effective meetings, roles of the board, rules of order, and other similar topics.

Due to the large number of attendees, notice of cancellation for the 2020 NHSBA Annual Orientation must be given to and received by NHSBA no later than by **Tuesday April 28, 2020**. Registrants who do not cancel prior to this date will be billed the full registration fee.

Cost: \$85.00

Please [click here](#) to register.

Thursday, May 7, 2020

Annual New Board Member Orientation

Time:

5:30 PM - 8:30 PM

Location:

127 Regional Rd, Whitefield NH 03598

Description: This training program will provide NHSBA's annual New Board Member Orientation will provide new (and veteran) board members to the North Country. Please note this workshop will not have break-out session for board chairs.

Due to the large number of attendees, notice of cancellation for the 2020 NHSBA Annual Orientation must be given to and received by NHSBA no later than by **Thursday April 30, 2020**. Registrants who do not cancel prior to this date will be billed the full registration fee.

Cost: \$85.00

Please [click here](#) to register.

Tuesday, May 12, 2020

Strategies for Effective Community Engagement

Time:

6:30 PM - 8:30 PM

Location:

25 Triangle Park Dr., Concord NH 03301

Description: Our school exists to educate the children of a community. This workshop will discuss how school boards can embrace community engagement, recognize that families, taxpayers, district staff and other constituencies have an important say in what happens inside its doors, and use community engagement to enhance positive educational outcomes.

Presented By: Thomas Beer, NHSBA Consultant

Cost: Free for NHSBA Training Subscription members; \$50.00 for non-subscribers.

Please [click here](#) to register.

Monday, May 18, 2020

Enhancing Your District's Extended Learning Opportunity Program

Time:

6:30 PM - 8:30 PM

Location:

25 Triangle Park Dr., Concord NH 03301

Description: As school boards seek new and alternative educational programs and avenues for students, extended learning opportunities have gained significant attention over the last few years as a model for alternative educational engagement. This workshop will provide school board members with fresh ideas on logistics in starting an ELO program, what some districts are already doing, how to engage students and parents and how to engage local businesses.

Jointly presented by NHSBA and the NH Extended Learning Opportunity Network (ELON).

Cost: Free for NHSBA Training Subscription members; \$50.00 for non-subscribers.

Please [click here](#) to register.

Webinars

NHSBA Workshops
& Training
Calendar

Delegate Assembly

Hudson Summer Daily Schedule:

Alvirne High School-Checkers Restaurant
200 Derry Rd. Hudson, NH

7:00 AM Program Opens for Champions to arrive
7:00 Activity areas are open (Creative Arts and Drama; Science, Sensory, and Math; Language and Literacy; Technology, and Library!)
 Breakfast is out and available
9:00 Clean Up
9:15 Welcome Carpet to Introduce the Day's Activities, Clubs, and the Days Plan
9:30-11:30 Break into 2 Groups

Baby Sharks (K-2)

9:30 Morning Activity Time!
10:25 Clean up to go Outside
10:30 Outside Whole-Group Fitness Activity
11:00 Book Club
11:15 Outside Time
11:30 Group Cleanup
11:35 Wash Hands for Lunch
11:40-12:20 Lunch Time!
12:45 Change for Water Play
1:00 Sunscreen for Afternoon

Wild Summer Stars (3rd +)

9:30 Outside Whole-Group Fitness Activity
10:00 Book Club
10:15 Outside Time
10:30 Morning Activity Time!

1:15 Afternoon Carpet to go over Afternoon Activities and Water Play for the Day!
1:15-3:30 Break into 2 Groups

Baby Sharks (K-2)

1:15 Water Play
2:15 Come Inside/ Change Clothes
2:20 Afternoon Activity

Group B (3 +)

1:15 Afternoon Activity
2:15 Water Play
3:20 Inside/ Change Into Clothes

3:30 Nutrition and Cooking- Afternoon Snack
4:00 Final Activity of the Day
4:45 All Interest Areas are Open for Champions to finish anything up from the day!
5:15 Clean Up
5:30 Program Closes for the night

CHAMPIONS

BEFORE- AND AFTER-SCHOOL

DiscoverChampions.com

Alvirne Broncos London, England 2020

1. Itinerary

- a. Day 1 - Team takes flight to London, England
- b. Day 2 - Arrive, check-in, visit Stadium Tour, and Training Session
- c. Day 3 - London Bike Tour, London Eye, & UEFA Football Village
- d. Day 4 - Friendly Match #1, UEFA Fan Zone and live screening of finals
- e. Day 5 - Day trip to Stonehenge & Bath
- f. Day 6 - Community Giveback day & Friendly Match #2
- g. Day 7 - Travel Home to USA

2. Going forward

- a. Plan on holding a parent meeting to present the trip week after approval
- b. Will launch registrations first week of March, final numbers by March 15
- c. Goal of 30 total travelers - 20 players & 10 parents (2 player :1 parent)

3. Fundraising

- a. Work to offer 4 fundraising events until the end of the school year
 - i. March Event (Restaurant Night)
 - ii. April Event (Car Wash)
 - iii. May Event (Broncos Soccer Camp Day Soccer Clinic)
 - iv. Online platforms - SnapRaise/GoFundMe
 - v. Goal of 6k raised = \$300 off (deposit) for 20 players

4. Objectives

- a. To grow team's passion and commitment for the sport
- b. Learn the importance of sport and using it as a platform to give back
- c. Develop team bonding and improve team culture heading into the season

Alvirne Broncos Soccer

London, England 2020



This is a custom Navigo Sports Tour created for Alvirne Broncos Soccer to sightsee and to play games in England on July 9-15th, 2020. This tour will be 7 days and 6 nights. The trip will consist of 2 friendly matches and 1 training session. City tours, cultural excursions, soccer activities, and recreational team bonding activities are all included throughout the tour.

7 Days/6 Nights

Group Pricing:

30 Guests - \$2590

40 Guests - \$2350

Price is guaranteed until March 1st, 2020.

Tour Includes:

- Full-time Navigo Sports tour directors assigned for the duration of the trip. The tour directors are available to facilitate the effectuation of the tour, to answer questions, to handle emergencies, etc.
- Round trip airfare, including taxes, fuel surcharges, and fees from USA to England
- All guided tours/activities (including entrance fees) to cultural/historic sites, museums, exhibits, and other points of interest
- All ground transportation costs upon arrival in England (including fuel surcharges, tolls, and parking)
- Accommodation each night at 3-4-star Navigo Sports Tours quality approved hotels
- Half-board each day (2 meals)
- Navigo Sports Tours Sweepstakes Fundraiser (free vacations to London, French Alps, and Puerto Rico)
- All soccer related expenses (fields, referees, locker rooms, etc.)
- As an IATAN certified, internationally recognized professional travel company, our tours are covered by consumer protection/professional liability insurance

Tour Excludes:

- Gratuity for Navigo Sports tour directors & bus drivers
- All incidentals including, but not limited to, phone calls, laundry, shopping, and additional sightseeing not on the itinerary
- Single supplement (pricing is based off double & triple occupancy)



Sample London Tour Itinerary

Thursday, July 9th Travel Day

- ✓ Depart from Logan International Airport to London, England.

Friday, July 10th Arrival in London & Stadium Tour

- ✓ Navigo Sports tour directors will meet you outside baggage claim and escort your team to your private coach bus
- ✓ Check into accommodations
- ✓ Start the London experience by visiting Tottenham Hotspur's new state of the art stadium!
- ✓ **Training Session #1**
(Sleep London)



Saturday, July 11th Bike Tour & London Eye

- ✓ Today we will embark on a guide bike tour through of London's most fascinating sites including the Houses of Parliament, Big Ben, Westminster Abby, Buckingham Palace, St. Paul's, Cathedral, and more.
- ✓ Visit London's most popular attraction, the London Eye. We'll have a chance to ride the giant Ferris on the banks of the River Thames for the best views of the city.
- ✓ Take part in special EURO 2020 festivities, meet ambassadors, and legends, learn from Football freestylers and enjoy interactive football activities
(Sleep London)



Sample London Itinerary

Sunday, July 12th Friendly Match & UEFA Fan Zone

- ✓ Friendly Match #1 vs. English competition
- ✓ Visit to the UEFA Fan Zone to experience a family-oriented celebration of football
- ✓ Watch the live screening of the finals of the EURO 2020!
- ✓ Special Sunday Roast Dinner
(Sleep London)



Monday, July 13th Discover Bath & Stonehenge

- ✓ Travel west to the World Heritage site of the city of Bath
- ✓ Guided walking tour of Bath and learn about its Roman past
- ✓ Discover the prehistoric monument of Stonehenge
(Sleep London)



Tuesday, July 14th Giveback Day & Friendly Match

- ✓ Community service project where we will impact the local community in a positive manner through our sport
- ✓ Friendly Match #2 vs. English competition
- ✓ Farewell dinner to wrap up a remarkable tour in London!
(Sleep London)



Wednesday, July 15th Travel Day

- ✓ Depart to the airport for your flight back home to the United States





6th Marine Corps District

Marine Corps Recruiting Command

MCRD Parris Island, S.C.

The Educator Workshop Program was created so that high school administrators, counselors and educators could better inform students interested in a Marine Corps career path.

The workshop is an interactive week-long event providing a glimpse into what it takes to become a U.S. Marine, what obstacles prospective Marines may face when choosing to join the armed services, education benefits and job opportunities available within the Corps. Attendees will also have a chance to speak face to face with recruits, drill instructors, and a panel of active-duty female Marines.

Each day focuses on different aspects of the Marine Corps and no question is off-limits. Events include education center tours, Q&A briefs with Marines at various ranks and in multiple career fields, boarding a military aircraft, marksmanship training, eating lunch with young men currently in recruit training, team building events and optional participation in a Marine Corps fitness test.

Formal requirements for attendees include

No prior military service

No spousal Marine Corps service within the last 10 years

Minimal physical limitations (Some events require prolonged standing or walking.)

If interested in attending, please fill out these forms and submit them to your local recruiting station.

From: William Hughen
Sent: Monday, March 2, 2020 2:53 PM
To: Mary Carper <mcarper@sau81.org>; Lawrence Russell <lrussell@sau81.org>
Subject: RE: Marines: April Training Opportunity

Thank you for following the protocol regarding travel for employees. This is a valuable opportunity for you to gain firsthand knowledge of the military and what they can provide to our students. I look forward to hearing from you and what you gleaned from the training.

William R. Hughen

District Director of School Counseling
Hudson School District
200 Derry Road
Hudson, NH 03051
603.886.1260 ext 75012

From: Mary Carper <mcarper@sau81.org>
Sent: Monday, March 2, 2020 2:28 PM
To: William Hughen <whughen@sau81.org>; Lawrence Russell <lrussell@sau81.org>
Subject: Marines: April Training Opportunity

Hi Bill,

Thank you so much for supporting my request to attend the Marine's Educators Workshop from April 21st-24th. It is an all-expense paid workshop that involves travelling to South Carolina to experience what a new recruit would go through.

Since working in Hudson, I have had several students sign with the Marine's. Because of this, I have become the high school's liaison with our local Marine Office. I am eager to have the opportunity to learn more about this specific military branch so I can share it with my students.

Per our School District's Policy, I am formally requesting approval to attend this overnight training.

Thank you, Larry, for your consideration,

Mary Carper
School Counselor
Alvirne High School
200 Derry Road
Hudson, NH 03051
603-886-1260 x75018
Fax 603-595-1525

HUDSON SCHOOL DISTRICT

Section F & G (partial) 2nd readings 03/16/2020

Code/Title	Category	Detail	Page
FA Facilities Development Goals/Priorities Objectives	O	new, NHSBA verbatim	1
FBB Enrollment Projections	R	new, NHSBA w/tracked change(s)	2
FE Facilities Construction	O	new, NHSBA w/tracked change(s)	3
FEA Educational Specifications	O	new, NHSBA verbatim	4
FEB Selection of a Design Professional	O	new, NHSBA verbatim	5
FEE Site Acquisition Procedure	O	new, NHSBA verbatim	6
FEH Supervision of Construction (Clerk of the Works)	O	new, NHSBA w/tracked change(s)	7
GA Personnel Policies Goals	R	new, NHSBA verbatim	8
GADA Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse)	P	new, NHSBA verbatim	9
GBB Employee Involvement in Decision-Making	O	new, NHSBA verbatim	10

R: recommended

O: optional

P: priority, required by law

HUDSON SCHOOL DISTRICT

POLICY CODE: FA Facilities Development Goals/Priority Objectives	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

As the Board seeks to incorporate the most appropriate and cost-effective risk management techniques for loss prevention and control, and to overcome deficiencies in its physical plant, it will strive to provide new and remodeled facilities that will offer the best possible physical environment for learning and teaching. The Board specifically recognizes the need and importance of regular and substantial capital maintenance, renovation, improvement and expansion consistent with realistic fiscal constraints.

The Board aims specifically toward:

1. Facilities, including buildings, ground, and playing fields, that will accommodate organization and instructional patterns that support the district's educational philosophy and instructional goals.
2. Meeting all safety requirements through the remodeling and renovation of older structures.
3. Providing building renovations to meet requirements on the availability of public school facilities to handicapped persons whenever possible.
4. Building design, construction, and renovation that will lend themselves to low maintenance costs and the conservation of energy.
5. Facilities that will also lend themselves to utilization by the community in ways consistent with the overall goals of the district.
6. Keeping the community informed about the condition of district facilities as well as the perceived needs in the areas of capital improvement expansion and acquisition.

Decisions pertaining to education specifications of new buildings and those undergoing extensive remodeling will be developed with the input of teachers, students, parents, and the community.

HUDSON SCHOOL DISTRICT

POLICY CODE: FBB Enrollment Projections	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category R

Enrollment projections will be prepared ~~on a 5-year basis~~ under the direction of the Superintendent and will be reviewed annually.

The projections will take into consideration the following:

1. Figures from the latest school census.
2. School registration figures.
3. Review of forthcoming changes in town planning and zoning.
4. Review of current and planned community land development and housing.

Whenever construction of new school facilities or the closing of any school buildings is being contemplated, the Board may authorize outside studies made of population trends and school enrollment.

HUDSON SCHOOL DISTRICT

POLICY CODE: FE Facilities Construction	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

Changing educational needs require the planning, design, and construction of new educational facilities as well as to renovate or make additions to existing schools. The size, complexity, and potential cost for such a program requires that the Superintendent develop a comprehensive plan in the following areas:

1. Educational program spatial requirements and assessment of the adequacy of existing facilities to accommodate present or proposed educational programs.
2. Cost/benefit considerations relating to facility modernization, renovation, or new construction.
3. An annual minimum six-year capital improvements program showing population projections, new capital projects needed, and associated costs. Use of a community-based advisory committee is encouraged to assist in the creation and review of this program.
4. Community use of schools and school-related facilities.
5. An annual report reviewing projects underway or completed.

Construction plans, requests for bond money, and all other documents required to begin and/or complete needed school construction projects will be submitted to the appropriate local and state agencies in a timely manner

HUDSON SCHOOL DISTRICT

POLICY CODE: FEA Educational Specifications	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

The Board shall require the Superintendent to develop a set of comprehensive educational specifications for the architect. These specifications, which shall then be discussed in conferences with the architect, shall include:

1. Information concerning the plan of school organization and estimated enrollment in the proposed building.
2. A description of the proposed curriculum and the teaching methods and techniques to be employed.
3. A schedule of space requirements, including an indication of relative locations of various spaces.
4. A desired layout of special areas and the equipment needed for such areas.
5. An outline of mechanical features and special finishes desired.

HUDSON SCHOOL DISTRICT

POLICY CODE: FEB Selection of a Design Professional	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

The State Board of Education requires that a design professional must be employed to design the plans of the proposed building to make the project eligible for state building aid. The designer contributes to the building program as follows:

1. Advice and assistance in the selection of a site.
2. Assistance in determining the physical requirements of the project and developing preliminary budgets.
3. Preparation of preliminary sketches and studies incorporating educational specifications.
4. After thorough review, preparation of detailed drawings, plans, specifications, and contracts for the project, to be in full accord with all local state and federal laws and regulations.
5. Assistance in obtaining approval by: the State Department of Education for building aid, Fire Marshal, water supply and pollution control, and all other governmental agencies as required.
6. Preparation of necessary forms and information to advertise the project for bid, assistance in bid opening, advice to the committee on awarding the contract.
7. Supervision and administration of the construction phase of the project.
8. Certification of payments to the contractor, advice as to final acceptance of the building.
9. Authoritative, professional presentation of the building program to the public, especially with regard to costs and details of construction.

Legal Reference:

RSA 310-A, Professional Engineers, Architects, Land Surveyors, etc.

HUDSON SCHOOL DISTRICT

POLICY CODE: FEE Site Acquisition Procedure	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

Priorities based upon student population, location, and education needs shall be established well in advance in order that proper locations for school sites might be acquired. Sites shall be acquired in advance of time for construction to allow adequate time for the completion of topography studies and other preliminary work.

Eminent domain action for the acquisition of property for school site purposes shall be executed only after negotiations fail.

Legal References:

RSA 31:92, Taking of Land

RSA 195:16-b, Cooperative Districts Only; Power of Eminent Domain

RSA 498-A, Eminent Domain Procedures Act

RSA 199:1-3, Schoolhouses: Location and Building

HUDSON SCHOOL DISTRICT

POLICY CODE: FEH Supervision of Construction (Clerk of the Works)	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

The Board will **determine the need to** employ a Clerk of the Works who shall be directly responsible to the Board for review of the architect and contractor's activities in his/her supervision of building construction. This review shall include adequacy of field inspection of the contractor's operations, administrative activities of the architect relating to construction, and any other matters relating to the interest of the District. The District's representative shall make periodic reports certifying by his/her personal knowledge that the work of the construction contractor and the architect is being performed in accordance with plans, specifications, and contracts.

Change orders will be recommended by the Clerk of the Works to the Superintendent who will determine whether or not it is a matter for Board consideration. If the Superintendent decides Board consideration is not necessary, then the signature of the Superintendent shall be considered Board action. The Superintendent will develop a procedure to use relative to the need for the School Board review of change orders.

Upon completion of building construction and after a final inspection of all its aspects by the design professional, contractors, and school officials, a recommendation for its acceptance will be made to the Board by the design professional and the Clerk of the Works.

Legal Reference:

RSA 199:3, 4, 4a, Transfer of Building

HUDSON SCHOOL DISTRICT

POLICY CODE: GA Personnel Policies Goals	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category R

The Board recognizes that a dynamic and efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff.

The Board's specific personnel goals are:

- to recruit, select, and employ the best qualified personnel to staff the School system.
- to provide staff compensation and benefits programs sufficient to attract and retain qualified employees.
- to provide an in-service training program for all employees to improve their performance, and to improve the overall rate of retention and promotion of staff, including a work-site wellness program that encourages health promotion and disease prevention for employees and their families through attention to their physical, mental, and emotional well-being.
- to conduct an employee appraisal program that will contribute to the continuous improvement of staff performance.
- to assign personnel so as to ensure they are utilized as effectively as possible.
- to effectively administer negotiated collective bargaining agreements.
- to develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.

HUDSON SCHOOL DISTRICT

POLICY CODE: GADA Employment References and Verification (prohibiting aiding and abetting of sexual abuse)	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category: Priority/Required by Law

Related Policies: GBCD, GBJ, GCF, GDB

The District shall act in good faith when providing employment references and verification of employment for current and former employees.

The School District, and its employees, contractors, and agents, are prohibited from providing a recommendation of employment, and/or from otherwise assisting any school employee, contractor, or agent in obtaining a new position or other employment if he/she or the District has knowledge of, or probable cause to believe that the other employee, contractor, or agent ("alleged perpetrator") engaged in illegal sexual misconduct with a minor or student. This prohibition does not include the routine transmission of administrative and personnel files.

In addition, this prohibition does not apply if:

1. The information giving rise to probable cause has been properly reported to a law enforcement agency with jurisdiction;
2. The information giving rise to probable cause has been reported to any other authorities as required by local, state or federal law (for instance New Hampshire Division of Children, Youth and Families "DCYF"), and
3. At least one of the following conditions applies:
 - a. The matter has been officially closed;
 - b. The District officials have been notified by the prosecutor or police after an investigation that there is insufficient information for them to proceed;
 - c. The school employee, contractor, or agent has been charged with, and acquitted or otherwise exonerated; or
 - d. The case or investigation remains open and there have been no charges filed against or indictment of the school employee, contractor, or agent within four years of the date on which the information was reported to a law enforcement agency.

Legal References:

20 U.S.C. 7926(a) (§8546(a) of the Elementary and Secondary Education Act/Every Student Succeeds Act

HUDSON SCHOOL DISTRICT

POLICY CODE: GBB Employee Involvement in Decision-Making	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

The Superintendent shall establish channels for open communications with employees for ideas regarding the operation of schools.

The Superintendent may involve professional and support staff employees for the ready inter-communication of ideas regarding the operation of the schools. He/she will consider with care the counsel given by employees when appropriate and shall inform the Board of all such counsel in presenting reports of administrative action and in presenting recommendations for Board action.

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MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Extracurricular Nomination
DATE: March 9, 2020

The following nominations have been submitted for the 2019-2020 school year:

Hudson Memorial:

Baseball	Jason Lewis	\$2,000
Boys Track & Field	Neil Schmidt	\$1,850

IGA - CURRICULUM DEVELOPMENT

Category R

Curriculum development must be viewed as an encompassing task involving the total community -- students, teachers, parents, -- working cooperatively to develop a curriculum that offers a wide variety of approaches to education and to provide a more flexible and purposeful approach to the search for an increasingly complex world.

The Board will encourage and support the professional staff in its efforts to investigate new curricular ideas, develop and improve programs, and evaluate results.

The Superintendent will spearhead curriculum development for the school system. The Superintendent will establish curriculum committees for the study of curriculum improvements, including the selection of new instructional materials, as found necessary and desirable.

The Board will make final decisions on curriculum change. The Superintendent will submit to the Board recommendations developed by the curriculum committees and the professional staff. The Board in reviewing and evaluating curriculum recommendations may solicit community opinion. Recommendations will be submitted to the Board for its consideration and adoption.

All teachers have professional obligations to the school program beyond regular classroom duties, and these obligations include work on curriculum committees. It is expected that all teachers will make contributions to curriculum development.

Legal Reference:

NH Code of Administrative Rules, Section Ed. 302.02(f), Substantive Duties of Superintendents

NH Code of Administrative Rules, Section Ed. 303.01(g), Substantive Duties of School Boards

IGD - CURRICULUM ADOPTION

Category R

It is the policy of the Board that no basic course of study shall be eliminated or new courses added without approval of the Board, nor shall any significant alteration or reduction of a course of study be made without such approval.

New programs and courses of study shall not be acted upon by the Board until the meeting following their presentation by the administration so that Board members may have opportunity to review the proposed program.

Legal Reference:

NH Code of Administrative Rules, Section Ed. 302.02(f), Substantive Duties of Superintendents

NH Code of Administrative Rules, Section Ed. 303.01(g), Substantive Duties of School Boards

**POLICY NUMBER: GCAA Highly
Qualified Teachers**

Page 1 of 1

ADOPTED: 2/4/2013

First Reading: 12/17/2012

Second Reading: 2/4/2013

HIGHLY QUALIFIED TEACHERS

Pursuant to federal law, the school district will strive to ensure that all teachers who teach core academic subjects will satisfy "Highly Qualified Teacher" requirements set forth in the No Child Left Behind Act of 2001. Core academic subjects are: English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, art, history, and geography.

Because standards for satisfying Highly Qualified Teacher requirements differ between elementary school and secondary school, the Superintendent and building principals are responsible for:

1. Making sure all teachers who are required to do so meet or exceed Highly Qualified Teacher requirements;
2. Properly documenting necessary paperwork and, if necessary, providing such paperwork to the New Hampshire Department of Education; and
3. Providing notice to parents/guardians whose children are not being instructed by a teacher who satisfies Highly Qualified Teacher requirements, as required by No Child Left Behind.

Additionally, it is encouraged that all "long-term substitute" teachers meet the requirements for Highly Qualified Teachers per No Child Left Behind. For the purposes of this policy, the term "long-term substitute" is defined as it is in the District's collective bargaining agreement/master agreement, if applicable. Per the requirements of No Child Left Behind, parents will be notified if students have received instruction for four or more consecutive weeks in a core academic subject by a teacher who is not highly qualified.

Legal References:

Pub. L. 107-110, No Child Left Behind Act of 2001

20 U.S.C. §7801(23), Definitions, Highly Qualified Teacher

34 C.F.R. §200.55, Qualifications of Teachers

HUDSON SCHOOL DISTRICT

1st readings 03/16/2020

Code/Title	Category	Detail	Page
DKC Travel Expense Reimbursements	O	updating current policy	1
GBCD Background Investigation and Criminal Records	P	replacing outdated policy, NHSBA verbatim	2
GBD Board-Employee Communications	O	new, NHSBA verbatim	5
GBEA Staff Ethics	R	replacing outdated policy, NHSBA verbatim	6
GBEAA & JRB Confidential Student Information	R	new, NHSBA verbatim	8
GBEAB Mandatory Code of Conduct Reporting – All Employees	R	new, NHSBA verbatim	9
GBEB Staff Conduct	R	replacing outdated policy, NHSBA verbatim	11
GBEBC Employee Gifts and Solicitations	O	new, NHSBA w/tracked change(s)	12
GBEBE Employment of Relatives or Persons with Romantic Personal Involvement	O	new, NHSBA verbatim	13
GBG Employee Protection	R	new, NHSBA w/tracked change(s)	14

R: recommended

O: optional

P: priority, required by law

HUDSON SCHOOL DISTRICT

POLICY CODE: DKC Expense Reimbursements	FIRST ADOPTION: 6/9/2004
RELATED POLICIES: [Related Policy Codes]	LATEST REVISION: 8/5/2019 Page 1 of 1

TRAVEL EXPENSE REIMBURSEMENTS

The advance approval of the Superintendent or Assistant Superintendent is required for any out-of-district travel by a district employee if any of the following conditions occur.

~~1. Employee shall miss a day's work.~~

1. Travel requires an overnight stay.
2. Anticipated reimbursement in excess of \$500.00 (reimbursement is inclusive of travel, room, board and meeting fees).

Any request for travel shall include all anticipated costs, reason for travel, benefit to the district.

In addition to approval by the Superintendent, advance approval by the School Board for out-of-district travel is required if any of the following conditions occur.

1. If air travel is required.
2. If travel is to a destination is in excess of 300 miles.
3. If travel is to a foreign country.

The superintendent shall develop procedures for employee travel reimbursement. District personnel and officials who incur expenses in carrying out their authorized duties may be reimbursed by the District upon submission of a properly filled out and approved voucher and such supporting receipts as required.

When official travel by personally-owned vehicle has been authorized, mileage payment shall be made at the current Internal Revenue Service standard mileage reimbursement rate for business travel.

Revision:	<u>03/02/2020</u>
Revision:	08/05/2019
Second Reading	08/05/2019
First Reading:	07/22/2019
First Adoption:	06/09/2004
Second Reading	06/09/2004
Initial Reading:	05/17/2004

<p>POLICY CODE: GBCD Background Investigation and Criminal Records</p> <p>RELATED POLICIES: IJOC</p>	<p>FIRST ADOPTION:</p> <p>LATEST REVISION: [Latest Revision]</p> <p>Page 1 of 1</p>
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Category: Priority/Required by Law

Background Investigation

The Superintendent, or his/her designee, will conduct a thorough investigation into the past employment history, criminal history records, and other appropriate background of any applicant as defined in this policy. This investigation shall be completed prior to making a final offer of employment, approving the contract with an individual contracting directly with the District, or approving the assignment of an employee of a contractor, a student teacher, or designated volunteer to work within the District.

The Superintendent shall develop a background investigation protocol for use in completing a background investigation and shall keep a written record of all background investigations which have been done. For the purposes of this policy the term "applicant" shall include an applicant for employment by the District, an individual with whom the District may contract to provide services directly to students, any person identified by a contractor with the District whom the contractor proposes to assign to provide services directly to students, student teachers who are proposed to be placed in a District school, and designated volunteers. All applicants will be subject to a criminal records history check meeting the minimum requirements of law, however, the Superintendent's protocol may specify additional background check steps for specific groups of employees, such as verifying the educational achievements and employment history of an applicant for a teaching position. The Superintendent's protocol shall include a list of felonies and misdemeanors, in addition to those specified in RSA 189:13-a, V, convictions of which shall be disqualifying. The protocol shall require that an analysis be conducted of any pending charges or convictions for crimes not on the statutory list of disqualifying offenses to determine whether the applicant should be disqualified. The protocol shall take into consideration the time which has passed since the conviction, the facts and circumstances of the charge or conviction, evidence of successful rehabilitation and an extended period of lawful behavior. For charges pending disposition for offenses not on the statutory list of disqualifying offenses, which the applicant discloses or which come to light during the background check, the presumption of innocence shall apply, however, the Superintendent shall consider all reliable information in assessing the applicant's suitability. The Superintendent shall assess whether, in light of the totality of the circumstances, the pending charges or convictions raise reasonable cause to doubt the applicant's suitability for the position.

As part of the application process, each applicant shall be asked whether he/she has ever been convicted of any crime and whether there are any criminal charges pending against him/her at the time of application. The applicant will also be directed to report any criminal charges brought against him or her after the application is submitted and until either hired or notified that he or she will not be hired. The falsification or omission of any information on a job application, during the pendency of the application, or in a job interview, including, but not limited to, information concerning criminal convictions or pending criminal charges, shall be

grounds for disqualification from consideration for employment or immediate discharge from employment.

Any applicant for whom the Board requires a criminal history records check or their employer in the case of an employee of a contractor shall pay all fees and costs associated with the fingerprinting process and/or the submission or processing of the requests for the criminal history records check, unless otherwise determined by the Board.

Criminal History Records Check

Each applicant must submit to a background check and a criminal history records check with the State of New Hampshire, including FBI national records. Refusal to provide the required criminal history records release form and any other required releases to authorize a background check will result in immediate disqualification and no further consideration for the position.

Volunteers

Designated Volunteers are subject to a background investigation/criminal records check and the provisions of this policy. "Designated Volunteers" are defined and so designated pursuant to Policy IJOC. Volunteers not categorized as "Designated Volunteers" per Policy IJOC will not be subject to a background investigation or criminal records check.

Conditional Offer of Employment

Persons who have been selected for employment may be given a conditional offer of employment, with the final offer subject to the successful completion of the background check, the State and FBI criminal history records check, and a determination that there are no disqualifying pending charges or convictions.

No applicant selected for employment shall be extended a conditional offer of employment until the Superintendent, or his/her designee, has initiated the formal State and FBI criminal history records check process and a background investigation.

Any person who is offered conditional employment, by way of individual contract or other type of letter of employment, will have clearly stated in such contract or letter of employment that his/her employment or approval to work within the District as a contractor or employee of a contractor is entirely conditioned upon the results of a criminal history records check and background check being satisfactory to the District.

Final Offer of Employment

A person who has been extended a conditional offer of employment or conditional approval to work within the District as a contractor or employee of a contractor may be extended a final offer of employment or final approval upon the completion of a criminal history records check and a background check which is satisfactory to the Board.

No person with a conditional offer of employment shall be extended a final offer of employment if such person has charges pending or has been convicted of any crime listed in RSA 189:13-a, V; or where such person has been convicted of the same conduct in another state, territory, or possession of the United States; or where such person has been convicted of the same conduct in a foreign country.

In addition to the felonies listed as disqualifying in pertinent and applicable law, a person may be

denied a final offer of employment if he/she has charges pending or has been convicted of any crime, either a misdemeanor or felony, provided the basis for disqualifying the candidate is job related for the position in question and is consistent with business necessity. Such determination will be made by the Superintendent in accordance with the established protocol and on a case-by-case basis. If the Superintendent chooses to nominate an applicant who has a history of conviction of a crime or with pending charges for a position that must be approved by the School Board, the School Board shall be informed of that history in non-public session.

The Superintendent, or designee, will transmit each applicant's Criminal Record Release Authorization Form and, where inked cards are used, the applicant's fingerprint cards to the State Police. The State Police will then conduct the criminal history records check and will provide the Superintendent with the applicant's criminal history record or confirmation that the individual does not have a record of being charged with or convicted of a crime. In accordance with RSA 189:13-a, III, only the Superintendent will review the criminal history record received from the State Police and shall destroy that document as required by law.

When the District receives a notification of an employee, contractor, contractor's employee, or volunteer being charged with or convicted of a disqualifying offense under RSA 189:13-a, the Superintendent's protocol, or other crime which is evidence of the individual's unsuitability to continue in their role, the Superintendent shall take immediate appropriate action to remove the individual from contact with students. Employees shall be placed on paid administrative leave, if not subject to and immediately discharged. The Superintendent will then take appropriate employment or other action, consistent with law and any applicable employment agreement or contract to address the individual's ongoing relationship with the District.

Additionally, a person may be denied a final offer of employment if the Superintendent becomes aware of other conduct which he/she determines would render the person unsuitable to perform the responsibilities of the position involved. Such determinations shall be made on a case-by-case basis.

Additional Criminal Records Checks

The Board may require a criminal history records check of any employee, an individual with whom the District has contracted to provide services directly to students, any person identified by a contractor with the District who has been assigned to provide services directly to students, student teachers who are placed in a District school, and designated volunteers at any time.

Legal References:

RSA 189:13-a, School Employee and Volunteer Background Investigations

HUDSON SCHOOL DISTRICT

POLICY CODE: GBD Board-Employee Communications	FIRST ADOPTION:
RELATED POLICIES: BHC	LATEST REVISION: [Latest Revision] Page 1 of 1

Category O

The Board desires to maintain open channels of communication between itself and the staff. The basic line of communication will, however, be through the Superintendent of Schools.

Staff Communications to the Board

All communications or reports to the Board or any Board committee from Principals, supervisors, teachers, or other staff members shall be submitted through the Superintendent.

Board Communications to Staff

All official communications, policies, and directives of staff interest and concern will be communicated to staff members through the Superintendent, and the Superintendent will employ all such media as are appropriate to keep staff fully informed of the Board's problems, concerns, and actions.

Visits to Schools

Individual Board members interested in visiting schools or classrooms will inform the Superintendent of such visits and make arrangements for visitations through the Principals of the various schools. Such visits shall be regarded as informal expressions of interest in school affairs and not as "inspections" or visits for supervisory or administrative purposes. Official visits by Board members will be carried on only under Board authorization and with the full knowledge of the Superintendent and Principals.

Social Interaction

Staff and Board members share a keen interest in the Schools and in education generally, and it is to be expected that, when they meet at social affairs and other functions, they will informally discuss such matters as educational trends, issues, and innovations and general District problems. However, individual Board members have no special authority excepting when they are convened at a legal meeting of the Board or vested with special authority by Board action. Therefore, discussions by either party of personalities or personnel grievances will be considered as evidence of unethical conduct.

HUDSON SCHOOL DISTRICT

POLICY CODE: GBEA Staff Ethics	FIRST ADOPTION:
RELATED POLICIES: GBEAB, GBEB & GBEBB	LATEST REVISION: [Latest Revision] Page 1 of 1

Category: Recommended

All employees of the District are expected to maintain high standards in their conduct both on and off duty. District employees are responsible for providing leadership in the school and community. This responsibility requires the employee to maintain standards of exemplary conduct. To these ends, the Board adopts the following statements of standards. District employees will adhere to the standards enunciated in this Policy in the decision-making process involving their interactions with students, the school community, colleagues, parents and the public.

A. Adoption and Incorporation of Standards of Code of Ethics for New Hampshire Educators.

The Board incorporates by reference and adopts as independent ethical standards relative to employment in the District, the provisions of the New Hampshire Code of Ethics for New Hampshire Educators (the "NH Code of Ethics"), as the same may be amended by the State from time to time.

B. Additional Ethical Standards.

In addition to the ethical standards set forth in the New Hampshire Code of Ethics, and without limiting the application thereof to District employment, employees will:

- Make the wellbeing of students the fundamental value of all decision-making and actions.
- Staff members shall maintain a reasonable standard of care for the supervision, control and protection of students commensurate with their assigned duties and responsibilities.
- Maintain just, courteous, and proper relationships with students, parents, staff members, and others.
- Fulfill their job responsibilities with honesty and integrity.
- Direct any criticism of other staff members toward improving the District. Such constructive criticism is to be made directly to the building administrator.
- Obey all local, state, and national laws.

- Obey and implement the School Board's policies, administrative rules and regulations.
- Avoid using position for personal gain through political, social, religious, economic, or other influence.
- Maintain the standards and seek to improve the effectiveness of the profession through research and continuing professional development.
- Honor all contracts until fulfillment or release.
- Maintain all privacy and confidentiality standards as required by law.
- Exhibit professional conduct both on and off duty.

C. Dissemination.

The content of this policy should be included in every employee/staff member handbook, and/or otherwise provided annually to each employee, designated volunteer, and contracted party.

Legal References:

N.H. Dept. of Education Administrative Rule – Ed 303.01

N.H. Dept. of Education Administrative Rule – Ed 510.01- 510.05, Code of Conduct for NH Educators

N.H. Dept of Education, Code of Ethics for NH Educators

HUDSON SCHOOL DISTRICT

POLICY CODE: GBEAA & JRB Confidential Student Information	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: [Latest Revision] Page 1 of 1

Category: Recommended

Intent

It is policy of the School District to respect the privacy and/or confidentiality of all students and staff within the District. It is the policy District that personally identifiable information should only be viewed or received by District employees who have a legitimate educational or business interest or purpose in viewing or receiving private and/or confidential information.

Confidential Information

As part of the job performance of the District, employees may produce and receive information that must be kept confidential. Confidential information includes information obtained during the course of employment relating to the conduct of School District internal affairs. It shall also include information relating to students that is otherwise protected by applicable state and federal privacy laws. School District employees shall not disclose nor transmit such confidential information concerning students or others, or confidential internal information and shall use extreme care to protect against negligent or inadvertent disclosure of such information.

Upon termination of employment or involvement in such internal affairs, or at any time that the District requests, all memoranda, notes, records, reports, lists and other documents containing, describing or relating to confidential information, together with all copies of the same, obtained by School District employees or entrusted to them during the course of their employment, shall be surrendered to the District at the time of such termination or request.

Observations:

During the course of carrying out activities as an employee or volunteer of the District, an individual may make certain observations that may disclose personally identifiable information about a student. These observations may indicate the nature of disabilities and/or accommodations that are made in response to such disabilities. These observations, by their very nature, may result in the employee or volunteer receiving information in which they neither have a legitimate educational interest nor a "need to know." To the degree that such observations disclose personally identifiable information, the employee or volunteer in question making such observations must respect the privacy and confidentiality of the student involved and not disclose such information in violation of this policy.

Violations:

The dissemination of personally identifiable information by employees or volunteers to individuals who have neither a legitimate educational interest nor a "need to know" is prohibited. Employees and volunteers are not to disclose such information to individuals not affiliated with the School District without specific written authorization from District administrators and the affected student/parent.

Volunteers who violate this policy may have their services terminated. District employees who violate this policy may face discipline up to and including termination, in accordance with applicable law, board policies and/or collective bargaining agreements.

Legal References:

20 USC 1232g, Family Educational Rights and Privacy Act (FERPA)

HUDSON SCHOOL DISTRICT

POLICY CODE: GBEAB Mandatory Code of Conduct Reporting – All Employees	FIRST ADOPTION:
RELATED POLICIES: GBEA, GBEB, GBEBB, JICK, JLF	LATEST REVISION: [Latest Revision]
	Page 1 of 1

Category: Recommended

A. General.

The Code of Conduct for New Hampshire Educators, sections 510.01- 510.05 of the N.H. Dept. of Education Administrative Rules (the “NH Code of Conduct”) imposes various reporting requirements upon each “Credential Holder” as that term is defined by N.H. Dept. of Ed. Administrative Rule 501.02 (h). The reporting requirements include, among others:

1. reporting any “suspected violation of the code of conduct” (see NH Code of Conduct at Ed 510.05 (a)); and
2. self-reporting within five (5) days any arrest for violations of crimes enumerated in RSA 189:13-a, V (“Section V Offenses”) (see NH Code of Conduct, at Ed 510.01 (b)(2)).

By way of District Policy GBEB, the Board has adopted the provisions of the NH Code of Conduct as employment rules and standards applicable to all employees and consultant/independent contractor, irrespective of whether or not such persons are Credential Holders. Consequently, each District employee designated volunteer, or contracted service provider (collectively referred to in this policy as a “Covered Individual”), is required to report certain acts, incidents and misconduct as provided in this policy.

Reports under this Policy are in addition to other reports as may be mandated by law or other policies (e.g., abuse or neglect of children, required by RSA 169-C:29 and Policy JLF; acts of “theft, destruction, or violence” as defined under RSA 193-D:4, I (a), incidents of “bullying” per Board Policy JICK, and hazing under RSA 671:7).

B. Reports by Covered Individuals of Suspected Misconduct or Violations.

1. Any Covered Individual having reason to suspect that any other district or SAU employee, designated volunteer, or third-party consultant/contractor has violated any provision of the NH Code of Conduct, and or District Policy GBEB, whether on or off duty, shall report the same to such Covered Individual’s building principal, or to the Superintendent.

If the person who is the subject of the alleged misconduct/violation is the Superintendent, then the Covered Individual shall report the suspected violation to the Business Administrator, who is hereby granted authority to consult with the District’s attorney on the matter.

Additionally, if the Covered Individual is also a Credential Holder, he/she shall report the Superintendent's suspected violation/misconduct directly to the N.H. Department of Education. Likewise, if a Credential Holder has made a report to the Principal and/or the Superintendent, and believes that the District's reporting procedures as expressed in this Policy have not been followed, the Credential Holder shall so notify the New Hampshire Department of Education directly.

2. Any initial report made relative to A.1 or A.2 above, may be made orally in the first instance, but must be supplemented with a written report as soon as practicable after the initial report, but in no event longer than two business days. Upon request of the Covered Individual, the recipient of the report shall provide a copy of said report to the Covered Individual with a signed "received" annotation, such that the Covered Individual may document his/her State mandated obligation to report.

C. Self-Reporting of Certain Crimes.

Self-reports of the Section V Offenses as described in A.2 above, shall be made in the same manner as reports under B, above. Because the list of Section V Offences is subject to change by the N.H. Legislature, employees, etc. who are arrested for any reason should promptly review the then statute, which may be found online at:

<http://www.gencourt.state.nh.us/rsa/html/XV/189/189-13-a.htm>

D. Provisions Applicable to Principals.

Upon receiving a report of suspected violation of GBEB or the NH Code of Conduct, or otherwise has knowledge of a violation, the Principal or any other administrator shall immediately report the same to the Superintendent. If the Superintendent is the subject of report, then the Principal's report shall be made in the same manner as described in B.2, above.

E. Superintendent's Report to the Department Regarding Credential Holders.

The Superintendent shall report misconduct by Credential Holders to the N.H. Department of Education in accordance with section 510.05 (c) of the NH Code of Conduct.

F. Procedures.

The Superintendent may establish such administrative procedures, forms, etc. as he/she may deem necessary or appropriate to implement this policy.

G. Dissemination.

The content or a copy of this policy should be included in every employee/staff member handbook, and/or otherwise provided annually to each employee, designated volunteer, and contracted consultant.

Legal References:

N.H. Dept. of Education Administrative Rule – Ed 510.01- 510.05, Code of Conduct for NH Educators

HUDSON SCHOOL DISTRICT

POLICY CODE: GBEB Staff Conduct	FIRST ADOPTION:
RELATED POLICIES: GBEA, GBEAB & GBEBB	LATEST REVISION: [Latest Revision] Page 1 of 1

Category: Recommended

A. General Provisions.

All employees have the responsibility to make themselves familiar with, and abide by, the laws of the State of New Hampshire as they affect their work, all policies and decisions of the Board, and the administrative regulations and directives designed to implement them.

All employees shall be expected to carry out their assigned duties, support and enforce Board policies and administrative regulations, submit required reports, protect District property, oversight of students and contribute to the education and development of the District's students.

Employees are advised that failure to abide by this and other school board policies can lead to disciplinary action, up to and including dismissal, and can result in non-renewal. Any action taken regarding an employee's employment with the District will be consistent with all rules, laws, and collective bargaining agreements, if applicable.

B. Adoption and Incorporation of Standards of Code of Conduct for New Hampshire Educators.

The Board incorporates by reference, and adopts as independent standards of conduct relative to employment in the District, the provisions of the New Hampshire Code of Conduct for New Hampshire Educators (Ed 510.01-510.05) (the "NH Code of Conduct"), as the same may be amended by the State from time to time. The District reserves the right to take employment action against any employee based upon the District's interpretation of the provisions of the NH Code of Conduct and the District's independent assessment of whether an employee has violated said provisions. The District's interpretation, assessment and/or action thereon, are independent of any interpretation by the New Hampshire Department of Education ("DOE") with respect to those standards, and irrespective of any investigation by or action taken by the DOE relative to a District employee's conduct.

C. Dissemination.

The content or a copy of this policy should be included in every employee/staff member handbook, and/or otherwise provided annually to each employee, designated volunteer, and contracted party.

Legal References:

- N.H. Dept. of Education Administrative Rule – Ed 303.01*
- N.H. Dept. of Education Administrative Rule – Ed 510.01- 510.05, Code of Conduct for NH Educators*
- NH Code of Administrative Rules, Section Ed 511, Denial, Suspension or Revocation of Certified Personnel*
- N.H. Dept of Education, Code of Ethics for NH Educators*
- RSA 189:13, Dismissal of Teacher*
- RSA 189:14-a, Failure to be Renominated or Reelected*
- RSA 189:14-d, Termination of Employment*

HUDSON SCHOOL DISTRICT

POLICY CODE: GBEC Employee Gifts and Solicitations	FIRST ADOPTION:
RELATED POLICIES: KH	LATEST REVISION: Page 1 of 1

Category O

Gifts

All employees are prohibited from accepting things of material value in excess of \$50 from companies or organizations that do business with the District. Exceptions to this policy are the acceptance of minor items that are generally distributed by the companies through public relations programs.

Solicitations

No organization may solicit funds from staff members within the Schools, nor may anyone distribute flyers or other materials related to fund drives through the Schools, without prior approval of the Superintendent. Staff members will not be made responsible, nor will they assume responsibility for, the collection of any money or distribution of any fund drive within the Schools unless such activity has the Superintendent's approval.

The Board expects such activities to be kept to a minimum. The Superintendent shall seek direction from the Board in instances where prior practice offers no guidance about a particular fund drive.

HUDSON SCHOOL DISTRICT

POLICY CODE: GBEBE Employment of Relatives or Persons with Romantic Relationships	FIRST ADOPTION:
RELATED POLICIES:	LATEST REVISION: Page 1 of 1

Category: Optional

The School Board desires to maximize staff and community confidence in district hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearance of impropriety.

The Board prohibits the appointment or continuing assignment of any person to a position for which his/her relative or a person with whom he/she has an intimate or romantic relationship maintains management, supervisory, evaluation, or promotion responsibilities. The Board further prohibits an employee from participating in any decision that singularly applies to any of his/her relatives or to any person with whom he/she has an intimate or romantic relationship.

In the event that an employee marries or enters into an intimate or romantic relationship with a person in a position for which he/she maintains management, supervisory, evaluation, or promotion responsibilities, the Superintendent or designee shall first attempt to reach a collaborative resolution with the parties involved. If a collaborative resolution cannot be reasonably reached, the Superintendent shall have discretion to reassign one or both of the employees to eliminate any potential conflict of interest.

In the event that one of the employees is the Superintendent, the specific remedies with respect to the Superintendent shall be determined by the School Board after consultation with the Board's attorney.

For purposes of this policy, "relatives" includes the individual's spouse, domestic partner, parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, cousins, and the similar family of the individual's spouse or domestic partner.

For the purposes of this policy, an "intimate or romantic relationship" includes dating, sexual contact of any type, or any other similar private activity that might compromise an employee's ability to evaluate his/her partner effectively or impartially.

In addition, the Superintendent or designee may, on a case-by-case basis, refrain from appointing a person to a position in the same department or facility as an employee with who he/she maintains a personal relationship when that relationship has the potential to create: (1) an adverse impact on supervision, safety, security, or morale of other district employees; or (2) a conflict of interest for the individuals involved which is greater because of the their relationship than it would be for another person.

An employee shall notify his/her supervisor within 30 days of any change in his/her circumstances that may constitute a violation of this policy.

HUDSON SCHOOL DISTRICT

POLICY NUMBER: GBG Employee Protection

Page 1 of 1

ADOPTED: 12/3/2012

First Reading: 11/19/2012

Second Reading: 12/3/2012

EMPLOYEE PROTECTION

Category R

The School Board will indemnify and hold harmless District employees against claims that may be entered against them as a result of carrying out their assigned responsibilities, as provided under RSA 31:105 and 31:106. To protect the District's financial resources, as well, the Board will provide for liability coverage for all personnel through policies structured to maintain the statutory immunities as provided in RSA 31:107; professional liability insurance as needed, workers' compensation, and unemployment compensation coverage.

Workers' Compensation

All employees of the ~~Board~~District are covered by workers' compensation insurance paid for and provided by the ~~Board~~District. This insurance coverage is provided for employees in accordance with the provisions of the insurance carrier.

Unemployment Compensation

All employees of the ~~Board~~District are covered by unemployment compensation insurance paid for and provided by the ~~Board~~District. This insurance coverage is provided for all employees regardless of assignment, length of assignment, and/or hours worked per day. Benefits afforded are for wage loss due to temporary unemployment through no fault of the individual, for those who meet eligibility requirements as provided for in state law. District employees with reasonable assurance of employment after a regularly scheduled vacation break are ineligible for benefits during such breaks.

Legal References:

- RSA 31:105, Indemnification for Damages*
- RSA 31:106, Indemnification; Civil Rights Suits*
- RSA 31:107, Purchase of Insurance*
- RSA 281-A:2, IX, Definitions*
- RSA 281-A:9, Termination Notices*
- RSA 281-A:11, Self-Insurance for Public Employers*

Reviewed by Policy Committee 02/17/2020



New Hampshire School Boards Association

Excellence in Public Education Through School Board Leadership

NHSBA Legislative Update **February 28, 2020 (Vol. 7)**

Dear NHSBA Members -

It was a light week in terms of new hearings, but a very busy week for House Education, as the Committee voted on dozens of bills.

Votes by House Education This Week

HB 1306. This bill repeals the provision permitting school districts to authorize the recitation of the Lord's prayer in public elementary schools.

House Education Vote: Ought to Pass. 12 yes, 6 no.

NHSBA Position: Tracking.

HB 1334. This bill is relative to religious activities of teachers and students in public schools.

House Education Vote: Inexpedient to Legislate. 15 yes, 3 no.

NHSBA Position: Tracking.

HB 1163. This bill requires schools to update documents and software to include the option of identifying a student as non-binary.

House Education Vote: Interim Study. 15 yes, 3 no.

NHSBA Position: Tracking.

HB 1423. This bill adds to the requirements for scholarship organization reports to the department of revenue administration.

House Education Vote: Ought to Pass. 11 yes, 8 no.

NHSBA Position: Tracking.

HB 1337. This bill permits parents to opt their child out of armed assailant drills in school.

House Education Vote: Interim Study. 17 yes, 2 no.

NHSBA Position: Tracking.

HB 1243. This bill requires a recommendation by the higher education commission as a prerequisite to the granting of a degree by an educational institution.

House Education Vote: Inexpedient to Legislate. 11 yes, 8 no.

NHSBA Position: Tracking.

HB 1459. This bill makes changes to the requirements for school district or chartered public school policies governing the administration of non-academic surveys or questionnaires. Rather than having parents opt-in, this bill would require parents to specifically opt-out of non-academic surveys and questionnaires.

House Education Vote: Ought to Pass as Amended. 11 yes, 8 no.

NHSBA Position: Support.

HB 1323. This bill requires schools to produce and provide to parents, teachers, and principals an annual student assessment report.

House Education Vote: Inexpedient to Legislate. 12 yes, 7 no.

NHSBA Position: Tracking.

HB 1432. This bill requires high schools to develop competency assessments for each course offered and to submit copies of each assessment to the department of education.

House Education Vote: Inexpedient to Legislate. 10 yes, 8 no.

NHSBA Position: Opposed.

HB 1206. This bill adds two non-voting student members to the state board of education.

House Education Vote: Ought to Pass as Amended. 12 yes, 6 no.

NHSBA Position: Support.

HB 1327. This bill extends the authority of the department of education to all matters associated with kindergarten through grade 12.

House Education Vote: Ought to Pass. 12 yes, 6 no.

NHSBA Position: Support.

HB 1435. This bill seeks to amend the powers of the state board of education. The current statute was adopted in 1919. HB 1435 seeks to update this language.

House Education Vote: Ought to Pass as Amended. 10 yes, 9 no.

NHSBA Position: Support.

HB 1715. This bill changes the requirements for a teacher to be entitled to notification and a hearing where the teacher is not reappointed. This bill also requires the state board of education to issue an experienced educator certificate to certain teachers.

House Education Vote: Ought to Pass. 11 yes, 9 no.

NHSBA Position: Opposed. HB 1715 would revert the "teacher tenure" provisions to three years for new hire and two years for non-probationary teachers. NHSBA does support HB 1715 to the extent that it does bring teachers evaluations into the renewal process.

HB 1251. This bill prohibits public schools from permitting a male student to participate in a student sport designated for females.

House Education Vote: Inexpedient to Legislate. 13 yes, 6 no.

NHSBA Position: Tracking.

HB 1636. This bill: (1) Requires the resident district to fund a free and appropriate education to a child with disabilities attending a chartered public school; and (2)

Requires the resident district of a child with a disability to obtain written consent of the child's parent before changing the nature of the child's services.

House Education Vote: Inexpedient to Legislate. 12 yes, 6 no.

NHSBA Position: Opposed. State and federal special education law already cover the provisions of this bill.

HB 1232. This bill provides that the burden of proving the appropriateness of a child's special education placement or program is on the school district or other public agency.

House Education Vote: Interim Study. 17 yes, 2 no.

NHSBA Position: Opposed.

HB 1558. This bill modifies the definition of "child with a disability" to include persons 21 years of age.

House Education Vote: Ought to Pass. 19 yes, 0 no.

NHSBA Position: Opposed. NHSBA's opposition is solely on the basis that the Fiscal Note was listed "undeterminable". Further, the bill does not list a funding source. This bill will undoubtedly require significant costs on New Hampshire school districts. The bill does not say who will pay for these new, additional services - the state or local districts.

HB 1473. This bill requires school districts and school administrative units to establish a special education parent advisory council for parents of a student with disabilities and other interested parties to work with administrators to ensure that the needs of the students with disabilities are met.

House Education Vote: Ought to Pass as Amended. 16 yes, 3 no.

NHSBA Position: Opposed. As introduced, this bill would have mandated that a member of this council be an ex-officio member of the school board. The amended version passed by House Education removed this provision, but still requires a multitude of new obligations, responsibilities and requirements with respect to these parent advisory councils.

HB 1635. This bill requires climate change instruction in all public school grades pre-K through grade 12.

House Education Vote: Interim Study. 13 yes, 7 no.

NHSBA Position: Tracking.

HB 1368. This bill requires vacancies for at-large members of cooperative school boards and budget committee members to be appointed by the moderator.

House Education Vote: Ought to Pass as Amended. 18 yes, 1 no.

NHSBA Position: NHSBA did not have a position on HB 1368 as introduced, since it only applied to cooperative school district budget committees and allowed the moderator to fill vacancies on the budget committee. However, the amendment now states that the moderator fills vacancies occurring on cooperative school district school boards and budget committees. Under current law, the cooperative school board fills at-large vacancies occurring on the board.

HB 1136. This bill permits a specified designee of the superintendent to perform the duties of the superintendent regarding criminal history records checks.

House Education Vote: Ought to Pass as Amended. 17 yes, 3 no.

NHSBA Position: Support.

HB 1512. This bill permits a school to partner with a nonprofit to freeze leftover school food that was never served to send home with children who participate in a free or reduced-price meals program.

House Education Vote: Interim Study. 20 yes, 0 no.

NHSBA Position: Support.

HB 1527. This bill requires principals of all public schools in the state to have their buildings tested annually for radon.

House Education Vote: Inexpedient to Legislate. 20 yes, 0 no.

NHSBA Position: Opposed.

HB 1118. This bill establishes a committee to study air quality in school buildings.

House Education Vote: Ought to Pass. 18 yes, 2 no.

NHSBA Position: Tracking.

HB 1285. This bill prohibits carrying a firearm on school property.

House Education Vote: 12 yes, 8 no.

NHSBA Position: Tracking.

Legislative Calendar for the Week of March 2, 2020:

Please [click here](#) to view next week's calendar.

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NHSBA Legislative Update
March 6, 2020 (Vol. 8)

Dear NHSBA Members -

No new bills were heard this week that NHSBA is tracking. However, the House Judiciary and House Municipal and County Government committees acted on a handful of bills impacting school districts.

House Judiciary:

HB 1307. This bill allows public bodies or agencies to charge personnel costs for retrieval of records for certain requesters.

House Judiciary vote: Inexpedient to Legislate; unanimous.

NHSBA Position: Opposed. While NHSBA is sympathetic to districts that commit significant resources and time relative to Right to Know law requests, the provisions in this bill are vague and not workable at this time.

HB 1325. This bill requires that for meetings in nonpublic session where the minutes or decisions were determined to not be subject to public disclosure, a list shall be kept which should include certain information. The list shall be made available for public disclosure.

House Judiciary vote: Ought to Pass. 17 yes, 2 no.

NHSBA Position: Opposed. While NHSBA believes it is prudent for school boards to keep track of and keep in an orderly manner all sealed non-public sessions, this bill is insufficiently worded. NHSBA informed the committee that rather than incorporate this language into the Right to Know law, it would be an easier fix to require public minutes to include a statement indicating the public body sealed non-public minutes at some point during the meeting.

HB 1689. This bill requires that minutes of meetings in nonpublic session shall be verbatim.

House Judiciary vote: Inexpedient to Legislate. 19 yes, 1 no.

NHSBA Position: Opposed.

House Municipal and County Government:

HB 1309. This bill requires towns and school districts to be bound by votes on petitioned warrant articles.

House M&CG vote: Inexpedient to Legislate. 10 yes, 7 no.

NHSBA Position: Opposed.

HB 1105. This bill requires that original warrant articles be placed on the official ballot at certain meetings even if such articles have been amended during the first session of the meeting.

House M&CG vote: Inexpedient to Legislate. 10 yes, 7 no.

NHSBA Position: Opposed.

HB 1173. This bill modifies the definitions of "default budget" and "contracts" for the purposes of towns that have adopted official ballot voting. This bill seeks to amend recent changes to the "default budget" definition and calculation.

House M&CG vote: Ought to Pass with Amendment. 10 yes, 8 no.

NHSBA Position: Support.

HB 1211. This bill permits a town or school district to establish a capital reserve fund which may only be expended by a 2/3 vote of the budget committee.

House M&CG vote: Inexpedient to Legislate. 17 yes, 1 no.

NHSBA Position: Opposed.

HB 1352. This bill requires a special meeting called by the governing body to take up the issue of a revised operating budget to consist of one session governed by the provisions of RSA 39 and RSA 40.

House M&CG vote: Inexpedient to Legislate. 17 yes, 1 no.

NHSBA Position: Initially signed in support. However, after hearing testimony, it became clear this bill was not workable, as presented. NHSBA supports the ITL vote.

HB 1451. This bill revises the definition of "contract" relative to official ballot default budgets. Similar to HB 1173, This bill seeks to amend recent changes to the "default budget" calculation.

House M&CG vote: Ought to Pass. 10 yes, 8 no.

NHSBA Position: Support.

HB 1460. This bill requires governing bodies and budget committees of municipalities, districts, and school administrative units to use full line item detail in active spreadsheet format for all budgets.

House M&CG vote: Inexpedient to Legislate. 10 yes, 8 no.

NHSBA Position: Opposed.

Full House Actions

HB 677-FN-A. This bill is relative to discipline of students, addressing students' behavioral needs, and making an appropriation therefor.

House Finance recommendation: Ought to Pass.

Full House vote: Ought to Pass with Amendment; 259 yes, 90 no.

NHSBA Position: Support.

HB 1399. This bill allows a bargaining unit to request certification of its representative through a petition accompanied by the signatures of a majority of the bargaining unit members.

House Labor, Industrial and Rehabilitation recommendation: Ought to Pass with Amendment.

Full House vote: Ought to Pass with Amendment. 205 yes, 142 no.

NHSBA Position: Tracking.

Full Senate Action

SB 556. This bill: (1) Requires school safety programs to contain a plan for responding to violent acts committed by students against employees, volunteers, and visitors; (2) requires the joint loss management committee to address protocols for employees to follow; and (3) provides for reporting of acts of violence. The bill is a request of the committee to study violence in schools, established in 2019 (SB 141).

Senate Education recommendation: Ought to Pass.

Full Senate vote: Ought to Pass as Amended via voice vote.

NHSBA Position: Tracking.

SB 696. This bill establishes procedures to streamline the resolution of complaints under RSA 91-A. This bill establishes the office of the right-to-know ombudsman. This bill also establishes an alternative process to resolve Right to Know complaints.

Senate Executive Departments and Administration recommendation: Ought to Pass.

Full Senate vote: Ought to Pass as Amended via voice vote.

NHSBA Position: Tracking.

Legislative Calendar for the Week of March 9, 2020:

Please [click here](#) to view next week's calendar.

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**HUDSON SCHOOL DISTRICT BALLOT
WARRANT ARTICLES
MARCH 10, 2020**

Total Ballots Cast	4160
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ARTICLE	DESCRIPTION	AMOUNT	YES	NO	DECISION
1	Alvirne High School Renovation Bond (3/5 ballot vote required)	\$ 17,550,000	2391	1592	Passed (2390 required)
2	Operating Budget	\$ 56,710,504	2184	1773	Passed
3	Collective Bargaining Agreement with Maintenance and Custodial Team	\$ 52,114	2806	1166	Passed
4	Collective Bargaining Agreement with the Leadership Team	\$ 147,831	2298	1647	Passed
5	Fund Balance Retention	0	2114	1765	Passed
6	Partial Roof Replacement at Hudson Memorial School	\$ 300,000	3219	771	Passed

Declared by the School District Moderator: _____ 3/11/20
Paul E. Inderbitzen

HUDSON SCHOOL DISTRICT BALLOT
MARCH 10, 2020

Total Ballots Cast	4160
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School Board 2 (3 Yr. Term)	Votes
Patty Langlais	1856 *
Gretchen Whiting	1473
Ethan Beals	1763 *
Peggy Huard	1080
Write-ins	24

School District Clerk (3 Yr. Term)	Votes
Write in for John Sousa	12 *
Write in for Ethan Beals	11
Write in for Peggy Huard	10
Other Write-ins	194

School Moderator (3 Yr. Term)	Votes
Paul Inderbitzen	3211 *
Write-ins	10

School Treasurer (3 Yr. Term)	Votes
Write in for Tom Barrett	129 *
Write in for Cecile Nichols	38
Write in for Peggy Huard	23
Write in for Rachael Burnell	20
Write in for Ethan Beals	10
Other Write-ins	189

* elected

Declared by the School District Moderator: _____ 3/11/20
 Paul E. Inderbitzen

Technology Integration Status Report

February 2020

District-wide

- I met with my PLC group during our monthly meeting.
- I continue to send out a monthly Newsletter for Technology use in the classrooms.
- I continue to update and make available my google calendar for teachers and staff members who want to schedule times for me to work with them one on one or in the lab/classrooms with their students.
- I send emails regularly to communicate with staff/teachers regarding any updates or information for topics such as, websites, appropriate apps or educational sites for teachers to use with students and information regarding using google classroom.
- Jennifer S. our district consultant for assistive technology came to our PLC along with Rachel and Mary W. to discuss learning tools for students when in the Library.
- I met with Mary W. and Kyle regarding the Title Grant IV we received for training teaches using digital resources.
- I met with Jennifer S. regarding assisting middle school teachers with using the apps we have available for identified students. We discussed the use of Tarheel reader and the positive uses it will have for all levels of students.

ELC – H.O. Smith

- I send out emails throughout the month to staff regarding apps, websites, lessons and updates as needed to inform them.
- I am working on creating labels for student's login information. I will be assisting students on how to properly login to the computer using their username and passwords. This will prepare them for entering 2nd grade next year.
- I met with Kathy W. and continued working on lessons for Pebble Go.
- I assisted teachers in the computer lab when needed.
- I also helped the substitutes when they had classes in the computer lab. Occasionally, students may need help on the resource site they are trying to access.
- I am working with Jess Bergeron to create and share ibooks with students.

Hills-Garrison

- I send out emails throughout the month to staff regarding apps, websites, lessons and updates as needed to inform them.
- I met with Dot M. and we went over a review on how to enhance her website and update her class information.
- I worked with Michaela S. 3rd grade class demonstrating how to use the SAS tools, so they have an understanding how to navigate through the test prompts.
- I worked with Emily C. 3rd grade class demonstrating how to use the test tools in SAS. This is also the first time the students have been on the SAS testing site.
- I worked with Christine K. class reviewing the SAS tools on the state testing site. The students will be practicing using the test prompts.
- I worked weekly with Diana G class reviewing SAS testing tools and how to answer questions using the reading prompts.
- I worked on a weekly basis with Lu Hurley's class reviewing testing tools and answering questions using the reading prompts.

- I continue to work with Joe's class with research techniques for their Social Studies project.
- I worked with Joe H. class working on SAS Tools for the state test.
- Jo-Ann Gaynor had me come to her class a couple times this month to review with the students the importance of knowing how to use the tools when navigating through the SAS testing site.

Nottingham West

- I send out emails throughout the month to staff regarding apps, websites, lessons and updates as needed to inform them.
- I worked with Louise D. class reviewing the SAS testing tools for students to use when navigating through the test site.
- I worked with Kallie O. class demonstrating how to save word documents and practicing typing to build their skill level.
- I met with Kristi regarding Digital Citizenship curriculum and having me assist her with the lessons during library time.
- I worked with Kara's class showing them how to use google slides. Students are researching arctic animals and must create a 4 or 5 slide show presentation with facts about the animals.
- I created a mock google slide show so students could use as a guide when creating their google slide presentation.
- I have continued to work with teachers with questions they may have with SAS, research projects and classroom assignments using technology as part of the lesson.

HMS

- Visited Elaine R. regarding Digital Citizenship lessons and having me come to her class to discuss the importance of online ethics and safety.
- Met with Rebecca to see how things were going with students using laptops and issues that may be arising and if they had questions about the read write app. that's available.
- Stop by to check in with Amanda B. to see how using the read write app with her students is going.
- The students seem to be using it more and benefiting from the app.
- I plan to meet up with her again in March.



February Newsletter



Using Assistive Technology for Education

Assistive technology represents any device, equipment, or software that lets people work without being limited by their physical challenges. With ever-evolving technology, many types of assistive technology have been created for education. This has helped lots of children with disabilities communicate, function, and learn better — and keep up with changing times. Some examples of assistive technology are hearing aids, visual aids, optical character recognition, annotation tools, and manipulatives — all of which help kids solve problems in alternative ways.

<https://education.cu-portland.edu/>

How to Integrate Technology with Teaching ELL Students

Fortunately, there are a wide range of resources available to you to help your students learn English, increase their confidence, and learn new technologies and computer skills along the way. And of course—although you probably didn't think otherwise—there are plenty of benefits of using technology with ELL or ESOL students.

<https://education.cu-portland.edu/blog/classroom-resources>

Educator competency

First, it's incredibly important for you, as their teacher, to feel comfortable with using technology in educational settings. As you well know, technology is quickly becoming an integral part of classroom instruction. For educators to provide students with a full-coverage educational experience, every teacher in 21st century classrooms should possess the necessary skills to incorporate technology into lesson plans.

Professional development, private instruction, and continuing education are three channels educators can utilize to acquire or enhance their computer literacy before implementing teaching strategies and designing lesson plans supported by technology. <https://education.cu-portland.edu/blog/classroom-resources>

Exploring the benefits of technology for ESOL students

Technology accelerates the acquisition of phonics, increases vocabulary, improves reading-comprehension skills, and encourages language development, according to Edutopia.org contributor Maya Payne Smart.

Bringing technology into the classroom clearly has multiple benefits for you and your students, especially when they're learning a second language. Students learn new vocabulary and develop skills necessary to thrive in the technology-rich 21st century, preparing them for success both in and beyond the classroom.

<https://education.cu-portland.edu/blog/classroom-resources>

Techniques and methods for success

- Provide hands on-opportunities.
- Keep instructions simple, with step-by-step increments.
- Use multiple large graphics.
- Deliver information in small segments.
- Use real-world examples and relevant exercises.

Color In Colorado published some suggestions based on a research study concerning technology and ELL students.

December 2019/ January 2020 Outreach Activities

- Took part in numerous SST meetings in order to identify students/families in need of resources
- Referrals to various agencies in the community to provide supportive services to families
- Provided access to clothing and food items to families/holiday help sign up's
- Attended as volunteer at Challenge Day
- Work on updating district resources on web page
- Identified available counseling supports
- Provided referrals and educational resources around MH resources
- Met as a member of the South-Central System of Care
- Attended trainings regarding Project AWARE
- General referrals
- Attended roundtable meeting with Juvenile Probation
- Attended court hearings for non-identified court involved youth
- Met with Community Agencies to discuss collaboration
- Worked with staff to identify various needs within the schools
- Met with and provided support to families in the community
- Attendance Interventions/Home visits
- Provided referrals for MH counseling and supports
- Met with SAP counselor and Student/Family Interventionists to coordinate supports
- Ongoing communication with community MH providers
- Coordinated transportation for students in need.
- Provided emergency food resources to several families in need

Ongoing work to collaborate with community agencies to provide access to students.

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To: Hudson School Board
 From: Lawrence W. Russell
 Date: March 16, 2020
 RE: February Discipline Data

Please see the data below describing discipline throughout the month of February for the Hudson School District:

School	In-School Suspension	Out-of-School Suspension	Reported Incidents of Bullying	Incidents of Bullying Being "Found"
ELC	0	1	0	0
Nottingham West	1	1	1	0
Hills Garrison	0	2	1	1
Hudson Memorial	43	7	4	4
Alvirne	40	19	1	1

Unless noted below, the number of suspension days is equal to the number of students suspended.

HMS ISS detail: 37x1; 3x2
 3 students served both an ISS and OSS.

AHS ISS detail: 30x1; 5x2
 AHS OSS detail: 15x1; 2x2
 5 students served both an ISS and OSS.

See reverse for previous month.

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) 886-1235
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Rachel Borge
Director of Special Services
(603) 886-1253
rborge@sau81.org

Karen Burnell
Business Administrator
(603) 886-1258
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To: Hudson School Board
From: Lawrence W. Russell
Date: February 12, 2020
RE: January Discipline Data

Please see the data below describing discipline throughout the month of January for the Hudson School District:

School	In-School Suspension	Out-of-School Suspension	Reported Incidents of Bullying	Incidents of Bullying Being "Found"
ELC	0	0	0	0
Nottingham West	0	1	0	0
Hills Garrison	0	5	0	0
Hudson Memorial	60	16	3	3
Alvirne	34	25	3	0

Unless noted below, the number of suspension days is equal to the number of students suspended.

HMS ISS detail: 37x1; 10x2; 1x3
HMS OSS detail: 12x1; 2x2
9 students served both an ISS and OSS.

AHS ISS detail: 30x1; 2x2
AHS OSS detail: 19x1; 3x2
4 students served both an ISS and OSS.

March 5th, 2020

Tyler Beaudoin
541 Lake Avenue, B
Manchester, NH
03103

RECEIVED
MAR 5 2020
HUMAN RESOURCE DEPARTMENT

Keith Bowen
1 Memorial Drive
Hudson, NH
03051

Dear Keith,

It is with this letter that I inform you of my official resignation and request to be released from the Project Lead The Way teaching position at Hudson Memorial Middle School. As a result of a change in my career path, I notify you and the district that my last day of employment for the Hudson School District will be Friday, March 27, 2020.

My time at Hudson Memorial School has been well spent and valued. I am grateful for the opportunities provided to me through this experience and have enjoyed my years of working with students and staff alike at HMS. Unfortunately, financial obligations do not allow me to make ends meet and have persuaded me to pursue a different career path.

It will be difficult to leave behind so many great students and colleagues. I wish Hudson Memorial the best and am thankful for the support I have received from the district and peers in the field.

Sincerely,



Tyler Beaudoin