



HILLSBORO-DEERING SCHOOL BOARD MEETING

Monday, September 16, 2024, 6:00 PM
H-D Elementary School Media Center

Livestream: <https://www.youtube.com/@Hillsboro-DeeringSchoolBoardSt>

The mission of the Hillsboro-Deering School Board is to articulate and develop the educational goals of the community and to allocate community resources effectively and responsibly. It strives to create with educational professionals, a dynamic learning environment in which all students are inspired to realize their individual potential, learn critical academic skills, develop intellectual curiosity and moral courage, and prepare to be active citizens.

A. Call Meeting to Order

- 1) Announcement as to the presence of a quorum, that the meeting has been duly called, and the notice of the meeting having been posted for time and in the manner required by law. *Public announcement that the meeting is being audio recorded and will appear on the internet at www.hdsd.org.*

B. Pledge of Allegiance and Moment of Silence

C. Review Hillsboro-Deering School Board Norms

D. Recognitions

E. Correspondence

F. Public Comment- Limited to five minutes per person

NOTE: This is an opportunity for members of the public to share an idea or concern with the board. Comments are limited to 5 minutes per person. It is not the practice of the board to immediately respond to comments made.

G. Consent Agenda (action needed)

- 1) Approve Minutes
 - September 3, 2024, School Board Meeting Minutes
- 2) Appointments, Leaves and Resignations
- 3) Overnight Field Trip Approval – HDMS Washington, DC Trip, April 27-30, 2025
- 4) Policies
 - a) Second Reading:
 - ACF Food and Nutrition
 - ADB-GBEC Drug Free
 - ADC-GBED Tobacco Products
 - BG and BGA- Repealed
 - BGAA Policy Development
 - BEDG Public Comment
 - JLDDBB Suicide Prevention and Response Plan

The next Hillsboro-Deering School Board meeting will be held on Monday, October 7, 2024, at 6:00 PM in the Hillsboro-Deering Elementary School Media Center.

H. Student Representative's Report (if available) – Benjamin Perrin

I. Superintendent's Report

- 1) General Update
- 2) Curriculum, Instruction & Assessment Director's Report
 - i) ESEA Programmatic Monitoring Report
 - ii) Data Teams & 24-25 Goals
- 3) Business Manager's Report
 - i) FY24 Financial Report
 - ii) FY 25 Financial Report for July & August

J. Board Discussion

- 1) Delegate Assembly

K. Public Comment -Limited to five minutes per person

NOTE: This is an opportunity for members of the public to share an idea or concern with the board. Comments are limited to 5 minutes per person. It is not the practice of the board to immediately respond to comments made.

L. Action Items

- 1) Vote on Delegate Assembly Proposed and Continuing Resolutions

M. Non-Public Session – RSA 91-A:3 II (if needed)

N. Call Back to Order

O. Action After Non-Public Session

P. Adjournment

Per RSA 91-A:3 II. (a)-(e), (i), (k), (l) and (m) only the following matters may be considered or acted upon by a school board in non- public session:

- a) the dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him/her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted; the hiring of any person as a public employee;
 - b) matters which, if discussed in public, would likely affect adversely the reputation of any person other than a member of the public body itself, unless such person requests an open meeting;
 - c) consideration of the acquisition, sale or lease of property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community; and
 - d) consideration or negotiations 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/her membership in such body or agency until the claim or litigation has been fully adjudicated or otherwise settled.
 - e) 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.
 - f) Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A, which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general public or the school district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations.
 - g) Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.
- Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III. However, any vote on whether to disclose minutes shall take place in public session.

The next Hillsboro-Deering School Board meeting will be held on Monday, October 7, 2024, at 6:00 PM in the Hillsboro-Deering Elementary School Media Center.

Hillsboro-Deering School Board
Unanimously Approved 8-21-2023

Norm	When we do this, we...	When we are NOT doing this, we...
Assume Good Intentions	<ul style="list-style-type: none">• Value others commitments• Actions come from a place of supporting students• Listen to other points of view	<ul style="list-style-type: none">• Are visibly frustrated and at odds• Alienate groups of students• Make assumptions and jump to conclusions
Be present and prepared	<ul style="list-style-type: none">• Read all materials prior to the meeting• Listen to each other• Pay attention and stay engaged for the full meeting	<ul style="list-style-type: none">• Do not follow the discussion• Go off topic• Did not read the meeting materials in advance
Communicate Effectively	<ul style="list-style-type: none">• Listen to and hear each other• Avoid spur of the moment decision making• Speak to move the conversation forward	<ul style="list-style-type: none">• Are off topic• Are repetitive• Are argumentative

HILLSBORO-DEERING SCHOOL BOARD MEETING

Tuesday, September 3, 2024, 6:00 PM

Facilities Tour and H-D Elementary School Media Center



The mission of the Hillsboro-Deering School Board is to articulate and develop the educational goals of the community and to allocate community resources effectively and responsibly. It strives to create with educational professionals, a dynamic learning environment in which all students are inspired to realize their individual potential, learn critical academic skills, develop intellectual curiosity and moral courage, and prepare to be active citizens.

Meeting Auto Link:
(after the facilities tour)

In Attendance

Chris Bober: Chair

Paul Plater: Vice Chair

Krista Davison: Member

Stacey Morin: Member

Administration

Robin Whitney: Lower ES Principal (Preschool thru 2nd)

Nicole Barton: Upper Elementary Principal (3rd thru 5th)

Jeni Laliberte: Director of Curriculum, Instruction, & Assessment

Stacey Vazquez: Director of Student Support Services

Marc Peterson: Middle School Principal

James O'Rourke: High School Principal

Rebecca Minichiello: Business Manager

Justin Parsils: Middle School Assistant Principal

Meeting Minutes

A. Call Meeting to Order at the High School by the Greenhouse entrance @6:00pm

- *Announcement as to the presence of a quorum, that the meeting has been duly called, and the notice of the meeting having been posted for time and in the manner required by law. Public announcement that the meeting is being audio recorded and will appear on the internet at www.hdsd.org.*

1. Presentations

- Tour of summer projects and facilities
- **HDHS**
 1. Greenhouse: Highlights
 - The Greenhouse received funds from three farm to school grants to provide additional supplies & materials.
 - Handicap accessibility & sensory specific materials will be provided
 2. Scoreboard/Field
 - Concession stand
 - Public Question: Is there a plan for Solar Panels? Mark Nichols answered, At this time here is not.
- **HDMS & HDES**
 1. Attached Document # 1
- Arrived back at HDES @ 7:09pm. Meeting continues
- Audio started. No Live Stream available tonight. Continues at 7:11pm.

2. Pledge of Allegiance and Moment of Silence

- Chair Bober led everyone in the Pledge of Allegiance and a moment of silence.

HILLSBORO-DEERING SCHOOL BOARD MEETING

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Facilities Tour and H-D Elementary School Media Center



3. Review Hillsboro-Deering School Board Norms

- The board reviewed the Board Norms: Document #2

4. Recognitions

- There were no Recognitions at this time.

5. Correspondence

- There were no Correspondence at this time.

6. Public Comment- Limited to five minutes per person

NOTE: This is an opportunity for members of the public to share an idea or concern with the board. Comments are limited to 5 minutes per person. It is not the practice of the board to immediately respond to comments made.

- Chair Bober opened public comment at 7:13pm.
- Bober moved to leave public comment open until the end of the meeting.

7. Consent Agenda

- **Approve August 19th, 2024: School Board Meeting Minutes**
 1. Davison motions to approve August 19th, 2024, Meeting Minutes; Morin Seconds; 4-0-0
- **Appointments, Leaves and Resignations**
 1. Document #3
- **Policies: First Reading:**
 1. ACF Food and Nutrition
 2. ADB-GBEC Drug Free
 3. ADC-GBED Tobacco Products
 4. BG and BGA- Repealed
 5. BGAA Policy Development
 6. BEDG Public Comment
 7. JLDDB Suicide Prevention and Response Plan
- **Facilities Use Request.**
 1. HDMS Trunk or Treat – MS Gym and Parking Lot – October 31, 2024, 5-7 PM; waiver request \$130 for use of building.
 2. HDMS Annual Lions Club Senior Citizens' Thanksgiving Dinner, November 16, 2024, 8AM-3PM – Waiver request \$530 for building use, custodial fee (1), and kitchen staff (1) for 8 hours; H-DMS kitchen and cafeteria

8. Student Representative's Report – Benjamin Perrin: Presented by Jeni Laliberte

- All the School Open houses were successful & well attended.
- Fall Sports are in full swing & try-outs are completed.
- Please check the school website for updates on P.T.O meetings.

9. Superintendent's Report – Presented by Jeni Laliberte

- **General Updates**
 1. Discussed the new Benchmark Reading Program.
 2. MOU with Teachers Federation: Document #4
 3. September 10 – Professional Development Day; There will be no school for Students: Voting will be held at the Middle School.
 4. PD day plans discussed & everything will be held at the Elementary School & High School for staff.

HILLSBORO-DEERING SCHOOL BOARD MEETING

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- **Business Manager's Report: Rebecca Minichiello**

1. DOE 25 Progress:
 - Minichiello announced that the DOE Report will be completed by the end of the week.
2. Proposed FY26 Budget Timeline
 - No overlapping with other districts.

K. Board Discussion

1. Policy Committee Report - Presented by Krista Davison
 - Davison discussed adopting the policies and how this would impact future funding if they were not adopted.
 - Delegate Assembly: Date & Time can be found in the audio at:
<https://nh02217314.schoolwires.net/Page/6342>

L. Public Comment -Limited to five minutes per person

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- Bober moved to leave public comment open @7:27pm.

M. Action Items

- **Approve FY26 Budget Timeline:** Documents #5
- **Appoint Delegate Assembly Representative**
 1. Davidson motions to appoint Chris Bober as the Delegate Assembly Representative; Morin Seconds 4-0-0
 2. Bober motions to appoint Davison as the alternative representative; Morin Seconds 3-0-1.
- **Authorize Chair to sign MOU with Teachers Federation**
 1. Plater Motions; Morin seconds; Davison opposed 3-0-1.
- **HDES Truck or Treating & HDMS Annual Lions Club Senior Citizens' Thanksgiving Dinner**
 1. Davison Motions to approve the facility use; Plater Seconds 4-0-0

N. Non-Public Session – RSA 91-A:3 II (if needed)

- A non-public session is not needed at tonight's meeting.

Q. Adjournment @7:34pm.

- Davison motions to Adjourn; Morin Seconds; Motion passed 4-0-0 @ 7:34pm.

Respectfully submitted,

Brittany Morrill

HILLSBORO-DEERING SCHOOL BOARD MEETING

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Facilities Tour and H-D Elementary School Media Center



#1

H-D SUMMER PROJECTS

Elementary School

- new bathroom stalls in the girls' and boys' bathrooms
- New bathroom urinals and sinks in the boys' bathroom
- New commercial vinyl floor in the boys' and girls' bathrooms
- New vct tile in staff bathroom and office area
- repainted band at the top of the ES building
- painted all the yellow blocks around windows on the outside
- walls completely repainted and main office area
- upgrade the fire panel and all the fire modules

Middle School

- painted the front of the trim and walls
- door #13 was replaced

High School

- boiler room
- new carpets in the staff room, school store, nurse's hallway, high school ramp, welcome center
- new floors in the staff bathroom and bathrooms by nurse's room
- new bathroom stalls in the lower level girls' and boys' bathroom
- painted all the interior doors and the ramp railing
- new gym roof installed
- the remainder of the roof at the seams were coated and spot repaired for cuts and tears
- door #7 was replaced

General

- pressure washed all exterior of all the buildings
- football field goal posts installed and field prepped
- football field scoreboard installed
- greenhouse
- new roofs at the rear gable ends replaced
- road way from main road to high school was cleared of brush to open up the power lines
- repainted the line in the main road up to the middle school and all the paw prints
- new PA system installed in all 3 schools

HILLSBORO-DEERING SCHOOL BOARD MEETING
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#2

Hillsboro-Deering School Board
Unanimously Approved 8-21-2023

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HILLSBORO-DEERING SCHOOL BOARD MEETING

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Facilities Tour and H-D Elementary School Media Center



#3

78 School Street
Hillsboro, NH
03244-2190

S A U #34

Soaring to Excellence

603-464-4466
Fax 603-464-4053
www.hdsd.org

Jennifer L. Crawford, Ed.D.
Superintendent of Schools

Stacey L. Vazquez, Ed.S.
Director of Student Support Services

Jeni M. Laliberte, M.Ed., CAGS
Director of Curriculum, Instruction and Assessment

Rebecca Minichiello, MBA
Business Manager

To: Hillsboro-Deering School Board Members
From: Dr. Jennifer Crawford, Superintendent of Schools
RE: **For Information Only** – Appointments, Leaves & Resignations of Staff
Date: September 3, 2024

Resignations: Sydney Eccleston – HDHS Head Cross Country Coach, resignation effective 8/20/24.

Leaves: None

Transfers/Change of Assignments:

Appointments:

Pam Pascale, HDES Title I Academic Interventionist, 6.5 hours/day, 2 days/week, \$32.00/hour; effective 8/21/24-6/13/25, grant-funded.

Angela Miner, HDES Food and Nutrition Team Member, Column A, Step 10, \$19.51/hour, 6 hrs/day, 5 days/week; effective 8/21/24-6/30/25

Kayla Roach, HDES Food and Nutrition Team Member, Column A, Step 4, \$16.34/hour; 6 hrs/day, 5 days/week; effective 8/21/24-6/30/25

Christine Field, HDES Cafeteria Monitor, Column E, Step 10, \$17.39/hour, 2.5 hrs/day, 5 days/week; effective 8/26/24-6/30/25

HILLSBORO-DEERING SCHOOL BOARD MEETING

Tuesday, September 3, 2024, 6:00 PM

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#4

**Hillsboro-Deering Federation of Teachers,
AFT-NH #2348, AFT-NH, AFL-CIO
and
Hillsboro-Deering Cooperative School Board**

Memorandum of Understanding
(Teaching a 6th Class at H-DHS)

Whereas the parties, the Hillsboro-Deering Federation of Teachers, AFT-NH #2348, AFT-NH, AFL-CIO and Hillsboro-Deering Cooperative School Board, have consulted over the impact of the difficulty of filling certain vacancies at Hillsboro-Deering High School, the parties agree as follows:

1. It is the position of the parties that there is a need to develop a plan to provide instruction to students in the event certain teaching vacancies are not filled.
2. The only solution that appears to be available to the District at this point is to determine if there are H-DHS teachers who would volunteer to teach an additional class above their required work load. No teacher shall be compelled to teach an additional class.
3. It is recognized that teaching an additional class requires additional work by the teacher beyond the instructional time.
4. A teacher who volunteers to teach an additional class shall not be assigned to before and after school duties for the duration of teaching the additional class
5. A teacher who volunteers to teach an additional class shall be compensated at the rate of one-sixth (1/6) of their contractual per diem pay rate (annual salary divided by 190 days) per class covered, multiplied by the number of student days they are providing coverage.
6. The parties agree that this agreement is temporary and will only be in effect for the 2024-25 school year or until the vacancy is filled, whichever comes sooner.
7. This agreement may be modified in writing by mutual agreement of the parties.

IN WITNESS WHEREOF, the parties have entered into and executed this Letter of Understanding on this ____ day of September, 2024 by and between the Hillsboro-Deering Federation of Teachers, AFT-NH #2348, AFT-NH, AFL-CIO and Hillsboro-Deering Cooperative School Board.

Chris Bober, Chairperson
Hillsboro-Deering Cooperative School Board

Date

Alex Luhtjarv, President
Hillsboro-Deering Federation of Teachers,
AFT-NH #2348, AFT-NH, AFL-CIO

Date

HILLSBORO-DEERING SCHOOL BOARD MEETING
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#5

**HILLSBORO-DEERING SCHOOL DISTRICT
 PRELIMINARY BUDGET TIMELINE FOR 2026 FISCAL YEAR**

Date	Event	RSA	Comment
November 8, 2024	Budget books distributed to Board		
November 25, 2024	Board Meeting & Budget workshop session		
November 26, 2024	Snow Date		
December 16, 2024	Board Meeting - discuss draft budget & default budget		
January 6, 2025	Board Meeting - finalize budget for budget hearing		
January 14, 2025	Last date for petition warrant articles	40:13,II-a	Second Tuesday in January
January 14, 2025	Last day to post notice for budget hearing	32:5,I	Second Tuesday in January
January 16, 2025	Budget Hearing		Monday 1/20/25 is Martin Luther King, Jr. Day/No school
January 21, 2025	Snow date for continued budget hearing		
January 21, 2025	Last day to hold budget hearing	40:13,II-a[c]	On or before third Tuesday in January
January 22, 2025	Filing for District Officers - first date	669:19	Seventh Wednesday before election
January 27, 2025	Last day to post warrant, budget and default budget	40:13,II-a[d], 39:5,	"...on or before the last Monday in January."
January 31, 2025	Filing Deadline for District Officers - last date	669:19	Friday of the following week after First Filing Date
February 4, 2025	Deliberative Session (SB2 1st session)	40:13,III	February 4th - 11th
February 6, 2025	Snow date for continued meeting		
March 4, 2025	Annual Report available to public	40:13,II	"...at least 1 week before..."
March 11, 2025	Voting (SB2 2nd session)	40:13, VII	2nd Tues in March
Officers to be elected	Moderator		1 Year Term
	1 At Large Member; 1 Deering Member		3 Year Term
Current Board	Paul Plater	2026	Hillsboro
	Chris Bober (Chair)	2025	Deering
	Krista Davison	2027	At Large
	Stacey Morin	2027	At Large
	Michael Kenney	2025	At Large

***Bold Print - term ending**

APPENDIX – IJOA-R

Request for Educational Field Trip Overnight or Out of New England

For any overnight or out of New England field trip, the Principal shall supply the following information to the School Board at least three months in advance of trip.

Date 9/4/2024

School HDMS

Grade(s) 8th

Trip Washington DC and Gettysburg

Date of Trip April 27 - 30, 2025 Estimated Miles 1200

Departure Time 6:00 am Return by 10:00 pm

Number of Pupils 50 approx Adults 6

Teacher(s) Marc Peterson, Jon Young, Sharon Gamache, TBD

Bus Company Premiere Educational Discovery Tour Company

Brief description of trip and educational purpose: _____

Trip itinerary is attached. _____

Registrations are due by October 1, 2024 _____

Cost of the trip for 51 to 59 students is \$1330.00 for two busses. _____

60 or more students register the cost is \$1210.00 for two busses. _____

45 to 50 students register, the cost is \$1040.00 for one bus. _____

Principal Signature:  Date: 9-4-24

Superintendent Signature: _____ Date: _____

School Board Chair Signature: _____ Date: _____

See Policy IJOA

EDUCATIONAL DISCOVERY TOURS

EXPERIENCE DC KNOWLEDGE SEEKER

WASHINGTON D.C. History Tour

Hillsboro-Deering Middle School
4 Day Washington, D.C. U.S. History Tour
April 27th - April 30th 2025
Bus Option

Day 1 – Sunday, April 27th

6:00am departure from Hillsboro, NH to Washington, D.C. (7 1/2 hr drive plus stops)
Lunch en route or pack a lunch (*not included*)
Evening arrival in Washington, D.C.
Meet your Tour Director Guide
White House Photo Op & LaFayette Square
Dinner - Good Stuff Eatery
Evening tour of Memorials & Monuments (WWII, Vietnam, Korea, Lincoln Memorial)
Hotel check in Washington, D.C. area
Overnight at hotel with security

Day 2 – Monday, April 28th

Breakfast at hotel
Mt Vernon (*Mansion and Grounds, Movie, museum and education center, George Washington's tomb*)
Lunch at Mt. Vernon
US Capitol Visitors Center Tour
Supreme Court Tour
Smithsonian Museums - your choice
Dinner - Hard Rock Cafe
Evening tour of Memorials & Monuments (Jefferson, Washington Monument, MLK)
Overnight at hotel with security

Day 3 – Tuesday, April 29th

Breakfast at hotel
Arlington National Cemetery (*Tomb of the Unknown Soldier - Changing of the Guard, Kennedy Gravesites, Challenger Memorial*) – Wreath Ceremony
Iwo Jima Marine Memorial
Lunch - Pentagon City Food Court
Holocaust Museum
National Archives
Smithsonian's National Zoo
Dinner – We the Pizza
National Harbor Boardwalk - Capital Wheel
Overnight at hotel with security

Day 4 – Wednesday, April 30th

Breakfast at hotel; check out of hotel
Depart for Gettysburg
Visitor Center and Cyclorama - Gettysburg
Battlefield Tour
Lunch – Gettysburg Cafe
12:45 Depart for Hillsboro, NH
Dinner - en route - on own

**Itinerary schedule and venues subject to change due to availability.*



Educational Discovery Tours
800-544-4723

www.EducationalDiscoveryTours.com

**FOOD AND NUTRITION SERVICES: ANTI-DISCRIMINATION
AND CIVIL RIGHTS COMPLAINTS**

A. USDA Non-Discrimination Statement.

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity. (*See note at end of this Section A.)

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: [USDA Form AD-3027](#) (linked tested 2024/5/9), from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

Mail:

U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;
Fax: (833) 256-1665 or (202) 690-7442; or
Email: Program.Intake@usda.gov

**NOTE: the above listed classes are those for which protections are extended under USDA regulations. Although the USDA only receives complaints relative to claims of discrimination based upon those classes, additional state and federal laws, as well as Board policy AC extend protections against discrimination to additional classes of persons. See policy AC for further information regarding those additional classes and related grievance procedures.*

B. Additional Discrimination Complaint Information.

1. Any person or representative alleging discrimination based on a prohibited basis relative to any of the District's food service programs has the right to file a complaint within 180 days of the alleged discriminatory action.
2. District staff who receive a complaint alleging illegal discrimination in the district's nutrition program will forward the complaint to the District's Human Rights Officer immediately, who shall note whether the allegation was made verbally or in person and will transcribe the complaint if it is not provided in writing. As required by the USDA, the Human Rights Officer will forward the complaint to the USDA Office of the Assistant Secretary for Civil Rights immediately and will not first attempt to resolve the complaint prior to contacting the USDA.

C. Notice of Non-Discrimination Statement and Program Rights.

The Superintendent shall ensure that all materials and resources that are used to inform the public about any USDA supported Food and Nutrition Service (FNS) program include the complete, most current USDA non-discrimination statement in its exact wording. The statement may be accessed at: [USDA Non-discrimination Statement \(Other Programs\)](#) (link tested 2024/5/9).

At a minimum, the full USDA non-discrimination statement must be included on the following materials related to USDA programs:

- > FNS Application Form(s)
- > Notification of Eligibility or Ineligibility
- > Expiration of Certification Notification
- > Discontinuance Notification
- > Program (Home) Web Page
- > Other Public Information

If the size of the material is too small to include the full USDA Non-Discrimination statement (e.g., newspaper printing of menus), the material must at a minimum include the following statement in print the same size font as the main text: *"This institution is an equal opportunity provider."*

D. Display of "And Justice for All" Poster.

The USDA requires that its "And Justice for All" non-discrimination poster is prominently displayed in each location where FNS meals are most frequently provided (e.g., school cafeteria). Each poster must be no smaller than 11" x 17" and placed in a location that enables program participants to read the text regarding civil rights complaints without obstruction.

Legal References:**Policy Adoption & Revision History:**

Policy Committee Review: 8/22/24

1st Reading: 9/3/2024

2nd Reading:

Board Approval:

DRUG-FREE WORKPLACE & DRUG-FREE SCHOOLS

Drug and alcohol abuse in the workplace or at school or in connection with school-sponsored activities on or off school grounds threatens the health and safety of our students and our employees and adversely affects the educational mission of the District. Accordingly, the District is committed to providing a drug and alcohol free learning environment and workplace.

A. Drug-Free Workplace

1. All District workplaces are drug and alcohol-free. All employees and contracted personnel are prohibited from:
 - a. Unlawfully manufacturing, dispensing, distributing, possessing, using, or being under the influence of any controlled substance or drug while on or in the workplace, including employees possessing a "medical marijuana" card.
 - b. Distributing, consuming, using, possessing, or being under the influence of alcohol while on or in the workplace.
2. For purposes of this policy, a "controlled substance or drug" means and includes any controlled substance or drug defined in the Controlled Substances Act, 21 U.S.C. § 812(c), or New Hampshire Controlled Drug Act RSA 318-B.
3. For purposes of this policy, "workplace" shall mean the site for the performance of work, and will include at a minimum any District building or grounds owned or operated by the District, any school-owned vehicle, and any other school-approved vehicle used to transport students to and from school or school activities. It shall also include off-school property during any school-sponsored or school-approved activity, event or function such as a field trip or athletic event where students are under the jurisdiction, care or control of the District.
4. As a condition of employment, each employee and all contracted personnel will:
 - a. Abide by the terms of this policy respecting a drug- and alcohol-free workplace, including any administrative rules, regulations or procedures implementing this policy; and
 - b. Notify his or her supervisor *in writing* of his or her conviction under any criminal drug statute, for a violation occurring on District premises or while performing work for the District, no later than five (5) days after such conviction.
5. In order to make employees aware of dangers of drug and alcohol abuse, the District will endeavor to:
 - a. Provide each employee with a copy of the District drug- and alcohol-free workplace policy;

- b. Post notice of the District drug- and alcohol-free workplace policy in a place where other information for employees is posted;
- c. Establish a drug-free awareness program to educate employees about the dangers of drug abuse and drug use in the work place, the specifics of this policy, including, the consequences for violating the policy, and any information about available drug and alcohol counseling, rehabilitation, reentry, or other employee-assistance programs.

B. District Action Upon Violation of Policy

An employee who violates this policy may be subject to disciplinary action; up to and including termination of employment. Alternatively, the Board may require an employee to successfully complete an appropriate drug- or alcohol-abuse, employee-assistance rehabilitation program.

The Board will take disciplinary action with respect to an employee convicted of a drug offense in the workplace, within thirty (30) days of receiving notice of a conviction. Should District employees or contracted personnel be engaged in the performance of work under a federal contract or grant, or under a state contract or grant, the Superintendent will notify the appropriate state or federal agency from which the District receives contract or grant moneys of an employee/contracted personnel's conviction, within ten (10) days after receiving notice of the conviction.

The processes for disciplinary action shall be those provided generally to other misconduct for the employee/contractor personnel as may be found in applicable collective bargaining agreements, individual contracts, School Board policies, contractor agreements, and or governing law. Disciplinary action should be applied consistently and fairly with respect to employees of the District and/or contractor personnel as the case may be.

C. Drug-Free School Zone

Pursuant to New Hampshire's "Drug-Free School Zone" law (RSA Chapter 193-B), it is unlawful for any person to manufacture, sell prescribe administer, dispense, or possess with intent to sell, dispense or compound any controlled drug or its analog, within a "drug-free school zone". The Superintendent is directed to assure that the District is and remains in compliance with the requirements of RSA 193-B, I, and N.H. Ed. Part 316 with respect to establishment, mapping and signage of the drug-free zone around each school of the District.

D. Implementation and Review

- a. The Superintendent is directed to develop administrative procedures and rules necessary and appropriate to implement the provisions of this policy.
- b. In order to maintain a drug-free workplace, the Superintendent will perform a biennial review of the implementation of this policy. The review shall be designed to (i) determine and assure compliance with the notification requirements of section A.5.a, b and c d; (ii) determine the effectiveness of programs established under

paragraph A.5.c above; (iii) ensure that disciplinary sanctions are consistently and fairly enforced; and (iv) and identify any changes required, if any.

Legal References:

RSA 193-B, Drug Free School Zones

41 U.S.C. §101, et. Seq. - Drug-free workplace requirements for Federal contractors, and Federal grant recipients

N.H. Admin. Code, Ed. Part 316

Policy Adoption & Revision History:

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Policy Committee Review: 11/16/05

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Policy Committee Review: 10/16/18

Board Approval of Revision: 11/05/18

Policy Committee Review: 8/22/24

First Reading: 9/3/2024

Second Reading:

Board Approval:

**PROHIBITIONS REGARDING USE AND POSSESSION OF TOBACCO PRODUCTS,
E-CIGARETTES, DEVICES AS DEFINED IN SECTION A, AND E-LIQUIDS IN AND
ON SCHOOL FACILITIES AND GROUNDS**

State law prohibits the use of any tobacco product, E-cigarette, devices as defined in Section A, or liquid nicotine in any facility or upon any grounds maintained by the District. Students and minors are further prohibited from possessing such items in or upon any facility, school vehicle, or grounds owned or maintained by the District.

A. Definitions.

"Tobacco product(s)" means any product containing tobacco including, but not limited to, cigarettes, smoking tobacco, cigars, chewing tobacco, snuff, pipe tobacco, smokeless tobacco, and smokeless cigarettes, as well as any other product or item included in RSA 126-K:2, XI as the same may be amended or replaced from time-to-time.

"Device" means any product composed of a mouthpiece, a heating element, a battery, and electronic circuits designed or used to deliver any aerosolized or vaporized substance including, but not limited to, nicotine or cannabis. Device may include, but is not limited to, hookah, e-cigarette, e-cigar, vape pen, e-hookah, as well as any other object or item defined in RSA 126-K:2, 11-a.

"E-cigarette" means any electronic smoking device composed of a mouthpiece, a heating element, a battery, and electronic circuits that provides a vapor of pure nicotine mixed with propylene glycol to the user as the user simulates smoking. This term shall include such devices whether they are manufactured as e-cigarettes, e-cigars, or e-pipes, or under any other product name as well as any other product or item included in RSA 126-K:2, II-b as the same may be amended or replaced from time-to-time.

"E-liquid" means any liquid, old, or wax product containing, but not limited to, nicotine or cannabis intended for use in devices used for inhalation as well as any other substance included or defined in RSA 126-K:2, 11-a.

"Employee" shall include all persons within the definition of "covered person" under Board Policy GBCD.

"Liquid nicotine" means any liquid product composed either in whole or in part of pure nicotine and propylene glycol and manufactured for use with e-cigarettes, a device as defined in Section A, as well as any other product or item included in RSA 126-K:2, III-a as the same may be amended or replaced from time-to-time.

"Facility" is any place which is supported by public funds and which is used for the instruction of students enrolled in preschool programs and in all grades maintained by the District. This definition shall include all administrative buildings and offices and areas within facilities supportive of instruction and subject to educational administration, including, but not limited to, lounge areas, passageways, rest rooms, laboratories, classrooms, study areas, cafeterias, gymnasiums, maintenance rooms, and storage areas.

B. Students

No student shall purchase, attempt to purchase, possess or use any tobacco product, E-cigarette, a device as defined in Section A, or liquid nicotine in any facility, in any school vehicle or anywhere on school grounds maintained by the District.

Students are also subject to the provisions of D.2 below.

Enforcement of the prohibition against students shall initially rest with building principals, or their designees, who may also report any violation to law enforcement, for possible juvenile, criminal or other proceedings as provided under state law. Additional consequences may be administered pursuant to printed student conduct rules.

C. Employees

No employee shall use any tobacco product, E-cigarette, a device as defined in Section A, or liquid nicotine, in any facility, in any school vehicle or anywhere on school grounds maintained by the District.

Initial responsibility for enforcement of this prohibition shall rest with building principals, or their designees. Any employee(s) who violate(s) this policy is subject to disciplinary action which may include warning, suspension or dismissal. Violations may also be referred to appropriate law enforcement and/or other appropriate agencies for criminal or other proceedings as provided under state law.

Employees are also subject to the provisions of D.2 below

D. All other persons

1. No visitor, contractor, vendor or other member of the public, shall use any tobacco product, E-cigarette, a device as defined in Section A, or liquid nicotine in any facility, in any school vehicle, or anywhere on school grounds maintained by the District.
2. Additionally, no person, including, without limitation, students or employees as defined above, may sell, give or furnish tobacco products, e-cigarettes, a device as defined in Section A, or e-liquid to any person under 21 in or upon any school facility.
3. The building principal(s), and where appropriate, other site supervisor (athletic director, vehicle driver, etc.), or their designee(s), shall have the initial responsibility to enforce this section, by requesting that any person who is violating this policy to immediately cease the use of tobacco products, E-cigarette, a device as defined in Section A, or liquid nicotine. After this request is made, if any person refuses to refrain from using such products in violation of this policy, the principal, site supervisor, or designee may call contact the appropriate law enforcement agency(ies) for possible criminal or other proceedings as provided under state law.

E. Implementation and Notice - Administrative Rules and Procedures.

The Superintendent shall establish administrative rules and procedures to implement this policy, which rules and procedures may be building level and/or district-wide. Rules and procedures

relating to student violations and resulting disciplinary consequences should be developed in consultation with building principal(s).

The Superintendent, working with the building principal(s), shall provide annual notice to employees, students and parents of the pertinent provisions of this policy (e.g., student or staff handbook) along with applicable administrative regulations and procedures, which may include prescribed consequences for violations of this policy. Such notice should include information that violation of this Policy could lead to criminal or other such proceedings.

Signs shall be placed by the District in all buildings, facilities and school vehicles stating that the use of tobacco products is prohibited.

Legal References:

RSA 155:64 – 77, Indoor Smoking Act

RSA 126 – K:2, Definitions

RSA 126 – K:6, Possession and Use of Tobacco Products by Minors

RSA 126 K:7, Use of Tobacco Products on Public Educational Grounds Prohibited

Policy Adoption & Revision History:

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Board Approval of Revision: 2/17/14

Policy Committee Review: 10/16/18

Board Approval of Revision: 11/05/18

Policy Committee Review: 8/15/24

First Reading: 9/3/24

Second Reading:

Board Approval:

POLICY DEVELOPMENT, ADOPTION AND REVIEW

The development and adoption of policies that govern the School District is one of the School Board's most important functions. Board policies establish the goals, direction and structure of the district under the authority of applicable statutes and regulations. In addition to policies required by state and federal laws and regulations, the Board adopts policies to provide direction to the Superintendent and other administrators in the management of the district, to guide the education program, and to provide clear expectations for school staff, students and parents.

Board policies are intended to provide the framework for district operations and the educational system. In general, the operational details as to how policies will be implemented are contained in administrative procedures developed by the administration. However, the Board may adopt administrative procedures concerning its own operations, or when an issue is of sufficient legal importance to warrant a Board-level procedure.

- A. Policy Committee Responsibilities and Meetings. The Board's Policy Committee with the advice and counsel of the Superintendent, is responsible for recommending policies and policy actions to the full Board for its consideration, including adopting new policies, revising existing policies and deleting obsolete policies.
- B. Policy Committee Meetings and Agendas. The Superintendent or his/her designee, in consultation with the Policy Committee Chair shall prepare all agendas for the meetings of the Policy Committee.
- C. Review of Existing Manual. The Policy Committee shall establish a schedule for reviewing existing Board policies and forming recommendations regarding the same for the Board.
- D. Procedures for Policy Development and Review.
 - 1. Individual Board members, Board standing or special committees, the Superintendent or other interested persons may submit policy suggestions, concerns, and/or drafts to the Policy Committee, in care of the Superintendent.
 - 2. The Superintendent or designee is responsible for notifying the Board and the Policy Committee of all policy updates and revisions provided by the New Hampshire School Boards Association. The Policy Committee will review such updates and make recommendations deemed appropriate under this policy.
 - 3. The Policy Committee, with the assistance of the Superintendent, will review and research policy suggestions and prepare draft policies, as appropriate. The Policy Committee may delegate research and initial drafting to other Board standing committees, to District staff or others at the discretion of the Policy Committee and the Superintendent. (E.g., a policy concerning computer use may first be

delegated to the Technology Committee.) If a policy is referred to a committee, staff, professional or other person for initial review/drafting, the policy shall be reviewed by the Policy Committee before submission to the full Board.

4. The Superintendent, should seek counsel of the School Board's attorney or the New Hampshire School Boards Association when there may be a question of legality or proper legal procedure in the substance of any proposed or current board policy.
5. The Policy Committee may also seek input from other affected persons and/or groups as appropriate.
6. The Policy Committee will provide reports to the full board and shall include the Policy Committee's recommendations for new policies (including full text of policies/revisions to be considered for action by the Board), as well as recommendations for repeal of existing policies. Policy Committee reports should also include any information requested by the full board, and any other information deemed appropriate by the Policy Committee.

E. Board Actions Required to Approve, Revise or Repeal Policies. Any final action regarding the approval of a new policy, or revision or repeal of an existing policy, requires a majority vote of a quorum of the board at a public meeting.

1. Policy Committee reports shall be placed on the agenda of a regular Board meeting and will be made part of the agenda package for that meeting.
2. All new policies, and/or revisions to existing board policies are subject to a "first reading" by the full board to occur at a regular board meeting. (There is no requirement that proposed policies/revisions be read aloud at the meeting, although either a majority of the Board or the Chair may determine that actual reading is appropriate).
3. The Board will allow opportunity for public comment on policy proposals per Board policy.
4. Any changes agreed upon or requested by the Board during the first reading shall be made by the Superintendent and/or designee prior to the second reading.
5. At the next Board meeting (or a later meeting if agreed by the Board), the policy shall be placed on the agenda for a second (or additional) reading, and action. Amendments may be made and acted upon at that meeting, or may be referred for further revision, etc.

6. Prior to final approval by the Board, each policy will be titled, dated, and coded consistent with the classification system used by the New Hampshire School Boards Association.
7. Board action regarding the adoption, revision or repeal of policies will be included in the minutes of the meeting at which the official action is taken.
8. Approved policies become effective immediately unless the motion to approve the policy, or the policy itself, includes a specific implementation date.

F. Minor Revisions by Policy Committee.

The Board authorizes the Policy Committee to make non-substantive corrections and minor changes to existing policies provided that the Policy Committee shall document such modifications and report the same at the next meeting of the School Board. For the purposes of this policy, “non-substantive changes” shall include: grammatical, typographical or other clerical changes; addition or deletion of legal, cross or other references; policy code or policy class designation changes; or correcting mis-identified or modified job titles (e.g., “school counselor” in place of “guidance counselor”). Upon review of such report from the Policy Committee, the Board may take such action as the Board deems appropriate, including accepting the report without objection or other formal action.

G. Suspension or Waiver of Policy Process.

1. The Board may adopt, amend, or repeal written policies at any meeting by a majority vote of Board members in attendance, provided that public notice of the proposed action was given at least 2 days and that each Board member was notified of the proposed action. For purposes of notification, a meeting agenda delivered to each Board member is deemed sufficient if it identifies the policy to be acted upon.
2. On matters of unusual or unexpected urgency, the Board may waive the outlined process and take immediate action to adopt a new policy, or to suspend or revise an existing policy. In such instances, the meeting minutes should reflect the nature of the circumstances warranting the suspension of the normal procedures.

H. Policy Dissemination, Records and Manual Updates.

1. All Board policies, and any written administrative rules and regulations implementing such policies constitute governmental records and are subject to the provisions of RSA 91-A.

2. Notice of new, revised and deleted policies should be provided to affected groups (i.e., school staff, students, parents) and posted on the district website and by other such appropriate means determined by the Superintendent.
3. The Superintendent shall retain as government records copies of all policies deleted from the Board policy manual.
4. An up-to-date policy manual shall be maintained on the District's website with a hard copy, in the Superintendent's Office.

Legal References:

RSA 189:74

RSA 91-A:2

School Board Public Comment Period

Meetings Open to Public

Policy Adoption & Revision History:

Policy Committee Review: 8/15/24 – REPLACES POLICY BG AND BGA

1st Reading: 9-3-24

2nd Reading:

Board Approval:

MEETING MINUTES**A. Minutes Required.**

Under RSA 91-A, the school board, and each of the school board's committees (irrespective of whether standing or ad hoc, and irrespective of whether deemed a sub-committee or an advisory committee) is required to keep minutes for every "meeting" as defined under 91-A:2, I. As used below, "Board" shall mean and include the district school board, and each such board committee.

The Board will appoint a secretary to prepare the minutes of each meeting. Should the person so appointed be absent from all or part of a meeting (e.g., non-public session), the Chair, subject to being overruled by the Board, shall appoint a person to take the minutes.

In addition to "minutes" as described below, a more comprehensive "record" and/or "decision" may be required in the event of a "hearing" regarding individual rights/claims (e.g., teacher non-renewal, student expulsion, manifest educational hardship, etc.). In such instances, the Board and or Superintendent should consult with counsel to assure that any statutory or regulatory requirements are satisfied.

B. Required Content of Minutes.

At a minimum, all minutes, including minutes of non-public sessions, must include:

1. the names of members participating;
2. persons appearing before or addressing the School Board (members of the public who do not address the board, and are there as attendees only, do not need to be identified);
3. a brief description of each subject matter discussed;
4. identification of each member who made a first or second of any motion;
5. a record of all final decisions;
6. when a recorded or roll call vote on a motion is required by law or called for by the Chair (or other presiding officer), a record of how each board member voted on the motion; and
7. in the event that a board member objects to the subject matter discussed by the board, if the board continues the discussion above the member's objection, and upon the request of the objecting member, then - and irrespective of whether the objection/discussion occurred in public or non-public session - the public minutes shall also reflect (i) the objecting member's name, (ii) a statement that the member objected, and (iii) a "reference to the provision of RSA 91-A:3, II that was the basis for the objection and discussion." (See RSA 91-A:2, II-a.).

C. Approval and Access to Minutes.

Approval and availability of minutes will depend in part on whether the minutes are of a public or non-public session, and as to non-public minutes, whether they are sealed or not. "Approved minutes" refers to the final version of minutes approved by vote of the Board. "Draft minutes" refers to minutes that have not been formally approved by the Board. "Sealed minutes" refers to

minutes from a non-public session and which the Board has determined should not be disclosed pursuant to RSA 91-A:3, III and as discussed in Section D, and paragraph C5, below.

1. Location and Retention of Minutes. In accordance with Board policy EH, and N.H. Dept. of Education rule Ed 302.02 (j), all minutes will be kept at the office of the Superintendent. Minutes for non-public sessions that have not been sealed shall be kept in the same location and indexed in the same manner as for public minutes.
2. Access to Approved & Unsealed Minutes. Approved and unsealed minutes shall be available for inspection by the public during the normal business hours of the SAU office, and in accordance with RSA 91-A:2 through 91-A:4 (subject to the exemptions stated in RSA 91-A:5), and Board policy EH. Requests for access to minutes shall be processed in accordance with District administrative procedures EHB-R.

Additionally, all approved and unsealed minutes shall be posted in a consistent and reasonably accessible location on the District's web site, or the web site shall contain a notice describing where the minutes may be reviewed and copies requested.

3. Access to Draft Minutes and Minute Preparation Materials. "Draft" or "unapproved" minutes that have not been sealed will be available for inspection upon request at the SAU office during normal business hours. Drafts for public sessions must be available within 5 business days of the meeting, while drafts of non-public session minutes that have not been sealed by the Board must be available within 72 hours (3 calendar days) of the meeting. Notes and other materials used in the preparation of the minutes must be retained until the minutes are approved or finalized and shall likewise be available for inspection during that period.
4. Approval of All Minutes Other Than Sealed. Draft public minutes and non-public minutes that were not sealed will be circulated to the members of the Board before the meeting at which they are to be approved. Board members may send suggested changes back to the minute recorder **without copying the other members**. Changes made by the Board to draft minutes shall be recorded either by (i) retaining the draft with the final approved minutes, (ii) including notations (e.g., "redline" edits) in the final approved minutes, or (iii) outlined/described in the minutes of the meeting at which the Board approved.
5. Approval of Sealed Non-Public Minutes of Non-Public Sessions. Unless previously sealed by the Board, draft minutes for all non-public sessions will be made available for public inspection within seventy-two (72) hours after the non-public session.

Drafts of non-public minutes will be provided to the Board, either (i) at the conclusion of the non-public session and may be approved at the time, prior to any vote to seal, or (ii) if sealed, provided to Board at the meeting, if any, at which they are to be approved. If copies of draft, sealed minutes are provided to Board members for the purpose of review and/or approval, the copies shall be recovered by the Chair or recording clerk and destroyed. Only the official record copy may be retained, with a list maintained for sealed non-public minutes as described in Section D, below.

D. Special Provisions for Minutes Relating to Non-Public Sessions.

For any public meeting that includes a non-public session (see Board policy BEC for statutorily required procedures relative to entering and exiting non-public sessions), additional information beyond that discussed in paragraphs B.1- 7, is required both for the public meeting minutes, and for minutes specific to the non-public session, irrespective of whether the non-public minutes are “sealed” (see discussion in Paragraph D.2, below).

1. Information Regarding Non-Public Session Included in Public Minutes. The public minutes of the meeting at which the non-public session occurs must include the statutory reason given in the motion as the foundation for each non-public session, as well as a roll call record of how each Board member voted on the motion to enter. Public minutes must also reflect any motion to seal (described in paragraph C.2., above), along with the statutory reason permitting the sealing (see D.2, below), and record how each member voted on the motion to seal.
2. Sealing Non-Public Minutes.
 - a. As used in this policy, “sealed” minutes in reference to minutes of non-public sessions, means that the Board determined by 2/3 majority vote in public session that “divulgence of the information” (i.e., information in the minutes of the non-public session):
 - i. Would affect adversely the reputation of a person other than a Board member;
 - ii. Would render ineffective the action/proposed action taken in non-public session; or
 - iii. Pertains matters relating the preparation for and carrying out of all emergency functions intended to thwart a deliberate act intended to result in widespread or severe damage to property or widespread injury or loss of life (i.e., terrorism).
 - b. A motion to seal, if any, should be the first item of public business after the Board exits the non-public session, and must state one of the three grounds above allowing sealing.
 - c. If the minutes are not prepared/approved during the non-public sessions itself, the Board should discuss the content of the minutes prior to exiting so that any vote to seal will be an informed vote.
 - d. When making or voting upon a motion to seal, the movant/Board should consider and state the duration that minutes be sealed based upon the grounds supporting the sealing. This can be done either by stating a date they sealed until, or a date by which the Board might review the minutes' status. For instance, minutes sealed because divulgence of the information would likely affect adversely the reputation of a person other than a member of the Board might be remain sealed permanently, while minutes sealed because disclosure would “render the action ineffective” should be sealed only for as long as that reason exists or is anticipated to exist. Pursuant to RSA 91-A:3, III, non-public minutes relating to

discussion about lease, purchase or sale of property (91-A:3, II(d)) must be made available “as soon as practicable after the transaction has closed or the Board has decided not to proceed with the transaction.”

3. Minutes of the Non-Public Session Itself. In addition to the information included in all minutes as described in paragraphs B.1-7, above, minutes of the non-public session must include “all actions” and decisions (i.e., votes, including negative votes) taken by the Board, with a record of how each member voted. If the Board does not “seal” the minutes of the non-public session, then such information must be disclosed to the public within 72 hours of the close of the meeting.
4. Sealed Minutes List. In order to comply with RSA 91-A:3, III, the Superintendent is directed to maintain a list of all sealed minutes for non-public sessions occurring after July 1, 2021. The list (referred to as the “Sealed Minutes List”) shall include:
 - a. the name of the public body (e.g., School Board, Policy Committee, etc.);
 - b. the date, time and location of the public meeting (from meeting notice);
 - c. the start and end times of the non-public session;
 - d. the specific grounds upon which the non-public session occurred (e.g., RSA 91-A:3, II (b) and (c), etc.);
 - e. the specific grounds upon which the minutes were sealed (e.g., “disclosure would render the action ineffective” or “disclosure would likely adversely affect the reputation of a non-board member,” etc.);
 - f. the date the vote to seal the minutes occurred;
 - g. the date, if any stated in the original motion or subsequently, on which the sealed minutes will be unsealed; the motion to seal should, when possible, state the date the minutes should be unsealed or at least reviewed by the Board or other public body; and
 - h. the date, if any, of a subsequent decision to unseal the minutes.

The Sealed Minutes List shall be updated each time the public body seals non-public minutes, and the updated List shall be made as soon as practicable for public disclosure.

5. Reviewing and Unsealing Previously Sealed Minutes. Pursuant to RSA 91-A:3, IV, starting on October 3, 2023, sealed minutes must either be reviewed within each ten year period or unsealed no later than the expiration of ten years following the date they were sealed or last reviewed. **Minutes sealed prior to October 3, 2023 must be reviewed and/or unsealed by October 3, 2033.**
6. Procedures. The Board establishes the following procedures pursuant to RSA 91-A:3, IV(a) for reviewing sealed minutes:

- a. Record of Minutes Sealed Prior to October 3, 2023. The Board directs the Superintendent for her/his designee to compile a log of non-public minutes that have been sealed prior to October 3, 2023 ("Record of Minutes Sealed Before 10/3/2023" or "Record") using information from the exterior of the envelopes or other available external notations for the sealed minutes. The preparation of the Record will include minutes that are also included on the Sealed Minutes List kept according to paragraph D, above.

The preparation of the Record shall not include reviewing the sealed minutes themselves. The Record should include as much of the same information for all previously sealed minutes as is required on the Sealed Minutes List (see paragraph D.4, above). The Record of Minutes Sealed Before 10/3/2023 shall be completed no later than May 1, 2026.

Upon completion of the log of previously sealed minutes, the Board will establish a schedule for completing a review of all of the previously sealed minutes no later than June 1, 2033.

- b. Initial Review of Previously and Newly Sealed Minutes. The Board, at its organizational meeting, will designate one or two Board members (the "Reviewing Designee") to conduct the annual review according to the schedule established in the Record of Minutes Sealed Before 10/3/23, and for those minutes that are sealed after 10/3/23 according to the review date appearing on the Sealed Minutes List maintained according to paragraph D.

If the Reviewing Designee is a committee of more than one, then the initial review of sealed minutes shall be conducted in non-public session pursuant to RSA 91-A:3, II (m), but only in a duly notice meeting in full compliance with RSA 91-A:2.

In the initial review, the Reviewing Designee will inspect the sealed minutes to determine whether, in the Reviewing Designee's opinion, the reasons (see D.2.A.i-iii, above) that justified keeping the minutes from the public (i.e. sealing) under 91-A:3, III still apply.

NOTE: *In years past, 91-A did not require a public motion to seal. Accordingly, a review of non-public minutes --or even public minutes-- may not include sufficient information to determine what the original circumstances were that justified sealing the minutes.*

If the Reviewing Designee is of the opinion that the reasons initially justifying the sealing of the minutes no longer apply, or if the minutes themselves do not include information upon which the then current board could determine that the minutes should not be disclosed, then the Reviewing Delegee will recommend to the Board that the Board unseal those minutes.

If, however, the Reviewing Designee determines that the reasons justifying non-disclosure continue to apply, the Reviewing Designee shall assign a new date - within 9 years and 10 months thereafter - for the sealed minutes to be reviewed next. The Reviewing Designee will assure that the Sealed Minutes List

maintained pursuant to paragraph D.4 is updated to reflect the new date, and any additional data pertaining to the sealed minutes required by the list which was not previously discernible from external sources.

Board Determination Whether to Disclose Previously Sealed Minutes.

Upon receipt of recommendations from the Reviewing Designee that previously sealed minutes should be disclosed, the Board will review such minutes in non-public session under RSA 91-A:3, II(m) to determine whether the circumstances that justified keeping meeting minutes from the public under RSA 91-A:3, III no longer apply.

While the Board's review and discussion regarding previously sealed minutes may occur in non-public session, pursuant to RSA 91-A:3, II(m) any vote by the Board whether to disclose minutes shall take place in public session.

If the Board votes to disclose/unseal, the minutes shall be available for release to the public within 72 hours.

Legal References:	<i>RSA 189:29-a</i>	<i>Records Retention and Disposition</i>
	<i>RSA 91-A:2</i>	<i>Meetings Open to the Public</i>
	<i>RSA 91-A:3</i>	<i>Non-Public Sessions</i>
	<i>RSA 91-A:4</i>	<i>Minutes and Records Available for Public Inspection</i>

Policy Adoption & Revision History:

Policy Committee Review: 4/14/15

First Reading: 10/5/15

Second Reading: 11/2/15

Final Approval: 12/7/15

Policy Committee Review: 8/15/24

First Reading: 9/3/24

SUICIDE PREVENTION AND RESPONSE PLAN

The School Board is committed to protecting the health, safety and welfare of its students and school community. This policy supports federal, state and local efforts to provide education on youth suicide awareness and prevention; to establish methods of prevention, intervention, and response to suicide or suicide attempt (“postvention”); and to promote access to suicide awareness, prevention and postvention resources.

A. District Suicide Prevention Plan and Biennial Review. The District shall maintain a coordinated written District Suicide Prevention Plan (the “Plan”) to include guidelines, protocols and procedures with the objectives of prevention, risk assessment, intervention and response to youth suicides and suicide attempts.

1. **Specific Requirements for Plan Terms:** The District Suicide Prevention Plan shall include terms relating to:
 - a) Suicide prevention (risk factors, warning signs, protective factors, referrals);
 - b) Response to in-or-out-of-school student suicides or suicide attempts (postvention, suicide contagion);
 - c) Student education regarding safe and healthy choices, coping strategies, recognition of risk factors and warning signs of mental disorders and suicide; and help seeking strategies;
 - d) Training of staff, designated volunteers, and contracted personnel on the issues of youth suicide risk factors, warning signs, protective factors, response procedures, referrals, post-intervention and resources available within the school and community;
 - e) Confidentiality considerations;
 - f) Designation of any personnel, in addition to the District Suicide Prevention Coordinator and Building Suicide Prevention Liaisons, to act as points of contact when students are believed to be at an elevated risk of suicide;
 - g) Information regarding state and community resources for referral, crisis intervention, and other related information;
 - h) Dissemination of the Plan or information about the Plan to students, parents, faculty, staff, and school volunteers;
 - i) Promotion of cooperative efforts between the District and its schools and community suicide prevention program personnel;
 - j) Such include such other provisions deemed appropriate to meet the objectives of this Policy (e.g., student handbook language, reporting processes, “postvention” strategies, memorial parameters, etc.).

2. **Biennial Review:** No less than once every two years, the Superintendent, in consultation with the District Suicide Prevention Coordinator and Building Suicide Prevention Liaisons with input and evidence from community health or suicide prevention organizations, and District health and guidance personnel, shall update the District Suicide Prevention Plan, and present the same to the Board for review. Such Plan updates shall be submitted to the Board in time for appropriate budget consideration.

B. Suicide Prevention Coordinator and Liaisons.

1. **District Suicide Prevention Coordinator.** The Superintendent shall appoint a District Suicide Prevention Coordinator, who, under the direction of the Superintendent shall be responsible for:
 - a) developing and maintaining cooperative relationships with and coordination efforts between the District and community suicide prevention programs and personnel;
 - b) annual updating of (i) State and community crisis or intervention referral intervention information, and (ii) names and contact information of Building Suicide Prevention Liaisons, for inclusion in student handbooks and on the District's website;
 - c) developing - or assisting individual teachers with the development - of age appropriate student educational programming, such that all students receive information in the importance of safe and healthy choices and coping strategies, recognizing risk factors and warning signs of mental disorders and suicide in oneself and others, and providing help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help;
 - d) developing or assisting in the development of the annual staff training required under section C of this policy;
 - e) Such other duties as referenced in this Policy or as assigned by the Superintendent.
2. **Building Suicide Prevention Liaison.** The Building Suicide Prevention Liaison, or, in his/her absence, the building Principal, shall be designated as the Building Suicide Prevention Liaison, and shall serve as the in building point-of-contact person when a student is believed to be at an elevated risk for suicide. Employees who have reason to believe a student is at risk of suicide, or is exhibiting risk factors for suicide, shall report that information to the Building Liaison, who shall, immediately or as soon as possible, establish and implement a response plan with the District Suicide Prevention Coordinator.

- C. Annual Staff Training.** The Superintendent shall assure that beginning with the 2020-21 school year, all school building faculty and staff, designated volunteers, and any other personnel who have regular contact with students, including contracted personnel or third-party employees, receive at least two hours of training in suicide awareness and prevention.

Such training may include such matters as youth suicide risk factors, warning signs, protective factors, intervention, response procedures, referrals, and postvention and local resources.

D. Dissemination. Student handbooks and the District's website will be updated each year with the contact information for the Building Suicide Prevention Liaisons, State and community crisis or intervention referral intervention resources. The District Suicide Prevention Plan will be made available on the District's, and each school's respective websites.

E. Student Identification Cards. The 988 Suicide and Crisis Lifeline shall be labeled on student identification cards for grades 6-12 and read: "Suicide and Crisis Lifeline: Call 988." Prior to the start of each school year, the Superintendent shall certify that the contact information for the 988 Suicide and Crisis Lifeline is accurate and up to date. Beginning August 13, 2024, RSA 193-K:1 requires that all new or replacement student identification cards for grades 6-12 shall also include the telephone number for the National Alliance for Eating Disorders – 866-662-1235.

Legal References:

RSA 193-J Suicide Prevention Education

RSA 193-J:2-1 Suicide Prevention: Public School Identification Cards

Other Resources:

- *The New Hampshire Department of Education's Bureau of Student Wellness, Office of Social and Emotional Wellness (OSEW), provides resources and technical assistance to school districts to work collaboratively with their community to respond to the needs of students through a multi-tiered system of support for behavioral health and wellness. For further information see: www.nhstudentwellness.org*
- *American Foundation for Suicide Prevention (AFSP) - <https://www.afsp.org>*
- *Suicide Prevention Resource Center - <http://www.sprc.org>*
- *The National Suicide Prevention Lifeline – <https://www.suicidepreventionlifeline.org>*
- *The Trevor Project - <https://www.thetrevorproject.org>*

Policy Adoption & Revision History:

Replaces JLDBA Suicide Intervention in Schools

Board Approval: 09/06/05

Policy Committee Review: 5/21/2020

Board Approval of Revision: 6/15/2020

Policy Committee Review: 8/22/2024

First Reading: 9/3/2024

Second Reading:

Board Approval:

78 School Street
Hillsboro, NH
03244-2190

SAU #34

603-464-4466
Fax 603-464-4053
www.hdsd.org

Soaring to Excellence

Jennifer L. Crawford, Ed.D.
Superintendent of Schools

Jeni M. Laliberte, M.Ed., CAGS
Director of Curriculum, Instruction and Assessment

Stacey L. Vazquez, Ed.S.
Director of Student Support Services

Rebecca Minichiello, MBA
Interim Business Manager

To: Members, Hillsboro-Deering School Board
From: Dr. Jennifer Crawford, Superintendent of Schools
Date: September 16, 2024
Re: Appointments, Leaves and Resignations - Teachers & Administrators

The following resignations, leaves, and appointments of teachers have occurred since the September 3, 2024 School Board meeting:

RESIGNATIONS:

Marc Peterson – HDMS Principal, effective 6/30/25

LEAVES: None

TRANSFERS/CHANGE OF ASSIGNMENTS: None

APPOINTMENTS:

Alex Luhtjarv – Professional Development Committee, HDHS, \$35/hour, up to 4 hours, effective 7/1/24-6/30/25

Alex Luhtjarv – Evaluation Committee, HDHS, \$35/hour, up to 8 hours, effective 9/2024-6/2025

Melissa Moultroup – Mentor Coordinator, HDMS, Title II Grant Funded, \$5,500, 115 hours effective 7/1/24-6/30/25

Jocelyn Drew – Memory Book Advisor, HDMS, \$825 stipend, 32-70 hours, effective 8/1/24-6/30/25

Mary Johansen, HDES Bus Monitor, 1 hour/day, 5 days/week, \$35/hour; effective 8/26/24-6/15/25.

Joanne Johnson – HDMS Health Instructional/Assessment Support, up 10 hours/week, \$35/hour; effective 8/1/24-6/30/25

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Rebecca Minichiello, MBA
Interim Business Manager

To: Hillsboro-Deering School Board Members
From: Dr. Jennifer Crawford, Superintendent of Schools
RE: **For Information Only** – Appointments, Leaves & Resignations of Staff
Date: September 16, 2024

Resignations: None

Leaves: None

Transfers/Change of Assignments:

Appointments:

David Rushford, HDMS Athletic Director, \$3,000 stipend; effective 7/1/24-6/30/25.

David Rushford, HDMS Cross Country Coach, \$1,500 stipend; effective 8/26/24-11/1/25.

Maureen Bellegarde, HDES Bus Monitor, 1 hour/day, 3 days/week, \$23.66/hour; effective 8/26/24-6/15/25.

Carolyn Lischke, HDES Bus Monitor, 1 hour/day, 2 days/week, \$23.66/hour; effective 8/26/24-6/15/25.

HILLSBORO-DEERING SCHOOL DISTRICT

FINANCIAL REPORT YTD BY OBJECT

Fiscal Year: 2023-2024

From Date: 7/1/2023 To Date: 6/30/2024

Print accounts with zero balance Filter Encumbrance Detail by Date Range

Include pre encumbrance

Exclude inactive accounts with zero balance

Account Number	Description	Budget	Adjustments	GL Budget	Current	YTD	Balance	Encumbrance	Budget Bal	% Rem
10.0000.000.110.0	SALARY	\$8,400,893.80	(\$89,278.00)	\$8,311,615.80	\$7,984,692.84	\$7,984,692.84	\$326,922.96	\$0.00	\$326,922.96	3.83%
10.0000.000.111.0	PARA EDUCATOR SALARY	\$1,331,534.71	\$39,491.86	\$1,371,026.57	\$1,287,367.48	\$1,287,129.48	\$83,897.09	\$0.00	\$83,897.09	6.12%
10.0000.000.112.0	SALARY	\$29,120.00	(\$500.00)	\$28,620.00	\$0.00	\$0.00	\$28,620.00	\$0.00	\$28,620.00	100.00%
10.0000.000.113.0	NON-UNION	\$2,078,813.58	(\$53,869.00)	\$2,024,944.58	\$1,935,414.56	\$1,935,306.56	\$89,638.02	\$0.00	\$89,638.02	4.43%
10.0000.000.114.0	NON-UNION SALARY	\$274,323.26	\$0.00	\$274,323.26	\$277,656.62	\$277,656.62	(\$3,333.36)	\$0.00	(\$3,333.36)	-1.22%
10.0000.000.120.0	SUBSTITUTES	\$172,500.00	\$0.00	\$172,500.00	\$309,109.82	\$309,109.82	(\$136,609.82)	\$0.00	(\$136,609.82)	-79.19%
10.0000.000.130.0	STIPENDS	\$22,800.00	\$0.00	\$22,800.00	\$32,400.00	\$32,400.00	(\$9,600.00)	\$0.00	(\$9,600.00)	-42.11%
10.0000.000.211.0	HEALTH INSURANCE	\$2,812,838.25	(\$119,184.78)	\$2,693,653.47	\$2,513,051.96	\$2,513,051.96	\$180,601.51	\$0.00	\$180,601.51	6.70%
10.0000.000.212.0	DENTAL INSURANCE	\$248,290.80	(\$2,018.84)	\$246,271.96	\$233,423.06	\$233,423.06	\$12,848.90	\$0.00	\$12,848.90	5.22%
10.0000.000.213.0	LIFE INSURANCE	\$16,128.00	(\$96.00)	\$16,032.00	\$14,705.59	\$14,705.59	\$1,326.41	\$0.00	\$1,326.41	8.27%
10.0000.000.214.0	LONG TERM DISABILITY	\$25,200.76	(\$137.63)	\$25,063.13	\$22,960.72	\$22,960.72	\$2,102.41	\$0.00	\$2,102.41	8.39%
10.0000.000.220.0	FICA & MEDICARE	\$939,574.27	(\$6,344.99)	\$933,229.28	\$869,062.25	\$869,062.25	\$64,167.03	\$0.00	\$64,167.03	6.88%
10.0000.000.230.0	NHRS	\$2,079,922.17	(\$24,494.65)	\$2,055,427.52	\$1,983,844.45	\$1,983,844.45	\$71,583.07	\$0.00	\$71,583.07	3.48%
10.0000.000.231.0	403B	\$4,420.00	\$0.00	\$4,420.00	\$4,404.39	\$4,404.39	\$15.61	\$0.00	\$15.61	0.35%
10.0000.000.240.0	TUITION REIMBURSEMENT	\$57,000.00	\$0.00	\$57,000.00	\$53,627.74	\$53,627.74	\$3,372.26	\$0.00	\$3,372.26	5.92%
10.0000.000.241.0	STAFF TUITION REIMB	\$8,000.00	\$0.00	\$8,000.00	\$0.00	\$0.00	\$8,000.00	\$0.00	\$8,000.00	100.00%
10.0000.000.242.0	TRAINING	\$2,000.00	\$0.00	\$2,000.00	\$18,646.00	\$18,646.00	(\$16,646.00)	\$0.00	(\$16,646.00)	-832.30%
10.0000.000.250.0	UNEMPLOYMENT COMPENSATION	\$8,000.00	\$0.00	\$8,000.00	\$4,437.96	\$4,437.96	\$3,562.04	\$0.00	\$3,562.04	44.53%
10.0000.000.260.0	WORKERS COMPENSATION	\$57,500.00	\$0.00	\$57,500.00	\$64,737.00	\$64,737.00	(\$7,237.00)	\$0.00	(\$7,237.00)	-12.59%
10.0000.000.280.0	EMPLOYEE PHYSICALS & FINGERPRINTS	\$4,800.00	\$0.00	\$4,800.00	\$6,123.00	\$6,123.00	(\$1,323.00)	\$0.00	(\$1,323.00)	-27.56%
10.0000.000.310.0	SUPERINTENDENT SERVICES	\$1,005,714.00	\$0.00	\$1,005,714.00	\$1,005,714.00	\$1,005,714.00	\$0.00	\$0.00	\$0.00	0.00%
10.0000.000.330.0	PROFESSIONAL SERVICES	\$497,847.11	\$118,515.75	\$616,362.86	\$574,260.66	\$574,260.66	\$42,102.20	\$0.00	\$42,102.20	6.83%
10.0000.000.331.0	TUTORING OR CONSULTANTS	\$5,000.00	\$0.00	\$5,000.00	\$2,500.00	\$2,500.00	\$2,500.00	\$0.00	\$2,500.00	50.00%
10.0000.000.340.0	CHECKLIST	\$500.00	\$0.00	\$500.00	\$0.00	\$0.00	\$500.00	\$0.00	\$500.00	100.00%
10.0000.000.380.0	AUDIT FEES	\$22,500.00	\$0.00	\$22,500.00	\$20,750.00	\$20,750.00	\$1,750.00	\$0.00	\$1,750.00	7.78%
10.0000.000.411.0	WATER & SEWER	\$54,000.00	\$0.00	\$54,000.00	\$58,076.52	\$58,076.52	(\$4,076.52)	\$0.00	(\$4,076.52)	-7.55%
10.0000.000.421.0	WASTE DISPOSAL	\$42,000.00	\$0.00	\$42,000.00	\$35,168.87	\$35,168.87	\$6,831.13	\$0.00	\$6,831.13	16.26%
10.0000.000.423.0	CUSTODIAL SERVICES	\$643,753.00	\$0.00	\$643,753.00	\$643,220.16	\$643,220.16	\$532.84	\$0.00	\$532.84	0.08%
10.0000.000.424.0	GROUND MAINTENANCE	\$167,500.00	\$0.00	\$167,500.00	\$166,938.70	\$166,938.70	\$561.30	\$0.00	\$561.30	0.34%
10.0000.000.430.0	REPAIRS & MAINTENANCE	\$283,350.00	\$135,835.95	\$419,185.95	\$431,108.44	\$431,108.44	(\$11,922.49)	\$0.00	(\$11,922.49)	-2.84%
10.0000.000.441.0	RENT	\$35,000.00	\$0.00	\$35,000.00	\$31,228.00	\$31,228.00	\$3,772.00	\$0.00	\$3,772.00	10.78%
10.0000.000.442.0	EQUIPMENT RENTAL	\$229,528.76	\$0.00	\$229,528.76	\$234,265.52	\$234,265.52	(\$4,736.76)	\$0.00	(\$4,736.76)	-2.06%
10.0000.000.510.0	TRANSPORTATION	\$1,229,184.00	\$0.00	\$1,229,184.00	\$1,215,002.82	\$1,215,002.82	\$14,181.18	\$0.00	\$14,181.18	1.15%
10.0000.000.520.0	PROPERTY INSURANCE	\$53,695.00	\$0.00	\$53,695.00	\$59,715.00	\$59,715.00	(\$6,020.00)	\$0.00	(\$6,020.00)	-11.21%
10.0000.000.531.0	TELEPHONE	\$101,060.00	(\$1,050.00)	\$100,010.00	\$117,047.85	\$117,047.85	(\$17,037.85)	\$0.00	(\$17,037.85)	-17.04%
10.0000.000.534.0	POSTAGE	\$8,500.00	\$0.00	\$8,500.00	\$4,594.15	\$4,594.15	\$3,905.85	\$0.00	\$3,905.85	45.95%
10.0000.000.540.0	ADVERTISING	\$8,000.00	\$0.00	\$8,000.00	\$4,713.30	\$4,713.30	\$3,286.70	\$0.00	\$3,286.70	41.08%
10.0000.000.550.0	PRINTING	\$4,500.00	\$0.00	\$4,500.00	\$3,839.92	\$3,839.92	\$660.08	\$0.00	\$660.08	14.67%
10.0000.000.560.0	TUITION	\$534,270.00	\$0.00	\$534,270.00	\$324,505.81	\$324,505.81	\$209,764.19	\$0.00	\$209,764.19	39.26%
10.0000.000.561.0	TUITION - FOSTER PLACEMENTS	\$21,000.00	\$0.00	\$21,000.00	\$0.00	\$0.00	\$21,000.00	\$0.00	\$21,000.00	100.00%
10.0000.000.580.0	TRAVEL	\$23,250.00	(\$750.00)	\$22,500.00	\$25,792.46	\$25,792.46	(\$3,292.46)	\$0.00	(\$3,292.46)	-14.83%
10.0000.000.591.0	ADMISSIONS	\$1,500.00	\$0.00	\$1,500.00	\$1,500.00	\$1,500.00	\$0.00	\$0.00	\$0.00	0.00%
10.0000.000.510.0	SUPPLIES	\$316,994.50	\$10,087.50	\$327,082.00	\$312,119.02	\$312,119.02	\$14,962.98	\$0.00	\$14,962.98	4.57%
10.0000.000.822.0	ELECTRICITY	\$273,736.00	\$0.00	\$273,736.00	\$245,653.46	\$245,653.46	\$28,082.54	\$0.00	\$28,082.54	10.26%
10.0000.000.823.0	PROPANE	\$157,500.00	\$0.00	\$157,500.00	\$149,206.84	\$149,206.84	\$8,293.16	\$0.00	\$8,293.16	5.27%
10.0000.000.825.0	VEHICLE FUEL	\$6,000.00	\$0.00	\$6,000.00	\$3,563.79	\$3,563.79	\$2,436.21	\$0.00	\$2,436.21	40.60%
10.0000.000.840.0	BOOKS	\$102,375.00	\$0.00	\$102,375.00	\$94,512.35	\$94,512.35	\$7,862.65	\$0.00	\$7,862.65	7.68%
10.0000.000.850.0	SOFTWARE	\$250,000.00	\$64,580.00	\$314,580.00	\$319,919.50	\$319,919.50	(\$5,339.50)	\$0.00	(\$5,339.50)	-1.70%
10.0000.000.851.0	HARDWARE	\$0.00	\$201,020.00	\$201,020.00	\$201,019.36	\$201,019.36	\$0.64	\$0.00	\$0.64	0.00%
10.0000.000.730.0	EQUIPMENT	\$262,975.00	(\$192,047.12)	\$70,927.88	\$58,767.77	\$58,767.77	\$12,160.11	\$0.00	\$12,160.11	17.14%
10.0000.000.810.0	DUES & FEES	\$49,155.00	(\$1,700.00)	\$47,455.00	\$41,988.99	\$41,988.99	\$5,466.01	\$0.00	\$5,466.01	11.52%
10.0000.000.811.0	NEASSC HS REACCREDITATION	\$37,700.00	\$0.00	\$37,700.00	\$3,700.00	\$3,700.00	\$0.00	\$0.00	\$0.00	0.00%
10.0000.000.860.0	MISCELLANEOUS	\$60,100.00	(\$200.00)	\$59,900.00	\$55,802.21	\$55,802.21	\$4,097.79	\$0.00	\$4,097.79	6.84%
10.0000.000.930.0	TRANSFER TO TRUST	\$260,000.00	\$0.00	\$260,000.00	\$260,000.00	\$260,000.00	\$0.00	\$0.00	\$0.00	0.00%
Grand Total:		\$25,287,846.97	\$77,860.05	\$25,365,707.02	\$24,321,860.91	\$24,321,860.91	\$1,044,192.11	\$0.00	\$1,044,192.11	4.12%

HILLSBORO-DEERING SCHOOL DISTRICT

FINANCIAL REPORT YTD BY OBJECT

Fiscal Year: 2024-2025

Include pre encumbrance

Exclude inactive accounts with zero balance

Print accounts with zero balance

Filter Encumbrance Detail by Date Range

From Date: 7/1/2024

To Date: 8/31/2024

Account Number	Description	Budget	Adjustments	GL Budget	Current	YTD	Balance	Encumbrance	Budget Bal	% Rem
10.0000.000.110.0	SALARY	\$8,527,543.50	\$0.00	\$8,527,543.50	\$340,451.85	\$340,451.85	\$8,187,091.65	\$7,664,975.67	\$522,115.98	6.12%
10.0000.000.111.0	PARA EDUCATOR SALARY	\$1,478,601.12	\$0.00	\$1,478,601.12	\$44,770.06	\$44,770.06	\$1,433,831.06	\$1,223,257.78	\$210,573.28	14.24%
10.0000.000.112.0	SALARY	\$18,500.00	\$0.00	\$18,500.00	\$0.00	\$0.00	\$18,500.00	\$0.00	\$18,500.00	100.00%
10.0000.000.113.0	NON-UNION	\$2,115,304.73	\$0.00	\$2,115,304.73	\$209,817.74	\$209,817.74	\$1,905,486.99	\$1,384,200.29	\$21,286.70	1.01%
10.0000.000.114.0	NON UNION SALARY	\$284,630.00	\$0.00	\$284,630.00	\$41,635.40	\$41,635.40	\$242,994.60	\$241,327.96	\$1,666.64	0.59%
10.0000.000.120.0	SUBSTITUTES	\$179,000.00	\$0.00	\$179,000.00	\$1,325.00	\$1,325.00	\$177,675.00	\$20,895.60	\$166,779.40	93.17%
10.0000.000.130.0	STIPENDS	\$39,000.00	\$0.00	\$39,000.00	\$0.00	\$0.00	\$39,000.00	\$23,400.00	\$15,600.00	40.00%
10.0000.000.211.0	HEALTH INSURANCE	\$3,156,270.71	\$0.00	\$3,156,270.71	\$116,649.37	\$116,649.37	\$3,039,621.34	\$182,405.79	\$2,857,215.55	90.53%
10.0000.000.212.0	DENTAL INSURANCE	\$264,048.80	\$0.00	\$264,048.80	\$9,738.36	\$9,738.36	\$254,310.44	\$14,147.43	\$240,163.01	90.95%
10.0000.000.213.0	LIFE INSURANCE	\$16,156.80	\$0.00	\$16,156.80	\$566.13	\$566.13	\$15,590.67	\$693.64	\$14,897.03	92.20%
10.0000.000.214.0	LONG TERM DISABILITY	\$24,359.86	\$0.00	\$24,359.86	\$1,029.92	\$1,029.92	\$23,329.94	\$1,070.44	\$22,259.50	91.38%
10.0000.000.220.0	FICA & MEDICARE	\$962,612.62	\$0.00	\$962,612.62	\$47,010.68	\$47,010.68	\$915,601.94	\$43,175.44	\$872,426.50	90.63%
10.0000.000.230.0	NHRS	\$2,078,123.52	\$0.00	\$2,078,123.52	\$114,242.11	\$114,242.11	\$1,963,881.41	\$109,703.51	\$1,854,177.90	89.22%
10.0000.000.231.0	403B	\$6,115.00	\$0.00	\$6,115.00	\$4,630.00	\$4,630.00	\$1,485.00	\$0.00	\$1,485.00	24.26%
10.0000.000.240.0	TUITION REIMBURSEMENT	\$57,500.00	\$0.00	\$57,500.00	\$149.00	\$149.00	\$57,351.00	\$0.00	\$57,351.00	99.74%
10.0000.000.241.0	STAFF TUITION REIMB	\$8,000.00	\$0.00	\$8,000.00	\$1,200.00	\$1,200.00	\$6,800.00	\$0.00	\$6,800.00	85.00%
10.0000.000.242.0	TRAINING	\$2,000.00	\$0.00	\$2,000.00	\$5,729.00	\$5,729.00	(\$3,729.00)	\$10,573.00	(\$14,302.00)	-715.10%
10.0000.000.250.0	UNEMPLOYMENT COMPENSATION	\$6,813.00	\$0.00	\$6,813.00	\$0.00	\$0.00	\$6,813.00	\$6,813.00	\$0.00	0.00%
10.0000.000.260.0	WORKERS COMPENSATION	\$59,299.00	\$0.00	\$59,299.00	\$59,299.00	\$59,299.00	\$0.00	\$0.00	\$0.00	0.00%
10.0000.000.290.0	EMPLOYEE PHYSICALS & FINGERPRINTS	\$5,000.00	\$0.00	\$5,000.00	\$2,596.75	\$2,596.75	\$2,403.25	\$2,410.00	(\$6.75)	-0.14%
10.0000.000.310.0	SUPERINTENDENT SERVICES	\$971,137.00	\$0.00	\$971,137.00	\$0.00	\$0.00	\$971,137.00	\$0.00	\$971,137.00	100.00%
10.0000.000.330.0	PROFESSIONAL SERVICES	\$543,557.00	\$0.00	\$543,557.00	\$63,099.02	\$63,099.02	\$480,457.98	\$227,733.01	\$252,724.97	46.49%
10.0000.000.331.0	TUTORING OR CONSULTANTS	\$5,000.00	\$0.00	\$5,000.00	\$0.00	\$0.00	\$5,000.00	\$0.00	\$5,000.00	100.00%
10.0000.000.340.0	CHECKLIST	\$400.00	\$0.00	\$400.00	\$200.00	\$200.00	\$200.00	\$0.00	\$200.00	50.00%
10.0000.000.360.0	AUDIT FEES	\$21,500.00	\$0.00	\$21,500.00	\$1,500.00	\$1,500.00	\$20,000.00	\$19,250.00	\$750.00	3.49%
10.0000.000.411.0	WATER & SEWER	\$54,000.00	\$0.00	\$54,000.00	\$24,236.76	\$24,236.76	\$29,763.24	\$47,400.00	(\$17,636.76)	-32.66%
10.0000.000.421.0	WASTE DISPOSAL	\$40,000.00	\$0.00	\$40,000.00	\$5,233.50	\$5,233.50	\$34,766.50	\$29,855.37	\$4,911.13	12.28%
10.0000.000.423.0	CUSTODIAL SERVICES	\$661,690.00	\$0.00	\$661,690.00	\$62,695.79	\$62,695.79	\$598,994.21	\$590,934.01	\$8,060.20	1.22%
10.0000.000.424.0	GROUNDS MAINTENANCE	\$169,000.00	\$0.00	\$169,000.00	\$27,703.90	\$27,703.90	\$141,296.10	\$126,428.00	\$14,868.10	8.80%
10.0000.000.430.0	REPAIRS & MAINTENANCE	\$294,320.00	\$4,500.00	\$298,820.00	\$271,227.43	\$271,227.43	\$27,592.57	\$406,019.10	(\$378,426.53)	-126.64%
10.0000.000.441.0	RENT	\$35,000.00	\$0.00	\$35,000.00	\$11,603.00	\$11,603.00	\$23,397.00	\$20,000.00	\$3,397.00	9.71%
10.0000.000.442.0	EQUIPMENT RENTAL	\$233,789.00	\$0.00	\$233,789.00	\$205,287.02	\$205,287.02	\$28,501.98	\$36,050.63	(\$7,548.65)	-3.23%
10.0000.000.510.0	TRANSPORTATION	\$1,220,544.00	\$0.00	\$1,220,544.00	\$25,340.20	\$25,340.20	\$1,195,203.80	\$1,115,323.05	\$79,880.75	6.54%
10.0000.000.520.0	PROPERTY INSURANCE	\$65,089.00	\$0.00	\$65,089.00	\$65,089.00	\$65,089.00	\$0.00	\$0.00	\$0.00	0.00%
10.0000.000.531.0	TELEPHONE	\$105,850.00	\$0.00	\$105,850.00	\$20,710.82	\$20,710.82	\$85,139.18	\$85,109.27	\$29.91	0.03%
10.0000.000.534.0	POSTAGE	\$6,100.00	\$0.00	\$6,100.00	\$798.05	\$798.05	\$5,301.95	\$2,312.83	\$2,989.12	49.00%
10.0000.000.540.0	ADVERTISING	\$8,000.00	\$0.00	\$8,000.00	\$550.00	\$550.00	\$7,450.00	\$1,300.00	\$6,150.00	76.89%
10.0000.000.550.0	PRINTING	\$4,250.00	\$0.00	\$4,250.00	\$0.00	\$0.00	\$4,250.00	\$0.00	\$4,250.00	100.00%
10.0000.000.560.0	TUITION	\$247,040.00	\$0.00	\$247,040.00	\$10,914.95	\$10,914.95	\$236,125.05	\$176,117.21	\$60,007.84	24.28%
10.0000.000.561.0	TUITION - FOSTER PLACEMENTS	\$23,500.00	\$0.00	\$23,500.00	\$0.00	\$0.00	\$23,500.00	\$0.00	\$23,500.00	100.00%
10.0000.000.580.0	TRAVEL	\$26,750.00	\$0.00	\$26,750.00	\$275.10	\$275.10	\$26,474.90	\$2,709.40	\$23,765.50	88.84%
10.0000.000.591.0	ADMISSIONS	\$2,250.00	\$0.00	\$2,250.00	\$0.00	\$0.00	\$2,250.00	\$1,500.00	\$750.00	33.33%
10.0000.000.610.0	SUPPLIES	\$339,611.00	(\$6,830.00)	\$332,781.00	\$77,357.87	\$77,357.87	\$255,423.13	\$123,901.51	\$131,521.62	39.52%
10.0000.000.622.0	ELECTRICITY	\$274,736.00	\$0.00	\$274,736.00	\$23,576.24	\$23,576.24	\$251,159.76	\$251,159.76	\$0.00	0.00%
10.0000.000.623.0	PROPANE	\$156,000.00	\$0.00	\$156,000.00	\$1,424.16	\$1,424.16	\$154,575.84	\$145,730.11	\$8,845.73	5.67%
10.0000.000.625.0	VEHICLE FUEL	\$6,000.00	\$0.00	\$6,000.00	\$120.92	\$120.92	\$5,879.08	\$2,079.08	\$3,800.00	63.33%
10.0000.000.640.0	BOOKS	\$84,185.00	\$2,330.00	\$86,515.00	\$7,447.13	\$7,447.13	\$79,067.87	\$18,775.21	\$60,292.66	69.69%
10.0000.000.660.0	SOFTWARE	\$266,147.00	\$0.00	\$266,147.00	\$175,036.16	\$175,036.16	\$91,110.84	\$41,922.88	\$49,187.96	18.48%
10.0000.000.661.0	HARDWARE	\$161,000.00	\$0.00	\$161,000.00	\$81,559.22	\$81,559.22	\$79,440.78	\$27,010.45	\$52,430.33	35.67%
10.0000.000.730.0	EQUIPMENT	\$49,500.00	\$0.00	\$49,500.00	\$18,240.04	\$18,240.04	\$31,259.96	\$11,005.98	\$20,253.98	40.92%
10.0000.000.731.0	EQUIPMENT	\$10,000.00	\$0.00	\$10,000.00	\$0.00	\$0.00	\$10,000.00	\$0.00	\$10,000.00	100.00%
10.0000.000.810.0	DUES & FEES	\$50,800.00	\$0.00	\$50,800.00	\$20,861.24	\$20,861.24	\$29,938.76	\$12,645.01	\$17,293.75	34.04%
10.0000.000.811.0	NEASSC HS REACCREDITATION	\$3,900.00	\$0.00	\$3,900.00	\$3,850.00	\$3,850.00	\$50.00	\$0.00	\$50.00	1.28%
10.0000.000.890.0	MISCELLANEOUS	\$63,730.00	\$0.00	\$63,730.00	\$3,710.95	\$3,710.95	\$60,019.05	\$44,846.40	\$15,172.65	23.81%
10.0000.000.930.0	TRANSFER TO TRUST	\$345,000.00	\$0.00	\$345,000.00	\$0.00	\$0.00	\$345,000.00	\$0.00	\$345,000.00	100.00%
Grand Total:		\$25,838,253.66	\$0.00	\$25,838,253.66	\$2,210,488.84	\$2,210,488.84	\$23,627,764.82	\$14,981,167.82	\$8,646,597.00	33.46%



New Hampshire School Boards Association

Barrett M. Christina, Executive Director
Matt Pappas, President, Rochester
Holly Kennedy, Immediate Past-President, Hinsdale

25 Triangle Park Drive, Suite 101
Concord, NH 03301
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2024 DELEGATE ASSEMBLY **SATURDAY, OCTOBER 19, 2024** **10:30am**

Grappone Conference Center, 70 Constitution Ave, Concord, NH 03301

Agenda

1. Introduction – Barrett M. Christina, Executive Director
2. Presentation from the Jaffrey-Rindge Cooperative School Board
 - The Jaffrey-Rindge Cooperative School Board was the winner of the 2024 School Board of Excellence Award. This presentation will include information on initiatives and program the Board undertook to win this award. The Jaffrey-Rindge Cooperative School Board focused on: (1) strategic planning and stakeholder engagement by bringing together more than 80 community members to form the district's strategic design; (2) developed policies that compel the board and the district to always have a multi-year strategic plan accompanied by annual detailed school-based plans and goals; and (3) adeptly exercising sound fiscal prudence while simultaneously increasing STEM education in pre-Kindergarten K through grade 12; implementing universal access to full-day-four-year-old pre-Kindergarten; purchasing and aligning literacy curriculum from Kindergarten through grade 8; adding childcare for children of staff members; and continuing the important work of maintaining and improving the district's aging facilities.
3. General Update from the Association – Barrett M. Christina, Executive Director
4. Business Portion of Delegate Assembly (Approximately 12:00pm)

BUSINESS PORTION OF DELEGATE ASSEMBLY

1. Welcome – Matt Pappas, NHSBA President
2. Certification of Delegates – Holly Kennedy, NHSBA Immediate Past-President
3. Adoption of the Agenda
4. Approval of Minutes of the October 2023 Delegate Assembly
5. Nominating Committee – Holly Kennedy, NHSBA Immediate Past-President
6. Treasurer's Report – Barrett M. Christina, Executive Director
7. Recertification of the Delegates
8. Action on the NHSBA 2024 Continuing Resolutions
9. Action on the NHSBA 2024 Proposed Resolutions
10. Adjournment



New Hampshire School Boards Association

Barrett M. Christina, Executive Director

Holly Kennedy, President, Hinsdale

Tim Dow, 1st Vice-President, Franklin

Matt Pappas, 2nd Vice-President, Rochester

Brenda Willis, Immediate Past-President, Derry Cooperative

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Continuing Resolutions for 2024 Adopted at the October 2023 NHSBA Delegate Assembly October 14, 2023

1. NHSBA supports amending RSA 91-A to allow committees, subcommittees, and advisory committees to hold meetings without having a quorum physically present, while still ensuring that full notice and full transparency requirements are satisfied. (2022)
2. NHSBA supports that the state and federal government seek and provide viable, sustainable, permanent funding to provide a school breakfast and lunch at no cost to students. (2022)
3. NHSBA supports public school approval standards that encompass holistic and comprehensive academic subject areas including: English/language arts and reading; Mathematics; Science; Social studies, to include including civics, government, economics, geography, history, and Holocaust and genocide education; Arts education, to include music and visual arts; World languages; Health and wellness education; Physical education; Engineering and technologies including technology applications; Computer science and digital literacy; Personal finance literacy. (2022)
4. NHSBA will advocate for legislative action that ensures local school boards comply with federal firearm laws and policies. (2022)

5. NHSBA opposes any legislations that divests local school boards of original jurisdiction relative to complaints about local curriculum, instruction, and instructional resources such as books, library materials, and other instructional resources. Further, NHSBA opposes any legislation that subjects school district staff to civil lawsuits and sanctions relative to curriculum and instruction. (2023)
6. NHSBA affirms the qualifications of school district staff to research and select appropriate digital and printed material for schools. Literary and curricular collections should offer students information that provides a balance of cultural values. Further, literary collections should represent diverse points of view; provide a global perspective; stimulate essential thinking skills; and meet the interests, abilities, learning styles, and information needs of the learning community. (2023)
7. NHSBA supports any legislation that intends to streamline the recruiting, credentialing, and hiring of certified teachers and other licensed school staff from other states. This resolution is in support of both the State of NH credentialing laws, as well as the interstate compact and reciprocity between NH and neighboring states. This resolution also supports changes to reduce barriers to teachers from other states who wish to transfer retirement savings from their current retirement program into the NH Retirement system. (2023)
8. NHSBA urges the New Hampshire Legislature and Department of Education to clarify the responsibilities, obligations and rights of school boards and school districts when students do not attend school on a regular basis; are habitually truant; and otherwise, do not conform to the rules and regulations of the district. (2023)
9. NHSBA will support legislation that creates flexibility for town moderators and moderators of cooperative school districts to postpone school district elections in the event of inclement weather. (2023)
10. NHSBA supports legislation and rulemaking that requires the state of New Hampshire and NH Department of Education to participate in the federal Medicaid Direct Certification Program to more accurately calculate eligibility for free and reduced lunch programs. (2023)

11. NHSBA supports legislation and rulemaking that helps make Medicaid to Schools (MTS) funding more accessible to school districts by allowing greater flexibility in signing off by school counselors and by supporting implied parental consent after due diligence on the school district's part, and a clearly defined and executable opt-out process to increase access to public benefits for students with disabilities. (2023)
12. NHSBA will support legislation and rulemaking that proposes an increase in per service fees under Medicaid programs. (2023)



Barrett M. Christina, Executive Director
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2024 NHSBA Delegate Assembly
Saturday October 19, 2024
10:30am
Grappone Conference Center

PROPOSED RESOLUTIONS

13. Submitted by the Hanover & Dresden School Boards

Proposed Resolution:

Whereas all children deserve to be safe in New Hampshire schools; and

Whereas public education strives to encourage tolerance, acceptance, inquiry, and curiosity; and

Whereas all children deserve the opportunity to participate in school based extracurricular activities, including sports teams; and

Whereas several school districts in New Hampshire have already adopted inclusive transgender student policies; and

Whereas the state of New Hampshire has previously enacted anti-discrimination laws in 2018 protecting transgender people from discrimination in housing, employment, public accommodations and schools;

Therefore be it resolved that the NHSBA supports and advocates for statewide legislation and local school board policy that affirms the rights of all students to participate in education including school sponsored curricular and co-curricular activities, free of discrimination on the basis of gender identity.

Rationale:

The rights of public school students are currently at risk because of some of the legislation under consideration in Concord, and this resolution is both critical and timely.

NHSBA Response:

The NHSBA Board of Directors believes that this Proposed Resolution is similar to Resolution VI:F, which was adopted in 2021. VI:F currently reads:

VI:F• NHSBA supports equity and inclusion in all aspects of education. NHSBA supports adherence to all anti-discrimination laws, rules and statutes ensuring that no student is excluded or discriminated against on the basis of sex, gender identity, race, religious creed, color, marital status, physical or mental disability, national origin, economic status, familial status, sexual orientation, health condition, or native language. (January 2021)

Alternative Resolution Recommended by NHSBA Board of Directors:

VI:F• NHSBA supports equity and inclusion in all aspects of education, **including curricular programs, extra-curricular programs and co-curricular programs**. NHSBA supports adherence to all anti-discrimination laws, rules and statutes ensuring that no student is excluded or discriminated against on the basis of sex, gender identity, race, religious creed, color, marital status, physical or mental disability, national origin, economic status, familial status, sexual orientation, health condition, or native language. (January 2021)

NHSBA Rationale: NHSBA Resolution VI:F already speaks to NHSBA's support for equity, inclusion and anti-discrimination laws. This Resolution also includes all classes protected under state law. The NHSBA Board of Directors believes the Alternative Resolution reaches the stated goal of the proposed resolution without singling- out one of the protected classes.

14. Submitted by the Wilton-Lyndeborough Cooperative School Board

Proposed Resolution:

The New Hampshire School Board Association will ensure that NHSBA member dues are not being used for lobbying purposes consistent with RSA 15:5.

Rationale:

The resolution simply seeks to follow the statute. If member school boards do not segregate funds when paying NHSBA membership dues, thus co-mingling state and non-state funds, then those membership dues cannot be used for lobbying purposes as stated in RSA 15:5.

NHSBA Response:

✓ **Adoption NOT recommended by NHSBA Board of Directors.**

First: The Board of Directors believes the objective of the proposal is not appropriate for a Resolution. NHSBA Resolutions are intended to guide NHSBA's positions relative to legislative advocacy, while this resolution would seek to direct the internal operation of NHSBA relative to its membership.

Second: The resolution would require NHSBA to somehow monitor or audit the accounts and expenditures of its member districts.

Third: The premise is based upon an open question statutory interpretation.

RSA 15:5 states:

I. Except as provided in paragraph II, no recipient of a grant or appropriation of state funds may use the state funds **to lobby or attempt to influence legislation**, participate in political activity, or contribute funds to any entity engaged in these activities.

II. Any recipient of a grant or appropriation of state funds that wishes to engage in any of the activities prohibited in paragraph I, or contribute funds to any entity engaged in these activities, shall segregate the state funds in such a manner that such funds are physically and financially separate from any non-state funds that may be used for any of these purposes. Mere bookkeeping separation of the state funds from other moneys shall not be sufficient.

Relative to Paragraph I, NHSBA maintains that the Association is not subject to Paragraph I, as NHSBA is not a "recipient of a grant or appropriation of state funds."

Relative to Paragraph II, RSA 15:5 became law in 2006. A review of the legislative history includes no information that would indicate that paragraph II was intended to apply (1) absent a primary object of the payment to "lobby or attempt to influence legislation" by the third-party entity, or (2) when the entity's positions are not directed or even chosen by the recipient of the state funds (i.e., an individual school district/board).

In this regard, NHSBA is not different than any other entity – whether for profit or not-for-profit - which receives payments from a district and which spends some of its revenue on attempts to influence legislation.

Additionally, and despite the fact that public employee/officer organizations such as NHSBA were funded in the same manner as NHSBA is in the present day, NHSBA is not aware of any instance since this statute became law when the bills' sponsors asserted that RSA 15:5 was intended to apply to organizations such as NHSBA.

Nothing precludes school boards from segregating funds for NHSBA dues. Consistent with limitations on NHSBA's legal services, NHSBA recommends that boards consult with their own local legal counsel for an interpretation of RSA 15:5, II. If a local board chooses to segregate funds, the board should consult with local counsel, along with the superintendent, business administrator and district auditor to best determine how that should be accomplished. Local counsel should be involved to ascertain whether this statute would also apply to other professional organizations/associations, vendors, contractors, or other entities engaged in legislative advocacy.

15. Submitted by the Governor Wentworth School Board

Proposed Resolution:

The GWRSD School Board tonight voted unanimously to support and in so doing reaffirm the current NHSBA resolution.

My motion;

I move the GWRSD School Board vote to support and reaffirm the current NHSBA resolution which reads "NHSBA supports that the state and federal government seek and provide viable, sustainable, permanent funding to provide a school breakfast and lunch at no cost to students."

Now reflected in the minutes, during public portion of the meeting, and recorded by Wolfeboro Community Television.

Rationale:

N/A

NHSBA Response: Though this is not a proposed resolution, per se, the NHSBA Board of Directors thanks the Governor Wentworth School Board for their continued support. If Continuing Resolution #2 passes, it will become a permanent Resolution in the NHSBA Statement of Beliefs Manual.

16. Submitted by the Concord School Board

Proposed Resolution:

The board voted 8-0 to send the following proposed resolution regarding universal free lunch to the NHSBA: (Motioned by Mr. Weinberg, 2nd by Mr. Cotton).

1. "Whereas the Concord School Board recognizes the importance of nutrition for supporting the development and learning potential of New Hampshire students.
2. Whereas the Concord School Board believes it is critical to tackle childhood hunger and food insecurity.
3. Therefore, we submit a resolution to the NHSBA to advocate to the NH State Legislature to create a universal and subsidized meal program for NH public school students."

Rationale:

Support for the issues concerning food insecurity

The Concord Board is committed to ensuring that all children receive nutritious meals while at school. In seeking support from the state to fund breakfast and lunches, the Board offers the following rational.

The Board acknowledges that every student needs to start the day with a healthy breakfast and a healthy lunch to sustain learning throughout the day

Schools in the city of Concord have a significant number of students with food insecurity. The district faced a deficit in revenues from the food service program due to the inability of families to afford the meal program

The district provides breakfast and lunch to students attending summer programs at the school.

The board realizes that not all families fill out the required paperwork for a variety of reasons, having state support would lessen the burden of filing the application

NHSBA Response: This Proposed Resolution is similar to Continuing Resolution #2. However, the NHSBA Board of Directors believes that a slight amendment to CR#2 is warranted and necessary, consistent with this Proposed Resolution. Continuing Resolution currently states:

NHSBA supports that the state and federal government seek and provide viable, sustainable, permanent funding to provide a school breakfast and lunch at no cost to students. (2022)

Alternative Resolution Recommended by NHSBA Board of Directors:

NHSBA supports that the state and federal government seek and provide viable, sustainable, permanent funding to provide a school breakfast and lunch at no cost to students **and at no cost to local school districts.** (2022)

NHSBA Rationale: Continuing Resolution #2 only addresses providing school meals to students at no cost. Over the last number of years, the New Hampshire Legislature has passed numerous laws with unfunded mandates passed down to local school districts. This proposed Alternative Resolution clarifies that any school funding programs should also be at cost to local school districts and should not be an unfunded mandate.

17. Submitted by the Concord School Board

Proposed Resolution:

Concord Board of Education Resolution
For Gun Free School Zones

A RESOLUTION of the Concord Board of Education in Concord, New Hampshire supports New Hampshire State Legislation that will enforce the Federal Gun Free School Zone Act.

WHEREAS, the Concord Board of Education has an obligation to ensure that all students are provided a safe, secure, and supportive environment in which education and school activities are conducted; and

WHEREAS, legislators are accountable to create a safe or unsafe environment in our schools, as evidenced by increasing incidents of gun violence threats and gun violence in schools; and

WHEREAS, so far this year in 2024, the United States has experienced 88 incidents of shooting in schools with 78 victims of these shootings; and

WHEREAS, the presence of firearms increases risk of such harm; and

WHEREAS, the Concord Board of Education policies #544 prohibits weapons including firearms on school properties unless under the control of law enforcement personnel; and

WHEREAS the federal government has designated schools as gun-free zones; and

WHEREAS, the federal Gun Free Schools Act prohibits students from bringing firearms into schools, and the federal Gun Free Schools Zone Act prohibits all other persons from bringing firearms within 1,000 feet of school property; and
WHEREAS, any bill set before New Hampshire Legislators that does not enforce federal law of gun free school zones, compromises the ability to maintain a safe environment.

NOW, THEREFORE, IT IS HEREBY RESOLVED:

The Concord Board of Education:

- Opposes current New Hampshire state law that does not require state and local law enforcement to enforce federal law of gun free school zones.
- Urges all City of Concord's elected representatives serving in the New Hampshire State Legislature to pass legislation to keep firearms out of school zones.
- Urges New Hampshire State Legislature to pass a bill that enforces federal Gun Free School and Gun Free School Zone Acts in order to create and maintain a safe education environment.

- Commits to creation and revision of Concord School District policies that prohibit students, staff, and civilians from bringing firearms within a school zone.
- Directs the Concord School District Superintendent to distribute this resolution to city, state, and local policy makers, all members of the State Board of Education (New Hampshire); New Hampshire State School Board Association; New Hampshire Association of School Administrators; New Hampshire State Teachers Association; local print, voice, and internet media.

Adopted the day of 2024, the Concord Board of Education voted at a dully called meeting at which a quorum was present with in favor, opposed, and abstained from the Resolution.

Resources:

K-12 School Shooting Database; <https://k12ssdb.org/>
 Concord School District Policy #544 Weapons on School Property NH RSA 192 D:2
 Federal Gun Free School Zone Act 1990 Federal Gun Free Schools Act 1994

Rationale:

Support for issues concerning weapons in the schools

The Concord Board of Education is committed to providing a safe and secure environment for children and staff and in doing so supports a gun free school zone. The Board offers the following rational.

The rules that apply to students attending schools should apply to adults who enter school grounds.

The Board was faced with a situation when adults (some carrying weapons) were using a school facility over a weekend at the same time students were in the building at an event. Students observed the adults carrying a weapon and sent panic among the students and parents. The situation was quickly resolved but not without heightened anxiety on the part of students.

The district receives federal funds to support school programs and is cognizant of the rules around the Federal “Safe and Gun Free Zones” and yet NH laws allow for concealed weapons as well as open carry.

NHSBA Response: NHSBA has two resolutions relative to guns and firearms on school grounds.

Continuing Resolution #4 states: *“NHSBA will advocate for legislative action that ensures local school boards comply with federal firearm laws and policies.”* (2022)

Resolution VI:G• states *“NHSBA supports legislation to restrict possession of firearms on school property, limiting possession to certified police officers only.”* (2020)

This Proposed Resolution is different, however, as it speaks to local law enforcement enforcing federal law regarding firearms on school grounds

Alternative Resolution Recommended by NHSBA Board of Directors:

VI:G• NHSBA supports legislation to restrict possession of firearms on school property, limiting possession to certified police officers only. *NHSBA further supports state legislation that would allow enforcement of the federal Gun Free School Zones Act within New Hampshire.*

18. Submitted by the Oyster River School Board

Proposed Resolution:

II:E• NHSBA proposes that the state develop an equitable and sustainable tax plan dedicated solely to education for the purpose of fully funding a constitutionally adequate education for all students in the state. (2002)

Proposed resolution amendment, edit in bold italics:

II:E• NHSBA proposes that the state develop an equitable and sustainable tax plan dedicated solely to ***public*** education for the purpose of fully funding a constitutionally adequate education for all students in the state.

Rationale:

Recent legislation and rule interpretation by the state continue to complicate the ability of school districts to fund a constitutionally required adequate education. Recent court rulings (ConVal vs. State of NH, Rand vs. State of NH) reiterate this requirement to form a tax plan and the continued failure of the legislature to do so. This lack is creating a significant and negative educational and financial impact on public school districts and local taxpayers. Therefore it is timely to make a small edit to NHSBA policy II:E to reinforce that NHSBA not only supports an equitable and sustainable tax plan to fund education, but that the tax plan should support PUBLIC education rather than private and/or parochial education. This also allows policy II:E to more fully coincide with policy I:B, which opposes the creation of vouchers (Education Freedom Accounts) and other programs that funnel tax dollars away from public schools into private and parochial schools.

NHSBA Response:

The NHSBA Board of Directors supports the intent and purpose of this Proposed Resolutions, with minor modifications.

Alternative Resolution Recommended by NHSBA Board of Directors:

II:E• NHSBA proposes that the state develop an equitable and sustainable tax plan dedicated solely to ***public schools operated by local school districts*** education for the purpose of fully funding a constitutionally adequate education for all students in the state.

NHSBA Rationale: The NHSBA Board of Directors believes that the alternative language clarifies that education funding be directed at public schools operated by local school districts, lest there be any confusion or misunderstanding as to what constitutes “public education.”

19. Submitted by the Oyster River School Board

Proposed Resolution:

The NHSBA does not support the proposed revisions to State Administrative Rule ED 306, document #10556, as amended on 3/27/2024.

Rationale:

The proposed revisions to State Administrative Rule ED 306, as of 3/27/2024, are problematic, inadequate, and unclear in multiple areas. The proposed rule changes conflict with multiple areas of standing NHSBA policies, resolutions, and statements of belief, including but not limited to:

I:B (moving tax dollars away from public schools);

II:N and II:U (unfunded mandates and fiscal impact);

V:K, V:M, and V:N (all regarding various aspects of local control, including standards, assessment and accountability);

VI:F (equity and inclusion for students) and VI:H (diversity, equity and inclusion within curriculum);

VIII:H (decreases in content and skills tested).

The proposed revisions also can be interpreted as affecting adequate funding by shifting educational requirements to options, which significantly complicates budgeting and aspects of local control. Local control itself is challenged in the draft by limiting language allowed in crafting policies as well as altering how a credit can be earned, which are typically under local school board purview. Standards are weakened by changing “mastery” to “proficiency” in meeting competencies, where “proficiency” is now defined as a minimum requirement as opposed to a high requirement. There are also multiple changes, such as changing “instructional” to “learning”, and “teaching” to “facilitating learning” that lessens the importance of classroom learning. Highly qualified and credentialed professional teachers are paramount in providing quality education; eliminating or weakening teacher preparation and licensure is a disservice to students and society and compromises the quality of the diploma issued by the school district.

Due to these and other issues and areas of concern, the NHSBA should not support the proposed revisions to ED 306 as of 3/27/2024 (5/28/2024 proposed revisions have not yet been approved at this date).

✓ **Adoption NOT recommended by NHSBA Board of Directors.**

NHSBA Rationale: Not support. On Wednesday August 14, 2024, the State Board adopted the new minimum standards, rendering this Proposed Resolution moot.

20. Submitted by the Oyster River School Board and Cosponsor of the Hanover/Dresden Resolution Submitted Above

Proposed Resolution:

Whereas all children deserve to be safe in New Hampshire schools; and

Whereas public education strives to encourage tolerance, acceptance, inquiry, and curiosity; and

Whereas all children deserve the opportunity to participate in school based extracurricular activities, including sports teams; and

Whereas several school districts in New Hampshire have already adopted inclusive transgender student policies; and

Whereas the state of New Hampshire has previously enacted anti-discrimination laws in 2018 protecting transgender people from discrimination in housing, employment, public accommodations and schools;

Therefore be it resolved that the NHSBA supports and advocates for statewide legislation and local school board policy that affirms the rights of all students to participate in education including school sponsored curricular and co-curricular activities, free of discrimination on the basis of gender identity.

NHSBA Response: This Proposed Resolution is the same as Proposed Resolution #13, above. The NHSBA Board of Directors response is the same to this Proposal as it was to Proposed Resolution #13.

Alternative Resolution Recommended by NHSBA Board of Directors:

VI:F• NHSBA supports equity and inclusion in all aspects of education, **including curricular programs, extra-curricular programs and co-curricular programs**. NHSBA supports adherence to all anti-discrimination laws, rules and statutes ensuring that no student is excluded or discriminated against on the basis of sex, gender identity, race, religious creed, color, marital status, physical or mental disability, national origin, economic status, familial status, sexual orientation, health condition, or native language. (January 2021)

NHSBA Rationale: NHSBA Resolution VI:F already speaks to NHSBA's support for equity, inclusion and anti-discrimination laws. This Resolution also includes all classes protected under state law. The NHSBA Board of Directors believes the Alternative Resolution reaches the stated goal of the proposed resolution without singling-out a single protected class.

21. Submitted by the Hooksett School Board

Context

NH state law provides a framework for school impact fees to be established for new residential development/construction via RSA 674:21 which specifically refers to “public school facilities”. Local zoning ordinances specify criteria for the assignment of fees to new construction, collection of fees from developers, retention of these fees, and the criteria for school districts to be eligible to receive these fees as revenue to offset expenses for facilities construction or improvement. In some communities, ordinances or Planning Board areas of focus are oriented towards municipal projects, and school district concerns may be inadequately considered.

Proposed Resolution

NHSBA will advocate for laws governing impact fees to be updated to require local Planning Boards to revisit impact fee methodology, policy, and schedule at least every five years, to ensure local ordinances reflect legislative or rule changes and consider other local factors and school district concerns.

✓ **Adoption recommended by NHSBA Board of Directors.**

NHSBA Rationale: Impact fees stand to have a significant effect on school board budgeting, facilities planning, and school capital improvement plans. The NHSBA Board of Directors believes that by supporting and advocating for this Resolution, school boards will have better stability, uniformity and financial planning as it comes to school district facilities and infrastructure.

22. Submitted by the Mascoma Valley Regional School Board on 8/3/2024

Proposed Resolution:

NHSBA will support legislation that requires the State of New Hampshire to fund the cost of the Youth Risk Behavior Survey for all middle school students in the state.

Rationale:

Currently, the state of New Hampshire covers the cost for school districts to survey students for the Youth Risk Behavior Survey from the Center for Disease Control and Prevention. This biannual, anonymous survey provides valuable information to school districts, health councils, and communities so they may be able to address underlying issues facing young people such as drug use, suicidal thoughts, self-harm, eating disorders, dating violence, abuse, bullying, vaping, addiction, and so much more. This survey is often the only way adults are able to understand the issues facing young people today because of its widespread use nationwide in an anonymized fashion. Currently, New Hampshire only funds the high school survey, leaving school districts having to fund a middle school survey themselves. An age-appropriate middle school survey is currently funded by our neighbors in Maine and Vermont, giving their communities better information to address problem behaviors earlier and build stronger risk prevention strategies by the time these students enter high school.

NHSBA Response:

√ **Adoption NOT recommended by NHSBA Board of Directors.**

NHSBA Rationale: The NHSBA Board of Directors recognizes and appreciates the Mascoma Valley Regional School Board's interest and stated desire to address problem behaviors earlier and build stronger risk prevention strategies by the time these students enter high school. However, the Board of Directors also believes that local school districts should undertake the Middle School Youth Risk Behavior Survey on their own volition, lest it be another mandate from the state and another task levied upon our school district staff.

23. Submitted by the Keene School Board the on 8/5/2024

Proposed Resolution:

NHSBA urges the New Hampshire Legislature to repeal all laws that usurp local control in regard to materials found in public school libraries. Further, NHSBA urges the New Hampshire Legislature to repeal all laws that usurp local control in regard to materials used to teach the curriculum established by the New Hampshire Legislature, New Hampshire Department of Education and local school boards.

Rationale:

It is our belief that our local school boards are best suited to deal with the expectations of the communities they serve and the staff they hire.

NHSBA Response:

√ **Adoption NOT recommended by NHSBA Board of Directors.**

NHSBA Rationale: NHSBA currently has two Continuing Resolutions that speak to this matter.

Continuing Resolution #5 states: *NHSBA opposes any legislations that divests local school boards of original jurisdiction relative to complaints about local curriculum, instruction, and instructional resources such as books, library materials, and other instructional resources. Further, NHSBA opposes any legislation that subjects school district staff to civil lawsuits and sanctions relative to curriculum and instruction. (2023)*

Continuing Resolution #6 states: *NHSBA affirms the qualifications of school district staff to research and select appropriate digital and printed material for schools. Literary and curricular collections should offer students information that provides a balance of cultural values. Further, literary collections should represent diverse points of view; provide a global perspective; stimulate essential thinking skills; and meet the interests, abilities, learning styles, and information needs of the learning community. (2023)*

The NHSBA Board of Directors believes these two Continuing Resolutions are related enough to the Proposed Resolution such that another resolution on the same topic is not necessary.

24. Submitted by the Keene School Board the on 8/5/2024

Proposed Resolution:

NHSBA opposes state laws that require mandatory reporting by teachers and staff to parents and guardians of conversations teachers and staff (including counseling, therapy, and school psychology) have with a student regarding the student's own status as a member of any protected class.

Rationale:

It is difficult enough to find and retain good teachers and staff, and mandatory reporting of non-criminal issues is a psychological and emotional burden to students and staff, violates confidentiality, and is an affront to professional ethics.

NHSBA Response: Support alternative language.

Alternative Resolution Recommended by NHSBA Board of Directors:

NHSBA supports legislation which prioritizes the well-being and safety of students and, while recognizing the rights of parents to make decisions about their children, also gives due consideration and weight to educators' professional judgment and their responsibility under the Code of Ethics for New Hampshire Educators to always act in a student's best interests.

Rationale: The Code of Ethics for New Hampshire Educators contains the following provisions:

- Educators are expected to have an awareness and respect of the confidential nature of material received and communicated from a variety of audiences.
- Educators are expected to recognize and respect confidential information acquired in the course of employment regarding individual student safety, education, health, and personal information of students and their families.

The NHSBA Board of Directors believes that the proposed Alternative Resolution addresses the intent of the proposed Resolution while simultaneously addresses the responsibilities of teachers and school staff under the Code of Ethics for New Hampshire Educators.

