

Brookline School Board  
Wednesday, June 28, 2023  
**\*Richard Maghakian Memorial School (RMMS)**  
**6:00 PM**

All Times are estimates and subject to change without notice

- 6:00 Call to Order – Chairman Haag
- 6:05 Agenda adjustments  
Correspondence/Resignations/Retirements/Nominations  
Approval of minutes
- 6:10 Presentation – Bronze Award – Introduction of students by Principal Bouley
- 6:15 Public Hearing – Maintenance Trust**
- 6:25 Public Input
- 7:05 Principal's Report
  - MTSS summer update
  - Discipline data review
- 7:25 **Discussion**
  - Summer timeline for policy work, SEL curriculum, review
  - Revenue and Expense update
- 8:00 **Deliberations**
  - To see what action the Board will take to authorize the Superintendent to hire, accept resignations, and terminate staff during the summer months
  - To see what action the Board will take regarding the administration's recommendation for the maintenance trust
  - To see what action the Board will take to authorize the Superintendent to sign the agreement with DECCO and the Board
  - To see what action the Board will take on policy IHBA – Special Education: Determination of a Specific Learning Disability: second reading & adopt
  - To see what action the Board will take on policy IJOC – Volunteers: second reading
  - To see what action the Board will take on policy JICA – Student Dress Code: first reading
- 8:20 Non-Public under RSA 91-A: 3II (a) compensation and/or reputation
- 8:25 Motion to adjourn



**Brookline School District**  
**Expendable Trust: Public Hearing**  
**June 28, 2023**

<b>Brookline Maintenance Expendable Trust</b>
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**Background**

Principals Dan Molinari and Trisha Bouley identified several needed repairs/improvements for their respective buildings during the budget process. At the hearing for the FY24 budget, the Brookline School Board recommended that the funding source for these particular items be the Brookline Maintenance Expendable Trust. The voters approved the Board's recommendation during the 2023 voting session. Therefore, this is the official request to use the Expendable Trust for the following expenses.

Please note that there are two additional identified needs:

1. The RMMS fire panel. The budget process identified the CSDA AND RMMS fire panels as needing to be replaced but only the CSDA panel at \$100k was approved. The RMMS panel has now reached an urgent need so it has been included below. Based on the quotes received, we can do both the CSDA AND RMMS fire panels for an additional \$35,000 (Total Cost - \$135,500) .
2. The other addition is the bollards at both schools. All schools in SAU 41 will be receiving these over the summer with a total cost to CSDA and RMMS of \$3,500. This low price is a direct result of purchasing all the bollards for all schools at the same time.

These additions do leave the balance lower than we'd like at \$34,806 instead of the estimated \$61,697 but we can likely increase the balance during the FY25 budget process. And, if an emergency arises that goes beyond \$34k, we do have the retained fund balance to fall back on.

**FY24 Requested Items/Estimated Cost**

<b>RMMS</b>	Cafeteria Tables (4)	\$ 9,500
	Fire Panel	\$ 69,000
	Burglar/Panic Alarm-EOL	\$ 15,000
	Wiring Update	\$ 23,100
	Access Points	\$ 7,250
	Bollards	<u>\$ 1,000</u>

**Total                    \$124,850**

<b>CSDA</b>	Fire Panel	\$ 66,500
	Exterior Doors – Phase II	\$ 10,000
	Exterior Lighting	\$ 10,000
	Bollards	<u>\$ 2,500</u>

**Total                    \$ 89,000**

**Grand Total                                    \$213,850**

**Brookline Maintenance Expendable Trust Status**

Current Balance:	\$ 93,656
To be add in FY24:	\$ 155,000
FY24 Expenditures:	\$ 213,850
Resulting Balance:	\$ 34,806

<b>Brookline Special Education Expendable Trust</b>
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The Board approved the use of up to \$100,000 of the Trust in FY23.

**Brookline Special Education Expendable Trust Status**

Current Balance: \$250,362 Assumes no usage in FY23

To be add in FY24: \$ 25,000

FY24 Expenditures: \$\_\_\_\_\_0 There is no anticipated use at this time in FY23

Resulting Balance: \$275,362

**Date: June 28, 2023**  
**To: Brookline School Board**  
**From: SAU Administration**  
**RE: MTSS - Brookline Timeline - summer 2023**

June 2023 - Research and independent review of MTSS process, articles, SEL programs

June 28 - Committee begins in person work

Action items

- SEL Tier 1 Curriculum
- Tier 2 intervention research and plan development for behavior and academic processes.
- Universal Screener research and recommendations for behavior and a secondary tool to use for academics (after Aimsweb) to target basic reading skills
- Building of the Brookline MTSS Manual (already begun).
- Building level opening week development and implementation plan for behavioral expectations and reset.
- Development of classroom appropriate visuals for behavioral expectations.

August 7 - Tentative date for recommendation of SEL Curriculum and training plan for implementation.

August 28-30 - Update to staff and appropriate trainings/action steps for implementation

We will also be taking the following steps to assist the Administration in preparation for the opening of the 2023-2024 school year.

1. Conduct a thorough review into the incidents and issues encountered during to the 2022-2023 school year so we have a clear and complete picture of what has happened.
2. Develop programmatic and curricular solutions to address systemic issues, including not limited to trainings for staff, and working with an outside consultant who is familiar with dealing with issues of racism and bias in school settings.
3. Consider additional staffing during the budget process to provide support to staff and administration in the schools, including a social worker or additional members of guidance.
4. Review and expressly discuss the student behavior issues through appropriate channels.

# Brookline School Administrator's Report

June 28, 2023

## Enrollment History

Year	September Enrollment	June Enrollment
16-17	552	567
17-18	550	550
18-19	574	573
19-20	577	580
20-21	572	583
21-22	587	591
22-23	580	589
23-24	568 Projected as of 6/22/2023	



Grade 3 Concert



Field Day







**Passions Day**



**Science Fair**



**Science Fair**



**6th Grade Promotion**

### **Upcoming Events**

July 18th	BSD Policy Meeting
August 23rd	School Board Meeting
August 24th	Gr. 4 Meet and Greet
August 28th	Staff Return
August 30th	K Open House
August 31st	First Day of School

### **Brookline Staffing Needs:**

RMMS:  
5 Paraeducators  
Speech Pathologist (1.0)

CSDA:  
6 Paraeducators  
Speech Pathologist (.5)



**CSDA Staff**

**Bold – Grade Level/Position Change**

**Bold/Underline – New Staff**

**Contracted - 0.5 FTE**

**Brookline School District Staff**

**2023-2024**

**Professional Staff**

***Richard Maghakian Memorial School***

**Kindergarten**

Janet Auger  
Megan Dever  
Melissa Ennulat  
Allie Hills Everett

**Grade 1**

Kimberly Beaudette  
Lisa Boucher  
Emily Ekis  
Jill Robinson

**Grade 2**

Brandon Brown  
Heather Hoefs  
Katrina Gustafson  
Jessica Laflamme  
Caroline Prud'homme

**Grade 3**

Caitlin Carmellini  
**Darby Dillon**  
Kathryn King  
Ashley Starkey  
**Faye Brown**

**PreK**

Stephanie Rogers  
**Andrea Simkins**

***Captain Samuel Douglass Academy***

**Grade 4**

**Melissa Brennan**

Jane Gauthier  
Hanna Furbush  
Danielle Witty

**Grade 5**

Bridget Combes  
Jessica Coutu  
Melissa Leafe  
Melissa Palmer

**Grade 6**

**Megan Elwell**

Shelley Kosek  
Samantha Meehan  
Greg Snoke

**Brookline School District Specialists**

**CSDA**

Lisa Lindsay - Reading Teacher  
Lauren Melia - Reading Specialist  
Adam Wallis - Band  
Maureen Lorden, Nurse  
Jessica Visinski Bumpus - School Counselor  
Alana Taylor - Library  
Tammy Van Dyke - PE/Health  
Karin Pillion- Math Specialist

**RMMS**

Angie Wyand - Reading Specialist  
Patricia Waller - Reading Specialist  
Tena Ferenczhalmay, Nurse  
**Rebecca Hall - School Counselor**  
Kristine Murray- Library  
Steve Martus - PE/Health  
**Steve Lebel - Math Specialist**

CSDA/RMMS

Kristen Leroux - Gott - Art

**Henry Kopczynskie III - Music**

**Special Education Staff**

**CSDA**

Sarah Griffin, Case Manager  
Rebecca Gelinas, Case Manager

**RMMS**

Amanda Bent, Case Manager  
Colbi Desjardins, Case Manager



Jaime Matylewski, Case Manager  
**Patricia Smith, Case Manager**

Corrine Noel, Case Manager  
Karen Oppelaar, Case Manager

Lauren Saltalamacchia - CSDA Speech Pathologist  
Brooke Wilson- Speech Pathologist  
**New - Speech Pathologist**  
**Bethany Walker - School Psychologist, RMMS/CSDA**  
Mary Driscoll, Occupational Therapist RMMS/CSDA  
Kimberly Frye, ESOL

***Explanation of budget balances on current expense report***

***6/19/2023***

Function	Description	Current Balance	Notes
1100	Regular Education	\$ 166,755	Primarily Unfilled Regular Ed MTSS Positions
1200	Special Education	\$ (157,122)	Unexpected Spec Ed services
2100	Student Support Services	\$ 137,321	Primarily savings in Vision/Hearing/PT Services
2200	Instructional Staff Support	\$ 78,260	Savings in PD and Unfilled Positions
2300	School Board/SAU Assessment	\$ (27,225)	Unanticipated legal & advertising expense
2400	School Administration	\$ (20,223)	New PT Admin Support position created
2600	Facilities	\$ (29,742)	Significant increases in heating and electrical costs
2700	Transportation	\$ (75,539)	Increased fuel costs and special ed costs
2900	Benefits	\$ 54,389	Various small savings
4300	ADA Projects/Temp. Storage	\$ (108,162)	Required ADA project
5100	Debt Service	\$ -	
5200	Transfers	\$ -	
		<b>\$ 18,712</b>	

***General explanation of what is included in each account category***

Function	Description	Includes
1100	Regular Education	Teacher salaries and teaching materials
1200	Special Education	Teacher salaries, teaching materials, ESY, out-of-district tuition
2100	Student Support Services	Guidance, nurse, psychologist, OT, teaching/testing supplies, contracted services
2200	Instructional Staff Support	Professional development, librarian, library supplies, computer equipment
2300	School Board/Assessment	Assessment, school board expense, annual meeting expense, legal expense
2400	School Administration	Administrator & secretarial salaries, copiers, telephone, hardware/software support contracts, site licensing, consulting, network services, office supplies
2600	Facilities	Custodial/maintenance salaries, snow plowing, mowing, building repairs, heating oil, electric, janitorial supplies, property/liability insurance
2700	Transportation	Bus transportation, fuel
2900	Benefits	Health and dental insurance, taxes, NHRS, Life/LTD, workers comp & unemployment
4000	Site Improvement	Site improvements including architectural fees
5100	Bonds	Principal and interest payments on bonds
5200	Transfers	service expense

# Brookline School District

FY23

as of 6/19/2023

Expenses				
Description	Budget	YTD Expense	Encumbered	Balance
Regular Education	\$ 2,640,074	\$ 2,110,849	\$ 362,470	\$ 166,755
Special Education	\$ 2,038,891	\$ 1,890,927	\$ 305,086	\$ (157,122)
Student Support Services	\$ 738,021	\$ 511,047	\$ 89,652	\$ 137,321
Instructional Staff Support	\$ 251,174	\$ 147,764	\$ 25,150	\$ 78,260
School Board/SAU Assessment	\$ 448,943	\$ 471,961	\$ 4,207	\$ (27,225)
School Administration	\$ 540,247	\$ 537,259	\$ 23,211	\$ (20,223)
Facilities	\$ 670,797	\$ 656,024	\$ 44,515	\$ (29,742)
Transportation	\$ 695,592	\$ 739,824	\$ 31,307	\$ (75,539)
Benefits	\$ 2,480,618	\$ 2,120,577	\$ 305,652	\$ 54,389
ADA Projects/Temporary Storage	\$ -	\$ 108,162	\$ -	\$ (108,162)
Debt Service	\$ 73,200	\$ 73,200	\$ -	\$ -
Transfers	\$ 455,000	\$ 100,000	\$ 355,000	\$ -
<b>TOTAL</b>	<b>\$ 11,032,556</b>	<b>\$ 9,467,594</b>	<b>\$ 1,546,249</b>	<b>\$ 18,712</b>
Plus FY22 Expense Carryover	\$ 84,895	\$ 15,938	\$ -	\$ 68,957
<b>TOTAL FY22 + FY23</b>	<b>\$ 11,117,451</b>	<b>\$ 9,483,532</b>	<b>\$ 1,546,249</b>	<b>\$ 87,669</b>

Revenue				
Description	Budget	YTD Revenue	Expected	IN EXCESS OF BUDGET
Local Property Tax	\$ 6,902,446	\$ 6,902,446		\$ -
Adequacy Aid Grant/Tax	\$ 2,914,483	\$ 2,914,483		\$ 0
<b>State</b>				
Special Education Aid	\$ 188,847	\$ 172,572		\$ (16,275)
State Funding	\$ 56,672	\$ 56,672		\$ 0
Food Service	\$ 2,100	\$ 3,265		\$ 1,165
<b>Federal</b>				
Grants	\$ 190,000	\$ 269,297		\$ 79,297
Food Service	\$ 38,500	\$ 56,319		\$ 17,819
Medicaid	\$ 20,000	\$ 4,597		\$ (15,403)
<b>Local</b>				
Tuition	\$19,000	\$ 38,417		\$ 19,417
Impact Fees	\$ 20,000		\$ 18,373	\$ (1,627)
Other	\$ 1,000	\$ 4,555		\$ 3,555
Food Service Sales	\$ 124,400	\$158,204.03		\$ 33,804
<b>FY22 Expense Carryover</b>	<b>\$ 84,895</b>	<b>\$ 15,938</b>	<b>\$ -</b>	<b>\$ (68,957)</b>
Less: Facilities Maint. Fund	\$ 75,000		\$ 75,000	\$ -
Less: Special Education Fund	\$ 25,000		\$ 25,000	\$ -
Fund Balance to Reduce Taxes	\$ 595,269		\$ 595,269	\$ -
Retained Fund Balance	\$ (140,161)		\$ (140,161)	\$ -
<b>TOTAL REVENUE</b>	<b>\$ 11,117,451</b>	<b>\$ 10,596,764</b>	<b>\$ 573,481</b>	<b>\$ 52,794</b>

Total Expense Balance	\$ 87,669
To F/S and Grant Unreserved Fund Balance	\$ (132,084)
Total Revenue Balance	\$ 52,794
Unreserved Fund Balance	\$ 8,378

## Anticipated Reductions to Unreserved Fund Balance

	Negative Balance-Proposed Solution	Anticipated Needs for FY24
	Current Balance	Maint. Trust \$ 55,000
Use of FY23 Retained Fund Balance for Required ADA Project	\$ 108,162	Spec Ed Trust \$ -
Use of Spec Ed Expendable Trust	\$ 78,460	Retained Fund Balance \$ 140,000
<b>New Projected Fund Balance</b>	<b>\$ (0)</b>	<b>Total Reductions \$ 195,000</b>

<b>Projected Fund Balance</b>	<b>\$ (186,622)</b>
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**AGREEMENT BETWEEN BROOKLINE SCHOOL DISTRICT AND DECCO, INC.  
FOR EMERGENCY OCCUPATION BY CAPTAIN SAMUEL DOUGLASS ACADEMY  
OF DECCO PROPERTY DURING SCHOOL EVACUATION**

This Agreement is hereby executed by and between the Brookline School District (“Brookline”) and DECCO, Inc. (“DECCO”) on this \_\_\_\_ day of \_\_\_\_\_, 2022, for purposes of providing an emergency gathering space in the event of an evacuation of the Captain Samuel Douglass Academy (“CSDA”).

WHEREAS, CSDA is located at 24 Townsend Hill Rd, Brookline, NH 03033; and

WHEREAS, DECCO owns and operates the Tim Barton Center for Craft Excellence, located at 31 Route 13, Brookline, NH 03033, approximately one-half mile from CSDA school grounds; and

WHEREAS, in the event of an emergency requiring the evacuation of school grounds, CSDA requires a location for students of CSDA to gather and wait in safety until buses arrive to transport the students to the Brookline Safety Complex;

WHEREAS, DECCO agrees to allow CSDA to evacuate students to its facility for purposes of waiting safely for the buses to arrive to transport them to the Brookline Safety Complex;

NOW, THEREFORE, for mutual covenants and matters set forth herein, as of the date set forth above, the Parties hereby agree as follows:

1. DECCO hereby provides its express authorization and agreement that CSDA may, in the event of an emergency requiring the evacuation of the school grounds, direct its students, teachers, and staff to gather on its property at 31 Route 13, Brookline, NH 03033 (the “Property”).
2. DECCO warrants and represents that the Property is in suitable condition for its use by CSDA for this purpose, and further warrants that it has used reasonable care in maintaining the Property, and that, to the best of its knowledge, there are no attractive nuisances, nor hidden dangers, at the Property.
3. CSDA students, teachers, and staff shall gather [DESCRIBE AREA]. CSDA may not access any other area of the Property without the express permission or direction of [a duly authorized representative of DECCO].
4. DECCO, including but not limited to its subdivisions, officials, employees, agents, and/or representatives, assumes no responsibility or liability whatsoever for any personal injury or death which might occur as a result of CSDA’s emergency evacuation to the Property.

5. Brookline hereby waives, relinquishes, absolves, and discharges DECCO from any and all liability, damages, costs, and expenses of any nature whatsoever resulting directly or indirectly from CSDA's emergency evacuation to the Property.
6. Brookline agrees and covenants that it will forever indemnify, defend, and hold harmless DECCO, including but not limited to its subdivisions, officials, employees, agents, volunteers and representatives, from any claims, suits, causes of action or damages, resulting from the CSDA's emergency evacuation to the Property.

**Signature of Duly Authorized Representative of DECCO, Inc.**

\_\_\_\_\_  
(Print): \_\_\_\_\_

**Date:** \_\_\_\_\_

Title: \_\_\_\_\_

Telephone: \_\_\_\_\_

Address: \_\_\_\_\_

**Signature of Duly Authorized Representative of Brookline School District**

\_\_\_\_\_  
(Print): \_\_\_\_\_

**Date:** \_\_\_\_\_

Title: \_\_\_\_\_

Telephone: \_\_\_\_\_

Address: \_\_\_\_\_

**SPECIAL EDUCATION: DETERMINATION OF A SPECIFIC LEARNING DISABILITY**

It shall be the policy of the Brookline School District to evaluate for specific learning disabilities in a manner consistent with the procedures and standards included in N.H. Department of Education rule 1107 and 34 C.F.R. §§300.301 - .311, as applicable. A specific learning disability is determined through professional judgment using multiple supporting evidences. All staff, students, parents and other interested persons are directed to the New Hampshire Department of Education Special Education Procedural Safeguards Handbook.

In making determinations regarding whether a student has a specific learning disability under state and federal special education rules, the District shall use:

A. The “pattern of strengths and weaknesses” model as set forth in New Hampshire State Board of Education rule Ed 1107.02(a)(1) and in federal regulation 34 C.F.R. §§ 300.307(a)(1) and 300.309(a)(2)(ii), using multiple sources of data.

OR

B. The “response to intervention” (RTI) model as set forth in Ed rule 1107.02(a)(2) and federal regulation 34 C.F.R. §§ 300.307(a)(2) and Ed rule 1107.02(a)(2).

The District will find the child eligible if the child satisfies either model.

**Legal References:**

*200 U.S.C. 1414(b)(6) (2004)*

*RSA 186-C:16*

*NH Rules for the Children with Disabilities: Ed. 1106.01(b), (d-e), 1107.01(a), 1107.02, 1107.04(a-b), & Table 1100.1 (2008).*

*IDEA Federal Regulations 34 CFR: 300.8(a)(10), 300.307-300.311 (2006)*

*First Reading: July 26, 2011*

*Second Reading: August 23, 2011*

*Third Reading: Waived*

*Approved: August 23, 2011*

1<sup>st</sup> Reading: November 30, 2022 (as amended)

2<sup>nd</sup> & Adopt: June 28, 2023



## IJOC - VOLUNTEERS

See also [ABA](#), [GBCD](#)

The Board recognizes the valuable contribution made to the total school program through the volunteer assistance of parents and other citizens. In working with volunteers, a District staff member shall clearly explain the volunteer's responsibility.

The Superintendent or designee is responsible for developing and implementing procedures in accordance with RSA 189:13-a for the utilization of volunteers. The selection of volunteers will be consistent with those policies and procedures under the direction of the Superintendent. It is the responsibility of school administration to ensure that all volunteers are approved prior to allowing services to be rendered.

### *Designated Volunteers*

*Designated volunteers are subject to the provisions of Policy [GBCD](#) - Background Investigation and Criminal Records Check and will be required to undergo a background investigation and a criminal records check. "Designated volunteer" means any volunteer who:*

- 1. Comes in direct contact with pupils on a regular basis;*
- 2. Chaperones field trips, dances, athletics or activities as defined by the Superintendent;*
- 3. Meets with students on a one-on-one basis;*
- 4. Any other volunteer so designated by the School Board or Superintendent.*

### *Supervised Volunteers*

- 1. Are never left alone in the building;*
- 2. Do not have regular, direct contact with children;*
- 3. May not perform duties of designated volunteers.*

### *Volunteer Requirements*

- A. Complete an application.*
- B. Complete annual training as defined by the Superintendent.*
- C. Serve in the capacity of assistants and not be assigned to roles which require specific professional training. Instructional services shall be rendered under the supervision of certified staff.*

*D. Sign a confidentiality agreement, and refrain from discussing the performance or actions of a student except with the student's teacher, counselor or Principal.*

*E. Refer any student problem that arises, whether of an instructional, medical or operational nature, to a regular staff member.*

*F. Receive orientation at the building and district level, including (1) general job responsibilities; (2) information about school facilities, routines, and procedures, including safety and evaluation; (3) ~~work~~ volunteer schedule and place of work assignment; (4) specific tasks for the assignment; and (4 5) expected relationship to regular staff.*

*~~G. Receive appropriate training at the building level, consistent with their tasks and existing District standards. This training shall be developed under the leadership of the Principal in consultation with the volunteer coordinator.~~*

*H. The school district employee with whom the volunteer is working should have assignments and activities clearly defined and in writing.*

*I. Volunteers may be terminated when:*

- 1. Program and/or duties are no longer needed;*
- 2. They are replaced by paid staff; or*
- 3. In the sole judgment of the administration, their conduct does not meet the standards of the District.*
- 4. The Superintendent reserves the right to sever the volunteer relationship at any time with or without cause.*

*J. Adhere to all district policies and procedures.*

The voluntary help of citizens should be requested by staff through administrative channels to assist in conducting selected activities and/or to serve as resource persons.

Legal Reference:

RSA [189:13-a](#), School Employee Volunteer Background Investigations

RSA 508:17, Volunteers; Nonprofit Organizations; Liability Limited.

1st Reading: April 16, 2012

2nd Reading: July 24, 2012 3rd Reading:

Waived Adoption: July 24, 2012

1<sup>st</sup> Reading: November 30, 2022 (as amended)

2<sup>nd</sup> Reading: June 28, 2023

**STUDENT DRESS CODE*****Category: Optional******Related Policies: JIC***

The Board recognizes that student individual dress is primarily a parental responsibility that should reflect concern for health and safety of students, staff and others. When the dress of an individual student constitutes a health problem, is unsuitable for school wear, is a danger to any person, or causes a substantial and material disruption or substantial disturbance, the principal shall take appropriate action to correct the situation.

The dress code within each school shall be administered fairly, consistently, and equally to all students. The dress code shall not be enforced in a manner that discriminates against a particular viewpoint or results in a disproportionate application of the dress code relative to students' gender, gender identity, sexuality, race, ethnicity, household income, or body type or size.

Enforcement must accommodate clothing worn by students as an expression of religious beliefs (e.g., head scarves) and worn by students with disabilities (e.g., protective helmets). Enforcement shall not indirectly discriminate against students based on hair texture and or hairstyles, including, but not limited to, braids, locks, and twists.

**District Standards:****A. Students must wear:**

1. A Shirt/dress (with fabric in front, back, sides, and with straps/sleeves);
2. Pants, skirt, leggings, shorts, etc.; and
3. Shoes.

**B. Students must not wear:**

1. Clothing depicting hate speech, offensive, vulgar, or racist language or pictures; and
2. Clothing that glorifies, encourages or promotes the use of alcohol or drugs.

Building Principals shall assure that any District or School standards are included in the Student Handbook and otherwise communicated to students annually.

Notwithstanding District or School standards, some courses and school activities may require adjustments to attire and hairstyle or may require specific attire to ensure safety during academic activities (e.g., science labs or PE).

Students who violate this policy will be given an opportunity to correct the situation by either changing the clothing, removing the clothing (if appropriate), wearing it inside-out, or other means as determined by the principal so the student is in compliance with this policy. Students who repeatedly violate this policy may face more severe punishment, including detention, in-school suspension, or out-of-school suspension.

School staff shall not confront students on dress-code violations in a manner that unnecessarily disciplines or publicly shames the student. When a school staff member or school administrator discusses a dress code violation with a student, it is recommended that another adult should be present and at least one of the two adults should be the same sex as the student.

**Legal References:**

U.S. Constitution, 1<sup>st</sup> Amendment

RSA 189:15, Regulations

RSA 193:38, Discrimination in Public Schools

1<sup>st</sup> Reading: June 28, 2023