

Monadnock Regional School District & SAU #93

School Board Agenda

May 6, 2025

ZOOM (7:00 PM)

Meeting ID: 841 2331 3370

Passcode: 699940

Phone: +1 646 931 3860

The public is encouraged to attend MRSD Board meetings.

Comments are welcome during the 'Public Comments' portions of the agenda.

"We collaborate not just to teach, but also to engage and educate every student in our district in an environment that is challenging, caring, and safe, while fostering lifelong learning."

1. CALL THE MEETING TO ORDER 7:00
2. PUBLIC COMMENTS (15 minutes)
3. #celebrateMRSD
4. MATTERS FOR INFORMATION & DISCUSSION
 - a. Annual State of Special Education Report
 - b. Policies for 1st Read
 - i. AC - Non-Discrimination, Equal Opportunity Employment & Anti-Discrimination Plan
 - ii. ACF - Food and Nutrition Services: Anti-Discrimination & Civil Rights Complaints
 - c. Overview of Updated Employee Evaluation Process
 - d. June 9th Career Awards & Retirement Celebration
 - e. Cheshire Career Center Update
 - f. HB2 State Budget Update
5. MATTERS THAT REQUIRE BOARD ACTION
 - a. * Committee Charters & Goals
 - i. Policy
 - ii. CRC
 - b. * 2025/26 Board Goals
 - c. * Fitness Equipment Donation
 - d. * Approve the Consent Agenda (April 15 Minutes, Manifest, Transfers)
6. SETTING NEXT MEETING'S AGENDA
 - a. May 20, 2025 (Joint Meeting w/ Budget Committee)
7. PUBLIC COMMENTS (15 minutes)
8. NON-PUBLIC SESSIONS under RSA 91-A:3. II
 - a. Additional non-public sessions, TBD as required
9. ADJOURNMENT

SINGLE DISTRICT SCHOOL ADMINISTRATIVE UNITS

RSA 94-C:3 – Single District School Administrative Units; Exemption. Single district school administrative units shall be considered the same as a single school district and shall be exempt from meeting the requirements of this chapter, except that they shall provide superintendent services pursuant to RSA 194-C:4

NONPUBLIC SESSIONS

RSA 91-A:3– II. Only the following matters shall be considered or acted upon in nonpublic 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 or 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.
- (b) The **hiring** of any person as a public employee.
- (c) Matters which, if discussed in public, would likely adversely affect the **reputation** of any person, other than a member of the public body itself, unless such person requests an open meeting.
- (d) Consideration of the **acquisition, sale, or lease of real or personal property** which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- (e) **Consideration or negotiation of pending claims or litigation** which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled.
- (i) Consideration of matters relating to the **preparation for and the carrying out of emergency functions**, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.
- (j) **Consideration of confidential, commercial, or financial information** that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.
- (k) Consideration by a school board of entering into a **student or pupil tuition contract** authorized by RSA 194 or RSA 195-A,
- (l) **Consideration of legal advice provided by legal counsel**, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

CALENDAR OF UPCOMING MRSD MEETINGS:

5/6/2025	MRSD/SAU 93 School Board	7:00 pm	MRMHS Library
5/8/2025	Finance & Facilities Committee	6:30 pm	SAU Conference Room
5/13/2025	Policy Committee	7:00 pm	SAU Conference Room
5/20/2025	Community Relations Committee	6:00 pm	MRMHS Library

5/20/2025 MRSD/SAU 93 Joint School Board & Budget Committee Meeting
7:00 pm MRMHS Library

5/27/2025	Budget Committee	7:00 pm	MRMHS Library
5/28/2025	Education Committee	6:00 pm	SAU Conference Room

Meetings will be in person for all Board & Committee Members. The public is encouraged & welcome to attend either in person or through Zoom. Public comments are welcome in person during the ‘Public Comments’ portions of the agenda.

**** Please note: All Committee Meeting dates, times, and locations are posted in the SAU 93 Reception Lobby, on the MRSD website calendar, and in the schools and towns of MRSD. In the event of a snow day, the school board meeting will be planned for the following school day.****

Policy Motions and Actions from April 17, 2025

AC: Nondiscrimination, Equal Opportunity Employment, and Anti-Discrimination Plan

MOTION: *To update policy AC with NHSBA sample.*

- Policy required by law
 - NHSBA revision notes: February 27, 2025, revised section I.3 to reflect changes in USDA required notice of non-discrimination (see also corresponding change to sample policy ACF).
-

ACF: Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints

MOTION: *To update policy ACF with NHSBA sample policy.*

- Policy required by law
 - NHSBA Revision Notes: Feb. 27, 2025 - revised section A to reflect changes in the US Dept. of Agriculture's required notice of nondiscrimination (see also corresponding change to Section I.3 of sample policy AC).
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Book	A: Foundations and Basic Commitments
Section	Series A
Title	Non-Discrimination, Equal Opportunity Employment and Anti-Discrimination Plan
Code	AC
Status	Active
Adopted	May 3, 1993
Last Revised	March 4, 2025

NON-DISCRIMINATION, EQUAL OPPORTUNITY EMPLOYMENT AND DISTRICT ANTI-DISCRIMINATION PLAN

A. INTRODUCTION AND GENERAL POLICY AGAINST DISCRIMINATION AND HARASSMENT

The District recognizes the right of all students and staff members to learn and work in an environment free from discrimination or harassment, and likewise, that persons participating or attempting to participate in District programs, employment or activities have the right to do so free from discrimination or harassment.

Accordingly, the District prohibits any type of unlawful harassment or discrimination based on age, race, color, religion, creed, sex, national or ethnic origin, gender identity, sexual orientation, marital status, familial status, physical or mental disability, pregnancy, genetic information, or veteran status by employees, students, members of the school community, or by vendors or visitors on school property or at school-sponsored events. No person shall be excluded from or denied the benefits of educational programs or activities on the basis of any of the above classes or economic status.

As described above, the blanket prohibition afforded under this policy, as well as other Board policies, reflects, but goes further than, some of the same protections afforded under multiple State and Federal statutes or regulations, such as, but not limited to, NH RSA 354-A, and NH RSA 193:38-39, Titles IV, VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Individuals with Disabilities Education Act, Section 504 of the Rehabilitation Act of 1972, the Americans with Disabilities Act of 1990, the Age Discrimination in Employment Act of 1967, and the Pregnant Worker Fairness Act. Additionally, bullying or general harassment of students unrelated to any of the characteristics ("protected classes") identified above, is further prohibited under Board policy JICK and RSA 193-F. Statutory and regulatory statements and notices of nondiscrimination are included in Section I of this policy.

The District has determined that the most effective way to limit harassing or discriminating statements or conduct that is illegal or unlawful under those statutes is to treat it as misconduct under Board policies even when such conduct or statements might not rise to the level of discrimination or harassment prohibited under federal or state law.

B. DEFINITIONS

The definitions found here apply to each Board policy unless and to the extent that such definition is contrary to specific language or context of that policy or other legal authority.

"Days" means calendar days, but excludes non-weekend days on which the SAU office is closed (e.g., holidays, office-wide vacations), or any weekday during the school year on which school is closed (e.g., snow days).

"Discrimination" is conferring benefits upon, refusing or denying benefits to, or providing differential treatment to a person or class of persons in violation of law based on race, color, religion, sex, national origin, ancestry, disability, age, genetic information, or any other characteristic protected by law, or based on a belief that such a characteristic exists.

A "Grievance" or "Complaint" is a verbal or written report or complaint of discrimination, harassment, or retaliation that objectively can be understood as a request for the District to investigate and make a determination about alleged discrimination. The required form and the specific process for making a report may vary depending on the nature of the conduct or issue. See Section ___D, below, for further information.

"Harassment" generally refers to the use of words or engaging in behaviors that annoy, threaten, intimidate, or demean a person without a legitimate purpose. Harassment will often constitute bullying prohibited under Board policy JICK. Additionally, harassment may constitute illegal discrimination if the harassing statements or behaviors include explicit or implicit reference to age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion or national origin.

"Retaliation" means intimidation, threats, coercion, or discrimination against any person by the District, a student, or an employee or other person authorized by the District to provide aid, benefit, or service under the District's education program or activity, for the purpose of interfering with any right or privilege secured by state or federal law, or District policies, procedures, regulations or rules, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, hearing, or appeal under such policies, procedures, etc.

C. POLICY APPLICATION

This policy is applicable to all persons employed or served by the District. It applies to all sites and activities the District supervises, controls, or where it has jurisdiction under the law, including where it (a) occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or (b) occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a student's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event, as set forth in Board policy JICK, Pupil Safety and Violence Prevention. Examples of sites and activities include all District buildings and grounds, school buses and other vehicles, field trips, and athletic competitions.

D. REPORT, COMPLAINT, AND GRIEVANCE PROCEDURES

1. Reports or complaints of sex discrimination, including sex-based harassment, or sexual violence

2. Reports or complaints by students of discrimination on the basis of educational disability under the IDEA should be made under Board policy ACE;
3. Reports or complaints of bullying or other harassment of pupils should be made under Board policy JICK;
4. Reports or complaints of discrimination, harassment, or retaliation not specified above, including, without limitation, claims relating to race, ethnicity, disability (e.g., ADA or 504), religion, access to the Boy Scouts of America or other Title 36 youth group listed in Title 36, Subtitle II, Part B of the United States Code (as a patriotic society) that is intended to serve young people under the age of 21, and not involving or relating to the District's food services (see number 5 below) should be made under the grievance procedure in Board policy ACA; and
5. Reports or complaints of discrimination based upon protected classes relative to any of the District's food and nutrition services (FNS) programs (school lunches, etc.) should be made under Board policy ACF, unless the alleged discriminatory conduct relates to a class identified in Sections D.1 or D.2
 - Any person who believes that he or she has been discriminated against, harassed, or bullied in violation of this policy by any student, employee, or other person under the supervision and control of the school system, or any third person who knows or suspects conduct that may constitute discrimination, harassment, or bullying, should contact the District Human Rights Officer, or otherwise as provided in the policies referenced above under this same heading.

Any employee who has witnessed, or who has reliable information that another person may have been subjected to discrimination, harassment, or bullying in violation of this policy has a duty to report such conduct to his/her immediate supervisor, the District Human Rights Officer, or as provided in one of the policies or administrative procedures referenced above under this same heading. Additionally, employees who observe an incident of harassment or bullying are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving discrimination, harassment, or bullying and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal.

Investigations and resolution of any complaints shall be according to the policies listed above and related administrative procedures or regulations. Complaints or reports regarding matters not covered in those policies should be made to the District Human Rights Officer.

E. ALTERNATIVE COMPLAINT PROCEDURES AND LEGAL REMEDIES

At any time, whether or not an individual files a complaint or report under this policy or policy ACA, an individual may file a complaint with an external agency, such as the Office for Civil Rights ("OCR") of the United States Department of Education, the New Hampshire Commission for Human Rights, or another relevant authority. The contact information for such agencies is located in AC-R(2). Complaints to the OCR, however, must be made within 180 days of the last act of alleged discrimination, harassment or retaliation giving rise to the complaint or from the date the Complainant could reasonably become aware of such occurrence.

Notwithstanding any other remedy, any person may contact the police or pursue criminal prosecution under state or federal criminal law.

F. RETALIATION PROHIBITED

No reprisals or retaliation of any kind will be taken by the Board or by any District employee against the complainant or other individual on account of his or her filing a complaint or report or making statements in the course of an investigation or grievance procedure. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of an investigation, a disciplinary proceeding, or grievance proceeding does not constitute retaliation, provided, however, that a finding explicitly or implicitly negating a statement, is not sufficient alone to conclude that the person made a materially false statement in bad faith.

G. HUMAN RIGHTS OFFICER, TITLE IX AND 504/ADA COORDINATORS

The Superintendent shall assure that District and or building personnel are assigned to the positions listed below. Each year, and more often when personnel change, the Superintendent shall prepare and disseminate as a supplement to this policy AC-R(2) an updated list of the person or persons acting in those positions, along with their District contact information, including telephone number, email, and postal and physical addresses:

Human Rights Officer _____ [check district policies for title].

Title IX Coordinator

504/ADA Coordinator

The Appendix will also include current contact information for relevant state and federal agencies including:

U.S. Department of Education, Office of Civil Rights
U.S. Department of Agriculture, Office of Civil Rights
N.H. Human Rights Commission
N.H. Department of Justice, Civil Rights Unit
N.H. Department of Education, Commissioner of Education

H. DISTRICT ANTI-DISCRIMINATION PLAN

No later than October 15, 2020, the Superintendent shall develop and provide to the Board for approval, a coordinated written District Anti-Discrimination Plan (the "Plan") to include guidelines, protocols, and procedures intended to prevent, assess the presence of, intervene in, and respond to incidents of discrimination.

Among other things, the Plan should include provisions and recommendations with respect to resources, policies, complaint procedures, student education programs, Plan dissemination, and training appropriate to carrying out the Plan objectives stated in the preceding paragraph.

In developing the Plan, the Superintendent is encouraged to seek input from appropriate groups of the school and local community and coordinate with the District's Human Rights Officer and Title IX and 504 Coordinators.

No less than once every two years (off years from review of the District's Suicide Prevention Plan per Policy JLDDB), the Superintendent shall update the District Anti-Discrimination Plan, and present the same to the Board for review. Such Plan updates should be submitted to the Board in time for appropriate budget consideration.

I. STATUTORY AND REGULATORY NONDISCRIMINATION STATEMENTS AND NOTICES

1. **Comprehensive Prohibition Against Discrimination in Educational Programs and Activities.**

Under State or Federal law and Board policy, no person shall be excluded from, denied the benefits of, or subjected to discrimination in the District's public schools because of their age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion or national origin. As used in this section, "race" means immutable traits associated with race, including hair texture and protective hairstyles and "protective hairstyles" means hairstyles or hair type, including braids, locs, tight coils or curls, cornrows, Bantu knots, Afros, twists, and headwraps. Discrimination, including harassment, against any person in the District's education programs, on the basis of any of the above classes, or a person's creed, is prohibited.

Finally, there shall be no denial to any person of the benefits of educational programs or activities, on the basis of any of the above classes, or economic status.

Harassment of students other than on the basis of any of the classes or categories listed above is prohibited under Board policy JICK Pupil Safety and Violence Prevention.

2. **Equal Opportunity of Employment and Prohibition Against Discrimination in Employment.**

The School District is an Equal Opportunity Employer. The District ensures equal employment opportunities without regard to age, color, creed, disability, gender identity, marital status, national origin, pregnancy, race, religion, sex, or sexual orientation. The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job as specified in the pertinent job description(s).

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, sexual orientation, or gender identity are prohibited. Additionally, the District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

3. **USDA Nondiscrimination Statement (copied from Policy ACF).**

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.

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:

1. **Mail:**

U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;

2. **Fax:**

(833) 256-1665 or (202) 690-7442; or

3. **Email:**

Program.Intake@usda.gov

J. COLLABORATION WITH OUTSIDE AGENCIES

Information may be disclosed if necessary to further the investigation, appeal or resolution of a grievance, or if necessary to carry out interim or disciplinary measures. The District will disclose information to the District's attorney, law enforcement, and others when necessary to enforce this policy or when required by law. In implementing this policy, the District will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The District will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with Board policy, state and federal laws, and as advised by the District's attorney.

K. ADDITIONAL REPORTING REQUIREMENTS

Reports under this Policy are in addition to and do not replace other reporting requirements mandated by law or other policies - see, e.g., Educator Code of Conduct (see Board policy GBEAB), abuse or neglect of children (see RSA 169-C:29 and policy JLF), acts of "theft, destruction, or violence" (see RSA 193-D:4, I (a) and Ed 317.06), incidents of "bullying" (see RSA 193-F and policy JICK), and hazing (see RSA 671:7).

L. ADMINISTRATIVE PROCEDURES, REGULATIONS AND TRAINING PROGRAMS

The Superintendent shall develop such other procedures and regulations, and shall ensure that training programs are provided as are necessary and appropriate to implement this policy as well as the other policies referenced above.

M. NOTICE OF COMPLIANCE

The Superintendent will provide notice of the nondiscrimination statements and notices, the Anti-Discrimination Plan, to all applicants for employment, employees, students, parents, and other interested persons as required by statute, policy or regulation, or as the Superintendent may otherwise deem appropriate.

NH Statutes

RSA 186:11, XXXIII

RSA 193-F

RSA 193:38

RSA 275:71

RSA 275:78-83

RSA 354-A

RSA 354-A:1

RSA 354-A:27

RSA 354-A:6

NH Dept of Ed Regulation

N.H. Code Admin. Rules Ed 303.01 (i)

Federal Regulations

34 CFR 108

89 FR 29182

Federal Statutes

20 U.S.C 1681, et seq

20 U.S.C. § 1400-1417

20 U.S.C. § 7905

29 U.S.C. 621, et seq.

29 U.S.C. 705

29 U.S.C. 794

36 U.S.C. Subtitle II Part B

42 U.S.C. 12101, et seq.

42 U.S.C. 2000c

42 U.S.C. 2000d et seq.

42 U.S.C. 2000e et seq.

42 U.S.C. 2000gg

42 U.S.C. 218d

Cross References

Code

ACA

ACAC

ACD

ACE

ACF

ACN

EF

EFAA

GBAM

GBI

GDB

IHBA

IHBA-R(1)

IHBAM

IHBCA

IHBG

IKG

JICK

JICK-R(1)

JICK-R(2)

JICK-R(3)

JJA

JJA-R(1)

Description

[Discrimination](#)

[Student Safety and Violence Protection Act](#)

[Discrimination in Public Schools](#)

[Prohibited Conduct by Employer](#)

[Policies Relating to Nursing Mothers \(Scroll down to sections 275:78-83\)](#)

[State Commission for Human Rights](#)

[\(Human Rights\) Title and Purposes of Chapter](#)

[Opportunity for Public Education without Discrimination a Civil Right](#)

[Opportunity for Employment without Discrimination a Civil Right](#)

Description

[School Board Substantive Duties](#)

Description

[Equal Access to Public School Facilities for the Boy Scouts of America and Other Designated Youth Groups](#)

[Pregnant Workers Fairness Act \("PWFA"\)](#)

Description

[Title IX of the Education Amendments of 1972](#)

[Individuals with Disabilities Education Act \(IDEA\)](#)

[Equal access to public school facilities \("Boy Scouts of America Equal Access Act"\)](#)

[The Age Discrimination in Employment Act of 1967](#)

[The Rehabilitation Act of 1973 - Definitions](#)

[Rehabilitation Act of 1973 \(Section 504\)](#)

[Organizations](#)

[Title II of The Americans with Disabilities Act of 1990](#)

[Title IV of the Civil Rights Act of 1964](#)

[Title VI of the Civil Rights Act of 1964](#)

[Title VII of the Civil Rights Act of 1964](#)

[Pregnant Worker Fairness Act \("PWFA"\)](#)

[Pump for Nursing Mothers Act \("PUMP Act"\)](#)

Description

[Discrimination and Harassment Grievance Procedure](#)

[Prohibition of Sexual Harassment: Policy and Grievance Procedures](#)

[Commitment to Religious Neutrality](#)

[Procedural Safeguards: Nondiscrimination on the Basis of Disability](#)

[Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints](#)

[Accommodation of Nursing Mothers](#)

[Food Service Management](#)

[Meal Charging](#)

[Accommodation of Pregnancy and Related Medical Conditions: Personnel](#)

[Staff Participation in Political Activities](#)

[Employment of Non-Certified Personnel](#)

[Programs for Pupils with Disabilities](#)

[Programs for Pupils with Disabilities - Section 504 - Notice of Parent & Student Rights](#)

[District Special Education Policy and Procedures Manual](#)

[Accommodation of Pregnancy and Related Medical Conditions: Students](#)

[Home Education Instruction](#)

[Awards and Scholarships](#)

[Pupil Safety and Violence Prevention](#)

[Pupil Safety and Violence Prevention - Report Form](#)

[Pupil Safety and Violence Prevention - Bullying Report Form](#)

[Pupil Safety and Violence Prevention - School Board Notification of Bullying Report](#)

[Student Activities & Organizations](#)

[Student Activities & Organizations - Eligibility Standards](#)

Code	Description
JJIC	<u>Eligibility for Interscholastic Athletics</u>
KEE	<u>Website Accessibility and Grievance</u>
KFA	<u>Conduct on School Property</u>
KFA-R(1)	<u>Conduct on School Property - Assaults</u>

Last Modified by Lillian Sutton on March 13, 2025



Book	A: Foundations and Basic Commitments
Section	Series A
Title	DRAFT- Non-Discrimination, Equal Opportunity Employment and Anti-Discrimination Plan
Code	AC
Status	Policy Committee Review
Adopted	May 3, 1993
Last Revised	March 4, 2025

DRAFT

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5. Reports or complaints of discrimination based upon protected classes relative to any of the District's food and nutrition services (FNS) programs (school lunches, etc.) should be made under Board policy ACF, unless the alleged discriminatory conduct relates to a class identified in Sections D.1 or D.2
 - Any person who believes that he or she has been discriminated against, harassed, or bullied in violation of this policy by any student, employee, or other person under the supervision and control of the school system, or any third person who knows or suspects conduct that may constitute discrimination, harassment, or bullying, should contact the District Human Rights Officer, or otherwise as provided in the policies referenced above under this same heading.

Any employee who has witnessed, or who has reliable information that another person may have been subjected to discrimination, harassment, or bullying in violation of this policy has a duty to report such conduct to his/her immediate supervisor, the District Human Rights Officer, or as provided in one of the policies or administrative procedures referenced above under this same heading. Additionally, employees who observe an incident of harassment or bullying are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving discrimination, harassment, or bullying and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal.

Investigations and resolution of any complaints shall be according to the policies listed above and related administrative procedures or regulations. Complaints or reports regarding matters not covered in those policies should be made to the District Human Rights Officer.

E. ALTERNATIVE COMPLAINT PROCEDURES AND LEGAL REMEDIES

At any time, whether or not an individual files a complaint or report under this policy or policy ACA, an individual may file a complaint with an external agency, such as the Office for Civil Rights ("OCR") of the United States Department of Education, the New Hampshire Commission for Human Rights, or another relevant authority. The contact information for such agencies is located in AC-R(2). Complaints to the OCR, however, must be made within 180 days of the last act of alleged discrimination, harassment or retaliation giving rise to the complaint or from the date the Complainant could reasonably become aware of such occurrence.

Notwithstanding any other remedy, any person may contact the police or pursue criminal prosecution under state or federal criminal law.

F. RETALIATION PROHIBITED

No reprisals or retaliation of any kind will be taken by the Board or by any District employee against the complainant or other individual on account of his or her filing a complaint or report or making statements in the course of an investigation or grievance procedure. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of an investigation, a disciplinary proceeding, or grievance proceeding does not constitute retaliation, provided, however, that a finding explicitly or implicitly negating a statement, is not sufficient alone to conclude that the person made a materially false statement in bad faith.

G. HUMAN RIGHTS OFFICER, TITLE IX AND 504/ADA COORDINATORS

The Superintendent shall assure that District and or building personnel are assigned to the positions listed below. Each year, and more often when personnel change, the Superintendent shall prepare and disseminate as a supplement to this policy AC-R(2) an updated list of the person or persons acting in those positions, along with their District contact information, including telephone number, email, and postal and physical addresses:

Human Rights Officer _____ [check district policies for title].

Title IX Coordinator

504/ADA Coordinator

The Appendix will also include current contact information for relevant state and federal agencies including:

U.S. Department of Education, Office of Civil Rights
 U.S. Department of Agriculture, Office of Civil Rights
 N.H. Human Rights Commission
 N.H. Department of Justice, Civil Rights Unit
 N.H. Department of Education, Commissioner of Education

H. DISTRICT ANTI-DISCRIMINATION PLAN

No later than October 15, 2020, the Superintendent shall develop and provide to the Board for approval, a coordinated written District Anti-Discrimination Plan (the "Plan") to include guidelines, protocols, and procedures intended to prevent, assess the presence of, intervene in, and respond to incidents of discrimination.

Among other things, the Plan should include provisions and recommendations with respect to resources, policies, complaint procedures, student education programs, Plan dissemination, and training appropriate to carrying out the Plan objectives stated in the preceding paragraph.

In developing the Plan, the Superintendent is encouraged to seek input from appropriate groups of the school and local community and coordinate with the District's Human Rights Officer and Title IX and 504 Coordinators.

No less than once every two years (off years from review of the District's Suicide Prevention Plan per Policy JLDDB), the Superintendent shall update the District Anti-Discrimination Plan, and present the same to the Board for review. Such Plan updates should be submitted to the Board in time for appropriate budget consideration.

I. STATUTORY AND REGULATORY NONDISCRIMINATION STATEMENTS AND NOTICES

1. Comprehensive Prohibition Against Discrimination in Educational Programs and Activities.

Under State or Federal law and Board policy, no person shall be excluded from, denied the benefits of, or subjected to discrimination in the District's public schools because of their age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion or national origin. As used in this section, "race" means immutable traits associated with race, including hair texture and protective hairstyles and "protective hairstyles" means hairstyles or hair type, including braids, locs, tight coils or curls, cornrows, Bantu knots, Afros, twists, and headwraps. Discrimination, including harassment, against any person in the District's education programs, on the basis of any of the above classes, or a person's creed, is prohibited.

Finally, there shall be no denial to any person of the benefits of educational programs or activities, on the basis of any of the above classes, or economic status.

Harassment of students other than on the basis of any of the classes or categories listed above is prohibited under Board policy JICK Pupil Safety and Violence Prevention.

2. Equal Opportunity of Employment and Prohibition Against Discrimination in Employment.

The School District is an Equal Opportunity Employer. The District ensures equal employment opportunities without regard to age, color, creed, disability, gender identity, marital status, national origin, pregnancy, race, religion, sex, or sexual orientation. The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job as specified in the pertinent job description(s).

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, sexual orientation, or gender identity are prohibited. Additionally, the District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

3. USDA Nondiscrimination Statement (copied from Policy ACF).

~~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.~~

~~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, audiotope, 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.~~

~~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 based on race, color, national origin, religion, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident. Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.~~

~~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:~~

~~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:~~

1. **Mail:**

U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410;

2. **Fax:**

(833) 256-1665 or (202) 690-7442; or

3. **Email:**

Program.Intake@usda.gov

J. COLLABORATION WITH OUTSIDE AGENCIES

Information may be disclosed if necessary to further the investigation, appeal or resolution of a grievance, or if necessary to carry out interim or disciplinary measures. The District will disclose information to the District's attorney, law enforcement, and others when necessary to enforce this policy or when required by law. In implementing this policy, the District will comply with state and federal laws regarding the confidentiality of student and employee records. Information regarding any resulting employee or student disciplinary action will be maintained and released in the same manner as any other disciplinary record. The District will keep any documentation created in investigating the complaint including, but not limited to, documentation considered when making any conclusions, in accordance with Board policy, state and federal laws, and as advised by the District's attorney.

K. ADDITIONAL REPORTING REQUIREMENTS

Reports under this Policy are in addition to and do not replace other reporting requirements mandated by law or other policies - see, e.g., Educator Code of Conduct (see Board policy GBEAB), abuse or neglect of children (see RSA 169-C:29 and policy JLF), acts of "theft, destruction, or violence" (see RSA 193-D:4, I (a) and Ed 317.06), incidents of "bullying" (see RSA 193-F and policy JICK), and hazing (see RSA 671:7).

L. ADMINISTRATIVE PROCEDURES, REGULATIONS AND TRAINING PROGRAMS

The Superintendent shall develop such other procedures and regulations, and shall ensure that training programs are provided as are necessary and appropriate to implement this policy as well as the other policies referenced above.

M. NOTICE OF COMPLIANCE

The Superintendent will provide notice of the nondiscrimination statements and notices, the Anti-Discrimination Plan, to all applicants for employment, employees, students, parents, and other interested persons as required by statute, policy or regulation, or as the Superintendent may otherwise deem appropriate.

~~Revision Dates: 03/04/2025, 8/20/202~~

NH Statutes

RSA 186:11, XXXIII

RSA 193-F

RSA 193:38

RSA 275:71

RSA 275:78-83

RSA 354-A

RSA 354-A:1

RSA 354-A:27

RSA 354-A:6

NH Dept of Ed Regulation

N.H. Code Admin. Rules Ed 303.01 (i)

Federal Regulations

34 CFR 108

89 FR 29182

Federal Statutes

20 U.S.C 1681, et seq

20 U.S.C. § 1400-1417

20 U.S.C. § 7905

29 U.S.C. 621, et seq.

29 U.S.C. 705

29 U.S.C. 794

36 U.S.C. Subtitle II Part B

42 U.S.C. 12101, et seq.

42 U.S.C. 2000c

42 U.S.C. 2000d et seq.

42 U.S.C. 2000e et seq.

42 U.S.C. 2000gg

42 U.S.C. 218d

Cross References

Code

ACA

ACAC

ACD

ACE

ACF

ACN

EF

EFAA

GBAM

GBI

GDB

IHBA

IHBA-R(1)

IHBAM

IHBCA

Description

[Discrimination](#)

[Student Safety and Violence Protection Act](#)

[Discrimination in Public Schools](#)

[Prohibited Conduct by Employer](#)

[Policies Relating to Nursing Mothers \(Scroll down to sections 275:78-83\)](#)

[State Commission for Human Rights](#)

[\(Human Rights\) Title and Purposes of Chapter](#)

[Opportunity for Public Education without Discrimination a Civil Right](#)

[Opportunity for Employment without Discrimination a Civil Right](#)

Description

[School Board Substantive Duties](#)

Description

[Equal Access to Public School Facilities for the Boy Scouts of America and Other Designated Youth Groups](#)

[Pregnant Workers Fairness Act \("PWFA"\)](#)

Description

[Title IX of the Education Amendments of 1972](#)

[Individuals with Disabilities Education Act \(IDEA\)](#)

[Equal access to public school facilities \("Boy Scouts of America Equal Access Act"\)](#)

[The Age Discrimination in Employment Act of 1967](#)

[The Rehabilitation Act of 1973 - Definitions](#)

[Rehabilitation Act of 1973 \(Section 504\)](#)

[Organizations](#)

[Title II of The Americans with Disabilities Act of 1990](#)

[Title IV of the Civil Rights Act of 1964](#)

[Title VI of the Civil Rights Act of 1964](#)

[Title VII of the Civil Rights Act of 1964](#)

[Pregnant Worker Fairness Act \("PWFA"\)](#)

[Pump for Nursing Mothers Act \("PUMP Act"\)](#)

Description

[Discrimination and Harassment Grievance Procedure](#)

[Prohibition of Sexual Harassment: Policy and Grievance Procedures](#)

[Commitment to Religious Neutrality](#)

[Procedural Safeguards: Nondiscrimination on the Basis of Disability](#)

[Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints](#)

[Accommodation of Nursing Mothers](#)

[Food Service Management](#)

[Meal Charging](#)

[Accommodation of Pregnancy and Related Medical Conditions: Personnel](#)

[Staff Participation in Political Activities](#)

[Employment of Non-Certified Personnel](#)

[Programs for Pupils with Disabilities](#)

[Programs for Pupils with Disabilities - Section 504 - Notice of Parent & Student Rights](#)

[District Special Education Policy and Procedures Manual](#)

[Accommodation of Pregnancy and Related Medical Conditions: Students](#)

Code	Description
IHBG	Home Education Instruction
IKG	Awards and Scholarships
JICK	Pupil Safety and Violence Prevention
JICK-R(1)	Pupil Safety and Violence Prevention - Report Form
JICK-R(2)	Pupil Safety and Violence Prevention - Bullying Report Form
JICK-R(3)	Pupil Safety and Violence Prevention - School Board Notification of Bullying Report
JJA	Student Activities & Organizations
JJA-R(1)	Student Activities & Organizations - Eligibility Standards
JJIC	Eligibility for Interscholastic Athletics
KEE	Website Accessibility and Grievance
KFA	Conduct on School Property
KFA-R(1)	Conduct on School Property - Assaults

Last Modified by Kristen Noonan on April 17, 2025



Book	A: Foundations and Basic Commitments
Section	Series A
Title	Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints
Code	ACF
Status	Active
Adopted	June 11, 2024
Last Revised	July 16, 2024

Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints

A. 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.

B. 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."*

C. 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.

District revision history: 7/16/2024, 6/11/2024

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Cross References

Code	Description
AC	Non-Discrimination, Equal Opportunity Employment, and Anti-Discrimination Plan
AC-E(1)	Non-Discrimination, Equal Opportunity Employment, and Anti-Discrimination Plan - Annual Notice of Contact Information for Human Rights Officer, Title IX Coordinator, 504 Coordinator and Civil Rights Agencies

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

NH Dept of Ed Regulation	Description
NH Department of Ed. Admin. Rules, Ed 1120	Procedural Safeguards
Federal Regulations	Description
34 C.F.R. § 104	Nondiscrimination on the Basis of Handicap
Federal Statutes	Description
20 U.S.C. § 1400-1417	Individuals with Disabilities Education Act (IDEA)
29 U.S.C. §794	Rehabilitation Act of 1973 (Section 504)
42 U.S.C. 12101, et seq.	Title II of The Americans with Disabilities Act of 1990
Cross References	
Code	Description
AC	Non-Discrimination, Equal Opportunity Employment, and Anti-Discrimination Plan
AC-E(1)	Non-Discrimination, Equal Opportunity Employment, and Anti-Discrimination Plan - Annual Notice of Contact Information for Human Rights Officer, Title IX Coordinator, 504 Coordinator and Civil Rights Agencies
IHBA	Programs for Pupils with Disabilities
IHBA-R(1)	Programs for Pupils with Disabilities - Section 504 - Notice of Parent & Student Rights
JKAA	Use of Restraints and Seclusion
Legal	Section 504 of the Rehabilitation Act of 1973 34 C.F.R Part 104, Nondiscrimination on the Basis of Handicap NH Department of Education Administrative Rules, Ed 1120, Procedural Safeguards

Last Modified by Lillian Sutton on September 5, 2024



Book	A: Foundations and Basic Commitments
Section	Series A
Title	DRAFT- Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints
Code	ACF
Status	Policy Committee Review
Adopted	June 11, 2024
Last Revised	July 16, 2024

DRAFT

Food and Nutrition Services: Anti-Discrimination and Civil Rights Complaints

A.

A. USDA Nondiscrimination Statement (copied to Policy AC []).**

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, sex, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation on the basis of program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotape, American Sign Language) should contact the USDA National Technical Assistance Center (NTAC) at (800) 845-5050 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, materials and information are available in languages other than English.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained 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 and address, a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and circumstances of the complaint, and the desired action. The completed AD-3027 form or letter must be submitted to USDA by:

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

NOTE: the above listed classes are those for which protections are extended under USDA regulations. Although the USDA or other federal agencies may extend protections to additional classes of persons, additional state and federal laws, as well as Board policy AC [] extend protections to additional classes of persons. See policy AC [**] for further information regarding those additional classes and related grievance procedures.*

B. Additional Discrimination Complaint Information.

- Any person or representative alleging discrimination based on a prohibited basis relative to any of the District's food service programs within 180 days of the alleged discriminatory action.
- District staff who receive a complaint alleging illegal discrimination in the district's nutrition program will forward the complaint to the Nondiscrimination Officer immediately, who shall note whether the allegation was made verbally or 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 internally.

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 Programs include the complete, most current USDA nondiscrimination statement in its exact wording. The statement may be accessed at: [USDA Nondiscrimination Statement](#) (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 menu must 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" nondiscrimination poster is prominently displayed in each location where FNS meals are served (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 poster without obstruction.

District Policy History:

First reading: _____

Second reading/adopted: _____

~~**District revision history:**~~

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a comp

are provided as additional resources for those interested in the subject matter of the policy.

DISCLAIMER: This sample policy manual is copyrighted to the New Hampshire School Boards Association and is intended for the sole and exclusive use of NHBSA Policy Service Subscribers. No portion of this manual may be reproduced, copied, transmitted, distributed, or otherwise used in any form or by any means without the prior written permission of NHBSA. The materials contained in the manual are provided for general information only and as a resource to assist subscribing districts with policy development. School districts and boards of education should consult with legal counsel and revise all circumstances prior to adoption. NHBSA continually makes revisions based on school district needs and legal, state and federal laws, regulations and court decisions, and other relevant education activity.

NH Statutes

Description

RSA 354-A:1

(Human Rights) Title and Purposes of Chapter

RSA 354-A:27

Opportunity for Public Education without Discrimination a Civil Right

RSA 354-A:6

Opportunity for Employment without Discrimination a Civil Right

Cross References

Code

Description

AC

Nondiscrimination, Equal Opportunity Employment, and Anti-Discrimination Plan

AC-R(2)

Nondiscrimination, Equal Opportunity Employment, and Anti-Discrimination Plan - Annual Notice of Contact

ACA

Discrimination and Harassment Grievance Procedure

Legal

Section 504 of the Rehabilitation Act of 1973

34 C.F.R. Part 104, Nondiscrimination on the Basis of Handicap

NH Department of Education Administrative Rules, Ed 1120, Procedural Safeguards

Last Modified by Kristen Noonan on April 17, 2025

Retirements & Career
Awards Celebration

SAVE *the* DATE

June 9th, 2025

PAPAGALLOS RESTAURANT

5:00-7:00 PM

Formal invitation to follow

Course Name	Seats per school	Region 13 Requests				Total Region #13 Requests
		KHS	FMRHS	MRHS	Available Seats	
Auto Tech 1	KHS=16 FMRHS=8 MRHS=8	15	6	7	3	28
Auto Tech 2	16 seats	10		4		14
Careers in Education 1	KHS=16 FMRHS=8 MRHS=8	21		2	9	23
Careers in Education 2	20 Seats	11	1	4		16
Criminal Justice	KHS=10 FMRHS=4 MRHS=4	13	4	3	0	20
Constr Trades 1	KHS=16 FMRHS=8 MRHS=8	22	4		4	26
Constr Trades 2	16 seats	12				12
Electrical 1	KHS=10 FMRHS=4 MRHS=4	28	8	1	0	37
Electrical 2	16 seats	10	5			15
Cosmetology 1	KHS=21 FMRHS=8 MRHS=7	22	6	8	0	36
Cosmetology 2	18 seats	11	3	1		15
Culinary Arts 1	KHS=18 FMRHS=6 MRHS=6	26	5	1	0	32
Culinary Arts 2	18 seats	13		1	0	14
Fire Science	KHS=7 FMRHS=4 MRHS=3	6		2	2	8
EMT	KHS=4 FMRHS=2 MRHS=2	8			0	8
Health Science 1	KHS=20 FMRHS=8 MRHS=8	22	2	7	4	31
Health Science 2	24 seats	15	5	4		24

Course Name	Seats per school	Region 13 Requests			Total Region #13 Requests
		KHS	FMRHS	MRHS	
<u>KHS Intro Courses</u>					
Child Development	56				
Woodworking	132				
Intro to TV/Studio	18				
Intro to Manufacturing	13				
Intro to Emergency Serv	31				
Financial Literacy	272				
Digital Connections	144				
Career Connections	78				
Intro to Carpentry	18				
Yearbook 1 & 2	23				
Foods	126				
			<u>FMRHS</u>		
			Animal Science Fall		7
			Animal Science Spring		2
			JROTC Fall		3
			JROTC Spring		4

Course Name	Seats per school	Region 13 Requests			Available Seats	Total Region #13 Requests
		KHS	FMRHS	MRHS		
Fundamentals of Engineering	KHS=8 FMRHS=4 MRHS=4	8		1	2	9
Drafting & Design Applied	KHS=8 FMRHS=4 MRHS=4	8			8	8
Drafting & Design Adv.	KHS=8 FMRHS=4 MRHS=4	5			11	5
Intro to Marketing	KHS=18 FMRHS=9 MRHS=9	60			0	60
Sports and Entertainment	KHS=10 FMRHS=4 MRHS=4	16			0	16
Marketing 1	KHS=10 FMRHS=4 MRHS=4	6			10	6
Marketing 2	16 seats KHS=48	4			12	4
Intro to Business	FMRHS=24 MRHS=24 KHS=12	81				81
Entrepreneurship	FMRHS=6 MRHS=6 KHS=12	10	1			17
Principles of Finance	FMRHS=6 MRHS=6 KHS=12	26	1			26
Accounting 1	FMRHS=6 MRHS=6 KHS=12	21				21
Accounting 2	FMRHS=6 MRHS=6 KHS=12	6				6
Total Requests		763	56	51		860

Course Name	Seats per school	Region 13 Request				Total Region #13 Requests
		KHS	FMRHS	MRHS	Available Seats	
Intro to Horticulture	KHS=20 MRHS=12	25		1	6	26
Landscape and Grounds	KHS=20 MRHS=12	15				15
Greenhouse Operations	KHS=10 MRHS=6	7		1	8	8
Floriculture	KHS=10 MRHS=6	13			3	13
TV & Film 1	KHS=10 FMRHS=4 MRHS=4	21		1	2	22
TV & Film 2	16 seats	9		1		10
Basic IT	KHS=16 FMRHS=8 MRHS=8	29			7	29
IT Network Switching & Routing	KHS=11 FMRHS=4 MRHS=3	5			11	5
IT Network Management & Cyber Security	KHS=11 FMRHS=4 MRHS=3	3			15	3
IT Software Engineering: Javascript	KHS=10 FMRHS=4 MRHS=4	13	1		5	14
IT Software Engineering: Python	KHS=10 FMRHS=4 MRHS=4	11	1		7	12
Manufacturing 1	KHS=8 FMRHS= 4 MRHS=4	17			0	17
Manufacturing 2	16 seats	15			0	15
Drafting	KHS=18 FMRHS=9 MRHS=9	29			6	29
Pre-Engineering and CAD	KHS=16 FMRHS=8 MRHS=8	21	3	1	7	25

(Schools FM: Fall Mountain K: Keene M: Monadnock)

X: KSD Holiday, No School	ErR: Early Release (Remote Day)
W/O: KSD Workshop, No School	ErC: Early Release (Conflict Day)
Total Conflict Days: 8	C: Conflict Day

Monadnock Regional School District

Policy Committee Charter

Committee Last Approved: ~~4/17/2025~~4/13/2022

Board Last Approved: 4/19/2022

The purpose of the Policy Committee is to develop and support the following initiatives:

1. To conduct regular reviews of MRSD policies, they should:
 - a. Align with the district's overarching mission, vision, and strategic goals
 - b. Honor State and Federal laws
2. To routinely review the New Hampshire School Board Association Bulletins:
 - a. And recommend updates or adoption of policies to the full board accordingly
3. Field requests of policy change from administration, committees, board members, and other community members:
 - a. Research requests
 - b. Make recommendations to the full board
4. Being a resource for information concerning policies
 - a. Clarifying ambiguity
 - b. Producing relevant policies at the request of the full board
 - b. Assisting other committees with their own policy work when requested

Policy Committee Goals for 2025/26

Board Approved mm/dd/yyyy

1. By 02/10/26 - Update policies in Student Book J
2. By 01/13/26 - Transition to the new Diligent/Community platform
3. By 01/13/26 - Develop a public facing training on how to access policies on the Diligent/Community platform
4. By 06/09/25 - Clean up obsolete “last revised” dates
5. By 01/13/26 - Verify referenced policies for Instruction Book I

Monadnock Regional School District (MRSD)
School Board Meeting Minutes
April 15, 2025
Monadnock Regional Middle/High School, Swanzey, NH

School Board Members Present: Betty Tatro, Kristen Noonan, Edmond LaPlante, Rachel Vogt, Eric Stanley, Lisa Steadman, Hannah Blood, Jennifer Strimbeck, Cheryl McDaniel-Thomas via Zoom, Scott Peters, Gina Carraro via Zoom and Jeff Cesaitis. **Absent:** Brian Bohannon

Administration Present: J. Rathbun, Superintendent, L.Spencer, Assistant Superintendent and J. Morin, Business Administrator.

1. CALL THE MEETING TO ORDER at 7:00 PM: S.Peters called the meeting to order.

2. PUBLIC COMMENTS: There were no public comments.

3. #celebrate MRSD:

a. Student NEASC Presentation: L.Spencer explained that the NEASC is done every 10 years which means it will be done in 2027. As part of the process E. Kelly and H.O'Malley asked 6 students about writing K-12, 9-12 and growth. The students spoke of the good, the bad and the ugly. They did not hold back. She thanked the teachers who participated.

J. Rathbun mentioned that the Spring Sports are in full bloom. The softball team is playing on the new field and the Track Team is hosting a big track meet today.

4. MATTERS FOR INFORMATION & DISCUSSION

a. 2025/26 DRAFT School Board Calendar: The Board reviewed the School Board Calendar.

b. Education Report: iReady Diagnostics: L. Spencer presented data results of the iReady Test to the Board. She reported that the iReady Test is given to the students twice a year once in the Fall and in the Winter. The staff is able to see how the students compared from the Fall test to the Winter test. She explained that all levels increased. This is an internal test. The district does very well when the kids are 2 or 3 levels down. We need to focus on the kids that are at grade level or above. We are missing those kids. L. Spencer explained what the staff is doing to help the students. The teachers have grade level meetings, PLC Meetings sharing knowledge and grade level sub groups. They are implementing Arts and Letters, chosen by the staff. S. Peters asked what if a student comes in October and does not take the Sept. test. There would be no measure. J. Cesaitis commented that 68% are not at grade level in Math but are showing growth. J. Rathbun commented that the comparison to the State is important but we are comparing ourselves with ourselves. People like assessments. We are seeing growth. J. Cesaitis asked if the test was worth the money. S.Peters commented when we had the State Testing the Board did not like it so they found iReady. G.Carraro asked why this data is not more positive. B. Tatro commented that this is worth the money. She would love to see the district stick with it in order to compare apples to apples. J. Rathbun asked is any test worth it if you do not use the data? L.Spencer commented the staff is able to focus on this data more. We are seeing results. J.

Cesaitis asked what the administration is doing to the staff that are not making results like their fellow teachers. L.Spencer commented nothing right now. The teachers are working together. They share information and attend each other's classrooms. J. Rathbun commented that any test is the test of that day. To think a kid tests well every day is not normal. E.LaPlante said that iReady is great. J. Rathbun commented that the State does not look at the iReady test. This is an internal tool. J. Cesaitis asked why more money for iReady if there is no improvement. B.Tatro said with iReady there is no opt out. G. Carraro does not agree with spending the funds. She said it is a waste of money and not every student is not able to do this test on the computer. K. Noonan commented that this is a good assessment tool. E.LaPlante likes this test but at the end of the day the State Test is the only one that matters. J.Rathbun explained that every State gives a different test. Any test is useful if you use the data. iReady gives us data on individual students. C. McDaniel-Thomas commented that this test digs down and the data is immediately accessible. The administration wants the teachers to work together, learn from each other to benefit the students. C. McDaniel-Thomas suggested that the Board should be mindful of all of the classrooms. Teachers are not all working with the same level of students. J.Rathbun explained that it is State Law that 90% of students must participate in order for the district to receive funds.

c. Overview of Updated Employee Evaluation Process: The Board will discuss this at the next meeting.

d. Federal Title VI certification of compliance, General Assurances and Program Assurances: J. Rathbun reviewed the grants that are covered in the Program Assurances, each of the Title Programs, the General Assurances that we will follow Safe School Zone, Gun Free Zone Civil Rights, Environmental, homeless students and every law that they want us to follow. Superintendent Rathbun has informed the Board about the compliances and assurances and he and S. Peters will sign off that the district will follow the rules of the programs.

J.Rathbun informed the Board that the US Dept of Education is asking for a signed statement regarding Title 6, Civil Rights Discrimination. J.Rathbun commented that the district does not have any DEI practices, he signed the statement and will return it.

5. MATTERS THAT REQUIRE BOARD ACTION

a. Teacher Appreciation Day: This year the Board will provide lunch and swag to the teacher/staff for Teacher Appreciation Day. J.Rathbun said there are funds. S.Peters would like to know what the district is giving the teachers and staff in order to know when they thank the Board.

b. Committee Charters & Goals

i. Policy: The Policy Committee is meeting on April 17, 2025.

ii. Education: H. Blood explained that the committee reviewed the current Charter and took no action. They will just change the date of review. The committee presented the Ed/Tech Goals to the Board. K. Noonan commented on the number of goals. S. Peters said they will have homework to do prior to the meetings which should move things along.

MOTION: B. Tatro **MOVED** to approve the Ed/Tech Committee Goals as presented.

SECOND: K. Noonan. **VOTE:** 10.874/0/0/2.126. **Motion passes.**

iii. **Finance/Facilities:** C.McDaniel-Thomas presented the Finance/Facilities Charter to the Board. The committee did not make any changes. They will change the date of review. The committee presented the Finance/Facilities Goals to the Board. **MOTION:** K. Noonan **MOVED** to approve the Finance/Facilities Committee Goals as presented. **SECOND:** B. Tatro. **VOTE:** 10.874/0/0/2.126. **Motion passes.** C. McDaniel-Thomas mentioned that the committee discussed the tennis courts and the parking lots at the MRMHS. There are funds in the Building and Grounds that could fund part of the tennis courts. The committee has asked the administration for estimates on the tennis courts and the parking lots.

iv. **CRC:** CRC met earlier tonight. They will bring the Charter and Goals to the next meeting.

c. **2025/26 Board Goals:** S.Peters explained that the Board will wait until all of the committee goals are complete and find the most important goals from each committee for the Board Goals.

d. **District Clerk Appointment:** **MOTION:** S.Peters **MOVED** to approve the nomination of Lillian Sutton as the School District Clerk for the 3 year term. **SECOND:** K. Noonan. **VOTE:** 10.874/0/0/2.126. **Motion passes.**

e. **Voting Machines:** J. Rathbun explained that the agenda is lengthy tonight and this issue could wait until the end of June. E. LaPlante commented that you might want to wait until the court issue is resolved regarding the voting machines.

f. Approve the Agenda:

i. **April 1, 2025 Minutes, Non-Public Minutes, Transfers**

ii. **Manifest:** \$ 3,186,807.89. **MOTION:** B. Tatro **MOVED** to accept the April 1, 2025 Public Meeting Minutes with edit and Non-Public Meeting Minutes, to approve the manifest in the amount of \$3,186,807.89 and to approve the transfer in the amount of \$35,000.00 as requested by J. Morin from Emerson Guidance health ins. line, Emerson Reg. Instruction retirement line and Emerson Spec. Ed. teacher salary line to Emerson substitute lines and Emerson regular instruction health insurance lines. **SECOND:** R. Vogt **VOTE:** 10.874/0/0/2.126. **Motion passes.**

6. SETTING NEXT MEETING'S AGENDA:

- a. **May 6, 2025**
- b. **Evaluation**
- c. **Voting Machines**
- d. **Annual Special Education Overview**
- e. **CCC Meeting Report**

The Board will meet after this meeting for a Non-Meeting.

7. PUBLIC COMMENTS: K. Noonan explained that when she was in attendance at the CCC Meeting a Keene School Board Member was impressed with the budget issue/Facebook Live. They said it was a very good job as a School Board.

8. 9:09 PM ENTER INTO NON-PUBLIC SESSION (b) The hiring of any person as a public employee: MOTION: K. Noonan **MOVED** to enter into Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee. **SECOND:** E. Stanley **VOTE:** 10.874/0/0/2.126. **Motion passes.**

9. 9:14 PM ENTER INTO NON-PUBLIC SESSION (c) : MOTION: K. Noonan **MOVED** to enter into Non-Public Session under RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting: **SECOND:** H. Blood **VOTE:** 10.874/0/0/2.126. **Motion passes.**

10. 9:15 PM Non-Public Session RSA 91-A:3 II (i) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.

11. MOTION TO SEAL: MOTION: K. Noonan **MOVED** to SEAL the 9:15 PM, April 15, 2025 Non-Public Meeting Minutes until April 15, 2035. **SECOND:** B.Tatro. **VOTE:**10.874/0/0/2.126. **Motion passes.**

12. 9:19 PM Non-Public Session RSA 91-A:3 II (j) Consideration of confidential, commercial or financial information that is exempt from public disclosure under RSA 91-A:5,IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.

13. MOTION TO SEAL: MOTION: K. Noonan **MOVED** to SEAL the 9:19 PM, April 15, 2025 Non-Public Meeting Minutes until April 14, 2026 due to pertaining to contract negotiations. **SECOND:** B.Tatro. **VOTE:**10.874/0/0/2.126. **Motion passes.**

14. MOTION TO ADJOURN: MOTION: C. McDaniel-Thomas **MOVED** to adjourn the Board Meeting at 9:25 PM. **SECOND:** H. Blood. **VOTE:** 10.874/0/0/2.126. **Motion passes.**

Respectfully submitted,

Laura L. Aivaliotis
Recording Secretary

VOTING KEY:Yes/No/Abstain/Absent

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session
April 15, 2025(Not Yet Approved)
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Betty Tatro, Kristen Noonan, Lisa Steadman, Rachel Vogt, Edmond LaPlante, Hannah Blood, Jennifer Strimbeck, Eric Stanley, Cheryl McDaniel-Thomas via Zoom, Jeff Cesaitis, Scott Peters and Gina Carraro via Zoom. **Absent:** Brian Bohannon.

Administration Present: J. Rathbun, Superintendent, L.Spencer, Assistant Superintendent and J. Morin, Business Administrator.

9:14 PM Non-Public Session RSA 91-A:3 II (c) Matters which, if discussed in public, would likely adversely affect the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting:

Issue #1: Notifications: J. Rathbun informed the Board that the Administrative Assistant to the principal has resigned and J. Rollins has also resigned.

Issue #2: Unpaid Leave: MOTION: K. Noonan **MOVED** to approve the already used unpaid leave with no additional days this school year for Kate DeMasi and Heidi Cormier-Belletete. **SECOND:** L.Steadman. **VOTE:** 10.874/0/0/2.126. **Motion passes.**

MOTION: K.Noonan **MOVED** to leave Non-Public Session. **SECOND:** H. Blood **VOTE:** 10.874/0/0/2.126. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**Monadnock Regional School District
School Board Meeting Minutes
Non-Public Session
April 15, 2025(Not Yet Approved)
Monadnock Middle/High School Library, Swanzey, NH**

Members Present: Betty Tatro, Kristen Noonan, Lisa Steadman, Edmond LaPlante, Hannah Blood, Rachel Vogt, Eric Stanley, Jennifer Strimbeck, Cheryl McDaniel-Thomas via Zoom. Gina Carraro via Zoom, Scott Peters and Jeff Cesaitis. **Absent:** Brian Bohannon.

Administration Present: J. Rathbun, Superintendent, L. Spencer, Assistant Superintendent and J. Morin, Business Administrator.

9:09 PM Non-Public Session RSA 91-A:3 II (b) The hiring of any person as a public employee:

Issue #1: J. Rathbun explained that there were 6 applicants for the Director of Student Services position. They have selected a finalist which is an outside candidate and will be bringing the nomination in May.

MOTION: K. Noonan **MOVED** to leave Non-Public Session. **SECOND:** H. Blood **VOTE:** 10.874/0/0/2.126. **Motion passes.**

Respectfully submitted,

**Laura L. Aivaliotis
Recording Secretary**

**May 7, 2025 School Board Meeting
Budget Transfer**

Budget Transfers

1. Requested by: Taylene Givetz, Gilsum Principal
FROM: 01.1100.51100.06.00000 Gilsum Regular Inst Salaries \$10,000.00
TO: 01.1126.57370.06.00000 Gilsum Replacement Furniture/Fixt \$10,000.00
 ♦ Amount: \$10,000
 ♦ Reason: Transfer funds from vacant teaching position to purchase chairs for 2 classrooms and a couple of tables

2. Requested by: Janel Morin, Business Administrator
FROM: 01.1100.52110.06.00000 Gilsum Regular Inst Health Ins \$15,100.00
TO: 01.1200.52110.06.00000 Gilsum Spec Ed Health Ins \$15,100.00
 ♦ Amount: \$15,100
 ♦ Reason: Transfer funds from Gilsum Regular Inst health ins vacant teaching position to Special Ed health insurance due to changes in position

3. Requested by: Greg Pickering, MRMHS Principal
FROM: 01.2490.53300.00.00000 MRMHS SRO Reimb \$13,200.00
 01.1113.57370.00.00000 MRMHS Science Repl Equip \$ 2,200.00
 01.2190.51100.00.00000 MRMHS Summer School Sal \$ 600.00
TO: 01.1126.57370.00.00000 MRMHS Replacement Equip \$16,000.00
 ♦ Amount: \$16,000
 ♦ Reason: Transfer funds from vacant SRO, Science Repl Equip and Summer School to MRMHS Replacement Equipment to purchase furniture for a classroom, science seats and a bookcase for the English Department

4. Requested by: Catherine Woods, Director of Student Services
FROM: 01.1200.55690.09.00000 Special Ed OOD Private Tuition \$10,000.00
TO: 01.1200.56430.09.00000 Special Ed Info Access Fees \$10,000.00
 ♦ Amount: \$10,000
 ♦ Reason: Transfer funds from Special Ed Private Tuition to Special Ed Info Access Fees to cover costs of new Medicaid Billing program

5. Requested by: Janel Morin, Business Administrator
FROM: 01.1100.52110.00.00000 MRMHS Regular Inst Health Ins \$55,000.00
 01.1100.52220.00.00000 MRMHS Regular Inst Fica \$15,000.00
TO: 01.1200.53050.09.00000 Special Ed Related Svcs \$70,000.00
 ♦ Amount: \$70,000
 ♦ Reason: Transfer funds from MRMHS Regular Inst Health Ins and Fica from vacant positions to cover additional costs in OOD Related Svcs

6. Requested by: Janel Morin, Business Administrator
FROM: 01.2490.53300.00.00000 MRMHS SRO Reimb \$10,000.00
TO: 01.2329.56100.40.00093 SAU Building Supplies \$10,000.00
 ♦ Amount: \$10,000
 ♦ Reason: Transfer funds from SRO to SAU for new fire rated Personnel cabinets