AUBURN SCHOOL BOARD MEETING
MONDAY, August 17, 2026 6:00 p.m.
Auburn Village School Media Center

I. CALL TO ORDER – Derek Berger, Board Chair

II. PLEDGE OF ALLEGIANCE

III. PROOF OF POSTING – William Rearick, Superintendent of Schools

IV. APPROVAL OF MINUTES
A. Board Retreat Minutes of June 4, 2026* (action required)
B. School Board Meeting Minutes of June 9, 2026* (action required)
C. Non-Public Minutes of June 9, 2026
D. School Board Meeting Minutes of June 18, 2026* (action required)

V. OPPORTUNITY FOR PUBLIC TO ADDRESS THE BOARD

VI. SUPERINTENDENT'S UPDATES

VII. OLD BUSINESS
A. HB1300 and HB1575
B. Strategic Plan Discussion
C. SRO Discussion

VIII. NEW BUSINESS
A. Instructional Time Schedule*
B. Handbook Changes* (including AI policy)
C. Correction to 26/27 Calendar*
D. Policy JICK -Pupil Safety and Violence Prevention – Bullying*

IX. FINANCIAL
A. 2025-2026 Financial Recap
B. Manifest Approvals
C. Expenditure Report (will be walked in)

X. PERSONNEL
A. Co-Curricular/Athletic Nominations*

XI. INFORMATIONAL ITEMS and/or MISCELLANEOUS INFORMATION
Informational: Board Meeting Dates/List of Standing Committees/SAU Board Meetings
Upcoming: Reports of Administrator's/Standing Committees

XII. NON-PUBLIC SESSION: RSA 91-A:3 Section II (a-h) (if necessary)

XIII. ADJOURNMENT (action required)

The next regularly scheduled School Board Meeting will be on Tuesday, September 8, 2026, at 6:00 p.m. at the Auburn Village School Media Center. **There will be a building tour at 5:30 p.m.**

**Materials provided in packet*

Please note: In addition to the items listed on the agenda, the Board may consider other matters not on the posted agenda and they may enter a non-public session or convene in non-meeting session in accordance with RSA 91-A if the need arises.

AUBURN SCHOOL BOARD RETREAT
JUNE 4, 2026
AUBURN SAFETY COMPLEX, AUBURN, NH

These minutes have not been approved.

Those in attendance were Board members Derek Berger, Adrian Newton, Anthony Piascik, Michelle Gilbert, and Michelle Dressler. Also in attendance was Auburn Village School Principal Lori Collins, Director of Student Services Meredith Davine, Curriculum Coordinator Jaclyn Karabinas, Maintenance Director Scott Dube, Technology Director Adam Holllins, School Superintendent William (Bill) Rearick, and Business Administrator Cindy Bourgeault.

Lori Collins gave a State of the Schools report which included:

- Enrollments
- Staffing
- Overall Assessment of Strengths and Challenges
- Space Issues
- Professional Development
- Curriculum
- Goals
- NHSAS Preliminary Results
- Accomplishments
- Future Considerations
    - Special Education Teacher Training
    - Special Education Management (Coordinator)
    - Warrant Article to set aside funds

Meredith Davine gave an overview of the current enrollment of special education students from Pre-K through high school. She said the preschool program will be 5 days a week for 2.5 hours a day.
Scott Dube said his department is in good shape, but struggles with field maintenance. He also said there is no space in the building to put those with behavioral issues and suggested staff monitors as kids are out of control, being loud and disrespectful, especially at lunchtime.
Cindy Bourgeault stated that, as of today, after the warrant article items have been supported, the fund balance is at $376,686.00. Bill Rearick reminded the Board that there is still some time until June 30 and that number will fluctuate some. He also said that historically, the Board returns a portion of the fund balance back to the town for tax relief, but has since discovered that the town does not always return it back to the taxpayers.

Discussion of ways to use the fund balance ensued.

Adam Hollins said that costs are rising due to memory RAM shortages and A.I. He said the cost to purchase student Chromebooks would be $59,178, teacher Chromebooks $4,900 and staff Chromebooks $2,800.
Scott Dube requested items for his department which included:

- New playground striping for games $10,000
- Ceiling insulation in the front offices $22,150
- Match existing kitchen with FRP and epoxy flooring $14,850
- Add circuits and wall packs in bathrooms $10,000
- Infield dragger $1,270
- Wheels/Tires for field maintenance $2,400
- Roof Repairs $5,000
- Floor Repairs $52,00
- Picnic tables ($265 x 12) $3,180
- Parking lot paving $30,000
- Fire alarm sprinkler repairs $5,000
- Fire gate in kitchen ceiling repair $825

- Recoat gym floor $800

Motion by Adrian Newton, seconded by Anthony Piascik, to approve the expenditure of $267,553.00 out of fund balance, and the motion carried unanimously.

The group broke for lunch at 11:00 a.m.

At 11:20 a.m., the Strategic Plan was discussed. Bill Rearick said that in his experience, a 3-year plan is most feasible as opposed to a 5-year plan. Discussion also ensued relative to having a consultant brought in to help facilitate the Strategic Plan.

Derek thanked the attendees for devoting their morning to the retreat.

Motion by Anthony Piascik, seconded by Michelle Gilbert, to adjourn the retreat, and the motion carried unanimously.

Respectfully submitted.

Becki McCarthy
Board Recorder

AUBURN SCHOOL BOARD MEETING

June 9, 2026 AT 6:00 P.M.
AUBURN VILLAGE SCHOOL MEDIA CENTER

These minutes have not been approved.

Derek Berger, Board Chair, called the meeting to order at 6:00 p.m. Those in attendance were Board members Adrian Newton, Michelle Gilbert, Anthony Piascik, and Michelle Dressler. Also in attendance was Principal Lori Collins, Assistant Principals' Lindsay Murray and Jennifer Barnhill, Director of Student Services Meredith Davine, Curriculum Coordinator Jaclyn Karabinis, Technology Director Adam Hollins, Maintenance Director Scott Dube, Superintendent William (Bill) Rearick, Interim Assistant Superintendent Heather Cummings, Business Administrator Cindy Bourgeault, and Human Resources Director Kristen Bourgeault.

PLEDGE OF ALLEGIANCE
Ashley Chase, Collins Callahan and Chloe Kidder, members of the Jump Rope Club, led the attendees in the Pledge of Allegiance.

PROOF OF POSTING
Bill Rearick provided proof of posting.

APPROVAL OF MINUTES
Motion by Adrian Newton, seconded by Anthony Piascik, to approve the May 12, 2026 Board meeting minutes, and the motion carried unanimously.
Motion by Anthony Piascik, seconded by Michelle Gilbert, to approve the Board's retreat minutes of June 4, 2026, and the motion carried unanimously.

OPEN PUBLIC HEARING
Derek Berger said there was no reason for a public hearing as expected.

PINKERTON LIAISON
Cooper Morrison will return in his role as Pinkerton Liaison in the fall.

OPPORTUNITY FOR PUBLIC INPUT
Susan Handy, Rattlesnake Hill Road, asked the Board to consider employing a School Resource Officer, saying that most schools in the state have one. She said their role is to foster safe relationships for both physical and emotional needs of the students.
Derek Berger said the Board had considered this in the past, but couldn't reach an internal alignment as to what the position would do. It will be put on the August agenda for further discussion.

SUPERINTENDENT'S UPDATES
Bill Rearick reported that HB751, Open Enrollment bill failed. He also reported that he attended the EDIEs on Saturday where the Auburn Village School was recognized for being named the 2026 NH School of Excellence. Bill said the event was well-attended and commended administrators, teachers and staff for receiving this honor.

REPORTS
Reports of administrators were reviewed.
Derek Berger took this opportunity to thank and congratulate Lori Collins for her 12 years of service as Principal at the Auburn Village School, and presented her with a gift. Derek highlighted some of the things that Lori has help guide the school community through which included COVID, all-day Kindergarten, Pre-K program, the building construction project, and Strategic Plan. He said Lori has been a tireless advocate for children and she will be missed. Other Board members gave brief testimonials as well.
Meredith Davine reported that the Pre-K number is up to 13.
Adam Hollins is waiting to hear from the K-2 teachers what the usage is for computers for those grade levels
Derek Berger said the Start Time Committee has turned into a Bus Consortium and that an MOU has been

drafted.

OLD BUSINESS

Powerschool Update

Adam Hollins stated that they are still doing discovery and he has nothing to report.

SchoolCare Update

Kristen Bourgeault, Human Resources Director, summarized comprehensive insurance plan options. This information will be updated and will be before the Board in November.

NEW BUSINESS

Principal Search

Bill Rearick said the finalist will be at AVS tomorrow to meet staff, and then to meet parents. He is in the process of checking references. If it is decided to bring them forward, the Board will meet on June 18 to ratify the nomination.

Annual Policy Review

Policies DFA, Investments and AC-AC-R, ACA Non-Discrimination, Discrimination, Equal Opportunity Employment and District Anti-Discriminatory Policy were reviewed.

Authorize Superintendent to Hire Non-Teaching Personnel/Accept all Resignations

Motion by Adrian Newton, seconded by Michelle Dressler, to authorize the Superintendent to hire non-teaching personnel and to accept all resignations from until the next Board meeting, and the motion carried unanimously.

Play-Based Kindergarten

Michelle Dressler stated that RSA 193-E:2-a, which was passed in 2018 to allow for play-based learning for kindergartners, has opened up dialogue with teachers who are looking for guidelines on how to implement it at AVS. Jaclyn Karabinas said there are a number of contradictions in language in the RSAs regarding kindergarten requirements. She said that moving forward, the team will work with the Assistant Superintendent to create commonalities to align curriculum with the intent of the law.

PERSONNEL

Motion by Anthony Piascik, seconded by Adrian Newton, to approve the Superintendent's nominations as presented, and the motion carried unanimously.

Motion by Anthony Piascik, seconded by Adrian Newton, to approve Adam Rankin as Athletic Director, and the motion carried unanimously.

FINANCIAL

Manifest Approval

Motion by Adrian Newton, seconded by Anthony Piascik, to approve the manifest in the amount of $906,854.75 and the motion carried unanimously.

Financial Summary and Expenditure Reports

The summary and expenditure reports were in the packet for review.

POLICIES

Policies JKAA Use of Child Restraint Seclusion, DIH Fraud Prevention and Fiscal Management, EHAG Use of Artificial Intelligence, IJB Class Size and JH Attendance, Absenteeism and Truancy were in the packet for review.

Motion by Michelle Dressler, seconded by Adrian Newton, to approve the policies as presented and amended, and the motion carried unanimously.

Motion by Adrian Newton, seconded by Michelle Gilbert, to waive the second reading of the policies, and the motion carried unanimously.

PUBLIC INPUT

No participation

NON-PUBLIC SESSION: RSA 91-A:3 Section II c.

At 7:45 p.m., motion by Adrian Newton, seconded by Michelle Dressler, to enter into a non-public session under RSA 91-A:3 Section II c. A roll call vote was taken. With all in favor, the motion carried.

The Board resumed their public meeting at 8:15 p.m.

INFORMATION ITEMS
Enrollments

It was the consensus of the Board to move their August 11, 2026 meeting to Monday, August 17, 2026.

ADJOURNMENT
Motion by Adrian Newton, seconded by Michelle Gilbert, to adjourn the meeting at 8:15p.m., and the motion carried unanimously.

The Auburn School Board's next regularly scheduled meeting will be held on **Monday, August 17, 2026** at 6:00 p.m. in the Auburn Village School Media Center.

Respectfully submitted.

Rebecca SJ McCarthy
School Board Recording Secretary

AUBURN SCHOOL BOARD MEETING
JUNE 18, 2026 6:00 P.M.
AUBURN VILLAGE SCHOOL MEDIA CENTER

IV.D.

These minutes have not been approved.

Derek Berger called the meeting to order at 6:19 p.m.
Those in attendance were Derek Berger, Janice Baker, Adrian Newton, and Heather Dressler. Also in attendance was Superintendent William (Bill) Rearick and Interim Assistant Superintendent Heather Cummings.

Derek Berger led the attendees in the Pledge of Allegiance.

Bill Rearick explained the reason for tonight's meeting was for the Board to accept the nomination of Rebecca Noe as the next principal of AVS. Bill said Rebecca is a strong, straightforward instructional leader and an outstanding communicator. He said the principal search was a very thorough process and he is confident that AVS will continue its trajectory under Rebecca's leadership. The Board members introduced themselves.
Motion by Adrian Newton, seconded by Michelle Dressler, to accept the Superintendent's nomination of Rebecca Noe as school principal, and the motion carried unanimously. The Board members welcomed Rebecca.

Motion by Adrian Newton, seconded by Maya Longo as grade 3 teacher, and the motion carried unanimously.

Motion by Michelle Dressler, seconded by Adrian Newton, to adjourn at 6:30 p.m., and the motion carried unanimously.

Respectfully submitted.

Rebecca SJ McCarthy
School Board Recording Secretary

2026-2027

School Name:	Auburn Village School	SAU:	15
Town:	Auburn	Grades:	PreK-8

The table below indicates the approximate amount of time (in minutes) spent per **week** on each subject at this school.

SUBJECT	K	1	2	3	4	5	6	7	8
Art	**40**	**40**	**40**	**40**	**40**	**40**	**40**	**40**	**40**
Language Arts & Reading	**650**	**750**	**750**	**625**	**625**	**275**	**275**	**275**	**275**
Health or Guidance	**80**	**40**	**40**	**40**	**40**	**40**	**40**	**40**	**40**
Physical Education	**40**	**40**	**40**	**40**	**40**	**40**	**40**	**40**	**40**
Digital Literacy	**x**	**40**	**40**	**40**	**40**	**Integrated into the core curriculum classes.**			
Math	**350**	**450**	**450**	**450**	**450**	**275**	**275**	**275**	**275**
Science	*****	**65***	**65***	**75***	**75***	**275**	**275**	**275**	**275**
Social Studies	*****	**60***	**60***	**75***	**75***	**275**	**275**	**275**	**275**
Technology Education	**x**	**x**	**x**	**x**	**x**	**40**	**40**	**40**	**40**

NOTES* integrated into core literacy curriculum/avg. minutes per week

Principal Signature:	Rebecca Noe	Date:	8/10/2026
Superintendent Signature:		Date:	

Hello AVS Community Members,

On behalf of the School Board, it is my pleasure to welcome you and your families to the Auburn Village School. We hope that you had a wonderful summer vacation. As the summer comes to a close and with the fall season on the horizon, it is time to look forward to a new school year with excitement.

We ask that you take the time to read this handbook. It is a valuable resource that can help you become better acquainted with our school. All the people involved with AVS work very hard to give our school a safe, friendly atmosphere, where it is a pleasure to be a 21st Century learner.

AVS is a special place. The dedicated faculty and staff have a strong tradition of providing varied opportunities where each student can succeed. We hope that you take advantage of the tools and resources that are available to help you learn, grow and meet the challenges ahead of you.

As with every new school year there are many things to anticipate. First and foremost are the programs and opportunities that the PTA so generously provides. There are field trips that allow students to experience and learn outside the school environment. There are activities and events that bring music, art, and community right into the school. And there is so much more right here in our own Village School!

We hope that your year is filled with enjoyable, positive experiences that will help you achieve your greatest potential.

Sincerely,

Derek Berger

Chairperson, Auburn School Board

RESTITUTION: The student will pay for or replace damaged property.

INTERNAL SUSPENSION: The student may be assigned to an internal suspension, which would be held at school during regular school hours. He/she will be isolated from his/her peers and supervised by school personnel while he/she completes daily assignments.

EXTERNAL SUSPENSION: Students may be suspended externally from school at the discretion of the principal or assistant principal, as authorized by the superintendent. These external suspension periods would not exceed ten (10) school days, unless the severity of the student's behavior, as determined by the Superintendent of Schools, warrants a longer stay out of school. Schoolwork will be assigned and due upon the student's return. **(Students are not allowed on school grounds during an external suspension.)** If a student with an Individualized Education Plan is suspended for 10 days or more, the Special Education team will meet to determine if the behavior is a manifestation of the student's disability. When the behavior is determined to be a manifestation of the child's disability, the district's procedure is to review the IEP and consider the use of positive behavioral interventions and supports, and other strategies, to address that behavior. Upon return to school, students will participate in a reintroduction meeting and potentially receive a referral for school counseling services.

Playground Rules

- ~~Obey the adults on duty.¶~~
- ~~Respect each other's rights and personal space.¶~~
- ~~Stay within the designated areas for your grade level.¶~~
- ~~Do not eat or drink on the playground. Finish your lunch before coming to recess.¶~~
- ~~Do not play games that involve body contact, pulling of clothes, or roughness. Football may only be one hand touch.¶~~
- ~~Tag, football and soccer games are only to be played on the grassy areas, not the blacktop.¶~~
- ~~Do not fight- real or imaginary.¶~~
- ~~Equipment:¶~~
    - ~~No hockey sticks, tennis rackets, baseball bats, hard balls, batons or recorders are to be brought to recess.¶~~
    - ~~Safe equipment like Nerf balls, tennis balls, jump ropes and yo-yo's are permitted.¶~~
- ~~Use all playground equipment as intended. Do not try gymnastics or stunts on the~~

equipment.¶

- Play fairly, follow the game rules, and take turns.¶
- Stay a safe distance from all equipment in use and all games in progress.¶
- Students must be wearing proper winter apparel to play in the snow during winter months. Students will be strongly encouraged to wear warmer layers when the weather falls below 30 degrees fahrenheit.¶
- Students without proper footwear may not walk in snow covered areas.¶
- Stay out of "Off Limits" areas: the trees next to the playground, along the side of the school building not adjacent to the grass. Do not climb on or crawl under fences.¶
- **Above all, don't intentionally hurt another student. Be a friend to everyone on the playground.**¶

¶

Act safely, responsibly, and respectfully to the adults on duty and the other students sharing the playground with you. Then everyone will have fun!¶
The code of conduct is in effect in all areas of the school, including the playground.

Stay in Designated Areas: Play within your grade-level boundaries. Keep distractions away from classroom windows and stay out of off-limits areas.
Play Safely: Keep tag, football, and soccer on the grassy areas. Stay a safe distance from all equipment and games.
Use Approved Equipment: Use all playground structures as intended. Bring only safe items from home (like Nerf balls, tennis balls, jump ropes, and yo-yos). Leave bats, hard balls, and hockey sticks at home.
Dress for the Weather: Eat and drink inside before coming out. Wear proper footwear and winter apparel to play in the snow. Students will be strongly encouraged to wear warmer layers when it is below 30°F.

Act safely, responsibly, and respectfully to the adults on duty and the other students sharing the playground with you. Then everyone will have fun!

Eighth Grade End of Year Activities

Eighth grade students participate in several special activities during the final months of the school year. Those activities include class field trips, the 8th Grade Celebration (dinner and dance) and the graduation ceremonies. Participation in all of these activities is a privilege dependent upon appropriate behavior during the school hours and events. Student conduct during the last trimester of school can mean the difference between attendance and non-attendance at the planned functions. The final months at AVS are a time of high energy, great expectations and celebration. We want all graduating students to participate fully and appropriately.

5. Students will never disclose their real name, address, phone number or other personal information over the Internet.

6. Students will use programs and equipment only as directed by a teacher.

7. Students will not waste school computer resources.

8. Students will not attempt to bypass security systems.

9. Students will not harm or destroy data of another user residing anywhere on the school network or on the Internet.

10. Student access may be limited by the supervising teacher/adult.

11. Headphones used in conjunction with computers must be wired. Wireless earbuds will not be permitted.

Artificial Intelligence (AI)

Auburn School Board supports innovative learning and administrative efficiency while protecting student/staff privacy, academic integrity, and district security. Generative AI tools are intended to complement, not replace, human judgment and learning.

Board Policy EHAG defines expectations for the responsible and ethical use of artificial intelligence. Students may not use generative AI for academic assignments without explicit teacher permission and direction. Students must properly credit AI use and verify all AI-generated content for accuracy.

1. The use of generative AI must not hinder the student learning processes of critical thinking, problem solving, collaboration, effective communication, or other skills necessary to be successful in or out of the classroom.

2. The use of generative AI for academic assignments without teacher permission and guidance is not acceptable.

3. AI contributions referenced must be vetted for accuracy by students.

4. Students must use AI tools ethically and honestly.

5. Students are expected to properly cite or give credit.

6. Follow teacher instructions regarding AI use.

7. Do not input identifiable personal or sensitive information into AI tools.

Social Media Guidelines ~~(NEW)~~

Auburn School District School Calendar 2026/2027

Adopted 3/10/26
Revised 5/12/26 **VIII.C.**

AUGUST 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	**PD**	**PD**	**PD**	**27**	28	29
30	31					

SEPTEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	**H**	**PD**	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	**H**	13	14	15	16	17
18	19	**ER**	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER 2026						
S	M	T	W	Th	F	S
1	**C**	**X**	4	5	6	7
8	9	10	**H**	12	13	14
15	16	17	18	19	20	21
22	23	24	**H**	**H**	**H**	28
29	30					

DECEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	**V**	**V**	26
27	**V**	**V**	**V**	**V**		

JANUARY 2027						
S	M	T	W	Th	F	S
					V	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	**H**	19	20	21	22	23
24	25	26	27	**ER**	29	30
31						

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	**V**	**V**	**V**	**V**	**V**	27
28						

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	**PD**	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	**ER**	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	**V**	**V**	**V**	**V**	**V**	

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	**ER**	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	**H**					

JUNE 2027						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15*				

August (3)
24-26 Teacher Workshop
27 First Day for Students

September (20)
7 Labor Day
8 Professional Development/No School for Students

October (21)
12 Columbus Day (No school)
20 Early Release for Students/PD for Teachers

November (15)
2 Parent/Teacher Conferences (No school for students)
3 No School – Voting Day
11 Veterans Day (Observed – No school)
25-27 Thanksgiving Break

December (17)
24 – 31 Winter Break

January (19)
1 Winter Break
18 Martin Luther King Jr/Civil Rights Day
28 Early Release for Students/PD for Teachers

February (15)
22 – 26 February Vacation

March (22)
9 Professional Development/No School for Students

April (17)
7 Early Release for Students/PD for teachers
26 – 30 Spring Break

May (20)
11 Early Release for Students/PD for teachers
31 Memorial Day

June (11)
15 Last day for students (Early Release)

H: Holiday
V: Vacation
PD: Professional Development (No School for Students)
C: Parent/Teacher Conferences (No School for Students)
X: No School (Voting Day)
*Early Release Times:
Middle: 12:00 p.m. – Elem 1:00 p.m.

AUBURN SCHOOL DISTRICT
PUPIL SAFETY AND VIOLENCE PREVENTION - BULLYING

I. Definitions (RSA 193-F:3)

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

(1) Physically harms a pupil or damages the pupil's property;

(2) Causes emotional distress to a pupil;

(3) Interferes with a pupil's educational opportunities;

(4) Creates a hostile educational environment; or

(5) Substantially disrupts the orderly operation of the school.

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

2. Cyberbullying. Cyberbullying is defined as any conduct defined as "bullying" in this policy that is undertaken through the use of electronic devices. For purposes of this policy, any references to the term bullying shall include cyberbullying.

3. Electronic devices. Electronic devices include, but are not limited to, telephones, cellular phones, computers, pagers, electronic mail, instant messaging, text messaging, and websites.

4. School property. School property means all real property and all physical plant and equipment used for school purposes, including public or private school buses or vans.

Any reference in this policy to "parent" shall include parents or legal guardians.

II. Statement Prohibiting Bullying or Cyberbullying of a Pupil (RSA 193-F:4, II(a))

The Board is committed to providing all pupils a safe and secure school environment. This policy is intended to comply with RSA 193-F. Conduct constituting bullying and/or cyberbullying will not be tolerated and is hereby prohibited.

Further, in accordance with RSA 193-F:4, ~~the District reserves the right to address bullying and, if necessary, impose discipline for bullying that~~ bullying or cyberbullying shall occur when an action or communication defined in Section I:

(1) Occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or

(2) Occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a pupil's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event.

The Superintendent of Schools is responsible for ensuring that this policy is implemented.

III. Statement prohibiting retaliation or false accusations (RSA 193-F:4, II(b))

False Reporting

A student found to have wrongfully and intentionally accused another of bullying may-

face discipline or other consequences, ranging from positive behavioral interventions up to and including suspension or expulsion.

A school employee found to have wrongfully and intentionally accused a student of bullying shall face discipline or other consequences be determined in accordance with applicable law, District policies, procedures and collective bargaining agreements.

Reprisal or Retaliation

The District will discipline and take appropriate action against any student, teacher, administrator, coach, bus driver, volunteer, or other employee who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying.

1. The consequences and appropriate remedial action for a student, teacher, school administrator, coach, bus driver, or school volunteer who engages in reprisal or retaliation shall be determined by the Principal after consideration of the nature, severity and circumstances of the act, in accordance with law, Board policies and any applicable collective bargaining agreements.

2. Any student found to have engaged in reprisal or retaliation in violation of this policy shall be subject to measures up to, and including, suspension and expulsion.

3. Any teacher, ~~or~~ school administrator, coach or bus driver found to have engaged in reprisal or retaliation in violation of this policy shall be subject to discipline up to, and including, termination of employment.

4. Any school volunteer found to have engaged in reprisal or retaliation in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

Process To Protect Pupils From Retaliation

If the alleged victim or any witness expresses to the Principal or other staff member that he/she believes he/she may be retaliated against, the Principal shall develop a process or plan to protect that student from possible retaliation.

Each process or plan may be developed on a case-by-case basis. Suggestions include, but are not limited to, re-arranging student class schedules to minimize their contact, stern warnings to alleged perpetrators, temporary removal of privileges, or other means necessary to protect against possible retaliation.

IV. Protection of all Pupils (RSA 193-F:4, II(c))

This policy shall apply to all pupils and school-aged persons on school district grounds and participating in school district functions, regardless of whether or not such pupil or school-aged person is a student within the District.

V. Disciplinary Consequences For Violations of This Policy (RSA 193-F:4, II(d); RSA 193-F:4, VI)

The ~~district~~ District reserves the right to impose disciplinary measures against any student who commits an act of bullying, cyberbullying, falsely accuses another student of bullying, or who retaliates against any student or witness who provides information about an act of bullying.

In addition to imposing discipline under such circumstances, the ~~board~~ Board encourages the administration and school district staff to seek alternatives to traditional discipline, including but not limited to early intervention measures, alternative dispute resolution, conflict resolution and other similar measures.

Any educator who intentionally violates the internal reporting requirements, submits inaccurate or false information, fails to adhere to the timelines in this policy, or commits an act of retaliation against a reporter of bullying or cyberbullying or against a parent shall be in violation of the Education Code of Conduct.

VI. Distribution and Notice of This Policy (RSA 193-F:4, II(e) and II(f); RSA 193-F:4, V)

Staff and Volunteers

All staff, coaches, bus drivers, and volunteers will be provided with a copy of this policy annually. The Superintendent may determine the method of providing the policy (employee handbook, hard copy, etc.).

The Superintendent will ensure that all school employees and volunteers receive annual training on bullying and related district's policies.

Students

All students will be provided with a copy of this policy annually. The Superintendent may determine the method of providing the policy (family handbook, mailing, hard copy, etc.).

Students will participate in an annual education program which sets out expectations for student behavior and emphasizes an understanding of harassment, intimidation, and bullying of students, the District's prohibition of such conduct and the reasons why the conduct is destructive, unacceptable, and will lead to discipline. Students shall also be informed of the consequences of bullying conduct toward their peers.

The Superintendent, in consultation with staff, ~~may incorporate student anti-bullying training and education into the district's curriculum, but shall not be required to do so.~~ shall integrate this policy into the school's curriculum, discipline policies, behavior programs, and other violence prevention efforts.

By January 1, 2027, the Superintendent or designee shall make available a report or link on how this policy has been integrated into the school's curriculum, discipline policies, behavior programs, and other violence prevention efforts, and provide the report or link to the office of commissioner of education, state board chair, senate president, speaker of the house, and members of the house and senate education committees.

Parents

All parents will be provided with a copy of this policy annually. The Superintendent may determine the method of providing the policy (family handbook, mailing, etc.). Parents will be informed of the ~~program~~ procedures and the means for students to report bullying acts toward them or other students and the procedures shall be included in the student handbook. ~~They~~ Parents will also be told that to help prevent bullying at school they should encourage their children to:

1. Report bullying when it occurs;
2. Take advantage of opportunities to talk to their children about bullying;
3. Inform the school immediately if they think their child is being bullied or is bullying other students;
4. Cooperate fully with school personnel in identifying and resolving incidents.

Additional Notice and School District Programs

The Board may, from time to time, host or schedule public forums in which it will address the anti-

bullying policy, discuss bullying in the schools, and consult with a variety of individuals including teachers, administrators, guidance counselors, school psychologists and other interested persons.

VII. Procedure for Reporting Bullying (RSA 193-F:4, II(f); RSA 193-F:4, II(h))

At each school, the Principal shall be responsible for receiving complaints of alleged violations of this policy.

Student Reporting

1. Any student who believes he or she has been the victim of bullying, cyberbullying, retaliation, or false accusations should report the alleged acts immediately to the Principal. If the student is more comfortable reporting the alleged act to a person other than the Principal, the student may tell any school district employee or volunteer about the alleged bullying.

2. Any school employee, coach, bus driver, or volunteer who witnesses, receives a report of, or has knowledge or belief that bullying, cyberbullying, retaliation, or false accusations may have occurred shall inform the Principal as soon as possible, but no later than the end of that school day.

3. The Principal may develop a system or method for receiving anonymous reports of bullying, cyberbullying, retaliation, or false accusations. Although students, parents, volunteers and visitors may report anonymously, formal disciplinary action may not be based solely on an anonymous report. Independent verification of the anonymous report shall be necessary in order for any disciplinary action to be applied.

4. The administration may develop student reporting forms to assist students and staff in filing such reports. An investigation shall still proceed even if a student is reluctant to fill out the designated form and chooses not to do so.

5. Upon receipt of a report of bullying, the Principal shall commence an investigation consistent with the provisions of Section XI of this policy.

Staff Reporting

1. An important duty of the staff is to report acts or behavior that they witness that appears to constitute bullying.

2. All district employees, coaches, bus drivers, and volunteers shall encourage students to tell them about acts that may constitute bullying. For young students, staff members may provide direct assistance to the student.

3. Any school employee, coach, bus driver, or volunteer who witnesses, receives a report of, or has knowledge or belief that bullying may have occurred shall inform the Principal as soon as possible, but no later than the end of the that school day.

4. Upon receipt of a report of bullying, the Principal shall commence an investigation consistent with the provisions of Section XI of this policy.

Parent Reporting

Any person who believes that his/her student is being bullied or has been bullied will report the incident immediately to the principal.

Reports Involving Students from Different Districts

Reports of bullying or cyberbullying which relate to students from different districts should, when possible, be made to the Principal of the school in which the victim(s) is enrolled/attending, otherwise to the Principal of the school in which the perpetrator is enrolled/attending.

VIII. Procedure for Internal Reporting Requirements (RSA 193-F:4, II(g))

In order to satisfy the reporting requirements of RSA 193-F:6, the Principal or designee shall be responsible for completing all New Hampshire Department of Education forms and reporting documents of substantiated incidents of bullying. Said forms shall be completed within 10 school days of any substantiated incident. Upon completion of such forms, the Principal or designee shall retain a copy ~~for himself~~ and shall forward one copy to the Superintendent. The Superintendent shall maintain said forms in a safe and secure location.

IX. Notifying Parents of Alleged Bullying (RSA 193-F:4, II~~(h)~~(i))

The Principal shall report to the parents of a student who has been reported as a victim of bullying or cyberbullying and to the parents of a student who has been reported as a perpetrator of bullying or cyberbullying within 48 hours of receiving the report. Such notification may be made by telephone, writing or personal conference. The date, time, method, and location (if applicable) of such notification and communication shall be noted in the report. All notifications shall be consistent with the student privacy rights under the applicable provisions of the Family Educational Rights and Privacy Act of 1974 (FERPA). School officials shall provide the alleged victim with a copy of the victim's rights, protections, and support services available.

IX-A. Notice when Allegations Involve Students from Other Districts/Schools/States RSA 193-F:4, II(k)

When a report of bullying or cyberbullying involves conduct across multiple districts or students from multiple school districts, the Principal/designee will immediately inform the Principal(s) of each of the other schools/districts. If the report concerns bullying or cyberbullying across state lines, the Principal/designee will also inform the New Hampshire Attorney General's office.

X. Waiver of Notification Requirement (RSA 193-F:4, II~~(i)~~(j))

The Superintendent or designee may, within a 48 hour time period, grant the Principal a waiver from the requirement that the parents of the alleged victim and the alleged perpetrator be notified of the filing of a report. A waiver may only be granted if the Superintendent deems such a waiver to be in the best interest of the victim or perpetrator. Any waiver granted shall be in writing.

Any waiver shall not be longer than 5 school days except for cases of bullying and/or cyberbullying across multiple school districts. Granting of a waiver shall not negate the school's responsibility to adhere to the remainder of this policy.

XI. Investigative Procedures (RSA 193-F:4, II~~(j)~~(k))

1. Upon receipt of a report of bullying, the Principal shall, within 5 school days, initiate an investigation into the alleged act. If the Principal is directly and personally involved with a complaint or is closely related to a party to the complaint, then the Superintendent shall direct another ~~district~~ District employee to conduct the investigation.

2. When bullying or cyberbullying is alleged to occur across multiple school districts, the Principal or designee for each New Hampshire school involved shall collaborate and cooperate in the investigation. The Principal who first learns of the incident(s) is required to initiate the investigation.

~~2~~3. The investigation may include documented interviews with the alleged victim, alleged perpetrator and any witnesses. All interviews shall be conducted privately, separately and shall be confidential. Each individual will be interviewed separately and at no time will the alleged victim and perpetrator be interviewed together during the investigation.

~~3~~4. If the alleged bullying was in whole or in part cyberbullying, the Principal may ask students and/or parents to provide the District with printed copies of e-mails, text messages, website pages, or other similar electronic communications consistent with RSA 189:68.

~~4~~5. A maximum of 10 school days shall be the limit for the initial filing of incidents and completion of the investigative procedural steps.

~~5~~6. Factors the Principal or other investigator may consider during the course of the investigation, including but not limited to:

- Description of incident, including the nature of the behavior;
- How often the conduct occurred;
- Whether there were past incidents or past continuing patterns of behavior;
- The characteristics of parties involved, (name, grade, age, etc.);
- The identity and number of individuals who participated in bullying behavior;
- Where the alleged incident(s) occurred;
- Whether the conduct adversely affected the student's education or educational environment;
- Whether the alleged victim felt or perceived an imbalance or power as a result of the reported incident; and
- The date, time and method in which parents or legal guardians of all parties involved were contacted.

~~6~~7. The Principal shall complete the investigation within 10 school days of receiving the initial report. If the Principal needs more than 10 school days to complete the investigation, the Superintendent may grant an extension of up to 7 school days. In the event such extension is granted, the Principal shall notify in writing all parties involved of the granting of the extension and the reasons for the extension. The alleged victim's parents or guardians shall be notified of the investigation, extension, and the reason for the extension.

~~7~~8. Whether a particular action or incident constitutes a violation of this policy shall require a determination based on all facts and surrounding circumstances and shall include recommended remedial steps necessary to stop the bullying and a written final report to the Principal.

~~8~~9. Students who are found to have violated this policy may face discipline in accordance with other applicable board policies, up to and including suspension. Students facing discipline will be afforded all due process required by law.

XII. Response to Remediate Substantiated Instances of Bullying (RSA 193-F:4, II~~(k)~~(l); RSA 193-F:4, VII)

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of bullying, cyberbullying, ~~or~~ retaliation, or false accusations may range from positive behavioral interventions up to and including suspension or expulsion of students and dismissal from employment for staff members.

Consequences for a student who commits an act of bullying, cyberbullying, ~~or~~ retaliation, or false accusations shall be varied ~~and graded~~ according to the nature of the behavior, the developmental age of the student, and the student's history of problem behaviors and performance. Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim, and take corrective action for documented systematic problems related to bullying.

Examples of consequences may include, but are not limited to:

- Admonishment
- Temporary removal from classroom
- Deprivation of privileges
- Classroom or administrative detention
- Referral to disciplinarian
- In-school suspension
- Out-of-school suspension
- Expulsion

Examples of remedial measures may include, but are not limited to:

- Restitution
- Mediation
- Peer support group
- Corrective instruction or other relevant learning experience
- Behavior assessment
- Student counseling
- Parent conferences

In support of this policy, the Board promotes preventative educational measures to create greater awareness of aggressive behavior, including bullying. The Board encourages the Superintendent to work collaboratively with all staff members to develop responses other than traditional discipline as a way to remediate substantiated instances of bullying.

XIII. Reporting of Substantiated Incidents to the Superintendent (RSA 193-F:4, II~~(l)~~(n))

The Principal shall forward all substantiated reports of bullying, cyberbullying, or retaliation to the Superintendent or designee upon completion of the Principal's investigation.

XIV. Communication With Parents Upon Completion of Investigation (RSA 193-F:4, II(m))

1. Within two school days of completing an investigation, the Principal will notify the students involved in person of his/her findings and the result of the investigation.

2. The Principal will notify via telephone the parents of the alleged victim and alleged perpetrator of the results of the investigation. The Principal will also send a letter to the parents within 24 hours again notifying them of the results of the investigation.

3. If the Victim's parents request, the Principal shall schedule a meeting with them to further explain his/her findings and reasons for his/her actions.

4. The Principal or designee shall conduct a conference with the perpetrator, the parent or parents or guardian or guardians of the perpetrator, and applicable school personnel for age-appropriate discussion that includes at a minimum the impacts of bullying. The conference shall occur even if the parent or guardian or guardians decline to participate or fail to attend.

~~4~~5. In accordance with the Family Educational Rights and Privacy Act and other law concerning student privacy, the District will not disclose educational records of students including the

discipline and remedial action assigned to those students and the parents of other students involved in a bullying incident.

XV. Appeal

1. For non-disciplinary remedial actions where no other review procedures govern, the parents of the pupils involved in the bullying shall have the right to appeal the Principal's decision to the Superintendent in writing within five (5) school days. The Superintendent shall review the Principal's decision and issue a written decision within ten (10) school days. If the aggrieved party is still not satisfied with the outcome, the aggrieved party may file a written request for review by the School Board within ten (10) school days of the Superintendent's decision. The School Board will adhere to all applicable New Hampshire Department of Education administrative rules.

2. The procedures under RSA 193:13, Ed 317, and District policies establish the due process and appeal rights for students disciplined for acts of bullying.

3. The School Board or its designee will inform parents of any appeal rights they may have to the New Hampshire State Board of Education.

XVI. School Officials (RSA 193-F:4, II~~(n)~~(p))

The Superintendent of schools is responsible for ensuring that this policy is implemented.

XVII. Capture of Audio Recordings on School Buses

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

XVIII. Use of Video or Audio Recordings in Student Discipline Matters

The District reserves the right to use audio and/or video recording devices on District property (including school buses) to ensure the health, safety and welfare of all staff, students and visitors. Placement and location of such devices will be established in accordance with the provisions of Policies EEAA, EEAE and ECAF.

In the event an audio or video recording is used as part of a student discipline proceeding, such video may become part of a student's education record. If an audio or video recording does become part of a student's education record, the provisions of Policy JRA shall apply.

The Superintendent is authorized to contact the District's attorney for a full legal opinion relative in the event of such an occurrence.

Legal References:
RSA 193-F:3, RSA 570-A:2 NH Admin Rules, Section Ed 306.04(a)(~~8~~7)

Adopted: January 9, 2001
Adopted: August 10, 2004
Revised: May 13, 2008
Revised: April 13, 2010
Revised: December 14, 2010

Auburn School District
Athletic & Co-Curricular Nominations
August 17, 2026

Athletic Nominations

Name	Position	Compensation
Michael Tousignant	Cross Country	$746.81
Melissa Kamcyk	Cross Country	$746.81
Courtney Morin	Cross Country	$746.81
Brittany Carlson	Girls Soccer	$1,344.26
Anthony Lockwood	Boys Soccer	$1,344.26
Adam Rankin	Athletic Director	$5,920.77
Samuel Norris	Boys Lacrosse	$1,120.22
Abbie Desrosiers	Softball	$1,344.26
Adam Rankin	Baseball	$1,344.26
Adam Martinelli	Boys Basketball	$1,680.33
Kristal Diorio	Volleyball	$896.18
Cassie Dion	Cheerleading	$1,120.22
Abbie Desrosiers	Girls Basketball	$1,680.33

Co-Curricular Nominations

Name	Position	Compensation
Melissa West	Art Club	$932.66
Sarah Kaufman	Chorus	$1,165.83
Eileen McDonald	DI Coordinator	$1,165.83
Lindsay Hallenbeck	Garden Club	$932.66
Lindsay Hallenbeck	Homework Club	$3,672.36
James Paraskevas	Homework Club	$3,672.36
Linda Reinelt	Minecraft	$932.66
Melissa West	NJHS	$699.50
Sarah Nusbaum	Professional Development Rep.	$1,398.99
Lisa Pope	Recycling Club	$932.66
Nicole Greene	Student Council	$699.50
Carly Cohen	Student Council	$699.50
Marissa Leary	Yearbook	$1,165.83
8th Grade Advisors	James Paraskevas	$291.46
	Amanda Lavigne	$291.46
	Adam Rankin	$291.46
	Open (Math)	$291.46
TBD	Sewing Club	$932.66
Melanie Pampel	Mentor x 2	$4,000
Karen Fortier	Mentor	$2,000
Kathy Roggenbuck	Mentor (1/2 year)	$1,000
Melissa Prunier	Mentor	$2,000

AUBURN SCHOOL BOARD MEETINGS
2026/2027

The Auburn School Board Meetings are held the *2nd* Tuesday of each month beginning in August. Meetings are held at the Auburn Village School Media Center beginning at 6:00 p.m., unless otherwise posted.
Special and/or rescheduled meetings are appropriately posted as needed.

2026
August 11
September 8
October 13
November 10
December 8

2027
January 12
February 9
March 9
April 13
May 11
June 8

Budget Meetings: Mid-September through Early December

Deliberative Session #1: January 30, 2027 before the Town Deliberative Session at 9:00 a.m. Snow date is February 6, 2027 at 9:00 a.m.

Town Voting Day is March 9, 2027

(Note: Deliberative Session #1 - between the first and second Saturday after the last Monday of January, inclusive of those Saturdays. Snow date must be scheduled within 72 hours of original date.

AUBURN SCHOOL BOARD

STANDING COMMITTEES 2026-2027

CHAIR: Derek Berger Vice-Chair: Adrian Newton Clerk: Anthony Piascik

COMMITTEE		
Budget	Member:	Derek Berger
	Alternate:	Anthony Piascik
Policy*	Member:	Michelle Gilbert
Sick Leave Bank	Member:	Adrian Newton
Technology*	Member:	Anthony Piascik
PTA	Member:	Anthony Piascik
~~AEA Negotiations~~	Member:	
	Alternate:	
Transportation*	Member:	Michelle Dressler
Pinkerton Start Time	Members:	Adrian Newton
Manifest	Member:	Adrian Newton

Must have postings, agendas and minutes for each meeting