



HUDSON SCHOOL DISTRICT ♦ Hudson, New Hampshire  
Hills Memorial Library, 18 Library Street

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

# Minutes

February 21, 2022

## In attendance:

### Board Members

Gary Gasdia, Chairman  
Diana LaMothe, Vice-chair  
Ethan Beals  
Mike Campbell  
Gretchen Whiting

### SAU Staff

Larry Russell, Superintendent of Schools  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator  
Kim Organeck, Assistant Superintendent of Curriculum & Instruction

## A. Call to Order [ 0:00:20 ]

Mr. Gasdia called the meeting to order at 6:30pm. The Pledge of Allegiance was said.

## B. Public Input [0:00:30]

There was no public input.

## C. Presentations to the Board [0:00:37]

### 1. Granite State FFA Convention

Students (Alvirne FFA President Tory Scarbo and Vice President Matt Rice) presented a request to attend the Granite State FFA Convention. The organization was geared towards premiere youth organization that prepared members for success and leadership in the business and technology of agriculture. States would be held at the Mt. Washington Resort Hotel March 31 to April 2nd. About 25-30 members would attend. Students were preparing for the events. She spoke about her experiences in FFA and the benefit it had on her and students interested in agriculture. Mr. Rice spoke about his experiences at conventions, noting that the activities were vital for students to learn skills in leadership and gain knowledge in future careers in agriculture. There were 13 chapters in NH. Last year, Alvirne's Veterinary Science team placed 5th in the nation.

Mr. Beals made a motion to approve the request to attend the Granite State FFA Convention. Mr. Campbell seconded the motion. Motion passed 5:0.

## 2. Student Discipline

Assistant Principal at Nottingham West Gloria Hussey and Assistant Principal at Hills Garrison Mark Dangora shared the District's universal behavior standards and discussed discipline at each school level. Expected behaviors had been reviewed first, then response guidelines were given towards unexpected behaviors during the school day. Five categories of behavior standards were devised: classroom behavior, disruptive behavior, rule violation, safety violation, and gross misconduct. Behavior responses depended on expectations at each school level. Student discipline differed now vs. years ago (family dynamics, etc. that needed to be considered). Impacts on learning included: loss of instruction, deficits in foundational needs and self-regulation, adjustments to returning to in-person learning, and building relationships.

Areas of concern included:

- Elementary School: lagging friendship/play skills, positive social interactions
- Middle School: lagging coping, empathy/self-regulation skills, impulsivity and hands-on behaviors, weak executive functioning and impact of social media
- High School: Social-emotional skills, executive functioning

The following elementary strategies were reviewed:

- Tier 1 - consistent communication; universal expectations and instruction in expected behaviors
- Tier 2 (dealing with repeated unexpected behaviors during the school day) - school counseling support; behavior specialist; Student Success Team; restorative practices; daily student check-in/-out; and frequent Administrator, teacher and parent meetings
- Tier 3 (significant/frequent behavior) - possible referral to Special Education or mental health counseling

Elementary Needs included: full staffing of trained lunch/recess monitors; professional development on challenging behaviors; and strengthening family partnerships on behavior.

It was noted that childhood trauma, the pandemic, and social media were factors in behavior. Communication was being worked on with parents (via webinars, etc.). Documentation was being done in order to provide data (e.g. number of incidents, number of students, grade levels, trends, patterns). Numbers were close to pre-pandemic data (there was a reduced population last year and there was a different way of approach now).

Hudson Memorial School Assistant Principals Stephanie Lafreniere and Theodora Tufts reviewed student discipline, referring to the core values of respect, responsibility, hard work and kindness.

Tier 1 (80% of students):

- School-wide and classroom norms
- Work study practices
- Safe Zone lessons

- Responsive Classroom training
- Social emotional activities
- DARE program
- Academic focus
- Parent conferencing
- Teacher detentions
- Student leadership group

Tier 2 (15% of students):

- Social skills groups
- School counseling support
- Intervention design team
- Elements of Restorative Practices
- Teacher, counselor and administration parent conferencing
- Chill Zone
- Adventure Based Counseling (ABC)
- Functional behavioral assessments (FBAs)
- Girl's Inc.

Tier 3 (5% of students):

- SAFE Program (daily regulation/safe place)
- Behavior plans
- Outside counseling - Greater Nashua Mental Health

Middle School Needs:

- Continuation of Responsive Classroom Training
- Alternative program
- Strengthening family partnerships surrounding behavior
- Student support program run by a BCBA (Board Certified Behavior Analyst)

There was discussion about partnering with elementary school staff regarding the influence of social media on children. It was difficult to gauge the percentage in each tier. It was noted that there were more instances of disrespect and teachers were dealing with incidents in the classroom before getting to the higher levels. A goal was to have the least amount of disruption to student academics. An idea of having assistant teachers in classrooms was mentioned for extra support.

Alvirne High School Assistant Principals Sarah Gilliam and Jodi Hallas reviewed Alvirne social and civic competencies related to school discipline practices and outcomes (work together, do the right thing, and get involved).

Tier 1: Intervention Team with APs (Classroom civic responsibility rubric, advisory)

Tier 2: Support Strategies (SST, Special Ed Team, Administration, Counselor, Teacher/Parent Meetings)

Tier 3: Support Systems (Roundtable, Greater Nashua Mental Health, Alternative School)

High School Needs:

- Behavior specialist working with all teachers/Administration to better respond to student behavior/needs
- Student Support Center

- Ongoing professional development: high school Tier 1 SEL classroom Support

Having a person trained and certified could help reach out to students. It was recognized that challenged students overcame a lot to attend school. Tier 2 students took more time with behavior management. Students had to regulate having multiple teachers and classes and support was important. Suspension numbers were smaller than pre-pandemic but with repeat offenders. Issues could be more complex now.

### 3. Network Audit [1:33:48]

District Technology Director Kevin Peterson presented a network audit (gap analysis). House Bill 1612 was signed in 2018 by Gov. Sununu (Student and Employee Data Governance). It provided minimum standards for privacy and security of student and employee data. Progress included: Data Governance Policy, internal IT policies restricting data access, and software usage review. Next steps included: Network Gap Analysis based on Federal and NH guidelines/policies and remediation of any discovered concerns. The RFP process was to research vendors, receive quotes, select a vendor and receive Board approval. Out of 6 vendors, one was selected for recommendation. Audits would be within the budget every few years; this was important for the safety of the District.

Ms. LaMothe made a motion to award the contract to the ArchiTech Group to perform a Network Gap Analysis of the Hudson School District network. Mr. Beals seconded the motion. Motion passed 5:0.

## D. Old Business [1:45:26 ]

### 1. Policies (2<sup>nd</sup> readings, decision)

Assistant Superintendent Organek presented the following:

KI - Visitors to the Schools - review

KLG - Relations with Police Authorities: New, NHSBA sample with tracked changes (plural of "officers")

Ms. Whiting made a motion to approve policies KI - Visitors to the Schools and KLG: Relations with Police Authorities as presented. Ms. LaMothe seconded the motion. Motion passed 5:0.

## E. New Business [1:46:19]

### 1. Extracurricular Nominations (decision)

Mr. Russell presented spring coach nominations. Part of fall stipends were given up for allowance to be hired. There was discussion about some teams having assistant coaches not others. This could be reviewed in negotiations.

Ms. LaMothe made a motion to approve the spring coach nominations. Mr. Campbell seconded the motion. Motion passed 5:0.

### 2. 2022-2023 DRAFT Calendar (discussion)

Ms. Organek presented the draft calendar. Changes included: three voting days and inclusion of five snow days. School would be kept in session (Alvirne remote) for the September 13th voting day. New Year's holiday would be on January 2nd. January 13th would be an early release/ Professional Development Day (to allow for January 16th MLK Day). June 19th was recognized

as a Federal holiday (not at the State level). It was unclear if Districts could make this a holiday individually. Dec. 23rd was not a day off this year; it was a tight schedule per CBA. There was concern about having remote classes on September 13th and if that was only possible for inclement weather. Final rules by the State were forthcoming. Vacations were aligned with sending schools and Massachusetts. This would be brought back at the next meeting.

### 3. Facilities Capacity Study (discussion) [2:02:30]

Ms. LaMothe discussed a facilities study and how it would fit into the Capital Improvement Plan. Highlights included:

- Renovation plans
- Quotes for master planning capacity assessment services: to be reviewed
- Long-term enrollment projection: expansion of preschool, full-day kindergarten
- The \$85,000 cost could be taken from the end of year fund balance (there was concern about the cost amount; an idea was to consult the NH School Board Association to see if they provide an initial assessment.
- The study would be for how were buildings being used and in the future

### 4. Communication Check-in (discussion)

Ms. Wolf presented information on communication tools used by the District. Project Aware paid for a webinar series called Raising Kids in the Digital Age. This was on the District Website. There could be a District presentation made to families in the future. Information on the March election was being shared (website, Facebook, SAU exterior sign, mailer). The new exterior sign will help with communication of District activities and posting job vacancies. The Website updating/design process had begun with the new vendor. The launch date was May 6, 2022. Branding would be done such as with colors like blue and green. Digital marketing students were helping as well. Another priority was recruitment and retention (of teachers). A good, attractive Website would showcase the District (updating job descriptions, etc.) Communication tools were reviewed (e.g. SwitchK). Ms. Whiting suggested a quarterly mailing to have something tangible and help people remember things better - also having a (District) cell phone application. There was discussion about how to best communicate about policies. The cost of sending a mailer was about \$5,000. Mailers could include an overview on the District's website, FaceBook page, etc. Having a Communication Committee was suggested to review how best to disseminate information - or expand the role of the Cost Saving Committee.

### 5. Policies (1<sup>st</sup> readings)

Ms. Organek presented the following policies for a first reading:

- a) FF - Naming, Memorializing, Recognitions and Dedication of School District Facilities - New (capitalize School Board)
- b) KFD - Use & Location of AEDs - Updated, tracked changes (opening sentence was updated)
- c) LDA - Student Teaching & Internships - Reviewed, no changes. Mr. Beals recommended revisiting this policy since the Strategic Planning Committee wanted to develop a working feeder program with colleges and perhaps wording could be added as such to the policy. The days were limited as it was best for student teachers not to be substitute teaching (for free). Emergency situations could be clarified.
- d) IGA - Curriculum Development (changed to grades 1-12 curriculum to "K-12")
- e) IGL - Library Materials Selection and Adoption (wording changes: "Library Staff" and "Library Administration" to "Library Media Specialist")

## **F. Recommended Action [2:47:37]**

1. Manifests – Recommended action: Make necessary corrections and sign.
2. Minutes – Recommended action: Review and approve.

- a) 11/18/2021 Draft Minutes
- b) 01/24/2022 Draft Minutes (note that Ms. Roy spoke)
- c) 02/07/2022 Draft Minutes - it was noted that Ms. Organek was not present at the 2/7/22 meeting. Ms. Whiting was awaiting a reply from Ms. Porter re. page 4 of the minutes.
- d) 02/10/2022 Draft Minutes

Ms. Whiting made a motion to approve the minutes of 11/18/2021, 1/24/2022, and 2/10/2022 as amended. Ms. LaMothe seconded the motion. Motion passed 5:0.

## **G. Committee Reports [2:50:30]**

### **1. Superintendent Search**

Mr. Beals and Mr. Campbell provided an update on the Superintendent Search. Two finalists were recommended to the Board: Nashua Interim Superintendent Garth McKinney and Barrington Superintendent Dan Moulis. The Board interviewed them last week. Tomorrow and Wednesday, candidates would tour the buildings and have meet and greets. The Board would decide when to meet. Mr. Campbell thanked all involved.

## **H. Correspondence (Information) [2:55:48]**

### **1. Discipline Report**

Ms. Whiting spoke about the importance of knowing where schools sat in the three tiers. Mr. Russell said that time was a big resource. This was a process.

### **2. Student Activity Report**

## **I. Board of Selectmen Liaison Comments [2:59:37]**

Ms. Roy noted that Candidate Night was on Thursday at the Community Center. The election was March 8th at Alvirne and Hudson Community Center.

## **J. Board Member Comments [3:00:57]**

Mr. Campbell noted that Candidate Night would be broadcast on HCTV. He thanked people who gave presentations tonight.

Ms. Whiting thanked everyone involved in the Superintendent Search Committee work.

Ms. LaMothe thanked Ms. Wolfe for getting the sample ballot together for the third year.

Mr. Gasdia hoped everyone would have a nice vacation next week.

## **K. Non-Public Session per RSA 91-a:3 II (b) and (c) [3:03:04]**

***At 9:35pm, Ms. Whiting made a motion to enter into non-public session per RSA 91-A:3 II (b, c); Mr. Campbell seconded the motion. Motion passed 5:0 by roll call vote.***

***Ms. Whiting moved to approve a request for a waiver of the retirement separation pay deadline, second by Ms. LaMothe. Motion passes 5-0.***

***Mr. Beals moved to approve a tuition waiver request from a teacher, second by Mr. Campbell. Motion passes 3-2 with \_\_\_\_\_ and \_\_\_\_\_ voting nay.***

***Mr. Beals moved to approve the nomination for an Alternate Education Teacher, second by Mr. Campbell. Motion passes 5-0.***

At 10:10 pm, Superintendent Russell, Ms. Organek, Ms. Burk, and Ms. Borge left the meeting. The School Board discussed when they will meet to discuss the superintendent candidates. The meeting will take place Friday 2/25/22 at 5:00 pm. The snow date will be Saturday 2/26/22 at 8:30 am.

### **M. Adjournment**

***Mr. Beals moved to exit non-public and adjourn at 10:14 pm, second by Ms. Whiting. Motion passes 5-0.***

Submitted by:

Susan DeFelice (public)

Kim Organek (9:30 non-public)

Diana LaMothe (10:10 non-public)