



## HUDSON SCHOOL BOARD

Hills Memorial Library 18 Library Street Hudson, New Hampshire

6:30 pm

Regular Meeting  
Non-Public Session

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## Minutes

August 8, 2022

### In Attendance

#### Board Members

Gary Gasdia, Chairman  
Gretchen Whiting, Vice Chair  
Ethan Beals  
Mike Campbell  
Maureen Dionne

#### SAU Staff

Dan Moulis, Superintendent of Schools  
Jen Burk, Business Administrator

Brett Gagnon - Board of Selectmen Liaison

### A. Call to Order [0:00:08]

#### 1. Pledge of Allegiance

Mr. Gasdia called the meeting to order at 6:30pm. Mike Campbell led the Pledge of Allegiance. Agenda revisions included nominations, the Joint Board of Selectmen meeting, and postponement of the HFT Memorandum of Understanding.

### B. Public Input [0:01:11]

Former educator Mike Lee of 22 Glass House Circle welcomed Dr. Moulis and spoke about the goal of attracting and retaining staff. He has concerns about the lack of staffing and having existing science teachers volunteering to teach a 6th period with compensation. He proposed reducing the science requirement for one year.

### C. Good News Update [00:13:50]

Superintendent Moulis congratulated Christian Cheetham who was selected as a NH Teacher of the Year finalist by the Department of Education. The selection committee will visit the school in September.

## D. New Business [0:15:03]

### 1. School Board Retreat - Recap (Information)

Superintendent Moulis provided an overview of the School Board retreat which included his first 100 days plan along with School Board goals and priorities. These include negotiating a competitive contract for Hudson Federation of Teachers and creating and developing efficiencies and organization to district systems, processes, and procedures. Also included is prioritizing short- and long-term goals with the Capital Improvement Committee such as evaluation of the Early Learning Center concept and the Alvirne High School renovation project.

### 2. School Enrollment Update (Decision)

Specific enrollments will be taken on opening day and again on October 1st. Mr. Beals noted that there could be confusion over enrollment numbers regarding the CTE Center and the high school. This should be broken down in the future. It was clarified that the Nottingham enrollment included preschool. There was a memo from Principal Maguire requesting to add a kindergarten teacher. This is a need based on class sizes and it was suggested to use the operating budget vs. ESSER III grant funds. The limited number of paraprofessionals was discussed.

***Ethan Beals made a motion to approve an additional kindergarten teacher as presented. Mike Campbell seconded the motion. Motion passed 5:0.***

### 3. NESDEC Enrollment Projection Study (Information)

Superintendent Moulis proposed contracting with the New England School Development Council (NESDEC) for an enrollment study for \$2,390. This helps with facilities projects and other reports such as special education trends. The 10-year projections and analysis of trends, including special education enrollments, are helpful with budgeting and long-term planning. The Board felt that enrollment studies were beneficial. There was discussion about cost, timing for this budget season, and challenges of enrollment projections and planning. There was a request to see sample reporting at the next meeting and having NESDEC attend a Board meeting to answer questions.

### 4. HFT Memorandum of Understanding (Decision) - TABLED

### 5. One-Time Retention Bonus and Referral Bonus Program (Tentative Decision)

A retention bonus and referral bonus program was reviewed.

Retention and Referral Bonus for staff who were employed in the District in FY22:

- Full-time staff: \$1,000
- Part-time staff working at least 4 hours but less than 6 hours/day: \$500
- Part-time staff working less than 4 hours/day: \$250

This will be a one-time bonus contingent on the approval by the NH Department of Education of the use of ESSER III funds for this purpose. An edit will be made stating, "individuals working less than 4 hours/day, which could include (lunch/recess monitors, etc.)". Payment for a referral bonus will be made within 30 calendar days after referred new employees have worked 60 days.

***Ethan Beals made a motion to approve the One-time Retention Bonus and Referral Bonus Program as amended, contingent on ESSER III funds. Mike Campbell seconded the motion. Motion passed, 5:0.***

Mr. Beals referred to prior public input and gave his opinion that he does not want to hinder a teacher's desire to teach an extra section if they want that opportunity, with compensation. Due to ongoing negotiations, this topic was not discussed further.

## **6. Professional Development/Workshop Travel Request (Decision)**

Superintendent Moulis asked the Board to approve out-of-state travel for Mary Carper, an Alvirne High School counselor who will serve as a delegate on the Governing Board of the New England Association for Admissions Counseling (NEACAC) and wants to attend the National Conference in Texas from September 22 - 24, 2022. The cost is being covered by NEACAC.

***Ethan Beals made a motion to approve the travel request of Mary Carper to attend the National Conference of NEACAC from September 22-24, 2022, as presented. Mike Campbell seconded the motion. Motion passed 5:0.***

## **7. Policies - First Reading**

DFA - Investments (no changes)

JFABD - Admission of Homeless Students (New, NHSBA policy)

JLC - Student Health Services (New, NHSBA policy)

JLCJA - Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation (New, NHSBA policy - changes relative to protocol necessary to be in place relative to athletic participation relative to heat index)

KEE - Website Accessibility and Grievance (New, NHSBA policy with tracked changes)

There was a question why policy JLCJA specified that written procedure and protocols had to be done by August 1st. Superintendent Moulis answered that the deadline was associated with NHSBA policy and related to RSA 200:40-c. **Karen Bonney** noted that the procedure is for high school and middle school. One change is the cold immersion tub. Coaches will be certified.

***Ethan Beals made a motion to approve Policy JLCJA - Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation and to waive the second reading. Maureen Dionne seconded the motion. Motion passed 5:0.***

An edit to policy KEE was to remove the specific name and instead list the title, "Director of Strategic Engagement Communication."

## **8. Nominations**

Nominations included: Boys' Junior Varsity Soccer Coach and Assistant Principal at Alvirne High School (to be reviewed in non-public session).

***Ethan Beals made a motion to approve the Boys' Junior Varsity Soccer Coach nomination. Mike Campbell seconded the motion. Motion passed 5:0.***

#### **9. Joint School Board & Board of Selectmen Meeting (last year)**

Feedback of the joint meeting with the Board of Selectmen last year was that there was not much interaction with the two boards and/or with the public. Last year, there was also discussion to host a State of the District event. The next meeting with the school board and Board of Selectmen will be on September 1, 2022, at 5pm at the Hudson Community Center. The agenda will be finalized next week. There will be tables on the town and school sides before the meeting. There will be a moderator at the actual meeting and there will be State of the Town and State of the School addresses given. Topics will include school safety, the town master plan and capital improvements. Attendees will be able to ask questions to allow for public participation.

#### **E. Recommended Action [1:02:50]**

- 1. Manifests**
- 2. Minutes - July 18, 2022**
- 3. Minutes - July 19, 2022 (Board Retreat)**

***Mike Campbell made a motion to approve the minutes of July 18 and 19, 2022 as presented. Maureen Dionne seconded the motion. Motion passed 5:0.***

#### **F. Reports to the Board (Information) [1:03:31]**

##### **1. Superintendent Report**

Superintendent Moulis noted the district has recently hired a special education teacher for Hudson Memorial School, a teacher for HO Smith School, a kindergarten teacher for Library Street School, an assistant principal at Alvirne High School pending final approval, and one grade 7/8 math teacher for Hudson Memorial School. Currently, there are 20 vacant positions in the district, not including paraprofessionals and lunch monitors. Vacancies include three high school science teachers, one special education teacher at Alvirne, one strategies for success teacher at Alvirne, one part-time math tutor at Alvirne, one part-time heavy duty diesel mechanic for CTE Center, one part-time welding teacher at the CTE Center, one mental health counselor at Hudson Memorial School, one reading interventionist at Hudson Memorial School, one part-time math tutor at Hudson Memorial School, one special education teacher at HO Smith, one part-time math tutor at Library Street School, and one counselor at Hills Garrison Elementary School. Also included in vacancies are one administrative assistant in the Special Education Department at Nottingham West Elementary School, one technician for the Technology Department, one technology integration specialist, one ESOL tutor and at least 6 food service staff. Interviews scheduled this week include a special education teacher at Hudson Memorial School, a teacher for Hills Garrison School, a school nurse for Nottingham West, a science teacher for Hudson Memorial School, and one physical education teacher for Hudson Memorial School. Two candidates were interviewed for the high school science teacher positions but took jobs elsewhere because of competitive offers.

Superintendent Moulis met with members of the Hudson Food Pantry and the Hudson Historical Society.

He reported that Jason Tesini is the Emergency Management Committee Chair and Theo Tufts is the Vice Chair. He thanked Jess Forrence from the Public Works Department for preventative maintenance on the parking lot and driveway for Library Street and the SAU office.

Superintendent Moulis attended the Hudson Police Department's National Night Out and met with community members. He also attended the Hudson Chamber of Commerce meeting and met with local businesses.

## **2. Assistant Superintendent Report**

In Ms. Organek's place, Dr. Moulis recognized staff that made it a successful year for the Summer Scholars program. A replacement fun day was planned for students at the last minute when the Canobie Lake trip was canceled due to bad weather. STEM Exploration and Adventure Lore was thanked for the activities they provided.

## **3. Business Administrator**

Ms. Burk thanked the facilities staff for preparing the school buildings for the beginning of school. The New Hampshire Retirement System released contribution rates for FY24 and FY25 and the rates were decreasing a bit. The teacher rate will drop from the current 21.02% to 19.64%, and the employee rate will drop from 14.06% to 13.53%. Free or reduced lunch information will be sent out soon. There is no decision from the state yet regarding the waiver for free meals. An agenda item will be added to the next meeting regarding getting the message out again on free/reduced lunches.

## **G. Committee Reports [1:08:16]**

Ms. Whiting attended last week's Budget Committee meeting. She spoke about having a day in October for the Board to be presented with all the budget information from principals and department heads and reviewing it at meetings to follow. The Budget Committee could join in to hear the information at the same time. There was discussion, including focusing on each department budget separately. Concerns included timing, as it may be lengthy, and making more work for administrators. No action was taken, but Ms. Whiting noted that the Budget Committee will be meeting again in September and that she is trying to schedule a joint meeting so the SAU and administration can present the school budget one time.

Mr. Beals mentioned that he, Mr. Campbell and members of the SAU began negotiations with the Teamsters Union.

Mr. Gasdia noted that the Board of Selectmen recognized three Hudson Firefighters for 20 years of service in Hudson: Todd Berube, Martin Conlon and Michael Mallen. The Conservation Commission was having a logo design contest.

## H. Board of Selectmen - Liaison Comments [1:18:55]

Mr. Gagnon gave updates on:

- The Right to Know Committee: two members dropped out and those vacancies needed to be filled - final drafts would be ready in the next few weeks
- Property reassessments (adjusting the equity for all residents): letters went out to residents last week (about 60% assessment increases); residents had until August 16th to appeal, and a third party would handle those [www.hudsonnh.gov/assessing/page/hudson-reevaluation-notice](http://www.hudsonnh.gov/assessing/page/hudson-reevaluation-notice)
- Improvement of Merrill Park (on the Merrimack River, owned by Hudson)
- A new fire truck that was ordered pre-pandemic but was not built yet, and there was a request for a payment of \$80,000 more

Mr. Gasdia clarified that the bonus referral program was not yet set so it was not advisable to publicize it a lot now. District vacancies can be found at [www.sau81.org/careers](http://www.sau81.org/careers).

## I. School Board Member Comments [1:25:20]

Mr. Campbell mentioned National Night Out last week. He commended the Hudson Library for finishing a nice summer session. Old Home Days are this weekend and he and Mr. Gasdia will have a booth there.

Ms. Dionne mentioned that the STEM camp was held at Hills Garrison and she thanked Superintendent Moulis for reporting on the specific job vacancies in the District.

Mr. Beals thanked the Department of Public Works for the parking lot work, and he met with the Recreation Department Chair who noted that there are over 500 children enrolled in fall soccer. There are coaching vacancies.

Ms. Whiting reminded people to stay cool in the heat (band, athletics, etc.) and she thanked Mr. Beals and Mr. Campbell for their work on the search committee.

Mr. Gasdia noted that Dr. Moulis would be at Old Home Days. There will be an interview with Dr. Moulis on HCTV in the near future.

## J. Non-Public Session - RSA 91-A:3 II a. and c. [1:31:17] (note: the video stopped before the RSA was described, and the motion was made)

At 8:02pm, Mr. Beals made a motion to enter into non-public session per RSA 91-A:3 II a. and c. Mr. Campbell seconded the motion. Motion passed 5:0. Roll call vote.

## K. Return to General Session

At 9:12pm, Mr. Beals made a motion to return to general session. Ms. Whiting seconded the motion. Motion passed 5:0. Roll call vote.

**L. Adjournment**

At 9:12 pm, Mr. Beals made a motion to adjourn the meeting. Ms. Whiting seconded the motion. Motion passed 5:0. Roll call vote.

Submitted by

Susan DeFelice – Public

Dan Moulis – Non Public