



HUDSON SCHOOL BOARD

18 Library Street Hudson, New Hampshire

6:30 pm

Regular Meeting
Non-Public Session

Minutes - November 21, 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
Kimberly Organek, Assistant
Superintendent of Schools
Rachel Borge, Director Special Services
Jen Burk, Business Administrator

Brett Gagnon, Board of Selectmen Liaison

A. Call to Order [0:00:07]

1. Pledge of Allegiance

Chair Gary Gasdia called the meeting to order at 6:30pm. Mike Campbell led the Pledge of Allegiance.

B. Public Input [0:00:35]

Diana LaMothe of 21 St. Laurent Drive expressed concern that passage of the Alvirne warrant article is dependent on state funding of \$8.1 million, which seems unlikely as Hudson ranks ninth out of seventeen districts. She understands taxpayers' concerns and hopes for further consideration about the wording of the article. She read from materials provided during board member orientation on how to be effective school board members which include being cheerleaders for the public schools and communities, communicating goals clearly and doing what is best for children. She thanked everyone for their work and wished a happy Thanksgiving to all.

C. Good News Update (Information) [00:05:22]

Ms. Organek attended the Hills Garrison Veterans Day celebration on November 10. Seventeen veterans attended and those not in attendance were also recognized. The Palmer Center CTE

students will receive a Feed NH grant in the amount of \$15,000. A notice of a public hearing will be necessary to accept this.

D. New Business [0:07:05]

1. Teamsters Tentative Agreement Ratification (Decision)

Ms. Burk reviewed the Teamsters tentative agreement ratification. Highlights include:

- 3-year agreement
- Changes regarding vacation time
- Cleanup regarding monthly accrual and time to be used as accrued; clarified to start in year 1
- Proposed wage increase is 4% for year 1 and 3% for years 2 and 3
- Language clarifying pay for actual hours worked
- Concession on health insurance effective year 1: from 91 to 90%
- Sick day buy back: need 10 years of service in the New Hampshire Retirement System; increase from \$7,500 to \$10,000 buyback maximum
- Increase in allowance for safety shoes and eyeglass lenses from \$100 to \$200
- Cost for warrant article = \$116,106 year 1; \$66,435 year 2; \$74,970 year 3

Ethan Beals made a motion to ratify the Teamsters contract as presented. Mike Campbell seconded the motion. Motion passed 5:0.

2. Staples Donation (Decision)

The Londonderry Staples store offered to donate eight hundred school supply kits to Hudson students valued at \$5 each. The board thanked Staples for the donation.

Gretchen Whiting made a motion to approve the Staples donation of eight hundred supply kits as presented. Mike Campbell seconded the motion. Motion passed 5:0.

3. Class of 1962 Scholarship and Donation (Decision)

Class of 1962 alumnus John Kendall is donating his artwork to Alvirne in support of the FFA program. The artwork is \$80 per print and funds will be used to benefit the Aggie Maggie scholarship fund established by the Class of 1962 to recognize classmate Claire Mansfield, the first female FFA student in NH. The overall value of the donation is approximately \$2,400.

Gretchen Whiting made a motion to accept the art donation from John Kendall for the purposes of the Aggie Maggie scholarship as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

E. Old Business [0:15:36]

1. Hudson School District Warrant Articles (Decision)

Superintendent Moulis and Ms. Burk presented the FY24 Warrant Articles. There were two versions of the article for the Alvirne renovation. Draft 1 was an article for the full amount of the project, at \$27,000,000. Draft 2 included \$8,100,000 in potential building aid from the state. The operating budget was updated. A second quote for the partial roof replacement for Library Street School was obtained and the budgeted amount was increased to \$400,000.

Estimated tax impacts were added. The articles from end of year fund balance are drafts with no tax impact.

Ethan Beals made a motion to remove Warrant Article 13: Update to the Fund Balance Retention. Mike Campbell seconded the motion. Motion passed 5:0

Ethan Beals made a motion to approve and recommend:

- ***Warrant Article 7: Band Uniforms for Alvirne High School Marching Band***
- ***Warrant Article 8: Expand Playground at Dr. H.O. Smith Elementary School***
- ***Warrant Article 9: Science Labs at Hudson Memorial School***
- ***Warrant Article 10: Music Instruments at Alvirne High School***
- ***Warrant Article 11: Replace Chair Lift in the SAU Office; the order to be determined.***

Mike Campbell seconded the motion. Motion passed 5:0.

Mr. Beals expressed concern about repaving the SAU driveway and parking lot due to possible drainage issues. A request was made to have the town engineer's feedback.

Ethan Beals made a motion to approve Warrant Article 4: Collective Bargaining Agreement between the Hudson School Board and the Teamsters. Mike Campbell seconded the motion. Motion passed 5:0.

Ethan Beals made a motion to approve Warrant Article 5: Partial Roof Replacement at Library Street Elementary School. Gretchen Whiting seconded the motion. Motion passed 5:0.

The roof replacement is the entire roof. The language will be updated.

Ethan Beals made a motion to approve Warrant Article 5 as a Whole Roof Replacement at Library Street Elementary School with amended language. Gretchen Whiting seconded the motion. Motion passed 5:0.

There was discussion about Warrant Article 1: Alvirne High School Renovation including concerns about need, benefit, increasing costs, unknown teacher contract cost, timing, and tying it to state aid or not. Board members spoke about it never being the "right" time. Mr. Gasdia was concerned about the \$27 million cost considering the other district needs, especially in assessment score improvement.

Ethan Beals made a motion to approve Warrant Article 1 draft version 1: Alvirne High School Renovation as presented. Maureen Dionne seconded the motion. Motion passed 3:2 (no votes were Gary Gasdia and Gretchen Whiting)

Ethan Beals made a motion to remove Warrant Article 12: Increasing Funds in the Capital Reserve School Renovation Fund. Mike Campbell seconded the motion. Motion passed 5:0.

There was discussion about the order of warrant articles. It was noted that there are alternative options for the chairlift for people coming to the SAU from the outside. Safety in the district is a concern.

The following order of articles was decided:

Mike Campbell made a motion to order the Warrant Articles as: 1, 2, 3, 4, 5, 6 (HMS science labs), 7 (chairlift), 8 (band uniforms), 9 (musical instruments), and 10 (playground). Maureen Dionne seconded the motion. Motion passed 5:0.

More information was requested for the SAU paving project.

2. Superintendent's Goals (Discussion)

- Goal 1: As the new superintendent, I will engage in meaningful engagement with families and the community.
- Goal 2: I will continue to foster the safety, and social and emotional wellness of the schools for students.
- Goal 3: I will assess and evaluate school district systems and processes for improvement and efficiency.
- Goal 4: I will improve the budget process for increased transparency and voter approval of school district budget and warrant articles.
- Goal 5: I will articulate curriculum, instruction, and assessment priorities for the school district to improve students' academic success.

Ms. Whiting asked if the superintendent has any personal development goals. Ms. Dionne asked about roadmaps for goal implementation. Superintendent Moulis said there will be meetings with the administrative teams regarding academic success, that a three to five percent growth in iReady is reasonable, and it would take time. Increasing graduation rates to 100% might be a multi-year goal. Mr. Gasdia feels that the rate should be more realistic and attainable. Assessment reports will be done at a minimum twice a year. Superintendent Moulis will share the updated goals on the agenda under correspondence.

F. Policies [1:04:35]

1. Second Reading (Decision)

- BHE School Board Use of Email
- EEAEA Mandatory Drug and Alcohol Testing
- EHAB Data Governance and Security
- GBCD Background Investigation and Criminal History Records Check
- Advanced Coursework/Advanced Placement Courses & STEM Dual and Concurrent Enrollment Prog.
- IJOC Volunteers
- IK Earning of High School Credit
- ILBA Assessment of Educational Programs
- ILBAA High School Graduation Competencies

Gretchen Whiting made a motion to approve the second reading of these policies.

Maureen Dionne seconded the motion. Motion passed 5:0.

2. First Reading (Discussion)

- ADD Safe Schools- withdrawn by NHSBA November 2020, replaced by EBB
- EBB School Safety- EBB entirely replaces current policy
- EHB Data and Records Retention-revised with track changes, more specific provisions regarding the destruction of records
- IFA Instructional Needs of Each Individual Student- current policy with minor tracked changes
- IMBC Alternative Credit Options- current policy with updates, awarding credits for courses at another approved school
- JCA Change of Class of School or Assignment Best Interests and Manifest Hardship- NHSBA version replaces current policy
- JEC Manifest Educational Hardship- withdrawn by NHSB November 2020, language is updated in JCA

Policy edits included:

- JCA: p. 3, #3 highlighted should be removed, p. 4 section B2e: typographic error - #4 to be removed; after p. 5 - unnumbered pages to be removed (old version)
- EBB: p. 3 seems erroneous and could be removed
- EHB: p. 1 section 1D reference - write out that it was a federal code; appendix R (process) should be made available within the district
- IMBC: p. 1 paragraph 5 - Superintendent Moulis will review this to determine if regulations for implementation were created

G. Recommended Action [1:13:24]

- 1. Manifests**
- 2. Minutes - October 26, 2022, and November 7, 2022**

Gretchen Whiting made a motion to approve the minutes of October 26, 2022, and November 7, 2022, as presented. Mike Campbell seconded the motion. Motion passed 5:0.

H. Reports to the Board (Information) [1:13:47]

1. Superintendent Report

Superintendent Moulis reported professional development took place to review updates to procedures including the district bullying form as well as investigation and notification procedures. He held coffees with staff at each school last week regarding safety and security, the budget overview, Alvirne renovations, long term facilities planning for the Early Learning Center and the NESDEC enrollment study. Questions included hiring challenges, staffing shortages, parking lot lighting and security cameras in schools. Superintendent Moulis also held two community conversations, including one via Zoom. There was a professional development day on November 8 regarding the review of assessment results and NEASC standards. He attended the NHSAA Excellence Through Equity Conference, and both the National Honor Society ceremony and a drama performance at Alvirne.

I. Committee Reports [1:17:22]

Ms. Dionne reported that the Diversity, Equity and Inclusion Committee met last week and there is greater representation from district schools and community members.

Ms. Whiting mentioned that the Budget Committee will meet tomorrow night and a tour of the school buildings will be scheduled. A Budget Committee member asked about FY22 fund balance spending, and this will be addressed at their upcoming meeting.

J. Correspondence (Information) [1:19:03]

1. Discipline Report

Ms. Dionne asked to more clearly delineate the number of students compared to the number of days as well as comparing data and trend analysis from the current year to the last year (September). Mr. Gasdia asked about communicating with families regarding the disconnect between if an incident finding is of bullying or not. Processes will be discussed at an upcoming board meeting.

Ethan Beals made a motion to approve the JV Girls Basketball Coach nomination. Mike Campbell seconded the motion. Motion passed, 5:0.

2. Advanced Placement Course Enrollments

Data was provided regarding AP courses, student numbers enrolled in them, and exams taken.

K. Board Of Selectmen - Liaison Comments []

Mr. Gagnon reported the Sustainability Committee held a successful public hearing last week on the power aggregation. The election on November 8 was successful with about 60% voter turnout. The American Rescue Plan Committee met again, and the town received \$2.4 million in two lump sums. A \$600,000 grant came through specifically for bridges, and a project came in under budget by \$300,000, so this \$900,000 could be used for new projects.

L. Student Representative Comments [1:28:10]

Emily Dozois was not able to attend this evening.

M. Board Member Comments [1:28:13]

Mike Campbell wished everyone a happy Thanksgiving and encouraged donating to charities.

Ms. Whiting noted that the high school was working on capstones and seniors need volunteer opportunities.

Mr. Gasdia wished everyone a happy Thanksgiving and noted that there will be a tree lighting on Friday, and that the marching band will be marching in the Derry Christmas Parade.

N. Non-Public Session [1:29:39]

At 8pm, Ethan Beals made a motion to enter non-public session per RSA 91-A:3 II (a). Maureen Dionne seconded the motion. Motion passed 5:0.

A personnel matter was discussed.

O. Leave Non-Public Session and Adjourn [1:39:39]

At 8:10pm, Ethan Beals made a motion to leave non-public session and adjourn. Mike Campbell seconded the motion. Motion passed 5:0.

Submitted by
Susan DeFelice
Non-public by Dan Moulis