



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

6:30 pm Regular Meeting  
Non-Public Session

## School Board Meeting Minutes – April 15, 2024-Draft

### In Attendance

#### Board Members

Maureen Dionne, Chair  
Mike Campbell, Vice Chair  
Ethan Beals  
Gary Gasdia  
Grace Kennedy  
Victoria Tilley

#### SAU Staff

Dan Moulis, Superintendent of Schools  
Kimberly Organek, Assistant Superintendent  
Of Curriculum & Instruction  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator

#### A. Call to Order [0:00:11]

Board Chair Maureen Dionne called the meeting to order at 6:30 pm. Ethan Beals led the Pledge of Allegiance.

#### B. Public Input [0:00:36].

*Gary Gasdia made a motion to allow public input on items that were not on tonight's agenda. Mike Campbell seconded the motion. Motion passed 5-0.*

Darcy Orellana of 12 Robin Drive spoke about how diversity, equity, and inclusion fits into building the best teaching and learning environments in alignment with policies and accreditation standards. She referred to the district's antidiscrimination plan that was approved in April 2023, supporting nondiscrimination and response to discrimination, and achieving full potential in an environment that is inclusive and equitable, including training. She said that most organizations have DEI expectations, and that DEI is important to Hudson public schools.

Mike Tranfaglia of 24 Woodcrest Drive asked if there will be a mission statement and goals published for a DEI subcommittee. He mentioned that he did not see meeting location on all meeting postings.

Randy Brownrigg of 2 Little Hales Lane suggested having a speaker in the back of the room for better audibility when people speak. He mentioned that he did not experience a DEI program while he was serving in the Navy but that there was a DEI program in the military now that he does not think is good. He feels that people are treated equally and that more time should be spent on education in the district, given the testing scores. He feels the DEI program is one-sided.

Patrick Quinlan of 12 A Sunshine Drive spoke about the DEI program, stating that the main focus of school should be academics. He noted failing proficiency. He feels that DEI is an ideology, and that ideology should stem from family not school.

### **C. Presentations to the Board [0:13:37]**

#### **1. Hudson Memorial School COLT Council and Student Council Leadership Programs**

HMS Staff Leonie Freemantle, Rachael Tirone and Mandy Sawyer, Student Council members students Leona, Fiona, and Henry gave a presentation on their year in leadership. Highlights included:

- Decrease in involvement (from 20-30 students per meeting to about 5)
- Students are involved in other subjects and had limited time after school
- Inability for students to vote on leadership positions due to less involvement
- This year's initiatives included: candy grams, Teacher Appreciation Week, Colt's newsletter, Spring Spirit Week, and school cleanup.

Students were thanked for their participation. Involvement was good as far as purchase of candy grams, etc. An idea was for COLTs to help with step-up day.

COLTs Leadership Team (HMS):

School Counselors and Advisors Karen O'Brien and Ashley Ciaraldi

Students: Olivia, Kinley, Henry, Bismark

- Creating opportunities for leadership to transform the school experience
- Goal to build a positive culture and climate in the middle school by coordinating activities that address culture concerns (bullying, stress/mental health, etc.)
- Red Ribbon Week
- Anti-Bullying Week (themes such as being an upstander)
- Kindness Week
- Positive messages for the teachers
- Video on empathy

- Positive message board
- Wellness Day with empathy theme

Participants were thanked for their work and their positive impact.

## 2. FFA Presentation (Information) and FFA National Convention Request

***Ethan Beals made a motion to address both the FFA Presentation and FFA National Convention request as one agenda item. Gary Gasdia seconded the motion. Motion passed 5-0.***

FFA advisors Jen Beaudry and Corie Bliss and FFA students (Alvirne FFA Chapter President Donovan Greenwood), gave a report on their participation in the March 27-29, 2024 State Convention.

- 17 members participated representing the Palmer CTE Center and Alvirne High School in a variety of career development events (e.g. veterinary science, floriculture, public speaking, etc.)
- 2 members served as delegates (Donovan Greenwood and Riley Devin).
- Alvirne Chapter Display theme was “limitless” (illustrated by a tree with apples (members), and leaves (FFA impacts)).
- Slides of alumni Maria VanderWoude, Megan Ferentino, Jenna (Breault) Arnold, Josh Edwards, Jon Marcotte, Ralph McClellan, Jessica Edwards, Shawn Jasper, Dr. Christina Murdock, Kaylah Caires, Brenden Bliss, and Corie Bliss.

Placements:

- Chapter (Kloey Zinc, Ava Malley) placed 3rd.
- Animal Welfare CTE: 4th place: Kloey Zinc, and Hadleigh Matthews (honorable mention).
- Demonstration CDE: 2nd place: Kahleigh West; 3rd Place: Fen Nielson; 4th place: Morgan Gora; 2nd place: Riley Devin.
- Employment Skills LDE: 2nd place: Kloey Zinc and 4th place: Connor Magovern.
- Extemporaneous Public Speaking Leadership Development event: 1st place: Vicky Rackliff – who will have the chance to represent Alvirne and NH at the FFA National Convention.
- Impromptu Public Speaking LDE: novice division - 1st place: Callie Dillion ; 2nd place: Nika Bouchard; 3d place: Connor Magovern; experienced division: 1st place: Riley Devin; 2nd place: Vicky Rackliff.
- Floral Design CDE: 1st place (gr. 11/12 div.): Morgan Gora ; 1st place (gr. 9/10 div.): Mikaela Gora; 4th place (gr. 11/12 div.): Kylee MacDonald
- Floriculture Career Development event: team placed 4th overall (Morgan Gora, Lindsay Norman, Taylor Montgomery, and Sophia Ciecero)

- FFA Creed Speaking event: Ava Malley represented FFA
- Veterinary Science Career Development Event: Alvirne team placed 1st in the state- overall with individual placements: 1st place: Fen Nielson; 2nd place: Callie Dillion; 3rd place: Nika Bouchard; and 4th place: Kahleigh West. The team will represent at the National Convention.
- Students were commended for their successes.

There was a request for the FFA to attend the National Conference from October 22-26, 2024, in Indianapolis. Five to six students will attend along with 2 advisors. The cost is approximately \$400 - \$600 to attend, and fundraising will be done to offset the cost.

***Ethan Beals made a motion to approve the FFA request to attend their National Conference in October 2024 as presented. Mike Campbell seconded the motion. Motion passed 5-0.***

A group photo was taken.

### **3. Evaluation Committee Report and Findings (Information)**

- Social Studies Department Head Jeff Peterson and committee members Jennifer Vesey, Jacob Piedra, and Kim Bourassa presented a report on the evaluation process. Highlights included:
  - Committee began in 2017
  - Educator growth/coaching model
  - Optimize student learning through instructional practice
  - Mini-observations (unannounced)
  - Evaluators' survey data shows that 70% of admins/evaluators would opt to eliminate formal observation (Charlotte Danielson model) - 0% of those surveyed felt that this was the most valuable method.
  - Evaluation schedule for the district: 1<sup>st</sup> and 2<sup>nd</sup> yr. teachers: 2 20-minute unscheduled observations with direct supervisor or building administrator/1 scheduled observation with conferences/1 summative; 3<sup>rd</sup> yr. + teachers: 3 30-minute unscheduled observations; 1 summative evaluation
  - Point system was removed
  - Forms were updated for consistency and timely feedback.
  - From formal observation to scheduled; from mini-observation to unscheduled.
  - Headings changed to: Needs Improvement, Approaching, Meeting, and Exceeding Expectations for FY25.
  - Through research, merit pay would have negative effect on collaboration within the district.
  - This year there was more focus on the unannounced mini-observation (the new method had just begun before the pandemic but was hindered during the pandemic).

- The plan is to have quarterly meetings on what is working and/or what needs to be refined.

There was discussion about incentive for teachers; professionalism and merit pay. There is concern about just doing the minimum. Feedback will be given, according to a rubric, for teachers needing improvement. It was mentioned that most teachers are intrinsically motivated. A contractual piece is that there will be a teacher grant initiative fund going into place next year. New teachers will teach a required class with PLC support. Observations are done via availability. Some schools on trimesters will be observed in fall, winter, and spring. All teachers are evaluated with the same rubrics, but school counseling is different. There was discussion about peer coaching: the goal is to see where teachers need professional development via observations. Input is only taken by administrators. Professional responsibilities are built into summatives.

#### **D. New Business [1:35:00]**

##### **1. Natural Resources/Forestry Position Proposal**

Principal Beals and Dr. Frauwirth presented a proposal to expand the Natural Resources/Forestry Position from part-time to full-time. There were some good candidates but no one who could start in the spring. Due to the budget cycle that passed, it reverted to the two part-time positions. The request was to revisit the creation of a full-time position. Availability of funds was found from a part-time computer science and part-time pet care instructor to add to the monetary pool of the two part-time Natural Resources/Forestry positions. It was positive that 18 students signed up for forestry and this change would help Alvirne move in the right direction. It was noted that four out of 10 departments are balanced, meeting needs for student class signups. Superintendent Moulis supported the full time Natural Resources position.

***Gary Gasdia made a motion to expand the Natural Resources/Forestry position from part-time to full-time as presented. Mike Campbell seconded the motion. Motion passed 5-0.***

##### **2. Facilities Recommendations (Decision)**

Director of Facilities John Pratte presented 2 contract awards.

- HMS Science Lab renovations – Hertz Furniture

***Mike Campbell made a motion to award a contract to Hertz Furniture for the HMS Science Lab furniture per the proposal specifications in the amount of \$139,507 in accordance with policy DJE. Ethan Beals seconded the motion. Motion passed 5-0.***

- District-wide HVAC digital controls system – Trane U.S. Inc.

***Ethan Beals made a motion to award a contract to Trane U.S. Inc. for the DW HVAC Controls Upgrade per the proposal specifications in the amount of \$172,000 in accordance with policy DJE. Gary Gasdia seconded the motion. Motion passed 5-0.***

### **3. School Board Administration Retreat (Decision)**

There was discussion on potential dates, times and locations for the annual planning meeting. May 14, from 3-6 pm was proposed and approved. The location will be at a district building.

***Maureen Dione made a motion to add an agenda item to add a discussion on the Lion's Club deed. Ethan Beals seconded the motion. Motion passed 5-0.***

Mr. Gasdia had gone back to the Lions Club to ask if they would be willing to give the district first right of refusal in the event that they wanted to sell the land (as discussed at the last Board meeting). The deed was written whereby the Club did not have that ability. If the land were to be used for another purpose, it would need to go back to the original heirs; the Club would have first right of refusal.

***Ethan Beals made a motion to approve the signing of the Lions Club deed. Mike Campbell seconded the motion. Motion passed 4-0-1 (G. Gasdia abstention)***

## **E. Recommended Action [1:56:04]**

- 1. Manifests**
- 2. Minutes - April 1, 2024**

***Ethan Beals made a motion to approve the minutes of April 1, 2024 as presented. Mike Campbell seconded the motion. Motion passed 5-0.***

## **F. Reports to the Board (Information) [1:56:27]**

### **1. Superintendent Report**

Superintendent Moulis reported:

- On Monday, Commissioner of Education Frank Edelblut visited a 2<sup>nd</sup> grade classroom at Hills Garrison where they had a solar eclipse activity.
- Alvirne JROTC students participated in flights last week at the Nashua Airport with an instructor from the Civil Air Patrol.
- Exploration STEM Camp will occur this summer for students entering grade 1 to grade 6. The cost will be \$50/week per student.
- Alvirne Sophomore Quinn Fauvel competed in the 2024 Junior Rifle Olympics at the US Olympic and Para-Olympic Training Center in Colorado Springs, CO last week. He qualified in the under-18 division; he was congratulated.
- Hiring for positions is occurring, including positions in science, language arts, and Special Education teaching.
- He attended the HMS drama performance of *The Addams Family* on Friday.

- On Saturday, he and his family attended Alvirne High School's class act drama performance, *Haunt*.
- Last week, Alvirne High School and Special Olympics NH had a sendoff for Liam McNeal who ran the Boston Marathon and a donation of \$26,200 was made in his name to the Special Olympics NH for his achievement. His final time was 4 hours 19 minutes and 26 seconds. He was commended.
- He attended the Greater Hudson Chamber of Commerce *A Night of Stars* awards ceremony where Citizen of the Year Paul Inderbitzen was recognized as well as Large Business of the Year Reeds Ferry Sheds, Small Business of the Year Luc's Bar and Grille, Community Partner Katie's Closet and Junior Citizen of the Year Ryan Gasdia.

### **G. Committee Reports [2:02:02]**

There were no Committee Reports.

### **H. Correspondence [2:02:10]**

- Financials as of March 31, 2024
- Student Activities Reports
- Discipline Report (showing graphs with trends comparing FY23 with FY24). Regarding bullying, there was discussion about how to create an environment where there is willingness to report incidents. It was helpful to have the note regarding tardiness improving last month.
- NEASC Letter to Alvirne High School (recommending areas of accommodation and growth)

### **I. Board of Selectmen - Liaison Comments - N/A**

### **J. Student Representative Comments - N/A**

### **K. Board Member Comments [2:06:20]**

Ms. Kennedy said she enjoyed hearing the students talk about what they were involved in at school.

Mr. Gasdia referred to the HMS Leadership Council remarks about issues affecting students e.g. bullying and noted that they happened in the district, and it hinders student concentration if not dealt with. He noted that on HCTV last week, he, the Select Board Chair, Lt. Col. Cheetham, and Principal Beals held a round table, discussing the JROTC program that is at risk if enrollment does not increase.

Mr. Campbell noted that the Pinewood Derby was this weekend, and he thanked the Hudson Raceway for providing the location. Everyone had fun. He noted that AHS

student Liam McNeil finished the marathon with Brian Allard. He congratulated him and said people can still contribute to his cause.

Ms. Dionne appreciated the students who had come before the Board to speak and make a difference in the schools. She encouraged people to view and share the HCTV piece on the JROTC.

**L. Non-Public Session per RSA 91-A:3 II a and I [2:12:16]**

*At 8:45 pm, Ethan Beals made a motion to enter into a non-public session per RSA 91-A:3 II a and I. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.*

PELRB Hearing decision and personnel matter

At 8:49pm SAU staff other than Superintendent Moulis were dismissed.

School Board member Grace Kennedy left the meeting before adjournment.

**M. Return to General Session and Adjourn**

*At 11:06pm, Ethan Beals made a motion to return to general session. Mike Campbell seconded the motion. Motion passed 4-0. Roll call vote.*

Submitted by  
Susan DeFelice  
Non-Public by  
Kim Organek and Dan Moulis