



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

5:00pm Non-Public Session
6:30 pm Budget Meeting
Non-Public Session

School Board Meeting Minutes – December 20, 2023

In Attendance

Board Members

Gretchen Whiting, Chair
Maureen Dionne, Vice Chair
Ethan Beals
Mike Campbell
Gary Gasdia
Victoria Tilley - Student Rep. -absent

SAU Staff

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

A. Call to Order

B. Non-Public Meeting

At 5:02pm, Ethan Beals made a motion to enter into non-public session per RSA 91-A:3II (c) and (I). Maureen Dionne seconded the motion. Motion passed 5-0. Roll call vote.

Personnel matter discussed

C. Return to Regular Session

At 6:23 pm, Ethan Beals made a motion to return to exit non-public, and at 6:30pm, scheduled time, to enter regular session. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.

Chair Gretchen Whiting asked Mike Campbell to lead the Pledge of Allegiance.

D. Public Input [0:00:37]

There was no public input.

E. Good News Update (Information) [0:00:52]

Nottingham West Grade 4 teacher Ms. Anna Dubois and her students shared their published book entitled *Be Kind* about kindness, which was created using the “Being A Writer” Curriculum. The process took two weeks to write and illustrate the book. A group photo was taken with School Board members.

Ethan Beals made a motion to amend the agenda as such:

- ***DECA***
- ***Health Science***
- ***Conference Request***
- ***2 HS CTE items***
- ***HS Academic offerings***
- ***HMS Science Labs***

Gary Gasdia seconded the motion. Motion passed 5-0.

F. New Business [0:17:25]

1. Distributive Education Clubs of America (DECA) (Decision)

DECA Advisor Sarah Compagna and students Avery and Adam requested permission to attend the state conference on February 14-16, 2024. The cost of attendance is \$199/student to be paid through fundraising and student/family contributions. There are 37 members in the club this year (vs. 15 members last year). There will be 6 teams and 14 individual competitors. Hudson is one of two schools in NH who received the membership campaign award for doubling enrollment. They also received the DECA month award; challenges were posted on the Hudson DECA Instagram account (@alvirnedeca).

Ethan Beals made a motion to approve the DECA State conference travel request as presented. Mike Campbell seconded the motion. Motion passed 5-0.

2. Dental Health Equipment Donation (Decision)

Dr. Frauwirth shared details of a donation made by Dr. Peter Reich and NH Oral and Maxillofacial Surgery for dental equipment to be used by the CTE’s Health and Human Services program. The donation is valued at \$7,700. This will be the beginning of collecting equipment to expand course offerings to a potential dental technician certification for students. Students would now be able to learn how to operate dental equipment. A concern is the safety of equipment. It is nice to see community partnership.

Ethan Beals made a motion to approve the donation made by Dr. Peter Reich and NH Oral and Maxillofacial Surgery valued at \$7,700 as presented. Mike Campbell seconded the motion. Motion passed 5-0.

3. Conference Request (Decision)

HRIS Coordinator Cathy Brackett and Finance Director Melissa Van Sickle presented a request to attend the Tyler Technologies Conference in May 2024 in Indianapolis for training on MUNIS (the district’s HR and Finance software system.) Networking and hands-on sessions will be helpful in learning the updated version of MUNIS.

Ethan Beals made a motion to approve the travel request for Cathy Brackett and Melissa Van Sickle to attend the Tyler Technologies conference in May 2024 as presented. Mike Campbell seconded the motion. Motion passed 5-0.

4. Alvirne High School Graduation (Decision)

Principal Beals provided the high school graduation date for the School Board’s approval. The date will be the second Thursday in June (June 13, 2024) as is practice. The SNHU Arena is booked. The cost of flowers will be shared with the Londonderry School District as they will hold graduation at the same location on Friday.

Gary Gasdia made a motion to approve the AHS graduation date of June 13, 2024. Maureen Dionne seconded the motion. Motion passed 5-0.

5. Natural Resources Position (Decision)

Principal Beals and Dr. Frauwirth made a request regarding the Natural Resources program. It has been challenging to fill the vacancy of one of the part-time Natural Resources teachers who resigned. Alternatives were considered such as online class options. With the recent resignation of another Natural Resources teacher, there was a request to advertise for a full-time Natural Resources and Forestry teacher in place of the two part-time positions. The district is committed to offering Natural Resources and Forestry as part of the Natural Resources program.

Gary Gasdia made a motion to approve the full-time Natural Resources and Forestry position. Mike Campbell seconded the motion. Motion passed 5-0.

G. Presentations to the Board [0:41:47]

1. Alvirne New Course Offerings for Program of Studies (Information)

There was a review of new course offerings at Alvirne. It was noted that student interest and staffing will determine if curriculum will be developed.

Capstone - An Education Experience	(to pilot in January 2024)	Semester
Law in Action		Semester
AP Environmental Science		Year-long
CP Environmental Science		Year-long
Human Services II Honors	Gr. 11-12	Double-period
Health and Human Services Exploration		Semester
Forestry and Natural Resources		Year-long
Forestry and Wildlife Management II	Double-period	Year-long

Prerequisite: successful completion of Forestry and Natural Resources

2. Hudson Memorial School Science Lab Update (Information)

Superintendent Moulis provided an update on the HMS Science Labs that were upgraded in the fall of 2023. Eight science labs needed renovation: two per year over the next four years. Some updates include removal of old gas lines, ADA compliancy, adding better storage for equipment and supplies, making learning spaces more adaptable, increasing whiteboard space, and refreshing paint.

H. New Business (continued) [1:12:49]

1. PSRP Contract Review and Ratification (Decision)

Superintendent Moulis reviewed the ratified PSRP agreement for Board consideration:

- 2-year agreement
- New categories included: full-time paras and LPNs (working 6.5 hrs/day)
- There will still be part-time paras working 5.5 hrs/day.
- Food service personnel are included in this contract.
- Changes regarding the evaluation process and grievance process
- The conversion change to 6.5 hr. positions will occur at AHS the first year and then the middle school.
- New Year's Day is added as a paid holiday.
- Changes to Special Education stipend: from a flat \$500 to \$0.50/hour
- Increase to longevity for existing categories by \$100
- Increase in sick time from 10 to 12 days/yr.; maximum accrual days from 50 to 60
- For the new 6.5 hour positions, there will be a 80% contribution to single plans only and 50% to single dental plan.
- Increases to FSAs: from \$300 to \$500 (for those not eligible for health insurance)
- New category added for tuition reimbursement
- Changes in wages: grandfathered track for those on the old schedule; new hire track; new base pay for para increased from \$14.09 to \$17/hr. then \$18.25 the next school year. Para II pay rate was \$17.50/hr. then \$18.50 the next year. All existing staff members will receive a \$3 increase the first year and \$1.25 the next year. Food service staff will be similar. New hires will go from \$12.50/hr. to \$15/hr. the first year then \$15.50 the second year.
- The cost in year one for the increase in wages of \$3 for existing staff will be \$428,825; extra holiday is \$15,465; AHS paras from part-time to full-time will be \$115,240; if 50% staff took benefits the cost will be \$161,113; the tuition reimbursement establishment will be \$20,000; FSA increase will be \$8,000; the increase in longevity would be \$2,153. The total for the first year would be \$751,496 or \$0.16 on the tax rate.
- In year 2, with the increase of \$1.25 for staff will be \$189,658; HMS paras going full-time will be \$77,406 and if 50% took benefits, it will be \$97,088 for a total of \$364,152. Those totals will appear on the Warrant Article.

Everyone was thanked for their work in negotiations. This will help with staff recruitment and retainment, as staff is valuable.

Gary Gasdia made a motion to approve the PSRP contract as presented. Maureen Dionne seconded the motion. Motion passed 5-0.

Maureen Dionne made a motion to amend the agenda to review the AFSCME Contract. Mike Campbell seconded the motion. Motion passed 5-0.

Negotiations include:

- 2-year contract
- 2.75% COLA in each year
- Health insurance to remain at 90% coverage level.
- Bereavement leave changed from 3 days to 5 days for immediate family and stayed at 3 days for others.
- The cost for the Warrant Article in year 1 is \$155,027 (\$0.03 on tax rate) and in year 2 is \$159,290.
- AFSCME approved the contract.

Gary Gasdia made a motion to approve the AFSCME contract as presented. Maureen Dionne seconded the motion. Motion passed 5-0.

2. Nomination (Decision)

Ethan Beals made a motion to approve the nomination of Jeff Ogiba as AHS Assistant Indoor Track Coach for \$1,225. Mike Campbell seconded the motion. Motion passed 5-0.

I. Old Business [1:25:58]

1. Review of Warrant Articles (Decision)

There was a review of the current FY25 warrant articles. The Budget Committee reduced the operating budget by \$830,100 by removing the conversion of paras. They planned to revisit this in January.

WA1: Operating Budget \$68,363,461 (default \$67,596,534)

WA2: CBA - PSRP

FY25: \$751,296 (and to raise/appropriate this amount)

FY26: \$364,152

Mike Campbell made a motion to recommend WA2 - CBA PSRP as presented. Maureen Dionne seconded the motion. Motion passed 5-0.

WA3: CBA - AFSCME

FY25: \$155,027 (and to raise/appropriate this amount)

FY26: \$159,290

Mike Campbell made a motion to recommend WA3 - CBA AFSCME as presented. Gary Gasdia seconded the motion. Motion passed 5-0.

WA4: Roof Replacement at Dr. H.O. Smith Elementary School

Raise/appropriate \$250,000 and withdraw \$250,000 from schools renovations capital reserve fund. The Budget Committee recommended this 8-0.

Mike Campbell made a motion to recommend WA4: Roof Replacement at Dr. H.O. Smith Elementary School as presented. Maureen Dionne seconded the motion. Motion passed 5-0.

WA5: Hudson Memorial Science Labs

Raise/appropriate \$200,000 to upgrade two science labs at Hudson Memorial - to come from the June 30 fund balance and no amount raised by additional taxation. The Budget Committee recommended it 8-0.

Gary Gasdia made a motion to recommend WA5: Hudson Memorial Science Labs. Maureen Dionne seconded the motion. Motion passed 5-0.

WA6: Alvirne Checkers Kitchen Renovation

Raise/appropriate up to \$250,000 to come from the June 30 fund balance and not to be raised by additional taxation. This was recommended by the Budget Committee 8-0.

Maureen Dionne made a motion to recommend WA6: Alvirne Checkers Kitchen Renovation as presented. Mike Campbell seconded the motion. Motion passed 5-0.

WA7: Hudson MEM Hallway Flooring Replacement

Raise/appropriate up to \$94,000 to come from the June 30 fund balance with no amount raised by additional taxation. It is recommended by the Budget Committee 8-0.

Mike Campbell made a motion to recommend WA7: Hudson MEM Hallway Flooring Replacement as presented. Gary Gasdia seconded the motion. Motion passed 5-0.

WA8: Capital Reserve Account Established for Alvirne Farm

Establish an Alvirne Farm Capital Reserve Fund under provisions of RSA 35:1 to repair/maintain the farm and to raise/appropriate \$150,000 to come from the June 30 undesignated fund balance to be placed in the fund. This was not recommended by the Budget Committee 3-5. They recommended starting with \$50,000. The Trustees recommended the \$150,000 and will reach out to the Budget Committee.

Mike Campbell made a motion to recommend WA8: Capital Reserve Account Established for Alvirne Farm as presented at \$150,000. Gary Gasdia seconded the motion. Motion passed 5-0.

WA9 (Petition): Voting Day

This warrant would change the town/school election date from the second Tuesday in March to the second Tuesday in April. This petition warrant is designed in accordance with RSA40:14 changing deliberative sessions to between the 1st and 2nd Saturdays after the last Monday in February – and would need to pass both town and district ballots.

Concerns discussed were: vacation, budget, funding projects, CBAs, open enrollment/staff contract notification delay, grants, voter turnout, etc. This will be reviewed in the January 8, 2024, agenda.

Maureen Dionne made a motion to amend the agenda to discuss the Superintendent Contract. Mike Campbell seconded the motion. Motion passed 5-0.

Discussion about the extension of the Superintendent contract for Dr. Dan Moulis will be reviewed in non-public session.

J. Policies - First Reading (Decision) [1:53:13]

There was a first reading of the following policies:

BEDG - Meeting Minutes

New NHSBA proposed policy. Note: sealed minutes process to review periodically in a 10-year span, to start with the most recent working backwards. Legal Counsel made recommendations. A legislative update required this review of nonpublic minutes. (RSA 91:A, 3).

BEDH - Public Comment and Participation at Board Meetings

New NHSBA proposed policy. Changes involve providing a way for the Board to table the remainder of time until the end of the meeting. Public comments should be made regarding agenda items or items that the Board addressed at the prior meeting under new business. There was a request to remove that language from the policy. There was discussion about addressing input for items not on the agenda. There are RSA updates for this public comment issue.

DK - Payment Procedures

New NHSBA proposed policy with changes regarding payments, checks and manifests. Two members could be designated to review manifests, with a backup in place.

EBBC - Emergency Care and First Aid - proposed for withdrawal as it is covered in policy JLCE.

EBBD - Indoor Air Quality and Water Quality

NHSBA version with changes; RSA 485:17 (a) Lead in Drinking Water in Schools and Licensed Childcare Facilities.

EHAB - Data Governance and Security

Current policy with tracked changes including a section to be updated regarding personally identifiable information (PII) that students in career exploration/technical education may, with parental consent, register for technology platforms and services to be used as part of the student's approved program of study.

KF - Use of School Buildings and Facilities

Current policy with tracked changes such as signing a rental agreement, addition of information on uncompensated use (by a community group), and updates to the rental fee structure.

K. Recommended Action (Decision) [2:19:55]

1. Manifests

2. Minutes - December 4, 2023

Mike Campbell made a motion to approve the minutes of December 4, 2023 as written. Maureen Dionne seconded the motion. Motion passed 5-0.

L. Reports to the Board (Information) [2:20:37]

1. Superintendent Report

- Classroom walkthroughs at AHS: construction trades class building 2 sheds and a mini house. There was collaboration with the woodworking class. There was a culinary class visit also.
- He attended Nottingham and Hills Garrison's choral concerts.
- Monday: Hudson Memorial and AHS band concerts.
- Strategic Planning Committee meeting: review the portrait of a graduate.
- Teacher nominations include a music teacher at Hills Garrison and a Project Lead the Way teacher.
- NHSBA and NHAA: over 250 educational bills focusing on building aid, budget and funding, reading assessment/intervention, Right to Know, etc.
- Last Saturday: Wreaths Across America in support of the military.
- Food Service updates: new meal plus system for FY25 and monitoring of negative meal balances (currently -\$19,500); an option is a charging limit for negative balances.
- District to receive a security action for education grant fund for a school security project (\$100,000 is recommended) to be approved by the Governor and Council. Adding cameras at AHS is a possible project.
- Superintendent Moulis wished everyone happy holidays.

M. Committee Reports (Information) [2:29:20]

Mr. Beals shared that the DEI Committee met on Monday and the Strategic Planning Committee met and identified an early priority of the portrait of a graduate document

with potential name changes. They hope to present a document to the Board in June. There will be community outreach sessions starting in February.

Ms. Whiting spoke about the Budget Committee meeting regarding appropriations etc. A spreadsheet was attached to their December 13, 2023 minutes. Through discussions, the committee asked the School Board to review the budget to find further cuts to be reviewed by the Budget Committee. The Board felt that due diligence was done regarding the school district budget, with difficult decisions having been made and with transparency. The Board did not favor making an itemized list of further reductions. The Budget Committee had also talked about transportation and out of district tuition: the total cost being \$3,388,246. One question was, would it be more fiscally effective to bring out of district transportation in-house? This would take time to plan a study.

N. Correspondence [2:42:58]

1. Discipline report

Information is included in the agenda packet.

2. Manifests

Building administration is finding ways to use staff to fill in gaps and have plans on how to approach things in the second semester with position vacancies. These plans are not sustainable, however. As such, the fund balance has increased to \$2,686,860. Teachers, administrators, and staff are being asked to do more than they should and there is burnout. There is concern about absences possibly due to stress.

3. Alvirne High School NEASC Report

The report is being made public for now; it is complementary of the work at AHS, with some areas of recommendations and improvement. Further presentation of the NEASC report will occur at an upcoming meeting.

O. Board of Selectmen - Liaison Comments [2:52:43] - N/A

P. Student Representative Comments [2:52:44] - N/A

Q. Board Member Comments [2:52:45]

Mr. Campbell attended the Wreaths Across America event scouts at the Sunnyside Cemetery. He attended the Unified Theatre performance of Velveteen Rabbit. He commended everyone involved and wished everyone a nice holiday season.

Mr. Gasdia attended the recent concert and expressed the importance of the events happening and he thanked HCTV for their work. He wished everyone happy holidays.

Mr. Beals attended the Unified Theatre play. He said the energy at school this time of year is good. He wished everyone safe and happy holidays.

Ms. Dionne decorated gingerbread cookies at Nottingham West. She spoke about the work that staff and teachers are doing at home as well as in school to prepare for classroom activities, etc. She wished everyone happy holidays.

Ms. Whiting attended the dress rehearsal of the Unified Theatre play and she saw the fun that the actors had. She decorated gingerbread cookies and also noted the time and effort of teachers outside of school. She wished everyone happy holidays.

R. Non-Public Session per RSA 91-A:3 II a, b, and c. [2:59:25]

At 9:30 pm, Ethan Beals made a motion to enter into a non-public session per RSA 91-A:3 II a, b and c. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.

Personnel matters discussed

Extension of Superintendent authority to hire to end of year, 5-0 vote

Student matters discussed

SAU was dismissed at 10:17pm

Vote to seal December 20, 2023, 5:00pm nonpublic meeting minutes, 5-0 vote

S. Return to General Session and Adjourn

At 10:58pm, Ethan Beals made a motion to return to general session and adjourn the meeting. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.

Submitted by

Susan DeFelice

Non-Public by Jen Burk and Gretchen Whiting