

Posted: 10.15.2020

At: All Hudson schools, SAU building, district website



**HUDSON SCHOOL DISTRICT**  
Hudson, New Hampshire  
October 19, 2020  
Hills Memorial Library, 18 Library Street

6:00 pm            Non-public Session  
6:30 pm            Regular Meeting  
followed by       Non-public Session

### **AGENDA**

- A. Call to Order:** Board Chair Orellana will call the meeting to order.
- B. Non-public Session**
  - 1. Business Administrator Interview
- C. Public Input**
- D. Presentation to the Board**
  - 1. Teams/Zoom Discussion
  - 2. FY22 Budget: Intro, Revenue, SAU, Facilities, IT
- E. New Business**
  - 1. [Extracurricular Nominations](#)
  - 2. [Transportation Contract](#)
- F. Recommended Action**
  - 1. Manifests – Recommended action: Make necessary corrections and sign.
  - 2. Minutes – Recommended action: Review and approve.
    - a) [09.03.2020 Draft Minutes](#)
    - b) [09.14.2020 Draft Minutes](#)
    - c) [09.24.2020 Draft Minutes](#)
- G. Reports to the Board**
  - 1. Superintendent Report
  - 2. Assistant Superintendent Report
  - 3. Business Administrator Report
  - 4. Director of Special Services Report
- H. Legislative Updates**

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**I. Board Member Comments**

**J. Upcoming Meetings**

<b>Meeting</b>	<b>Date</b>	<b>Time</b>	<b>Location</b>	<b>Purpose</b>
School Board	10/26/2020	6:30 pm	Hills Memorial Library	FY22 Budget
School Board	10/27/2020	6:30 pm	SAU Building	Board Member Orientation
School Board	11/02/2020	6:30 pm	Hills Memorial Library	Regular Meeting & FY22 Budget
School Board	11/12/2020	6:30 pm	Hills Memorial Library	FY22 Budget (tentative)
School Board	11/16/2020	6:30 pm	Hills Memorial Library	Regular Meeting

**K. Non-Public Session**

**1. Staff Nomination**

*RSA 91-A:3 II provides certain conditions under which the School Board MAY enter into non-public session.*

*These conditions are:*

- (a) The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted.*
- (b) The hiring of any person as a public employee.*
- (c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting.*
- (d) Consideration of the acquisition, sale or lease of real or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.*
- (e) Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*
- (f) Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.*

**L. Adjourn**

**HUDSON SCHOOL DISTRICT**  
SAU # 81  
20 Library Street  
Hudson, NH 03051-4240  
phone (603) 883-7765 fax (603) 886-1236

**Lawrence W. Russell, Jr.**  
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**Kimberly Organeck**  
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*Business Administrator*  
(603) 886-1258

**MEMORANDUM**

**TO:** Hudson School Board  
**FROM:** Stephanie Colton, Benefits Coordinator  
**SUBJECT:** Extracurricular Nominations  
**DATE:** October 9, 2020

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The following nominations have been submitted for the 2020-2021 school year:

**Hudson Memorial:**

Year Round:

Art Club	Jordan Joncas	\$950
Book Club	Leanne Phaneuf	\$250
Book Club	Meghan Glaude	\$250
Computer Club	Elaine Reinitzer	\$950
Destination Imagination	Rebecca Decker	\$2,000
Jazz Band	Michael Seckla	\$2,000
Sewing Club	Rebecca Decker	\$500
Ski Club	John Curtis	\$950
Swing Choir	Rebecca Crivello	\$950
Woodwind Choir	Bradley Smith	\$2,000
Yearbook Advisor	Karen O'Brien	\$1,000
Yearbook Advisor	Ashley Pimentel	\$1,000

Winter:

Wrestling	Shawn Lussier	\$950
Boys Basketball	Neil Schmidt	\$2,400
Cheerleading	Elizabeth McGivern	\$2,200

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MEMO

TO: Hudson School Board

FROM: Karen Burnell

RE: Bidding Process

DATE: October 15, 2020

An excessive amount of time and energy has been directed to ensure the safety and well-being of the students and staff of the Hudson School District from the hazards of Covid 19. Therefore, I would like to request the Hudson School Board waive the present bidding process policy as it relates to regular and special education transportation and allow the Business Administrator and Superintendent to negotiate new contracts. Both contracts are due to expire at the end of this school year.

I am requesting that we work to seek a two year extension with First Student and Durham Services (Special Education) for our transportation needs. With this extension, both contracts would expire June 30, 2023.

It would be greatly appreciated if this could be taken under consideration.

**Hudson School District  
Hudson School Board Meeting  
Draft Minutes**

Present:

Dr. Darcy Orellana, Board Chairman  
Mr. Gary Gasdia, Board Vice-Chair  
Ms. Diana LaMothe  
Ms. Patty Langlais  
Mr. Ethan Beals  
Ms. Kara Roy, Vice-Chairman, Board of Selectmen  
Mr. Larry Russell, Superintendent of Schools  
Ms. Kim Organek, Assistant Superintendent  
Ms. Rachel Borge, Director of Special Services

**A. Call to Order:**

Board Chair Orellana called the meeting to order. Ms. LaMothe led the pledge of allegiance. Dr. Orellana mentioned that the board has heard from the public regarding personnel changes at Alvirne High School and the Wilbur H. Palmer Career and Technical Education Center or CTEC. She said as Board Chair she wants to be clear that personnel matters are held by the district confidentially and not publicly and that the Board must also maintain confidentiality regarding personnel matters. Dr. Orellana said however, this may have fueled the public narrative from taking on a life of its own filled with assumptions and speculation about these changes. She said the facts are the assignment of the talent within the district is a responsibility of the superintendent based on operational needs. The principal assignments at Alvirne and the Palmer Center are interim or special assignments for one year. The Board will not violate confidentiality. As in any year, the Board expects the Superintendent and all employees to perform their responsibilities and obligations. Dr. Orellana mentioned that everyone is feeling the impact from the pandemic and many of the communications from the public spoke about anxiety and stress related to change. The mental health of our students is paramount and if any student feels the need with assistance with mental health concerns it is recommended that you contact your school counselor for help or a healthcare provider. Parents and guardians with concerns about their student may also contact the school counselors.

**B. Public Input:** Dr. Orellana opened it up to public input.

Camila Isaza, 57A Lund Drive. Ms. Isaza says she's here on behalf of the School fall sports and read a letter she had written prior to the meeting. Ms. Isaza said, "Hello members of the school board my name is Camila and I'm a senior volleyball player. I would like to advocate on behalf of all the fall student athletes. COVID-19 has taken a huge toll on everyone's mental health stability and we all have different coping methods to get us through difficult times. For athletes, it's playing the sport they love. Regardless of the current situations we find ourselves in, student athletes rely on sports as a therapy source. With that, these young athletes also need to keep themselves in shape and solid physical condition. Not all the students have a gym membership or other outlets that allow them to stay in shape for their sport. Nothing about this global pandemic is normal and as a community we had to adapt quickly and efficiently to keep the town of Hudson circulating. It has been significantly difficult to find motivation between all of this. Providing athletes with the thing that they are most passionate about gives them a sense of normalcy. It is important to provide students with all the things that keep them positive and optimistic in a negative situation. In some cases, students work hard to play at the collegiate level and taking a season away from them hurts their chances and their option to afford college

with a scholarship they might attain. Student athletes are also known as responsible. They are challenged to balance their schoolwork and events with sports which is not always easy. These students can be trusted to take the necessary safety precautions seriously. Staying safe is the most important, in times like these and these athletes are trusted to follow these in a proper manner. I appreciate your time on hearing me out and I know you will make the best choice for us”.

Dr. Orellana also said that they had 3 email public inputs which are as followed.

Jessica Keller; 16A Dugout Rd. Dr. Orellana summarized the following emailed public input from Ms. Keller: “The NH Department of Education has purchased a three-year license with a Learning Management Software-Canvas, that is being made available to all school districts in the state. Is the Hudson School District planning to take advantage of this resource to make remote learning more concise and to make it easier for parents to help make sure their students are completing all necessary assignments? Canvas is more streamline with successful college online learning platforms and has a parent login option to observe students work. When is the Hudson learning portal going to be made available for students and parents to familiarize themselves with this learning environment and to make sure that all personal own hardware is up to date with current software and programs necessary for the learning environment?”

Mr. Russell addressed what Ms. Keller wrote in her email. Mr. Russell said Canvas is a learning platform that the commissioner had bought for every district in the state that wanted to partake in it. Mr. Russell believes that in March or April when the offer was made to the districts and when they went to our student information system power school we rented it out for a whole year. He said it’s important to do that, but they were tempted to go straight to Canvas but they wanted to also make sure it would be appropriate for everybody. If there comes an opportunity to go into Canvas then they would take everything into consideration and see how successful it is in other districts. He also mentioned that he doesn’t know when the learning portal will open but he will find out that answer. Canvas was purchased with COVID money and after that, districts will be responsible for the cost.

Al Somers; 12 McKinney Drive. Dr. Orellana summarized the following emailed public input from Mr. Somers: “School Board Members, et al., As Hudson residents and taxpayers with recently graduated Alvirne High School (AHS) students we would like to voice our disagreement with the Superintendent's (Larry Russell) decision to move the established Principal (Steve Beals) to a departmental, non-educational leadership type role while back filling the AHS principal role with a new, temporary(?), staff member, especially during this historical time of need for our schools, teachers and students. As Hudson School Board members, and stewards of School District SAU 81 (which includes AHS), you have oversight of the Superintendents actions and the ability to block them when potentially harmful to district. This is one of those situations, and we hope you recognize and take the appropriate steps to ensure no impairment to AHS staff and students.

As School Board Members you should know Mr. Steve Beals (Principal, AHS) has been nothing short of amazing in his role. Think of the daily challenges he faces in our local social and economic environment; e.g. little to no money invested in our schools; and while the CTE investment/grant is helpful, let's be honest, this district needs a new state of the art high school to give our children/young-adults the opportunity they deserve in this ever changing world. Those challenges aside, you all know Mr. Beals has his finger on the pulse of all students who walk through the AHS doors. He knows all their names and makes it his passion to know each one of their stories so he can shepherd them down the right path. We've seen him inspire, praise, direct and protect them while building an environment where they can unleash their talents, building toward successful careers and lives.

As parents of students who recently attended AHS we could not have been more grateful to have such a wonderful, empathetic, adaptable, forward-looking principal guiding our own two young adults. Mr. Beals saw their capabilities,

vulnerabilities, and used his experience and passion to guide them through their medical and mental health challenges over their years at AHS enabling them to stay on track and become successful AHS graduate members of society. Today we are thankful to have a new college graduate NICU Nurse and a current undergraduate biology major with designs of becoming a foot doctor, both in the top percent of their respective classes. No doubt their successes are directly attributable to their learning and experiences at AHS enabled by the leadership of Principal Steve Beals. Please consider these facts in your evaluation of Superintendent Larry Russell staffing recommendations.

Regards, Al & Molly Somers Hudson, NH

Shawn O'Neil; 5 High Pine Drive. Dr. Orellana summarized the following emailed public input from Mr. O'Neil: "By allowing the transfer of Mr. Beals when the students needed him the most you have failed the students you are elected to protect. By the very nature of your lack of accountability in this situation and by continuing to allow this situation to move forward you have failed in one of your primary duties and that is to represent the will of the people that elected you."

Dr. Orellana then closed public input.

**C. Presentation to the Board:**

1. COVID Related Spending: Mr. Russell said he wants to keep the Board up to speed with what was presented last night (to the Budget Committee) and stated for a lot of these decisions, the Board was a part of the decision-making process. He said the hybrid model is going to be from grades 6-12 not 9-12. He said the remote learning academy was made available for anyone in k-12 that felt it was unsafe or had other reasons. He said obviously everything that we do is for the safety of our staff and students. Mr. Russell went on to talk about staff impact with the Families First Coronavirus Response Act which allows us up to 80 hours of paid sick leave. He said so if someone has symptoms or has to be tested, they get 10 days on top of their sick leave. Staff can also receive 10 weeks of paid FMLA to care for a child whose daycare is closed. Mr. Russell said they have around 3-5 staff members who have applied for a leave of absence.

Mr. Russell then went on to talk about the funding resources of the ESSER grants under the Cares Act and the IDEA grant and the remote learning grant which is for special education. For state funding we have NH homeland security and NH National Guard and the general fund. Mr. Russell said from the ESSER grant, the district received \$450,000 and out of that money, \$50,000 was allocated to Presentation of Mary Academy because the public districts take care of the private schools in town. The remaining portion was used on technology, supplies and services, student assessments, professional development, sanitizing supplies, and PPE. Another grant that was boosted up was IDEA which awarded another \$9,800 which was used to get glass barriers, bucket hat with face shields. Another grant they received was \$15,000 to make sure that students with disabilities were having their services and their IEPs are in compliance. With that \$15,000, they are allowed to spend it on technology, services for remote learning, software and programming, and PPE. NH Homeland Security gave them \$845 in supplies such as thermometers, cloth reusable masks, disposable masks, and gloves. The National Guard gave the district 1250 reusable cloth masks.

Mr. Russell said the cost overview with the pandemic is continuing to increase. They are trying to make the district as safe as possible and are continuing to get feedback from the staff to make sure everyone feels safe throughout the schools. He said every effort has been made to total up what has been incurred so far and what the future costs might look like. He said this is assuming that the safety equipment they have now will continue to last for three more months. If the supplies are used up quicker than three months, then obviously they know that they will need more supplies. Mr. Russell said they will replenish their supplies if they are running low before the end of the three months if needed. He said we cannot guarantee that the costs will not increase. He then went on to say that there were

some additional expenses which were for fiscal year 2020. We paid for services we did not receive such as bus drivers, services that were not able to do remote learning. He said regardless if they worked or not, we continued to pay them. The additional expenditures were permanent subs, bus monitors, substitute custodians, nurses, food service, task force, and school building meetings. These expenditures totaled to be \$271,000. Mr. Russell said without these people the district might have to go into a shutdown because in the past, if we were short one staff member then we could bring two classes to a cafeteria and work with both classes at the same time but now that is obviously off limits as social distancing needs to be put into every aspect of everything that is done. Mr. Russell said the computer and software costs were about \$206,000 for iPads and computers, etc. Another category where costs were incurred was PPE which cost \$130,000 so far as of August 26 but we are continuing to spend more each day, cleaning supplies were about \$76,000. He said that the district is going to be getting a third party cleaning crew that is going to come in mostly at night and do a deep cleaning and some of the night crew will be moving to the days to make sure the buildings are getting cleaned throughout the entire day. He then went on to talk about the transportation bus cleaning and how after every run all the touch points get wiped down and after every morning and night run there will be a company that does the deep cleaning. Overall, additional expenditures totaled \$946,000. Mr. Russell said the total expenditure for additional expenditures, expenditures for services not rendered, and additional workload was \$1.8 million.

Mr. Russell went on to talk about the revenue impact. There was no material impact to revenues. Preschool tuition was down due to school closures, so we lost about \$30,000 of fiscal year 2020 revenues. He also stated that the town finance director said there should not be a reduction with town funding. Mr. Russell said there is a deferred payroll for tax payment through the Cares Act that we are eligible for but that we are not going to participate in that due to it is just a deferment and would likely have to be paid January 2021. With the Cares Act there is also an employee retention credit that we are not eligible for that because state and federal government are not eligible. The FCRA expands Family Medical Leave eligibility for the 80 hours. Mr. Russell said that this was the presentation that was presented to the Budget Committee and if anyone would like to see the slides, they will be online.

**D. Requests to the Board**

1. Donation Acceptance Request: Mr. Russell said they had a donation of \$3,000. The corporate offices matched the \$1500 that was raised by the Hudson facility employees which totaled up to \$3,000 combined. This money is going to be geared toward Chromebooks. Mr. Russell said they do have a problem with getting the hardware but when it does come available, the money will go toward that. Mr. Russell asked the Board to make a motion to accept the donations of \$3,000. Ms. LaMothe mentioned that she really appreciates the combined donation from both sides.

**Ms. LaMothe made a motion to accept the donation of \$3,000, second by Mr. Beals. Mr. Gasdia, aye, Dr. Orellana, aye, Ms. LaMothe, aye, Mr. Beals, aye, Ms. Langlais aye. Motion passes 5-0.**

**E. Old Business:**

1. School Reopening Update: Mr. Russell said staff returned to the buildings on August 24<sup>th</sup> and the Board had allowed for professional development and preparation time by delaying the start of school and mentioned it was really appreciated by the staff. He said however, no matter how much time we delay this isn't going to be a traditional start to the school year. Mr. Russell said some of the districts have already started up and they have reported saying that for the most part it hasn't been too bad but there was a big concern whether students were going to comply with the masks but he said that Salem and Derry who went full-in-class learning that masks compliance was almost at 100 %. Mr. Russell said even in our district, the young students who came in for the meet-and-greet were mostly in compliance as well. Mr. Russell said they have been setting the rooms up to make sure they are properly distanced.

Ms. Organek went on to talk about the professional development that has been happening. She said they had technology training; they have a new tool called Nearpod that teachers have the ability to use. The purpose of a



Nearpod is to make lessons more engaging for students. She said it can be used for all styles of learning and it can take a presentation. She ran her PowerPoint through the Nearpod and added activities which made it an interactive presentation. She said you can either use one of your lessons or use the many lessons that are in the library on a Nearpod and can make any changes to the current lessons that you would like. Ms. Organek said it is an up and coming tool and the teachers are very excited about using it. Ms. Organek said they have also had training on the new curricular maps and pacing guides. She said there is consistency across all levels with the curriculum that is being taught whether it be in person or remote learning. There was also a lot of training in grades k-5 in Math in Focus which was the new math program put in place. They have also been focusing on wellness and self-care for teachers especially if they are teaching remotely. She also mentioned that it was a luxury to have those extra couple of days to train and get everything ready for the students.

Mr. Russell went on to talk about how 9 days ago they switched over to hybrid in the middle school. He wanted to let everyone know that there will be a dashboard for each. Mr. Russell talked about why the middle school had to change and go into hybrid and listed off several of reasons which made sense for the change. Mr. Russell mentioned that there will not be use of lockers because they don't want students to congregate at them and not be social distancing. The criteria that could change from green, yellow to red are the student teacher to ratio, staffing, availability of PPE and cleaning supplies, facility limitations, transportation, community COVID status. Mr. Russell said he thinks they are ready for a great year but understands getting this year off the ground is going to be a struggle but the district is getting ready to take on all these challenges while making safety the top priority.

Mr. Gasdia mentioned that the Nearpod sounds fantastic because it allows the teachers to control their own destiny along with the pacing guide. Mr. Gasdia questioned if the teachers received training or found a technology solution for the off days that they are not seeing the students. Ms. Organek said when the students are in person seeing the teacher that is when class discussion, hands on, and are able to interact with the kids. Then before the day is over the teachers will give the students a workload to complete while at home, so they are prepared to come back the next day. Mr. Gasdia asked if that's how it would be for the high school, but what would happen with the middle school who will have a longer gap without seeing the teacher. Ms. Organek said the teachers will upload their assignments into Google Classroom and said that is a communication tool and there was talk about using the main page in Google Classroom with updates and communicating with parents. Ms. Organek said they had a professional development on how to communicate through Google Classroom with parents and students making sure everyone understands what's going on and staying consistent with everyone. Mr. Gasdia said it looks like we are in a better position than we were in the spring.

Dr. Orellana questioned if there are built in office hours for students who don't see teachers for quite a bit where students can post questions or get the extra help they might need. Ms. Organek said teachers should always be available to reach out to the students in their planning time and times they would normally would. She said Google Classroom is a great tool for this type of communication.

**F. New Business:**

1. Fall Sports: Mr. Russell mentioned that the Karen Bonney, Hudson School District Athletic Director, is here and any questions that Mr. Russell may not be able to answer she will be able to. Mr. Russell went over the profile of the landscape right now and how it evolved over time. He mentioned in this district the students started working together to create a safety plan which includes no carpooling, wearing a mask from the car to the field but once you start exercising the mask can come off as long as social distancing is still being applied. The students were all self-monitored on the way in and everyone was in compliance with the safety precautions they were told to take. Mr. Russell said as far as the region is concerned the superintendents presented a full-in model that all sports would be able to compete. Mr. Russell said he is recommending that we do go full-in with all our sports. He said this is based on the safety precautions that have been happening but also the athletic directors have been getting together and they have some criteria that

they want to put into place to ensure this can be as safe as possible. Health organizations have recommended that students have structured activities to participate in as well. Mr. Russell went on to describe what the fall season would look like. He said the fall season would be shorter and will be in a cohort with close towns. The safety measures that are going to be put into place is, everyone would sign a waiver to participate, prescreening before practices and games, reduce the amount of time spent in a locker room, transportation to and from games will be provided from the districts. On remote learning days students must still attend practices and or games. Home teams that have home games can have fans but the visitor teams' fans will not be allowed to attend. Mr. Russell said the athletic directors have been following the National Federation of High School sports guidelines to create this criterion. At the beginning, the middle school level would only hold practices and intramural sports where you can compete with your own classmates. However, the superintendents are now looking at having middle schools compete. Another area Mr. Russell is recommending is co-curricular activities if a safety plan is produced and efficient where it keeps everyone safe then he would like to move forward with that.

Mr. Beals questioned the communication that would happen if one of our students had to get tested for COVID that was also an athlete. Ms. Bonney said there would be communication going on throughout the week. Ms. Bonney also went on to say that throughout one week every single sport would play the same town. Once every sport plays that town they will go onto the next town. This allows them to get a sense of what's going on in the community as well as their cohorts. Mr. Russell had made it clear to all coaches if something were not to be reported to him or the athletic director then the coach would no longer be able to coach and lose his job. He expressed how important communication is with all of this. Mr. Beals also questioned the bus situation. Ms. Bonney said it would be the same situation as when students have to ride the bus during the school day. Mr. Beals then questioned when an athlete comes off the field from a game what is going to happen in regards to the masks, will there be a space where they can socially distance and catch their breath before putting the mask back on. Ms. Bonney said yes as long as they are able to socially distance then that should be fine. Mr. Beals went on to ask how the football fundraiser is going to work. Ms. Bonney said it will be happening virtually and no door to door house visits will be happening.

Ms. LaMothe said one of her concerns is if Hudson is following all these guidelines and they're playing other towns, how do we know that other towns are following the same guidelines that we are? Mr. Russell assured that these guidelines have been made in conjunction with one another and all guidelines are agreed upon.

Mr. Gasdia questioned if volleyball would be an inside or outside sport. Ms. Bonney said it would be an indoor sport because the game of volleyball is very different if it is played outside and the gym is now ready to go.

Dr. Orellana applauded all the efforts and thought that was put into planning all of this but also questioned what they are hearing from the recruiter schools. Ms. Bonney said as you can imagine colleges are looking very different as well. Ms. Bonney hopes to have all of our games videotaped so recruiters could watch them and not have to attend a game. Ms. LaMothe then asked if there would be a way to broadcast games like they do for football. Ms. Bonney said in all honestly, we only probably have the ability to do it for varsity games. Ms. Bonney also said that every school in our division is working together on trying to streamline the games so parents can watch their child compete.

**Mr. Beals made a motion to approve Hudson fall sports, second by Ms. Lamothe. Mr. Gasdia, aye, Dr. Orellana, aye, Mr. Beals, aye, Ms. LaMothe, aye, Ms. Langlais, aye. Motion passes 5-0.**

2. Extracurricular Nominations: Mr. Russell said they do have two nominations for the Middle School Adam Goldstein for the athletic director and Terry Savage for Special Olympics.

**Mr. Beals made a motion to approve the extracurricular nominations, second by Mr. Gasdia. Mr. Gasdia, aye, Dr. Orellana, aye, Mr. Beals, aye, Ms. LaMothe, aye, Ms. Langlais, aye. Motion passes 5-0.**

**G. Recommended Action**

1. Manifests- Recommended action: Make necessary corrections and sign.

**H. Reports to the Board:**

1. Superintendent Report: Mr. Russell said everything is basically about reopening the school which he already touched base on. They are concentrating on one thing which is getting the students back to school safely.

2. Assistant Superintendent Report: Ms. Organek said there was one other tool they were using this year which is called EquatIO and what EquatIO does is you write an equation and it types it out for you and this can be used at all grade levels. She also mentioned that some professional development sessions have been recorded so teachers can go back and see what they learned.

3. Director of Special Services Report: Ms. Borge said they are working fast and furious to get everything ready for next week. Ms. Borge said they are working on minor details but are pulling everything together.

**I. Legislative Updates:** There are no recent updates at this time.

**J. Board Member Comments:**

Ms. Patty Langlais: wants to wish everyone the best of luck next week and have fun in school.

Mr. Ethan Beals: Said he is appreciative of the support from all the organizations to provide us with grants or supplies. He also looks forward to fall sports back in the school and is excited for the start of school.

Ms. Diana LaMothe: Said she was able to see a lot of the CTE center and it is absolutely incredible how it came out and acknowledged how it is a great source of pride for Hudson. She also said she feels very confident with the teachers, staff, and parents with everyone's new routine. She said we will get through this and challenges will arise but we will get through it all.

Mr. Gary Gasdia: Wanted to echo what Diana said about the CTE center. He also acknowledged how far we came since March and said he is starting to feel a sense of normalcy with everyone slowly coming back.

Ms. Kara Roy: Mentioned that the work that has been done here has been incredible. She also wants to remind people that with school starting there are going to be buses on the road and there are going to be kids walking on sidewalks so give yourselves enough time and watch for crosswalks so we can all be safe. She also mentioned the first day of school is state primary day so if you are going to vote to go down to the community center. She also mentioned if you need an absentee ballot you can get it from 3-5pm on Labor Day and hopes everyone has a safe and happy Labor Day.

Dr. Darcy Orellana: Said the first day of school is always exciting and she wanted to echo everything that was said about how great everyone is going to do and applauds everyone for the hard work that has already been accomplished. She looks forward to hearing all about the progress this year.

**K. Non-public Session:**

**Mr. Gasdia made a motion to enter non-public session according to RSA 91-A: 3(2B, C) at 7:55 pm, second by Ms. LaMothe. Roll call vote, Ms. Langlais, aye, Mr. Beals, aye, Ms. LaMothe, aye, Mr. Gasdia, aye, Dr. Orellana, aye. Motion passes 5-0.**

**Mr. Beals moved to approved the nominations below, second by Ms. Langlais. Motion passes 5-0.**

Desiree Fazio	Grade 1 (1-yr)	37,000
Maureen Jozokos	Library Media Specialist (1-yr)	44,500
Stephanie LeBoeuf	Grade 2 (1-yr)	47,000
Nicole Moeckel	K	40,000
Lauren Neish	Grade 1 (1-yr)	41,000
Katie Nesbitt	Grade 1 (1-yr)	37,000
Marina Mastacouris	Grade 1 (1-yr)	42,500

Expelled student requesting to attend VLACS . Mr. Russell recommended permitting him to sign off on allowing the student to enroll. The Board did not feel comfortable with this recommendation. The suggestion of the Board was that the student could not do anything prior to the end of his year expulsion.

Ms. LaMothe requested to get information from Mr. Russell regarding impact negotiations. She was seeking clarification on the number of additional sick days requested and how many they already receive.

Ms. LaMothe asked who will be taking over for the Associate Principal's responsibilities since he is now interim principal. Mr. Russell said there will be an interim Associate Principal.

At 8:35 pm, the administration was excused while the Board remained in non-public.

The board briefly discussed when they would start the yearly evaluation of the superintendent.

**L. Adjourn**

**Mr. Beals moved to exit non-public and adjourn at 9:02 pm, second by Mrs. Langlais. Motion passes 5-0.**

Respectfully submitted,

Amanda Gage (public)  
Ms. Organek (7:55 non-public)  
Mr. Gasdia (8:35 non-public)

**Hudson School District  
Hudson School Board Meeting  
Draft Minutes**

Present:

Dr. Darcy Orellana, Board Chairman  
Mr. Gary Gasdia, Board Vice-Chair  
Ms. Diane LaMothe  
Mr. Ethan Beals  
Ms. Kara Roy, Vice-Chairman, Board of Selectmen  
Mr. Larry Russell, Superintendent of Schools  
Ms. Kim Organek, Assistant Superintendent  
Ms. Rachel Borge, Director of Special Services

- A. Call to Order:** Dr. Orellana called the meeting to order. Ms. Borge led the pledge of allegiance.
- B. Non-public Session:**  
A non-public session was called to order by Dr. Orellana at 6:00 pm pursuant to RSA 91-A:3 II (c). A student matter was not addressed as the parent that requested the meeting did not appear.  
**Ms. LaMothe made a motion to exit non-public at 6:18 pm, second by Mr. Beals. Motion passes 4-0.**
- C. Public Hearing**
1. Elementary and Secondary School Emergency Relief Grant Funding Acceptance: Mr. Russell said the public hearing is to accept the elementary and secondary school emergency relief (ESSER) grant funding. Mr. Russell said he would need a motion to accept \$404,365.35; there was a total of \$50,418.67 that went to Presentation of Mary Academy.  
**Ms. LaMothe made a motion to accept this emergency relief grand funding, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Mr. Beals, aye. Motion passes 4-0.**
- D. Public Input:** There was no public input this evening.
- E. Old Business**
1. DEI Nomination: Mr. Russell said the Diversity, Equity and Inclusion committee would like to nominate a school Board member. Mr. Russell said he would like to have two seats as they only have one seat currently filled. Mr. Russell said if there would be a volunteer for someone to fill the second seat it would be greatly appreciated. Mr. Beals volunteered for this position. Dr. Orellana said it meets once a month, in the afternoon on a Friday. The Board thanked Mr. Beals.
  2. Voting Location Confirmation: Mr. Russell questioned if the middle school would be an appropriate place to hold the voting for November 3<sup>rd</sup> and said it was found to be a suitable place. Mr. Inderbitzen, Town Moderator, said they explored the need to move the last presidential election to a facility that has more parking and access. Mr. Inderbitzen said at the last presidential election they had 13,503 people and was a 73% turnout which was difficult at the Community Center. He said at that time they did not have a chance to have it at multiple locations. He said this requires a town meeting vote and then once that is complete the Board of Selectman can create two districts and then notify everyone on who is in

each district because you cannot just go out and vote, you must go to the district you are in. Mr. Inderbitzen said they did a review of all the facilities in Hudson and Hudson Memorial School came out to be the most viable solution. However, it might have some logistical problems that would need to be dealt with. Some logistics are that the gym would be tied up for multiple days as equipment and supplies need to be delivered on Monday and set up on Monday night and then would take everything down on Wednesday morning. He said after that they would have to decontaminate all of the gyms areas that were open to the public. Mr. Russell said they will ask their cleaning crew if they can come in early on Wednesday to do some deep cleaning. Mr. Inderbitzen said that in the town of Hudson they have 19,236 registered voters and if they have a 77% turnout rate then they would have close to 10,000 in person voters. Mr. Inderbitzen said that they would have to work out circulation in the buildings and outside of the buildings. They are looking at having the traffic in the building, one way in and one way out. The Board of selectman will also take over the coordination of the deep cleaning that needs to be done after the voting.

The way they would set up the buildings to get ready to vote would be that they would come in the morning and drop everything off on Monday and then would come back after school is out and set up everything. The Board's main concern is having everything sanitized and safe before the students return back to school. They are looking to have everything sanitized late at night or early morning. There was also a conversation about how there would have to be a lot of publicity on this and let everyone know which building they can attend on voting day. If this was approved, then the Chief of Police would also be on board and start planning this as well.

**Mr. Gasdia made a motion to allow the voting to take place at Hudson Memorial on November 3<sup>rd</sup>, second by Mr. Beals. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

**F. New Business**

1. Extracurricular Nomination: Mr. Russell said they have one nomination for Girls Varsity Basketball at Alvirne High School with the rate in the bargaining agreement.

**Mr. Beals made a motion to move this into non-public since teacher nominations are done in non-public, second by Ms. LaMothe. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

2. Budget Transfers SB #21-01, #21-02: Ms. Borge said the first budget transfer is that they had a teacher in person to start at the beginning of the school year; however in July she notified the school that she would not be joining them. They have posted the position again but were unable to find a suitable candidate. Ms. Borge reached out to a staffing agency and was able to attain a contract teacher to work at Alvirne high school. So this is just a transfer to move from salary to contract services. They are not going to be posting this position as they are contracted for the whole year but will be posting again at the end of the year.

**Mr. Gasdia made a motion to approve the transfer of \$78,357, second by Ms. LaMothe. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

The next budget transfer is each year when they budget for extended school year, we know that some of our services are going to be provided by our employees and some of them will be provided by contractors. Ms. Borge said right now we don't know who is going to be available to work next summer.

So, what happens is they estimate the budget and track it throughout the year to make sure each line is correct in the budget.

**Ms. LaMothe made a motion to approve the budget transfer of \$8,434, second by Mr. Gasdia. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

3. On Saturday Ms. Langlais tendered her resignation with the Board. Now there is a vacancy on the Board and they have a policy and state law the Board follows when somebody leaves. The Board follows RSA 197:26 and 671:33 which means they have an obligation to put out announcements and let everyone know that this position is available; it would be available for someone to sit in until the next election which is in March. The Board is asking that the Superintendent and his team to create an announcement to link people who are considering on applying. Applicants should know about the School Board and the job requirements because this work is more than just Monday nights.

**Mr. Beals would like to make a motion to accept Ms. Langlais resignation to the school Board, second by Mr. Gasdia. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

Mr. Gasdia wants to thank Patty for being a staple on the Board for many years and wishes her well. Ms. LaMothe and Dr. Orellana wished Patty the best.

Mr. Beals mentioned how critical it is that we need to fill a spot on the board as soon as possible as an empty chair doesn't help them at all. He then asked Mr. Russell if this could be posted tomorrow and if they could get this moving right away. Dr. Orellana mentioned there will be a special meeting on September 24<sup>th</sup> and the deadline to get applications in would be end of business day on 4:00 pm Tuesday, September 22<sup>nd</sup>.

#### **G. Recommended Action**

1. Manifests – Recommended action: Make necessary corrections and sign.
2. Minutes – Recommended action: Review and approve. (LR)
  - a) 08.03.2020 Draft Minutes  
On page 10 regarding the last item there are some blanks that need to be removed. We need a time that the Board entered non-public which was determined to be 10:30 pm.

**Ms. LaMothe made a motion to accept the 8/3/2020 minutes as amended, second by Mr. Beals. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

#### **H. Reports to the Board**

1. Superintendent Report : Mr. Russell said last meeting they had voted to proceed with full-in sports. He mentioned that the sports are going well and everyone is following the safety precautions. He mentioned Windham games have been postponed as they are not practicing at the moment. This first week they have rearranged to have a football game to face Salem High School.

Mr. Russell was said he was pleasantly surprised by the reopening of the schools. The students were all excited about returning and are following safety protocols. He also mentioned that everything is going very well but there are some bumps that they are working through but for the most part it is going smoothly. Mr. Russell mentions that traffic has been pretty heavy during the morning, but everyone is being patient.

Mr. Gasdia asked how attendance is going and if we are losing any kids. Mr. Russell said for the most part everyone seems to be attending in-person and said they would look into attendance for remote instruction. Ms. LaMothe asked if they are using Microsoft Teams instead of Zoom. Mr. Russell said right now they are trying to transition off of Zoom into Teams because they own Teams; they don't own Zoom. It is free right now but that could end, and it is very expensive to buy Zoom. He said that they are being fiscally responsible and looking at the viability of using Teams for school. Ms. LaMothe asked if it would be possible to do a trial run with a group. Mr. Russell said there have been trainings and so far, the people who have used it seem to be proficient in it and would like to move forward with this eventually. Mr. Gasdia added a comment that as we start to get data and use pacing guides to make sure that remote learners and in-person are the same, and with the vision of remote learning academy being a long-term and not just a COVID solution, he suggested that we start thinking about measuring the effectiveness of both. Mr. Russell said that they are looking at that.

2. Assistant Superintendent Report: Ms. Organek said they had a great start to the school year even though it wasn't a traditional start. She was also very impressed with all the parents with transportation. They are now looking at budgets for next year to see what they need and what's going to change. Ms. Organek also met up with the remote teachers to show them they are supported even though they might feel a little isolated. She also meets up with the remote teachers to see where improvements can be made.
3. Director of Special Services Report: Ms. Borge had a wonderful day on the first day of school and she loved to see the excitement that the kids had coming back. She also gave a shout-out to one of the staff who noticed the caseloads in special education in first grade were much less than expected and in kindergarten the caseloads were much higher than expected. There was a special educator named Chelsea Ouellette who offered to jump down to kindergarten and help them out. Ms. Borge also mentioned that since the last meeting the staff has been working with the families to work through all the meetings, they have to accomplish within the first 30 days of school. The last thing Ms. Borge has been working on is her two committees which are at the state level. One of the committees started today which is a legislative committee which is through the special education directors association and this will give her the opportunity to bring to the Board the commentary that is happening in the legislative circle as it pertains to special education and what are the potential consequences. The other committee she is on is with representation of the Department of Education.

**I. Legislative Updates**

**J. Board Member Comments**

Mr. Ethan Beals: Thanked Rachel for pointing out Ms. Chelsea Ouellette who went above and beyond her expectations. Ethan also would like it if we could do more of this going forward, giving credit to people where credit is due. Mr. Beals also mentioned how he is glad we are back in school.

Ms. Diana LaMothe: Second what Ethan said and loves when people are highlighted for going above and beyond and there is a lot of that going on in Hudson. She also wants to acknowledge the Budget Committee for extending the budget submission date to November 20<sup>th</sup> and thanked them for being flexible with all of this.

Mr. Gary Gasdia: Mentioned that there is an incredible amount of work that is being done by everyone but asked the public if they have a question on what is happening at the school to reach out to the school, a teacher,



principal, or administrator. Go straight to the source instead of Facebook. Anyone will be happy to give you the information you might need.

Ms. Kara Roy: Wishes Patty Langlais well and thanked her for her service throughout the whole committee. She also thanked the Board for allowing us to find another place to vote on November 3<sup>rd</sup>.

Dr. Darcy Orellana: Echoed what everyone said and that these are challenging times and we need to learn, grow, and adapt and repeat the cycle. She also mentioned if you want to be on the School Board you should apply.

**K. Upcoming Meetings**

Meeting	Date	Time	Location	Purpose
School Board	09/24/2020	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	9/28/2020	6:30 pm	Hills Memorial Library	Regular Meeting

**L. Non-Public Session**

**Ms. LaMothe made a motion to enter non-public session according to RSA 91-A: 3(b) at 7:49 pm, second by Mr. Beals. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

Mr. Russell will email the DEI committee to let them know Mr. Beals will be joining the committee. Meeting is this Friday 9/18 at 2:30 pm in the library at AHS.

Ethan wanted to discuss the candidate for the girls' basketball coach. Larry will find out more background on candidate – question whether or not he is already committed to Campbell High in Litchfield.

At 8:17 pm, administrators were dismissed while the board remained in non-public.

The Board discussed an employee's request for a modification to their contract.

**Ms. LaMothe made a motion to honor the request, second by Mr. Gasdia. Motion passes 4-0.**

The Board then discussed the annual evaluation cycle of the Superintendent.

**M. Adjourn**

**Ms. LaMothe made a motion to exit non-public and adjourn at 9:16 pm, second by Mr. Beals. Motion passes 4-0.**

Respectfully submitted,

Amanda Gage (public)

Ms. Organek (7:49 non-public)

Ms. LaMothe (6:00 non-public and 8:17 non-public)

**Hudson School District  
Hudson School Board Meeting  
Draft Minutes**

Present:

Dr. Darcy Orellana, Board Chairman  
Mr. Gary Gasdia, Board Vice-Chair  
Ms. Diane LaMothe  
Mr. Ethan Beals  
Ms. Kara Roy, Vice-Chairman, Board of Selectmen  
Mr. Larry Russell, Superintendent of Schools  
Ms. Kim Organek, Assistant Superintendent  
Ms. Rachel Borge, Director of Special Services

**A. Call to Order:** Dr. Orellana called the meeting to order. Mr. Russell led the pledge of allegiance. Dr. Orellana said the purpose for meeting tonight is to interview perspective candidates for the School Board member vacancy. The Board has posted this information and gave them access to what the position entailed and asked that the candidates write a brief statement to the Board. Each interview should last around ten minutes and will contain the statement and questions from each Board member.

**B. Board Member Interviews:**

1. Michael Campbell: Mentioned that he is a stay-at-home dad and has a child in kindergarten and he always thought the most that can get done is on a local level and now that he is in school, he would like to be a part of shaping his future. Mr. Campbell said in high school he worked at a public access station in Laconia where he would record every school board meeting, so he has a lot of background and has done some volunteering. He mentioned that at the local level is where you can affect the change you want to see so that is why he would like to be a part of the School Board.

Mr. Beals asked what is one specific thing that this district can do better? Mr. Campbell said he has been following the renovations to the high school and said he was upset about the renovations not passing in the past years as he was a former substitute teacher.

Ms. LaMothe said there are a couple of ways to look at this opportunity to serve on the School Board for less than a year. She said it's either an opportunity to do a test run or you can look at it as an opportunity to serve and make a difference for six months. She then asked Mr. Campbell what his perspective is. Mr. Campbell said he sees it as a good way to feel it out and to see what the experience is like, being a part of it rather than just watching it through an outside perspective.

Mr. Gasdia thanked Mr. Campbell for coming and appreciates his interest. Mr. Gasdia asked Mr. Campbell to think back to previous experiences and tell him a time where he's been faced with a situation that required him to make a difficult decision that may have conflicted with your own personal feelings or beliefs and how do you make sure you maintain your duties of your job while remaining objective? Mr. Campbell said making the decision to send his son to full-time kindergarten. They had their fingers crossed for a hybrid

model, but it was not meant to be. Mr. Campbell mentioned that seeing the remote learning in preschool, they tried to have him start learning to read but they decided to send him to full-time.

Dr. Orellana asked if Mr. Campbell was able to make the meetings and time commitment. Mr. Campbell said he is a stay-at-home dad and has a lot of free time to focus on the position. She also thanked Mr. Campbell for making time and coming to this meeting.

2. Maureen Dionne: Started off saying she lived in Hudson for the last 7 years and saw a numerous amount of opportunities to get involved in the town and thinks the ultimate reason why she would like to join the board is the School District as a whole created an incredible strategic plan last year and she would like to participate in fulfilling the vision set forth in that and thinks that the goals are incredible and provides the students with a number of opportunities for success with in the classroom and beyond graduation. Ms. Dionne said that goals and objectives change due to pandemic and among other things, she still thinks that the strategic plan is important. Ms. Dionne said professionally she is the business systems manager at the New England Carpenters benefit funds office where they oversee the benefits for the union workers in the six New England states. Ms. Dionne personally oversees all business data & analysis daily. Ms. Dionne said with her background I think it would serve the Board well in terms of reviewing the strategic plan goals from a data perspective, among many other things.

Mr. Beals said Ms. Dionne said she talked about the strategic plan and asked for an example of where the strategic plan is lacking or some areas where the Board can pivot too. Ms. Dionne said she doesn't think it's lacking but for one example would be involvement with the community members. She said that the Board can be involved at all levels.

Ms. LaMothe asked Ms. Dionne, out of all your qualifications and skills sets, what would be your top skill that would benefit serving on the Board? Ms. Dionne said her business analysis and working with the key stakeholders every day. She said the key stakeholders have different goals for different departments and a key part of her role is working with them to resource allocate and working with them to reassess goals is her number one strength.

Mr. Gasdia thanked her for coming and asked the question of thinking back to various experiences, tell them a time that she has been faced with a situation that required her to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Ms. Dionne said this happens sometimes and for one example when they need to make benefit plan changes. She said sometimes it will not be the most well-received benefit plan change. She gave an example of when they are making modifications to a pension fund.

Dr. Orellana asked if Ms. Dionne can make the time commitment to the meetings and Ms. Dionne said certainly, she will be able to. Dr. Orellana thanked Ms. Dionne for her time.

3. Jacqueline Duane: Ms. Duane said she has lived in Hudson for ten years now and married her husband and has two young children. She mentions that she has nothing to say but positive things about the Hudson School District. The reason Ms. Duane is hoping to be apart of the School Board is to keep the positive momentum going and she thinks that the school board and Hudson have been able to do wonderful things and she would like to see that continue and be a part of the Board. Ms. Duane said professionally she is a teacher in Salem, NH at a public Middle School. She mentions that with her

experience as a teacher she has a unique perspective into what schools are really like because she is living in it daily.

Mr. Beals said with working in Salem and having kids in Hudson Ms. Duane has two different perspectives. He then went on to ask what are some things you have seen in Salem that the Hudson students could benefit from? Ms. Duane answered and said Salem plans and Hudson plans are very identical. She mentioned that Salem did a really great job with bringing in a lot of Salem pride and getting the community excited about renovating the schools; they made it a PR campaign and really got the town behind them. She mentioned that getting the community excited about certain events happening in the town is very important.

Ms. LaMothe asked Ms. Duane what her perspective on this temporary job is. Ms. Duane said running for school board is always something she has inspired to do, and she thinks that this would be the best time to do it.

Mr. Gasdia thanked Ms. Duane for coming out and appreciates her interest. Mr. Gasdia repeated his question of thinking back to various experiences, tell them a time that she has been faced with a situation that required her to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Ms. Duane mentioned her undergraduate degree was in Biology and she thought she would be going into the science field but last minute she pivoted and decided to teach instead. She said throughout her schooling it was all about learning science by doing science and Salem had highlighted a bunch of things that really went against that theory because it was reading based and not really hands-on. Ms. Duane mentioned that it went against her personal beliefs in data on what is the best way to teach kids science. She said she worked with their instructional coaches and colleagues to incorporate some hands-on approaches.

Dr. Orellana asked in Ms. Duane if she can make the time commitment to the meetings and she said yes, she is able to and thanked Ms. Duane for her time.

4. Fabiana Fickett: Ms. Fickett said that she has been involved in education for 24 years in various positions. She fell in love early with working in the school setting and she has been a strong advocate for enhancing programming for students to help them communicate to better their educational experiences and more recently she became a board certified behavior analysis where she works with students with behavioral challenges. The team she is a part of is a leadership team and they do a lot of policy creations, as well as create behavior and educational programming for the students and following all regulations and policies set forth. Ms. Fickett said when the opportunity approached for this Board member position, she wanted to see what the commitment would be because it's something that she often looked at as something that she could do long-term. She also said she has been often on the other side of the table presenting multiple times. Ms. Fickett mentioned with her background in schools and creating policies and procedures, she could very well see herself as being a part of what the School Board is made to do.

Mr. Beals asked if Ms. Fickett has any children in the district or will be coming through the district. Ms. Fickett said she has one currently in the district and one that will be. Mr. Beals asked Ms. Fickett what is something that the district can do better currently. Ms. Fickett said she often talks freely about how great the district is with how little financial resources are available. Ms. Fickett said one of the things that she often hears from friends is the communication piece. She mentions that she understands the ins and outs of education because she's been in it for 24 years, but some parents don't understand why some decisions are made or how they are made. Ms. Fickett said as much as the Hudson School District tries to be transparent, sometimes there are small things that are not communicated as much as they could be.

Ms. LaMothe mentioned how she loved how Ms. Fickett phrased "even our littlest residents deserve our best possible school system for them to thrive and love learning". Ms. LaMothe said aside from communication with parents, what would you say is the top priority of the school to achieve that for our little residents. Ms. Fickett said providing an educational environment that is supportive. She mentioned that early on they need to feel empowered and successful and sometimes you can create those small opportunities with a staff person or building up success for them to be happy to go to school each day. She said when you build up these kids early on it builds them up for a successful career.

Mr. Gasdia thanked Ms. Fickett for coming and repeated his question of thinking back to various experiences, tell them a time that she has been faced with a situation that required her to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Ms. Fickett said in her role of director of behavioral services there are often times she runs into parents who may not be happy with services. It comes down to what is safe and what is necessary for a student to be successful. Ms. Fickett said as far as her own personal beliefs, it's not about what she believes it's what's better for the student's education and to look at the bigger picture.

Dr. Orellana asked Ms. Fickett if she can make the time commitment. Ms. Fickett assured that she can. The School Board thanked Ms. Fickett for her time.

5. Joyce Goodale: mentioned she is originally from New York and joined the military where she spent 10 years in the air force. After completing her military experience, she moved up to New Hampshire where she worked for the VA where she did various jobs there such as administrative, accounting. After that she went into working in education and quality management and then to contracts. Ms. Goodale is currently working at BAE systems. Ms. Goodale has been in the community for about 23 years and has seen multiple job opportunities to become a Board Member but had two younger children and could not make the time commitment, so she did not apply. However, now that her children are older, she now has the time and could make the commitment to becoming a board member. This opportunity stood out because it was a temporary position to see if she would like to be a part of the Board.

Mr. Beals thanked Ms. Goodale for her service and mentioned that it is pretty clear that she has had some leadership roles throughout her career and would like to know the challenges that could parallel with being in careers with other professional soldiers and being at the top of the district with over 1000 students. Ms. Goodale said she knows with the students they have a group of people collaborating with each other, this is how the military works as well, information goes to the top then to the bottom. She mentions the process is a little bit different but relatively the same.

Ms. LaMothe mentioned that Ms. Goodale wants to help with decisions that impact our school's educational system. Ms. LaMothe then asked what she sees would be the primary focus of the school board. Ms. Goodale mentions that she feels it should be always moving forward because things are always changing. She mentions that Hudson has done an awesome job compared to other remote districts and that Hudson has been on top throughout this whole process. Ms. Goodale said that she could help come up with new ideas to bring to the Board.

Mr. Gasdia asked Ms. Goodale, thinking back to various experiences, tell them a time that she has been faced with a situation that required her to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Ms. Goodale brought up an experience that happened when she was working at the VA and how they had a bunch of rules and regulations. Ms. Goodale said being a veteran she always wanted to go above and beyond and help her fellow veterans. She had to learn to be careful on what she did or said while working in the field to follow the regulations.

Dr. Orellana then asked if she could make the commitment to the Board. Ms. Goodale assured that she was able too. Dr. Orellana and the Board thanked her for coming.

6. Eric Horton: Mr. Horton said he has been a resident in Hudson for 13 years and has two kids in the district. Mr. Horton said he can bring some experience to the Board to bridge the interim position that exists, mostly because he spent years as a Business Administrator for a local district. He mentioned that he is familiar with the business side of the district, the budgeting, the process to go, school operations, and many other aspects that occur throughout the district. Mr. Horton said he is supportive of everything that the district is doing. Mr. Horton is also part of the recreation committee for over ten years. He mentioned this opportunity has come up and this is something that fits his schedule and that he could provide assistance to the Board with his background and experiences.

Mr. Beals mentioned that Mr. Horton had military and VA experiences and asked how he could guide the educational side of his military experiences in the board member position. Mr. Horton said education does not happen without teachers and teachers do not happen without budgeting and understanding what goes into it all. He said it's very important to meet with different departments and really get a knowledge of what is happening and how to better allocate the funds where they are needed.

Ms. LaMothe asked where Mr. Horton sees the primary focus would be in Hudson in terms of implementing change. Mr. Horton said he always saw himself to be collaborative in nature and would bring people along with him who are trying to implement change. Mr. Horton mentions that there is always resistance. He also said from a perspective of a parent in town he thinks that there has been a lot of change recently but he is more concerned about the pace and rigor of homeschooling than he is about his job right now and mentions that's what keeps him up at night and wonders if his child is falling behind right now and if students are being challenged right now. He mentions that's what everyone in the school district is dealing with right now and that he would like to be able to facilitate this conversation and make sure that they are doing the right this but also communicating with the community that we are doing what we can to get this done.

Mr. Gasdia thanked Mr. Horton for his interest and asked thinking back to various experiences, tell them a time that he has been faced with a situation that required him to make a difficult decision that

conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Mr. Horton said when he first started as a business administrator, there were a lot of challenges about how the budget committees and the district were exchanging information. In certain cases, the budget committee wanted more information than what he was supposed to tell but he had to tell them he could not provide that information even though he wanted to be on their good side.

Dr. Orellana then asked if Mr. Horton can make the commitment to the Board. Mr. Horton assured that he was able too. Dr. Orellana and the Board thanked him for coming.

7. Brian McClelland: He thanked the Board for having him. He then went on to say his family moved here in 2011 and he has three children, one a senior at Alvirne High School. Mr. McClelland said he always wanted to serve in public service, but life happens, and we take different paths, has traveled around the country. Mr. McClelland said during his time he has been exposed to be a part of and lead union negotiations. He also has been responsible for the creation and adherence to significant budgets and has had the opportunity in leading a diverse amount of people both nationally and internationally. He mentions that with over 1000 students in the district, he would love to help in any way he can with his management and leadership skills he has gained over the years.

Mr. Beals mentioned that his resume was very impressive and asked how some of his experiences in leadership position, how does that translate to a school district and students in a school district. Mr. McClelland said he thinks anytime you're put in a position with leadership, you're dealing with a diverse group of people and mentioned COVID is a very challenging time and he has a lot of opinions and there are a lot of questions. Mr. McClelland said he has learned on the fly sometimes to handle these types of situations. He mentions that he has been fortunate to be able to convey the message respectfully and get it across to some people who may have not be able to agree with everything.

Ms. LaMothe asked what Mr. McClelland perspective on this temporary Board position. Mr. McClelland reiterated that he always wanted to work in public service. He saw this as an opportunity he could get into this field of work where he would serve the community he is in.

Mr. Gasdia thanked Mr. McClelland for his interest and asked thinking back to various experiences, tell them a time that he has been faced with a situation that required him to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Mr. McClelland brought up a company he was working for. They were struggling financially, and they were required to eliminate some positions. One individual who was let go was a mentor and a friend of his who was battling cancer. He had hoped that they could wait so that would not be the last thing he did professionally, but he did what needed to be done and he did it personally and respected the decision.

Dr. Orellana then asked if Mr. McClelland can make the commitment to the Board. Mr. McClelland assured that he was able to. Dr. Orellana and the Board thanked him for coming.

8. Deanne Richardson: Ms. Richardson has lived in Hudson for over 30 years and has four children two of which are currently still in the district and two who have gone through the district and graduated college. She said her kids have given her exposure with the School District due to IEPs, extra-curricular,

the way we are using technology. However, the experience she brings to this role would be her customer service role due to we have people who we are working for, you want to listen to them, you want to make the changes that are needed and you want to create a future that is bright for them. Another experience she has is she was also a director of financial operations where she handled financial reporting, managing budgets, reconciliation. Ms. Richardson said her current role is in legal review where she manages a team that looks at legal documents. She mentions when she looked at the professional background, she said her jobs are pretty transferable to this Board member role. She said this role was something she always wanted to do, she volunteered in the schools, was PTO secretary, participated in interview teams, and said that this is the right time for her where she can give it a chance.

Mr. Beals mentioned how she has seen the district over a large amount of years through her children's schooling. He then asked if she could reflect on how the district changed over the years and if it is a positive or negative change and if there is anything that could be changed. Ms. Richardson said she remembers where the line was going to be drawn for Nottingham vs Hills Garrison. She mentions that she has seen a lot of changes which were all positive changes that were needed. Ms. Richardson said where the district can improve would be by telling the story of the why and why are things happening the way they are, she mentions communication and listening to everyone is very important.

Ms. LaMothe asked what Ms. Richardson what she thinks the primary focus of the schools should be at this time. Ms. Richardson said right now it's going through COVID and trying to get to what our norm is but when she thinks about before COVID happened and she would like to see the data showing who is going to college vs who is not and if they need to change the diversity of how students are learning and make sure we are meeting everyone's needs.

Mr. Gasdia asked Ms. Richardson, thinking back to various experiences, tell them a time that she has been faced with a situation that required her to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Ms. Richardson said it would cause her to lose sleep, she said you know the business reason why but you still lose sleep before and after you make the decision. She said her beliefs have never been challenged but certainly emotions have been high. She mentioned that handling it with respect and making sure you had the relationship prior and that it was a business decision, nothing against the person.

Dr. Orellana then asked if Ms. Richardson can make the commitment to the Board. Ms. Ricardson assured that she was able to. Dr. Orellana and the Board thanked her for coming.

9. Gretchen Whiting: Ms. Whiting has lived in Hudson for 22 years and has two Alvirne graduates and one who is in the district currently. Ms. Whiting's professional experience is at John Hancock where she manages a team that supports platforms and applications. In Ms. Whiting's personal experience, she was asked to lead Alvirnes swim and dive team as president which she did for three years. They were successful for writing their bylaws and conflict of interest statements. She always raised funds for the team as well. Once her daughter graduated High School, she resigned from that position and shortly after she was asked to be a president of a competitive dance team. Ms. Whiting said between all her positions she has had throughout other boards she has been on; she feels as her technology, budgeting, governance, and management could help out the School Board.



Mr. Beals said she saw the Board through more of a unique lens than other candidates. He asked how you can reflect on past experiences and how is it beneficial for a candidate for this upcoming term. Ms. Richardson said not having sat on the Board through COVID, she said being able to try and hear what everyone is saying vs what people are seeing, she would like to try to get people to understand there are always two sides while not being judgmental. She mentions this is one thing that she learned herself and tries to relate to the community as well.

Ms. LaMothe said one thing that stands out on Ms. Whiting's write-up is that she collaborated with the town to bring the two boards closer and asked her to elaborate more on that. Ms. Whiting said one of the things that they did was they worked with the selectmen where both sides attended each meeting. She said she was fortunate enough to attend two of their meetings. She feels that the information that crossed over between the two boards did allow opportunities to arise and provided us with an example.

Mr. Gasdia asked thinking back to various experiences, tell them a time that he has been faced with a situation that required him to make a difficult decision that conflicted with your own personal feelings or beliefs and how do you ensure you fulfilled your duties of your job while remaining objective. Ms. Whiting said being on the technology side of industry for a financial company, one of the things that the technology individuals are trying to do is make things faster and further. Ms. Whiting said by managing a team that supplies the configuration there are certain standards she holds it too. One thing that was asked of her was to start developing on a tool that her team supports with zero experience on it. She said it was something that she did not want to do but she had to embrace the change to be able to allow them to do that.

Dr. Orellana then asked if Ms. Whiting can make the commitment to the Board. Ms. Whiting assured that she was able to. Dr. Orellana and the Board thanked her for coming.

**C. Voting:**

Mr. Gasdia started this off by thanking everyone for coming and mentioned that the Board had a lot of fantastic candidates here and he hopes that come March that they have a full ticket. Mr. Gasdia said they are in a very interesting situation right now with the pandemic and the Board needs to look at someone to bring on where we don't need to do much onboarding as they are hitting budget season right away, along with everything else.

**Mr. Gasdia made a motion to appoint Ms. Whiting to the vacancy, second by Ms. LaMothe. Mr. Gasdia, aye, Dr. Orellana, aye, Ms. LaMothe, nay, Mr. Beals, nay. Motion is not passed 2-2.**

Mr. Beals' opinion is it does give her an advantage but the March election was a decision made by the town and I think it's a bad precedent where six months later the School Board goes and places that same person who lost in the last election. Mr. Beals said one of the points he would like to see in a candidate for the board would be to have a member who has a child in the elementary school as well as they are lacking that. Ms. LaMothe said it's amazing that they have nine candidates and mentions that it is a very difficult decision. Ms. LaMothe perspective is that this is a good trial run for people who may then feel more comfortable jumping in and running for a longer term or maybe there are some cases where people can only do six months but what they can provide in those six months is tremendous. Ms. LaMothe mentioned that other people stood out to her, that people might have come forward due to this unique opportunity and should would like to give someone else a chance at this seat. Dr. Orellana mentioned that they have so

much work to be done and whoever they choose that person must be ready to get up-to-speed rather quickly. Mr. Gasdia said we need to make the decision where we can hit the ground running the best and he does believe there are nine candidates that would make a great placement on the board. However, there is a significant amount of onboarding that takes place and right now they do not have that time to do all that training.

**Ms. LaMothe made a motion to nominate Fabiana Fickett for the temporary position, second by Mr. Beals. Mr. Gasdia, aye, Dr. Orellana, aye, Mr. Beals, aye, Ms. LaMothe, aye. Motion is passed 4-0.**

Ms. LaMothe said she knows that Fabiana has learned a lot of what goes on in Hudson and the school districts. Her focus on the littlest residents gives a good broad view of the younger levels as well which is what the Board needs. Ms. LaMothe mentions she is also very familiar with educational programming, policies, procedures, and regulations from governing bodies. Mr. Gasdia reiterated that he does not have a bad thing to say about anyone of the candidates and everyone did a fantastic job and he echoed what Ms. LaMothe said.

Dr. Orellana congratulated Ms. Fickett and mentioned she will have to get sworn into the Board member position at the Town Hall before next meeting, which is Monday, September 28th. Dr. Orellana mentioned to the rest of the candidates to run and to stay engaged for next election. The Board thanks all the candidates who came out tonight.

**D. Mr. Gasdia made a motion to enter non-public session according to RSA 91-A:3 II(c) at 8:00 pm, second by Ms. LaMothe. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Dr. Orellana, aye. Motion passes 4-0.**

The School Board discussed the resignation of a SAU employee.

**Ms. LaMothe made a motion to exit non-public and adjourn the meeting at 8:57 pm, second by Mr. Gasdia. Motion passes 4-0.**

Respectfully submitted,

Amanda Gage (public)  
Diana LaMothe (non-public)