



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

6:00 pm

Non-Public Session

6:30 pm

Regular Meeting

Non-Public Session

## Hudson School Board Meeting Approved Minutes

January 3, 2022

### In attendance:

#### Board Members

Gary Gasdia, Chairman  
Diana LaMothe, Vice-chair  
Ethan Beals  
Mike Campbell  
Gretchen Whiting

#### SAU Staff

Larry Russell, Superintendent of Schools  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator  
Kim Organek, Assistant Superintendent of Curriculum & Instruction

### A. Non-public Session - Per RSA 91-A:3 II (c)

***At 6:02 Mr. Campbell made a motion to enter into non-public session per RSA 91-A:3 II (c). Mr. Beals seconded the motion. Motion passed 5-0 by roll call vote.***

The board discussed a student matter. No action taken.

***Mr. Beals moved to exit non-public, second by Ms. Whiting. Motion passes 5-0.***

### B. Call to Order [0:00:12]

#### 1. Pledge of Allegiance

Mr. Gasdia called the meeting to order at (6:30pm). The Pledge of Allegiance was said.

**C. Public Input [0:00:50]**

There was no public input.

**D. Presentations to the Board [0:00:55]****1. Joyce Coll - Feedback on AASPA HR Administrator Summit**

Highlights of the AASPA HR Administrator Summit included:

- District focus/Strategic Plan/ Policy processing correlated with nationwide practices
- Nationwide topic was “Recruit, Train, Retain”
- Having a high school educator track in partnership with colleges
- Branding - why candidates should choose Hudson for employment
- Looking at own resources to fill positions (promotion of internal mobility)

**E. Good News Update (Information) [0:06:23]**

Ms. Organek reported that on the last day of school before the holiday break, the District held a vaccine clinic in partnership with the Hudson Fire Department and Nashua Public Health. There were 390 people vaccinated with a few walk-ins. Trained therapy and comfort dogs and puppies provided support.

**F. Old Business [0:07:28]****1. Warrant Articles - tabled until after the CBA discussion****2. Policies - Second Reading****a. IHAM - Health Education and Exemption from Instruction**

A repetitive sentence was removed and “religious reasons” was kept (“or objection” was removed).

**b. KF - Use of School Buildings and Facilities**

***Ms. Whiting made a motion to approve Policies IHAM - Health Education and Exemption from Instruction and KF - Use of School Buildings and Facilities. Ms. LaMothe seconded the motion. Motion passed 5:0.***

**G. New Business [0:08:55]****1. Collective Bargaining Agreements**

Ms. Burk reported that all three bargaining units ratified the contracts.

**Secretaries Contract: (28 employees)**

- Language changes
- Cost items as part of Warrant Article: year 1: \$50,427; year 2: \$33,566; year 3: \$34,506
  - Annual 3% wage increase
  - New section on longevity: starting at 15 years’ service
  - Savings in health insurance from a decrease of 1% for each year of the contract.
  - Sick leave buyout: increase maximum payment

***Ms. Whiting made a motion to approve the Secretaries CBA as presented. Ms. LaMothe seconded the motion. Motion passed 5:0.***

**PSRP (Food Service staff and Part-time Paraprofessionals)**

Cost items: (125 staff) year 1: \$138,994 and year 2: \$96,231

- Para II Certifications (\$500 stipend - zeros removed after the dollar amount)
- Added \$500 stipend for special program Paras (ABA, Intensive Needs and PATHS programs): \$18,325 (first year cost only)
- Added longevity pay section: starting at 15 years' service: year 1: \$14,532; year 2: \$2,153
- small savings with health insurance for food service staff reflected in year 2
- wage increases for Paras and Food Service workers: grandfathered staff wage scale (each receiving one step at \$0.65 applicable in years 1 and 2); new scale for new hires (\$71,967)
- Food Service workers: hiring wages - adding tiers re. work expectations (Food Service Worker levels 1 and 2)
- Food Service managers split into elementary and middle/high school tier levels

***Mr. Campbell made a motion to approve the PSRP CBA as presented. Mr. Beals seconded the motion. Motion passed 5:0.***

**AFSCME (Department Heads and School Administration) - 2-year contract**

Cost items: (53 staff members) year 1: \$181,631; year 2: \$231,020

- Compensation: remove step scale and all members would have percent increases: year 1: 3.5%; year 2: 4.25%
- New hiring ranges for staff (get COLA increase at second year)
- Savings in medical insurance: currently the District covered 92% of those on School Care plan with Choice Fund; 93% for those without the Choice Fund. Staff would increase their contribution by 1% annually

***Ms. Whiting made a motion to approve the AFSCME CBA as presented. Ms. LaMothe seconded the motion. Motion passed 5:0.***

**2. Warrant Articles [0:19:15]**

There was review of the draft Warrant Articles. The second voting location would be updated on the ballot. Warrant Articles and CBAs would be reviewed with the Budget Committee this week.

**Warrant Article 1 - Operating Budget** : \$62,246,534 (based on \$1,500 Budget Committee changes thus far) with estimated tax impact of \$0.32; Default Budget of \$62,023,797 with estimated tax impact of \$0.25

***Ms. LaMothe made a motion to recommend Warrant Article 1 - Operating Budget as presented. Ms. Whiting seconded the motion. Motion passed 5:0.***

**Warrant Article 2 - Collective Bargaining Agreement between the Hudson School Board and PSRPs** (first year to raise/appropriate = \$138,994 and second year = \$96,321) Estimated tax impact = \$0.05

***Mr. Campbell made a motion to recommend Warrant Article 2 - PSRP CBA as presented. Ms. Whiting seconded the motion. Motion passed 5:0.***

**Warrant Article 3 - Collective Bargaining Agreement between the Hudson School Board and AFSCME** (first year to raise/appropriate = \$181,631; second year = \$231,020) Estimated tax impact = \$0.06 for year one. Upon counsel review, a description would be added.

***Ms. Whiting made a motion to recommend Warrant Article 3 - AFSCME CBA contingent on the addition of description of "AFSCME" upon counsel review. Ms. LaMothe seconded the motion. Motion passed 5:0.***

**Warrant Article 4 - Collective Bargaining Agreement between the Hudson School Board and the Secretaries** (first year to raise/appropriate = \$50,427; second year = \$33,566; third year = \$34,506) Estimated tax impact = \$0.02 for year one.

***Ms. LaMothe made a motion to recommend Warrant Article 4 - Secretaries CBA as presented. Ms. Whiting seconded the motion. Motion passed 5:0.***

**Warrant Article 5 - Partial Roof Replacement at Nottingham West Elementary School**

**Warrant Article 6 - Increasing Funds in the Capital Reserve School Renovation Fund** (\$250,000) Review included the importance of the fund but concern about the timing and the amount of up to \$250,000. Ms. LaMothe felt that the Budget Committee (and voters) might feel that amount was too high and she recommended up to \$100,000. Ms. Whiting felt that reducing the amount would restrict capabilities and that the wording stated "up to" the amount. Mr. Beals asked if \$150,000 could be a compromise, noting the importance of the Board being united. Mr. Gasdia was concerned how taxpayers would look at the numbers and he suggested vetting this article in order for it to be more able to pass. Ideas that the fund could be used for were middle school projects, roofing, etc. It was noted that the highest spent from this fund historically was \$300,000.

***Ethan Beals made a motion to recommend Warrant Article 6 - Capital Reserve School Renovation Fund as amended (to raise and appropriate the sum of up to \$150,000). Ms. Whiting seconded the motion. Motion passed 5:0.***

**Warrant Article 7 Transfer of Property to the Hudson Lions Club**

**Warrant Article 8 Add Playground to Dr. H.O. Smith Elementary School**

### **3. Superintendent and School Board Evaluations [00:40:35]**

The School Board would be performing the annual evaluation of the Superintendent. An email would be sent out, to be returned on Friday, January 14th for review at the next Board meeting. There would also be an evaluation of the School Board to be approached similarly.

### **4. Replacement Food Steamer at HMS [00:42:01]**

Ms. Burk noted that the food steamer at HMS was over 16 years old and was inoperable. Repair costs would total over \$16,000. Replacing the unit was recommended. Four quotes

were received and the recommendation was to award the purchase of the convection steamer to Alternative Sales for \$33,358.07, funded by the food service program.

***Ms. LaMothe made a motion to approve the purchase of the convection steamer from Alternative Sales for \$33,358.07. Ms. Whiting seconded the motion. Motion passed 5:0.***

#### **H. Recommended Action [00:45:01]**

##### **1. Manifests**

##### **2. Minutes (Drafts Currently on SAU81 Website)**

- a) 09/20/2021 Draft Minutes
- b) 09/27/2021 Draft Minutes
- c) 10/18/2021 Draft Minutes
- d) 10/25/2021 Draft Minutes
- e) 11/01/2021 Draft Minutes
- f) 11/04/2021 Draft Minutes
- g) 11/08/2021 Draft Minutes
- h) 11/15/2021 Draft Minutes
- i) 11/18/2021 Draft Minutes
- j) 12/06/2021 Draft Minutes
- k) 12/20/2021 Draft Minutes

Mr. Gasdia thanked the SAU (Gail Porter) and Recording Secretary for the work on the draft minutes. The Board could send edits to Ms. Porter as draft minutes were posted online, in preparation for Board approval at regular meetings.

***Ms. LaMothe made a motion to approve the minutes of: 9/27/2021, 11/8/2021, and 12/20/2021. Ethan Beals seconded the motion. Motion passed 5:0.***

#### **I. Committee Reports [00:49:09]**

##### **1. Superintendent Search Committee**

The official posting and stakeholder report (focus groups and survey data) were uploaded to the District Website on December 23, 2021. There were currently five applicants. Survey results had been sent to Board members as well as Mr. Beal's break-down: for the community, the three strengths were: staff, CTE Center/programming; and communication. For staff and Administration, the strengths were: staff, communication, and good community feel. Weaknesses included: communication, academics (revolving around rigor), teacher attention (low wages and retention), community funding support, aging facilities, and student behavior (bullying, perceived lack of discipline). The recommendation was to have a presentation at the next Board meeting to discuss bullying/discipline reporting.

#### **J. Reports to the Board (Information) [00:58:42] - Tabled (only in school 2 days since last meeting)**

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

Mr. Russell gave a brief Covid update: numbers of positive cases were rising; the plan was to remain in school with the same protocols; and everyone was working together. The CDC reduced quarantine to 5 days. The School District was following DHHS recommendations.

**2. Assistant Superintendent Report****3. Director of Special Services Report****4. Business Administrator Report****K. Board of Selectmen Liaison Comments - N/A (Ms. Roy was absent)****L. Board Member Comments [01:02:10]**

Mr. Campbell noted that January 19 - 28 was the timeframe to apply to run for the two vacant School Board seats (3-year term). People could email Board members with questions. The election would be on March 8, 2022. He hoped for a large turnout

Ms. Whiting agreed with Mr. Campbell's statement.

Ms. LaMothe invited people to attend the Budget Committee meeting this Wednesday and give input on the school budget, as well as the Deliberative Session on February 5, 2022. She encouraged people to consider running for School Board.

Mr. Gasdia thanked the staff for keeping schools open, as it was best for students to be in the classroom. He mentioned that this Wednesday at 5pm on the *Working Together for Hudson* show, Superintendent Russell and Captain Tad Dion would talk about school safety issues.

**M. Non-Public Session [1:06:09]**

***At 7:45 pm, Ethan Beals made a motion to enter into non-public session per RSA 91-A:3 II (c). Ms. Whiting seconded the motion. Motion passed 5:0 by roll call vote.***

***Ms. Whiting moved to approve intent to retire with separation pay, second by Mr. Campbell. Motion passes 5:0.***

***Ms. Whiting moved to allow a student to complete the 2021-2022 school year in Hudson, second by Ms. LaMothe. Motion passes 5:0.***

The board discussed a student matter. No action taken; this will be revisited on 1/24/2022.

SAU staff dismissed 9:17 pm.

An update regarding the superintendent search was provided.

**N. Adjourn**

***Mr. Beals made a motion to exit non-public and adjourn at 9:33 pm, second by Ms. Whiting. Motion passed 5-0.***

Respectfully submitted by

Susan DeFelice (public)

Kim Organek (6:02 and 7:45 non-public)

Ms. LaMothe (9:17 non-public)