



## HUDSON SCHOOL BOARD

Hills Memorial Library 18 Library Street Hudson, New Hampshire

6:30 pm Budget Meeting  
Non-Public Session

---

### Minutes – October 17, 2022

#### In Attendance

##### Board Members

Gary Gasdia, Chairman  
Gretchen Whiting, Vice Chair  
Ethan Beals  
Mike Campbell  
Maureen Dionne

##### SAU Staff

Dan Moulis, Superintendent of Schools  
Kim Organek, Assistant Superintendent of  
Curriculum and Instruction  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator

#### A. Call to Order [0:00:16]

##### 1. Pledge of Allegiance

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

#### B. Public Input [0:00:31]

There was no public input.

#### C. Good News Update (Information) [0:00:50]

Superintendent Moulis shared that the NH Teacher of the Year Committee visited the school to see finalist Lt. Col. Cheetham.

#### D. Presentations to the Board - [0:01:50]

##### 1. Student Capstone Project (Information)

Alvirne High School student Roman Provencher presented information regarding his Senior Capstone Project that focused on a playground communication board for H.O. Smith School. A

communication board has various words and symbols allowing young children to communicate, especially if they are nonverbal. He will work with district staff for recommendations on content and funding. This project aligns with a “portrait of a graduate,” and he feels he will learn something new which will also benefit the community. The A-frame cost is about \$200-500; the graphics cost if done at Staples or elsewhere might be around \$200 (possibly no cost if done at Alvirne). There will be a follow-up presentation after it is complete.

***Mike Campbell made a motion to approve the Senior Capstone Project for Roman Provencher as presented. Maureen Dionne seconded the motion. Motion passed 5:0.***

## **2. Middle School Assessment Results (Information)**

Hudson Memorial School principal Keith Bowen presented assessment data. The focus was on attendance, state assessment and iReady data. Highlights included:

- Covid impact (19 cases this year)
- When students accumulate 5-8 absences, counselors make calls to families to intervene and try to alleviate stressors of going to school. At day 12, assistant principals make calls and formal letters are sent to families. At day 20, Mr. Bowen sends a letter, with phone call follow-up. After day 21, a letter and call are made and there are round table discussions to help with support. An outreach coordinator does home visits and the importance of being in the classroom is discussed. The number of absences over 20 days has increased over the last 5 years, averaging about 60-80 students. Both vacations and medical issues impact this.
- State assessment data available for 2019, (not 2020 due to Covid), 2021 and 2022
- iReady is an online program for reading and math which tracks progress through the year, and assessments are adapted to student needs.
  - Grade 6-8 reading: growth by 12% overall on grade level or above (121% annual typical growth as a school: 114% in grade 6; 60% in grade 7 (possible factors was reduced learning in prior years due to the pandemic); 189% in grade 8)
  - Grade 6-8 math: growth of 13% overall on grade level or above (67% annual typical growth as a school: 67% in 6th grade; 46% in 7th grade (algebra); and 78% in 8th grade). Vocabulary is identified as a weakness. There is growth seen in all areas. Areas of weakness are geometry and numbers and operations (ratios, decimals, and proportions). Measurement/data was a strength.
- Strategies that are in place: readiness for learning, regulated classroom, Teen Institute week, Adventurelore (critical thinking and problem solving through gaming), IXL, Reading Plus (tiered intervention process in English), instructional rounds done by teachers.
- Areas of potential growth consistent in all three grades are: informational text, comprehension, and vocabulary (biggest struggle, especially in science)

Differences with iReady in the spring vs. the state assessment include timing relative to the curriculum. Informational text (collaborative thinking) could be better, and informational text and vocabulary were the two biggest pieces. Staff are looking into this. Time, professional development, and implementation are necessary.

Regarding iReady scores for math and reading, grade 7 has the lowest attendance last year and has the smallest amount of growth (the link between attendance and academic growth throughout the year was common.)

Statewide Assessment: level 1 (beginning) to 4 (advanced)

Reading, on or above grade level:

<u>Gr. 6</u>	<u>Gr. 7</u>	<u>Gr. 8</u>
2019: 46%	53%	55%
2021: 38%	44%	42%
2022: 56%	56%	48

Math: (the older kids got, the more abstract the math became; ability to problem solve was more complicated):

<u>Gr. 6</u>	<u>Gr. 7</u>	<u>Gr. 8</u>
2019: 35%	40%	48%
2021: 36%	28%	25%
2022: 38%	30%	25%

Science: (only assessed in grade 8) During the pandemic, lab activities were difficult to do remotely, so skills were lost. Inquiry-based pieces are a weakness as well as understanding vocabulary. The pandemic played a role.

Gr. 8

2019: 41%  
 2021: 33%  
 2022: 34%

The final iReady spring diagnostic has a lower number for proficiency than the state assessment; timing of the assessments was a factor. iReady data was immediately available; state data was available around July/September. The participation rate was better with the state assessment. There was discussion about inquiry-based learning that was done in science especially pre- and post-pandemic. A data-driven culture is being created with instructional coaches, PLCs, vertical teams, curriculum coordinator, and iReady.

**E. Old Business [1:19:11]**

**1. CTE Project Work - Drainage and Parking (Decision)**

There was a report on the updated proposal from Harvey Construction regarding additional parking spaces and drainage. If the project is not done, water may continue to enter the building. An additional three parking spaces are still needed for public access and safety concerns, e.g., for veterinary clinics and student parking. There was discussion about the necessity of the three additional parking spaces (and/or a sidewalk) and why students are parking there to go to the CTE wing. Most teachers park on the staff entrance side. It was noted that parking spaces would block the marquee view. ADA accessibility was also discussed. Ms. Whiting had concerns that the original purpose of replacing the tennis courts

was to allow staff to park at the side entrance and for students to enter the front of CTE, where the doors were manned. The parking spaces and safety issues there would be revisited.

***Ethan Beals made a motion to complete the drainage project (only). Mike Campbell seconded the motion. Motion passed 5:0.***

## **F. New Business [0:37:47]**

### **1. Hills House Grounds Usage - Haunted Hayride (Decision)**

Ms. Burk presented a request from the Class Act students to use the Hills House grounds for the Haunted Hayride from October 21 – 23, 2022.

***Ethan Beals made a motion to allow the Class Act students to use the Hills House grounds for the Haunted Hayride from October 21-23, 2022. Gretchen Whiting seconded the motion. Motion passed 5:0.***

### **2. Nomination: Nottingham West Elementary School Chorus**

***Mike Campbell made a motion to approve the nomination of the Nottingham West Elementary School Chorus Advisor nomination as presented. Maureen Dionne seconded the motion. Motion passed 5:0.***

***Gretchen Whiting made a motion to approve the hand-carried nominations of winter sports coaches at Hudson Memorial School: cheer, boys basketball, girls basketball, wrestling, and winter games supervisor at HMS. Mike Campbell seconded the motion. Motion passed, 5:0.***

### **3. FY24 Budget (Discussion)**

OVERVIEW: The FY24 budget overview included School Board directions; Superintendent's direction; enrollment budget drivers; Alvirne renovation project; warrant articles; default budget summary; and grant funding sources.

Executive summary highlights include a comprehensive budget supporting the goals of the strategic plan and meeting the needs of all students; review of all cost items; short and long-term budgetary items for future fiscal planning; maintaining current staffing; consideration of class sizes and maintenance operations; investment in school infrastructure and academic interventions; additional teachers to maintain class sizes; shift in instructional coaches to the operating budget; update of two science labs; addition of part-time office support at Nottingham; shift from Department Head at CTE to Assistant Director; new business and computer teachers at CTE; new band uniforms; reclassification of careers and education to human services teacher; moving alternative education pathways teacher from the ESSER grant to the operating budget; and new reading curriculum program (K-5).

Budget items that were discussed but not included in the budget are an Early Learning Center full time counselor; a teacher at Hills Garrison; and an additional welding/heavy mechanics teacher.

Budget drivers are contractual agreements; health insurance and retirement costs; personnel/staff and teacher turnover; and pay rates. Other areas include alternative certification pathway for staff and teachers; curriculum instruction and assessment; pilot of gr. K -5 reading program; 24 credit diplomas; pathways program; iReady; technology; capital improvement needs (Alvirne renovation project and facilities study on early learning center); school safety audits; warrant articles; default budget; grant funding resources; and current staff positions supported by grants.

Ms. Burk gave a budget overview. The proposed overall increase in the budget is 1%, and the general budget is up 3.5%; grants are dropping due to ESSER phasing out; student enrollment remains steady; requests regarding additional positions will be addressed by principals & department heads, targeted class sizes for grade levels noted; salary and benefits overview (in negotiations with teachers and custodians); health and dental insurance rate increases and life insurance and long-term disability (flat); decrease in NH retirement; and view of budget by object and function codes. A \$2 million increase represents about \$0.62 for taxpayers. Mr. Beals requested an organizational chart of current district-wide employees at each school and the SAU.

ELEMENTARY SCHOOLS: Present were Nottingham West Principal Scott Baker, Hills Garrison Principal Bill McCarthy, Dr. H.O. Smith Principal Mary-Ellen Labrie and Library Street School Principal, Nancy Maguire.

Nottingham West Principal Scott Baker reviewed the elementary budget that included:

- Budget process
- Inclusion of items allowing teachers to create engaging classroom environments and support for all levels
- Overall elementary budget increase of 7.7% (salary/benefit increase of 8.14%) and remaining overall budget up by \$8,012 (increase in kindergarten supplies and furniture replacement accounts - taken out of HO Smith budget and put into new kindergarten account)
- Math program - continued use in Math in Focus (use of ESSER II grant funds)
- English Language Arts instruction purchases (Collaborative Literacy and Magnetic Reading program pilots, etc.)
- Software subscriptions (Mystery Science, Generation Genius, etc.)
- Core programs were similar at elementary schools.
- The cost of Type to Learn was \$1,108. Class Reader cost \$620 (at Nottingham West).

There was a review of the professional development workshop accounts, based on historical use. Mr. Baker said that, to help with test scores, more interventionists to work with students would be helpful, as well as more space. Superintendent Moulis mentioned that having one school counselor at Library Street and one at HO Smith would be helpful for social-emotional learning (one position is currently shared by both schools), as well as more paraprofessional support in the elementary level, especially first grade. There was discussion about the replacement of older desks and chairs for one classroom. Cuts could be made in furniture if necessary.

FACILITIES: Mr. John Pratte

Budget highlights included:

- Same amount of employees/no additions

- Decrease of 4.17% in the proposed FY24 budget (including elimination of FY23 funds for NWES roof replacement)
- Additions: SAU accessible chair lift replacement; HMS science lab renovations; AHS fire door replacements; HOS playground equipment; and air handler replacements at NWS, HGS, HMS
- 4th phase of HMS window replacements
- Continuation of outsourced landscaping and HVAC preventive maintenance program.
- Teamsters were in negotiations
- There was a position at NWE that was filled until last week that remained in the budget. It would need to be removed.
- Science lab renovation options included: separate warrant article or a warrant similar to the H.O. Smith playground or using the end of year fund balance. Mr. Beals suggested to have a standard of science labs throughout.
- Contracted services and equipment lines drew the largest decrease: \$50,000 reduction in equipment (dealt with Trustees). There was concern that actuals were higher than the budget (purchase of new trucks a few years in a row, etc.). Over the pandemic, supplies were put in an old earmarked contracted service account.
- Chairlift at the SAU- strong recommendation for replacement (safety)
- A new head groundskeeper was just hired; a contracted locksmith company will address immediate needs of the district soon; Mr. Beals mentioned long concerns with outsourcing landscaping and plowing in the long term. Equipment will be needed in the beginning if work is done in-house. Cost comparison should be considered.
- Budget includes custodial supplies, property and liability insurance, utilities - natural gas and electric increases (Eversource locked in rate of \$06.5 per term vs. the current \$0.22 until December 2024, for a savings of about \$620,000); equipment; repairs and maintenance contract and building improvement. There would be a warrant article for a portion of the H.O. Smith roofing replacement (FY25).
- Playground Phase II - to add more equipment for more inclusivity

#### TECHNOLOGY - Mr. Kevin Peterson

##### Highlights included:

- Increase of 3.4% (\$62,861) due to the software line (consolidation to the IT Department to maintain security, and for more accountability)
- Transition in IT budget (to more replacement of equipment)
- New software packages for classroom monitoring and the online payment process (used for Food Service now but could be expanded out for field trips, etc.)
- Consolidation of software from multiple budgets (Human Resources, Individual School, ESSER - used for Frontline to assist Human Resources)
- Continuation of repair/replacement of existing classroom technology and infrastructure
- There was discussion about the benefit of classroom monitoring software (\$20,000 max). There was discussion about tracking school district devices that should be used appropriately.
- Replacement of access points
- Increase in costs

### **G. Recommended Action [3:36:28]**

#### **1. Manifests (no further action required)**

## 2. Minutes - October 3, 2022

*Mike Campbell made a motion to approve the minutes of October 3, 2022, as presented. Gretchen Whiting seconded the motion. Motion passed 4:0:1 (abstention from G. Gasdia who was absent during that meeting).*

## H. Reports to the Board (Information) [3:37:00]

### 1. Superintendent Report

Superintendent Moulis thanked Londonderry School District for their heartwarming support of the Alvirne football team and community. He and Ms. Wolf met with the Alvirne HS Student Diversity and Equity Inclusion Club regarding goals and vision. There will be an event in May. He and Ms. Burk attended the Bradley Kidder Law Conference last week focusing on school finance, governance, Board meetings, etc. The administrative team received iReady training and a positive behaviors presentation by Ms. Borge and Ms. Moore (Behavior Systems Advisor). On the hiring front, the district still has vacancies at the middle school in both the physical education department and an assistant principal position. There is an accountant position open at the SAU as well. There are multiple vacancies for paraprofessionals, custodians, food service workers, and substitutes. There is now a finalized plan for two sections of science and the science department chair position. The district has hired a head grounds person. The technology department hired a technology integrator position and is now fully staffed. Dr. Frauwirth facilitated The Region 16 CTE Advisory Committee consisting of CTE directors, principals, superintendents, assistant superintendents, and school board chairs. This committee, joined by Mr. Gasdia, discussed a health science application from Milford, school calendar alignment, and a regional agreement. The Emergency Management Committee met and discussed ALICE refresher training and reunification processes. Emergency Operation Plans from each school were submitted to the state. Superintendent Moulis thanked Mr. Tesini and Ms. Ripel for their leadership and for facilitating the committee. Red Ribbon Week is October 23-31 and is a commitment to raise awareness regarding drug issues in America. On October 26, the Air National Guard will have a helicopter take a photo of students outside at Hudson Memorial School.

## I. Committee Reports [3:43:45]

Ms. Dionne noted that The Diversity and Equity and Inclusion Committee met last week and discussed soliciting more representation and reviewing information and goals.

Mr. Campbell said that the Alvirne Trustees met last week and updated bylaws.

Ms. Whiting noted that the Budget Committee met and reviewed history regarding kindergarten and first grade redistricting. One question posed was is there any data showing the success of that decision, and also what cost might be involved if we need to redistrict again? Another ask was what items from the school district are on the capital improvement plan? These items were provided: HMS roof replacement (completed in 2019), HMS playing fields (pending), LSS roof replacement (FY24), HO parking lot (completed) HO roof replacement (FY25), SAU parking lot

paving (possible warrant article), HG roof replacement (completed), Full Day Kindergarten (completed), Alvirne Renovation Project (still pending).

#### **J. Correspondence (Information) [3:46:53]**

Discipline Report

Ms. Dionne asked if 39 represented 39 individuals or 39 incidents of suspensions.

#### **K. Legislative Update (Information) [3:47:36]**

Superintendent Moulis shared that there is a committee to study New Hampshire teacher shortages, and recruitment incentives. The committee is waiting to hear back from five regions of NH on teacher turnover, creative solutions and what teaching positions continue to be difficult to fill. As far as a timeline for legislative updates, a great deal of legislation will be coming forward, as deadlines run into January of 2023. As bills move forward in the Senate and the House, he will continue to share this information with everyone.

#### **L. Board of Selectmen - Liaison Comments [3:49:27]**

Mr. Gagnon was attending a Right to Know Committee Meeting, and Mr. Gasdia shared his update. The Board of Selectmen will be having a visioning session on Wednesday at 6:30 to help the board establish goals and vision for where the town wants to be in 5-10 years and establish an action plan. At the last NRPC Technical Transportation Advisory meeting, Hudson's number one project of continuing the sidewalks along Rt 102 from Alvirne, was recommended for inclusion in the NH DOT's ten-year plan. The project will be able to accept grants and state funds now that it is listed on the plan.

#### **M. Student Representative Comments [3:50:19]**

Ms. Dozois had a conflict this evening and could not attend.

#### **N. Board Member Comments [3:50:23]**

Mr. Campbell – He thanked everyone who came and presented their budget and reminded the community that the budget they are reviewing can be found on the website if people would like to follow along. He thanked Mr. Bowen for his assessment presentation tonight. He also mentioned the giving season will start soon and to please consider giving time as well.

Ms. Dionne – She thanked Kate Marcotte for organizing the Challenge Days. She felt it was a very positive experience, for the approximately 500 students who participated. At NWE, she participated in the Royal Breakfast where fifth grade students and teachers were all reading the BFG. The breakfast, which brings literature to life, was highly successful. At the ELC, the book fair is coming up, and on Saturday is Nottingham West's Fall Fest.

Ms. Whiting – October is Breast Cancer Awareness Month, and sports teams at AHS have worn pink in many ways, and she wanted to give students a shout out for their support.

Mr. Gasdia – He agreed with Mr. Campbells' statements on excellent presentations this evening, and suggested the community follow along at home and send any questions regarding the budget



to the board so they may address them early in the process. The Haunted Hayride at AHS is October 21 and 22, which supports Class Act and the plays they produce.

**O. Non-Public Session - RSA 91-A:3 II (b)[3:53:43]**

*At 10:23pm, Mr. Beals made a motion to enter into non-public session per RSA 91-A:3 II. Mr. Campbell seconded the motion. Motion passed 5:0. Roll call vote.*

There was discussion on hiring a science department chairperson; voted to approve 5-0. There were discussions on a resignation and search, students first, and supporting students during flex time interim science. Staff was dismissed at 10:56.

**P. Return to leave Non-Public Session and Adjourn**

*At 11:30pm, Mr. Campbell made a motion to return to general session. Mr. Beals seconded the motion. Motion passed 5:0. Roll call vote.*

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