



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

**6:30 pm Budget Meeting  
Non-Public Session**

---

## School Board Meeting Minutes – January 22, 2024

### In Attendance

#### Board Members

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

#### SAU Staff

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

### A. Call to Order [0:00:09]

Chair Gretchen Whiting called the meeting to order at 6:30 pm. Victoria Tilley led the Pledge of Allegiance.

### B. Public Input [0:00:35]

There was no public input.

### C. Presentation to the Board [0:01:12]

#### 1. New England Association of Schools and Colleges (NEASC) Report

Alvirne High School Principal Steve Beals and Dean of Academics Joyce Wise presented the NEASC Report information. Step one was the Collaborative Conference Visit which included self-reflection. There are five standards: learning culture, student learning, professional practices, learning support and learning resources. It was noted that the first priority area was of ensuring that curriculum documents are written in the NEASC format; new courses for this year were not

quite done when the report was written but they were done when the visiting team attended, so that priority area is not included in the document.

- Gratitude was extended to Steering and Self-Reflection Committee members as well as the final editor, Susan Bureau.
- Priority areas include examining and revising curriculum documents in all departments to target and assess transferable skills/dispositions outlined in the Portrait of a Graduate document. The visiting team response was that there is a written curriculum consistent for all courses in all departments. Another priority is developing and implementing practices in student management, counseling, intervention, advisory and co-curricular programming to ensure a positive, respectful school climate and culture that supports student attainment of transferable skills as outlined in the Portrait of a Graduate document. The visiting team agreed. Also, a priority is fostering and deepening the school's shared understanding of learning through the development of competency-based assessment practices that promote active learning, and consistently measuring the depth of understanding, inquiry and problem-solving. The visiting team agreed.
- General commendations include a sense of pride, caring relationships between students and staff, dedication to meeting individual student needs, and collaboration/growth supported by inclusion of PLC time for faculty during the day.
- There was a review of commendations regarding:
  - learning culture: a variety of academic programs, emotional, intellectual and physical safety felt by students/staff, and kindness and among students
  - student learning: value of flex time, wide array of opportunities of the program of studies and focus on equity by opportunities to enroll in heterogeneously leveled courses
  - professional practices: development of a capstone project that incorporates learning standards outlined in the Portrait of a Graduate;
  - incorporation of a CTE program providing real world experiences and a schedule that incorporates flex time and accommodates a PLC model focused on the development of consistent, meaningful curriculum
  - learning support: multi-departmental collaboration; resources and assistance available through the library; and providing a sense of belonging for families with diverse language backgrounds
  - learning resources: allowance of the CTE lab spaces for students to pursue their interests;
  - relationship between the school and local emergency services;
  - and the pride and commitment of the District and Board to meet the needs of the school community.
- Recommendations include: engaging faculty in professional development regarding highly functioning professional learning communities to support strong collaborative culture; gathering information from faculty on professional

development; and extending support for new teachers, ensuring the maintenance of a strong learning and school culture.

- Next steps include progress on recommendations; decennial visit (Spring of 2024); decennial self-study preparation (Fall 2024-Spring 2025); staff participation in decennial visits; and hosting the decennial visit on October 5-8, 2025.
- Staffing and filling classroom spaces is a concern as that is uncertain (regarding program of studies, resources, declining enrollment, etc.).
- Assessment scores need improvement, especially in math, though there were successes in language arts. Resources are being utilized. Preparation for the decennial visit is important. There will be professional development opportunities, feedback based on standards, interventions, and continued movement forward. There was discussion about math skills improvement ideas; suggestions are peer observation and the use of many resources for math in the elementary school.

#### **D. New Business [0:56:16]**

##### **1. Alvirne High School 2024 Master Schedule Course Inclusion (Information)**

Principal Beals explained the plan regarding the minimum course enrollment procedure. This will help with equity and standardization, considering declining enrollment.

Highlights include four steps on how a course is offered in the master schedule:

- Courses with enrollment of 15 students will be offered in the master schedule with approval of high school administration.
- Courses with enrollment of 10-14 students will be offered in the master schedule with approval of SAU staff in collaboration with the high school administration.
- Courses with enrollment of 5-9 students will only be offered in the master schedule with approval of the Hudson School Board in collaboration with the SAU/high school administration.
- Courses with an enrollment of under 5 students will not be offered in the master schedule.

There was concern about Board over-management regarding decisions on courses running in the high school. The master schedule information will be publicized. The Board appreciated the work done on the guiding document. There was a request to continue conversations on the number of courses and which were not held due to enrollment. Principal Beals suggested changing the term from Board “approval” to Board “review”. Collaboration was appreciated and the process will be transparent.

##### **2. Conference Request (Decision)**

Superintendent Moulis presented a request from Occupational Therapist Deidre Shimp for permission to attend the 2024 AOTA-Inspire Conference in Orlando from March 21 - 23, 2024. The total is \$780 for hotel and conference. The Board was not comfortable having Ms. Shimp use her airline credits to purchase the cost of airfare and it was suggested that the cost be covered by the district.

*Ethan Beals made a motion to approve the request from Deidre Shimp to attend the 2024 AOTA-Inspire Conference in Florida from March 21-23, 2024, as presented (\$780) with the addition of a \$400 stipend to cover airfare costs. Mike Campbell seconded the motion. Motion passed, 5-0.*

### **3. Budget Transfer (Decision)**

Ms. Burk shared information on two budget transfers for review and approval:

- CTE to cover LNA certifications, and
- Alvirne High School to cover new program materials

*Ethan Beals made a motion to approve the budget transfers (CTE and AHS) as presented in the total amount of \$15,752.24. Mike Campbell seconded the motion. Motion passed 5-0.*

## **E. Old Business [1:24:30]**

### **1. School Calendar (Decision)**

There was a review of the draft school calendar for the 2024-2025 school year. The Hudson Federation of Teachers (HFT) and surrounding schools had reviewed the calendar.

Notes since the last review include:

- students return to school on August 26 and there will be no school on August 30;
- there will be a teacher workshop day on September 10 due to primary voting;
- still pending is the recognition of June 19 as a Federal/State holiday;
- June 20, 2025 is the tentative last day of school for students with 5 built in snow days.
- The 187 teacher day could not occur after June 21<sup>st</sup> so, with no snow days, the last day for them will be June 16, 2025.
- There was discussion that it might be helpful to highlight the calendar showing the last day for students (taking into account the 5 snow days). Precedent was building snow days into the calendar. Consensus was to keep the calendar as-is.

*Ethan Beals made a motion to approve the 2024-2025 School Calendar as presented. Gary Gasdia seconded the motion. Motion passed 5-0.*

## 2. Warrant Articles (Decision)

There was a review of the Warrant Articles. The Budget Committee made changes, updating the operating budget number to \$67,009,020 (the vote was 6-3).

Removals include:

- the positions (paraprofessionals) shifting from part-time to full-time,
- newly proposed full-time positions
- and an Administrative position from part-time to full-time.

The Board will ultimately decide on what is actually done within the scope of the operating budget.

***Ethan Beals made a motion to not recommend the operating budget of \$67,009,020. Maureen Dionne seconded the motion. Motion passed 5-0.***

Legal counsel reviewed WA-9 regarding the election date from the second Tuesday in March to the second Tuesday in April. The Select Board did vote to recommend 3-1-1. The School Board did not have to recommend or not. There would be potential impact to the hiring process. There was discussion about voter understanding of this article, and the impact of School Board recommendation (or not). Guidance from legal was to not change the article (intent that the vote would occur if the article language changed.)

***Ethan Beals made a motion to not recommend Warrant Article 9 regarding voting day. Maureen Dionne seconded the motion. Motion passed 5-0.***

## F. Recommended Action [1:58:56]

1. Manifests
2. Minutes: January 8, 2024

There was a name correction.

***Ethan Beals made a motion to approve the minutes of January 8, 2024, as amended. Mike Campbell seconded the motion. Motion passed 5-0.***

### 3. Hand-Carried Item: Stipends for Additional Playoff Seasons - \$100 Increment Changes

There was a proposal from Director of Athletics Ms. Bonnie that, for every round in the playoffs, there will be an increment change of \$100. The Stipend Committee has reviewed this to compensate coaches. There was discussion about future consideration with other seasons and stipends at the middle school level.

***Gary Gasdia made a motion to approve the stipends for playoff rounds as presented. Ethan Beals seconded the motion. Motion passed 5-0.***

## **G. Reports to the Board (Information) [2:05:57]**

### **1. Superintendent Report - Dan Moulis**

- Nottingham West experienced a relocation to Alvirne today due to the lack of a water supply; communication and the transfer process was smooth and successful. Buses were responsive.
- On January 10, 2024, the Strategic Plan Committee met and continued to build upon work related to Portrait of a Graduate. They finalized community forum times, locations and dates: January 21, February 6, and February 14, and there will also be virtual forums on February 22, March 6, and March 12, and some additional forums to be determined. Guiding questions for the forums have been completed and include surveys. There will be a televised update this week on the process. Generating interest in attendance to the forums is important, as having a variety of attendees help with roundtable opportunities will be beneficial. This will continue to be a collaborative effort.
- The Stipend Committee meeting last week addressed a second stipend for the Hudson Memorial School Cheer Team as many students are participating and might benefit from a second team. A second coach was recommended by Ms. Bonnie for the boys and girls lacrosse varsity teams (reallocating the Jr. Varsity to this). Stipend pay periods were discussed. Added events were also reviewed, treating them as playoffs.
- The Professional Development Committee worked on a workshop day for tomorrow where each school will have personalized PD focused on PLC time, social and emotional learning training, and literacy training.
- This week there will be one of the quarterly meetings focused on PD by the Administrative team.
- Student Cam Porter, offensive linemen at AHS, made the All Division 1 Football Team Honorable Mention and Matt Lee as Coach of the Year for football in NH.
- HMS wrestling competitors were congratulated for recent placements.
- Two donations were recognized: one from the Lions Club in the amount of \$1000 for the purchase of items to support students/families (with guidance from school nurses); and one from the NH School Principal Foundation and Principal Beals who applied for a grant for \$500 to support a professional book study for teachers, Administration and staff at AHS.
- Last week, he attended the Senate Finance Committee Meeting in Concord. He spoke on the importance of SB396-FN-A sponsored by Senator Carson. Superintendent Moulis spoke of the importance of the allocation of \$672,672.99 to support the upgrade to the AHS CTE specialized ventilation system for the culinary arts program/classroom; there will be one more meeting.

## **H. Committee Reports [2:23:22]**

Ms. Dionne noted that the forums from the Strategic Planning Committee will begin next week. Dates are being publicized and attendance is encouraged. There will be

student input also; there will be times during flex time at HMS and Alvirne in February and March.

Mr. Gasdia noted that there are a lot of grants received and he expressed gratitude for those applying for them. The Town Deliberative session is on February 3, 2024, and there are many Warrant Articles. He encouraged voters to be informed and attend. One petitioned Warrant article relates to changing from a Town Administrator to a Town Manager. There is no impact to the School Board.

**I. Correspondence (Information) [2:30:55]**

**1. Discipline Report - December 2023**

The report was reviewed. A graphic representation was suggested to add to the information moving forward. It was noted that HMS had high reports of suspensions/detentions; the administration and teachers were commended for dealing with behaviors/issues. The Superintendent provided review as well.

**2. Finance Reports**

Details of the fund balance were reviewed as well as transfer history and the student activities Quarter 2 reports.

**J. Board of Selectmen - Liaison Comments [2:36:09] - N/A**

**K. Student Representative Comments [2:36:10] - N/A**

**L. Board Member Comments [2:36:11]**

Mr. Campbell mentioned the Deliberative Sessions and said that the first date to file for candidacy is on January 24 and runs through February 2 at Town Hall. There is a spot on the School Board available and Board members can help answer questions of interested residents. The primary election is the next day and he hopes voters will attend.

Mr. Gasdia also encouraged people to vote and he mentioned that the communication about the snow day went well and he was appreciative about the transparency shown.

Mr. Beals will not be able to attend the Deliberative Session.

Ms. Dionne mentioned that next Wednesday night will feature the CTE Open House from 5:30-7:30pm. She feels it is important to see how tax dollars support programs offered there and she encourages people to attend.

Ms. Whiting mentioned that the Town Deliberative Session will occur before the School Deliberative Session and at both, it is very important to hear from the community. She encouraged people to attend both sessions.

**M. Non-Public Session per RSA 91-A:3 II a, b, and c. [2:41:34]**

*At 9:12pm, Ethan Beals made a motion to enter into a non-public session per RSA 91-A:3 II a, c, e and I. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.*

- Legal update
- Compensation of teachers
- Personnel matter
- Kindergarten waiver process
- SAU staff was dismissed at 10:36pm

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

*At 11:28pm, Mike Campbell made a motion to return to general session and adjourn the meeting. Ethan Beals seconded the motion. Motion passed 5-0. Roll call vote.*

Submitted by

Susan DeFelice

Non Public submitted by Dan Moulis, Kim Organek and Gretchen Whiting