

Posted: Thursday, March 7, 2024

At: All Hudson schools, SAU building, district website



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

6:30 pm Regular Meeting
followed by non-public session

School Board Agenda – March 11, 2024

Estimated
time

- 6:30pm **A. Call to Order**
Pledge of Allegiance
- 6:31pm **B. Public Input**
Hudson residents are welcome and encouraged to share feedback with the board on agenda items
- 7:01pm **C. Presentations to the Board**
- 1. DECA (Information)**
CTE Business Teacher Travis Tuck, CTE Marketing Teacher Sarah Compagna and students will be providing a follow-up to the state competition.
[DECA Presentation](#)
 - 2. Technology Update (Information)**
IT Director Kevin Peterson will present an update from the Technology Department.
- 7:45pm **D. New Business**
- 1. DECA (Decision)**
Based on their success at the state competition, DECA students are seeking approval to attend the international competition in April in Anaheim.
[International Competition Request Memo](#)
 - 2. Nominations (Decision)**
Superintendent Moulis will present nominations from Alvirne High School and Hudson Memorial School.
[Alvirne High School Spring Nominations](#)
[Hudson Memorial School Spring Nominations](#)
 - 3. Budget Transfer (Decision)**
A transfer of funds request in accordance with Policy DBJ, for Alvirne CTE.
[CTE Budget Transfer Form](#)

7:45pm **E. New Business (continued)**

4. Math Support (Information)

Superintendent Moulis will provide an update on the status of the Math Support pilot program for grades 5-12.

5. Strategic Planning Committee Update (Discussion)

Vice Chair Maureen Dionne and Board Member Ethan Beals will provide an update on the status of Strategic Planning.

6. School Bus Tracking App (Discussion)

Chair Gretchen Whiting will review information on the FirstView app.

8:15pm **F. Policies – Second Reading (Decision)**

DKC Expense Reimbursement	DKC proposed policy DKC current policy
GDB Employment of Non-Certified Personnel	GDB NHSBA version with revisions
GDF Hiring of Non-Certified Personnel	GDF NHSBA version with revisions

8:25pm **G. Recommended Action**

1. Manifests – Recommended action: Confirm required signatures received
2. Minutes – [February 19, 2024 – Draft minutes](#) (Decision)
[February 26, 2024 – Draft minutes](#) (Decision)

8:30pm **H. Reports to the Board (Information)**

District administrators will share updates for the board and public

1. Superintendent Report
2. Assistant Superintendent Report
3. Director of Special Services Report
4. Business Administrator Report

8:40pm **I. Committee Reports**

Board members will share committee updates from committee meetings.

8:45pm **J. Board of Selectmen – Liaison Comments**

8:48pm **K. Student Representative Comments**

8:50pm **L. Board Member Comments**

8:55pm **M. Non-Public Session**

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

These conditions are: a, b

a) The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (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 public body itself, unless such person requests an open meeting. This exemption shall extend to any application for assistance or tax abatement or waiver of a fee, fine, or other levy, if based on inability to pay or poverty of the applicant.

(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 by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled. Any application filed for tax abatement, pursuant to law, with any body or board shall not constitute a threatened or filed litigation against any public body for the purposes of this subparagraph.

(h) Consideration of applications by the business finance authority under RSA 162-A:7-10 and 162-A:13, where consideration of an application in public session would cause harm to the applicant or would inhibit full discussion of the application.

(i) 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.

(j) Consideration of confidential, commercial, or financial information that is exempt from public disclosure under RSA 91-A:5, IV in an adjudicative proceeding pursuant to RSA 541 or RSA 541-A.

(k) Consideration by a school board of entering into a student or pupil tuition contract authorized by RSA 194 or RSA 195-A, which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general public or the school district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations. A contract negotiated by a school board shall be made public prior to its consideration for approval by a school district, together with minutes of all meetings held in nonpublic session, any proposals or records related to the contract, and any proposal or records involving a school district that did not become a party to the contract, shall be made public. Approval of a contract by a school district shall occur only at a meeting open to the public at which, or after which, the public has had an opportunity to participate.

(l) Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present.

(m) Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III. However, any vote on whether to disclose minutes shall take place in public session.

9:20pm **N. Adjourn**

Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	March 18	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	April 1	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	April 15	6:30 pm	Hills Memorial Library	Regular Meeting

DECA 2023 - 2024



States

- About 500 students all over New Hampshire competed
- 24 / 36 students competed at states
- 12 students placed top three in their categories
- 8 qualified for internationals
- 4 students moved up, and are eligible to compete at nationals

Our chapter has 12 members that now have the opportunity to compete at internationals

- Individual Series
- Team Series
- Project

Pictures from States 2024



Pictures from States 2024



Internationals

Anaheim, California

Leave : Friday, April 26 or Saturday, April 27

Return : Wednesday, May 1

NH DECA Hotel: The Element by West Anaheim Resort at the Anaheim Convention Center, California

Cost (includes registration fee, hotel stay & round trip flights) : \$800 per student without fundraising

We plan to reach out to local businesses and organizations for donations and funding opportunities

Thank You





**PALMER CTE CENTER
HUDSON SCHOOL DISTRICT
MEMORANDUM**

TO: HUDSON SCHOOL BOARD

FROM: SARAH COMPAGNA, DECA ADVISOR
ERIC FRAUWIRTH, CTE DIRECTOR

SUBJECT: DECA STATE LEADERSHIP CONFERENCE

DATE: 3/11/2024

CC: JENNIFER BURK

We are requesting permission for our DECA students to attend the international DECA Career Development Conference on April 27 – May 1, 2024. We will leave for the conference on Saturday, 4/27 and return on Wednesday, 5/1.

Students participate in the annual conference with other DECA members from across the globe during a 5-day, four-night stay at the Element by Westin Anaheim Resort Convention Center in Anaheim, CA. At this event, DECA members compete in various business events. These activities provide students the opportunity to gain valuable real world business experience during their role play competitions with NH business professionals. Students also gain the chance to interact with other business students across the globe to build lasting relationships with students with similar interests. Lastly, students that place in the top 3 of their categories are eligible for several scholarships through the national and local DECA organization.

The cost per student is approximately \$800.00 per member. This amount will be paid through fundraising and student/family contribution.

Thank you for your consideration.

HUDSON SCHOOL DISTRICT

SAU # 81

20 Library Street Hudson, NH 03051-4240
(603) 883-7765 fax (603) 886-1236

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dmoulis@sau81.org

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rborge@sau81.org

Jennifer Burk

Business Administrator

(603) 886-1258

jb Burk@sau81.org

TO: Hudson School Board
FROM: Cathy Brackett, HRIS Coordinator
SUBJECT: Spring Stipend Nominations
DATE: March 11, 2024

The following 2023-2024 Spring nominations have been submitted for stipends:

Alvirne High School:

Assistant Spring Track	Adam Dufault	\$1,225
Unified Track	Andrew Rush	\$ 500
Girls Jr. Varsity Lacrosse	Janessa Fletcher	\$2,700

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jbuk@sau81.org

TO: Hudson School Board
FROM: Cathy Brackett, HRIS Coordinator
SUBJECT: Spring Sport Nomination
DATE: March 11, 2024

The following nomination has been submitted for Spring of the 2023-2024 school year:

Hudson Memorial School:

Baseball Coach	Jeffrey Nichols	\$2,000
Boys Track Coach	Erron Hubbell	\$1,850

School Board Reading <div style="text-align: center;">Date</div>	SAU Office only # School Board Approval SB#
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HUDSON SCHOOL DISTRICT BUDGET TRANSFER FORM

This form should be used any time that you are making a request for purchase that will cause a budget line to be over expended. For such a purchase to be approved, you must show the purpose of th the purchase, the amount you expect to spend, and in what other sections of your budget you propose to find the funds to pay for the purchase. No purchase that requires a budget transfer will be made without approval from the Business Office.

School: The Palmer Center-AHS

Date: 02/14/2024

Purpose: Clear negative balance & purchase from Spalding labs for fly predators

Org	Object	Description	Current Available	Amount Reduced	New Balance
23601301	610	Farm Revolving Supplies	\$ 36,948.05	-\$ 7,680.98	\$ 29,267.07
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00

Total Reduced: -\$ 7,680.98

Org	Object	Description	Current Available	Amount Added	New Balance
23601301	430	Farm Revolving Repair/Maint	-\$ 5,680.98	\$ 7,680.98	\$ 2,000.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00
					\$ 0.00

Total Added: \$ 7,680.98

APPROVED:

Eric Frauwrith
Digitally signed by Eric Frauwrith
 Date: 2024.02.14 09:13:02 -05'00'
 Principal/Supervisor

Melissa Van Sickle
Digitally signed by Melissa Van Sickle
 DN: cn=Melissa Van Sickle, o=Hudson School District, ou=SAU 81, email=mvansickle@sau81.org, c=US
 Date: 2024.02.20 09:55:33 -05'00'
 Finance Director

Jennifer Burk
Digitally signed by Jennifer Burk
 Date: 2024.02.20 10:05:06 -05'00'
 Business Administrator

Daniel Moulis
Digitally signed by Daniel Moulis
 Date: 2024.02.20 12:29:47 -05'00'
 Superintendent of Schools

Hudson School Board

HUDSON SCHOOL DISTRICT POLICY

DKC Expense Reimbursements

Updated: For School Board Second Reading March 11, 2024

Related Policies: DAF

Category: Optional

Expense Reimbursements

Hudson School District personnel who incur expenses in carrying out their authorized duties may be reimbursed by the District upon submission of a properly filled out and approved purchase requisition, which must be completed in advance of the expense being incurred, and providing such supporting receipts as required by the Business Administrator. Such expenses may be approved and incurred in line with budgetary allocations for the specific type of expense.

Any employee wishing to be reimbursed for travel expenses incurred under this policy must complete a travel expense reimbursement form, to be submitted along with the pre-approved purchase requisition, all original, itemized receipts, and approval confirmations for all expenses, to the SAU Business Office within fifteen (15) days upon returning from the trip.

When official travel by personally owned vehicles has been authorized, mileage payment shall be made at the rate currently set by the Internal Revenue Service.

All travel outside of New Hampshire, and any in-state travel requiring an overnight stay, must have the prior approval (written or electronic) of the Superintendent or designee, and such approval shall accompany the request for reimbursement as outlined above.

All expense reimbursement forms and travel expense vouchers must be approved by the employee's supervisor and administrator, and must include all associated receipts for requested reimbursement including flights, hotel, meals and other related expenses. In the event that reimbursement is being made for multiple employees on a single receipt, the senior supervisor/administrator in the traveling party must charge that expense and submit the receipt for reimbursement in accordance with this policy. Receipts covering multiple employees must include a list of the employees covered by that expense. In no case shall an employee pay for the expenses of his/her supervisor.

All purchases for property and services made using federal funds are conducted in accordance with all applicable Federal and State laws and regulations, the Uniform Grant Guidance, and the District's written policies, such as policy DAF, and associated procedures.

~~The advance approval of the Superintendent or Assistant Superintendent is required for any out-of-district travel by a district employee if any of the following conditions occur.~~

- ~~1. Travel requires an overnight stay.~~
- ~~2. Anticipated reimbursement in excess of \$500.00 (reimbursement is inclusive of travel, room, board and meeting fees).~~

~~Any request for travel shall include all anticipated costs, reason for travel, benefit to the district.~~

~~In addition to approval by the Superintendent, advance approval by the School Board for out-of-district travel is required if any of the following conditions occur:~~

- ~~1. If air travel is required.~~
- ~~2. If travel to a destination is in excess of 300 miles.~~
- ~~3. If travel is to a foreign country.~~

~~The superintendent shall develop procedures for employee travel reimbursement. District personnel and officials who incur expenses in carrying out their authorized duties may be reimbursed by the District upon submission of a properly filled-out and approved voucher and such supporting receipts as required.~~

~~When official travel by personally-owned vehicle has been authorized, mileage payment shall be made at the current Internal Revenue Service standard mileage reimbursement rate for business travel.~~

Legal References

n/a

Initial Reading: May 17, 2004

Second Reading: June 9, 2004

First Adoption: June 9, 2024

First Reading: July 22, 2019

Second Reading: August 5, 2019

Revision: August 5, 2019

Revision: April 6, 2020

First Reading: February 19, 2024

Second Reading: March 11, 2024

HUDSON SCHOOL DISTRICT

POLICY CODE: DKC Expense Reimbursements

FIRST ADOPTION: 6/9/2004

RELATED POLICIES: [Related Policy Codes]

LATEST REVISION: 4/6/2020

Page 1 of 1

TRAVEL EXPENSE REIMBURSEMENTS

The advance approval of the Superintendent or Assistant Superintendent is required for any out-of-district travel by a district employee if any of the following conditions occur.

1. Travel requires an overnight stay.
2. Anticipated reimbursement in excess of \$500.00 (reimbursement is inclusive of travel, room, board and meeting fees).

Any request for travel shall include all anticipated costs, reason for travel, benefit to the district.

In addition to approval by the Superintendent, advance approval by the School Board for out-of-district travel is required if any of the following conditions occur.

1. If air travel is required.
2. If travel is to a destination is in excess of 300 miles.
3. If travel is to a foreign country.

The superintendent shall develop procedures for employee travel reimbursement. District personnel and officials who incur expenses in carrying out their authorized duties may be reimbursed by the District upon submission of a properly filled out and approved voucher and such supporting receipts as required.

When official travel by personally-owned vehicle has been authorized, mileage payment shall be made at the current Internal Revenue Service standard mileage reimbursement rate for business travel.

Revision: 04/06/2020
Revision: 08/05/2019
Second Reading 08/05/2019
First Reading: 07/22/2019
First Adoption: 06/09/2004
Second Reading 06/09/2004
Initial Reading: 05/17/2004

HUDSON SCHOOL DISTRICT POLICY

GDB Employment of Non-Certified Personnel

Updated: For School Board Second Reading March 11, 2024

Related Policies: AC, AC-E, GDF, ~~GDB, GDB~~

Category: Recommended

It is the policy of the School Board to recruit and select for employment the best qualified applicant for each position within the school district. Hiring and other employment decisions shall be made in accordance with applicable law and Board policy AC~~{**}~~ Non-Discrimination, Equal Opportunity Employment and District Anti-Discrimination Plan.

The ~~District~~district will employ, as necessary, non-certified personnel to work in non-instructional capacities. Non-Certified personnel are those people whose employment status does not require certification in accordance with rules and regulations of the State Board of Education. Non-certified staff includes, but is not limited to, the following types of positions: ~~secretaries~~administrative support staff, ~~technology coordinators~~IT technicians, ~~driver education instructors~~, ~~speech therapists~~, custodial and maintenance staff, ~~cafeteria~~ food service workers, instructional assistance, ~~transportation employees~~, etc.

Applications

~~Written~~ Applications will be made available at the SAU office or through the school district's website and applicant tracking system for those persons seeking employment with the school district. The application will contain information concerning job experience, education, personal references, and other details as may be required. The ~~s~~Superintendent or designee will coordinate the hiring procedures for all job applicants. Hiring will be in accordance with Policy GDF~~{**}~~, Hiring of Non-Certified Personnel.

Definitions

Salaried Employee: personnel under written contract for a specified period ~~of time~~, whose compensation is set and determined on a per-pay-period or annualized salary basis, and whose normal workday coincides with that of the regular school day.

Hourly Wage Employee: personnel ~~not under written contract for any specified period~~, whose compensation is calculated according to time spent on the job, and whose workday may vary according to specific assignment.

Wages

Compensation for salaried non-certified, non-collective bargaining employees will be determined on an individual basis, and ~~will be recommended~~ approved by the Superintendent or designee to the Board ~~each year~~.

Compensation for hourly employees, not covered by a collective bargaining agreement, will be according to a salary schedule approved annually by the Board ~~determined on an individual basis, and~~

approved by the Superintendent or designee.

Workday

Each non-certified employee's supervisor will establish the employee's work schedule, including starting time, break time, lunchtime and ending time, as applicable. Non-certified employees working more than 5 consecutive hours per day~~20 hours per week~~ will be provided one 30-minute break during each regular workday.~~[no less than _____ 2 paid fifteen minute breaks]~~ during each regular workday.

Payroll Deductions

Appropriate payroll deductions will be made from the compensation of all personnel. These will include, but not be limited to, federal income tax and social security. Other deductions may be made on a voluntary basis if permitted under rules of the Department of Labor.

Leave

Requests for leave by non-certified personnel will be handled individually by the district Human Resources office, immediate supervisor, and/or the building principal, [_____ superintendent] and may be allowed for reasons such as illness, death of a close relative, maternity/parental leave, personal time and vacation.

Grievances

All grievances should be settled with the employee's immediate superior. Appeal may be made to the Superintendent.

Annual Notice

The Superintendent and/or designee will notify all educational support staff and non-certified employees by no later than the last day of each school year or fiscal year of the District's intent to continue or not continue their respective employment for the following school or fiscal year. The notification will be in writing.

The notification may state that the intent to continue or not continue the employee's employment is contingent on special circumstances, including but not limited to fiscal considerations, staffing needs, staff re-organization, student enrollment, and others etc.

Legal References

RSA 189:14-h

First Reading: February 19, 2024

Second Reading: March 11, 2024

HUDSON SCHOOL DISTRICT POLICY

GDF Hiring of Non-Certified Personnel

Updated: For School Board Second Reading March 11, 2024

Related Policies: GDB & GBCD

Category: Recommended

The superintendent and/or designee is directed to oversee the recruitment and hiring process for non-certified personnel, and has the authority to hire non-certified employees ~~subject to approval of the School Board.~~ All new employees are subject to a criminal background check, as per Policy GBCD. This policy may be superseded by a collective bargaining agreement.

Training

It is the responsibility of the superintendent or designee to coordinate activities and training sessions that will aid non-certified personnel in learning the requirements of their position.

Prior to assuming his/her duties, each non-certified employee will be advised of local policies relevant to their specific responsibilities.

Probationary Period

A probationary period for non-certified personnel is defined as the first ninety workdays of employment, excluding weekends and any school breaks when an employee would not be scheduled to work, for a new employee or for an employee who has been rehired following a break in service.

The probationary period will be used to allow the immediate supervisor time to closely evaluate the employee, and to encourage effective adjustment to the position. Only employees who meet acceptable standards of work during the probationary period will be retained.

The immediate supervisor must decide before the completion of the probationary period as to whether the employee has successfully passed the probationary period or should be dismissed prior to the end of the ninety days, subject to the approval of the Superintendent.

Legal References

NH Code of Administrative Rules, Section Ed 302.02, Substantive Duties of Superintendents

RSA 189:13-a, School Employee and Volunteer Background Investigations

First Reading February 19, 2024

Second Reading March 11, 2024

Updated: March 11, 2024



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

6:30 pm Budget Meeting
Non-Public Session

School Board Meeting Minutes – February 19, 2024 -Draft

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 [0:00:10]

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

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

Grace Kennedy of 30 Glen Drive mentioned that Candidate's night would be held at the Community Center tomorrow and she was a School Board candidate.

C. Presentation to the Board [0:01:50]

1. AFJROTC Enrollment (Information)

Lt. Colonel Cheetham and Colonel Cole presented enrollment information about the CTE's AFJROTC Program. A letter had been sent from JROTC Headquarters regarding the JROTC program whereby a decision could be made in April or May of 2024 to discontinue the program, but Colonel Cole felt that was unlikely. An overview was provided:

Authorities & Guidance

- Congress Passed law 10 USC Sec 2031
- Department of Defense DOD Instruction 1205.13 policy

- Local School District

Program Enrollment

- Per law, units maintained participation levels equal to 10% of institution enrollment or 100 students, whichever was less. This has been in place since 1984.
- Hudson has 79 cadets which is under 100; this put Hudson on probation.
- Advocating for a review of title 10 USC Sec. 2031 related to enrollment.

Lines Of Effort

- Federal level
- HQ AFJROTC level
- Locally
 - Hudson summer aviation camp (July 2023)
 - New approach to weekly uniform
 - More field trips and events
 - In-person area school recruitment
 - Increased parent/guardian outreach
 - Scholarships

Discussion included accelerated pathway options with NH CTE programs - getting credit for student/seats enrolled in class. This would increase the number at Alvirne from 79 to 99 students. There was interest in fixing Title 10's provision of the ten percent class size requirement for JROTC enrollment. Efforts were made to see what other schools' percentages were across all services, including by Commissioner Edelblut. Congressional delegations will be addressed about the topic of reformation of Title 10. It was noted that overall recruitment in the services is low in the country. Student schedule challenges were mentioned as well e.g. AP courses that took away time from the JROTC program. Some students ended up changing interest in the program by senior year. JROTC at Alvirne is focused on credit/outcomes (vs. enrollment). There was discussion about retention from grade to grade. It was noted that the town gives much support to the JROTC program at Alvirne. A suggestion was for the Board/SAU to perhaps write a letter in support of the program. Making a connection with younger grades could be helpful also (field trips, etc.). It was noted that the program in Hudson is successful and only has the issue of not having the required enrollment. Congressional representatives are writing letters to the Secretary of the Air Force.

D. Old Business [1:15:58]

1. School Board Meeting Calendar - Draft (Decision)

There was review of a draft 2024-2025 School Board Meeting calendar for reconsideration after recent Board-suggested revisions. Updated meeting dates included: January 6 and 21, 2025; February 3 and 17, 2025; and March 24, 2025 as a Board reorganization meeting date.

Gary Gasdia made a motion to approve the 2024-2025 School Board calendar as presented. Maureen Dionne seconded the motion. Motion passed 5-0.

E. New Business [1:17:55]

1. Travel Request - Alvirne Farm (Decision)

There was review of a travel request for Alvirne Farm Manager Emery Nadeau to attend the New York Farm Show in Syracuse, NY on February 22-24, 2024.

Ethan Beals made a motion to approve the travel request for Alvirne Farm Manager Emery Nadeau to attend the New York Farm Show in Syracuse, NY on February 22-24, 2024 as presented. Mike Campbell seconded the motion. Motion passed 5-0.

2. Travel Request - Alvirne Wrestling (Decision)

AHS Athletes who placed in the top 3 on February 24, 2024 will qualify for New England Regionals in Rhode Island on March 2, 2024.

Ethan Beals made a motion to approve the travel request for AHS wrestling athletes to attend the New England regionals in RI on March 2, 2024. Mike Campbell seconded the motion. Motion passed 5-0.

3. British Car Show Request (Decision)

The British Car Show requested use of the Hills House Grounds for July 26-27, 2024.

Ethan Beals made a motion to approve the use by the British Car Show of the Hills House Grounds for July 26-27, 2024. Mike Campbell seconded the motion. Motion passed 5-0.

4. Permission for Students to Attend NH Student Teen Institute Leadership and Prevention Program at Camp Cote in Freedom, NH - March 15-17, 2024. (Decision)

Ethan Beals made a motion to approve the NH Student Teen Institute Leadership and Prevention Program trip as presented. Mike Campbell seconded the motion. Motion passed 5-0.

A presentation would be made after the trip.

5. Hand Carry Nominations for HMS Advisors/Cocurricular Dodgeball Program and for HMS Girls Softball Coach (Decision)

Maureen Dionne made a motion to approve the nominations for the HMS Dodgeball Coach and HMS Girls Softball Coach. Ethan Beals seconded the motion. Motion passed 5-0.

F. Policies - Withdrawal (Decision) [1:23:33]

GCAA - Highly Qualified Teachers

Current policy for withdrawal, as it is outdated and related to the No Child Left Behind Act of 2001.

Gary Gasdia made a motion to withdraw policy GCAA - Highly Qualified Teachers. Mike Campbell seconded the motion. Motion passed 5-0.

G. Policies - Review (Information) [1:24:35]

EBB - Accident Reports

Current version was reviewed. No decision is necessary.

H. Policies - First Reading (Information) [1:25:58]

DKC - Expense Reimbursement

Proposed policy. There was a rewrite of expense reimbursement information to more align with what is done in other Districts. The Board wanting to see presentations/follow up (of trips) was discussed. Some employees felt uncomfortable coming to the Board to present conference requests and follow-up. The value of hearing what people learned from events/trips was discussed, as well as supporting professional development. An idea was for teachers to present to their faculty/department and not necessarily to the Board. Fiduciary responsibilities and expectations were also discussed. Having the Board be in the loop of learning was mentioned. There were staff members who did not take advantage of professional development improvement due to having to present to the Board; it was not beneficial for policy to interfere with someone's PD that would benefit student education. An idea is to have it be procedure (agenda item) vs. policy to share information/follow up from travel requests.

GDB - Employment of Non-Certified Personnel

NHSBA version with revisions. The district does not have this policy, but it is related to GDF.

GDF - Hiring of Non-Certified Personnel

NHSBA version with revisions. The last update was in 2006.

I. Policies - Second Reading (Decision) [1:57:53]

ACAC - Title IX Sexual Harassment Policy

Proposed policy with revisions.

EBCA - Crisis Prevention and Emergency Response Plans

NHSBA version with revisions.

EBCC - False Alarms, Bomb, Active Shooter, and Other Such Threats

Current policy with tracked changes.

FA - Facilities Development Goals and Preparation

Current policy with revisions.

JEB - Age of Entrance

Current policy with revisions.

Gary Gasdia made a motion to approve the following policies as presented:

ACAC - Title IX Sexual Harassment

EBCA - Crisis Prevention and Emergency Response Plans

EBCC - False Alarms, Bomb, Active Shooter and Other Such Threats

FA - Facilities Development Goals and Preparation

Ethan Beals seconded the motion. Motion passed 5-0.

There was discussion about policy JEB - Age of Entrance (delineation into two separate paragraphs for section C waivers; waiver timeline changes from March 1 to March 15 for this year; and #4: all appeals concluded by June 30th). Language will be included on the registration forms (electronically, which helps with legibility, accuracy, convenience and paper trail). There was discussion about clarity of using the phrase “in writing”. It was suggested to add “or facsimile”. There was discussion about having language regarding decisions on the probationary period being provided in writing. It was beneficial to not have ambiguity around the term of three months for the probationary period; this will be addressed in the process/on the form.

An amendment was made to item “C. Waivers”:

“as determined by the district” was added in both sentences.

Gary Gasdia made a motion to approve policy JEB - Age of Entrance as amended.

Maureen Dionne seconded the motion. Motion passed 5-0.

J. Recommended Action (Decision) [2:12:49]

1. Manifests

2. Minutes: February 5, 2024 and February 10, 2024 (post Deliberative Session)

Maureen Dionne made a motion to approve the minutes of February 5, 2024, as presented. Mike Campbell seconded the motion. Motion passed 5-0.

Maureen Dionne made a motion to approve the minutes of February 10, 2024 (Deliberative Session) as presented. Mike Campbell seconded the motion. Motion passed 4-0-1 (abstention from E. Beals).

K. Reports to the Board (Information) [2:13:40]

1. Superintendent Report - Dan Moulis

- Leadership meeting - discussion of after-school math support pilot program to begin in March 2024 for grades 5-12.
- The Legislative Conference on February 9, hosted by the NH School of Administrators Association, focused on the following bills: HB1643 (making curricula and materials available on the Website); HB1153 (mandatory and

elective public school curricula); HB1185 (what grades sexual education would be taught in); HB1312 (parental notification of student health/well-being and certain curricula); HB1308 (parental access to children's library records); SB341 (mandatory disclosure by district employees to parents); SB1419 (prohibiting obscene/harmful sexual materials in schools and creating a procedure for removal and cause for action); HB1691 (updating definition of adequate public education); HB1471: declaring total solar eclipse in April as a school holiday; HB1671 (complete process for teaching discrimination and allowing educators and officials a right of action for damages and costs for false accusations; and HB1206 (prohibiting educator indoctrination). These are pending state legislature.

- The 8th grade open house at Alvirne High School was well-attended.
- The State Board of Education meeting highlighted business partnerships with the Hudson School District.
- Sports updates included: HMS wrestling team had an undefeated season; HMS cheer team finished first place; Alvirne Boys/Girls basketball team qualified for playoffs and Alvirne/Milford hockey team - qualified for division 2 playoffs. All were commended.

It was suggested that the after-school math support program be well-advertised and reiterated at the next School Board meeting.

L. Committee Reports [2:24:16]

Mr. Beals noted that the Strategic Planning Committee continued to host informational gathering sessions, even virtually. The next meeting will be on February 22, 2024. Public input is encouraged.

Ms. Whiting noted that the Budget Committee decided to hold the next meeting in April and not in March.

M. Correspondence (Information) [2:26:30]

There was review of the discipline reports, including tables and graphs, and comparisons from January 2023 to January 2024. Board feedback included: presenting a graph per school to see patterns over schools looking back over time; clarifying timeframes where incidents of bullying were under active investigation; and being appreciative of there being focus on accurate reporting and student behavior/accountability.

The financial report showed stability since the last report.

N. Board of Selectmen - Liaison Comments [2:34:00] - N/A

O. Student Representative Comments [2:34:01] - N/A

P. Board Member Comments [2:34:02]

Mr. Campbell mentioned that the Blue and Gold ceremony (Cub Scouts to Boy Scouts) is on Sunday, encouraging community involvement, and he congratulated Den 2 who got their whittling chip and first knife.

Mr. Gasdia noted that the district Facebook page content has been very good and he is appreciative of the event coverage and positive promotion of the district.

Ms. Dionne noted that recreational basketball is wrapping up and she thanked the Recreational Department and parents for their hard work and participation.

Ms. Whiting welcomed William LeBlanc to his first School Board meeting. She also noted that there is more celebratory content being disseminated to the community. Meet the Candidate night will be tomorrow night.

Q. Non-Public Session per RSA 91-A:3 II a, b, c and I. [2:38:47]

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

Legal review

Letter of correspondence

Hiring nominations, 5-0 vote

Personnel matters

Ms. Organek, Ms. Borge and Ms. Burk dismissed at 10:12pm.

R. Return to General Session and Adjourn

At 11:13pm, Gary Gasdia made a motion to return to general session and adjourn. 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 Maureen Dionne



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

6:30 pm Public Hearing - Regular Session
Non-Public Session

School Board Meeting Minutes – February 26, 2024-Draft

In Attendance

Board Members

Gretchen Whiting, Chair
Ethan Beals
Gary Gasdia

SAU Staff

Kimberly Organek, Assistant Superintendent
Of Curriculum & Instruction

A. Call to Order [0:00:10]

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

B. Public Hearing [0:00:33].

Pursuant to RSA 40:14 (XI), the Hudson School Board held a public hearing for public input regarding the petition warrant article to change the voting date for Hudson.

Gary Gasdia made a motion to close the public hearing at 6:32pm. Ethan Beals seconded the motion. Motion passed 3-0.

C. Non-Public Session per RSA 91-A:3 II c [0:02:33]

At 6:33pm, Ethan Beals made a motion to enter into a non-public session per RSA 91-A:3 II c. Gary Gasdia seconded the motion. Motion passed 3-0. Roll call vote.

Student matter was discussed.

D. Return to General Session and Adjourn

At 6:54 Ethan Beals made a motion to return to general session and adjourn. Gary Gasdia seconded the motion. Motion passed 3-0

Submitted by Susan DeFelice
Non-Public submitted by Kim Organek