



HUDSON SCHOOL BOARD

18 Library Street Hudson, New Hampshire

5:30 pm Non-Public Session
6:30 pm Regular Meeting

Minutes – November 7, 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
Kimberly Organek, Assistant
Superintendent of Schools
Rachel Borge, Director Special Services
Jen Burk, Business Administrator

Brett Gagnon, Board of Selectmen Liaison
Emily Dozois, Student Representative

A. Non -Public Session – RSA 91-A:3 II c

At 5:32pm Gretchen Whiting made a motion to enter into non-public session per RSA 91-A:3 II c. Maureen Dionne seconded the motion. Motion passed 5-0.

Reports were reviewed

B. Leave Non-Public Session

At 6:16pm Gretchen Whiting made a motion to leave non-public session and begin the regular meeting. Maureen Dionne seconded the motion. Motion passed 5-0.

C. Call to Order [0:00:15]

1. Pledge of Allegiance

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

An agenda topic was added under New Business regarding a proposed Disney trip.

D. Public Input [0:01:00]

Peggy Huard of 13 David Drive expressed concern that the district will have a \$3 million fund balance as early as November and felt \$250,000 could be released. Other concerns included under-utilized line items, a proposed \$200K transfer from the general fund to Food Service and the CTE Center revenue. She felt vacant positions and related benefits could be removed and some capital improvements (valued over \$50,000 for lifespan of 5 years) seemed commingled in line items.

E. Good News Update (Information) [00:10:06]

Superintendent Moulis shared that on October 24, there was an assembly at Alvirne High School where Commissioner Edelblut and Deputy Commissioner Christine Brennan presented the Teacher of the Year award to Lt. Colonel Cheetham.

State representative Kim Rice presented a declaration for Colonel Cheetham, on behalf of the NH House of Representatives.

F. New Business [0:13:14]**1. Alvirne High School FFA-National Convention (Information)**

CTE Director Eric Frauwirth and FFA students shared information from their recent trip to Indianapolis for the National Convention on October 25-29. Highlights included:

- Fourteen FFA members attended
- Career development event - fourteen members worked to build two walls of electrical wiring in ninety minutes - bronze award winner
- Veterinary Science Team - team of four demonstrated knowledge of small and large veterinary care through written math exams, practicums, identifications of breeds, etc.; Placings: first time a NH team placed first at a national FFA convention, individuals placed: Katie Amidon (15th), Ava Noel (9th), Lizzie Bliss (5th), and Nico Carlen (4th)
- Forestry Team - James Rowe, Donovan Greenwood, Parker Berube and Jacob Rhyner demonstrated skills and diagnosed forestry disorders. They participated in a knowledge exam, practicums, and tree identification
Placings: the team placed silver, individuals placed: gold (Parker Berube and James Rowe); silver (Donovan Greenwood) and bronze (Jacob Rhyner). Victoria Scarbro gave a speech on agricultural technology in the dairy industry and placed bronze. Matt Rice placed bronze in extemporaneous speaking
- Dairy showmanship - Hannah Seccareccio placed silver
- Donovan Greenwood requested approval to attend winter leadership camp (January 13-15, 2023) at Camp Brickwoods in Alton, NH. The per student \$70 cost would be paid through fundraising and family contribution

Representative Kim Rice read a letter acknowledging the Alvirne FFA competitors and CTE advisors on behalf of the NH House of Representatives: Olivia Smith, Victoria Scarbro, Seamus Alukonis, Parker Berube, Kyleigh Richards, James Rowe, Jacob Rhyner, Hannah Seccareccio, Donovan Greenwood, Robert Maucieri, Ava Noel, Elizabeth Bliss, Kaitlyn Amidon and Nico Carlen. A group photo was taken with the school board.

2. FFA Winter Leadership (Decision)

FFA students sought permission to attend Winter Leadership in January.

Mike Campbell made a motion to grant permission to FFA students to attend Winter Leadership in January 2023. Ethan Beals seconded the motion. Motion passed 5:0.

3. 2022 Special Olympic Youth Summit (Decision)

Alvirne Principal Steve Beals presented information on the Special Olympics Youth Summit at Waterville Valley November 30 and December 1, 2023. Three students will be attending.

Mike Campbell made a motion to approve the Alvirne High School trip to the Special Olympics Youth Summit at Waterville Valley on November 30 and December 1, 2023. Maureen Dionne seconded the motion. Motion passed 5:0.

4. Disney World Trip

Mr. Scagnelli and Mr. Gagnon proposed a request to the Board for an Alvirne music department trip to Disney World over the April 2023 break. The trip has not happened since 2017. Approximately 66 students will travel to Florida. (70 for performance purposes).

Gretchen Whiting made a motion to approve the Alvirne music department Disney World trip in April 2023 as presented. Mike Campbell seconded the motion. Motion passed 5:0.

5. Alvirne High School Winter Extra Curricular Nominations

Ethan Beals made a motion to approve the Alvirne High School Winter Extra Curricular Nominations as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

G. Presentations to the Board [0:32:03]

1. High School Assessment Results (Information)

Steve Beals, Sue Bureau, and Bill Hughen presented Alvirne High School assessment and graduation data. Highlights included:

- There was a slight decline in attendance at the high school during the pandemic; those numbers are rebounding this year
- There is an issue with students that have late arrival not checking in and a solution for that is currently being worked on
- iReady is available at the high school for grades 9 and 10
- Teachers will look at assessment data and critical skills and assist individual students and across curriculum
- Freshman seminar and flex time advisory period is being used to help with academic support and transition, remediation, etc.
- Suggestion was made for grade 8 to have block scheduling in preparation for high school scheduling
- There was discussion about collaboration between schools
- Teachers who teach 5 classes have 80 minutes of weekly professional learning/collaboration
- SAT- NH state assessment (grade 11 ELA and Math)

- ELA - 2022: 510 (exceeding the 480 benchmark)
- Math - 2022: 483 (under the 530 benchmark) there was not the same catch-up achievement in math as there was in ELA and “cultivating the environment/atmosphere” for this is important, especially for challenged students who enjoy going to school for electives instead of extra math classes. Possibilities are to offer math each day to a cohort of students, utilizing math tutors, and more test preparation. The math department head is researching what is done in other districts, as more interventions are important.
- There was concern that 125 ninth and tenth graders scored three or more grade levels below in math. Looking at growth, that number reduced to 118 who scored three or more grade levels below.
- There is concern about the low science assessment scores; a consultant had come in and PLCs were worked on during prep time and there has been improvement.
- There was discussion about issues such as math phobia/memory attention problems/attention span (e.g., more of a societal problem)
- AP Data SY22 - pass rate data showed an increase in pass rate from 61% in 2018 (254 exams) to 73% in 2022 (133 exams). 154 students are signed up for this year.
- Competitors (95.67% in 2021) and HiSET (2.10%)
- Graduation rates - 2021: 83.2% (Hudson 4-year/263 students); 2.28% AHS dropouts; 7.2% HiSET). The strategic plan goal is a 90% graduation rate for a 4-year diploma. It is unclear how to account for students who transferred in/out or stayed in school longer.
- Post-secondary: there was a decrease in the number of students entering a 4-year college, 2-year college, and military or training school. Some students used the 2+2 pathway program that was pushed by the state and went to a 2-year college then transferred to another school to accumulate less student loan debt. More celebration could be done for students’ post-secondary entrances.
- Dedicating flex time to engage students and providing academic support (perhaps at the middle school also); vertical articulation; professional collaboration (problem-solving) and a daily pilot for a cohort of students in math are helpful for student improvement

H. Old Business [01:52:25]

1. Budget Follow-up/Final Action (Decision)

A proof of concept regarding classroom management software was put together by Kevin Peterson, with teacher statements. HMS eighth grade teacher Kim Bourassa explained that students are not learning if they are using an application online to do math; students need to stay engaged and focused. The software would allow teachers to focus on the lesson and spend less time monitoring student devices. There was a question on how substitutes would use the software. Ms. Bourassa noted that she does not leave computer work with substitutes. \$20,000 is proposed in the budget. There was discussion the program could be piloted in the middle school.

Gretchen Whiting made a motion to reduce the cost of the classroom management software line to \$5,000 to be used for a pilot program. Maureen Dionne seconded the motion. Motion failed 2:3. (no votes were Gary Gasdia, Ethan Beals and Mike Campbell)

Ethan Beals made a motion to reduce the cost of the classroom management software line to \$0. There was no second.

There was review of the updated memo by Mr. Gasdia regarding the budget (staff positions, allocations, providing flexibility for administration for hiring, and big budget items being warrant articles including the SAU chairlift, HMS science classroom lab renovations, the ELC playground and band uniforms).

The administrative team met, and feedback was positive with a caveat that if warrant articles fail, the work cannot be done. A suggestion was to maintain marching band uniforms in the budget, as this is not a capital improvement need. The team had concerns with funding for vacancies (60% for salaries but not for benefits); there is potential for deficit spending. Another issue was setting up a new budget allocation for paraprofessionals but maintaining funding for vacant positions such as an English teacher, math teacher, etc. that were needed.

It was noted that the items could be removed from the budget for transparency and made into warrant articles in priority order to be funded with end of year surplus.

Ethan Beals made a motion to remove from the FY24 School District Budget the following: SAU chairlift replacement; HMS science labs; HOS playground phase II; marching band uniforms; and the lease value for music instruments. Gretchen Whiting seconded the motion. Motion 4:1 (No - Mike Campbell)

Ethan Beals made motion to have five individual warrant articles: SAU chairlift replacement (\$75,000); HMS science labs (\$200,000); HOS playground phase II (\$30,000); purchase of 125 marching band uniforms (\$56,200); and purchase outright the suggested music instruments (\$27,350) to be paid out of the end of year fund balance). Priority order would be determined later. Motion passed 5:0.

Ms. Burk noted that the district already had \$7,000 in student meal debt. Since the food service program cannot operate in debt, it must be offset with general fund resources. In the past few years, the food service fund balance was higher because of the free meal program over the pandemic. Cross appropriation was not feasible. The largest need was in FY20 for \$320,000. The food service program is self-funded. (money raised from revenues vs operating expenses) and non-federal fund sources (money raised by taxation) is needed to cover the debt.

Ethan Beals made a motion to reduce the food service transfer item to and by \$100,000. Gretchen Whiting seconded the motion. Motion approved 5:0.

There was discussion about adding positions and funding out of vacant positions. There is concern that certain positions not currently filled may be needed in the future.

CTE Eric Frauwirth spoke about the request to move the department chair to an assistant director position. The chair position is already administration, and the assistant director role would not include teaching. Chairs observe and mentor teachers in the department. CTE has

twenty-one teachers to observe/mentor and this is difficult to accomplish while teaching classes. There would be no budgetary impact for this move. Mr. Beals expects department chairs to teach. The new full time business instructor position, proposed in the budget, would pick up the two classes that were currently taught by the chair. Faculty observation and mentoring time would be gained.

It was noted that there are twenty-six paraprofessional vacancies. Mr. Campbell noted that, though he valued these positions, he did not see them all being filled. The contract is up in June 2024 and in negotiations next fall. Consideration will be given to change from a part-time para model to a full-time para model. Thought and planning are necessary.

Mike Campbell made a motion to reduce ten paraprofessional positions to \$1 for a savings of \$174,950. Gretchen Whiting seconded the motion. Motion passed 5:0.

There was discussion about the proposed part-time receptionist position (\$12,014) to help with preschool registrations.

Ethan Beals made a motion to cut \$1,001 for HMS choral cabinet. Maureen Dionne seconded the motion. Motion passed 5:0.

2. FY23 Budget Update (Information)

Business Administrator Jen Burk will report on the current status of FY23. There was discussion about the athletic trainer position that the board felt was not high priority at this time.

Ms. Borge noted that Massachusetts is raising tuition rates by 14% and Hudson budgeted at the NH rate of 5%. This difference is \$88,712.88. The special education budget was previously over by \$500,000 but there is risk if there are a few new, costly court-ordered placements.

Mr. Beals did not favor landscaping contracts; he favored having this covered in the budget.

With total adjustments to the budget (including reductions from the last board meeting and tonight) of \$671,187, the new proposed FY24 budget is \$63,394,985. This is \$353,216 less than the proposed default which stayed the same.

Ethan Beals made a motion for the School Board to recommend the FY24 School District budget go to the Budget Committee in the amount of \$63,394,985. Mike Campbell seconded the motion. Motion passed 5:0.

Warrant articles will be brought back for review and will be presented to the Budget Committee mid-December.

Mr. Beals spoke about the budget process, noting that the Hudson School Board put forth the most competitive budget possible.

Financials:

- Estimate, not hiring positions that are actively posted = \$8.6 million left
- Estimated \$3.3 million at the end of the year due to the high number of vacancies

I. Policies - First Reading (Discussion) [3:38:45]

Superintendent Moulis reviewed several policies for first reading.

- BHE School Board Use of Email
- EEAEA Mandatory Drug and Alcohol Testing
- EHAB Data Governance and Security
- GBCD Background Investigation and Criminal History Records Check
- Advanced Coursework/Advanced Placement Courses & STEM Dual and Concurrent Enrollment Prog
- IJOC Volunteers
- IK Earning of High School Credit
- ILBA Assessment of Educational Programs
- ILBAA High School Graduation Competencies

These policies will be brought back for second reading.

J. Recommended Action [3:45:18]

1. Manifests

2. Minutes - October 17, 2022

An edit was to remove the word “absent” next to Mr. Gasdia’s name.

3. Minutes - October 20, 2022

Mike Campbell made a motion to approve the minutes of October 17, 2022, as amended and October 20, 2022, as written. Maureen Dionne seconded the motion. Motion passed 5:0.

K. Reports to the Board (Information) [3:46:03]

1. Superintendent Report

Superintendent Moulis reported:

- Walkthroughs began at Alvirne and Hudson Memorial and Chief Dionne reviewed security
- Topics of discussion with staff and the superintendent include district goals, the budget process and future district planning
- Meetings with families as part of community outreach: Zoom meeting on November 16
- The administrative team is reading *Ten Mind Frames for Leaders: The Visible Learning Approach to School Success*
- November 8, Voting Day, was a professional learning day with focus on curriculum work
- Kim Stephens was hired as the new district accountant
- A personal thank you note was sent to all staff for their dedication and if applicable, a retention bonus was reflected in their November 10 paycheck

- He attended the Chamber of Commerce meeting to meet with local businesses as part of community outreach
2. Assistant Superintendent Report
Ms. Organek welcomed Steve Campo, new assistant principal at Hudson Memorial School. November 8 is a professional learning day and staff will participate in Know & Tell training. Anne Wallace, the math and STEM specialist from the NH DOE will present information on incorporating math standards across the curricula in K-8. The high school staff will work on NEASC.
 3. Director of Special Services Report
Ms. Borge reported that there will be legislation proposals upcoming. She spoke to the Legislative Oversight Commission on Children Services regarding the satisfaction rate across the state (district supported 80% satisfaction; state reported 79% satisfaction). There was examination of the role in district of the ABA (Applied Behavior Analysis) Coordinator, staffed by a BCBA (Board Certified Behavior Analyst).
 4. Business Administrator Report
The business administrator had nothing further to add.

L. Committee Reports [3:54:15]

Ms. Whiting said the subcommittee put together by the Budget Committee reviewed the Alvirne renovation. The motion to postpone the Alvirne renovation until FY25 failed, so only a verbal recommendation could be made. It was requested that the homeland security report be available to budget committee members.

M. Correspondence (Information) [3:56:48]

Superintendent Goals 2022-23 will be part of the next Hudson School Board meeting to discuss more: engagement with families and the community; fostering safe and secure buildings for students; social emotional wellness for students in all schools; the budget process; curriculum and instruction and assessment priorities for the district to improve student academic success.

N. Board of Selectmen - Liaison Comments [3:58:15]

Mr. Gagnon said that the Hudson Selectmen decided to split the town clerk and tax collector position. This would be a warrant article. Town Clerk Mr. Norway resigned so Donna Melanson was placed as the temporary clerk. \$2.4million in ARPA funds were used for projects such as rebuilding bridges in Hudson (leftover money would be used for other projects TBD). The budget saw increases in materials cost including salt, gas, plow blades. The first Sustainability Committee Subcommittee for Power Aggregation public hearing was on November 15.

O. Student Representative Comments [4:02:27]

Emily Dozois is working with an advisor to establish a dedicated student representative email to recognize news or issues that students want her to relay to the Hudson School Board. She congratulated Colonel Cheetham for being NH Teacher of the Year and Alvirne's FFA Vet Science

team for placing first in nationals, as well as the other teams at the conference this year. On November 1, Alvirne hosted an “I Apply Day” with the NH Higher Education Assistance Foundation. Coming up: Alvirne Class Act is presenting Radium Girls on November 18 and 19; HMS will have their book fair November 16, 17, 18 and 21. There is no school November 8 due to a teacher workshop and she encouraged students over 18 to vote.

P. Board Member Comments [4:03:41]

Mike Campbell reported that Scouting for Food was this weekend and food would be collected next weekend. He encouraged people to vote November 8.

Ms. Dionne thanked the Hudson Recreation Department for offering many programs.

Mr. Beals was appreciative of all who were working on the budget and for Representative Rice for being at the meeting. He felt that Colonel Cheetham deserved the recognition.

Mr. Gasdia thanked everyone for the work done on the budget, noting this was not the year to increase the budget beyond what was necessary. The Alvirne football team won their game.

Q. Adjournment [4:08:23]

At 10:40pm, Ethan Beals made a motion to adjourn the meeting. Gretchen Whiting seconded the motion. Motion passed 5:0. Roll call vote.

Submitted by
Susan DeFelice
Non-public by Dan Moulis