

Posted: Thursday, July 13, 2023

At: All Hudson schools, SAU building, district website



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

Hudson School Board Workshop Agenda July 17, 2023 Includes Non-Public Session

Estimated
time

- 9:00am **A. Call to Order**
Pledge of Allegiance
Opening remarks by School Board Chair as to the goal of the meeting
- 9:05am **B. School Board Priorities**
The board and Superintendent Moulis will engage in conversations on the School Board priorities for the upcoming year.
1. **Policy and Practice Improvements and Execution**
 2. **Fiscal Responsibility and Approach**
 3. **Academic Excellence**
 4. **Strategic Plan Refresh/Update**
 5. **Communications-District Wide**
 6. **Communications- Eternal (The Hudson Community at large)**
 7. **CTE/Alvirne**
 8. **Efficient Administration (to be discussed in upcoming non-public session)**
- 10:00am **C. Break**
- 10:15am **D. Non-Public – Efficient Administration**
(c) Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the body or agency itself, unless such person requests an open meeting
- 12:00pm **E. Working Lunch**
- 12:45pm **F. Adjourn Morning Session**
- 1:00pm **G. Open Afternoon Session**

Posted: Thursday, July 13, 2023

At: All Hudson schools, SAU building, district website

- 1:05pm **H. Board Meeting Items**
1. **Alvirne Trustees – Van**
[Donation Memo](#)
 2. **Hiring Updates**
[Hiring Memo](#)
 3. **Old Business**
 - A. Minutes
[Meeting Minutes May 30, 2023](#)
[Meeting Minutes June 12, 2023](#)
[Meeting Minutes June 19, 2023](#)

New Business (Time Sensitive)

4. **Policies for Review**
 - A. Policies Second Reading

BBBF Student Members of the School Board	Current policy NHSBA version-proposed RSA 194:23-f
--	--

- B. Policies First Reading

DID Fixed Assets	Current policy Proposed policy
------------------	---

- 1:45pm **I. Enrollment and Capital Improvements Deep Dive**
[Facilities Study Summary](#)
- 2:30pm **J. Break**
- 4:30pm **K. Non-Public (if needed)**

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

These conditions are:

- a. The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee (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 body or agency itself, unless such person requests an open meeting.*
- 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 against the body or agency or any subdivision thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.*
- 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.*
- k. Consideration by 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 of district that is considering a contract, including any meeting between the school boards, or committees thereof, involved in the negotiations.*
- 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.*

5:00pm **L. Adjourn**

Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	August 7	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	August 21	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	September 5	6:30 pm	Hills Memorial Library	Regular Meeting

Jodi C. Hallas
Associate Principal

Jason C. Tesini
Associate Principal

Louise M. Goulet
Assistant Principal

Eric C. Frauwirth
Career & Technical
Education Director

ALVIRNE HIGH SCHOOL

Home of the Broncos

200 Derry Road
Hudson, NH 03051

Steven J. Beals, Principal

Phone: (603) 886-1260 Fax: (603) 816-3513

William R. Huguen
District Director
of School Counseling

Karen E. Bonney
Director of Athletics

Susan E. Bureau
Dean of Academics

Sara D. Brown
Department Chair for
Special Services

Memorandum

To: Dan Moulis, Superintendent
Jen Burk, Business Administrator
Hudson School Board

From: Steve Beals, Principal

Re: Passenger Van Donation

Date: July 3, 2023

The Alvirne Trustees would like to donate a passenger van to Alvirne High School to complement the “Bronco Bus” that they generously also donated in 2012. Through presentations at the School Board and Alvirne Trustees, both of which supported the request from our school.

The Trustees decided to purchase and request that the school district receive the donation at the next available school board meeting. The donated item is a 15 passenger 2015 Ford Transit Van with approximately 110,000 miles. It is white in color, has a 6-cylinder gasoline engine, and is currently fully registered and inspected.

Alvirne High School is grateful for the continued generous support of the Alvirne Trustees, as well as their love for Alvirne. Please see the picture below.



HUDSON SCHOOL DISTRICT

SAU # 81

20 Library Street Hudson, NH 03051-4240

(603) 883-7765 fax (603) 886-1236

Daniel Moulis, Ed. D

Superintendent of Schools

(603) 886-1235

dmoulis@sau81.org

Kimberly Organek

Assistant Superintendent

(603) 886.1235

korganek@sau81.org

Rachel Borge

Director of Special Services

(603) 886-1253

rborge@sau81.org

Jennifer Burk

Business Administrator

(603) 886-1258

jbuk@sau81.org

To:	Hudson School Board
From:	Human Resources
Date:	7/12/2023
Re:	New Hires

This is to notify you the following candidates have been hired for the 2023-2024 school year

AHS

Kaitlyn Hanson – Art Teacher

Traci Flaherty – CTE Human Services Teacher

Jonathan White – Special Education Teacher

Brenna Sullivan – English Teacher

HMS

Jennifer Desrosiers – ELA Teacher

Ronald Libby – Physical Education Teacher

Stephen Fernandez – ELA Teacher

Lisa Kennedy – Math Teacher

Nicholas Gorman – Art Teacher

Jo Anne Crevoiserat-Coon – Special Education Coordinator

ELC

Alexis Miller – Kindergarten Teacher

HGS

Sandra Conley – Grade 3 Teacher

Stacy Martin – EBD Counselor



Hudson School Board

1 Memorial Drive Hudson, NH

3:00 pm Workshop

Meeting Minutes – May 30, 2023

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

Terry Wolf, Director Strategic Engagement &
Communication

A. Call to Order

Chair Whiting called the meeting to order at 3:04pm.

B. School Board Governance

Discussion of “The Governing Board: Key Responsibilities for Association Boards and Board Members”

1. Vision and Direction
2. Board Roles and Responsibilities

The School Board read the book “The Governing Board: Key Responsibilities for Association Boards and Board Members” prior to the meeting. Chair Whiting noted the boards’ responsibility of the three Ds - duty of loyalty, duty of care, duty of obedience. Superintendent Moulis asked if we are spending enough time thinking about large systems thinking versus working on the day-to-day. Mr. Gasdia suggested that time to focus on larger systems needs to be included in the agenda.

C. District Priorities

Superintendent Moulis presented four key priorities for next year at the School Board meeting on April 17, 2023. The priorities are:

1. Continue to plan for safe schools
2. Increase academic rigor
3. Be a good employer
4. Plan for the long-term

Superintendent Moulis included a report in the agenda [Wallace Research Report: How Principals Affect Students and Schools: A Systematic Synthesis of Two Decades of Research](#) (external link) prior to the meeting. Next to the teacher, the biggest impact on student learning is the principal. Balancing management and instructional leadership is always a challenge.

The board and administration discussed coaching and mentoring for all staff. At the elementary level it is primarily done by the principal and assistant principal, at the middle school and high school level it is also done by department heads. APs often become stuck focusing on discipline and it's important for them to have a role in instructional leadership.

Evaluations should be done by two people, a primary and secondary evaluator. The evaluation system was created six years ago and implemented five years ago. The current tracking system for evaluations has limitations and it will be updated on July 1 to the PowerSchool version. A review of the teacher evaluation will be done this year.

- **Academic Rigor – Priority #2**

Early indications from spring iReady assessments are the math scores are not good. K-8 reading improved. Students K-5 use iReady lessons (personalized, computer based). The middle school does not have these lessons. iReady lessons for middle school-age students look the same as the lessons as the elementary schools, which are cartoon-y looking and not engaging for older students. This year iReady made some improvements and the district will pilot the lessons with eighth grade students.

Superintendent Moulis noted that instructional resources need to be used with fidelity. The district has had the Math in Focus program for three years. It is a program for all students at a grade level. If the program is being used effectively and still not working, then the district will re-evaluate the program.

Ms. Dionne would like to see more challenging and enrichment opportunities in math throughout all grade levels. The elementary schools used to have math enrichment where students were pulled out one hour per week. Those are the students that usually took calculus at the high school.

Ms. Whiting asked about students being split between two teachers at the elementary level. Ms. Organic shared that in turn-around schools the strongest math teacher in a grade will teach every student. It is very effective and kids show a huge improvement. Instructional coaches make sure that teachers understand the standards for their grade, are teaching to the standards and use the pacing guides to keep on track.

Ms. Whiting asked about science assessments. Ms. Organic shared there will be a report card committee next year. The current report card doesn't have science at the elementary level. The new Magnetic reading program includes social studies and science instruction within the program. Vertical K-12 teams have been meeting in each subject area once per month.

D. Dinner Break

District priorities continued...

- **Being a Good Employer – Priority #3**

Superintendent Moulis shared the principals held a workshop last week and they discussed the priorities. School culture (the events and activities) and climate (how we identify as a group) are top priorities. Each school has different ways of celebrating events through sunshine committees, community events and PTO activities. The principals worked on many ideas to discuss for next year.

Ms. Dionne said there is a fundamental disconnect between teaching staff and support staff and noted that support staff has an impact on learners at all levels. How can they be included in professional development?

Superintendent Moulis shared the new hires he talks to are very interested in the district's relationship with UNH and opportunities for further professional development. It was noted the cohort at Southern New Hampshire University is no longer being offered. Mr. Beals asked if the district can offer to pay for school and sign a contract with teachers. He is also interested in paid internships for student teachers. Ms. Burk said that some colleges don't allow students to be paid but there are programs that offer loan forgiveness, especially in math.

The district is still having challenges with hiring – the middle school needs a physical education teacher and an arts teacher. Superintendent Moulis stated the district needs to be a good employer and offer growth and leadership opportunities for staff at all levels.

There was discussion on how to recognize the good work of staff through public recognition at building, district and community levels.

- **Safety and Security/Facilities – Priority #4**

The board started a discussion of the Lavallee/Brensinger facilities study. Superintendent Moulis shared a summary document of the options that were proposed in the report. Mr. Beals would like to discuss which are the best educational options. Mr. Campbell would like a much longer time period to discuss this topic. The board agreed and would like to map out a timeline, including public input.

E. 2024/2025 Budget

1. Long-term Personnel Planning

Ms. Burk noted that enrollments are projected to dip and asked what direction the board would like to provide in the budget process. Mr. Gasdia said district administration should bring forward what is needed. Mr. Beals agreed that a competitive budget should be put together with extra scrutiny for administrative positions. Superintendent Moulis noted that all grant positions will be evaluated based on data. Mr. Gasdia noted that Summer Scholars was a good example of how grant funds should be used – it was data driven, demonstrated success and then went away.

7:34pm - Motion to take a break – moved by Mr. Campbell, seconded by Mr. Gasdia - approved 5-0.

8:01pm – Resume meeting

The School Board would like to use the July 17 meeting to discuss Safety and Security/Facilities and Long-Term and Strategic Master Planning. They would also like to build time in the meeting agenda to discuss their own priorities.

8:32pm - Motion to adjourn – moved by Ms. Dionne, seconded by Mr. Gasdia - approved 5-0.



HUDSON SCHOOL BOARD

18 Library Street Hudson, New Hampshire

6:30 pm Regular Meeting
Followed by Non-public Session

DRAFT Minutes - June 12, 2023

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 Organeck, Assistant Superintendent
of Curriculum & Instruction
Rachel Borge, Director Special Services
Jen Burk, Business Administrator

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

At 5:30pm Ethan Beals made a motion to enter into non-public session per RSA91-A:3 II c. Maureen Dionne seconded the motion. Motion passed 5-0

A student matter was discussed.

B. Call to Order [0:00:05]

1. Pledge of Allegiance

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

C. Public Input [0:00:29]

There was no public input.

D. Recognition of Retirees

The School Board and Superintendent Moulis recognized the following retirees for their years of service, with recognition and gifts: Barry Currier (Nottingham West Elementary School), Mary Levesque (Hills Garrison Elementary School), Sue Bureau (Alvirne High School), Joan Blanchard (Alvirne High School) and Dan Wells (Alvirne High School).

E. Presentations to the Board [0:08:22]**1. Teacher of the Year Update (Information)**

Lt. Colonel Cheetham shared his experience as New Hampshire's Teacher of the Year. He spoke of the importance of advocating for education and teachers, advocating for worthy causes such as Title 10 reform and supporting the Alvirne learning community. He mentioned the One Trusted Adult program and nationwide events where he met with other Teachers of the Year, visiting Google and Space Camp in Alabama. He expressed the importance of human interaction and relationships. He is honored to have been a part of the program and is now on the committee to help select the next Teacher of the Year.

2. Washington D.C. Field Trip Update (Information)

Hudson Memorial School trip advisors Kim Bourassa and Leonie Freemantle joined student Danica Weaver shared highlights of the Washington, D.C. trip, which included visiting the U.S. Capitol, various monuments, memorials and the Smithsonian Museum. Eighth graders also toured Colonial Williamsburg and Yorktown. Planning will take place for the next trip, considering new places to visit, and working around the long drive to Williamsburg and Yorktown.

F. New Business [0:40:20]**1. Part-time Grant Writer Position Proposal (Information)**

Assistant Superintendent Kim Organek presented a memo regarding the addition of a part-time grant writer position for the 2023-24 school year. The position would help with timely writing, reporting, seeking out new grant opportunities and the maintenance of grants. Mr. Beals asked how many grants are managed and how many people manage them. There are 10-12 grants currently including ESSER, Title I and IDEA which are overseen by five to six people. Mr. Gasdia asked about the amount of time involved and the benefit to the district. Ms. Burk estimates 20-25 hours per week to manage the current \$4 million in grants and see new grants. The position would be funded by grants themselves, with no benefits included in the position. Ms. Dionne asked, with this position, what does it allow existing staff to do? Current staff has other responsibilities, working with students and/or teachers and typically fulfill grant responsibilities in addition to their regular workday. Mr. Beals asked if the position would be a yearly, recurring position and if other districts have a position like this. Ms. Burk answered the position will be recurring but only if it can be covered by grants. Concord has a full time grant writer and Epping has a part-time position. It was noted that other districts with larger budgets have more staff to help with grant writing.

Ms. Whiting asked for more details about self-funding. Three percent of a grant is used to cover administrative costs. The board asked if the administrative costs are considered revenue and Ms. Burk said the indirect costs are quirky. Mr. Beals suggested offering a stipend for people to do the grant management outside of the work day. Ms. Whiting asked if someone is focused on writing proposals, if the total amount of grants would grow and Ms. Burk said yes, if there is someone to source and manage it. If it doesn't work, it would not continue.

2. Reclassification of Hudson Memorial School's Reading Interventionist (Decision)

Superintendent Moulis and Principal Bowen requested a reclassification of HMS' reading interventionist position to a math interventionist position. Goals for next year include math as a priority due to the volume of needs. This shift in staff will help support students.

Gary Gasdia made a motion to reclassify the HMS reading interventionist position to a math interventionist position. Mike Campbell seconded the motion. Motion passed 5-0.

3. Unified Insights (Decision)

Director of Special Services Rachel Borge and IT Director Kevin Peterson reviewed the request to change software vendors. The Project Aware grant requires the addition of a specific piece of software to track levels of discipline events. This grant expires in one year, yet the data collected is still valuable. The current system does not integrate with the other district software systems so there is duplication of data entry and the potential for less accurate data. Unified Insights is being proposed as a replacement. It works with PowerSchool and can replace Performance Matters as well as SWIS. The total cost is \$24,325.25. PowerSchool ran a promotion to pay the implementation and training fees in year 1, and the software in year 2. It was clarified that data entry will go into PowerSchool as is currently done and Unified Insights will pull data from PowerSchool for reporting, so there is no need to duplicate input as in the past. There will be an ongoing cost of \$10,000 which will be covered by the grant until the 2024-25 school year when it will be moved into the budget. Testing will be done to confirm data is migrated.

Gary Gasdia made a motion to approve changing software vendor from SWIS to Unified Insights. Mike Campbell seconded the motion. Motion passed 5-0.

4. New District Hires (Information)

Superintendent Moulis presented the current list of new hires to the School Board:

- Kelly Gullage – Hills Garrison Elementary School grade 5 teacher
- Madailein Lindsay- Library Street School Kindergarten teacher
- Rich Loftus- Alvirne High School Strategies for Success teacher
- Megan McCue- Library Street School Kindergarten-Grade 1 Special Education teacher
- Kate Murphy – Hudson Memorial School Physical Education teacher
- Robert Gordon – Hudson Memorial School Grade 7 social studies teacher
- Margaret Coish – Library Street School Kindergarten Special education teacher
- Scott Folsom – Hudson Memorial School Mental Health Counselor

G. Old Business [1:51:05]

1. Technology Integration Position to Instructional Coach (Decision)

Ms. Organek presented additional information to reclassify the technology integrator position, which went unfilled this past year, to an instructional coach. There are currently two instructional coaches: one focusing on elementary grades and one focusing on grades 6-12. Coaches support teachers with curriculum, professional development and

alternative certification plans. Next year, approximately 38 teachers (22 from last year and 16 new) will work under alternative certification and need extra support, as they've never taught in a classroom.

Data shared showed the workload of the two coaches this past year and a wait list of teachers needing support. There was a discussion on the data outcome and that although activity was noted, they were looking for a measurable metric such as better test scores as a result of the coaches' work. The total number of hours at the secondary level in which the coaches were in classrooms with educators was around 330. Outside of these hours, they attended PLCs, professional development, faculty meetings, and leadership meetings. Coaches help with teacher retention by offering consistent support, and candidates have mentioned that Hudson, having instructional coaches and mentors, draws applicants to the district for this reason. Instructional coaches include technology integration in their work. The School Board agrees with the concept of instructional coaches but wants more specific key performance indicators and is not inclined to support it at this time. No motion was made.

2. School Board Workshop Follow Up (Discussion)

There will be a School Board workshop during the day on July 17 for items such as long-term planning, facilities, and strategic planning. The regular School Board meeting will be incorporated into that meeting.

The venue will be decided upon at a later date.

H. Policies [2:29:33]

1. First Reading

DJE Bidding Requirement

This is the current policy with proposed changes including a change to the total expenditure requiring a formal bid process, increasing that threshold to anything over \$25,000. In addition, the threshold requiring a minimum of three quotes is increasing to \$15,000. Purchases under \$15,000 will follow sound business practices. There are other wording changes to the policy as well.

IKF High School Graduation Requirements

The current NHSBA version replaces current policy. New items included passing the civics exam and the Federal student need application.

JICDD Student Discipline Out of School Actions

New policy - NHSBA version proposed

2. Second Reading

BIE Board Member Indemnification

EEA Student Transportation Services

EEAEC Student Conduct on School Buses

JICC Student Conduct on School Buses

JLCC Head Lice/Pediculosis

*Maureen Dionne made a motion to approve the policies as presented.
Mike Campbell seconded the motion. Motion passed, 5-0*

I. Recommended Action [2:39:05]

1. Manifests

2. Minutes: May 22, 2023

Ethan Beals made a motion to approve the minutes of May 22, 2023, as written.

Maureen Dionne seconded the motion. Motion passed 4-0-1 with Gary Gasdia abstaining

DRAFT

J. Reports to the Board (Information) [2:39:39]**1. Superintendent Report**

Superintendent Moulis reported that there had been various school events including Senior Awards Night; Alvirne sports awards; high school graduation; Nottingham West field day; Library Street kindergarten informational night; NH Excellence in Education Awards where Lt. Col. Cheetham was recognized as Teacher of the Year; World Festival; 8th grade dance; Exploring Your Future series; NEASC review; and a hiring update (34 vacancies).

2. Assistant Superintendent Report

Ms. Organek reported on recognition of mentors; iReady diagnostic completion; Being a Writer, and Magnetic Reading training and summer boot camp.

3. Director of Special Services Report

Ms. Borge reported on events related to the United Way grants in kindergarten and preschool (*My First Book of Emotions for Toddlers* book). Today, a teacher visited her giving thanks for the support she received as a teacher.

4. Business Administrator Report

There was no B.A. report.

K. Committee Reports [2:49:56]

Ms. Whiting noted that the Budget Committee agreed with the schedule for budget review discussed by the School Board previously. It would be a pilot for this year. The expectation was that the district would share budgets prior to Saturday, October 14, 2023. There will be a first review by the School Board on October 16. Scheduled meetings will occur with a wrap-up on November 6. The district will present changes to the Budget Committee for November 8. The workshop was discussed, with the thought of having two separate meetings to discuss policies and laws. The School Board prefers to have an agenda before committing to a workshop.

L. Board of Selectmen - Liaison Comments [2:54:48] - N/A

Ms. Roy was absent.

M. Board Member Comments [2:54:53]

Mr. Campbell congratulated the Class of 2023. Hills Family Scholarship recipients were congratulated: Erin Stevens, Hillary Weston and Mansi Mathur. He chaperoned the Hills second grade field trip to Stone Zoo.

Mr. Gasdia congratulated the Class of 2023. He wished all students good luck at the end of the year. He commended Ethan Beal's planning of the trivia night, a successful event with staff participation from all levels.

Ms. Dionne congratulated the Class of 2023 and students finishing up the school year. Wednesday will be a step-up day for Hills Garrison and Nottingham West with tours of

Hudson Memorial Middle School. She commended the fifth graders who gave tours to second graders.

Ms. Whiting congratulated the Class of 2023, stating it was an honor to give diplomas to the students. She thanked Mr. Beals for putting together the trivia night, commenting that staff enjoyed the event.

N. Non-Public Session per RSA 91-A:3 II a [2:59:00]

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

The board discussed a personnel matter.

The SAU staff was dismissed at 10:05pm.

O. Leave Non-Public Session and Adjourn

At 11:01pm, Maureen Dionne made a motion to return to adjourn. Ethan Beals seconded the motion. Motion passed 5-0. Roll call vote.

Submitted by

Susan DeFelice

Non-public submitted by Dan Moulis and Kim Organek



HUDSON SCHOOL BOARD

18 Library Street Hudson, New Hampshire

6:30 pm Regular Meeting
Followed by Non-public Session

DRAFT Minutes - June 19, 2023

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 (absent)
Rachel Borge, Director Special Services
Jen Burk, Business Administrator

Victoria Tilley, Student Representative

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

1. Pledge of Allegiance

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

B. Public Hearing (Information) [0:00:33]

Pursuant to RSA 198:20-b, and in accordance with Article 4 of the March 6, 1992, Town Meeting and School Board Policy KCD, the Hudson School Board held a public hearing to receive a donation of property. As outlined in the accompanying memo from Steve Beals, Principal at Alvirne, Pam and Arthur Bartlett would like to donate an electronic message board to go on the Alvirne sign. The estimated value of this sign is \$40,000. There was no public input. The School Board was very appreciative. The hearing was closed.

C. Donation of Property - Electronic Sign (Decision) [0:02:54]

Ethan Beals made a motion to accept the donation from Pam and Arthur Bartlett of an updated electronic sign for Alvirne High School (estimated value of \$40,000). Mike Campbell seconded the motion. Motion passed 5-0

D. Public Input [0:03:40]

There was no public input.

E. Good News Update [0:03:55]

Highlights included:

- Dr. HO Smith School welcomed Hudson Police as part of a social studies unit on community/helpers
- Hills Garrison and Nottingham West welcomed incoming second graders during First Grade Step Up Day
- Alvirne High School Graduation
- Alvirne High Schools' The B Naturals performed at the New Hampshire State House
- Hudson Memorial held its first School Science Bee - congratulations to the winner, Delaney Flanagan
- Library Street School holds its "Turn the Corner Celebration" for students moving onto first grade
- Kindergarten classes visited the fire station
- Students at Hills Garrison and Nottingham West went on their annual third-grade field trips, touring historical Hudson spots
- The Hudson Memorial PTO put on a great grade 8 dance
- Nottingham West held a staff vs. students basketball game (students won)
- Victoria Tilley was welcomed as the student representative to the School Board

F. Presentations to the Board [0:08:22]

1. Review of the Alvirne High School Block & Flex Schedule

Dean of Academics Susan Bureau and Principal Steven Beals shared information on the successes and challenges to the changes in block and flex scheduling. Highlights included the AB schedule, flex/intervention period and skill development.

AB Schedule: PLC (Professional Learning Communities) were important this year for consistency and collaborating amongst teachers. It provided a secure start to the school year, especially for new teachers. There was reflection on student achievement. Pockets of dysfunction, especially with freshman, were addressed. Students used flex time for ongoing help with competencies. Next year, PLCs will include an examination of grading practices across the district. It was noted that students needed more elective opportunities at Alvirne. A goal is to have less students in study halls and more students in managed academic time. There were many filled classes and sections. The Advanced Placement program is a marker for the school, and many students took AP classes and did well on AP tests. AP pre-calculus was added. Teachers are eager to do different things with a variety of programs/schedules. Students haven't expressed many concerns about the 80-minute classes. Graduation rates were reviewed.

Flex/intervention: The thirty-minute timeframe was successful. Some of the benefits were students maintaining the same flex home teachers and the use of guest speakers and the Adaptive Schedule. SAT prep was done, American Humanities sections ran embedded honors through flex, such as an additional book, and teacher-led flex occurred. Flex time was also used for some freshman development. A challenge was students not following through with intervention or extra help. There is a need to find appropriate ways of accountability and to provide interaction and a connection with students, families and teachers. The 25-minute lunch periods worked well, using consistent reinforcement with attendance for flex periods, and consequences for missing them.

Other intervention/skill development: Flex periods support executive functioning and include strategies courses. The Academic Support Center is very helpful in the high school. There is a need for a shift to Humanities in the Academic Support Center as well as credit recovery programs and being proactive vs. reactive. Freshman Seminar also takes place in flex time. There was 90.3% participation in the SAT testing. Students and staff were thanked for their work and the School Board thanked Ms. Bureau for her work in the district as today was her last day.

Ethan Beals made a motion to move the “Reclassification of Alvirne High School business position to an art position” as the next agenda item. Maureen Dionne seconded the motion. Motion passed 5-0.

2. Reclassification of Alvirne High School Business Position to Art Position (Decision)

Principal Steve Beals requested to modify one business position to an art position for 2023-2024. More students are interested in taking art classes and elective areas are expanding with enrollment numbers. Students are encouraged to take electives such as forestry, introduction to pet care, and others, as opposed to study halls. Currently, students are registered in Accounting 1, entrepreneurship and personal financial literacy for next year. Mr. Beals feels that the business position will cover all needs. Sending school student enrollment relative to CTE courses to the School Board was discussed.

Gary Gasdia made a motion to repurpose the business teacher to an art teacher at Alvirne High School. Mike Campbell seconded the motion. Motion passed 5-0.

G. New Business [1:34:03]

1. Facilities Bids (Decision)

Director of Facilities John Pratte presented facilities bid information which included the updated playground design for HO Smith School from Utiliplay Parks & Playground in the amount of \$28,797.10

Ethan Beals made a motion to award a contract to Utiliplay Parks & Playground for the HOS Playground Phase 2 per the proposal specifications in the amount of \$28,797.10 in accordance with policy DJE. Maureen Dionne seconded the motion. Motion passed 5-0.

The Alvirne High School fire door replacement project attracted three vendors who submitted bids. The recommendation was to award the bid to Solid Roots Construction, LLC in the amount of \$21,067.80 (the FY24 budget was for \$20,000).

Ethan Beals made a motion to award a contract to Solid Roots Construction, LLC. For the AHS fire door replacement in the amount of \$21,067.80 per the bid specifications in accordance with policy DJE. Mike Campbell seconded the motion. Motion passed 5-0.

With the DW Blue Strobe Emergency Notification System RFP, one out of four vendors submitted a bid.

Ethan Beals made a motion to award a contract to Astronaut Security Technologies, LLC. For the AHS fire door replacement in the amount of \$45,999 per the bid specifications in accordance with policy DJE. Maureen Dionne seconded the motion. Motion passed 5-0.

The replacement of masonry and wall flashing at Nottingham West Elementary School project was a hand carry this evening. Corolla Roofing was proposed in the amount of up to \$80,000 to allow for contingencies (\$66,250 was the quote).

Ethan Beals made a motion to award a contract to Corolla Roofing for the replacement of masonry and wall flashing at Nottingham West Elementary School in the amount of up to \$80,000. Mike Campbell seconded the motion. Motion passed 5-0.

2. Alvirne High School Fall Sports Nominations (Decision)

Superintendent Moulis presented nominations from Athletic Director Karen Bonney for fall sports at AHS.

Ethan Beals made a motion to approve the nominations for fall sports as presented. Mike Campbell seconded the motion. Motion passed 5-0.

3. Food Service Student Debt (Decision)

Ms. Burk presented a memo from the Food Service Department on student debt payoff. Despite best efforts, the unpaid meals account was currently at \$46,690.15 as of June 12. This is a common balance for the end of the year. Efforts will still be made to receive the unpaid meal debt. Free/reduced lunch forms were sent to families who are encouraged to complete the forms.

Mike Campbell made a motion to purchase the yet unpaid student meals debt, not to exceed \$50,000. Maureen Dionne seconded the motion. Motion passed 5-0.

4. New District Hires (Information)

Superintendent Moulis presented the current list of new hires to the School Board:

- Kathleen Murphy – Earth Science Teacher AHS
- Krista Indelicato – School Counselor AHS

- Two more teachers had since accepted contracts: Alex Quigley – Sped Teacher at Hudson Elementary School and Chloe True, grade 3 at Hills Garrison

Ethan Beals made a (symbolic) motion to approve the nominations as presented. Maureen Dionne seconded the motion. Motion passed 5-0.

H. Policies – Second Reading [1:58:03]

DJE Bidding Requirement
IKF High School Graduation Requirements
JICDD Student Discipline Out of School Actions

Maureen Dionne made a motion to approve the following policies as written: Mike Campbell seconded the motion. Motion passed 5-0.

I. Recommended Action [1:59:00]

5. Manifests

J. Reports to the Board (Information) [1:59:05]

1. Superintendent Report

Superintendent Moulis attended the kindergarten “turn the corner” ceremony at Library Street School, and first graders had step up day. He reported that grade three students learned about local historical landmarks on their tours of Hudson. Grade 4 students visited Squam Lake and Hills Garrison fifth grade students visited the CTE Center. There was a Dads for Donuts party at Nottingham West as well as a students vs. staff basketball game on Thursday. Eighth grade class day was today. High school students completed final exams last week, and summer remediation would begin on Wednesday and run through June 30. Updates to the district website included moving the CTE Center to the Alvirne High School page and the naming of the CTE Center was updated to reflect Wilbur H. Palmer Career Technical Education Center at Alvirne High School. He thanked everyone for their hard work this year.

K. Committee Reports [2:03:11]

Ms. Whiting attended the Select Board Meeting where the electric aggregation was discussed and could go live as early as February 2024. Residents may search online ahead of time.

L. Legislative Update (Information) [2:04:35]

Superintendent Moulis mentioned that the NHSBA is working on evaluating the current version of the budget.

M. Correspondence (Information) [2:05:16]

The fund balance is on track. There will be a pre-audit next for the School Board and then an update for the week of July 31, 2023.

A discipline report for May was in the agenda packet. At Hudson Memorial School, the number of instances of reported bullying had decreased as well as the number of in school suspensions. There were increases in detentions and out of school suspensions. At Alvirne, the number of detentions had decreased, and in-school suspensions had slightly decreased, while out of school suspensions and incidences of reported and determined bullying had slightly increased. Moving forward, knowing driving factors will be helpful.

An account of Alvirne History was shared by the family of Richard and Ruth Clark relative to Hudson school reports and the Nashua Telegraph, stating that Alvirne School did not end with summer session.

N. Board of Selectmen - Liaison Comments - N/A [2:10:26]

The Board of Selectmen Liaison was absent tonight.

O. Student Representative Comments [2:10:32]

Victoria Tilley thanked the School Board for welcoming her to her newly elected position.

P. Board Member Comments [2:10:46]

Mr. Campbell congratulated everyone for the end of the year and noted that he attended class day today for eighth graders. He thanked the PTO for a wonderful event, and the t-shirts they distributed.

Mr. Gasdia welcomed Ms. Tilley and congratulated all students, staff, and families. Work will continue over summer.

Mr. Beals welcomed Ms. Tilley and congratulated the students and staff.

Maureen Dionne mentioned the success of the Rogers Memorial Library summer reading kickoff. She attended the fifth-grade celebration at Nottingham West and class day today. She thanked the teachers and staff.

Ms. Whiting welcomed Ms. Tilley. She attended class day today and she congratulated all students and thanked teachers. She thanked Mr. Beals for organizing Trivia Night and feels people will want to do it again in the future.

Q. Non-Public Session per RSA 91-A:3 II a [2:16:08]

At 8:46 pm, Ethan Beals made a motion to enter into a non-public session per RSA 91-A:3 II a and k. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.

Student matter discussed
Personnel matter discussed

R. Leave Non-Public Session and Adjourn

At 9:41pm, Ethan Beals made a motion to adjourn. Maureen Dionne seconded the motion. Motion passed 5-0. Roll call vote.

Submitted by
Susan DeFelice
Non-public by Dan Moulis

DRAFT

HUDSON SCHOOL DISTRICT

POLICY CODE: BBBF Student Members of the School Board

FIRST ADOPTION: 10/07/2019

RELATED POLICIES: [Related Policy Codes]

LATEST REVISION: 10/07/2019

Page 1 of 1

Category: Optional

The Board may choose to add one or more student members from the District high school. Student-members will serve one-year terms. Student-members will not have the right to vote. Student-members will be excluded from all non-public sessions the Board enters.

Student-members will be chosen by a vote of the high school student body, in accordance with the provisions of RSA 194:23-f.

Student-members are expected to:

- (1) Attend all school board meetings;
- (2) Represent all high school students within the District;
- (3) Present to the school board specific proposals and ideas from the high school student body;
- (4) Serve as a liaison between students, District staff, and the Board; and
- (5) Keep the student body informed of Board business and actions;
- (6) Comply with all Board policies relative to students and Board members, when applicable.

The Board reserves the right to discontinue the addition of student-members at any time.

Legal References:

RSA 189:1-c, School Board Student Member

RSA 194:23-f, High School Student as a Board Member

New Policy: September 2009

HUDSON SCHOOL DISTRICT POLICY

BBBF Student Members of the School Board

Updated: NHSBA version for Second Reading, July 17, 2023 School Board meeting

Category: Recommended

A. General Policy

The School Board will have one student School Board member from Alvirne High School. Student School Board members (“student members”) will not have the right to vote and will be excluded from all non-public sessions the School Board enters.

B. Election and Term of Student School Board Members

Student members will serve one-year terms, beginning in June of each year. [A student is eligible for re-election, if applicable.](#)

Student members will be chosen by a majority vote of the high school student body under procedures for nomination and election established by the student government of the high school.

C. Responsibilities of Student Government

The student government of the high school shall establish procedures for:

1. The nomination and election of student-member candidates
2. Any public high school student in the school district to petition the student member to present proposals [this is with consultation and review of the high school principal and superintendent](#) and opinions to the School Board
3. Filling any vacancy that may occur in the student-member position from that school

D. Student-Member Expectations

Under RSA 194:23-f, IV, student members are expected to:

1. Attend all School Board meetings
2. Represent all [high school](#) students within the district
3. Present to the School Board specific proposals and ideas from the high school student body
4. Serve as a liaison between students, district staff and the School Board
5. Keep the student body informed of School Board business and actions
6. Comply with all School Board policies relative to students and School Board members, when applicable

E. Oversight

The superintendent shall assure the principal coordinates with student council advisors to ensure the student council is aware of the requirements of Section D, above.

Legal References

RSA 189:1-c, School Board Student Member

RSA 194:23-f, High School Student as a School Board Member

Adopted: October 7, 2019
First Reading: May 22, 2023
Second Reading: July 17, 2023

PROPOSED

TITLE XV
EDUCATION

CHAPTER 194
SCHOOL DISTRICTS

High Schools

Section 194:23-f

[Introductory paragraph effective until January 1, 2023; see also introductory paragraph set out below.]

194:23-F High School Student as School Board Member. –

The provisions of this section shall apply only to high schools located in a school district in which the school board has voted to have a nonvoting student member pursuant to [RSA 189:1-c](#). The provisions of this section shall apply to all public high schools maintained by the local school board as provided in [RSA 189:1-c](#).

I. In addition to the school board members authorized in [RSA 671:4](#), a high school shall select, in accordance with the directives of paragraph II and the provisions of [RSA 189:1-c](#), one or more students from among its members to be nonvoting members of the school board for the district in which the high school is located. A student member shall have all the rights of a regular school board member regarding school board business except the right to vote.

II. A student board member shall be chosen by a simple majority vote of the high school student body. The student government of the high school shall establish procedures for the nomination and election of candidates. The student government shall also establish a procedure for any public high school student in the school district to petition a student board member to present proposals and opinions to the school board.

III. A student board member shall serve for a term of one year. The school board shall decide the date at which the term shall begin. Any student who will graduate during the term's duration is not eligible to be a candidate and is not eligible to vote. The student government of the high school shall establish a procedure for filling any vacancy that may occur in this position. A student board member shall serve without pay.

IV. The duties of a student school board member shall include:

- (a) Attending all school board meetings except as specified in paragraph V;
- (b) Representing all public high school students within the district;
- (c) Presenting to the school board specific proposals and opinions from students as directed in paragraph II; and, when appropriate, placing proposals on the school board agenda in accordance with the board procedures;
- (d) Serving as a liaison between students and the principal, other faculty, student government advisors, and appropriate outside agencies;
- (e) Keeping public high school students informed of the business of the school board.

V. A student school board member shall be excluded from discussions and procedures of the school board involving subjects which are confidential under [RSA 91-A](#).

Source. 1983, 111:3. 2009, 5:2, eff. June 16, 2009. 2022, 195:2, eff. Jan. 1, 2023.

POLICY CODE: DID Fixed Assets (Inventories) RELATED POLICY CODES: --	FIRST ADOPTION:	06/17/2019
	LATEST REVISION:	06/17/2019
		Page 1 of 1

FIXED ASSETS (INVENTORIES)

To serve the functions of conservation and control, a running inventory of fixed assets with original cost greater than \$5,000 will be maintained by the Superintendent's office on buildings and contents including (1) buildings and grounds equipment, (2) furniture, (3) administrative equipment, and (4) educational equipment.

The Superintendent will designate the person responsible for maintaining an inventory of equipment.

These inventories will be brought up-to-date as needed, but no less than once per fiscal year.

CURRENT

First Adoption:	06/17/2019
Second Reading	06/17/2019
Initial Reading:	06/03/2019

HUDSON SCHOOL DISTRICT POLICY

DID Fixed Assets (Inventories)

Updated: Proposed changes for First Reading at the July 17, 2023 School Board Workshop

Category: Recommended

~~To serve the functions of conservation and control, a running inventory of fixed assets with original cost greater than \$5,000 will be maintained by the Superintendent's office on buildings and contents including (1) buildings and grounds equipment, (2) furniture, (3) administrative equipment, and (4) educational equipment.~~

~~The Superintendent will designate the person responsible for maintaining an inventory of equipment.~~

~~These inventories will be brought up to date as needed, but no less than once per fiscal year.~~

The superintendent will designate the person responsible for managing the district's capital assets and maintaining the fixed assets inventory. In accounting for capital assets, the district will implement the standards required by Statement 34 of the Governmental Accounting Standards Board.

Capital assets are real or personal property that have a value equal to or greater than the capitalization threshold of the particular classification of asset and have an estimated useful life of greater than seven years. Fixed assets are additional material items purchased or obtained by the district that have a value less than the capitalization threshold for capital assets but are material to the district's inventory. All assets, or at least a representative sampling, must be evaluated annually to reflect either an increase or decrease in total value.

Capital Assets

- Land & land improvements
- Construction-in-progress
- Buildings & building improvements
- Furniture, equipment, and vehicles
- Intangibles

Fixed Assets

- Custodial equipment
- Technology equipment

Capitalization Threshold

Single asset equipment/furniture	\$10,000
Vehicles	\$15,000
Technology and infrastructure	\$10,000

Building/land improvements \$50,000

Estimated Useful Life Threshold

For financial reporting purposes, an asset must have an estimated useful life greater than five years to be considered for capitalization and depreciation.

Group Depreciation

Groups of assets with individual values that do not meet the capitalization thresholds and/or useful life thresholds established above, even if purchased at the same time, shall not be subject to capitalization and depreciation.

Acquisition of Assets

Assets may be acquired through donation, purchase, or may be constructed. The asset value for donations will be the fair market value at the time of the donation. The asset value, when purchased, will be the initial cost plus the trade-in value of any old asset given up, plus all costs related to placing the asset into operation. The asset value of constructed assets will include all costs of construction.

Depreciation of Assets

For all assets that qualify as a depreciable asset, the straight-line, full-year depreciation method should be utilized to depreciate the capital asset, over the estimated useful life of the related asset.

Disposition of Assets

When capital assets are sold or otherwise disposed of, the inventory of capital assets should be relieved of the cost of the asset and the associated accumulated depreciation. Assets will be removed on an annual basis in conjunction with the annual update. The appropriate depreciation will be taken for the year of disposal.

Land is defined as all land owned by the district, whether improved or unimproved. Land is characterized as having an unlimited life.

Land improvements are depreciated if the improvement is exhaustible and will eventually need to be replaced and/or repaired. Examples would be driveways; parking lots; septic systems; retaining walls; fencing; and outdoor lighting.

Non-depreciable land improvements consist of betterments, site preparation and site improvements other than buildings that ready the land for its intended use.

Construction-in-Progress includes all uncompleted building installations and alterations that are under construction as of the fiscal year end. All expenditures for buildings under construction will be capitalized when completed or placed into service.

A **building** is a structure that is permanently attached to the land, has a roof, is partially or completely enclosed by walls, and is not intended to be moveable. Buildings should include all installed property that cannot be removed without impairing the use of all or a portion of the building, such as HVAC;

plumbing; electrical and technology wiring; alarm systems; sprinklers; lighting; flooring; gym bleachers; lockers; walk-in freezers, etc.

Building improvements are capital events that materially extend the useful life of a building or increase the value or both.

Furniture and equipment are fixed and moveable tangible assets to be used for the operation of the educational system, the benefits of which extend beyond one year from the date placed in service. All vehicles are those owned or leased by the district and separately identified on the district insurance policy.

Intangible assets are defined as not physical in nature, such as software or a website, that holds long-term value.

First Adoption: June 17, 2019







First Reading: July 17, 2023

Second Reading:







Facilities Study Snapshot

This is a compilation of the options in the [Hudson School District Elementary & Middle Schools Space Study](#) by Lavallee|Brensinger Architects







Existing

					
Library Street	Dr. HO Smith	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
Kindergarten	1	2-5	preK, 2-5	6-8	9-12








Option A - \$18,300,000*

					
Library Street	Dr. HO Smith	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
preK, Kindergarten	1	2-5	2-5	6-8	9-12
Reno + addition		Portables, reno + as needed	Portables, reno + as needed	Extra space	








Option B - \$19,500,000*

					
Library Street	Dr. HO Smith	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
preK, Kindergarten	-	1-5	1-5	6-8	9-12
Reno + addition	Potential for Pathways Program	Portables, reno + as needed	Portables, reno + as needed	Extra space	







Option C - \$51,500,000*

						
Library Street	Dr. HO Smith	New Early Education Center	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
Closed	Closed	preK, K & 1	2-5	2-5	6-8	9-12
		New building	Portables, reno + as needed	Portables, reno + as needed	Extra space	







Option D - \$32,500,000*

						
Library Street	Dr. HO Smith	New Early Education Center	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
Closed	Closed	preK, K	1-4	1-4	5-8	9-12
		New building	25,000 SF addition	Portables, reno + as needed	Minor renovations needed	







Option E - \$10,300,000*

					
Library Street	Dr. HO Smith	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
preK	Kindergarten	1-4	1-4	5-8	9-12
Space for growth	Younger students & second floor	25,000 SF addition	Renovations needed	Minor renovations needed	

Option F - \$10,300,000*

					
Library Street	Dr. HO Smith	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
preK	Kindergarten	3 & 4	1 & 2	5-8	9-12
Space for growth	Younger students & second floor	25,000 SF addition		Minor renovations needed	

Option G - \$10,300,000*

					
Library Street	Dr. HO Smith	Hills Garrison	Nottingham West	Hudson Memorial	Alvirne
preK	Kindergarten	1 & 2	3 & 4	5-8	9-12
Space for growth	Younger students & second floor	25,000 SF addition		Minor renovations needed	

*Estimate of costs