

**Hudson School District
Hudson School Board Meeting
Approved Minutes**

Present:

Mr. Gary Gasdia, Board Vice-Chair
Ms. Diana LaMothe
Ms. Patty Langlais
Mr. Ethan Beals
Ms. Kara Roy, Vice-Chairman, Board of Selectmen
Mr. Larry Russell, Superintendent of Schools
Ms. Kim Organek, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services

A. Call to Order: Mr. Gasdia called the meeting to order. He stated that Dr. Orellana is at a family obligation tonight, so he will be sitting in as Board Chairman and Board Vice-Chair is Ms. Langlais. Ms. LaMothe led the pledge of allegiance. Mr. Gasdia said that there was a slight change to the order of the agenda tonight. The reopening update which is listed as old business, will be moved to near the end with the Superintendent's report due to a technical difficulty that is being resolved.

B. Public Input: Mr. Gasdia opened up public input but there was nobody present. However, he mentioned that throughout the week they received 13 comments. Mr. Gasdia said 11 of these comments were regarding the reopening, most of them came on August 3rd/4th which was all prior to the district answering most of these frequently asked questions. Some questions that were asked were regarding some of the cleaning protocols, if they considered going hybrid for the middle school, bathroom usage, courses that were going to be offered in remote learning and in the High School in regards to Honors/AP. Some folks were in support of the plan and some saw opportunities for improvement. Mr. Gasdia also said they received two comments regarding the issue with the Alvirne Principle and the reassignment. Mr. Gasdia said that they received a lot of emails, and that he wants everyone to understand that we do hear you and we appreciate your feedback but there are certain things with regards to situations that policies and procedures dictate what we can and can't do. He said it's also important that we stay within our role and follow the procedures so that we don't put the Hudson School District and the entire town of Hudson at risk. He encourages the public to keep sending in input and that it is important to them but he just wanted everyone to understand the expectations and limitations of what the Board can say and what they can do.

C. Old Business

1. Copier Bid: Mr. Russell stated that the copier bid that was previously presented to the board had an error in the presentation. Mr. Russell said the correction has been made since that time. He said that Canon Solutions was the choice that was taken but at that time it appeared to be the lowest bid but the mistake was that it actually ended up being \$1000 more than the original cost. He said the other reasons why they were looking at using Canon was that they have 12 technicians available for service calls. The NECS has only 5 technicians and the next lowest bid was Ryan Business only has 2 technicians and they come from Concord, NH. Mr. Russell said they also had two vendors present which were NECS and Canon Solutions and that they prefer not to add another vendor if they could. If they went with Ryan Business then they would have 3 vendors. Mr. Russell said they have used Canon Solutions for the last three years and that their service is excellent and have had no problems with them. Mr. Russell said that Canon Solutions became the mid-priced bid afterwards but still prefer to use them.

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Ms. LaMothe made a motion to award Canon Solutions the contract to install 5 copiers for fiscal year 2021 in the amount of \$22,784, second by Ms. Langlais. Mr. Gasdia, aye, Ms. LaMothe, aye, Mr. Beals, aye, Ms. Langlais. Motion passes 4-0.

D. New Business

1. Team Facilitator Nominations: Mr. Russell said they have the Team Facilitator’s from the Middle School and these are positions they hold every year and are a part of the HFT contract. He also said the stipends are the same as last year. Ms. Langlais questioned what happens if we have to go remote at some point and wondered what the roles will look like. Mr. Russell said that there is a chance they will have a reduced role because if they have a meeting over zoom, opposed to a meeting in person then that would be a difference. He said they coordinate the meetings to make sure that the teams are talking about professional learning communities and how to improve instruction and what is happening with the kids on that team, so that wouldn’t change in regard to their role.

Ms. Langlais made a motion to approve the Team Facilitator Nominations, second by Ms. LaMothe. Mr. Gasdia, aye, Mr. Beals, aye, Ms. Langlais, aye, Ms. LaMothe, aye. Motion passes 4-0.

2. Policies(1st readings): Ms. Borge stated that these are all 1st readings so that they are all to be heard, thought about and come back to them at a later date. The five policies all reflect to a great extent the exact language from the NHSBA and any sudden changes you will see noted on the side. Ms. Borge also said that we will see that the replacing existing policies will have tracked changes so we can see what was changed and what was not.

- A.) JIC Student Conduct: new, NHSBA verbatim
- B.) JICC Student Conduct on School Buses: new, NHSBA verbatim
- C.) JICD Student Discipline and Due Process: Replacing outdated policies with NHSBA w/tracked changes
- D.) JICE Student Publications: New, NHSBA w/tracked changes
- E.) JICF Gang Activity: New, NHSBA verbatim

Mr. Gasdia thanked Ms. Borge and said they will review those and vote on those next meeting.

E. Recommended Action

- 1. Manifests- Recommended action: Mr. Russell said the manifests are all set.
- 2. Minutes- Recommended action: Review and Approve
 - a) 7/20/2020 Draft Minutes:
 - Fix Ms. LaMothe first name from Diane to Diana on page 1 and last page.
 - Request to the Board: page 2 item c: the motion was made by Mr. Beals and it was second by Mr. Gasdia.
 - E. 1 New Business: Fiscal year for Canon Solutions was 2021 not 2020.
 - Request to the Board # 2: Change Ethan to Evan’s name.

Ms. LaMothe made a motion to approve the minutes as amended, second by Mr. Beals. Mr. Gasdia, aye, Ms. LaMothe, aye, Mr. Beals, aye, Ms. Langlais, abstained. Motion passes 3-0-1.

F. Legislative Updates: Mr. Russell said that there was no legislative update this evening.

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F. Reports to the Board

1. **Director of Special Services Report:** Ms. Borge said it has been a very busy summer and that they are organizing that for some students there will be remote learning if a parent elects they want their child to enroll in the remote learning academy. Ms. Borge said that they have had staff from almost every building engage in professional development specifically around distant learning and what that might look like for some students of all sorts. Ms. Borge brought up they have multiple staff across all disciplines attending the Harvard Graduate School of Education project that was a 4 weeklong course. Ms. Borge is really excited she has staff that were able to attend that and learn from that course. She also went on to talk about how they were able to get feedback from other professionals and really learn new things in the field. She said they are about to complete week three in the program. She said now that all the remote learning academy sign-ups are completed, they are now digging into the details of who needs what in a remote setting. Ms. Borge mentions that it is going to be pretty traditional as to students coming back to the building as to what the kids expect. Ms. Borge said they are now looking at how they translate the existing IEPs into the remote learning setting and how they can improve and be more effective this time around. Ms. Borge mentions that they are not done with this yet, but they have come a long way and is very proud of the progress that's been made.

Ms. Borge also said they are looking forward to the end of the week with new teacher orientation, and that they will be welcoming in teachers to go through the welcome to our district and learning about all the pieces they need to know to be ready on Monday when all the staff comes back. She said there will be a portion that they will talk about special education and what it takes to make a referral and the implications of the governors order from last May, that continues to have fall outs to us in September beginning first day of school that students return, they will have 30 days to complete IEP meetings for every single student with an IEP in our district. Ms. Borge said the biggest thing they will need from the families and everyone to accomplish this goal is to please attend each meeting that is held. The meetings will be held virtually and there won't be travel time and they will be as efficient as they can. She says if they have folks that can't make meetings then it does make it very challenging to complete our goal of completing 500 IEP meetings within 30 days of school. Ms. Borge asked the public to let them know in advance if they cannot attend the scheduled IEP meetings.

Ms. Langlais asked what would happen if we ended up back to where we were in the spring and that we have certain students that remote learning is a challenge and sometimes cannot do it. Ms. Langlais wanted to know if we are trying to find parents a fit in a different school or setting that is hands on and not remote. Ms. Borge said it's not really an option for a different school because it's our districts responsibility and a district can't facilitate an enrollment in a charter school, so Ms. Borge said that wouldn't be a choice. Ms. Borge said where we are at right now we have students that have IEPs who have special education needs who are engaging in remote learning and families have selected that. She said that we are honoring that selection due to the risk of exposure and also what risk factors that family also has to deal with. Ms. Borge said that they have a couple of families that have opted for remote learning but she does see the value of face to face special education. She asked the families who come forward with this request to let us know because they will be put into the beginning of the 30-day meetings. Ms. Borge said if settings change and we all need to go into remote learning then there is a new executive order that does say we are obligated to continue to provide face to face services. Ms. Borge concerns are that we also need to weigh that against public health and the risk to our students.

Mr. Beals wants to know what the numbers they are seeing in terms of students who have IEP or require certain special education services who opted to do remote learning, if they are very similar or different as to what they are seeing in the whole district. Ms. Borge said it is very different from level to level as well as buildings. She said it's more reflective of the certain family needs. Mr. Beals also questioned the students who have chosen to go remote or we do end up going full remote are the services that will be provided a similar approach to what was done in the spring or is it

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a new approach. Ms. Borge said we evolved over time and with that being said Remote Learning is going to look more like it did in June than it did in March. Mr. Beals also referenced back to how they talked about the other schools for students who selected to go remote learning that they would have a dedicated remote teacher who is not splitting time between remote and in class learning. He asked if the volume of students they have, that selected remote learning, if there was a chance they would have a dedicated teacher for remote learning. Ms. Borge said that she thinks there will be two types of learning for each teacher as well.

Mr. Gasdia questioned the executive order and if this is something that we are talking about with other towns. Ms. Borge said this is a hot topic throughout the state and that there is a lot of question as to where the information and data comes from that has prompted this order. She said that they know that there are some services that went across the state and surveys that guide this type of knowledge and we do know the total number of respondents to those surveys and it reflects approximately 1.5 percent of our identified population. Ms. Borge said that she would like to think that there was more data that went into that. She said it's disheartening to hear this because of all the hard work the staff have put in to provide good quality services. Ms. Borge also said they are continuing to meet with other towns as well and get feedback from them.

2. Superintendent Report/ Reopening Update: Mr. Russell said that the technology is still down for the reopening update. However, he said he would be going through the major points of the reopening update. He wants this to be understood that this is not only for the Board, it's for the parents and teachers as well. Since Mr. Russell won't be able to get to everything since the technology is down, he said it would be posted on the website under the task force section. Mr. Russell said the last time that he did an update that there was a concern that there was too much talking about background information. He said that information was for the people who have not been on the zoom calls or meetings before. Mr. Russell went on to talk about the Administrative Retreat that was held today and how it was only spent on getting ready for the reopening. Mr. Russell said every administrator that applies to the reopening was in attendance and all schools were well represented. He said that what they came back with today was to see if they were in danger of moving their models around at any level. He said the High School level is a hybrid and it's going to remain a hybrid. There was thought about the Middle School Model switching to be a hybrid model but after working through some logistics and data that was collected from parents and teachers. Mr. Russell said they believe that we can open up as was previously said in the plan which is full in class learning. Elementary also talked about hybrid scenarios but will also remain as they were. Mr. Russell can't stress enough, especially after today's exercise how fragile all in k-8th grade will be in terms of going to a hybrid model or only remote learning due to situations that could arise. He said the administrators did an outstanding job today preparing for these situations. Mr. Russell said the biggest drive for these models that are currently in place is due to the amount of people who selected remote learning which was only 19% throughout the district, the numbers are not consistent per building or grade. He said for this to work very well he was looking to have a higher percentage of students opting in for remote learning but he is still trying to keep the model in place. Mr. Russell said the conditions in Hudson right now are an important factor and that the cases have lowered since last meeting and we are considered a green area which means we can open up full in person learning. He also mentioned that the school of Nursing administration got together and have released their findings about ventilation, PPE, distancing and this will be posted up on the website. He said right now the vast majority of teacher availability when school starts is that most are ready to come back to work. He said there are some teachers who have conditions that wouldn't allow them to come in at this time. He said they are working with them the best that they can to address our remote learning needs.

Mr. Russell said there is a big concern about staff members who live in other towns if their children are going to another school that is on a hybrid model or remote learning model. He said the problem is if we are full in and their kids are not it's very difficult to have their children taken care of and for them to come to work. Mr. Russell said there has never been a bigger need for substitutes than there is right now. He said the availability of

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substitutes could force us to go from all into a hybrid model. Mr. Russell asked the board to raise the substitute pay to \$100/day as the school is in a much higher demand for substitutes and needs a higher pool of substitutes, than before. He also asked the Board to allow the HR to seek out long term substitutes, he is looking to hire around 8-10 long term substitutes in the district. Ms. Langlais mentioned that we need to see what other towns are doing to be competitive with them but she would like to increase the pay. Mr. Russell said he would love to do some research and see what other towns are doing and then report back to the board for a final pay rate.

Ms. Langlais made a motion to allow the school to hire additional long-term substitutes and increase the pay for everyday substitutes, while keeping the \$10 increase if the substitute has a degree, second by Ms. LaMothe. Mr. Gasdia, aye, Mr. Beals, aye, Ms. LaMothe, aye, Ms. Langlais, aye. Motion passes 4-0.

Mr. Russell also mentioned that there was tremendous work done by John Pratte, Sarah Muncy, and Allison Jutras in the district. He said because of them we have all the PPE we could have asked for. Mr. Russell commends them for getting all the PPE and supplies and safety features that are needed. Mr. Russell went on to talk about the ventilation and he said the district does have an HVAC personnel that does maintain all the ducts and equipment. He has also involved UV lighting in the intake of the HVAC areas so they can see any bacteria. The UV lighting kills the bacteria before it enters the system. Mr. Russell said the last thing he would like to talk about is that they have found out that the two cohorts in k-12 had an imbalance with going by the current grouped last names. He said this is not in stone yet and they will let people know about this in time. He mentioned that there is a chance of one cohort being A-L and another cohort M-Z.

Ms. Langlais had a question if there was any resolution in regard to transportation. Mr. Russell said yes transportation will go whatever standard that we ask them too. So they are going to be wiping down after every run and then after every major run (morning and afternoon) they will do a deep clean. Mr. Russell said it's about \$80 for the whole bus fleet per shift, totally \$160 a day. He said he is fine with that cost. They are also looking into getting extra custodians and moving a lot of custodians who usually work at night and see if they want to work during the day and then having a deep cleaning crew at night. Ms. LaMothe then asked in regard to busses, if we are going to provide extra monitors so the bus driver can focus on driving and another person can keep an eye on the students to make sure they are following safety protocols. Mr. Russell said monitors are already on the busses for behavior issues and that this would continue with regards to behavior and for following safety protocols. Ms. LaMothe also questioned the expenses that we are starting to incur (additional subs, monitors, etc.), she mentioned that the CARES act money is running out and asked Mr. Russell if they are going to be tracking all of this. Mr. Russell assured that they are already doing this and keeping very specific records on the expenses incurring. He said with COVID and keeping schools open it's costing a lot of money. Ms. LaMothe then went on to ask if the district if they will be taking temperatures at the beginning of the day or throughout the day. Mr. Russell said the guidance of the school nurses said that this isn't a part of their guidance. Mr. Russell had also spoke with another medical professional who said temperatures are not reliable. He said other districts are along the same guidelines as well. Mr. Russell said the practice is going to be is to rely on the parents to check for symptoms and not send their child to school if they suspect any symptoms. Mr. Beals then asked if there would be an official communication that would go out to the families regarding the new procedures and policies. Mr. Russell said all this information will be put into the task force part of the website, for them to access but they will also push the information out too. Ms. Langlais said that putting all this information on the website is getting extremely overwhelming for many people to navigate to what they are looking for and sometimes brings up more questions. Ms. Langlais said it would be super helpful to have directions/pictures on paper for kids so they understand the safety measures they have to take. Mr. Russell said when we first started this there were so many things on the plate but now they are finally getting down to the thin of it all and it will soon be coming together like they had planned.

Mr. Gasdia appreciates all the questions that are coming from the board and how Mr. Russell is being very transparent. He also recommended sending something out to the public to say we know you are waiting on all this and

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we are working diligently on this etc. to keep everyone in the loop. Another thing Mr. Gasdia mentioned is that he would like to see in the next meeting is what the budget committee has been working on.

3. Assistant Superintendent Report: Ms. Organek said this is typically the busiest time of the year especially with all the new conditions happening. She said this Thursday and Friday is the new teacher orientation where the new teachers will learn everything they will need to know for the school year. Ms. Organek said they are still working on their curricular maps and pacing guides with all teachers across all grade levels and schools. This is going to ensure that they have consistent education across the district for teaching at all grade levels and each style of teaching. Ms. Organek said they are also preparing for back to school professional development that is happening next week and mentioned they still have lots to go through before that meeting. She said that they have 12 teachers that are taking the Harvard Graduate School course that is about online teaching and learning strategies and that is also completing next week and we will be incorporating what they have learned in that course into the professional development, as well as other tools. Ms. Organek mentioned she had spoken with Mr. Hughen and he was talking with her about his guidance counselors and how they are making sure that we will be reaching out and having contact with all students whether it's virtually or in person. She mentions that this will be a busy next couple of months to get us off the ground.

G. Board Member Comments:

Ms. Kara Roy: Said the town is slowly getting back to normal. She said one of the things that is going forward is the recreation soccer program and information on that can be found online. She mentions that there is a state primary coming up on September 8th and in person voting will be held at the Community Center but they are encouraging people to apply for absentee ballots and more information on that can be found on the website under the town clerk section. She mentions to continue to wear a mask, social distance and wash your hands.

Mr. Ethan Beals: Thanked his friends from HCTV for being here. He also commends Ms. Roy and the Board of Selectman for holding the recreation soccer program. He also encourages anyone who feels comfortable to enroll their child in the recreation soccer league.

Ms. Diana LaMothe: Mentioned a course that is going on right now is a program that is scheduled on WMUR tonight called New Hampshire return to learning and mentions that it will have some interesting information. She is also amazed at everything that is being done on every level. She said family safety is the number one priority and we will get through this together.

Ms. Patty Langlais: Wanted to ask the parents to understand that they hear you, they read everything, and are asking for patience from the parents. She said if you know me then you know I love your children and everyone in this school district loves your children and wants what's best and that is what everybody is trying to do.

Mr. Gary Gasdia: He wanted to Echo some of the other comments that have been made. He wants to thank a lot of people, the leadership team for everything they have done since March. He also wants to thank the parents for making choices on what type of learning their child will go through and admits to it being a very hard decision. He also really appreciates that the teachers are all in, they are willing to do what is needed to make sure the students are well educated.

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H. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
School Board	9/14/2020	6:30 pm	Community Center	Regular Meeting
School Board	9/28/2020	6:30 pm	TBD	Regular Meeting

I. Non-Public Session:

Mr. Gasdia made a motion to enter a non-public session according to RSA 91-A:3 (b, c) at 7:40 pm, second by _____ . Roll call vote, Mr. Beals, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Gasdia, aye. Motion passes 4-0.

Respectfully submitted,

Amanda Gage (public)