



HUDSON SCHOOL BOARD

Community Center Hudson, New Hampshire

6:30 pm Regular Meeting
Non-Public Session

Minutes - January 30, 2023

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

Kara Roy, Board of Selectmen Liaison
Emily Dozois, Student Representative

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

1. Pledge of Allegiance

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

B. Public Input [0:00:30]

There was no public input.

C. Good News Update (Information) [0:00:40]

Ms. Organek shared good news about happenings in the schools:

- On January 10, the district held an event in partnership with the Hudson Chamber of Commerce at the Barnyard Café. It was the Chamber's monthly meeting, and the Chamber members, local nonprofits and community members were invited to attend. CTE ambassadors gave tours of the CTE Center and the Jazz Ensemble performed. The district gave thanks to the Chamber for helping to make this happen.
- Participating partners were thanked for helping with the Hospitality and Marketing Career Day held recently at Hudson Memorial School.

D. Presentation [0:01:47]

1. Curriculum Update

Curriculum Instruction and Assessment Coordinator, Amy White, introduced instructional coaches Emily Carr and Elissa Frost, who updated the board on their roles and progress with aligning instruction to standards. Ms. White shared teacher quotes supporting the work done by the coaches, such as helping to better understand state standards and utilizing new instructional strategies.

Highlights of the coaching roles include:

- supporting student learning
- promoting best instructional practices
- supporting use of data to inform instruction
- strengthening the construction of standards-based curriculum
- providing opportunities for professional learning
- helping teachers on an alternative pathway to certification
- helping with personalized teacher goals
- improving teacher retention
- maximizing student engagement and achievement

Success is measured via surveys done by teachers, follow-up visits to classrooms and talking to administrators, with increased student achievement being the overall goal. The district uses I-Ready and the NH SAS (statewide assessment). Schools are conducting the mid-year assessment now and data on student growth is being reviewed.. Research shows that three to five years of sustained growth is a level of success. Coaches spend about 70% of their time with new teachers (0-4 years of experience) and about 30% with more experienced teachers. Coaches collaborate with managers and department heads planning systems and with teachers on communication/partnership with leaders. Goals for the coaching model include looking at instructional support and practices in math, reading and science and academic growth/benchmarks. Working with teachers collaboratively will help scale the time commitment to help more people compared to one-on-one support.

E. New Business [0:50:48]

1. DECA State Leadership Conference (Decision)

CTE Director Eric Frauwirth confirmed that there is helpful collaboration between the instructional coaches and CTE. DECA Advisor Sarah Compagna was absent tonight. Mr. Frauwirth presented a request for permission for students to attend the annual state DECA () Career Development Conference on February 9-10, 2023 in Manchester, NH. DECA is a student club focusing on business management and marketing. It is a chaperoned overnight trip and fees are paid for by the Perkins grant. Roughly nine students will be in attendance.

Ethan Beals made a motion to approve the DECA State Leadership Conference overnight trip (February 9-10, 2023) in Manchester, NH as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

2. CTE Project (Decision) [0:54:29]

Facilities Director John Pratte reviewed a cost estimate to add ventilation hoods to the teaching kitchen. An ansul system is needed to serve as a type of fire extinguisher in the hood for grease laden cooking at teaching stations. This will also help with student demonstrations of competency.

The total cost is \$912,914. State funding can be used for 73% of the cost (\$672,672). The balance will be \$240,242. Approximately \$170,000 is encumbered in purchase orders for punch lists of prior projects from Harvey, Lavallee and Turner which leaves a balance of \$70,577 to complete the work from a local level (minus \$40,000 contingency).

The restaurant was built around the prior instructor's curriculum plan and did not include the ansul system, which is necessary to teach the skills required in grease laden cooking. The system will cover 10 of the 20 stations due to the HVAC installation in that space. Work will be done over the summer. It was noted that this funding is only applicable for this type of CTE project and not to be put towards the operating budget. Questions about the local funding piece were addressed.

Gretchen Whiting made a motion to approve the CTE project as proposed for \$912,914. Maureen Dionne seconded the motion. Motion passed 4-1. (No vote- Ethan Beals)

3. Annual Meeting Communication (Discussion) [1:20:56]

Director of Strategic Engagement & Communication Terry Wolf reviewed the annual report and townwide mailer to communicate information about the election/budget to voters.

A. Annual Report and B. Townwide Mailer

Law requires the report to be distributed to voting locations which are Alvirne and Community Center one week before voting day. Historically it has been shared around town.

Administration has been reevaluating the report, considering the cost to print the report is \$4.38 per copy and large number of reports are thrown away each year. Much of the information is online.

For the last three years, the district has sent a mailer in partnership with the town. Mailers are sent to 10,700 households. Postage is split with the town. The mailer includes a ballot overview, warrant articles and voting times and location.

The annual report and the mailer both contain budget information and the warrant articles. Board members suggested a pilot, offering the traditional annual report and a pared down version. The board asked that the numbers of unused reports are tracked so an informed decision can be made for next year.

There were three suggestions for dedicating the report – Pat Cormier, Ruth Servant and HCTV. The board approved all three dedications.

4. **Donation (Decision) [1:45:01]**

Business Administrator Jen Burk presented a request to accept a donation for Hills Garrison Elementary School. The Mervyn L. Brenner Foundation donated \$2,000 for the classroom/programs of Lily Flynn in recognition of her outstanding efforts as a new teacher. The amount will be used to offset the cost of supplies/materials.

Mike Campbell made a motion to accept the donation from the Mervyn L. Brenner Foundation in the amount of \$2,000 for the Hills Garrison Elementary School as presented. Ethan Beals seconded the motion. Motion passed 5-0.

5. **School Board Self Evaluation (Discussion) [1:46:33]**

Chairman Gasdia led a discussion on the School Board evaluation process. Last year's evaluation was reviewed. The board discussed who the survey should be shared with and whether a separate survey should be sent to staff. It was agreed the survey will be sent to Cabinet, principals, assistant principals and district wide directors, etc. The survey will be anonymous. It will be noted that if someone has no connection to the board, they do not have to complete the survey.

6. **Co-Curricular Nomination (Decision) [2:02:00]**

Superintendent Moulis presented an extracurricular nomination from Hudson Memorial School for Paul Gymziak for Curtain Club; \$2,350.

Ethan Beals made a motion to approve the nomination of Paul Gymziak (Curtain Club) for \$2,350 as presented. Mike Campbell seconded the motion. Motion passed 5:0.

F. **Old Business [2:02:57]**

1. **Warrant Articles (Decision)**

Superintendent Moulis and Ms. Burk provided updated information on the operating budget and preparations for the Deliberative Session.

An adjustment to the FY24 budget was approved at the January 18 Budget Committee meeting to add \$795,012 back into the school district budget. District administration reviewed an updated memo with principals and recommends restoring:

- P/T administrative assistant position at Library Street School
- Forestry/Natural Resources program
- Returning SEL interventionists to the ESSER grant and Pathways staff to the budget
- Two elementary teaching positions
- Three Alvirne teaching positions
- Special services teaching position at Nottingham West
- Supply account funds.

The School Board had reduced \$600,000 from the Superintendent’s proposed budget. The net reduction from the Budget Committee is \$2,374,367 below the School Board approved budget. Final decisions on all budget items will be made after the vote on March 14.

School Board members will present the warrant articles at the deliberative session.

<u>Warrant Article</u>	<u>Board Member to Speak to WA</u>
1 - Alvirne High School Renovation	Maureen Dionne
2 - Operating Budget	Gary Gasdia
3 - HFT CBA	Mike Campbell
4 - Teamsters CBA	Ethan Beals
5 - Library St. Roof Replacement	Gary Gasdia
6 - Hudson Memorial Science Labs	Maureen Dionne
7 - Alvirne Marching Band Uniforms	Gretchen Whiting
8 - Alvirne Music Instruments	Gretchen Whiting
9 - Dr. HO Smith Playground	Mike Campbell
10 - Paving at the SAU Office	Ethan Beals

G. Policy - Discussion [2:13:03]

JEB - Age of Entrance and JEBK - Admission to Kindergarten

Board members have received comments asking for a change to policy JEB. Ms. Dionne researched 90 districts and only Hudson and Concord have a no exception policy. There was discussion about removing the no exceptions piece.

Gretchen Whiting made a motion to remove the no exception wording in policy JEB - Age of Entrance. and JEBK - Admission to Kindergarten. Maureen Dionne seconded the motion. Motion passed 5:0.

Policy JEB and JEBK will go back to the Policy Committee for further review.

H. Recommended Action [2:29:50]

1. Manifests

2. Minutes – January 9, 2023 – Draft minutes

Mike Campbell made a motion to approve the minutes of January 9, 2023 as presented. Maureen Dionne seconded the motion. Motion passed 5:0.

I. Reports to the Board (Information) [2:31:05]

1. Superintendent Report

Superintendent Moulis reported:

- School Security walk-throughs by the NH Department of Homeland Security and Emergency Management took place at each school. Since the 2017 report, the district has:

- Installed security cameras in the schools
- Adopted ALICE training protocols
- Creation of secure school entrances
- Replaced classroom door locks
- Principals have created School Action Plans, focused on improvement based on assessment reports (math, reading, writing, science, and school culture) for each school
- Hudson Memorial School students shared input on school culture/climate
- Tom White visited HMS on February 1, presenting Anne Frank’s experiences on growth and introspection through her diary
- Principal Beals did an overview of the Alvirne renovation warrant article with HCTV. Superintendent Moulis also thanked Rob Scagnelli Mike Gallagher, Mike Johnson and HCTV.
- Legislative Update Conference today: focus on review on 93 legislative bills focused on education (building aid, dual enrollment, etc.)
- “Cookies, Cocoa and Conversation” discussions with families start this week

J. Committee Reports [2:38:25]

There were no reports.

K. Legislative Update (Information) [2:38:32]

HB123 relative to governing body members of the budget committee

There is a bill in the legislature that makes a change to budget committees. The change includes the following language: “Governing body members and school board ex officio members shall serve in an advisory capacity only. They shall not vote on any matter before the committee and their presence at any meeting shall not count towards the quorum requirement.”

The School Board agreed to write a letter to State Representatives, following the format of the Board of Selectmen who voted to write a letter against this bill.

L. Correspondence [2:41:14]

New Hampshire statewide assessment peer comparisons (follow-up from the Fall)

A review of assessment data was provided in the packet. Peer district were defined, using metrics that were similar to Hudson – town population, single district and size of the student population. The peer districts are Londonderry, Merrimack and Salem. Windham has been included as it’s often included as a role model. Overall, Hudson’s state assessments are inline with Londonderry, Merrimack and Salem.

The participation rate on high school science was low. Ms. Borge noted there is conflicting guidance between NH and the federal government regarding student opt-outs of standardized testing. The federal government now considers an opt out a zero, which significantly effects the districts results.

M. Student Representative Comments [2:52:24]

Ms. Dozois said that there will be a CTE Open House on February 1, 2023 at 5:30pm at Alvirne.

N. Board of Selectmen Comments [2:52:43]

Ms. Roy noted that the Town Deliberative Session is this Saturday at the Community Center. She hopes for a good turnout. The filing period to run for office closes on February 3rd.

O. Board Member Comments [2:53:20]

Mr. Campbell encouraged people to attend the Town Deliberative Session this Saturday and the School Deliberative Session the following Saturday.

Ms. Dionne commended students aged 4-18 from a local music company who participated in a very successful band showcase at the Derry Opera House on January 13.

Ms. Whiting thanked Mr. Gasdia for attending a few budget meetings in her absence.

Mr. Gasdia encouraged people to attend the upcoming Deliberative Sessions, as votes are important.

P. Non-Public Session per RSA 91-A:3 II - a, b, c, and i [2:55:38]

At 9:26pm, Mike Campbell made a motion to enter into non-public session per RSA 91-A:3 II, a, b, c, and i. Maureen Dionne seconded the motion. Motion passed 5-0. Roll call vote.

Several personnel matters were discussed.

The board was updated on school safety.

R. Motion to Exit Non-Public and Adjourn

At 10:45pm, Ethan Beals made a motion to exit non-public and adjourn the meeting. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.

Submitted by

Susan DeFelice

Non-public by Dan Moulis