



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

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

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## School Board Meeting Minutes – October 2, 2023

### In Attendance

#### Board Members

Gretchen Whiting, Chair  
Maureen Dionne, Vice Chair  
Ethan Beals  
Mike Campbell  
Gary Gasdia  
Victoria Tilley – Student Representative

#### SAU Staff

Dan Moulis, Superintendent of Schools  
Kimberly Organek, Assistant Superintendent  
of Curriculum & Instruction  
Rachel Borge, Director Special Services  
Jen Burk, Business Administrator

### A. Call to Order [5:37pm]

### B. Non-Public Session

RSA 91-A:3 II ( 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. (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. (shall be made public. Approval of a contract by a school district shall occur only at a meeting open to the public at which, or after which, the public has had an opportunity to participate.

***Motion to enter Non-Public Session made by Maureen Dionne, seconded by Ethan Beals.  
Motion passed 5-0.***

Review of a student matter

***Motion to leave Non-Public and resume Public Session made by Ethan Beals, seconded by Mike Campbell. Motion passed 5-0.***

**C. Resume Public Session [0:008]**

Chair Gretchen Whiting called the regular meeting to order at 6:30 pm. Maureen Dionne led the Pledge of Allegiance.

**D. Public Hearing [0:00:20]**

Pursuant to RSA 198:20-b, and in accordance with Article 4 of the March 6, 1992, Town Meeting and Board Policy KCD, the Hudson School Board held a public hearing to receive a donation of property. CTE Director Eric Frauwirth, Natural Resources Teacher Will Goulding and Executive Director of ReGenerative Roots Andrew Morton presented information about a grant from ReGenerative Roots in the amount of approximately \$30,000 worth of plants, supplies and equipment for use by the Natural Resources program. The program teacher will identify up to 6 teachers within the district who are interested in establishing Aeroponic gardens in the classroom. Curriculum will also be used at the middle school level. The components will be in place over 3 years. Plant material is not included in the system cost. One hydroponic system will be in the greenhouse and the rest will go into classrooms. If gifts over \$5000 are not utilized in the grant, the USDA will need to be contacted.

**E. Donation of Property (Decision) [0:15:10]**

***Ethan Beals made a motion to approve the donation of plants, supplies and equipment in the amount totaling \$29,262 from ReGenerative Roots. Maureen Dionne seconded the motion. Motion passed 5-0.***

**F. Public Input [0:15:55]**

There was no public input.

**G. Presentations to the Board [0:15:55]**

**1. Student Recognition**

Congratulations were given to Joshua Porter (age 23) as he was recognized for graduating from Alvirne High School, his achievements as a byproduct of the credit recovery program for adults, and the fact that he has now entered Southern NH University. The Credit recovery program includes transcript review to determine credits needed for a state approved high school equivalency diploma, employment records to award work credit, and online activity to gain needed credits. There is no timetable or age requirements. The Academic Support Center is staffed with tutors to help with student learning. There is an enrolled class called Credit Recovery, as well as an after-school class.

**2. Skills USA Convention Follow Up**

The Skills USA follow up is addressed by Dr. Frauwirth at the end of Section 4: Program Update, below.

### 3. Early Learning Center Assessment Reports

Library Street principal Nancy Maguire and H.O. Smith School principal Mary Ellen Labrie presented assessment information for Kindergarten and Grade 1. The comparisons were from the Spring of 2023 vs. the Fall of 2022.

ELC K Diagnostic Results Math - ELC K Diagnostic Growth Math

80% of students tested at early, mid or on/above grade level; up from 73% at the beginning of the year. Factors included the new skill of using computers, etc.; skills increased throughout the year.

ELC K Diagnostic Results Reading -ELC K Diagnostic Growth Reading

90% of students tested at early, mid or on/above grade level, up from 80% prior.

ELC 1 Diagnostic Results Math - ELC 1 Diagnostic Growth Math

It was noted that at the beginning of the year, students were tested on what a first grader should know but they hadn't been taught that yet; 62% of students were proficient as opposed to 53% the prior year.

ELC 1 Diagnostic Results Reading - ELC 1 Diagnostic Growth Reading

79% of students entered with solid kindergarten skills and 12% were reading at/above grade 1 level at the beginning of the year, and closed at 70% at or above grade level. 54% ended at or above in reading at the end of the 2021-2022. The use of "Foundations" has helped. Vocabulary skills can be improved. "Being a Writer" will help with comprehension skills. Current class sizes help meet needs on an individual basis. Stretch growth is good. Having more staff (paras/tutors) would help with support/achievement, especially in kindergarten.

### 4. Program Update – Wilbur H. Palmer Career & Technical Education Center & Technical Education Center at Alvirne High School

Dr. Eric Frauwirth discussed CTE enrollment, programs, and trends:

- 13 programs: Accounting, Air Force JROTC, Digital Media, Computer Science, Construction, Culinary Arts, Engineering, Health & Human Services, Heavy-Duty Mechanics, Marketing, Natural Resources, Veterinary Science, and Welding & Fabrication
- Potential colleges/certifications/credits and embedded math, science or art credits that are possible while in CTE programs
- Applications: 483 in FY23 (392 accepted) and 572 in FY24 (434 accepted) - students sometimes changed their minds or attended other programs, etc.
- Dr. Frauwirth would compile the number of students who opted out.
- Enrollment tracking over 5 years was compiled and was used for Perkins funding.
- Hudson's CTE has the only heavy-duty mechanics program in New Hampshire.
- No students this year are attending the Careers in Education program in Nashua. This year, the new Human Services teacher is teaching sections on early childhood development, and this will gauge student interest in the Careers in Education program.
- Jr. ROTC students often take other CTE programs.

- There is a decrease in the number of Alvirne students in the CTE program and an increase in sending school enrollment. One reason could be the state requirement (for federal funding) for students to complete statements of interest (for equitable admission policy) rather than counselors helping add programs to student schedules.
- Dr. Frauwirth will determine the number of new and returning Alvirne students out of the 412 in FY24.
- Tuition was discussed. CTE tuition ranges from 30-40% based on program expenses. Area schools are invoiced in December for the first semester. At the end of the school year, invoices are sent to area schools to fill gaps not paid for by the state. In FY2023, there were 208 area students and \$1.257M tuition revenue; in FY2024, there are 264 area students and \$1.65M tuition revenue.
- Dr. Frauwirth reviewed the National Skills Convention: some of the students had graduated and some were working and could not be present tonight to talk about their experience. Students participated in areas in construction, welding and health science and they will be asked to present their experiences at a future School Board meeting.

## H. New Business

### 1. District Action Plan - Draft Review (Discussion)

Superintendent Moulis reviewed the draft of the District Action Plan in the areas of:

#### **Communication:**

*Goal 1: Create systems to continue to improve district communication with families, community, teachers and staff, and students.*

- More detailed benchmark frequency was suggested as part of the monitoring progress in quarterly updates.

#### **Curriculum and Instruction:**

*Goal 1: To provide a clearly articulated, aligned, consistently delivered, and consistently improved curriculum.*

- Some were multi-year e.g., test growth reports and interventions. Benchmark assessments will be the evaluation of progress.
- Goal 2: Support rigorous academic curricula for all students.*
- Creating a system that will focus on data for instruction improvement (not necessarily software). The Administrative team met in August to discuss tier one resources e.g., Math in Focus to review consistency/fidelity with resources being used.
  - It was suggested to expand upon this goal to include students who need extra opportunities but not intervention (in the evaluation of progress area).

#### **Assessment:**

*Goal 1: Increase academic performance based upon summative assessments by 10%-15%.*

- Goals include raising the graduation rate from 85% up to 90% this year, improving math performance by 10-15%, writing by 5-10% and science by 10%. Staff shortages are noted, and of concern. There was discussion about creating science opportunities in the elementary school schedule. It was suggested to expand on the implementation

benchmarks for science. Also suggested were consistency with school names (abbreviations) and combining the last two points under 1.1.3 Evaluation of Progress.

## 2. Tuition Rate Setting (Decision)

Ms. Burk requested setting this year's tuition rate to \$18,000 (last year it was \$17,500).

***Mike Campbell made a motion to approve the tuition rate of \$18,000 for 2023-24. Gary Gasdia seconded the motion. Motion passed 5-0.***

## 3. Nominations (Decision)

Superintendent Moulis presented nominations for 2023-24 district stipend and middle school extracurricular positions.

***Ethan Beals made a motion to approve the nominations as presented for 2023-24. Gary Gasdia seconded the motion. Motion passed 5-0.***

## I. Policies - Second Reading [2:25:47]

EBCD - Emergency School and District Closings

EEAB - Establishment of School Bus Routes

IC - School Year and Calendar School Year

IMBA - Distance Education

EBCE- School Closings - for withdrawal (EBCD takes its place)

ICA-School Calendar - for withdrawal (IC takes its place)

ILDA - Non-Educational Questionnaires, Surveys and Research - for withdrawal

***Maureen Dionne made a motion to approve the policies for second reading. Mike Campbell seconded the motion. Motion passed 5-0.***

## J. Recommended Action [2:26:59]

### 1. Manifests

### 2. Minutes- September 18, 2023

***Mike Campbell made a motion to approve the minutes of September 18, 2023 as presented. Maureen Dionne seconded the motion. Motion passed 5-0.***

## K. Reports to the Board (Information) [2:27:28]

### 1. Superintendent Report

Superintendent Moulis reported on the following:

- NEASC site visit last week at Alvirne High School: the team was impressed by block scheduling, interventions, and courses.
- STEM Day was successful, including a helicopter landing and drone stations.
- Legal Updates Training with review of legislative updates, including the civics educational technical advisory, etc.

- Job vacancies include: 2 Special Education teachers, and a Project Lead the Way teacher at HMS; 2 Special Education Teachers at Alvirne; and music teacher at Hills Garrison. There are 44 Paraprofessional vacancies.
- A message was sent to families and staff for interest in joining the Strategic Planning Committee.
- Administration met to review budgetary requests at the SAU office, including grant funds.
- HMS science labs are still being installed.
- Alvirne football game last Friday - the Hudson Police Department was thanked for helping investigate a concern which was not a credible threat.
- State of the Town meeting was held last week. Student leaders were thanked for the tours.
- Board of Selectmen meeting tomorrow: 2nd public hearing for restriction of public access of Memorial Drive during school hours.

## 2. Assistant Superintendent Report

Ms. Organek stated October 6th is an early release day for students, and a staff professional development day featuring suicide prevention training. There is a new initiative called Hudson University to support newly hired teachers without prior experience while completing plans to earn certification. This will be done through a PowerSchool module, which was purchased with Title II funds.

## 3. Director of Special Services Report

Ms. Borge mentioned that there had been preparation for the State of the Town. Many of the staff are taking on multiple roles and appreciation was noted. She attended an event featuring Lynn Lyons regarding anxiety (the “Anxious Nation” movie).

## 4. Business Administrator Report

Ms. Burk mentioned that a new accountant was hired. A job was just posted in the Human Resources Department.

## L. Committee Reports [2:38:05]

Mr. Campbell noted that the Alvirne Trustees met last week, and Patty Langlais spoke about a possible warrant article for a capital reserve for the farm, and the trustees supported the idea.

## M. Board of Selectmen – Liaison Comments – [2:38:47]

The Board of Selectmen Liaison was not in attendance.

## N. Student Representative Comments [2:38:49]

Ms. Tilley had no comments.

## O. Board Member Comments [2:38:55]

Mr. Campbell commended Hills Garrison for starting a running club last week.

Mr. Gasdia thanked those who attended the State of the Town last week. People enjoyed the tours given by CTE Student Ambassadors. The Salem Band Show will be on Saturday at Salem High School, and Alvirne will participate.

Ms. Dionne attended the Deerfield Fair and noted that 81 students from the Alvirne FFA competed and work from Alvirne students was on display in categories such as forestry and floral design. Awards were won.

Ms. Whiting spoke about the State of the Town and felt the CTE Ambassadors did a good job representing the student body and shared knowledge of the school and CTE.

**P. Non-Public Session per RSA 91-A3 II a,b,c and I [2:42:07]**

*At 9:14pm, Ethan Beals made a motion to enter into a non-public session per RSA 91-A:3 II a, b, c and I. Mike Campbell seconded the motion. Motion passed 5-0. Roll call vote.*

Personnel matters

Hiring

Staff Compensation

AFSCME MOU- approved

Submitted by

Susan DeFelice

Non-Public by Dan Moulis and Kim Organek