

Posted: 08.16.18

At: All Hudson schools, SAU building, district website



HUDSON SCHOOL DISTRICT
Hudson, New Hampshire
August 20, 2018
Hills Memorial Library – 18 Library Street

6:30 pm Public Session
followed by Non-public Session

AGENDA

- A. **Call to Order:** Malcolm Price, Chair, will call the meeting to order.
 - Pledge of Allegiance
- B. **Public Input**
- C. **Presentations to the Board**
 - 1. Alvirne High School Renovation Review
- D. **Requests of the Board**
- E. **Old Business**
- F. **New Business**
 - 1. Extracurricular Nomination: Attachment # 1
 - 2. Budget Transfer SB #3 (1st reading, RB): Attachment # 2
- G. **Recommended Action**
 - 1. Manifests – Recommended action: Make necessary corrections and sign.
 - 2. Minutes – Recommended action: Review and approve.
 - a) 08.06.18 Draft Minutes: Attachment # 3
- H. **Reports to the Board**
 - 1. Superintendent's Report
 - 2. Assistant Superintendent's Report
 - 3. Director of Special Services' Report
 - 4. Business Administrator's Report
- I. **Committee Reports**
- J. **Correspondence**
 - 1. Letters of Resignation (LR): Attachments # 4, 5, 6
 - 2. NEASC Accreditation Letter (LR): Attachment # 7

Posted: 08.16.18

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K. **Board Member Comments**

L. **Upcoming Meetings**

Meeting	Date	Time	Location	Purpose
Policy Committee	08.28.18	2:45 pm	SAU Building	Regular Meeting
Policy Committee	09.10.18	6:00 pm	SAU Building	Regular Meeting
School Board	09.17.18	6:30 pm	Hills Memorial Library	Regular Meeting
Policy Committee	09.25.18	2:45 pm	SAU Building	Regular Meeting
School Board	10.01.18	6:30 pm	Hills Memorial Library	Regular Meeting

M. **Non-Public Session**

1. *Staff Nomination (LR): Non-public Attachment # 8*

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.*

N. **Adjourn**

HUDSON SCHOOL DISTRICT
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Karen Burnell
Business Administrator
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MEMORANDUM

TO: Hudson School Board
FROM: Stephanie Colton, Benefits Coordinator
SUBJECT: Extracurricular Nomination
DATE: August 13, 2018

The following nomination has been submitted for fall of the 2018-2019 school year:

Alvirne High School:

Assistant Football Coach	Paul Masotta	\$1,500
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HUDSON SCHOOL DISTRICT
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To: Hudson School Board

From: Rachel Borge, Director of Special Services

Date: August 15, 2018

Re: Transfer of Funds SB #3

Comments:

The Special Services Department respectfully requests a budget transfer of \$14,312 from 10-35-1200/211 (Health Insurance), 10-35-1200/212 (Dental Insurance), and 10-35-1200/231 (Non-Teacher Retirement) to 10-35-1200/114. This money will be used to split a full-time paraeducator position (retiree) into 2 part-time paraeducator positions. This is necessary to maintain compliance with IEP services.

**Hudson School District
Hudson School Board Meeting
August 6, 2018
Draft Minutes**

Present:

Mr. Malcolm Price, Board Chair
Ms. Stacy Milbouer, Board Vice Chair
Mr. Lee Lavoie
Mrs. Patty Langlais
Ms. Darcy Orellana
Mr. Lawrence Russell, Superintendent
Ms. Mary Wilson, Assistant Superintendent
Ms. Rachel Borge, Director of Special Services
Ms. Caitlin Lynch, Student Representative

A. Call to Order

Mr. Price, Board Chair, called the meeting to order and Mrs. Langlais led the audience in the Pledge of Allegiance at 6:30 pm.

B. Public Input

There was no public input.

C. Presentations to the Board

There were no presentations to the Board.

D. Requests of the Board

There were no requests of the Board.

E. Old Business

Policy IKE Promotion & Retention of Students (Revision, 1st reading, Tabled 6-18-18)

Mr. Lavoie moved to approve Policy IKE as presented and waive the second reading, second by Mrs. Langlais. Motion passes 4-0.

There is an appeals process in place.

Ms. Milbouer arrived at 6:35 pm.

Policy JH Student Attendance, Absenteeism & Truancy (Revision, 1st reading, Tabled 6-18-18)

Mrs. Langlais moved to approve Policy JH as presented and waive the second reading, second by Ms. Orellana. Motion passes 5-0.

Policy IMBC High School Alternative Credit Options (revision, 1st reading, Tabled 6-18-18)

Mrs. Langlais moved to approve Policy IMBC as presented (correct typo) and waive the second reading, second by Ms. Orellana. Motion passes 5-0.

F. New Business

Budget Transfer SB #21 (\$7,800 ESY)

Mrs. Langlais moved to approve Budget Transfer SB#21 and waive second reading, second by Ms. Orellana. Motion passes 5-0.

Contracted Services Agreements

Ms. Borge reviewed 5 contracted services agreements (all budgeted).

Mr. Lavoie moved to accept all contracted services agreements as presented, second by Mrs. Langlais. Motion passes 5-0.

G. Recommended Action

1. Manifests – Recommended action:

Manifests are available to be signed. Make necessary corrections

2. Draft Minutes – Recommended action:

Make necessary corrections and approve

June 18, 2018

Mrs. Langlais moved to approve the draft minutes of June 18, 2018 as presented, second by Mr. Lavoie. Motion passes 4-0-1. (Ms. Milbouer abstained.)

July 12, 2018

Mrs. Langlais moved to approve the draft minutes of July 12, 2018 as presented, second by Ms. Orellana. Motion passes 3-0-2. (Ms. Milbouer and Mr. Price abstained.)

July 23, 2018

Mrs. Langlais moved to approve the draft minutes of July 23, 2018 as presented, second by Ms. Milbouer. Motion passes 4-0-1. (Mr. Price abstained.)

H. Reports to the Board

1. Superintendent's Report

Mr. Larry Russell addressed the Board.

Ms. Burnell is out on medical leave.

Audit went well.

Working on staffing for the fall and with other districts with resignations/new hires.

Working on creating a Strategic Planning Committee.

The Board discussed staff resignations and social media posts prior to resignation.

2. Assistant Superintendent's Report

Ms. Mary Wilson addressed the board.

Phonemic Awareness Resources – used in ESY this summer and worked well. Will be reviewing the data collected.

Interviewing for district-wide positions

Intel Math – received a grant. Training 10 district teachers and 5 out-of-district.

New Teacher Orientation – August 13 and 14; breakfast here at 7:45am.

Lots of summer work done – enrichment K-1 Bootcamp, enrichment at HMS and AHS.

Received Title 4 grant- purchasing supplies- very exciting.

3. Director of Special Services' Report

Ms. Rachel Borge addressed the Board.

ESY is complete; will be reviewing data.

Looking at referral data (looking at referral source, interventions -Do they work? Does it lead to a referral? Do we need to look at other things?)

4. Business Administrator's Report

Out on medical leave.

I. Committee Reports

Cable Committee: Installed a new cable for screen.

Budget Committee: Meeting was cancelled, however did attend the Fire Station ribbon cutting ceremony.

School Board Retreat

Discussion only, no votes or action taken.

Mr. Price requested the renovation architects come before the Board again. Would like to see the second article go before the voters again in March.

J. Correspondence

Letters of Resignation

Patricia DiLorenzo – has signed a contract for 18/19

This is a critical Business position and may be difficult to fill prior to the start of the school year.
No motion was made.

Erin O'Connell (first grade teacher) – has signed a contract for 18/19

Should be able to fill this position prior to the start of the school year; however, will probably miss new teacher orientation.

Discussed negotiating a financial penalty for late resignations with next contract.
No motion made.

Intent to Retire

Gilbert Lachance – for your information.

UNH Letter of Appreciation

Melissa Labrecque

We appreciate her dedication.

Student Computers (information)

Kyle Hancock addressed the Board.

1:1 computer technology program for grade 7 students.

A document will be sent home with student outlining costs and optional insurance policy at a cost of \$20 (reduced fee if part of free/reduced lunch program).

The computers have some downloading restrictions imbedded, internet hot spot is filtered. If a parent does not want their student to have a computer, it will be handled on a case-by-case situation. Our town library has free WIFI as do all our schools.

Hand-carried

AHS Nominations (Soccer & Volleyball)

Mr. Lavoie moved to approve the hand carried nominations for soccer and volleyball, second by Ms. Milbouer. Motion passes 5-0.

K. Board Member Comments

Caitlin Lynch: 7th grade laptop is a great integration. We need to push for part 2 renovation; it will benefit everyone.

Ms. Orellana: Appreciate work being done; work to better the district.

Mr. Lavoie: No comments

Mrs. Langlais: No comments

Ms. Milbouer: Interviewed an AHS graduate recently, now owns a restaurant (City Moose Cafe) in Nashua. Employees are local as is much of the food purchased.

Mr. Price: No comments

L. Non-Public Session

Mrs. Langlais moved to enter Non-Public Session at 7:36 pm under RSA 91-A:3II (B) second by Mr. Lavoie. Chair called for a roll call vote: Mrs. Langlais-yes; Mr. Lavoie-yes; Ms. Orellana-yes; Ms. Milbouer-yes, Mr. Price-yes. Motion passes 5-0.

Enter Non-Public at 7:36 pm.

The board discussed a request for a non-Hudson student to attend Alvirne for CTE program.

Staff nominations: **Mr. Lavoie moved to elect the following, second by Mrs. Langlais. Motion passes 5-0.**

**Amy O'Leary, Spanish Teacher at Hudson Memorial, \$64,000 annual salary
Hannah Staib, Grade 6 Teacher at Hudson Memorial, \$38,000 annual salary
Kerry Durso, At-Risk Coordinator, District-wide, \$48,000 annual salary
Amy Ribeck, Grade 3 Teacher, Nottingham West, \$48,500 annual salary
Sarah Rothhaus, PE Teacher, Nottingham West, \$40,000 annual salary
Tracie Neary, Elementary Interventionist, District-wide, \$62,000 annual salary**

The board discussed the Finance Director opening.

The board discussed the superintendent evaluation process.

Mr. Lavoie motioned to exit non-public, second by Mrs. Langlais. Motion passes 5-0.

M. Adjourn

Mr. Lavoie motioned to adjourn, second by Mrs. Langlais. Motion passes 5-0.

Hudson School Board
August 6, 2018

Hills Memorial Library
Public Session 6:30 pm

Meeting adjourned at 8:28 pm.

Respectfully submitted,

Dotty Murray (public)
Mary Wilson (non-public)

August 3, 2018

Dear Joyce Coll,

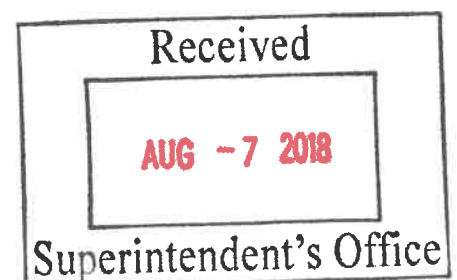
Due to numerous circumstances that are beyond my control, I regret that I will be resigning from my position at Hudson Memorial Middle School as the Assistant Principal for Special Education. My final day will be August 24, 2018.

I will miss many people who have made my time here at Hudson Memorial School memorable and worthwhile.

Thank you,



Dr. Mary Ellen Pantazis



August 8, 2018

Lawrence Russell
Superintendent of Schools
Hudson School District
20 Library Street
Hudson, NH 03053

Dear Mr. Russell,

Please accept this letter as formal notification that I am resigning from my position as Assistant Principal at Hudson Memorial School. As you know, I informed you on July 17th that I applied for another administrative position in another school district and that I was called in for an interview. Since that point, I have kept you and my building principal up to speed throughout the process.

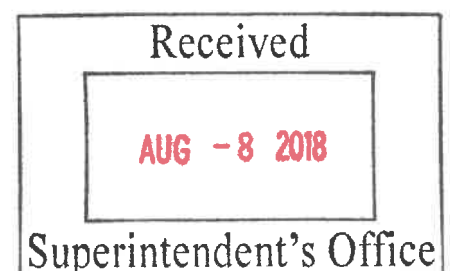
Although I have enjoyed my time at Hudson Memorial School and will miss the students and staff, my new position will allow me to pursue new challenges and opportunities.

Thank you so much for the great experiences. I've greatly appreciated the opportunities I have had to positively impact the Hudson Memorial School community.

Sincerely,



Ross McLean



8/10/2018

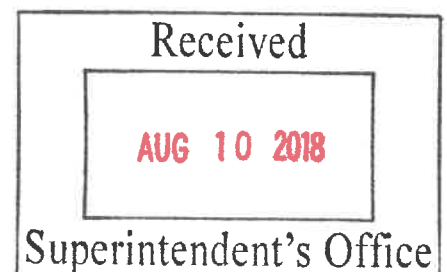
To: Mr. Larry Russell: Superintendent of SAU81; Hudson, NH School District,

Effective 8/10/2018 I resign my current position at Alvirne High School in SAU81; Hudson School District. I'm grateful for the opportunity Hudson, NH and the Hudson School District have provided me over the last twelve years.

Thank you,



Jeffrey M. Bourque





NEW ENGLAND ASSOCIATION OF SCHOOLS AND COLLEGES, INC.
COMMISSION ON PUBLIC SCHOOLS

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July 23, 2018

Steven Beals
Principal
Alvirne High School
200 Derry Road
Hudson, NH 03051

Dear Mr. Beals:

The Committee on Public Secondary Schools, at its June 24, 2018 meeting, voted to accept the Five-Year Progress Report of Alvirne High School and to continue the school's accreditation.

While the report described many positive aspects of the school, the Committee was pleased to learn of the following:

- the school's focus on incorporating essential questions and the appropriate 21st century learning expectations in to written curriculum documents, along with the professional development support to complete the work
- the investment in a new student management system, PowerSchool, to assist in communicating student progress on achievement of 21st century learning expectations
- the technology department's efforts to enhance technology throughout the school to assist and support learning, including infrastructure, hardware, and software enhancements as a result of the district-wide technology plan

As well, the Committee was pleased to note the following:

- the school's creation and implementation of school-wide analytic rubrics, which are a continual focus for reflection and revision and drive curriculum, instruction and assessment
- the collaborative time afforded to teachers to work together on school-improvement projects, including the development of school-wide rubrics
- the efforts made by the dean of academics and the department leaders to create opportunities and time for teachers to reflect on curriculum, infuse the core values and learning expectations into curriculum, review data, and discuss best practice with their colleagues

Steven Beals
July 23, 2018
Page Two

- the comprehensive document that illustrates the school's core values, beliefs, mission, and learning expectations for students
- the implementation of freshman seminar to meet the needs of grade 9 students as they transition to high school
- the district's paying for students' Advanced Placement exam fees
- the strong Unified programs that reflect the school's core values and beliefs

The school is scheduled to host its decennial accreditation visit in the calendar year 2024. Please note, this date reflects a postponement of one year from the previous decennial cycle. The school should have recently been notified of this change.

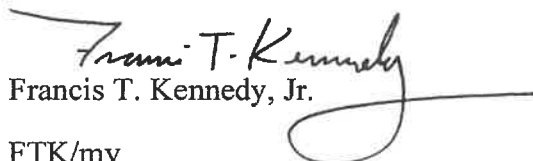
The school's next Accreditation cycle will begin in the fall of 2021 (three years prior to the decennial visit). More information about the new Accreditation process that began with schools being visited in 2020 is available on our website. Representatives from your school will be invited to an informational meeting about the new Accreditation process in the spring of 2021 (three years prior to the decennial visit).

In the interim, the school is reminded that the school community should continue to engage in regular review and revision of their core values, beliefs, and learning expectations based on research, multiple data sources, as well as district and school community priorities. Information related to the development/revision of the school's document is available at <http://cpss.neasc.org>.

In addition, schools should review the new Accreditation Standards for schools with visits in 2020 and beyond.

The Committee requests that it be kept apprised of any substantive changes in the school before that date. For your convenience, we have enclosed a copy of the Substantive Change Policy. As well, please notify the Committee office immediately of any changes in the names of the principal and/or superintendent along with their corresponding e-mail addresses by submitting this information electronically to cpss-air@neasc.org.

Sincerely,


Francis T. Kennedy, Jr.

FTK/mv
Enclosure

cc: Lawrence Russell, Superintendent, Hudson School District
Lee Lavoie, Chairman, Hudson School Board
Marjorie L. Schoonmaker, Facility Management School Building Aid,
New Hampshire Department of Education
Gregory B. Myers, Chair, Committee on Public Secondary Schools



Founded in 1885

NEW ENGLAND ASSOCIATION OF SCHOOLS & COLLEGES, INC.
COMMISSION ON PUBLIC SCHOOLS

SUBSTANTIVE CHANGE POLICY

Principals of member schools must report to the Commission within sixty (60) days of occurrence any substantive change in the school which has a *negative impact* on the school's ability to meet any of the Commission's Standards for Accreditation. The report of a substantive change must describe the change itself as well as detail the impact on the school's ability to meet the Standards. The following are potential areas where there might be negative substantive changes which must be reported:

- elimination of fine arts, practical arts and student activities
- diminished upkeep and maintenance of facilities
- significantly decreased funding
- cuts in the level of administrative and supervisory staffing
- cuts in the number of teachers and/or guidance counselors
- grade level responsibilities of the principal
- cuts in the number of support staff
- decreases in student services
- cuts in the educational media staffing
- increases in student enrollment that cannot be accommodated
- takeover by the state
- inordinate user fees
- changes in the student population that warrant program or staffing modification(s) that cannot be accommodated, e.g., the number of special needs students or vocational students or students with limited English proficiency

(09/08)