

**HUDSON SCHOOL DISTRICT**  
**Hudson School Board Meeting**  
**March 18, 2013**  
**Approved Minutes**

Present: Mr. Lee Lavoie  
Mrs. Laura Bisson  
Mrs. Patty Langlais  
Dr. Amy Sousa  
Mr. Michael Truesdell  
Mr. Bryan Lane, Superintendent  
Dr. Phyllis Schlichter, Assistant Superintendent  
Ms. Jeanne Saunders, Director of Special Services  
Ms. Karen Burnell, Business Administrator  
Mr. Connor Sakati, AHS Student Representative

**Call to Order:** Mr. Bryan Lane provided a brief explanation of the agenda items and stated he will recommend to the board that a parent forum be held related to the proposed elementary restructure. Mr. Lane called the meeting to order and led the audience in the Pledge of Allegiance at 6:30 pm.

**Swearing in of Newly-Elected Board Members:** Mr. Paul Inderbitzen, Moderator was present to swear in Mrs. Patty Langlais and Mr. Michael Truesdell. Mr. Lane welcomed new board members.

**Board Elections:** Mr. Lane called for nomination for board chair. Dr. Sousa motioned to nominate Mrs. Bisson, second by Mr. Lavoie. Motion passes 4-0 with Mrs. Bisson abstaining. Mrs. Bisson called for nomination for vice-chair. Mrs. Langlais motioned to nominate Mr. Lavoie, second by Dr. Sousa. Motion passes 4-0 with Mr. Lavoie abstaining.

**Non-public Session:** *Mr. Lavoie moved to enter non-public under RSA 91-A3 (c), second by Mrs. Langlais. Chair called for a roll call vote: Mr. Lavoie, yes; Mrs. Langlais, yes; Mr. Truesdell, yes; Dr. Sousa, yes; Mrs. Bisson, yes. Motion passes 5-0.*

Members of the community in attendance were asked to leave the room and wait in the hall for a few moments for this non-public session.

***The board entered non-public at 7:00 pm. The board heard a teacher's request to waive the deadline for notifying the district on their intent to return after a leave of absence. After discussion, Mrs. Langlais moved to waive the March deadline, second by Dr. Sousa. Motion passes 4-0.***

***Dr. Sousa moved to exit non-public session, second by Mrs. Langlais. Motion passes 5-0.***

Community members were invited to return and public session resumed.

**Presentation to the Board:** Mr. Lane outlined proposal for elementary restructure. Staff members are working very hard but there are systemic issues and structurally, it appears we are not in the right place to improve student progress. Assessment results show that students are falling behind. This is the second time in five years that we have been chosen by the state for Focused Monitoring. Options to best effect student performance have been examined. Mr. Lane has received many questions from district staff, more than ten today. Mr. Lane explained how grades 2-5 would be divided between Nottingham West and Hills Garrison. This will alleviate class size issues, provide equitable education to all Hudson students and appropriately distribute resources. He referenced the book "Learning from Lincoln" in which the orders of change are explained. This restructure is not set in stone; the board will decide whether or not to move forward with it. Monetarily, costs are from the actual moving expense. The rest is neutral. There would be a loss of the "community school." Zone A (Library Street & Dr. H.O. Smith) is valuable and teachers have done great work. This is not an indictment; it's a realization that we cannot do what is necessary to improve student progress without major change. The advantage of this proposal will be realized in future student achievement. There are no other districts in the same place as Hudson.

Mr. Lane recommended a public input session. Mr. Lavoie expressed that sooner rather than later would be best. Discussion ensued regarding space, date, timeframe, etc. Dr. Sousa asked about the structure of this recommended session. Mrs. Bisson suggested a similar opportunity be offered to district staff. Mr. Lane explained that he is compiling staff questions to which the administration will respond. Mr. Truesdell requested a copy of the Focused Monitoring report. It will be forwarded to him. Mr. Lane stated that if the board chooses not to go forward with this plan, we would continue to try to fix the various issues. Discussion around public input session logistics resumed and March 25<sup>th</sup> and April 2<sup>nd</sup> were chosen. The 2007-2008 Focused Monitoring report can be added to the district website, as well as the PowerPoint presentation from the March 4<sup>th</sup> board meeting.

Mr. Truesdell asked by when the board must make the decision on the district's proposal. Mrs. Lane stated that he is hoping the board could decide at their April 15th meeting. Dr. Sousa asked why the urgency. Dr. Schlichter replied that the data 5 years out is stagnant, at best and that the data indicates demographics of a much more challenged community. The problems are systemic; there is definitely urgency. Ms. Saunders talked about challenges and non-HQT personnel "teaching." When you look at the data, we are not reaching the above-average mark. This is amazing because teachers and paras are committed so this is disheartening to them.

Mr. Lane address that some people may be wondering which school is "better." No one school was strong in all 3 categories – math, reading and literacy. The restructure would create a common piece so all can accelerate in all areas. Dr. Sousa asked how long it would take to create a new budget. Mr. Lane replied that there will only be supply cost changes. Mr. Lane has mapped out any staffing issues and will be able to do this with current staff. Dr. Sousa asked how long it would take to reallocate the budget. Mr. Lane anticipates approximately two weeks and would bring changes and staffing plan to the April 15<sup>th</sup> board meeting. The bus company reported to the SAU that we would not need additional buses. Mr. Truesdell asked about growth. Mr. Lane replied that enrollment is currently declining.

Mr. Lavoie stated that the need to redistrict exists anyhow because of overcrowding at Nottingham West. Mr. Lane shared that we continue to receive new zone exception requests and which he will continue to deny due to inequity between class sizes.

Mrs. Bisson recognized that if we go forward with the elementary restructure it will be a huge change and the decision will not be taken lightly. This proposal is the result of conversations around what is in the best interest for students that began July 1, 2012. The board recognizes parents' concerns and will walk through the entire process with them. We know kids mean the world to you and hope to see you at the March 24<sup>th</sup> or April 2<sup>nd</sup> public input sessions. Mr. Lane stated that if parents are unable to attend either night, they may call or email.

Mrs. Bisson suggested a 5-minute recess and thanked the public for attending.

Mrs. Bisson: Welcome back and again, thank you for attending. We want to hear what you have to say.

**Superintendent's Report:** Mr. Lane addressed the board. He is in the middle of a two-session workshop around leadership, getting a lot from "Learning from Lincoln," next Wednesday and Thursday in North Conway to complete program; has been involved with the Excellence in Education committees, great to visit other schools, get in-depth view of student body and get to talk with staff and learn about their programs. South Central last week, enthralling, had a meeting with AdminInternet and how business relationship will progress in the future, defining some things more readily that will be brought to the board at one of their next two meetings. Mr. Lane thanked those who came out to vote earlier this month and expressed that the results were disappointing for the district but that we will move forward and do the best we can for the students of Hudson to create programs that make a difference.

**Assistant Superintendent's Report:** Dr. Schlichter addressed the board. This Thursday and Friday we will have workshops for teacher inservice days. Each grade will work as a whole grade level. Representatives from each school will act as a point person to facilitate the work and she has worked with them. Very excited about this. Kindergarten teachers will look at end-of-year expectations for literacy and math and how close we are. For grade 1 and 2, looking at EnVisionMATH implementation. Grade 3 continuation of PD that we looked at a while ago, how to look back at text and find evidence. Grade 4, Science. Grades 3 and 4 NECAP coming in May. Grade 5 English/Language Arts. Hudson Memorial teachers working on John Collins writing on full day. Alvirne is busy with NEASC. Shared book made by Dr. H.O. Smith 4<sup>th</sup> graders around "Porquoi Tales". She worked very closely with teaching teams on this unit. Very appreciative, made her day.

Question from Mrs. Bisson: Now that we'll be in a default budget next year and enVisionMATH may be cut. What do you want to do? Dr. Schlichter responded that you just have to look at the state NECAP results and math outcomes. We have a significant math outcome issue. Mrs. Bisson asked if this is a solution we've found worked in grades 1 and 2. Dr. Schlichter explained that it is an attempt at a solution but cannot be done piecemeal or that's what we'll get for an outcome. We need a system where k, 1, 2 feed into 3, 4, 5. We need consistency in instructional materials and the math program is one way to do that, hate to think we can't do that. Students in Hudson deserve that. Without consistency, you don't know what you're measuring.

**Director of Special Services' Report:** Will meet with guidance counselors on early-release teacher inservice day. Earlier this year, she presented counselors with draft 504 Plan Manual to update district forms and processes, gained their input, sent to legal counsel and received it back and will bring final draft to counselors on Thursday as they all need to update their 504 Plans by the end of the year. Paras will participate in workshop on autism spectrum disorders. Department of Education will visit Alvirne on Friday because in addition to being selected for Focused Monitoring this year, we were also selected to have our Indicator 13 data looked at (transition plans) in IEPs. Will look at ten Individual Education Plans (IEPs) at AHS and determine if they meet all of the federal criteria for that plan. Annual survey for special education parents will be mailed the week of March 25<sup>th</sup>. Focused Monitoring Team will next meet on April 4<sup>th</sup>. Goal is create draft plan, final meeting in May, must implement for next school year. Attended two-day workshop in Portsmouth. Excellent workshop, attends yearly. Question from Dr. Sousa: Do you plan to have parent groups, workshops, etc? Ms. Saunders replied that she has started this process and there has discussion around training for parents.

**Business Administrator's Report:** Mrs. Burnell addressed the board and talked about the default budget. Last time the district was in a default budget situation was 1999. For this coming year, we are facing a \$500,000 decrease from the operating budget. Some decreases include several special education contracted services, math program, English textbook adoption, technology and other equipment. At this point, she will present the default where it stands and then discussions will have to take place about what we feel we must keep and where to cut to do so. Transfers will be brought to board to try to fund items. There have not yet been discussions with the principals to try to figure out where money will come from. Also approximately \$130,000 in salaries and benefits. Ms. Saunders added that this year we spent \$100,000 in IDEA carryover funds which we will not have this coming year, which in her mind means we're really down \$600,000. Mr. Lane stated that a list of possible cuts will be developed and presented to board, looking at what will affect academic programs the least. Discussion ensued around the type of decisions that need to be made regarding cuts and possible alternate sources of revenue.

Mrs. Bisson asked about Health Insurance Expendable Trust Fund. Voters said no, we cannot add to the fund. Does that mean we can take that money and use it? Mrs. Burnell answered that it becomes part of this year's fund balance and can only be used for health insurance. Dr. Sousa asked if we could prepay on June 30<sup>th</sup> instead of July 1<sup>st</sup> for next year's health insurance; answer was no.

**Correspondence:** Security Quotes – information for future action, Mrs. Bisson expressed the importance of students and staff safety.

NHSBA Board Training – Mrs. Bisson would like to attend chair training; others should contact Gail to register.

**Recommended Action:** *Mrs. Langlais moved to approve the 03.04.13 HSB meeting minutes, second by Mr. Lavoie. Motion passes 4-0 with Mr. Truesdell abstaining.*

**Old Business:** *Mrs. Langlais moved to approved Budget Transfer SB #46 (2<sup>nd</sup> reading), second by Dr. Sousa. Motion passes 4-0 with Mr. Truesdell abstaining.*

**New Business:**

Budget Transfer # 48 (1<sup>st</sup> reading)

Extracurricular Nominations: **Mrs. Langlais moved to approve the nominations for John Conrad and Michael Hatem, second by Mr. Lavoie. Motion passes 5-0.**

2013-2014 Hudson School Board Meeting Schedule: The board agreed on the presented scheduled.

2013-2014 Hudson School Board Committee Assignments: Discussion ensued and updated assignments will be brought to the April 1<sup>st</sup> meeting.

**Board Member Comments:**

Mr. Sakati: Welcome Mr. Truesdell; thanks for serving. Next week is Cabaret, good luck to performers and to spring sports participants. As I was leaving for the board meeting, my 2<sup>nd</sup> grade sister stopped me saying, "Connor, Connor....please ask the head teacher, Mr. Lane, for a snow day tomorrow."

Mr. Truesdell: I'd like to know if someone on the board could explain to me what 28(a) is (jokingly). This was a good first meeting.

Dr. Sousa: Welcome, Mike. I encourage families, parents, community to attend public input sessions, excited to see what it brings.

Mrs. Langlais: Thanks for voting and allowing me to come back. Class Act went to regional festival NH Educators' Theater Guild, now off to States 5<sup>th</sup> and 6<sup>th</sup>. Congrats, 3 students received rewards – lighting, costume & sound. Good job. I am very serious about what I said in the Telegraph; I am going outside the box. We need to ask for help.

Mr. Lavoie: Thanks for letting me be chair these past two years and vice-chair for three. All board members currently have kids in Hudson schools. Be careful when speaking with staff. We are all parents first but often thought of as board members instead. Thank you to Lynne Morin and Laurie Jasper for running for school board. Thank you, Mike.

Mrs. Bisson: I was not going to be chair and 20 minutes before meeting I got a phone call and then consulted with my husband and son. Daughter was not home. Very excited, will do best I can. Thank you to Lars Christiansen for his years of service; he brought a lot to the board. Welcome back, Patty; welcome, Mike. The restructure – had many conversations with previous administration about the need to do something and the board said they would support the administration. This has been talked about for years.

Mr. Lane recommended the board enter non-public session under RSA 91-A:3 II (a). ***Motion by Dr. Sousa, second by Mrs. Langlais. Mrs. Bisson called for a roll call vote: Mrs. Langlais, yes; Dr. Sousa, yes; Mr. Truesdell, yes; Mr. Lavoie, yes; Mrs. Bisson, yes. Motion passes unanimously.***

***The board entered non-public at 8:40 pm.***

***Dr. Sousa moved to accept the resignation of Susan Mollohan, second by Mrs. Langlais. Motion passes 5-0.***

***Mrs. Langlais moved to approve a stipend of \$3,000 to Michele Garon for services provided while we had no Director of Human Resources, second by Dr. Sousa. Motion passes 5-0.***

Mr. Lavoie requested the district pay Paul Inderbitzen \$50/hour for moderating upcoming public input sessions. Agreed to by consensus with money to come from school board account.

***Dr. Sousa moved to exit non-public, second by Mrs. Langlais. Motion passes 5-0.***

***Dr. Sousa moved to adjourn at 8:52 pm, second by Mrs. Langlais. Motion passes 5-0.***

The board adjourned at 8:53 pm.

Submitted by Gail L. Porter