

**HUDSON SCHOOL DISTRICT
Hudson School Board Meeting
April 20, 2015
Approved Minutes**

Present

Mr. Michael Truesdell, Board Chair
Mrs. Patty Langlais, Board Vice Chair
Ms. Stacy Milbouer
Mrs. Meagan Pollack
Mr. Ben Nadeau
Mr. Bryan Lane, Superintendent
Dr. Phyllis Schlichter, Assistant Superintendent
Ms. Jeanne Saunders, Director of Special Services
Ms. Karen Burnell, Business Administrator

Non-Public Session

Staff matter.

Mrs. Langlais moved to enter Non-Public session at 6:30 pm under RSA 91-A:3 II, second by Ms. Milbouer. Motion passes 5-0. The board entered non-public session at 6:30 pm.

There was discussion of SAU non-union wages, not including that of senior staff.

Motion by Mrs. Langlais to maintain raises as approved by the board for non-union staff, second by Mrs. Pollack. Motion passes 5-0.

There was discussion of reorganization of clerical staff.

Mrs. Langlais moved to exit non-public session, second by Ms. Milbouer. Motion passes 5-0. The board exited non-public 6:50 pm.

A. Call to Order: Mr. Truesdell Board Chairman, called the meeting to order and led the audience in the Pledge of Allegiance at 6:57 pm.

B. Public Input

Laurie Jasper, 83 Old Derry Road

Intent to not rehire letters have been sent out for a reduction in work force.

Would like to know when this was decided and what the cost savings is. Why wasn't this discussed at the last week's meeting?

Superintendent stated that six people are affected by this and received their letters prior to April 15 under the teacher's contract. Some of these positions are going from full-time to part-time which equals a \$20,000-30,000 savings; final decision on this has not been made. Per person positions were not initially on the spreadsheet; decision was done by email. Copies of all emails are available. All teachers and paras received reduction in force letters.

Beth Lavoie, 22 Robin Drive

Is moving staff from a full-time position to a part-time position the right thing to do in order to find savings? We already operate on a trim budget. Please be sure all decisions are done fairly and equitably.

Mr. Nadeau discussed the Culinary Arts para position. Is there a sub when the teacher is out? Mr. Beals said ideally, yes; however most of the time there is no sub. The same is true for the para in Early Childhood Education.

These paras already know what is going on within the classroom so there is always continuity whether the teacher is there or not.

Mr. Nadeau felt these positions should not be reduced.

C. Presentations to the Board

Hudson School District/Hudson Police Department Relations

Chief Jason Lavoie addressed the board.

Here regarding the comments that were made recently regarding lack of communication between the police department and the school district. Not aware of any communication issues. Talked with the Fire Chief and he agreed. Please let us know if there are issues we are not aware of.

Mr. Nadeau stated it was a miscommunication; the communication issues are with second party contractors. I apologize and have a better understanding now.

The board apologized for this miscommunication.

Mrs. Langlais suggested moving the Default Budget discussion up.

2015-2016 Default Budget Management

\$57,000 still needed.

Discussed athletics with Karen Bonney

Would it be easier if a percentage of the budget was cut instead of specific lines?

Yes, transportation rates are set by the bus company and co-curricular sports are important to students, could get creative with a percentage reduction.

Board consensus – likes the idea of cutting a percentage. 5%=\$32,000, or maybe 2.5%.

Mr. Beals feels 5% is high and reminded the board of the challenges we already face with the track and tennis courts. Wants this done equitably.

Pay-to-Play: Really not a benefit to the district as the funds received can't be used and must be returned to the taxpayers.

Superintendent – see page 3 of memo, \$66,565. Kyle Hancock is recommending we purchase computers that give off less heat; we would then only need one AC unit instead of two. The installation will go out to bid; discussed why installation would not be done using district employees to save money on installation costs. We use our staff to do preventative maintenance during the summer; will look into it. It would affect other summer projects.

Discussion:

ELC Library Paraeducator, Culinary Arts Paraeducator and ECE Paraeducator (Little Broncos) reduction from full-time to part-time. Reduce hours to 28 per week, would still service the students.

Discussed the new reading program cutting this would send mixed messages to the parents.

Kindergarten transportation could reduce to five buses from six due to enrollment.

Demographic study – money in current budget for this; could do now and reduce it in this budget. Discussed if study was necessary. Mr. Lane will get back to the board regarding the study.

Mrs. Langlais moved to consider a reduction in air conditioning to one unit at Nottingham West, one less bus for Kindergarten transportation, and publications and conferences at a total cost of \$39,597, second by Ms. Milbouer. Motion passes 5-0.

Now need \$17,995.

Pam Prophet and Karen Worthen discussed the para position for Early Childhood Education. With new State regulations, second year students must do an internship in another location – currently using Hills Garrison because it is close to Alvirne. The paraeducator helps run the program/classroom. It would be harder to assist preschoolers and students at the same time without the para there on a full-time basis.

Mrs. Langlais moved to add back the 3 paraeducator positions (culinary, library and early childhood) as full-time, second by Mr. Nadeau. Motion passes 5-0.

Now need \$39,995.

Need to split the remaining cuts equitably.

Mrs. Pollack moved to give the superintendent and administrative staff the authority to find an additional \$39,995, second by Mrs. Langlais. Motion passes 5-0.

Aramark contract. It would cost approximately \$100,000 to break contract. Contract expires next year. Discussed the potential of doing it ourselves, would cost \$265,000 to do so and would only have \$100,000 for supplies.

Decided to let it go for now but will go out to bid when contract expires.

Recess from 8:25-8:29 pm.

Ms. Milbouer exited meeting at 8:25 pm.

D. Requests of the Board

NH Athletics Directors' Conference Attendance Request

Conference to be held in North Conway May 20-22. Karen Bonney would like to attend at a cost of \$266 as well as Coach Conrad at a cost of \$150.

No vote is needed on this.

HOSA and Skills USA CTSO National Conference

HOSA in Anaheim, CA June 24-27 at a cost of \$900 per student.

Skills USA in Louisville, KY June 22-28 at a cost of \$400.

Mrs. Langlais moved to allow both groups attend their national conferences as presented second by Mrs. Pollack. Motion passes 4-0.

E. Reports to the Board

Superintendent's Report

Mr. Lane addressed the board.

Distributed teacher contracts and will deliver secretary contracts within the next two weeks and para contracts by June 1.

Wrote a new blog about default budget.

Information on the demographic study will come back to the board.

Attended South Central meeting last Friday; discussed legislation for restraint training, Right-to-Know requests (online) – could potentially charge for copies and have them picked up rather than mailing.

Public records – remember you could be videotaped when in a public place; 50% of our buses have cameras and you never know when they are being recorded.

June 6 – “ED”ies (NH Excellence in Education) Awards; Karen Misenheimer and Kyla Roche will be receiving awards. Please let me know if you are interested in attending.

Assistant Superintendent’s Report

Dr. Schlichter addressed the board.

Went to the Thespian Society Induction Ceremony last week.

Mrs. Senecal’s classroom at Hills Garrison received an award from NH Tourism.

Smarter Balanced is ongoing

Vacation is coming.

Director of Special Services’ Report

Ms. Saunders addressed the board.

Met with Larry Russell last week; gave him a lot of information, working on having good communication for a smooth transition.

PATHS (Attachment 5)

Positive attitude

Academics

Trusting relationships

Successful school day

This was formerly called Behavior Magnet program.

Program will be held at Nottingham West for grades 2-5. Must be a special education student to use this program for emotional/behavioral issues. Now have a similar program for all school levels, elementary, middle and high school.

Hills Garrison currently has a behavior program but it is used more as a student support room where all students have access to it. Students utilizing the PATHS program will be bused to NWES, even if it is not their neighborhood school. The goal of this program is to help elementary schools students get the anger management skills, coping skills and appropriate social behavior they need, to help with transitions and keep students in-district and with access the least restrictive environment.

Business Administrator’s Report

Ms. Burnell addressed the board.

Budget Committee meeting went well.

Copier bids are in. Working on replacing the HR position.

Health Insurance Benefit Committee will be having the Concord School District Director of Human Resources come to speak at an upcoming meeting.

Boiler bids in today range from \$100,000 to \$215,000.

F. Committee Reports

Mrs. Pollack addressed the board.

Attended Dropout Task Force meeting – good stuff is happening.

Want feedback regarding – dropout, homeschool, HiSET, anxiety – want to build up attendance with consistent language and follow-through plans. Heather Parsons is doing a great job.

G. Correspondence

Financial Report

Information only.

General Fund balance - \$79,878, decrease of \$11,327.

Currently have \$95,000 set aside for boiler replacement.

Homelessness – have a student in the Lakes Region, Merrimack and Massachusetts. All are providing their own transportation to school.

Quarterly Budget Transfer Report

Information only.

Not much has changed, \$200,000 to Special Education.

P.A.T.H.S. Program Description

See Director of Special Services' report.

Letters of Resignation

Louis Esposito

Mrs. Langlais moved to accept the resignation of Louis Esposito, Special Education Teacher at AHS, second by Mrs. Pollack. Motion passes 4-0.

Cullen Madden

Accepted a position as an event planner.

Mrs. Langlais moved to accept the resignation of Cullen Madden, Marketing Teacher, second by Mrs. Pollack. Motion passes 4-0.

You will be missed.

H. Recommended Action

1. Manifests- Recommended Action:

Manifests are available to be signed. Make necessary corrections.

I. Old Business

Default Budget

Discussion was moved up on the agenda.

Policy – Administering Medication to Students (2nd reading)

Mrs. Langlais moved to accept Attachment 9 as presented, second by Mrs. Pollack. Motion passes 4-0.

Policy – Slips, Trips, and Falls Prevention (2nd reading)

Mrs. Langlais moved to accept Attachment 10 as presented, second by Mrs. Pollack. Motion passes 4-0.

Policy – Advanced Coursework/Advanced Placement Courses

Mrs. Langlais moved to accept Attachment 11 as presented, second by Mrs. Pollack. Motion passes 4-0.

Contracted Services Agreements (deferred from 04.06.15)

Megan Hudziklewicz Certified OT Assistant, not to exceed \$31,350:

Mrs. Pollack moved to accept the contracted services agreement with Megan Hudziklewicz at a cost not to exceed \$31,350 and waive the second reading, second by Mrs. Langlais. Motion passes 4-0.

Boothby Therapy Services, vision services at a cost not to exceed \$38,000:

Mrs. Pollack moved to accept the contracted service for Boothby Therapy for vision services not to exceed \$38,000 and waive the second reading, second by Mrs. Langlais. Motion passes 4-0.

Boothby Therapy Services, augmentative communication at a cost not to exceed \$49,971.90:

Mrs. Pollack moved to accept the contracted services agreement with Boothby Therapy Services for augmentative communication at a cost not to exceed \$49,971.90 and waive the second reading, second by Mrs. Langlais. Motion passes 4-0.

Committee Assignments

Email Chair with any feedback.

Mr. Nadeau will take Cable Committee and be the School Board contact for Benson Park. List will be submitted to Gail Porter.

J. New Business

Extracurricular Nominations – Lacrosse \$5,662.39

Discussion regarding district liability if coaches get hurt during the season – very concerning.

Currently their money is put through our student activity accounts and we distribute the money. The district could give the money back and have them distribute it on their own, but we would still be liable.

Mr. Nadeau moved to hire lacrosse coaches at a cost of \$5,662.39, with a note that they will be reimbursed by Friends of Lacrosse, second by Mrs. Pollack. Motion passes 4-0.

Copier Bid Award

Awarded to NECS (not the lowest bid) for five copiers.

Mr. Nadeau moved to award NECS copier bid to install five copiers for FY16 in accordance to Policy 6.1W, second by Mrs. Pollack. Motion passes 4-0.

Budget Transfer SB#5 \$32,425

Mrs. Langlais moved to approve SB #5 at a cost of \$32,425 (technology) and waive second reading, second by Mrs. Pollack. Motion passes 4-0.

Budget Transfer SB#6 \$6,706 Switch

Mrs. Langlais moved to approve SB #6 at a cost of \$6,706 and waive second reading, second by Mrs. Pollack. Motion passes 4-0.

Policy – Alternative Learning Plans (1st reading)
information

Policy – Alternative Credit Options (1st reading)
information

Policy – Earning of Credit Options (1st reading)
information

Policy – Behavior management and Intervention (1st reading)
information

Policy – Character and Citizen Education (1st reading)
information

K. Board Member Comments:

Mr. Nadeau – No comments

Mrs. Pollack – Congrats to swim coach – coach of the year. Tickets are now on sale for High School Musical at seatyoursef.biz.

Mrs. Langlais – No comments

Mr. Truesdell – Congrats on first lacrosse game and to Karen Bonney for helping us with this. French students last night; this is our third year hosting.

L. Non-Public Session:

Mrs. Langlais moved to enter Non-Public session at 9:25 pm under RSA 91-A:3 II (C) second by Mr. Nadeau. Chairman called for a roll call vote.

Mrs. Pollack-yes. Ben Nadeau – yes. Mrs. Langlais-yes, Mr. Truesdell-yes

Motion passes 4-0. The board entered non-public session at 9:25 pm.

Discussion of staff issue.

Mrs. Langlais moved to exit non-public, second by Ms. Milbouer. Motioned passes 4-0.

M. Adjourn:

Motion by Mrs. Langlais to adjourn, second by Ms. Milbouer. Motion passes 4-0.

Meeting adjourned at 9:33 pm.

Respectfully submitted,

Dotty Murray (public)

Bryan Lane (non-public)