

Hudson School District
Hudson School Board Meeting
Approved Minutes

Present:

Mr. Malcolm Price, Board Chairman
Dr. Darcy Orellana, Board Vice-Chair
Mr. Gary Gasdia
Ms. Gretchen Whiting
Ms. Diana LaMothe
Ms. Kara Roy, Vice-Chairman, Board of Selectman
Mr. Larry Russell, Superintendent
Ms. Mary Wilson, Assistant Superintendent
Ms. Karen Burnell, Business Administrator
Mr. Jack Gasdia, Student Representative

A. **Call to Order:** Chairman Price called the meeting to order. Mr. Gasdia led the Pledge of Allegiance.

B. **Public Input:** There is no public input.

C. **Presentations to the Board:**

1. Hudson Youth Baseball: Hudson Youth Baseball President Jeremy Drown presented on how to make significant improvements and additions to the existing baseball field at Dr. H. O. Smith School. This field is currently used for the younger division on weeknights and weekends and has needed very little upkeep. Now that the baseball field at Alvirne High School is being used for the new tennis courts, this organization needs to find a new field to play in that is adequate for the higher levels (older division). He summarized the upgrades/improvements needed as detailed in attachment # 1. They are asking the school district to help complete some of the tasks needed to make the field safe, such as taking down some trees, moving some concrete blocks and removing the brush piles. All the improvements outlined in the attachment would be completed over 3-4 years/seasons. Some of the improvements would be completed by the HSD facilities department. Each spring Mr. Drown would present to the HSB the next level of improvements and he would come with numbers/estimates, if necessary. The Principal of the ELC, of which Dr. H.O. Smith is part, had concerns that if full-day kindergarten is in place next school year, there would be more students out at recess at one time. She would like to see where the fence will be and where the lines are going to be put down so if she needs to purchase more playground equipment down the road, she will know how much space she has and where to put those items. Mr. Drown will be in contact with our facilities director to schedule the fall items that need to be completed this fall, including tree removal. Mr. Drown also presented the board with a memorandum of understanding between the Hudson School Board and Hudson Youth Baseball. Ms. Burnell took notes regarding changing the wording in the memorandum to be consistent and state 'School Board' throughout the document.

Ms. LaMothe made a motion to move forward with the amendments proposed, second by Mr. Gasdia. Motion passes 5-0.

2. Communication Plan: Terry Wolf, Community Engagement Coordinator for the Hudson School District, presented a communication plan she developed. She is appreciative that the HSD saw a need for her position. Communication has been a long time coming for all school districts. Social media and some students having cell phones at a younger age can cause things to spread very quickly. She's been with the district for almost 2 months and spent time doing research before applying. She said that being in the school buildings was amazing, a different environment than what she is seeing outside. She saw teachers engaged with students even in the hallways and there was student work displayed everywhere. We need to put out there the great things that are going on in the schools. People are so focused on what they are doing that they don't think about promoting the good things going on in the classroom. The climate survey conveyed that the teachers want more communication within the buildings; they want to know what is going on. Aligning this with the Strategic Plan she broke it down in stages. Stage 1 is working internally – communication with staff, families, and the community. Stage 2 is engaging families with their schools, improving relationships and learning. Stage 3 is where we have deeper relationships with the staff, the families and the community. Even a robust model of engagement with the community and develop stronger relationships with businesses and elected officials. She went through her plan, the content, the channels we'll take and urgent and emergency communication, as detailed in attachment # 2. Terry's next steps will be to continue meeting with anyone who wants to speak with her, define and update communication channels, develop a social media calendar, complete website review, and implement simple changes quickly. The school board was excited about the communication plan Terry presented this evening.

A five-minute recess was taken at 7:40 pm. The meeting resumed at 7:47 pm.

D. Requests of the Board: There were no request of the board this evening.

E. Old Business:

1. Policies (2nd readings): Ms. Wilson presented the following policies to the board as detailed in attachment # 3. This is the second reading of these policies.
 - a) BDB Board Officers
 - b) BDE Committees and Delegates
 - c) BGB Policy Adoption
 - d) BGC Policy Review and Evaluation/Manual Accuracy Check
 - e) BGD Board Review of Administrative Regulations
 - f) BGE Policy Dissemination
 - g) BGF Suspension of Policies
 - h) BHC Board-Employee Communications
 - i) BHE School Board Use of Email
 - j) BIA New Board Member Orientation

Policy BDB: When we list secretary, we only have descriptions for the chair, so do we want to list descriptions for vice-chair and secretary as well or strike it? It can say "may include a secretary."

Ms. LaMothe made a motion to accept the policies in attachment # 3 as amended, second by Mr. Gasdia. Motion passes 5-0.

F. New Business:

1. Policies (1st readings): Ms. Wilson presented the following policies as detailed in attachment # 4. This is the first reading of these policies. For the board to read and review at this time.
 - a) BIBA School Board Conferences, Conventions, and Workshops
 - b) BID Payment for Services Rendered by School District Officers
 - c) CA Administrative Goals
 - d) CB School Superintendent
 - e) CBB Appointment of Superintendent
 - f) CBG Superintendent's Development Opportunities
 - g) CBI Superintendent Evaluation
 - h) CCA Administrative Succession Plan
 - i) CCB Line and Staff Relations
 - j) CFA Individual School Administrative Personnel

Policy CA: In the first paragraph it refers to a creation of operation of an environment that promotes effective student learning as defined in our mission statement. Can that be extended to the Strategic Plan? The Strategic Plan is a 5-year plan, so the policy would have to be adjusted to refer to that. The policy should be in 'broad' language. 3(e) – implementing procedures to ensure the differing needs and talents of students are fully considered. Should we add "and staff?" This is about learning procedures. Letter (b) actually addresses staff.

2. Extracurricular Nominations: Mr. Russell presented the following extracurricular nominations for Alvirne High School's winter sports:

Varsity Wrestling	Mike Gregory	\$4,700
JV Wrestling	Collin Currier	\$3,300
Boys Varsity Basketball	Marty Edwards	\$5,250
Boys JV Basketball	Chris Goldsack	\$3,675
Boys Freshman Basketball	Alex Wetmore	\$3,410
Girls Varsity Basketball	Chris Cheetham	\$5,250
Girls JV Basketball	David Bressler	\$3,675
Girls Varsity Indoor Track	Caroline Conrad	\$3,500
Asst Girls Varsity Indoor Track	Colleen Currier	\$2,450
Boys Varsity Indoor Track	Tom Daigle	\$3,500
Winter Varsity Cheerleading	Shyla Francoeur	\$2,900
Winter JV Cheerleading	Colleen Gillis	\$2,030
Varsity Swim Coach	Brandan McLaughlin	\$3,500
Asst. Varsity Swim Coach	Ashley Ducharme	\$2,450

Since some of these try-outs start today, shouldn't we have had these nominations back in October? Mr. Russell agreed to that.

Ms. LaMothe made a motion to accept the winter athletic nominations as listed above, second by Mr. Gasdia. Motion passes 5-0.

3. Public School Infrastructure Fund:
 - a. Project completion and requests for payment:
Ms. Burnell presented attachments # 6 and 7. They do not require a school board vote. These are just informational pages only. These are the beginning pages of receiving our money back, now that the project is complete.

G. Recommended Action:

1. Manifests – Recommended action: Make necessary corrections and sign.
2. Minutes – Recommended action: Review and approve.
 - a) 11.04.19 Draft Minutes: Ms. Whiting wanted to make known under section D, there was a lot of discussions/questions proposed by the school board and that was not included. There was deep conversation around the topic and the questions from the board are not included in the minutes. Revisit the tape and summarize that part. Section E, under requests of the board, where it states, second to last sentence in the first paragraph, the board would like to see the girls' soccer team invited, the board would like to see that the girls' soccer team is *offered* a similar travel opportunity, as opposed to the same trip. Section F – motion passes 5-0; only 4 school board members were present. The minutes are detailed in attachment # 8.

They have tabled approving these minutes until they can be amended and will revisit them next school board meeting.

District Administration Reports

I. Legislative Updates: Mr. Russell presented the Legislative update.

1. 2019 Legislative Summary:
2. Mr. Russell spoke with the school board about Ms. Lavoie's presentation at the last school board meeting and one concern Ms. Lavoie had was behavior and discipline. Those are two separate things. The discipline is a reaction to the behavior that can happen at a school. We have Project Aware, a grant that will provide project managers, resources, building teams for professional development. Ms. Lavoie would like a committee to talk about discipline. Teachers need to be a part of that, to talk about their concerns and help come up with some solutions. There is a professional development concern with the PD committee and one concern was asking teachers for input and we are asking for teacher input. There are some things we must do, and the PD time has been reduced. The teachers concern about not being asked at all – Mr. Russell thinks that not asking for teacher input is a building issue. There are a select few teachers that always contribute and Mr. Russell would like to see a more diverse group contributing. Grading is a concern and can be confused with competencies, which are two different issues. This is our third year with PowerSchool and there have been software changes as well. They are trying to address the concerns of the teachers. There is also a concern with not holding students accountable. This has been going on for years and it will take time to get this on track. Students in the past had been

retained and when tracked, those students did not finish high school, so the thinking was maybe to not retain students. A plan was put into place last year. If students are not held accountable, they may not work as hard as they can. There is no easy answer to this.

Dr. Orellana read from the teachers' contract and asked for an explanation regarding what a study committee is? Is this a way to engage teachers? Yes. The contract allows for this engagement and she hopes that the teachers and administration would work together to leverage this, to tackle some of these things that the teachers feel they don't have a voice in. There is an opportunity here to bring this talent to the table to study and do meaningful work together.

J. Committee Reports

1. Strategic Plan Update: Mr. Russell presented the latest timeline dates. There are two items; strong connection with family and community; we are doing that especially with the zero to five group, by working with the parents. By June of 2020, 60% of students to have strong positive outcome, by using the data from our student support teams (SST). By Dec 1, a vibrant learning system developed a plan for students to leverage technology, communicate, learning schoolwide and that plan will be in place by that time.
2. How do we know if we are being successful? We are still collecting metrics. Things like the survey we do and student achievement. The committee meets again on January 9th. A lot is ongoing, and we are still collecting the data. It will take some time, but there is some traction. Is the Strategic Plan being promoted in the schools daily? Not just in staff meetings. Teachers will be evaluated on if they are contributing to the district goals. Everyone has to be on board in order for this to work. Jack Gasdia hasn't heard much about it now that we are 3 months into the school year. It was spoken about at the beginning of the school year, but not so much now on a day-to-day basis.
3. Ms. LaMothe went to the board of selectman meeting on November 12th. She presented that we are moving forward with full-day kindergarten. She thanked everyone who came to the Alvirne and CTE tours. Ms. LaMothe attended a lot of budget committee meetings. There are 2 more budget committee meetings this week. On December 19th, there will be the default budget meeting, collective bargaining and wrap-up. The public is always welcome to come and add their input.
4. Mr. Gasdia and Ms. LaMothe attended the building committee meeting for CTE. We are at an important spot right now, as we didn't get the full funding. As we move forward, there may need to be a stoppage in the work. There will be a follow-up meeting on December 4th.

K. Correspondence

1. Discipline Report: Mr. Russell presented the discipline report to the board as detailed in attachment # 10. There is a sharp increase in the discipline numbers; is there a pattern and can we address it? Mr. Beals and Mr. Bowen can be invited to the next meeting and speak to the numbers better. The first month of school can be known as a honeymoon period and that has ended. Social media can play a role in these discipline issues. Vaping was spoken about and with the vaping detectors in the middle school, are they not a deterrent? They have been recalibrated in the past 3 weeks, as they were picking up humidity in the past. The detectors have been more reliable over the past 3 weeks.

Are we doing something wrong that these same students are continuously getting in trouble? We need to work on the behavior in all the schools. Are parents being called and told that their student has an out-of-school suspension and/or an in-school suspension? Yes, the parents are called and some even come in to speak about the behavior. If we are being reactionary, we need to flip that and go into prevention. Are our policies aligned with the times? We change more policies than stay static and that is to address these things.

2. Financial Report: Ms. Burnell presented the first financial statement of the year. We are anticipating a fund balance of approximately \$476,000. Most of the funds available fall under salaries and benefits. We plan on spending 100% of the supply balance. This is detailed in attachment # 11.
3. Outreach Coordinator Report: Attachment # 12, for information only.
4. Technology Integration Specialist Report: Attachment # 13, for information only.
5. Building Committee Minutes (KB): Attachment # 14, for information only.

L. Board Member Comments:

Jack Gasdia: This past Saturday at Alvirne, the Model United Nations club, hosted its first ever regional conference. There were 5 schools including Alvirne, Merrimack HS, Windham HS, High Mowing HS, and Londonderry HS in attendance. This upcoming weekend Friday and Saturday, Class Act is putting on 'Rumors' the play at 7 pm. Happy Thanksgiving.

Ms. Whiting: Asked as a parent to attend CTE forum to understand what is working well, what is not working. Things that can happen and not happen. She found it very useful and came away with a lot and provided a lot as a parent. CTE wing is not just going through a physical renovation, but through an internal one as well. What are they trying to build upon and improve upon from an educational perspective. Today's AHS situation was handled very well. Both daughters felt very comfortable and safe.

Ms. LaMothe: Her daughter felt very safe today as well. Alvirne held their National Honor Society Induction Ceremony on Friday. They inducted 31 new students. She was very impressed. Lead speaker, Jack Gasdia, did a phenomenal job. The pillars of the society are character, service, leadership, and scholarship. These are the characters being developed in these students. She complimented Mr. Beals on how he spoke about each student, it was personalized and meaningful. Planning board public outreach opportunities; Wednesday the 20th from 7-9pm at HMS and Saturday, the 23rd at Hills Garrison.

Mr. Gasdia: The response today was much better. Mr. Beals is the model of what we want. He knows each and every student. Thank you for all the donations during the telethon. Raised over \$8,500 and a truckload of food.

Ms. Roy: Thanks to this board for their generosity with the food pantry. Mr. Gasdia's involvement with the Boy Scouts. Just a correction, she believes it was \$8,900 in donations and they are still counting. There is another visioning session, it's important for the citizens to get involved. It's a small group setting, relaxed. Nov. 20th 7-9 pm at HMS and Saturday, November 23rd from 10-noon. Happy Thanksgiving.

Dr. Orellana: Thank you Mr. Russell for keeping us informed. Happy Thanksgiving.

Mr. Price: Congratulate the Alvirne Broncos for another good season. Keep moving forward. The holidays are upon us, remember the less fortunate. Have a wonderful week. Have a wonderful holiday. Enjoy yourselves. Be safe.

M. Upcoming Meetings

Meeting	Date	Time	Location	Purpose
Policy Committee	TBD	11:00 am	SAU Building	Regular Meeting
School Board	12.02.19	6:30 pm	Hills Memorial Library	Regular Meeting
School Board	12.16.19	6:30 pm	Hills Memorial Library	Regular Meeting

N. Non-Public Session

Ms. LaMothe made a motion to enter non-public session according to RSA 91-A:3 at 8:45 pm, second by Ms. Whiting. Mr. Price, aye, Dr. Orellana, aye, Ms. LaMothe, aye, Mr. Gasdia, aye, Ms. Whiting, aye. Motion passes 5-0. Non-public session entered at 8:45 pm.

The board discussed student matters; no action taken.

The board discussed personnel matters; no action taken.

Dr. Orellana moved to accept two intent to retire letters, second by Ms. Whiting; Motion passes 5-0.

Mr. Gasdia moved to exit non-public and adjourn, second by Ms. Whiting. Motion passes 5-0.

Meeting adjourned at 9:35 pm.

Respectfully Submitted,

Susan Piper (public)

Mary Wilson (non-public)