

Hudson School District  
Hudson School Board Meeting  
Approved Minutes

Present:

Dr. Darcy Orellana, Board Chairman  
Mr. Gary Gasdia, Board Vice-Chair  
Ms. Diana LaMothe  
Ms. Patty Langlais  
Mr. Ethan Beals  
Ms. Kara Roy, Vice-Chairman, Board of Selectmen  
Mr. Larry Russell, Superintendent  
Ms. Mary Wilson, Assistant Superintendent  
Ms. Karen Burnell, Business Administrator  
Ms. Rachel Borge, Director of Special Services  
Mr. Jack Gasdia, Student Representative

- A. Call to Order:** Board Chair Orellana called the meeting to order. Due to the Governor's stay-at-home order, the board meeting will be held remotely via zoom. She read a prepared statement regarding our electronic meeting which included how the Town of Hudson could participate/watch this meeting. Roll call attendance was taken. Dr. Orellana, present; Mr. Gasdia, present; Ms. LaMothe, present, Ms. Langlais, present; Mr. Beals, present; Ms. Roy, present; Mr. Russell, present; Ms. Wilson, present; Ms. Burnell, present; Ms. Borge, present; Mr. Jack Gasdia, present. Also present in the meeting is Mr. Hancock and Ms. Wolf.

Dr. Orellana read a statement honoring Mr. Peter Dolloff. Mr. Dolloff passed away peacefully, surrounded by his family at his home on April 26<sup>th</sup> at the age of 85. Mr. Dolloff was a remarkable individual, who earned multiple degrees. His career in education spanned 36 years. He served as Superintendent to SAU 27, which included, Hudson, Litchfield, Bedford, Merrimack, Windham and Pelham public schools from 1971-1997. He was awarded the NH Superintendent of the Year in 1990. Also noted was how his calm, thoughtful perspective, and the unique kindness that radiated from him which filled the space when he was there, will be missed.

- B. Public Input:** There was one email regarding public input. Leo Bernard of 3 Bungalow Ave. Hudson.  
At Alvirne High School the school has an Adult Day Care Center. How is that going to open and when? [Answer: The current plan is for adult daycare to start in September in the newly constructed portion of the building, as long as it is safe to do so.] An online form was created for the public to fill out and submit questions or concerns to the board.
- 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:**
1. Coach Stipends: Mr. Russell presented a memo from Mr. Steve Beals, Principal of Alvirne High School. The memo shows the breakdown of the time and activities performed by the spring coaches at AHS and the stipend they should be paid.

***Ms. LaMothe made a motion to approve the stipends for the spring coaches as listed in the memo, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

2. End-of-Year-Spending: Ms. Burnell presented the list of expenditures submitted for school board consideration with the end of year surplus. What on the list is safety and security that needs to be completed? Mr. Steve Beals reviewed the list he provided to the School Board and he explained the CTE needs and the top 3 on the list are the most needed items for Alvirne High School. The AHS/CTE items needed on this list would cover the gap because of the two phases of the CTE construction. The items on the list are needed for the opening of school, September 2020. There was further discussion around the list and what specifically was AHS and what was CTE items between the Board and Mr. Steve Beals. Mr. Russell suggested we get a clear legal opinion on this. The Board agreed to get clarity on this and table the CTE items on the list.

Mr. Ethan Beals met with Mr. John Pratte, Facilities Director and Ms. Burnell this past week. He explained the items on the second half of the list after he had spoken with the Principals at those schools. Mr. Pratte explained further about the fire alarm system that needs replacing at HGS. He also spoke about upgrading our district-wide key system and this came about because of the door replacement in the district.

***Ms. LaMothe made a motion to approve the fire alarm system for HGS in the amount of \$50,000 and upgrade the district-wide key system in the amount of \$91,750, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

***Mr. Beals made a motion for the additional roof replacement at HMS for \$225,000, second by Ms. Langlais.*** There could be a cost savings if this passes and it would be added on to the current roof replacement project at HMS when it goes out to bid. ***Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

#### **F. New Business:**

1. Climate & Culture Survey Update: Mr. Russell presented an update from the climate and culture survey as there has been a lot of work done on it during the year. Feedback from the teachers was a common theme of working together and collaborating came out as positive. Two major areas teachers had concerns with, the first one was student behavior that students need to respect support staff, teachers and other students. This was discussed with the Assistant Principals and they came up with a plan to be consistent. Project Aware is a grant we received that addresses student behavior and the social emotional needs of the students. HMS has the four common agreements and that has helped. Responsive classroom has been continuing the past couple of years, set the tone and the rules of the classroom at the beginning of the year. The second major area that came up was communication between staff and administrators. The teachers would like things communicated in a timely and effective manner. There have been more consistent staff meetings and updates. The SAU has done Zoom meetings with the staff and Mr. Russell is sending out weekly emails. We have a larger Facebook

presence. We are getting more feedback now. We are working as a school community and moving forward. We will be doing climate and culture survey for a 3<sup>rd</sup> year.

2. Clerk Appointment Discussion: There was a clerk for the School Board and that person left town. We no longer have a Clerk. We can run an ad and the Board could appoint someone. The Clerk's duties are minimal. They attend the deliberative session and they turn in the warrant articles. We are asking the Board to post for that position. It could also be posted on the Town's website.

***Ms. LaMothe made a motion to approve the posting of the Clerk position, second by Ms. Langlais. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

3. School Board Meeting Discussion: Mr. Russell described the effort to improve the system of preparing for and running school board meetings. It will be easier for the public to find information on the website. Changes will also allow for the draft school board minutes will be posted in a timelier manner. The agenda will capture all of the relevant documents for each applicable agenda item in a link. An online form has been developed to allow the public to give input, which is especially needed in this online meeting environment. School Board pictures and committee information will be added to the website.

Mr. Russell spoke about what the fall could look like. He has been speaking with other superintendents and reviewing 3 general possibilities that could happen in September. If things go well, we may open with people in it, wearing masks, eating lunch in the classroom, etc. We could open with staggered start times and dismissals, so we don't have large groups of people in one place. Dual sessions or alternating days for students, could also be an option. We could open with remote learning. That is the least desirable option. There is no specifics and it's too early to make that call. If we needed additional items in the fall to keep everyone safe, the Board would have to declare it an emergency, the budget committee would have to declare it an emergency and then the DOE would have to declare it an emergency.

Fund Balance Retention Fund: Mr. Russell presented the FY 2020 Use Year End Fund Balance. Applying funds to the Fund Balance for future use; the contingency fund balance cannot exceed 2.5% of the net assessment. The school district has the right to keep a contingency of over a million dollars. There was discussion about what if we needed these funds in the fall? Ms. Burnell suggested using the fund balance to offset your next budget. If the budget goes higher, you would have the revenue to offset it. You would want to use this to offset the tax rate. The fund balance is high because of the money received from the CARES Act. The Board would like to give a portion back to the taxpayers.

***Mr. Gasdia made a motion to give back \$750,000 to the tax payers to provide relief to the people unemployed this year. There was no second. Motion dies.***

4. Monthly Financial Report: Ms. Burnell presented the monthly financial report. As of April 24, 2020, the General Fund is projected to have a balance of \$1,846,495 for the fiscal year 2020. This is \$1,180,662 higher than the prior report.
5. Budget Transfer: Ms. Burnell presented a budget transfer from tutoring salaries to tutoring consultants. This is shown in detail in attachment # 5. Move \$11,500 from tutoring salaries to tutoring consultants. This is for the tutors we use for 504 students.

***Mr. Gasdia made a motion to approve the transfer of \$11,500, second by Ms. Langlais. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

**G. Recommended Action:**

1. Manifests – Recommended action: Make necessary corrections and sign. Everything in the finance department is being completed remotely. The School Board is sent the manifests weekly and they are signed electronically. This is working out quite well.
2. Minutes – Recommended action: Review the following draft minutes and approve:
  - a) 04/20/2020 Draft Minutes: A link is included for everyone to view the public comments we received by email.

***Ms. Langlais made a motion to approve the 04/20/2020 minutes, second by Ms. LaMothe. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

**H. Reports to the Board:**

1. Superintendent Report: Mr. Russell had a couple of zoom chats last Thursday with some parents. He will be doing more of these. Some FAQs were about end-of-year things that usually happen. Some complaints were too much work and too little work. We are keeping traditional grading with flexibility. There were a lot of questions regarding seniors. There are tentative dates for prom and graduation but that doesn't mean it will happen. July 5<sup>th</sup> for prom and July 9<sup>th</sup> for graduation. Wednesday there will be a parade for a cause to support the food pantry at AHS. This will happen at 6:00 pm. Congratulations to Jack Gasdia, he was the grand prize winner of Destination College 2020. He won a \$1,000 scholarship. The new Assistant Superintendent will be coming to work with Ms. Wilson at the end of June. Her name is Kim Organek. She is currently in Florida but is from New Hampshire. We welcome her to the Hudson School District and we look forward to working with her. This is Teacher Appreciation Week. We appreciate the teachers going to remote learning in a week back in March and did a tremendous job with it. Thank you to all the teachers out there.
2. Assistant Superintendent Report: Ms. Wilson echoed that our teachers are superstars. She appreciates all of them. 15 of our National Merit Scholars have stepped up to be Peer Supports. We are continuing working on our Strategic Plan by doing Peer Partnerships because HMS is reading remotely to the kindergarten students. We will be doing a year-end portrait of a graduate.

3. **Business Administrator Report:** Ms. Burnell reported she had a remote meeting today with Larry, Steve Malizia, and Kathy Carpentier from the Town. They looked at how our cash flow will be and if there was concern if they would receive enough tax payments for the summer months and what we could live without.
4. **Director of Special Services:** Ms. Borge spoke about hiring this time of year and this is her top priority. She is pleased with the candidates that have come forward. We need to rethink ESY for this summer. She's not sure we can have that happen at the school but continuing remote learning over the summer. We have more time to plan summer ESY. We will have to assess student progress when we come back and formulate plans on how we address where students are.

**I. Legislative Updates:** Mr. Russell stated the Legislature is not currently in session.

**J. Correspondence:** There was no correspondence this evening.

**K. Board Member Comments:**

Mr. Jack Gasdia: On behalf of all the students in the district, thank you to all the teachers. Especially in this environment. This is new to everyone and there are things that we still need to work out. He's really impressed with what they are doing. Happy Teacher Appreciation Week.

Ms. Patty Langlais: Happy Teacher Appreciation Week to all the teachers out there. Shout-out to the parents doing a great job. Thank you to the students doing the best they can.

Mr. Ethan Beals: Thank you everyone for your work. Thank you, Rachel, for your input this evening. There is still a large sum of money and more work on our part to do.

Ms. Diana LaMothe: Thank you Larry for having her speak with Susan Bureau, Dean of Academics at the high school. It is amazing how these teachers are using technology with every student. Every student is being cared for. Other tools are being used and the teachers are diving in and doing the best job they can. She had a fantastic conversation with Sue. Hudson is very lucky to have the staff we have.

Mr. Gary Gasdia: Thank you to all the teachers for all they've done. Regarding next year, we are all in this together. Most kids will be behind. The teachers pulled off this remote learning.

Ms. Kara Roy: Teachers do amazing work and they help shape our future. What they've done in this incident, is just incredible. They have forged forth. Thank you on behalf of the community. As things become routine, we work to maintain open communication. Continue the collaboration and the open communication.

Dr. Darcy Orellana: I appreciate the teachers. It is remarkable. Lifelong learning. Teachers are teaching the parents in the community and how our learning is so infused in what we do. We are interconnected. As we move forward, I hope we can channel Mr. Dolloff's kindness because it was remarkable.

**L. Non-Public Session:**

***Ms. LaMothe made a motion to enter non-public session according to RSA 91-A:3(c) at 8:25 pm, second by Mr. Gasdia. Roll call vote, Dr. Orellana, aye, Ms. Langlais, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Mr. Beals, aye. Motion passes 5-0.***

The board discussed student matters.

***At 8:52 p.m. Patty Langlais moved to exit non-public. Ethan Beals seconded. Darcy Orellano called for roll call vote: Ethan Beals; Aye, Gary Gasdia; Aye, Diana Lamothe; Aye, Patty Langlais; Aye, Darcy Orellano; Aye. Vote carried 5-0.***

***M. At 8:53 p.m. Ethan Beals moved to adjourn public Patty Langlais seconded. Darcy Orellano called for roll call vote: Patty Langlais; Aye, Ethan Beals; Aye, Gary Gasdia; Aye Diana LaMothe; Aye, Darcy Orellano; Aye. Vote carried 5-0.***

Respectfully submitted,  
Susan Piper (public)  
Mary Wilson (non-public)