

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. Kim Organek, incoming Assistant Superintendent  
Ms. Karen Burnell, Business Administrator  
Ms. Susan Hickey, incoming Business Administrator  
Ms. Rachel Borge, Director of Special Services

- A. Call to Order:** Board Chair Orellana called the meeting to order. Due to the Governor's stay-at-home order, the board meeting is being 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. Also present in the meeting are Ms. Wolf, Susan Hickey, incoming Business Administrator, and Kim Organek, incoming Assistant Superintendent.
- B. Public Input:** An online form was created for the public to fill out and to submit questions or concerns to the board. There was no public input.
- C. Presentations to the Board:**
1. Recognition of 2020 Retirees: Mr. Russell read a message about each retiree. He first spoke about Mary Wilson and then Karen Burnell, who both work with him at the SAU. Georgina Igoe (Ziggy) has been a full-time para-professional at AHS for 41 years. Donna Johnson has been a full-time lead teacher for 14 years at AHS. Frank DiFonzo taught at AHS for 15 years and was also the assistant golf coach there. David Nesbitt taught several social studies classes at AHS for 18 years and was an advisor for various afterschool clubs. Mike Lee started at AHS in 1983 as the baseball coach and started teaching there in 1988. Pam Hutchins has been a paraprofessional at the HSD for over 20 years. Jan Walsh has been the art teacher at HMS for 17 years and was the advisor of the afterschool art club.
- D. Requests of the Board:** There were no requests of the board.
- E. Old Business:**
1. Policies: Ms. Wilson presented the 2<sup>nd</sup> readings for the following policies:
    - a) IKB Homework
    - b) IKE Promotion and Retention of Students

- c) IKF High School Graduation
- d) IKFA Early Graduation
- e) IKFG Career Readiness Pathways & Credentials
- f) IKG Awards and Scholarships
- g) IL Analysis and Assessment of Instructional Resources
- h) ILDA Non-Educational Questionnaires, Surveys and Research
- i) ILD Non-educational/Non-academic Questionnaires, Surveys and Research
- j) IMAB Teachers Teaching Their Own Children

There is a first grade and a kindergarten retention specific policy that is separate from policy IKE above. There is not a separate policy that we would use for personnel feedback (ILD, is for students). One can be created, and it would be unique and could be discussed with the policy committee. We can add sexual orientation in the IKG policy, so no one is discriminated against.

***Mr. Gasdia made a motion to approve the policies as amended to the IKG policy, second by Ms. Langlais. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

**F. New Business:**

1. Budget Transfer: Ms. Burnell presented the budget transfer from the CTE Director, Don Jalbert. He would like to transfer funds from various CTE accounts to purchase laptops for the newly constructed Marketing Lab. The transfer is in the amount of \$6,247.30

***Ms. Langlais made a motion to approve the transfer listed above, second by Ms. LaMothe. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

2. Policies: Ms. Wilson presented the 1<sup>st</sup> readings of the following polices:
  - a) GCO Teacher Performance and Evaluation System
  - b) GBEC/ADB Drug-free Workplace & Drug-free Schools
  - c) GBED/ADC/JICG Prohibitions Regarding Use and Possession of Tobacco Products. E-cigarette, and E-Liquids in and on School Facilities and Grounds
  - d) IGD Curriculum Adoption
  - e) IMDA Patriotic Exercises
  - f) IMG Animals in the Schools
  - g) IMG A Service Animals in the Schools

The person who has the service animal has to provide the handler for that animal. The RSA states that the handler should be the student. If it is a younger child, who is responsible for taking care of the animal during the school day? Mr. Russell will investigate this and respond at the next meeting.

3. Food Service Price Increases: Ms. Burnell presented the increase in the school lunch program for the fall. The increase would be .25 for each school. This will ensure there are sufficient funds to run highly nutritious programs. This is outlined in detail in an attachment to the agenda.

***Ms. LaMothe made a motion to approve the increase in lunch prices of .25 across the board, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

4. District-wide air conditioning: Ms. Burnell presented two bids for the district-wide air conditioning. One bid was from ENE Systems of NE in the amount of \$71,740. The second bid was from J. Lawrence Hall Co., in the amount of \$77,954. The bids include full installation and commissioning of the AC systems at all locations. Ms. Burnell met with Mr. Pratte and they recommend the School Board award all six projects to ENE Systems of NH in the amount of \$71,740. The total budgeted was for \$75,000.

***Ms. LaMothe made a motion to award ENE Systems of NH a contract for the DW Air Conditioning in the amount of \$71,740, second by Ms. Langlais. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

5. HMS Partial Roof Replacement: Ms. Burnell presented three submitted bids to the School Board for the roof replacement at HMS. Seven vendors showed up to the pre-bid meeting and three bids were received. Upon reviewing the bid documents and meeting with Mr. Pratte, they recommend the School Board award the FY21 bid to A&M Roofing Services, LLC in the base bid amount of \$217,800 and the bid for additional HMS roof replacement using the FY20 year-end unexpended fund balance in the base bid amount of \$111,000.

***Ms. Langlais made a motion to award A&M Roofing Services a contract for the roof replacement at HMS in the amount of \$217,800 and the additional roof replacement in the amount of \$111,000, second by Ms. LaMothe. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

6. HMS Window Replacement: Ms. Burnell presented the one bid that was submitted for the HMS window replacement. Portland Glass' bid is in the amount of \$49,684. The bid includes removal, disposal, and installation of new vinyl windows (9 openings) along HMS main entrance. Portland Glass has been a reputable and reliable vendor for the HSD, and they are responsive to warranty issues. Ms. Burnell met with Mr. Pratte and they recommend the School Board award the contract to Portland Glass in the amount of \$49,684.

***Ms. Langlais made a motion to award Portland Glass a contract for the replacement windows at HMS in the amount of \$49,684, second by Mr. Gasdia. Dr. Orellana, aye, Mr. Gasdia, aye, Ms. LaMothe, aye, Ms. Langlais, aye, Mr. Beals, aye. Motion passes 5-0.***

7. Preventing Racism in the Hudson School District: Dr. Orellana wanted the School Board to have a discussion on preventing racism in the HSD and create conditions for open dialogue. She referenced a case from 1954, Brown v. The Board of Education. What can we do, as a body? We have a policy (AC) and it's in our Strategic Plan as a goal. The discussion continued around how we can prevent racism and how it's

taught. Racism is also taught in the household and treating others differently could be considered bullying. The Board would like that policy revisited. This is beyond a policy; it's more than just words and we need to make it happen. Mr. Russell encourages the Board to continue asking those questions and to continue having the conversation. Can a committee be put together to have a discussion on how we are moving forward on this? Having speakers come in and speak on the topic as well, would be helpful. We should have professional development on diversity and inclusion. Project Aware does have the training for the staff. Jess Paeplow, ESOL Coordinator, has spoken with some of our diverse students to start a student group to do training for other students and staff. There are staff members who would like to contribute to this committee along with a couple of board members. We want to continue to prevent problems before they arise. To continue to prevent problems, is to address them when they occur.

***Ms. Lamothe made a motion to form a DEI committee for diversity, equity, and inclusion, second by Mr. Beals. 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) 06/01/2020 Draft Minutes: Review and approve. Minor correction-closing comments on Diana LaMothe; 'Have a happy and healthy summer.'
  - b) 06/05/2020 Draft Minutes: Review and approve.

***Mr. Beals made a motion to approve the 06/01/2020 and 06/05/2020 minutes as amended to Ms. LaMothe's comments on 6/1/20, 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 mentioned that on our website there are resources for food service vendors and groups for feeding the children over the summer. Last week was a week of professional development for the teachers and we received feedback from them. Support the teachers, analyze the data and feedback on whether we go to remote learning next year. The staff did a great job last week. Graduation went beautifully, was an honor to speak. This class deserved the graduation. The taskforce gathered information last week about what may happen in the fall. Parent and teacher surveys were done. Both parents and staff have concerns about returning to school. We need to prepare a plan if we must go to remote learning at any time next year, as well as have a plan for a hybrid model. There are a lot of moving pieces and challenges to this. We want to do what is best for the students and staff. The taskforce is doing a great job. We have a protocol set up using the EOC guidelines, we can streamline the use of the schools' athletic fields for practices. Coaches should reach out to Mr. Pratte.

2. Assistant Superintendent Report: Ms. Wilson gave a shout-out to all the awards and scholarship winners that were handed out prior to graduation. Graduation was fantastic. Our end-of-year information that we received regarding remote learning and what we can do to strengthen remote learning was important to hear. The structure and the PD that needs to be in place is important, as well. The feedback was tremendous and thoughtful. The SEL piece was well-received. The teachers deserve a break.
3. Business Administrator Report: Ms. Burnell wished Susan the best and appreciates what everyone has done. We are a little higher in our fund balance than anticipated; approximately \$800,000. Add this item to the next agenda.
4. Director of Special Services Report: Ms. Borge said thank you to all the retirees for their time and dedication to the students. Award appreciation and gratitude to Mary and Karen. Welcome to Kim and Sue. The year has ended. Thank you to all the staff and students, we did it. We worked hard and we did it well and we came away with skills on how to make it better. Thank you to everyone.

**I. Legislative Updates:**

1. Legislative Summary: There was no update this evening.

- J. Committee Reports:** Ms. LaMothe presented her notes from the last Budget Committee meeting which was held on June 3<sup>rd</sup>. A member requested a PowerPoint presentation on the impact that COVID has had the budget. The next meeting is on August 5<sup>th</sup> at 7 pm. Ms. Langlais is on the Trustee's committee and they did meet but some could not find their notes and would like more specifics on the greenhouse. It looks like they will honor the requests of the school.

- K. Correspondence:** There is no correspondence.

**L. Board Member Comments:**

Gary Gasdia: To all the retirees tonight, even if my children did not have them, I knew their names. They have left a mark on Hudson, in a good way. Thank you. To Karen and Mary, I have been amazed, no matter the time of day, you were always available. You have both helped this district move forward. Thank you both for working alongside and really pushing us forward. Welcome to Kim and Sue. We are in great hands and look forward to working with both.

Diana LaMothe: Congratulations to all the retirees. Mary, I witnessed how hard you worked on the Strategic Plan and putting it together. We've been very blessed to have you here. Karen, it has been a pleasure working and volunteering with you. You work hard and will be sorely missed. Sue and Kim, we are happy to have you and look forward to working with you. She will miss the HLN on Friday and seeing all the pictures of the graduation.

Patty Langlais: Watched graduation from home as it would have been difficult to not hug the students I've known since they were infants. It was a beautiful ceremony. To all the retirees, especially Mr. Nesbitt and Ms. Walsh, as my kids had you both. Thank you to Mary for the wonderful things you have done for our district. Karen, I consider you a friend and I feel privileged that I know your family, happy to be a part of your granddaughters' life, and your daughter's life. That means a lot to me. You are a fabulous person. Never sell yourself short,

you are the most fabulous person I know. You've done so many wonderful things for the district. Enjoy your retirement.

Ethan Beals: Thanked all the retirees. Mr. Nesbitt's life experiences made history class more interesting. Mr. Lee was his economics teacher and baseball coach; he expected a lot out of his players, on the field and in the classroom. I interacted with Karen Burnell while working with the facilities department during winter and summer vacations. Apologized for not knowing the other teachers and Mary as well. A lot of the retirees have more years in the district than he's been alive.

Kara Roy: Tomorrow ends our full standing up of our EOC. Thank you to Larry and Sarah Muncey, for all the input they gave us. Sarah was incredible. The school opening will impact the Rec department, keep them informed. Congratulations to all the retirees. She hopes they all have a long, healthy, and happy retirement. Graduation was perfect. The student speakers were articulate and on point. Congratulations to them all.

Darcy Orellana: Congratulations to all the retirees. They are a gift to us and our community. Thanked the board for having the conversation around racism and for supporting our community. To Mary, your passion and zeal as a colleague has been rewarding. To be so committed and have those analytical skills to go with it, is an asset to the Board. You are a career educator and you go above and beyond, always. Karen, you were always willing to show me and go over everything. You are one of the savviest people I know with the biggest heart. Thank you, Karen, and Mary. Graduation rocked. They were happy to be together. The fireworks made me cry, it was a nice tribute to the students. Thank you, Mr. Russell. Welcome to Sue and Kim. I expect the policy letters to be in musical form when you read them.

**M. Upcoming Meetings:**

School Board Meeting, 07/07/2020 6:30 pm, Remote  
School Board Meeting, 07/21/2020 6:30 pm, TBD

**N. Non-Public Session:**

***Ms. LaMothe made a motion to enter non-public session according to RSA 91-A:3(b) at 8:18 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.***

E3 Visa discussion. Employee presented their case. Joyce Coll presented from the lawyer and employer view. Board wants to make sure we review policy ASAP and that it states that visas will be taken on a case-by-case basis. Ms. Lamothe moved to approve the payment of \$2,500 of the lawyer fee and \$460 filing fee for CF E3 visa. Ethan Beals seconded. Motion passes 5-0. Board also wants to make sure the procedure for renewal includes the renewal of the E3 Visa.

Parent request was discussed. No action taken.

Patty Langlais moved to accept all nominations (Alyssa Dillion, Thomas Hanson, Cindy Milne, Amy White), second by Ms. LaMothe. Darcy Orellana called for roll call vote: Ethan Beals, Aye; Gary Gasdia, Aye; Diana Lamothe, Aye; Patty Langlais, Aye; Darcy Orellana, Aye; Vote carries 5-0.

Discussion on fall coaching positions. Board requested that they have them sooner rather than later.

At 9:08 pm Ethan Beals moved to exit non-public and adjourn. Patty Langlais seconded.  
Darcy Orellana called for roll call vote: Patty Langlais, Aye; Diana Lamothe, Aye; Gary Gasdia, Aye;  
Ethan Beals, Aye; Darcy Orellana, Aye; Vote carries 5-0.

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