

Raymond School Board Meeting  
June 23, 2010  
Raymond High School Media Center  
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Approved July 7, 2010

Call to Order: The meeting was called to order at 6:30 PM. Present: School Board Members John Harmon, John Stewart, Diane Naoum, Gretchen Gott, and Kelly Lehman (7:10); Student Representative to the School Board Jake Leavitt (7:00); Superintendent Jean Richards; Business Administrator Ron Brickett; Curriculum Coordinator Jon Hall; Lamprey River Elementary School Principal Dan LeGallo (7:00); Iber Holmes Gove Middle School Principal Ellen Small (7:00); Raymond High School Principal Kirk Beitler (7:00.)

Proof of Posting: Proper proof of posting was noted.

Non-Public Session: Diane Naoum moved, seconded by John Stewart, to enter into non-public session under RSA 91-A:3 II (b) – “The hiring of any public employee” and (c) – “Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.” Upon the board members being individually polled, the motion was voted unanimously in the affirmative by John Stewart, Gretchen Gott, Diane Naoum and John Harmon. The board entered into non-public session at 6:31 PM and resumed public session at 7:00 PM. Other than the vote to terminate non-public session and seal the minutes of this non-public session (which was moved by Diane Naoum, seconded by John Stewart, and upon the board members being individually polled, was voted unanimously in the affirmative by John Stewart, John Harmon, Diane Naoum and Gretchen Gott), two motions were voted during this non-public session.

Pledge of Allegiance: All those in attendance stood and recited the Pledge of Allegiance.

Recognition of District Retirees: The School Board recognized the following retirees:

Nicholas Cenatiempo	RHS Assistant Principal	10 Years
Mary Gingras	LRES Teacher	33 Years
Lois Johnson	RHS Paraprofessional	10 Years
Lynn LaBranche	IHGMS Math Teacher	29 Years
Nancy Latham	LRES Teacher	25 Years
Carol Lee Mesmer	LRES Teacher	34 Years
Claudia Miliner	IHGMS Secretary	22 Years
Nelle Murphy	LRES Teacher	23 Years
Patricia Kelvington	RHS Secretary	17 Years
Evelyn Arnold	LRES Food Service	33 Years

Lois Johnson, Claudia Miliner, and Lynne LaBranche were present at the meeting and the Board congratulated and recognized each of them individually.

Public Input: No public input was forthcoming.

Our Students/Our Schools: This year the District began its first annual “You Make The Difference” peer recognition award. Dr. Richards reviewed the criteria for nomination and

shared with the Board what it was about each nominee that caused their peers to nominate them. The Board congratulated the nominees:

Todd Ledoux	Jon Hall	Richard Gorman
Deborah Potter	Tracy Shea	Lorraine Doyle-Gayhart
Maureen Desrosiers	Amy Fisher	Jennifer Gillespie
Ellen Small		

Dr. Richards announced the award to Tracy Shea as New Hampshire Custodian of the Year from the NH School Custodian's Association. The Board congratulated Tracy on her award.

Principals' Report: Iber Holmes Gove Middle School Principal Ellen Small reported the following to the Board: Iber Holmes Gove Middle School has now made AYP; teacher Angela Gospodarek was named a national winner of the Presidential Award for Excellence in Science Teaching and is headed on a trip to Washington D.C.; two student surveys have been completed on bullying and school climate – the results will be shared with the Board; the June talent show winners were Summer Bernazzani for singing, Grace Woolson and Alexis Hennessey for dancing, and Thomas Mercier for music; the Drama Club also put on plays that were written, directed and performed by students; 19 students signed up for summer enrichment with Phillips Exeter Academy – Devin Carlson, Tyler Chaisson, Cameron Corriveau, Andrianna Cudia, Maria Harmon, William Harmon, Jade Hurteau, Jacqueline Lee, Thomas Manganais, Matthew Merchant, Kaitlin Morin, Brad Roberts, Nicholas Smith, Michael Steed and Kamin Sylvia; Monday was 8<sup>th</sup> grade class day, during which the following awards were presented: Good Citizenship Award - Evan White and Makayla Philiber, Rotary Club Award – Evan White, Perfect Attendance – Makayla Philibert, Silver Certificate Presidential Award for Excellence in Academics – Tarryn Goddard, Elizabeth Harmon, Maria Harmon, Kimberly McLaughlin, Jessica Robey and Michael Steed, Gold Certificates – Cameron Corriveau, Hannah Keefe, and Rachel O'Mahoney.

Lamprey River Elementary School Principal Dan LeGallo reported the following to the Board: this year the Lamprey River Health Care Dental Van visited the school with good participation; FEAT sponsored a Lego First parent information meeting – 12 students showed interest, enough to start two teams, to which two donors have given \$500; kindergarten graduation was well attended and nice event – Mr. Legallo thanked Mrs. Lacasse and Mrs. Ellis; 25 students were recognized for the Walmart Writing Challenge: each grade level's first prize winner was – Mary Hodgkins (preschool), Kylee Comeau (kindergarten), Mia Kimball (grade 1), Sheridan Dileo (grade 2), Seanna Fairfield (grade 3) and Aliyah Valentin (grade 4); 77 kindergarten students so far have registered for next year; an Extended School Year parent meet and greet will be held on July 2 and the program begins on July 6; The Awesome Wings program starts July 19; the school was selected again to conduct NAEP testing for fourth graders selected; a soldier serving in Iraq who received letters of support from the elementary students donated a flag to the school that was flown in Iraq.

Raymond High School Principal Kirk Beitler reported the following to the Board: administration was able to fill close to 90% of all student requests for scheduling for 2010-2011, which required two changes to the overall master schedule to make more accommodations; on May 24 the NH Department of Education visited the high school for a preliminary review of the BASIC program – they will return next year for a formal visitation; 173 awards were presented at the May 25 Celebration of Excellence for underclassmen; the RAP Steering Committee met with a consultant from the Center for Secondary School Redesign to plan for the first day of school as well as for RAP next year; 7 students completed Extended Learning Opportunities programs this year; students have positive feedback for the extended time for math and English available through extra help labs; Dr. Ezen, a math consultant that the school has been working with, has brought to light some additional ways to continue to support math students; there was an increase this year in students going to the RAM Room, but fewer days in total than the previous year - in 2008-9, 145 students spent 291 days in the RAM Room. This year 165 students spent 114 days in the RAM room; 55% students this year had no referrals at all, 17% had 1 referral, 19% had 2-5 referrals, and 7.8% had 6 or more referrals.

2010 Raymond High School Opening Day Schedule: Mr. Beitler reviewed the proposal for a restructured opening day schedule at Raymond High School. The schedule proposed that all students arrive in the morning for RAP meetings to help set the tone for the school year through teambuilding and other activities with their RAP teachers. Upperclassmen would depart at 11:30. A cookout would then be held for freshmen, with more orientation activities.

Ms. Gott stated her concern that the freshmen wouldn't have the opportunity to explore the building without the upperclassmen present. Mr. Harmon stated that his preference would be the late start for upperclassmen to allow for more instruction time. Ms. Gott stated that she feels that RAP helps potentiate educational endeavors. In response to Ms. Lehman, Mr. Beitler verified that the RAP Steering Committee is comprised of teachers within the District. MOTION: Gretchen Gott moved, seconded by Kelly Lehman, to accept the recommendation of the RAP Steering Committee for the proposed adjusted opening day schedule and that an evaluation of this early release for upperclassmen (rather than the late start in prior years) be completed before opening day of 2011-2012. Mr. Harmon stated that he feels that critical instructional time is lost in the proposed schedule. Ms. Gott stated that when students learn teambuilding skills, they are able to impact peers positively in an educational setting so more work gets done. Dr. Richards assured the Board that the activities planned are a foundation to an instructional process of collaboration, problem solving, and project development. Mr. Leavitt stated that, though he feels teambuilding is important, the proposed schedule may have more time than necessary. Ms. Lehman questioned whether freshmen could come in the day before school starts to acquaint themselves. Though that has been done in the past, not all freshmen participated and teachers weren't present as they are scheduled for professional development activities in the days before the first day of school. Motion passed with John Stewart, Gretchen Gott, Diane Naoum, and Kelly Lehman voting in the affirmative, and John Harmon voting in opposition.

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Revised Policy – First Reading: The Board read proposed revised policy JLIA, Supervision of Students, in its entirety for the first of two readings.

Revised Policies – Second Reading: MOTION: Kelly Lehman moved, seconded by John Steward, to approve proposed revised policies JLCD – Administering Medication to Students, JLCF-R – Use of Inhalers, and JRA – Access to Student Records (FERPA) and to rescind JRA-R, Student Records and Access, which was incorporated into the proposed policy JRA. Voted unanimously in the affirmative.

Human Resources Hours Report: Dr. Richards shared with the Board the Human Resources Report on Community-District Partnership. Dr. Richards stated that the many hours shared speak strongly of the school community relationships. This data gives much context to the strategic mission of community partners. The report detailed the number of hours shared among schools, from the community-to-school and from the school-to-community. This report supports Strategic Plan Goal #9 – Identify the best use of all human resources. Human Resource hours among and within the schools totaled 1,672 hours; community-to-school shared hours totaled 15,714 hours; and school-to-community shared hours totaled 12,777 hours.

Ms. Gott recommended that the hours that RCTV spends covering school events be added to the community-to-school hours. Mrs. Naoum recommended that the Town Deliberative Session hours be added to the school-to-community hours.

Strategic Planning Update 2009-2010: Dr. Richards reviewed the June updates to the Strategic Plan, which was provided to the Strategic Planning Committee for their Second Annual Review, including the following: data analysis of parent surveys has been completed; First Lego League and a Lego-based summer enrichment class have been offered to students; new activities have been developed for 2010-2011 to further engage parents and the community in student learning activities; all staff has received CRISS training, with training also being offered to parents; the first annual District Report Card to the community has been completed; a report of Human Resources hours shared with the community has been completed; the District-Wide Facilities Committee has completed their report to the Board on athletic facilities; the curriculum review has been completed; and the first organizational meeting for a committee to research and propose evaluation practices and alternative compensation strategies has been held.

Financial Update: Mr. Brickett reviewed the financial report to the Board. Food Service continues to be much improved from last year, with no more than a \$25,000 deficit expected by the end of the year. The largest budget variances include salaries, benefits, maintenance services, and tuitions.

Auditor Board Questionnaire: Mr. Brickett reviewed a questionnaire to be signed by the School Board Chair and submitted to the District's auditing firm as supplemental information to their auditing procedures this year. MOTION: John Stewart moved, seconded by Gretchen Gott, to

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approve the Board Chair to sign the questionnaire as presented at tonight's meeting. Voted unanimously in the affirmative.

Nominations and Resignations: MOTION: John Stewart moved, seconded by Gretchen Gott, to approve the resignations of the following upon finding a suitable replacement:

Danielle Collins	Food Service Director
Amanda Logan	RHS Teacher
Denise Pleickhardt	RHS Special Education Coordinator

Motion passed with John Harmon, Diane Naoum, John Stewart and Gretchen Gott voting in the affirmative and Kelly Lehman abstaining.

MOTION: John Stewart moved, seconded by Gretchen Gott, to approve the nominations of the following:

Meghan McGraw	LRES Teacher
Courtney Walkins	LRES Teacher
Renee Williams	RHS Guidance
Kerissa Page	LRES Teacher
Sharmila Shendye	IHGMS Teacher
Danielle Ferrara	RHS Science Teacher

Motion passed with John Harmon, Diane Naoum, John Stewart and Gretchen Gott voting in the affirmative and Kelly Lehman abstaining.

Committee Reports: Diane Naoum attended the Capital Improvements Committee meeting, where ideas were discussed on how to promote the CIP in a more positive way before March. The committee is awaiting input from the town and schools.

John Stewart attended the Seacoast School of Technology (SST) Governing Board meeting. The "Drive For You" program was held at Ford, and every time a Ford was test-driven, money was donated to SST for computers. There was much discussion at that meeting regarding concerns about Great Bay Charter School and reimbursement. It was determined that it is up to the individual Superintendent of Schools in each district to have the final approval or rejection of participation of students at SST.

Mr. Stewart also attended the first organizational committee meeting of the committee to research and propose evaluation strategies and alternative compensation. He is enjoying the background reading.

Gretchen Gott submitted an energy savings worksheet to possibly be included on the District website and made available to community members.

Kelly Lehman and Diane Naoum attended the second annual review of the Strategic Planning Committee. Ms. Lehman stated that there was a lot of positive feedback and they are excited to share more with the Board at their next meeting.

John Harmon stated that the Recreation Advisory Board has been busy with the summer program and the graduation activities.

The District-Wide Facilities Committee members plan to visit several relatively new schools in the area. The committee will be asking the Board during the summer for a charge for the upcoming year.

Superintendent's Report: Dr. Richards reported that today was the last day for staff, which included a voluntary Wellness Fair. 125 employees attended. Many more employees attended the barbecue lunch, which was a great ending to the year.

Dr. Richards remarked on the many different talents and personalities of the 8<sup>th</sup> grade class, stating that it is a great group of students headed up to the high school.

Dr. Richards reviewed the current open positions in the District, stating that enough ARRA dollars have been rolled over to allow funding for a school psychologist.

Four elementary teaching positions are open, however only three are filled at this time, pending whether there is an increase to the current 77 kindergarten students.

Other: Mr. Stewart questioned that 9 year old textbooks at the Iber Holmes Gove Middle School were being replaced, but that there was still a 22 year old textbook used in the high school in the technology dept. Dr. Richards stated she will look into it

Mr. Stewart asked about the possibility of forming an industrial technology committee. Dr. Richards stated that because SST is career preparation, they are required to have that committee. Raymond doesn't have one in the district because our students are part of SST.

Correspondence: Mr. Harmon read correspondence to the Board from Newmarket School District in which they ask for indication whether Raymond would be interested in pursuing discussion about merging high schools. Dr. Richards stated she spoke with Mr. Lister, who wrote the letter, and this request is coming from the fact that their grades 6-12 building is in a state of disrepair and they expect that in two years, they will not be able to use that building. They are exploring a number of options, including consolidation with another district for their 295 students, grades 9-12. After some discussion, it was the general consensus that, though tuition students are considered on a student-by-student basis, at this time, Raymond High School would not be able to accommodate 295 additional students.

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Mr. Harmon read an email from citizens Carolyn and Jack Matthews regarding information provided to the community by the district. Mr. and Mrs. Matthews have been pleased with the information available.

Mr. Harmon read an email sent by community member Cathy Willard, in which she suggests a portion of each School Board meeting be designated as time to read email correspondence to the Board.

Dr. Richards stated that each union has sent correspondence to open negotiations.

Minutes: MOTION: John Stewart moved, seconded by Diane Naoum, to approve the minutes of May 26, 2010, with the following amendment: John Stewart was not in attendance. Motion passed with John Harmon, Diane Naoum, Gretchen Gott and Kelly Lehman voting in the affirmative and John Stewart abstaining.

MOTION: Diane Naoum moved, seconded by John Stewart, to approve the public minutes of June 2, 2010, with the following amendments: page 1, correct “book” to “books”, page 5, correct the last sentence before correspondence to read “Ms. Lehman stated...”, and to approve and unseal the non-public minutes of June 2, 2010. Voted unanimously in the affirmative.

Manifest: A quorum of the Board signed the manifest.

Adjournment: MOTION: Diane Naoum moved, seconded by John Stewart, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:30 PM.

Respectfully submitted,

Jennifer Gillespie  
School Board Clerk

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A. Personnel

Present: School Board Members John Harmon, John Stewart, Gretchen Gott, and Diane Naoum;  
Superintendent Jean Richards.

The Superintendent reviewed the nominations and resignations presented to the Board at tonight's meeting.

Respectfully submitted,

Jennifer Gillespie,  
School Board Clerk

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Approved and voted to be unsealed July 7, 2010.

B. Personnel Matter

Present: School Board Members John Harmon, John Stewart, Gretchen Gott, and Diane Naoum;  
Superintendent Jean Richards.

Dr. Richards stated that the District's ESL position should be changed from a .6 FTE position to a .75 FTE position. She will be bringing that to the Board in a future meeting.

Respectfully submitted,

Jennifer Gillespie,  
School Board Clerk

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E. Approval of Minutes

Present: School Board Members John Harmon, John Stewart, Gretchen Gott, and Diane Naoum;  
Superintendent Jean Richards.

MOTION: Diane Naoum moved, seconded by John Stewart, to approve and unseal the non-public minutes of May 19, 2010. Voted unanimously in the affirmative.

Respectfully submitted,

Jennifer Gillespie,  
School Board Clerk