

Call to Order: The meeting was called to order at 5:45 PM. Present: School Board Members Joseph Saulnier, Janice Arsenault, and Beth Paris; Superintendent Tina McCoy; Attorney Diane Gorrow;

Proof of Posting: It was noted that the meeting was properly posted.

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

Non-Public Session: MOTION: Janice Arsenault moved, seconded by Beth Paris, to enter into non-public session under RSA 91-A:3 II (b) "The hiring of any person as a 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 in the affirmative by Janice Arsenault, Beth Paris, Michelle Couture, and Joseph Saulnier. The Board entered into non-public session at 5:46 PM and resumed public session at 5:57PM. Other than the vote to exit non-public session (which was moved by Beth Paris, seconded by Janice Arsenault, and upon the Board members being individually polled, was voted in the affirmative by Janice Arsenault, Beth Paris, Michelle Couture, and Joseph Saulnier), no motions were voted during this non-public session.

Selection of Parent/Citizen Volunteers for LRES Principal Selection Advisory Committee: MOTION: Janice Arsenault moved, seconded by Michelle Couture, to accept the following as members of the committee to hire a new principal at LRES: Amy-Leigh Dumas, Michael Manley, and Jessica O'Meara. Voted unanimously in the affirmative.

Nominations/Resignations: MOTION: Beth Paris moved, seconded by Janice Arsenault, to accept the nomination of Elaine Verne at Raymond High School at a salary of \$63,034. Voted unanimously in the affirmative with Michelle Couture abstaining.

Bullying Forum:

**Welcome, Purpose, Introductions:** Mr. Saulnier read an opening statement advising the audience as to the purpose of the meeting and the expectations during discussion and public input.

**Definition of Bullying in Accordance with Policy JICDA/Overview/Highlights of the Components of Policy JICDA/Process Followed for Reports of Bullying including Parents' Right of Appeal/ Student Privacy**

**Considerations:** Dr. McCoy reviewed the definition of bullying as per policy JICDA and continued to review highlights of the complete policy. During discussion:

- Attorney Gorrow discussed the development of bullying law within the RSA. Bullying isn't designed to address all student-on-student behavior. When the New Hampshire bullying statute was enacted, the imbalance of power didn't become part of the definition, but it "could include other actions motivated by the imbalance of power." It often takes a group of people to determine if something is bullying because of all the factors that go into that determination.
- Dr. McCoy noted that JICDA is not the only policy that may be referred to when addressing bullying or harassment behavior.

- Dr. McCoy noted that bullying behavior that occurs outside of school, even if not at a school event, comes under the jurisdiction of the school if the behavior is affecting education.
- Mrs. Couture asked why teachers and volunteer are listed in the retaliation section of the policy if the policy is for student-on-student behavior. Attorney Gorrow stated that districts have incorporated this type of wording to provide broader protection for students; it allows the District to address in the policy the people that the District has control over. Mrs. Couture summarized that it's fair to say it creates a safer environment for students to feel like the adults around them wouldn't criticize or retaliate in some way.
- Mr. Saulnier stated that according to articles he's read, districts have moved away from zero tolerance, which may have deterred people from reporting bullying incidents in the past. Attorney Gorrow stated that a consequence is designed to make sure the behavior doesn't happen again, and that zero tolerance doesn't allow individualized discipline.
- Cassie Hammond approached the Board. She stated that it's a concern that the policy is worded in such a way as to allow administration to handle incidents in any way they choose instead of within a certain set of guidelines.
- Attorney Gorrow reviewed the guidelines of FERPA, which is the federal statute that protects confidentiality of students. She stated that, while administrators are not permitted to talk with the victim's parents about discipline that's been imposed on the perpetrator. The District could establish a remediation plan that involves separating students, changing classes, and various other factors. Mrs. Hammond questions if there is bullying and then retaliation and then more retaliation, at what point is a parent told their child is safe? Attorney Gorrow stated that schools are required to tell parents what the results of the investigation is, but they just can't share discipline.
- Mrs. Hammond stated that parents are not made aware that there is an appeal process. She also stated that the letter that parents receive to notify them that a bullying investigation has begun is very vague. Attorney Gorrow stated that FERPA doesn't prevent a brief description of the incident to be provided.
- Mr. Saulnier stated that the District has developed a standardized form to appeal a bullying investigation decision.
- Mrs. Couture suggested adding the incident information from the reporting form - date, time, location, description - to the letter of notification to parents.
- Mrs. Hammond stated that she feels the waiver of notification requirement is scary. Attorney Gorrow stated that the waiver would be used in an instance that they had significant concerns that if the student was reported as a bully it would be detrimental to the well-being of the student. It's only a waiver of the 48 hours notice requirement - once the investigation is complete, all parents must receive notice of the results. Mrs. Hammond questions how a parent can know their child is safe when they're not being notified. It was noted that the waiver is required; every district has to have a policy with that requirement in its policy.

- Attorney Gorrow noted that misconduct is not necessarily bullying. The notification requirement applies to bullying incidents, but not to all misconduct.
- Mr. Saulnier asked how cyberbullying is investigated with password protected access. Attorney Gorrow stated that it does become difficult, but student sometimes take screenshots.
- Attorney Gorrow noted that a bullying investigation procedure is not meant to disrupt due process. If a parent appeals the results of a bullying investigation, the School Board can require that administration open up the investigation again or order remedial measure. The Board is limited to the area of discipline, not the result of bullying.
- Mr. Saulnier noted that in his years on the Board, there have been no appeals of bullying decisions. Dr. McCoy asked if the District should clarify the appeals process. Mr. Saulnier suggested an outside resource to investigate an appeal rather than the same administrators.
- Mrs. Couture asked why there is no timeframe provided regarding when the School Board should hold a meeting when they've received an appeal. Attorney Gorrow stated that information could be added into the policy. Dr. McCoy suggested that parents appeal to the Superintendent first, then in writing to the Board if necessary.
- It was noted that if bullying is happening outside of school and has no impact on education, then the school cannot act on it unless it does actually impact school. However, schools can only regulate what happens in school.
- Mrs. Hammon asked why parents can't see videos of the child involved. Attorney Gorrow explained that the videos are protected by FERPA. If a student is disciplined as a result of the video, then that student's parents have the right to see it because it becomes part of the student's educational record.

**Actions or Consequences for Misbehavior Not Determined to be Bullying:** Dr. McCoy stated that there is a lot of misconduct that occurs that is not bullying, and appropriate discipline does occur as a result of those misbehaviors regardless of whether that misbehavior is categorized as bullying.

**Training and Education Provided in the District:** Dr. McCoy reviewed the training provided to staff and students and offered to parents, including mandatory bullying prevention training for all new employees and annual refreshers for all employees. Mrs. Couture inquired about providing resources to teach empathy. It was noted that elementary school guidance is now part of the Unified Arts schedule so help teach conflict resolution. At the middle school, a two-week unit in the beginning of the school year includes activities around empathy.

**Suggestions for Improvement:** There was some discussion about how much information about bullying incidents could be provided to the School Board on an ongoing basis versus the need for objectivity if an appeal does come to the Board level. Attorney Gorrow suggested that if the concern is the Board not being aware of substantiated bullying, then the Board can require the Superintendent to report that to them, being careful not to reveal too much information about the case in case it does come to appeal. Mrs. Couture confirmed with Attorney Gorrow that, upon appeal, the School Board can only determine if the action was bullying, if the administrative investigation was fair, and if the remedial measures were enough to prevent a recurrence. They don't have the

right to recommend discipline when reviewing an appeal of a bullying determination. She recommended that substantiated bullying be reported to the Board in the same way that discipline is; no more, due to privacy issues and appeals. It was the general consensus of the Board to receive the information in this manner from the Superintendent. Mr. Saulnier asked if, during the appeal process, the Board would be allowed to see other incidents. Attorney Gorrow responded no, they would get the information regarding that specific incident.

Mrs. Couture suggested that when parents are notified that a bullying investigation is underway, that they be provided the information from the reporting form fields C (Date and Time), D (Location), and E (Nature of Incident).

It was suggested that any verbal notification be followed up in writing.

Mrs. Couture read comments submitted via email by Dawn Leahmer, a copy of which is attached to these minutes. Dr. McCoy address questions submitted by voicemail by Carolyn Matthews. Some had been addressed throughout the meeting, but Dr. McCoy did clarify that policy JEC covers a situation when there is a compelling reason to go to another school. Other statutes allow parents to request other schools, but generally, districts can't send the student to another school.

Mr. Saulnier suggested a minimum standard of discipline for a founded case of bullying.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$78,107.69. Payroll total \$88,031.57.

Adjournment: MOTION: Janice Arsenault moved, seconded by Beth Paris, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:19 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Raymond School Board Non-Public Session  
August 8, 2018

Draft

Present: School Board Members Joseph Saulnier, Beth Paris, Michelle Couture, and Janice Arsenault; Superintendent Tina McCoy.

The Board reviewed the letters of interest from parents and community members to serve on the LRES Principal Search Committee.

Raymond School Board Meeting  
August 8, 2018  
Raymond High School Media Center  
Minutes Page 5  
Approved September 19, 2018

Dr. McCoy noted that choosing three of those who had submitted letters of interest would complete the committee to a total of nine members.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Raymond School Board Non-Public Session  
August 8, 2018

Draft

Present: School Board Members Joseph Saulnier, Beth Paris, and Janice Arsenault; Superintendent Tina McCoy.

The Superintendent reviewed this evening's nomination with the School Board.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk