

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements and Janice Arsenault; Superintendent of Schools Tina McCoy; Curriculum Coordinator Mike Whaland; Raymond High School Principal Steve Woodward; Iber Holmes Gove Middle School Principal Bob Bickford; Lamprey River Elementary School Principal Laura Yacek (via Google Meet); Business Administrator Marjorie Whitmore; Director of Student Services Mike Hatfield (via Google Meet); Mason Lord (via Google Meet) joined at 7 PM.

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

Pledge of Allegiance: Those in attendance stood and recited the Pledge of Allegiance.

Non-Public Session:

**MOTION:** John Harmon moved to enter Non-Public Session under RSA 91-A:3 II (b)(c) at 6:00PM, seconded by Janice Arsenault. Upon being individually polled, Janice Arsenault, Joe Saulnier, John Harmon, Ada Vadeboncoeur and Tony Clements all voted in the affirmative (5-0).

**MOTION:** Janice Arsenault moved to exit the non-public session at 6:09 PM, seconded by John Harmon. Upon being individually polled, Janice Arsenault, Tony Clements, John Harmon, Ada Vadeboncoeur and Joe Saulnier all voted in the affirmative (5-0). Other than the motions to enter and exit non-public, no motions were voted on during the non-public session.

Public Input: Jeff Criss wrote to the Board to support masks being optional for sports for the remainder of the year.

Our Students/Our Schools: Mr. Woodward shared the RHS seniors' post graduation plans. Of the 68 Graduates, 37 students (55%) plan to attend college; 29 students plan to attend a 4 year college and 8 students plan to attend a 2 year college. Senior Isabella Dasilva shared her plans to attend the University of Alabama in the fall. Janice Arseanult asked if seniors' decisions were also affected by not being able to tour certain campuses due to the pandemic. Mr. Woodward stated that due to the conversations he has had, he believes it did impact student decisions.

Student Representative's Report: Mason Lord was not in attendance at this time, this was revisited later in the meeting.

RHS Freshman Seminar: John Harmon stated that he requested the agenda item to discuss if this was the appropriate place for this course, or if it should be done before students enter the high school (in 8th grade). Mr. Woodward shared with the Board how the course came to be and

what the course covers. A description of the course can be found in the meeting agenda. Mr. Woodward shared that the course helps students start to plan out their next 4 years of high school. Ms. Tudisco reported that one of the major projects was looking at options for their future and creating a 4 year plan, with various lessons embedded. Janice Arsenault asked if this was offered in the first semester. Mr. Woodward reported that it was offered in the first semester as a required course for freshmen. Janice reported that a similar course is offered in the high school she works in, and she could not see that offered in the middle school considering the nature of the course. Fiona Coomey shared that helping students understand the course of studies at the high school level is an important part of the course for freshmen. Mike Whaland shared information about the high school competencies that the course is anchored in.

Athletic Trainer Services: Mr. Woodward and Davinney Brazeau shared an opportunity for the District to obtain Athletic Trainer Services at no cost. There is a requirement for advertising, and samples can be found in the meeting agenda. John Harmon pointed to pages 5 and 6 of the example agreement, and believes that this is not the right way for a School District to go about business. Mr. Harmon asked Davinney if it is required to have a trainer at all home games. She reported that the requirement only applies to football games. Joe Saulnier stated that he is in support of the opportunity. Ada asked to clarify if the agreement would break Policy KHB. John Harmon stated that the Board could waive the policy if they decided to support something like this. Marjorie Whitmore stated that she would also run by the legal team. Davinney believes that the agreement would run through the end of the school year. Marjorie Whitmore stated that she believed an end date could be added. Mr. Harmon would like to see this brought to the attorneys first. Marjorie Whitmore will also be checking with Primex for the insurance amounts. **MOTION:** Janice Arsenault moved to accept Exeter Hospitals offer to provide athletic training services at no cost to the district pending review with the legal team, Ada Vadeboncoeur seconded. John Harmon voted against the motion, the motion passed (4-1).

Nutrition Services Update: Judy DiNatale shared an update of the District's food service program with the Board, as found in the meeting agenda. John Harmon asked if there are any cost saving measures in the future that Judy knows of, citing losses in the food service program over many years. Judy reported that they are continuing to work on improving a la carte sales as students adjust to being back.

2021-22 Meal Prices: Dr. Tina McCoy reported that the district recently found out that meals will be free next year as well. Joe Saulnier asked if students could get their money back if they had money in their accounts that would not be used. Judy shared that at the end of each year, parents are given the chance to get their money as a check or as a credit to another child's account. John Harmon asked what "free" meant, and who would be paying for these free meals. Judy reported that they go into a claim as a free and reduced lunch meal, so they are

reimbursed at that rate. They have received information that the reimbursement rate will be higher next year, but they do not have an exact amount. At this time, the amount reimbursed does not cover the cost of the food service program. Marjorie stated that for the Friday memo, she will come up with how much is being lost per meal, and what would need to be charged per student to cover the cost of the program.

Student Representative to the School Board: Mason Lord reported that students were currently taking AP testing, and preparing for final week. The senior class recently won spirit week, with juniors as a close second place. Students are trying to make the best of their last few weeks with the seniors.

LRES & IHGMS Recess COVID Procedures: Joe Saulnier shared that parents are expressing concern over students not being able to play with each other much during recess. Mr. Bickford shared that students are able to play 6 feet apart and are able to use a ball that must be wiped down after use. Mr. Bickford shared that there are many activities that students are not able to participate in due to the 6 feet apart rule such as basketball, only using every other swing, etc. Mrs. Yacek shared that their recesses have been done with the homerooms playing in separate locations. Dr. McCoy shared that the CDC's new recommendations were that no masks are needed outdoors for vaccinated individuals, but these guidelines do not apply to K-12 education. There does not appear to be much of a change in the guidelines for students.

**MOTION:** Tony Clements moved to waive the social distancing guidelines at recess for LRES and IHGMS, seconded by Joe Saulnier. John Harmon stated that the policy states Joe can not do that. Joe Saulnier states that he has already spoken with legal counsel on the matter, and that John Harmon is out of order.

**MOTION:** John Harmon moved to remove Joe's ruling that he is out of order. This motion did not receive a second.

In regards to Tony's motion; Janice Arsenault, John Harmon and Ada Vadeboncoeur voted against the motion, the motion failed (2-3).

NHIAA Guidelines. Spring Sports Procedures: Davinney Brazeau and Steve Woodward shared that the NHIAA changed the mask wearing mandate at a May 13th meeting. Due to this, many schools are not requiring masks be worn when actively participating.

**MOTION:** John Harmon moved to align with NHIAA for spring sports, seconded by Janice Arsenault. Voted unanimously in the affirmative (5-0).

Policy IO Class Size: This agenda item will be moved to the end of the meeting.

Strategic Plan Update: Dr. McCoy and Dr. Whaland shared an overview of the progress that has been made toward the strategic plan since last fall. A copy of the slide presentation can be

found in the meeting agenda. Joe Saulnier shared that the public relations firm has done a fantastic job at helping with the communication from the district out in the community beyond Raymond. John Harmon asked for dates to be added for the completion dates on action items that are more specific than just the year. He would also like to see the person/group of people responsible for each task.

New/Revised Policies - First Reading:

The Board reviewed Policy JICDA Student Safety and Violence Prevention, with the proposal to update the call letters to match the NHSBA coding system.

The Board reviewed Policy ACAC Sexual Harassment Policy and Grievance Process, which is a new policy intended to replace former samples JBAA and GBAA.

The Board reviewed Policy GBAA-R Sexual Harassment and Sexual Violence Report Form, which is a proposal to update the call letters.

The Board reviewed Policy GBAA Sexual Harassment, Sexual Violence, which is proposed to be withdrawn.

The Board reviewed Policy JBAA Sexual Harassment - Students, which is proposed to be withdrawn.

There were no questions at this time.

Nominations/Resignations:

Dr. McCoy presented the nomination of Kimberly Capen as RHS Special Education Teacher in the REAP Program at BA30 Step 15 for a salary of \$65,156.

**MOTION:** Janice Arsenault moved to nominate Kimberly Capen as RHS Special Education Teacher in the REAP Program at BA30 Step 15 for a salary of \$65,156, seconded by Ada Vadeboncoeur. Voted unanimously in the affirmative (5-0).

Dr. McCoy presented the nomination of Jenifer Lee as LRES School Counselor at BA15 Step 1 for a salary of \$35,411.

**MOTION:** Janice Arsenault moved to nominate Jenifer Lee as LRES School Counselor at BA15 Step 1 for a salary of \$35,411, seconded by Ada Vadeboncoeur. Voted unanimously in the affirmative (5-0).

Monthly Financial Update: Marjorie Whitmore presented the Board with a financial update for months ending April 30, 2021, which can be found in the meeting agenda. John Harmon asked for clarification on the cause of negative variance increase for professional services for students, which will be added to the Friday memo.

Policy IO Class Sizes: Will be moved to the next meeting agenda.

Committee Reports: Janice Arsenault had an SST Governing meeting. On May 20th is the scholarship program at 4:30, and on June 1st is the certificate program at Fall Stadium in Exeter at 4:30. There are still many open spaces in various programs. Next year they will form a scheduling committee to try to get communication all on the same page so that enrollment can hopefully expand. Students will be creating a video to spread the word to students. SST is also looking into offering core credits, similar to how an ELO works. SST is also hoping to start attending Special Education meetings for SST students. The next meeting will be in August as there is not much to discuss in June. In August, they will be looking for a new Chair and Vice Chair.

Janice reported that RCFY's meeting theme this month was mental health. There was a presentation by Seacoast Mental Health. They also offer parent groups via Zoom. There was also discussion about Raymond Clean Up. Due to the loss of school time this year, they will not be including the high school students during the school day, however the IHGMS national honor society will be helping. There is currently no youth action at the middle school, as the Youth Action Leader has left the coalition. The middle school students are working with an RCFY Board member to create a video on what wellness means, to enter into a United Way film festival.

Tony Clements shared that he was in the budget committee. The committee is asking for a preliminary budget from the school district by October 19th. Joe Saulnier shared that they will provide the committee with whatever information is made public for the October meeting, and the final budget will be November 19th (Friday before thanksgiving).

Superintendent's Report: Dr. McCoy shared that there seems to be much testing going on, including the state assessment (SAS), STAR 360, dibbles. Last week was spirit week at Raymond High School. The preschool also has been having themes each day with each day having a special letter. The celebration of excellence is May 26th at RHS. The seniors are planning to go to 6 flags. 8th grade trips will be June 2nd and 3rd. On June 3rd is the senior prom, to which juniors will also be invited. On May 24th at 4:30 there will be a virtual forum for any that would like to give input for the fall reopening plan.

Correspondence/Other: None

Manifest Signing: Marjorie Whitmore presented the Board with the Manifests. Payables totaling \$744,307.55, Payroll totaling \$434,252.58 for a total of \$1,178,560.13.

Non-Public Session:

**MOTION:** Janice Arsenault moved to go into Non-Public Session under RSA 91-A:3 II (a)(b)(c) at 9:28 PM, seconded by Tony Clements. Upon being individually polled, voted unanimously in the affirmative (5-0).

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May 19, 2021  
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**MOTION:** Janice Arsenault moved, seconded by John Harmon, to exit non-public session and seal the minutes. Upon being individually polled, voted unanimously in the affirmative (5-0). Two motions were voted during this non-public session. Public session resumed at 10:16 PM.

Adjournment:

**MOTION:** John Harmon moved, seconded by Janice Arsenault, to adjourn the meeting. Voted unanimously in the affirmative (5-0). Meeting adjourned at 10:17 PM.

Respectfully Submitted,

Brittany L'Heureux  
School Board Clerk

May 19, 2021  
School Board Non Public  
Meeting Minutes

Non-Public Session RSA 91-A:3 II (b)(c)  
Not voted to be kept confidential

Non-Public Session Item A

**Present:** School Board Members Joe Saulnier, Janice Arsenault, John Harmon, Tony Clements and Ada Vadeboncoeur. Superintendent of Schools Tina McCoy.

Dr. McCoy presented the Board with the nominations of Kimberly Capen for RHS Special Education Teacher and the Nomination of Jenifer Lee for LRES School Counselor.

Respectfully Submitted,

Brittany LHeureux  
School Board Clerk

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May 19, 2021  
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Non-Public Session Item B

Approved and voted to be unsealed June 16, 2021

Present: School Board Members Joseph Saulnier, John Harmon, Janice Arsenault, Tony Clements, and Ada Vadeboncoeur; Superintendent of Schools Tina McCoy.

The School Board discussed the wage pool recommendations and increases.

MOTION: Janice Arsenault moved, seconded by Tony Clements, to extend the meeting beyond 10:00 AM. Voted unanimously in the affirmative (5-0).

An updated numbers sheet reflecting adjustments made will be attached to these meeting minutes.

MOTION: Janice Arsenault moved, seconded by Tony Clements, to approve the wage pool salaries as adjusted. Mr. Harmon stated that he could not support the motion as many increases were not based on merit. Motion passed with Joseph Saulnier, Janice Arsenault, Tony Clements and Ada Vadeboncoeur voting in the affirmative and John Harmon voting in opposition.

Respectfully submitted,

Ada Vadeboncoeur,  
Raymond School Board Secretary

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May 19, 2021  
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Non-Public Session Item C

Approved and voted to be unsealed June 16, 2021

Present: School Board Members Joseph Saulnier, John Harmon, Janice Arsenault, Tony Clements, and Ada Vadeboncoeur.

The School Board discussed the Interim Superintendent Search and how to notify candidates.

Respectfully submitted,

Ada Vadeboncoeur,  
Raymond School Board Secretary



<b>Raymond School District</b>					
<b>Approved Wagepool Employee Merit Increases for the 21-22 School Year</b>					
		<b>20-21</b>	<b>Recommended %</b>	<b>Recommended Wage \$</b>	<b>Recommended 21-22</b>
<b>Position</b>	<b>Employee</b>	<b>Salary</b>	<b>Increase</b>	<b>Increase</b>	<b>Salary</b>
Superintendent		120,350.00	0.00%	0	
Administrative Assistant to Super	Jennifer Heywood	67,938.00	3.00%	2038.14	69,976.14
Business Administrator	Marjorie Whitmore	101,908.00	1.00%	1019.08	102,927.08
Director of Human Resources	Karen Stuart	59,236.00	8.00%	4738.88	63,974.88
Federal Funds Accountant	Ron Brickett	15,914.00	2.50%	397.85	16,311.85
Director of Student Services	Michael Hatfield	92,000.00	5.00%	4600	96,600.00
Assistant Director of Student Services	Barbara Kelly - New		0.00%	0	85,000.00
Special Education Districtwide Coordin	open position		0.00%	0	0.00
Safety & Facilities Director	Todd Ledoux	90,275.00	3.00%	2708.25	92,983.25
Groundskeeper	Conrade Lavigne	45,526.00	2.00%	910.52	46,436.52
Maintenance Tech	Christopher Huntley	44,558.00	8.00%	3564.64	48,122.64
PT Maintenance Tech	Pierre Dupuis	29,756.00	2.00%	595.12	30,351.12
Technology Director	Kevin Federico	86,358.00	4.00%	3454.32	89,812.32
Technical Support Specialist	William Carr	44,027.00	2.00%	880.54	44,907.54
Technical Support Specialist	Luke Bergeron	39,140.00	6.00%	2348.4	41,488.40
Technical Support Specialist	Susan Pagan	40,000.00	2.00%	800	40,800.00
Technical & Data Integration Specialist	Brittany L'Heureux	48,500.00	3.00%	1455	49,955.00

Director of Curriculum, Instruction & Assessment	Michael Whaland	85,996.00	4.00%	3439.84	89,435.84	
Principal, LRES	Laura Yacek	98,664.00	2.00%	1973.28	100,637.28	
Principal, IHGMS	Robert Bickford	99,388.00	2.00%	1987.76	101,375.76	
Principal, RHS	Steven Woodward	99,778.00	2.00%	1995.56	101,773.56	
Assistant Principal, LRES	Dorothy Franchini	81,689.00	3.00%	2450.67	84,139.67	
Assistant Principal, IHGMS	Brigitte Cunningham	77,500.00	2.00%	1550	79,050.00	
Assistant Principal, RHS	Fiona Coomey	84,460.00	2.00%	1689.2	86,149.20	
Nurse, LRES	Emily Donati	48,146.25	6.00%	2,888.78	51,035.03	
Nurse, IHGMS	Monique Gauthier	48,532.40	6.00%	2,911.94	51,444.34	
Nurse, RHS	Kelsey McDermott	40,000.00	6.00%	2,400.00	42,400.00	
<b>Proposed Wagepool Merit Increase</b>				\$52,797.77		
<b>Budgeted Wagepool Merit Increase</b>				\$53,007.00		
		(Over) Under	\$	209.23		
<b>Grant Funded Positions</b>	<b>Employee</b>					
After School Program Director	Patrick Arsenault	49,481.00	3.00%	1484.43	50,965.43	100% Centruy 21 grant
School Psychologist	Open Position	76,382.00	0.00%	0	0.00	100% IDEA grant
SAP Counselor	Brianah Straffin	50,000.00	2.00%	1000	51,000.00	100% Project Aware
SAP Counselor	Gregory Pantazis	60,000.00	2.00%	1200	61,200.00	100% Project Aware
Director of Student Behavioral Health	Jessica Caron	85,490.00	4.00%	3419.6	88,909.60	100% Project Aware
Social Worker, LRES(45.9%)/IHGMS(30.6%)	Abigail Aldous	57,680.00	2.00%	1153.6	58,833.60	23.5% project aware grant
Social worker, RHS(3 days) and IHGMS(2 days)	Sandra Decatro	57,000.00	2.00%	1140	58,140.00	prorated to 42180 69.05% Project
<b>Food Service Fund - Budgeted Sepa</b>						
<b>Employee</b>						
School Nutrition Services Director - Budget	Judy DiNatale	60,708.00	2.00%	1214.16	61,922.16	