

Call to Order: The meeting was called to order at 5:30 PM. Present: School Board Members Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Dawn Leamer, and Tony Clements (5:32 PM); Interim Superintendent of Schools David DeRuosi; Business Administrator Marjorie Whitmore; Nutrition Services Director Judith DiNatale (remote); RHS Principal Steve Woodward; IHGMS Principal Bob Bickford (remote).

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: John Harmon moved, seconded by Dawn Leamer, to enter into non-public session under RSA 91-A:3 II (b) "The hiring of any person as a public employee." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Dawn Leamer, and Ada Vadeboncoeur. The Board entered into non-public session at 5:31 PM and resumed public session at 5:47 PM. Other than the vote to exit this non-public session (which was moved by John Harmon, seconded by Dawn Leamer and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements), no motions were voted during this non-public session.

The meeting was recessed until 6:00 PM.

Public Input: There was no public input forthcoming.

Student Representative to the School Board Report: The Student Representative to the School Board was not in attendance this evening.

Our Students/Our Schools: RHS Teacher Sandra Swiechowicz and students Tucker Sopha, Shea Thibodeau, Penny Wenzel, Samantha Roy, Aysha Hendrick, Noah Brisson, and Maegan Manley presented to the School Board their projects from CAD (Computer Aided Design) and Robotics classes. Ms. Swiechowicz was recognized for her work toward Raymond High School's receipt of the 2021 AP Computer Science Female Diversity Award, which this year only two schools in New Hampshire received. The students talked about their projects, including game development and computer programming, and how everything they had learned in their computer classes was incorporated into their projects. They learned how to manage multiple tasks, digital safety, and competency work for empowered learners.

Mr. Clements asked if the school has Fusion 360. Ms. Swiechowicz said yes, but because the students use Chromebooks it's not accessible to everyone.

Mr. Clements asked if there is currently a CAD class or was it eliminated. Dr. DeRuosi stated that the high school is down two math teachers so they're covering math classes.

Nutrition Services Update: School Nutrition Services Director Judith DiNatale reviewed her update to the Board. During discussion, she noted that many people still don't realize that student meals are free. Free and Reduced numbers are down because parents don't feel the need to apply since meals are free. Average meal participation is up slightly. The supply chain is causing issues and they are spending a lot of time revising and substituting

their menus. Staffing is also a big challenge. She received notice today that reimbursement rates for the rest of the school year have gone up. Breakfast is up by 14 cents and lunch is up by 25 cents.

RHS Principal's Report: Mr. Woodward reviewed the RHS Quarterly Report to the Board, including the following: he read some details about Ms. Swiechowicz and the award recently received by RHS that her work contributed to; the Penguin Plunge is coming to RHS - RHS was selected as a National Banner School for Special Olympics; 22% of students made the Honor Roll, which is about pre-pandemic level.

Mr. Harmon asked if cross country meets will be held at the high school now that the course is finished. Mr. Woodward stated that he will speak with Athletic Director Davinney Brazeau.

Mr. Harmon asked, since some high school teachers have been moved around and some courses will not be held as planned, what is the impact to the student population, specifically seniors? Are any seniors in trouble because the classes they needed are no longer being offered? Mr. Woodward stated that he is meeting with the RHS Site Council tomorrow about that, and noted that he looked at these numbers prior to making changes. Four seniors were impacted, and they were planning on doing VLACS all along. They are meeting to waive the threshold for Honors Diplomas, as he cannot support eliminating someone from eligibility for an Honors Diploma for a decision that the school had to make about a certain course not being held.

Substitute Nurse and LPN Pay Rate: The School Board reviewed the information supplied to them regarding substitute comparison rates throughout the State. Dr. DeRuosi noted that the District has not been able to recruit substitute nurses and LPN's at the current rate. Mr. Harmon noted that the average of areas around Raymond is \$160. Dr. DeRuosi noted that there have been times when an LPN from another school has had to be pulled to cover the RHS nurse. Ms. Leamer suggested a per diem rate of \$150. MOTION: John Harmon moved, seconded by Tony Clements, to put the nurse substitute rate at \$150, effective this past Monday January 31, 2022. Voted unanimously in the affirmative.

The Board reviewed the substitute rates for food service workers, paraeducators, and custodians. It was Mr. Harmon's suggestion to raise the substitute rates but not to exceed the entry level hourly rate for regular employees.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to set the new food service substitute rate at \$10.50 per hour. Motion passed with John Harmon, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements voting in the affirmative and Joseph Saulnier voting in opposition. Mr. Saulnier stated his opposition is because he feels the rate is not high enough.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to set the custodian substitute rate to \$12.50 per hour. Voted unanimously in the affirmative.

It was the consensus of the School Board that the new custodian substitute rate and the new food service substitute rate both take effect as of January 31, 2022.

Schedule District In-Service Day: Dr. DeRuosi recommended March 14th as a District In-Service day with a focus on training in Behavioral Health. MOTION: John Harmon moved, seconded by Dawn Leamer, to approve the in-service day of March 14, 2022. During discussion, Dr. DeRuosi stated that during that day the District will have

multiple offerings - a group of teachers will be trained in risk assessment, Constellations will do some training, etc - similar to the District in-service day in the beginning of the school year. Paraeducators are included in the training. Voted unanimously in the affirmative.

Students Photo Recognition in School Buildings: The Board discussed the possibility of posting photos of students in the school buildings to celebrate athletics and give recognition. It was noted that in the high school only, there are athlete and team pictures in the hallway by the gym. It was also noted that recognition and photos should not be limited to athletics. Mr. Clements stated that if cost of photo recognition in the schools is a prohibiting factor, he would be willing to donate his School Board stipend. Mr. Woodward asked for some time to work something out and talk with the other principals. He doesn't feel that it should be too much of a budgetary issue. Mr. Harmon asked that the three principals come up with the best fit for their schools.

Superintendent Search: The Board discussed the schedule for Superintendent candidates to tour the schools, meet with various stakeholders, and interview with the School Board. It was determined that tours of the school and SAU would take place on Wednesday, February 23rd, and interviews beginning at 5:30 PM on Thursday, February 24th. A "Meet & Greet" open to the community will take place on Wednesday, February 23rd, 6:00 - 7:30 PM at the middle school.

Dawn Leamer, Tony Clements, and Joe Saulnier volunteered to tour the schools with the candidates on February 23rd.

It was suggested that lunch be provided for each candidate from a local establishment.

It was the consensus of the Board that the feedback form provided to them (to obtain feedback after stakeholders meet with the candidates) was fine to use. The Board felt that it is too late to use the community feedback form that was suggested to them by the Superintendent Search Committee.

New/Revised Policies - Second Reading: MOTION: John Harmon moved, seconded by Dawn Leamer, to approve policy BAAA School Board Policies and Administrative Procedures. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy IK Earning of Credit. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to approve policy GCCDS COVID Leave for Wage Pool Employees. Voted unanimously in the affirmative.

New/Revised Policies - First Reading: The School Board reviewed the policies for the first of two readings:

GBCE Training and Information Relative to Child Sexual Abuse Prevention (New)
JCA Change of School Assignment Best Interest (Revised)
JEC Change of School Assignment Manifest Hardship (Withdraw)
JLCJ Concussions and Head Injuries (Revised)

It was suggested that, in policy JEC, days be designated as "calendar days" where appropriate throughout.

Committee Reports: Ada Vadeboncoeur stated that the Sick Bank Committee met and they are scheduled to meet again.

Superintendent's Report: Dr. DeRuosi stated that he has been continuing to attend team meetings looking at data and how students are supported, as well as spending some time in classrooms. He commented that teachers are incorporating technology into the classrooms, and that technology has been a good investment. He stated that COVID notification procedures for close contacts have changed again, since so many notices were being sent out.

Mr. Harmon asked if the administration has decided on which assessment to use. Dr. DeRuosi states that they've chosen iReady (in addition to the State assessments) and they have been looking into grants to move that forward.

Correspondence/Other: None.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable Total \$352,562.21. Payroll Total \$434,619.51.

Approval of Minutes: MOTION: John Harmon moved, seconded by Dawn Leamer, to approve the public minutes of January 5, 2022. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Dawn Leamer, to approve and unseal the non-public minutes of January 5, 2022. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Dawn Leamer, to approve the public minutes of January 19, 2022. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Dawn Leamer, to approve and unseal the non-public minutes of January 19, 2022. Voted unanimously in the affirmative.

Adjournment: MOTION: John Harmon moved, seconded by Tony Clements, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 8:18 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

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Raymond School Board Non-Public Session
February 2, 2022

Not voted to be kept confidential.

Present: School Board Members Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Dawn Leamer, and Tony Clements (5:32 PM); Interim Superintendent of Schools David DeRuosi; Business Administrator Marjorie Whitmore; Alan Pardy of the Bryan Group (remote).

The School Board discussed various aspects of the Superintendent Search with Mr. Pardy, including interview questions and other recommendations for the interview process with the School Board.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk