

Call to Order: The meeting was called to order at 6:06 PM. Present: School Board Members Ada Vadeboncoeur, Joseph Saulnier, John Harmon, Cindy Bennett, and Tony Clements; Student Representative to the School Board Alyson Miller; Interim Superintendent of Schools David DeRuosi, Business Administrator Marjorie Whitmore; Lamprey River Elementary School Assistant Principal Dorothy Franchini; Iber Holmes Gove Middle School Principal Bob Bickford; Raymond High School Assistant Principal Fiona Coomey; Director of Health and Wellness Jessica Caron; and Director of Safety & Facilities Todd Ledoux.

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.

Our Students/Our Schools: LRES Assistant Principal Dorothy Franchini and students Grace Giugno, Sadie Johnston, and Jackson Gartley discussed with the Board the activities they participated in for Earth Day. They spent the full day outside doing fun activities including a nature walk, a visit with owls from *On the Wing*, a visit from the Town Librarian, and a lunch picnic with all grades. Each of the students discussed their favorite activities, which were the marigold project, journaling at the beach and the nature trail, the visit from *On the Wing*, and the Dudley Library presentation. For the month, the students also concentrated on cleaning up the grounds of LRES, and last week they got their Raymond Coalition for Youth t-shirts for *Operation Cleanup*.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Ada Vadeboncoeur, to enter into non-public session under RSA 91-A:3 II (b) "The hiring of any person as a public employee," (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" and (e) "Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, Ada Vadeboncoeur, John Harmon, Cindy Bennett and Tony Clements. The Board entered into non-public session at 6:18 PM and resumed public session at 6:24 PM. Other than the vote to exit this non-public session (which was moved by Joseph Saulnier, seconded by John Harmon, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Ada Vadeboncoeur, and Tony Clements), no motions were voted during this non-public session.

Open Public Hearing: The School Board Chair opened the public hearing to consider the expenditure of funds totaling up to \$100,463.34 (\$59,066.04 for upgrading bathrooms floors at IHGMS and \$41,397.30 for replacing windows and doors at LRES) from the Raymond School District Equipment, Facilities Maintenance, and Replacement Capital Reserve Fund. There was no public input forthcoming. The School Board Chair closed the public hearing.

Public Input: Shelley Roy approached the Board regarding athletic transportation. She stated that she called every school that Raymond travels to for games, and they all have transportation for their student athletes. Due to our division, Raymond travels quite a distance and some tolls are involved. It's difficult for parents to drive those long distances, and it's expensive for students. She stated that she's aware that the District has been

corresponding with transportation providers to try to obtain costs. While it may be too late for the Board to take action this year, she would like to see a policy change in the future regarding athletic transportation.

The School Board Chair read the following emails as part of public input. These emails can be found at the end of these minutes:

From Riley Cheever relative to athletic transportation.

From Kate Brooks relative to athletic transportation. (This email was read after the Student Representative's report, below.)

Student Representative to the School Board Report: Ms. Miller stated that two of the biggest issues over the last few months are the grading system, and the scheduling of students in their classes and not having enough staff to keep students in classes, resulting in study halls and nowhere to be. She requested that these be looked into. She stated that the Site Council spoke with the Superintendent regarding the last day of school, and stated that she feels changing the last day to the 17th benefits students and teachers. Ms. Miller invited the School Board members to attend an upcoming Site Council meeting on June 3rd or June 9th.

District Community Leadership Team MTSS-B: Director of Health and Wellness Jessica Caron opened the presentation about the District Community Leadership Team (DCLT) and Multi-Tiered Systems of Support for Behavioral Health and Wellness (MTSS-B) brought together under Project Aware. She noted that the District was awarded the Project Aware grant, the umbrella under which this work is done, two weeks before schools went remote in 2020, and she commended the members of the committee for their persistence in doing this work remotely.

Dana Zulager presented the information regarding the Tier 1 Subcommittee. The mission of Tier 1 is to provide support for all students in the district with universal interventions; it is a school-wide approach. Tier 1 goals for next year include: train Tier 1 teams on mission/purpose; establish monthly meetings; roll out classroom fidelity checklist; and determine ways to support the rest of the DCLT.

Ms. Bennett asked what type of data is being collected. Ms. Caron stated they look at major and minor discipline referrals. There are various ways that the data is collected, determined by the Tier I Team at each school, but consistent across the District is the SchoolWide Information System (SWIS) which allows the DCLT to pull up reports on various pieces of information. The fidelity checklist is also a data piece. Ms. Bennett asked where the data goes once it's collected. Ms. Caron stated that information in SWIS is part of the student record, but the fidelity checklist is kept within the teams to monitor and manage.

Mr. Ledoux reviewed with the Board information relative to Immediate Response to Student Crisis. The goal of this subcommittee is to be sure that all staff are trained, and continue to receive training, on responding to students in crisis. Tier II Supports are geared toward at-risk and Tier III supports are geared toward highest-need students.

Ms. Bennett asked if the goal is to no longer need the position to provide these supports. Ms. Caron stated that these types of things will evolve and the DCLT will need to react to that, which may involve reduction of some services. It's a fluid model.

Mr. Clements asked if Ms. Caron could walk them through the process of being identified as a student needing Tier II or Tier III services and actually receiving those services. Ms. Caron stated that it's different at every building. Each building has a student intervention team which would determine the level of support needed. The training in June will be to be sure that the resources are being properly applied in each building. Tier III is for immediate needs and staff members are trained and work with the counseling department to triage those students. Mr. Clements asked what would trigger the team to identify a student as having these needs. Ms. Caron stated that ideally, all students are universally screened. That data would be compared with attendance, discipline, and nurse data. Ms. Bennett asked if parents are notified when screenings are done. Ms. Caron stated right now the screenings are teacher-led and parents were notified of that.

Ms. Franchini and Ms. Coomey reviewed with the Board information regarding the Truancy Subcommittee. The goal of this team is to break down barriers to increase student attendance. Next school year, their objectives are: to institute family nights; explore the effects that transportation has on truancy; and wraparound meetings with all stakeholders.

Mr. Harmon stated that, having heard some comment about a perceived unsafe bus stop, he wanted to remind staff and the community that if anyone perceives their bus stop to be unsafe they can contact the SAU Office to begin the procedure to have that reviewed by the Transportation Committee.

Ms. Bennett asked about the possibility of a late bus, and suggested possibly parents could help transport students home to allow them to stay after school.

Mr. Harmon asked for clarification about the late bus for the morning. Ms. Franchini stated that this was an idea for the social worker to travel to the homes of students who are habitually truant if they're not able to get to the school bus and to school on time.

Mr. Bickford presented the information relative to the Data Team. The goal of the Data Team is to increase staff knowledge and participation in data drives and effective conversations that have a positive impact on student achievement. Their objective is to develop common protocols, questions, artifacts, and timelines by the end of 2022-23.

Mr. Clements stated he would like to see the Board make it a priority to use the same data systems in each school so that the data available is the same and they are used to the fullest extent. Mr. Harmon stated his agreement that the district doesn't have the resources to do duplicate work and there is a need for common codes. He requested that students and parents are aware of any code changes before they are implemented. He also asked if the data that the Data Team works with is behavior or academic, to which Mr. Bickford confirmed it's both. Mr. Harmon stated that the NH School Boards Association's training document states that School Boards should be regularly reviewing data, and that our School Board should be looking more often at the data that is driving decisions.

Mr. Saulnier stated, regarding a morning bus for truant students, that he would have a difficult time asking taxpayers to fund another bus for that purpose and suggested possibly grant funds for that purpose. Mr. Harmon stated his similar concern.

Mr. Harmon asked what are the resources, including time, that the DCLT needs to move forward. Is there time for professional development needed that we don't currently have? Ms. Caron stated that she would like to have a discussion with the DCLT about that. Mr. Bickford noted that there is not currently the personnel available to cover classes for teachers to attend professional development. Ms. Caron noted that is the reason there is no teacher on the DCLT. Mr. Harmon stated that if we need to move forward, and that means allowing for teachers to be able to leave their classes for professional development and work with teams, the Board should have that conversation.

Strategic Planning Update: Dr. DeRuosi reviewed the Charge and the Proposal and Timeline for the Strategic Planning Committee.

During discussion:

- Mr. Harmon stated that the Board had outlined what the membership would look like for the committee. In this document, that membership is changed. He asked that the membership match the original membership, with the addition of a student. Mr. Harmon asked that at some point an invitation will be sent out to the district and community with which positions are still open. On June 15th, the Board can review the letters of intent and approve committee membership at that time.
- Mr. Harmon asked if the Charge could include that there are no more than five goals.
- Mr. Harmon asked to clarify the intent of the plan: have it for a number of years, and each year the plan is updated and move goals to operational and potentially replaced with another goal if necessary. Is that the intent of this one? Mr. Leatherman stated that he does feel that revisiting and checking progress is necessary. Mr. Saulnier stated that he agrees with annual assessment, but he would like to see the five goals operational before adding more goals. Mr. Harmon stated to do so would hinder the progress of the district. Mr. Leatherman stated that based on what he's seen in the past, those overarching five goals will be continual. There may be other goals to be addressed, but we can't lose sight of those five goals. Mr. Harmon stated that if they're operational, that means we're doing it on a daily basis, so it's no longer a goal, it's what we do. Dr. DeRuosi stated that benchmarks are not goals, and they sit under the larger goals.
- Mr. Harmon asked about the focus areas that the administrative team will develop, as per the proposal. He wanted to be sure that the entire Strategic Planning Committee has a voice in what those focus areas will be. He doesn't want it to be top-down; the whole group should come to those conclusions.
- Mr. Harmon stated, regarding the dates proposed, that the first meeting date is July 13th and that conflicts with a Board meeting. Another meeting on August 3rd conflicts with a Board meeting. Dr. DeRuosi invited the Board members to email him with conflicts or concerns and he will reach out to Mr. Dolan.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the New Hampshire School Boards Association proposal for Strategic Planning Facilitator in the amount of \$5,000. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the Raymond School District Strategic Planning Committee Charge as presented tonight and amended. Voted unanimously in the affirmative.

Last Day of School: Ms. Vadeboncoeur stated that the issue of possibly changing the last day of school from Monday, June 20 to Friday, June 17 has come up. She stated that she feels that this is the schedule and there's another month of school. Ms. Bennett asked if it's known how the teachers feel about it. Dr. DeRuosi stated he

has not surveyed the teachers. Ms. Miller stated that if the change was made, Monday could still serve as a make-up day. Mr. Harmon stated that the school should utilize the days for education as much as we can. He noted that snow days moved the last day of school out. Mr. Clements stated that parents had requested the snow days in the winter, which results in the last day of school being moved out. Mr. Saulnier stated no one can give him an example of education taking place on Monday, and that absences will be high that last day. Mr. Harmon stated that it's his expectation that the days that we have scheduled are utilized to the fullest. MOTION: Joseph Saulnier moved, seconded by Tony Clements, to make the last day of school June 17. Motion failed with Joseph Saulnier and Tony Clements voting in the affirmative and John Harmon, Cindy Bennett, and Ada Vadeboncoeur voting in opposition.

Bid Awards and Expenditures of Capital Reserve Funds: Mrs. Whitmore reviewed the bids received for the replacement of windows and doors for the outside portables at LRES and the bathroom flooring at IHGMS. The funding for these projects would come from the Capital Reserve Fund. Mr. Saulnier noted that one of the bids received for the windows and doors at LRES was significantly higher than the other. Mrs. Whitmore stated that they don't know why there was such a difference, but the District has worked with both companies very well over the past few years.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to accept the bid of \$41,397.30 from Dreamworks for LRES to replace 14 windows and 8 outside doors for the attached portables. Voted unanimously in the affirmative.

Mrs. Whitmore stated that the amount budgeted in the Capital Improvements Plan for resurfacing the bathroom floors at IHGMS is \$67,803. The original bid came in at \$42,176.77. At the walk-through Mr. Ledoux mentioned an alternate for two adult bathrooms and an alternate for the main office bathrooms. The total with the alternates is \$59,066.04.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to accept the bid of Northeast Flooring in the amount of \$59,066.04 to resurface existing bathrooms at the middle school, this money to come from capital reserve. Voted unanimously in the affirmative.

Mr. Harmon clarified with Mrs. Whitmore that regarding the motion relative to windows and doors for the portables, they don't need to say it's coming from capital reserve funds because she opened by saying it's CIP.

2022-23 Meal Prices: The Board reviewed the recommendation from administration to keep meal prices the same for the time being because the price equity tool is not available and because the District has not received any guidance from the State. Mr. Harmon asked to receive information as to how much it actually costs to prepare a meal. He stated that if the Board knows this information, there's nothing to prevent them from changing the prices during the school year if deemed necessary. Mr. Saulnier stated that he doesn't see being able to keep the meal prices the same knowing that food costs have increased so much. He agreed with the need to know the actual cost to prepare meals but he wouldn't use the current year numbers, or the prior year. Mr. Clements stated that he wouldn't like to raise prices, but either the taxpayers pay for it or the parents. Ms. Bennett asked if the cost could be offset by a fundraiser to decrease impact to taxpayers. Mrs. Whitmore stated that they've accepted donations in the past. There are two factors: students who owe money, and the cost for the overall food service program. Mr. Saulnier asked if it's possible to have prices by the next meeting in order to avoid raising prices during the school year. Mr. Harmon suggested waiting until the start of the school year to see what the actual

costs associated with the meals are. MOTION: Joseph Saulnier moved, seconded by John Harmon for discussion, to increase the school meal prices by 25 cents for breakfast and lunch at LRES, 30 cents for breakfast and lunch at the middle school, and 35 cents for breakfast and lunch at the high school, and adult meals would go up by 30 cents as well. Ms. Bennett asked what if food prices go down? Mr. Clements asked what is typically the percentage increase? Mr. Saulnier stated varying amounts. Ms. Vadeboncoeur stated she would like more information to make the decision. Ms. Vadeboncoeur asked if a decision had to be made tonight. Mrs. Whitmore stated that she believes the information is in the student handbooks, which is why it's brought to the Board now. Motion failed with Cindy Bennett and Joseph Saulnier voting in the affirmative and Tony Clements, Ada Vadeboncoeur, and John Harmon voting in opposition.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to set the prices as presented this evening on the agenda for food service for the 22-23 school year with the understanding that we'll revisit it in the fall. Mr. Saulnier stated that he doesn't want to go to mid-November and go above the money budgeted for overage. Motion passed with John Harmon, Ada Vadeboncoeur, and Tony Clements voting in the affirmative, Joseph Saulnier voting in opposition, and Cindy Bennett abstaining.

2022-23 Student Handbooks: Ms. Franchini reviewed the changes proposed to the 2022-23 LRES Student Handbook. During discussion:

- Mr. Harmon asked if wording should be included in the handbook if the district doesn't get the 21st Century Community Learning grant. He suggested having wording in place for LRES and IHGMS if needed. (p. 12)
- It was determined that language will be added to make it clear that inappropriate use of cell phones is prohibited on the school bus. (p. 14) (Noted below to also add to page 36)
- Regarding COVID-19 testing, replace "surveillance" with "monitoring." (p. 17)
- Title will be added anytime an employee is named throughout the handbooks.
- Food Services, remove wording about carryover to avoid confusion. (p. 39)

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the Lamprey River Elementary School 2022-23 Parent Student Handbook as amended this evening. Mr. Clements noted that, in addition to adding the issue of phone use to bus conduct, it should also be added to page 36. Voted unanimously in the affirmative.

Mr. Harmon asked if the behavioral health services available, and contact information for those seeking help, could be added to all handbooks.

Mr. Bickford reviewed the changes proposed to the 2022-23 IHGMS Parent/Student Handbook. During discussion:

- Mr. Bickford asked to remove Perfect Attendance from the handbook. (p. 11)
- Mr. Bickford asked to add volleyball for fall sports and track to spring sports. (p. 14)
- Policy ECAB regarding ID Badges will remain the same, reference will remain in the handbook (p. 16)
- Homework, add that parents can email the teacher (p. 28)
- Detention, it was agreed to ask the I.T. Department to set up automated notifications to alert parents when a detention has been served. (p. 44)

- Accelerated Coursework, it was noted that the handbook states that middle school students who take high school courses will follow high school grading criteria and procedures for that class, and that it's the expectation that the high school standards are indeed followed. (p. 28)
- Attendance, the list of excused absences should match the list in policy (in all handbooks)
- It was suggested that the cell phone policy be in generally the same location in each handbook.

MOTION: Joseph Saulnier moved, seconded by John Harmon, to accept the Iber Holmes Gove Middle School Student Handbook as amended. Voted unanimously in the affirmative.

MOTION TO AMEND THE AGENDA: MOTION: John Harmon moved, seconded by Tony Clements, to amend the agenda and finish the evening with the manifest signing, nominations, and non-public session. Mr. Saulnier and Ms. Vadeboncoeur suggested including the item regarding student transportation. Mr. Harmon stated that it's for discussion only, it's close to 10:00, and if not everybody votes to stay past 10:00, the meeting ends. Motion passed with John Harmon, Cindy Bennett, and Tony Clements voting in the affirmative and Joseph Saulnier and Ada Vadeboncoeur voting in opposition.

Nominations/Resignations/Retirements: MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the nomination of Chelsea Thibeault for LRES. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the nomination of Brianna Turner for special education case manager at LRES. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the nomination of Jenna Davis as a social worker at IHGMS. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the nomination of Stacey Darwent, teacher at IHGMS. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements to accept the resignation of Greg Pantazis at the high school, effective June 1, 2022. Voted unanimously in the affirmative.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$859,559.43, Payroll Total \$511,186.72.

Non-Public Session: MOTION: John Harmon moved, seconded by Joseph Saulnier, to enter into non-public session under RSA 91-A:3 II (a) "The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted" and (e) "Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed by or against the public body or any subdivision thereof, or by or against any member thereof because of his or her membership in such public body, until the claim or litigation has been fully adjudicated or otherwise settled." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, Ada Vadeboncoeur, John Harmon, Cindy Bennett and Tony Clements. The Board entered into non-public session at 9:51 PM and resumed public session at 10:30 PM. Other than the vote to exit this non-public session and seal the minutes of item B, as not doing so would render ineffective the action/proposed

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action taken in non-public session, and seal the minutes of item C until the contracts have been delivered to the teachers as not doing so would render ineffective the action/proposed action taken in non-public session (which was moved by John Harmon, seconded by Joseph Saulnier, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett,, Ada Vadeboncoeur, and Tony Clements), three motions were voted during this non-public session.

Adjournment: MOTION: John Harmon moved, seconded by Joseph Saulnier, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 10:31 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
May 18, 2022

Not voted to be kept confidential.

Item A

Present: School Board Members Ada Vadeboncoeur, Joseph Saulnier, John Harmon, Tony Clements, and Cindy Bennett; Interim Superintendent of Schools David DeRuosi.

Dr. DeRuosi reviewed with the School Board this evening's nominations and resignations.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
May 18, 2022

Voted to be kept confidential until a specified time,
then unsealed as of June 9, 2022

Item C

Dr. DeRuosi reviewed with the Board the recommendation from District counsel that the SAU sign the contracts for \$6,500 which have already been signed by the principal and teachers and issue "catch-up" checks for the remaining portion. The agreement is that once that is done, the issue will be settled.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to authorize the Superintendent to sign the contracts with the four math teachers at the high school that are teaching an extra class. Voted unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

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Raymond School Board Meeting Non-Public Session
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Approved and voted to be unsealed June 15, 2022

Present: School Board Members Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon; Interim Superintendent of Schools David DeRuosi.

Motion to Extend the Meeting Beyond 10:00 PM: MOTION: John Harmon moved, seconded by Joseph Saulnier, to extend the meeting beyond 10:00 PM. Voted unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Item B

Dr. DeRuosi reviewed his recommendations for 2022-23 wagepool salaries.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the wagepool increases as outlined this evening. (Attached) Voted unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Emails read during public input:

Hello Everyone,

Unfortunately the school board meeting scheduled for today is the last away game for the baseball team, so I am unfortunately unable to be there to speak with you on behalf of all spring sports.

Hello, My name is Riley Cheever, I am a senior and our Varsity Baseball team Senior Captain. I have done some work to determine the average cost to field a Baseball team and the cost to each student/coach. (Please note that the calculations that I have made are to form a minimum team of 9 players, and 1 coach. Every game we have had more than 2 subs available, so this is the minimum approximate cost to players and their families. Additionally we have 2 more teams to think about, I used baseball as an example because that's where I could get the most information from.)

This is a breakdown of the vehicles, and average mpg, as well as trip distance and average gas prices in NH at the date of each game. The • indicates a student driving their own vehicle to each game.

[picture here]

I also worked up details of what the cost was to the players, coach and families for gas and tolls to transport the players. That cost is/was approximately \$1551.51, with a possibility of another vehicle or two to be added. That is an average of \$155 per player/coach. Some of which drove themselves and that expense has fallen upon them as highschoolers. I know that In my personal situation, playing baseball has caused me to lose over \$100 a week in pay for days that I could work. This is something that would've happened either way, but the \$100 less a week certainly would have been manageable not having to drive to games. In addition, I drive a moderately gas efficient vehicle, getting approximately 18 miles to the gallon. I paid over \$165 in gas this year. We had 4 players paying equal or more than that, with the most being \$215. I understand that there is a legal aspect to all of this, but the communication between the district to the players has been far from par. There are many ideas that I have discussed with teammates, as well as teachers in the building, here are just a few listed below.

Alter our Bus contract with our company, to either spend money and raise our priority on buses, or change to a different bus company that could provide better for us.

Buy/Rent 12 passenger Vans, These Vans could be used for more than just 1 sport, and could also be a learning opportunity for students to learn vehicle repair, which is a very important life skill

Allow players to carpool with one another. Once everyone comes together, it is much easier to come up with gas money. If someone can drive a few people to one of our away games, and everyone gives the driver \$5, that's less of a load on all students, especially the driver.

Reimburse students for the driving, and mileage that we have driven. The money that I have calculated does not account for vehicle maintenance, as well as wear and tear.

Speaking with other districts across the state on our 6 straight away games from 5/6 to 5/18, I have not had a single school district tell us that they are dealing with the same issue, and all have told me that they have a bus to drive them. I understand that the options I gave you might not be possible, but students and parents have been attempting to speak with the superintendent for many weeks now, and have had next to no response besides this being put on today's meeting agenda.

If there is NO possible solution, I'm sure that students, parents and coaches on the Baseball, Softball, and Track teams would all love to sit around a table and hear why. If you have any more specific questions, please contact me [] Thank you for your time, and I'm looking forward to seeing how this all pans out.

Sincerely,

Riley Cheever

Hi All,

I'd love to open a discussion about busing for away games to understand the status, where we're headed, and how we're handling it regarding contracts and payments. I wasn't sure who would address this so I've copied the three of you. Can someone update me (and the school community) on where "busing for away games" stands? I have a child in middle school, and one in high school. The high schooler had 3 away games this week, all an hour or more away. (131 miles one way; 262 miles roundtrip) That essentially cost \$56 to drive her to and from the games. That's just me for one week, for one kid. Don't forget, I have a middle school athlete too. Obviously, several other parents, and student athletes also have to drive. Now, I'm happy to do this so the kids can keep playing, but...

- 1. Is there any progress on getting buses for away games? I notice other schools have buses, so I'm wondering if it's solely a problem with our bus company.*
- 2. If just our company, can we switch?*
- 3. Is providing transportation for away games part of the contract? If so, have we changed our payments to them considering they are not fulfilling they're end? Can we switch companies if other companies aren't having this issue?*
- 4. Will this continue next year?*
- 5. Can we look into more options now that it has lasted longer than anticipated? Can we "reinvestigate" getting vans and drivers?*

The burden on families to provide transportation is a heavy - both in the time needed to take off of work, and the associated costs, especially since gas prices have soared.

Where can we best discuss this topic?

Thanks,

Kate Brooks

Raymond School District
Approved Wagepool Employee Merit Increases for the 22-23 School Year

		21-22	Recommended %	Recommended Wage \$	Recommended 22-23
<u>Position</u>	<u>Employee</u>	<u>Salary</u>	<u>Increase</u>	<u>Increase</u>	<u>Salary</u>
Superintendent			0.00%	0	0.00
Administrative Assistant to Super	Jennifer Heywood	69,976.14	4.50% + \$239	3387.92	73,364.06
Business Administrator	Marjorie Whitmore	102,927.08	4.00%	4117.0832	107,044.16
Director of Human Resources	Karen Stuart	63,974.88	4.00%	2558.9952	66,533.88
Federal Funds Accountant	Ron Brickett	16,311.85	3.00%	489.3555	16,801.21
Director of Student Services	Michael Hatfield	96,600.00	7.00% + \$239	7001	103,601.00
Assistant Director of Student Services	Barbara Kelly - New	85,000	0.00%	0	85,000.00
Special Education Districtwide Coordinator	Jennifer Foley	76,500.00	0.00%	0	76,500.00
Safety & Facilities Director	Todd Ledoux	92,983.25	5.00%	4649.1625	97,632.41
Groundskeeper	Conrade Lavigne	46,436.52	3.50%	1625.2782	48,061.80
Maintenance Tech	Christopher Huntley	48,122.64	3.50%	1684.2924	49,806.93
PT Maintenance Tech	Pierre Dupuis	30,351.12	3.50%	1062.2892	31,413.41
Technology Director	Brittany L'Heureux	75,000.00	5.50%	4125	79,125.00
Technical Support Specialist	Cameron Tkalcic	38,000.00	3.50%	1330	39,330.00
Technical Support Specialist	Luke Bergeron	41,488.40	5.00%	2074.42	43,562.82
Technical Support Specialist	Joseph Murphy	42,500.00	2.00%	850	43,350.00
Technical & Data Integration Specialist	Matthew Clifton	52,000.00	3.50%	1820	53,820.00
Principal, LRES	Laura Yacek	100,637.28	3.50%	3522.3048	104,159.58
Principal, IHGMS	Robert Bickford	101,375.76	4.50%	4561.9092	105,937.67
Principal, RHS	Steven Woodward	101,773.56	0.00%	0	101,773.56
Assistant Principal, LRES	Dorothy Franchini	84,139.67	4.00%	3365.5868	87,505.26
Assistant Principal, IHGMS	Brigitte Cunningham	79,050.00	3.50%	2766.75	81,816.75
Assistant Principal, RHS	Fiona Coomey	86,149.20	3.00%	2584.476	88,733.68
Nurse, LRES	Emily Donati	51,035.03	5.00%	2,551.75	53,586.78
Nurse, IHGMS	Monique Gauthier	51,444.34	4.50%	2,315.00	53,759.34
Nurse, RHS	Kelsey McDermott	42,400.00	3.50%	1,484.00	43,884.00

Proposed Wagepool Merit Increase
Budgeted Wagepool Merit Increase

1,676,176.72

\$59,926.57
\$59,927.00

1,736,103.29

(Over) Under Budget \$ **0.42**

Grant Funded Positions
Employee

After School Program Director	Patrick Arsenault	50,965.43	3.50%	1783.79005	52,749.22
Before-After School Program Site Coordinator	Lisa Rush	35349.75	3.00%	1060.4925	36,410.24
School Psychologist	Katie Carpenter	78,000.00	3.00%	2340	80,340.00
SAP Counselor	Brianah Straffin	51,000.00	3.00%	1530	52,530.00
SAP Counselor	Gregory Pantazis	61,200.00	0.00%	0	61,200.00
Director of Student Behavioral Health	Jessica Caron	88,909.60	4.00%	3556.384	92,465.98
Social Worker, LRES(45.9%)/IHGMS(30.6%)	Abigail Aldous	58,833.60	3.50%	2059.176	60,892.78
Social worker, RHS(3 days) and IHGMS(2 days)	Krystal Fournier	57,000.00	3.50%	1995	58,995.00

Food Service Fund - Budgeted Sepa Employee

School Nutrition Services Director - Budgeted	Judy DiNatale	61,922.16	0.00%	0	61,922.16
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