

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Joseph Saulnier, Cindy Bennett, Stephen Scarfo, and Tony Clements; Student Representative to the School Board Tyler Dunphy; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Raymond High School Principal Peter Dannible.

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: Joseph Saulnier moved, seconded by Tony Clements, to enter into non-public session under RSA 91-A:3 II (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 Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:21 PM. Other than the vote to exit this non-public session and seal item A, as not doing so would affect adversely the reputation of a person other than a Board member (which was moved by Joseph Saulnier, seconded by Stephen Scarfo, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo and Tony Clements), one motion was voted during this non-public session.

Public Input: Public input was opened at 6:22 PM. Mr. Harmon noted that public input would be open for 30 minutes. If anyone arrives within that timeframe and would like to speak, they will be allowed to do so. There was no public input forthcoming.

Our Students/Our Schools: RHS Principal Peter Dannible and English Teacher Shelley Tudisco, presented their project "What is Special About RHS to Us" to the School Board. Their presentation included what it means to be *Forever Green*, some demographic, building, and land information about the high school, and excerpts from teacher interviews. This was a project established for inclusion in the Town Report.

Student Representative to the School Board Report: Mr. Dunphy stated that students are still looking for an update on the grading issue. Mr. Saulnier and Mr. Leatherman said that messaging did go out about the grading.

2024-25 School District Calendar: Mr. Leatherman reviewed the fact that a new RSA permits Seacoast School of Technology sending school calendars to have only 10 days difference from one another. Mr. Harmon stated that he is concerned about November 5th and parking at the middle school and asked if it's possible that day to move the in-service activities to a different location.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to add January 2 and January 3 as two days off and add them to the end of the year. Motion failed with Stephen Scarfo and Joseph Saulnier voting in the affirmative and Tony Clements, Cindy Bennett, and John Harmon voting in opposition.

MOTION: Cindy Bennett moved, seconded by Tony Clements, to approve the calendar as presented. Voted unanimously in the affirmative.

Superintendent Evaluation Date: The School Board agreed to meet on Tuesday, March 5th at 6:00 PM to prepare the Superintendent's evaluation. Mr. Harmon asked to have the Board member's individual evaluations by 5:00 PM on March 1st.

New/Revised Policies - First Reading: The School Board reviewed the following policies for the first of two readings: EBCE Emergency School & District Closings (revise and recode); EBCE-R School Closings and Cancellations (redact); EEA-R Student Transportation Services (revised); JFABB-R Admission of Foreign Exchange Students (revise); JLDB Suicide Prevention and Response (revise and recode); JLDB-R Suicide Prevention and Response - Procedure (redact). There were no further suggested revisions at this time.

New/Revised Policies - Second Reading: MOTION: Tony Clements moved, seconded by Cindy Bennett, to accept policy EHAB Data Governance and Security. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to accept policy IMBA Distance Education. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to redact policy JFAA-R Admission of Residents Students. Voted unanimously in the affirmative.

Nominations/Resignations: MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept Karl Gregory for the tech ed position. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept the resignation of Krystal Fournier, social worker, effective March 4, 2024. Voted unanimously in the affirmative.

Strategic Plan Update: Mr. Leatherman reviewed the updates to the culture and climate section of the strategic plan. During discussion, Mr. Harmon asked who the restorative practices professional development in the summer is geared to. Mr. Leatherman stated that it's for administration to get an in-depth training to be able to then take the information back to staff. Regarding having a trusted adult available for students, Mr. Clements stated that the adult should be available consistently. Mr. Leatherman confirmed that the SAUis still asking for an exit survey and/or interviews with departing

employees. Mr. Clements asked if students can take a climate and culture survey. Mr. Harmon suggested looking into it for next school year.

Admin Job Description Update: The Board reviewed the proposed revisions to the job description for Director of Technology. Mr. Clements asked why there is a specific requirement for taste. Mr. Leatherman stated that he will look into that. MOTION: Tony Clements moved, seconded by Cindy Bennett, to approve the job description for Director of Technology. Voted unanimously in the affirmative.

RHS Seniors Last Day of School: During discussion of the last day of school for seniors, Mr. Harmon stated that he would like to set it for June 4th. Mr. Saulnier stated that he would like to keep it the way it is, with the last day of classes on May 31st. MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the seniors' last day of school as presented - May 31st. Motion passed with Stephen Scarfo, Cindy Bennett, Joseph Saulnier, and Tony Clements voting in the affirmative and John Harmon voting in opposition. Mr. Leatherman clarified that May 31st will be the last day of classes, not the last day of school.

Administrator Employment Contracts: Mr. Saulnier suggested offering multi-year contracts to select administrators with pay increases attached to it each year. He stated it would be up to the Superintendent as to which administrators he would like to propose multi-year contracts for. Mr. Harmon stated that the option currently exists and has been done in the past, and that the practice is not widespread that he's aware of. He stated that if there are unique circumstances he has no problem having the discussion but he doesn't think it should be the norm. There was discussion around whether certified administrative positions would potentially have tenure. Mr. Leatherman stated he will check with the attorney. Mr. Scarfo stated he would be in favor of a multi-year contract in the right situation, as he wants people to feel secure.

BCBA Contract/Job Salary: The School Board reviewed the information provided to them that the total cost to the district for a Board Certified Behavior Analyst (BCBA) would be approximately \$138,000. The current cost to the district is \$176,000 because it is being contracted out. If the district can hire its own BCBA at a higher salary than the position currently pays, it would be less expensive than paying for contracted services.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to increase the BCBA rate not to exceed \$95,000. Voted unanimously in the affirmative.

Green Room/Behavior Coach: Mr. Leatherman stated that it's been difficult to find coverage for the Green Room at IHGMS, and that the environment needs to be quieter and calmer, as it's a time to restore as well as a consequence. They are in need of a behavior coach type of individual, and the district will provide training. The current rate is a paraeducator rate. Mr. Leatherman proposed that the behavior coach would be part of the wagepool, and he noted that RESS is fine with this change.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to add a behavior coach to the green room at the middle school. Voted unanimously in the affirmative.

Amendments to Warrant Articles Tax Impacts: Mr. Harmon reviewed that the estimated tax impacts currently listed on the school district warrant for the operating budget (WA #2) and the capital reserve funds (WA #3) need to be updated. Warrant Article #2 should be amended to reflect an estimated tax impact of \$1.58 per thousand, if the article passes. (Currently, the estimated tax impact is listed as \$1.59.) Warrant Article #3 should be amended to reflect an estimated tax impact of \$.03 per thousand. (Currently, the estimated tax impact is listed as \$.06.) It was the general consensus of the School Board to amend the estimated tax impacts as discussed.

Committee Reports: Mr. Saulnier stated that the Wellness Committee met and reviewed reports from the State. The only area needing attention was Family Engagement. He stated that the Wellness Committee is present at RCFY Family Fun Nights, but their presence may not have been recorded. He stated that they are considering doing a food survey for students.

Mr. Harmon stated that the Policy Committee met and reviewed a number of policies, some of which came before the Board this evening.

Superintendent's Report: Mr. Leatherman stated that the high school messaging went out on grading; he attended a Raymond-Epping basketball game; he met with principals to discuss i-Ready data; he went to Oyster River last night and was recognized as an influential person in one of their student's educational journey; the State conducted a special education 13 point review and there were zero deficiencies; and documentation was collected for the Medicaid audit.

Correspondence/Other: Mr. Harmon stated that the School District Deliberative Session is Saturday at 10:00 AM.

Manifest Signing: A quorum of the School Board signed the manifest. Accounts Payable total \$1,129,666. Payroll total \$492,137.77.

Approval of Minutes: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the minutes of January 17, 2024 with the following amendment: page 3, third bullet, strike out algebra and algebra II and insert explorations in algebra IA and explorations in algebra IB. Voted unanimously in the affirmative.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by tony Clements, to enter into non-public session under RSA 91-A:3 II (m) "Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 7:45

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PM and resumed public session at 7:55 PM. Other than the vote to exit this non-public session (which was moved by Joseph Saulnier, seconded by Stephen Scarfo, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo and Tony Clements), no motions were voted during this non-public session.

Unsealing Minutes: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to unseal the following non-public minutes: August 29, 1985 IV 3 D and Sites; December 19, 1985 VI A and B; July 10, 1986 VIB and Exec; July 17, 1986; September 2, 1986 VII B and CoCurricular; September 4, 1986; September 10, 1986; September 18, 1986; October 2, 1986; October 7, 1986

Adjournment: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 7:56 PM.

Respectfully submitted,

Jennifer Heywood,  
Administrative Assistant

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Not voted to be kept confidential.

Item B

Present: School Board Members John Harmon, Tony Clements, Joseph Saulnier, Stephen Scarfo, and Cindy Bennett; Superintendent of Schools Terry Leatherman.

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

Respectfully submitted,

Terry Leatherman,  
Superintendent of Schools

Item C

Present: School Board Members John Harmon, Tony Clements, Joseph Saulnier, Stephen Scarfo, and Cindy Bennett; Superintendent of Schools Terry Leatherman.

The School Board reviewed sealed minutes for consideration of whether to unseal them.

Respectfully submitted,

Terry Leatherman,  
Superintendent of Schools