

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, John Harmon, Cindy Bennett, Tony Clements, and Ada Vadeboncoeur (remote); Student Representative to the School Board Alyison Miller; Interim Superintendent of Schools David DeRuosi; Business Administrator Marjorie Whitmore; Iber Holmes Gove Middle School Principal Bob Bickford; Safety & Facilities Director Todd Ledoux; Lamprey River Elementary School Principal Laura Yacek.

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.

Recognition: The Board recognized outgoing School Board Member Dawn Leamer and thanked her for her service on the Board.

The Board recognized and welcomed incoming School Board Member Cindy Bennett and incoming Student Representative to the School Board Alyison Miller.

Election of Officers:

Ada Vadeboncoeur nominated herself for Chair. There were no other nominations forthcoming. Upon the Board members being individually polled, the nomination was voted in the affirmative by John Harmon, Tony Clements, Cindy Bennett, Joseph Saulnier, and Ada Vadeboncoeur.

Joseph Saulnier nominated himself for Vice Chair. There were no other nominations forthcoming. Upon the Board members being individually polled, the nomination was voted in the affirmative by John Harmon, Tony Clements, Cindy Bennett, Joseph Saulnier, and Ada Vadeboncoeur.

Cindy Bennett nominated herself for Secretary. There were no other nominations forthcoming. Upon the Board members being individually polled, the nomination was voted in the affirmative by John Harmon, Tony Clements, Cindy Bennett, Joseph Saulnier, and Ada Vadeboncoeur.

Non-Public Session: **MOTION:** John Harmon moved, seconded by Joseph Saulnier, 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, Ada Vadeboncoeur, John Harmon, Cindy Bennett, and Tony Clements. The Board entered into non-public session at 6:05 PM and resumed public session at 6:11 PM. Other than the vote to exit this 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), no motions were voted during this non-public session.

Our Students/Our Schools: LRES Principal Laura Yacek, along with students Olivia Mitchell, Lejla Cardona, Jillian Vincent, teachers Lisa Baka and Laura Pierce, and PTO President Karla Bauer, discussed with the School Board their recent celebration of *Read Across America*. This year they counted their minutes spent reading. One minute equaled one mile, and they used their reading miles to travel to the moon. They hosted different activities each day, such as NASA themed bookmarks, pajama day, and reading with finger flashlights.

Public Input: Kate Brooks approached the Board. She began by suggesting that the School Board make a statement at the beginning of each meeting as to when the public will be able to speak, which may be especially helpful to those who have not been to a meeting before. She then spoke regarding the citizenship test, which will soon be a requirement for high school students. She understands that the plan is that students would take the test their junior year but some students took Government in 9th grade, long before the test. She asked that with the change in district and high school leadership, that those students not get lost in the mix and she feels it's critical that we pay attention to the 24-25 class.

She stated that someone had asked her to say when choosing classrooms for the PSAT, to be careful about distractions. There have been some distractions in some of the classes during testing.

Dawn Leamer approached the Board. She asked that the School Board ethics policy be reviewed, and asked why the School Board doesn't follow the Town of Raymond Code of Ethics. Mr. Harmon stated that the Code of Ethics was established through a warrant article on the Town side, but it was never put on a school district warrant. Ms. Leamer suggested that the two policies, town and school, coincide. Ms. Vadeboncoeur stated that it can be looked into.

Student Representative to the School Board: There was no report at this time.

RHS Senior Class Trip Proposal: This agenda item was removed.

Energy Performance Contracting Service Bid Award: Mrs. Whitmore reviewed the recommended bid award for Energy Performance Contracting Services with the School Board. Mr. Ledoux stated that the District went out to bid for these services, knowing the Board's direction would be getting controls done at the middle school and high school. An energy performance contracting company will do the legwork, complete an energy audit which hasn't been done in a few years, and then get prices from vendors on the projects. He stated that he thought it would be good to get this going to update the Capital Improvements Plan.

Mr. Ledoux stated that the District went out to bid to partner with a company with whom we would then work with so that they will go get the prices for projects and then we choose from the prices they go out and get. Mr. Harmon asked if we say we want to hear from them, are we locked into this? Mr. Ledoux stated he will double check but he doesn't think so.

Mr. Ledoux stated that he's aiming to have it done before next school year. Mr. Harmon asked if, rather than have the funding coming from ESSER II, why not use ESSER II first until it's consumed, then pull the remainder from ESSER III? Mrs. Whitmore stated she can do that.

Mr. Harmon asked if it would make sense to see pricing for both schools, for the high school only, and for the middle school only. Mr. Ledoux agreed it would.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to authorize the SAU to go forward with Energy Efficient Investments to come back with control bids for both high school and middle school, with an option for the high school only and a third option for middle school only so that we can know what the costs are, with the understanding that if it comes in that we can't afford it at step two, then no. Upon the Board members being

individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Remote Instruction in Relation to COVID-19 Quarantines: Dr. DeRuosi stated that numbers of COVID-19 cases have dropped significantly and there are less students with the need for quarantine and remote instruction. He'd like to come back to the Board at the next meeting to discuss how to keep some COVID-related pieces, and to start talking about one mode of instruction as well as end of year events.

Mr. Clements asked what the current quarantine guidelines are. Dr. DeRuosi stated that masks are optional, but if a child or staff member chooses to shorten quarantine time after testing positive, the CDC and the NH Dept of Health require a mask for days 6-10.

Mr. Saulnier stated that while he knows it's difficult to do remote instruction, those who are quarantining are required to stay out for at least five days. He suggested some sort of remote instruction even if streaming only with a check in at the end of class. Mr. Harmon stated that he hopes when the reopening plan comes back that the Board hears from principals as to what their plans are to handle the changes.

MS-22 2022-23 Signing: Mrs. Whitmore reviewed the process for developing the MS-22, which is the *Report of Appropriations as Voted*. The final figure for appropriations voted for 2022-23, with all warrant articles included, is \$27,968,819. MOTION: John Harmon moved, seconded by Tony Clements, to authorize the School Board to sign the MS-22 for the 2022-23 school year. Upon the Board members being individually polled, the motion was voted unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Development of Schedule for Strategic Plan Work: Mr. Harmon stated he asked for this agenda item to develop a timeline for a possible Strategic Planning Committee meeting before the end of May, perhaps the week of May 16 or May 23. If those weeks work, he stated that the Board Chair would then reach out to incoming Superintendent Terry Leatherman to ask him for dates he's available in those weeks. Mr. Harmon also suggested that the Strategic Planning Committee have a facilitator from outside the district. Ms. Vadabencoer stated she will reach out to Mr. Leatherman.

New Policies - First Reading: The Board reviewed policies GBEAB Mandatory Code of Conduct Reporting - All Employees and GBEB Staff Conduct for the first of two readings. No revisions were suggested at this time.

Principal Job Description Review: Dr. DeRuosi reviewed the proposed revisions to the high school principal job description. During discussion, it was noted that two items will be added back into the description: 260 days for the contract year, and that the salary will be determined by the School Board. MOTION: John Harmon moved, seconded by Tony Clements, to approve the High School Principal Job Description as amended. Upon the Board members being individually polled, the motion was voted unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

RHS Principal Search Committee: The School Board discussed the membership of the High School Principal Search Committee. Mr. Harmon suggested a School Board member, a high school teacher, a high school support staff member, an administrator from the district, and two parents from the high school. Mr. Bickford recommended that a high school student be part of the committee. Mr. Harmon stated his concern with student access to

non-public information. Mr. Saulnier stated he thought it was a good idea if it's legally possible. Mr. Harmon stated that he would be concerned that applicant names may get out. Dr. DeRuosi stated that he could gather student input through some meetings, perhaps a visit with high school students from finalists. Mr. Clements and Mr. Saulnier stated they are good with that. Ms. Vadebonceur stated she likes that idea, but that she feels there needs to be more than one high school teacher on the team. Mr. Harmon stated that would be fine, but we would then also add more support staff members. Mr. Saulnier stated that taking staff out of the classroom is a concern.

MOTION: John Harmon moved, seconded by Joseph Saulneri, to establish the Raymond High School Principal Search Committee of one School Board member, one high school teacher, one high school support staff member, one district administrator as determined by the SAU, and two high school parents. Mr. Harmon added that he's in support of having high school students meet with the finalists once names are out, possibly through focus groups, to get their input as to the qualities they are looking for. Ms. Bennett stated she would like to see one community member on the search committee. Upon the Board members being individually polled, the motion passed with John Harmon, Joseph Saulnier, Tony Clements and Cindy Bennett voting in the affirmative and Ada Vadeboncoeur voting in opposition. It was noted that those who would like to serve on the committee should submit their letters of intent to the SAU Office by noon on April 5th.

Committee Assignments: The School Board assigned representation to committees as follows:

Policy Committee:	John Harmon, Tony Clements
Technology Committee:	Joseph Saulnier
Strategic Planning Committee:	John Harmon, Ada Vadeboncoeur, Cindy Bennett (Alternate)
REA Sick Leave Bank:	Ada Vadeboncoeur
Seacoast School of Technology:	Joseph Saulnier, Tony Clements (Alternate)
Transportation Committee:	John Harmon, Joseph Saulnier (Alternate)
Wellness Committee:	Cindy Bennett
District Community Leadership Team:	Discussion to dissolve Board representation
Budget Committee:	Tony Clements, Joseph Saulnier (Alternate)
Cable Committee:	Cindy Bennett, Joseph Saulnier (Alternate)
Capital Improvements Committee:	Ada Vadeboncoeur, John Harmon
Raymond Coalition for Youth:	Tony Clements
Raymond Area Rotary Club:	Will revisit at next meeting
Mentor for Student Representative:	John Harmon
NH School Boards Association:	Cindy Bennett, Ada Vadeboncoeur (Alternate)

Monthly Financial Update: Mrs. Whitmore reviewed the financial update for months ending February 28, 2022. During discussion Mr. Harmon asked if impact fees have been voted on recently. Mrs. Whitmore stated no, not recently. Mr. Harmon asked if there is anything that she is concerned about not receiving full funding for. Mrs. Whitmore stated the only thing she might be concerned we might not be getting fully is Medicaid reimbursement. Mr. Saulnier asked if the district is allowed to bring a doctor in for a day to look over records, since now a doctor's signature is required and is more difficult to obtain than previous Medicaid requirements. Mrs. Whitmore stated that they had looked into it, but she will check with Student Services Director Michael Hatfield.

Mrs. Whitmore stated that food service federal aid has been coming in significantly higher because all students getting a meal are considered free, so we're getting reimbursed at a higher rate. She is expecting to be over budget on federal aid by \$400,000.

Mr. Harmon asked if, regarding ESSER funds, the Board could have how much we anticipate spending versus how much we know we're not going to spend. Regarding ESSER II funds, he asked if a note can be added as to by what date money must be spent.

Mr. Harmon asked if regarding the things we have allocated for ESSER III, if those positions are posted. Dr. DeRuosi replied that some have been. He confirmed that the goal next year is for two social workers. For clarification for Ms. Bennett, Mr. Harmon stated that would be an allocation for two years and if after two years the Board decided they want to keep those positions, that would go to the voters.

Donation Acceptance: **MOTION:** John Harmon moved, seconded by Tony Clements, to accept the donation of \$1,365 from American Foundation for Suicide Prevention, used for staff luncheon. Upon the Board members being individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Possible Future Agenda Items: The Board discussed possible future agenda items. Mr. Harmon stated he would like discussion soon about whether the School Board will continue to offer the remote option at Board meetings going forward. He would also like to talk about 8th grade students allowed to take high school courses and how the midterms and finals will be handled. When high school classes were taken at the middle school, they followed middle school rules. Now that they're taken at the high school, they follow high school rules. He'd like a conversation about which rules to follow. He also asked to discuss establishing a schedule for administrative presentations to the School Board.

Mr. Saulnier stated he would like to discuss attaching videos to School Board minutes, and website maintenance to ensure outdated material is removed.

Nominations/Resignations/Retirements: **MOTION:** John Harmon moved, seconded by Tony Clements, to accept the retirement of Marlene Jones effective June 30, 2022. Upon the Board members being individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

**MOTION:** John Harmon moved, seconded by Tony Clements, to accept the retirement of Maureen Desrosiers effective June 30, 2022. Upon the Board members being individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

Committee Reports: Mr Saulnier stated that the discussion came up at the Cable Committee meeting regarding posting links to board meeting videos as a supplement to minutes.

Superintendent Report: Dr. DeRousi stated that the Read Across America week was a great week at LRES and he ended Friday by reading with elementary teachers. He will get formal feedback from the March 14th

Professional Development Day, but the general sense and feeling was that it was outstanding. He thanked the PTO and Parent Core Group for their contributions, and thanked the Board for the day.

Correspondence/Other: None.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable Total \$1,039,100.06. Payroll Total \$418,096.02

Approval of Minutes: MOTION: John Harmon moved, seconded by Tony Clements, to approve the minutes of February 12, 2022 with the following amendment: change "PM" to "AM." Upon the Board members being individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennet, Tony Clements, and John Harmon.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the minutes of February 16, 2022. Upon the Board members being individually polled, the motion passed with Ada Vadeboncoeur, Joseph Saulnier, Tony Clements, and John Harmon voting in the affirmative and Cindy Bennett abstaining.

MOTION: Joseph Saulnier moved, seconded by John Harmon, to remove the previous motion and vote regarding the approval of the February 12, 2022 minutes [as it was determined that Ms. Bennett should have abstained from the vote]. Upon the Board members being individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the minutes of February 12, 2022 with the following amendment: change "PM" to "AM." Upon the Board members being individually polled, the motion passed with Ada Vadeboncoeur, Joseph Saulnier, Tony Clements, and John Harmon voting in the affirmative and Cindy Bennett abstaining.

MOTION: John Harmon moved, seconded by Tony Clements, to approve and unseal the non-public minutes of February 16, 2022 items a, b, and d. Upon the Board members being individually polled, the motion passed with Ada Vadeboncoeur, Joseph Saulnier, Tony Clements, and John Harmon voting in the affirmative and Cindy Bennett abstaining.

MOTION: John Harmon moved, seconded by Tony Clements, to approve and keep sealed the non-public minutes of February 16, 2022 item c. Upon the Board members being individually polled, the motion passed with Ada Vadeboncoeur, Joseph Saulnier, Tony Clements, and John Harmon voting in the affirmative and Cindy Bennett abstaining.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the minutes of March 2, 2022. Upon the Board members being individually polled, the motion passed with Ada Vadeboncoeur, Joseph Saulnier, Tony Clements, and John Harmon voting in the affirmative and Cindy Bennett abstaining.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by John Harmon, 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 (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, Ada Vadeboncoeur, John Harmon, Cindy Bennett, and Tony Clements. The Board entered into non-public session at 8:23 PM and resumed public session at 9:34 PM. Other than the vote to exit this non-public session and seal the minutes, as it was determined that not doing so would affect adversely the reputation of a person other than a Board member (which was moved by John Harmon, seconded by Tony Clements, 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.

Adjournment: MOTION: John Harmon moved, seconded by Tony Clements to adjourn the meeting. Upon the Board members being individually polled, the motion was voted in unanimously in the affirmative by Ada Vadeboncoeur, Joseph Saulnier, Cindy Bennett, Tony Clements, and John Harmon. Meeting adjourned at 9:35 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Raymond School Board Non-Public Session  
March 23, 2022  
Non-Public Session

Not voted to be kept confidential.

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

Item A

The Superintendent reviewed tonight’s retirements with the School Board.

Item B

The School Board reviewed the process regarding the Raymond High School Principal search committee.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk