

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Joseph Saulnier, Tony Clements, Cindy Bennett, and Stephen Scarfo; Student Representative to the School Board Tucker Sopha; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Raymond High School Principal Peter Dannible; Iber Holmes Gove Middle School Principal Tom Waldron; Lamprey River Elementary School Principal Jessica Benson; Lamprey River Elementary School Assistant Principal Paula Oliveira; RHS Dean of Student Support Services Angela DePalma; LRES Dean of Student Support Services Kelly Harte; Director of Behavioral Health Samantha Horrigan; RHS Assistant Principal Joanne McCann.

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**: Stephen Scarfo moved, seconded by Joseph Saulnier, 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 John Harmon, Cindy Bennett, Stephen Scarfo, Joseph Saulnier, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:10 PM. Other than the vote to exit this non-public session (which was moved by Tony Clements, seconded by Stephen Scarfo, and upon the Board members being individually polled, was voted in the affirmative by John Harmon, Joseph Saulnier, Cindy Bennett, Stephen Scarfo and Tony Clements), no motions were voted during this non-public session.

Introduction: The School Board introduced the following members of the administrative team, invited each to provide some information about their background and experience, and welcomed them to the district and their new positions: Raymond High School Principal Peter Dannible; Iber Holmes Gove Middle School Principal Tom Waldron; Lamprey River Elementary School Principal Jessica Benson; Lamprey River Elementary School Assistant Principal Paula Oliveira; RHS Dean of Student Support Services Angela DePalma; LRES Dean of Student Support Services Kelly Harte.

Recognition: The School Board recognized the following students for achieving the IHGMS High Honors List and the RHS Principal's List (all A's in the trimester/quarter):

Raymond High School Principal's List 4th Quarter 22-23

Grade 9

Madelyn Donohue
Trevor Goulette Jr
Cameron Mello
Rachel Ni
Theodore Pekalsky

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Grade 11

Acadia Gafford
Vicky Ni
Violet Reynolds
Isabella Waldron

Grade 12

Sarah Bouchard
Tina Chen
Lydia Cramer
Jasmin French
Payton Hartlen
Delia Wright
Madilyn Yockel

Iber Holmes Gove Middle School High Honors Third Trimester 22-23

Grade 6

Kianna Pasterczyk

Grade 7

Nora Comrie
Alice Peretti
Leah Unger

Grade 8

Madelyn Alfonso
Hayden Babineau
Eleanor Brewitt
Allie Bronson
Tyler Brooks
Maddie Callahan
Lucy Ennis
Annaliese Hetherington
Mary Hubbard
Leanna Jean
Sophia Jolie
Brooke Leger
Alyssa Tilton
Logan Woods

Public Hearing: Mr. Harmon opened the public hearing to consider the following expenditures as per RSA 198:20-c: the expenditure of funds totaling up to \$58,000 from the Raymond School District Equipment, Facilities Maintenance, and Replacement Capital Reserve Fund for the purchase of a district van; the expenditure of funds totaling up to \$200,000 from the Technology Capital Reserve Fund for the installation and programming of a video surveillance system at Iber Holmes Gove Middle School and Lamprey River Elementary School; and the expenditure of funds totaling up to \$15,449.22 from the Raymond School District Food Service Equipment Capital Reserve Fund for the purchase of a convection oven at RHS and an automatic meat slicer at RHS. There was no public input forthcoming.

Public Input: Public input was opened at 6:21 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.

Student Representative to the School Board Report: Mr. Sopha stated that he did not have much to report due to school not being in session, but relevant to tonight's agenda, he shared that many students would like to return to a 100 point grading scale.

Behavioral Health and Wellness Presentation: Ms. Horrigan reviewed a presentation on health and wellness throughout the district, including a review of MTSS-B, an overview of AWARE and SAP grants, Behavioral Health Advisory Team action steps, end-of-year behavioral health data, and information about financial sustainability. During discussion:

- Extra support through Tier 2 and Tier 3 services are usually the result of a pattern of behavior rather than a single incident.
- A "mobile crisis" is a team that comes in from outside to help with mental health crises.
- Clarification on slide 20: 2 staff members spending 3 hours per crisis event is a total of 6 man hours.
- Ms. Horrigan is hoping that more grants will come through after next year that the District can actively apply for. The grants are competitive because there is a high need. Upon further discussion, she stated that she is unable to say when those grants may become available.
- Services from Constellations are infused in this behavioral health work because they can provide tiered support. Internal systems are being built so that we don't need to continue to need that support.
- Every student at the middle school is matched with a specific "trusted adult" in addition to the team of adults they work with daily. Mr. Clements stated that he believes it's a good concept but the trusted adult is not always as accessible as needed. Mr. Saulnier stated that while the district may try to obtain grants for these services, being able to keep these students in-district rather than sending them to an out-of-district school will ultimately save money even if the services are not covered through grants. Mr. Leatherman stated the goal is for these trusted adults to be employees of the district, fully invested in the schools.
- The renamed behavioral health team is keeping the same membership.

- Mr. Harmon asked if, based on what the Board has heard about behavioral issues, shouldn't the numbers of students who received Tier 2 and Tier 3 services be higher. Ms. Horrigan stated that it may be, but the data she is presenting is input from the behavioral health team. Mr. Harmon asked that the data be as accurate as possible, not only for funding discussions but also to adequately represent the staffing hours put into these services. Ms. Horrigan noted that some students are receiving multiple services on a tier, and Mr. Leatherman stated that some behaviors become accepted based on the need to handle priority issues. Ms. Horrigan stated that they will need to figure out a good data system moving to plug the hole currently in the data. Mr. Harmon stated there are two issues: the data system itself, and the ability for staff to report data.
- Ms. Horrigan confirmed that the district has an agreement with these data services that when we end the agreement, the data is ours to use.
- Mr. Harmon asked that for future presentations, the slide showing crisis events by school is done to scale.
- Mr. Harmon asked if, since Ms. Horrigan has been in Raymond, behavioral health staff have had other duties other than behavioral health. Mr. Leatherman stated that he believes that's been fixed going forward, but they're very short-staffed and they are sometimes needed. Mr. Harmon stated that nurses are not expected to work outside of nursing, and he feels that behavioral health staff should be treated the same way.

Grading Discussion: Mr. Leatherman stated that after talking with administration, the number one thing they want to make sure is happening is being a competency-based district, but that they are open to how that's reported out. There needs to be consistency across the board and how it's reported teacher to teacher, as well as some consistency building to building. Mr. Harmon stated that he feels parents and students sixth grade and up don't understand the 4 point scale, and he's at the point where he would like to see the district use a 100 point scale in some way. Mr. Saulnier stated that for an overall grade a percentage may be easier for parents but for competencies he doesn't mind the 4 point scale. Mr. Harmon stated that whatever the system is, it needs to be consistent. Ms. Bennett stated that the previous Student Representative to the School Board had been concerned about the 4 point scale and said she didn't know what number she was aiming for. Mr. Scarfo stated that if we go with a 4 point scale, it can't be the one we have now because there is no predictability.

Mr. Leatherman stated that one issue we have is that when a grade is averaged, it averages to a 4, but it has to average to 100 for the percentage, and this is not something that the I.T. Director could change in time for this upcoming school year. What can be changed this year is that the students have to pass every competency, which has not been the case in the past if the average competencies worked out to passing.

Mr. Dannible stated that a 100 point scale won't line up perfectly with a 4 point scale, and if people aren't understanding it, it may be an administration concern that it should be explained better.

Mr. Leatherman stated that when a test is given, there should be a rubric provided to identify the items that will be on the test.

Mr. Harmon suggested that the Board decide on what system they want, then they have a year to figure out how to get there. He stated that he prefers the 100 point scale because there's no language transition to get there. Ms. Bennett asked what the rationale is. Mr. Dannible stated that the overall majority of schools have started moving away from the 100 point scale about 15-20 years ago. Ms. Bennett asked the administrators what their preference is. Mr. Waldron stated that he would like to get feedback from all stakeholders and then come back with a more comprehensive picture. Ms. Bennett stated that she likes the 100 point scale but is wondering if it's better to do a 4 point scale for colleges. Mr. Saulnier stated that overall he prefers the 100 point scale but feels it will be too many numbers if percentages are done for competencies. Mr. Clements prefers percentages across the board. Mr. Scarfo stated that he is torn, that the 100 point scale is easier to understand but the 4 point scale is more toward the type of scale for college grades. Ms. Bennett stated she agreed.

Mr. Saulnier stated that he would like to hear from teachers before making a decision. Mr. Harmon stated that the Board is representing the customers of the District and they're overwhelmingly unhappy. Ms. McCann stated that whatever system is picked, communication so everyone is on the same page is important.

MOTION: John Harmon moved, seconded by Tony Clements, to change our system of grading to a 100 point scale for final grades and competencies. Motion passed with John Harmon, Cindy Bennett, and Tony Clements voting in the affirmative and Stephen Scarfo and Joseph Saulnier voting in opposition.

Mr. Harmon stated that a problem with a rolling gradebook is that if a student gets a 50 in the first quarter then they won't see progress in the second quarter. Mr. Clements agreed. Mr. Harmon asked if there can be a rolling grade and then a second grade for just the quarter. He stated that rolling gradebook isn't necessary for competency-based grading. Mr. Dannible stated that the rolling gradebook provides the opportunity to reassess versus locking down a grade at the end of the semester. Ms. McCann stated that in addition to re-testing within ten days of a summative, there are ways to recoup a grade throughout the year, such as credit recovery. Mr. Harmon suggested that the handbook be changed to reflect that, as it's not clear.

Mr. Harmon asked if rolling gradebook is necessary for competency-based grading, to which Mr. Leatherman stated no but he would want to talk with stakeholders, and that he hasn't heard of any parents unhappy with rolling gradebook.

Mr. Harmon stated that the downside to a rolling gradebook is that there's no recognition, such as the Principal's List, for the earlier work if they didn't have a good grade in the first semester. Mr. Saulnier suggested a semester grade and a rolling gradebook as well; four quarters representative of each

singular quarter with a rolling grade to calculate a final grade. Mr. Harmon asked if that could be done - stopping the quarter but in the background a rolling gradebook is happening - and that they would need more information if they were to go in that direction. Ms. Bennett stated she's not clear on the pros and cons. Mr. Clements stated he would prefer that quarter one work is done in quarter one. Mr. Harmon noted that the Board is split on their preferences for rolling gradebook and suggested scheduling a future agenda item with the Director of Technology able to be present to discuss what's possible.

Mr. Harmon stated that looking at the grade distribution at the high school, there were no A+ in math and science, and that it seems like we should have a different distribution in our grades received than we do now.

RamTime and WINTime: Mr. Dannible and Mr. Waldron reviewed the schedules for the RHS RamTime and IHGMS WINTime.

Mr. Harmon stated that regarding WIN at the middle school, he hopes that extra help can be incorporated more during the day rather than after school.

Mr. Harmon stated that, regarding RamTime at the high school, he doesn't understand why it went from five days to four days this year and he hopes we can be flexible to meet student needs. Mr. Harmon stated that if that's the goal, then we need to be sure that each student is being spoken to on Monday. Mr. Saulnier stated he likes the schedule. Mr. Dannible stated that if a student needs help they are going to try to be sure that teachers work with that student, and if a student needs more immediate help with homework that week they can change things up. Ms. McCann stated that being able to say one subject is one day in RAM is more effective in reteaching than any subject that the student needs assistance with on any day. Mr. Harmon stated his concern is that we're losing flexibility for the student and other than Monday when every student is spoken to, he hasn't heard why the change is a benefit. Mr. Saulnier said he considers it quality versus quantity. Mr. Scarfo stated they will get more in less time when they have that focus.

Mr. Harmon asked how students will know where to go, to which Ms. McCann said they would use Adaptive Schedule, which is in PowerSchool. Ms. Bennett asked if students have a Ram teacher every day. Ms. McCann said yes, ideally the same one for four years.

Mr. Harmon asked why they are waiting until September 12th to start scheduling Ram students. Mr. Dannible stated that they want the current teacher to have the opportunity to get to know their students. Ms. McCann stated that the first week there is no academic need but if there is a need no one will stop that student from working with someone. Mr. Sopha asked about optional enrichment activities. Mr. Dannible stated that the hope is to have activities in different areas of interest available for everyone.

Mr. Sopha left the meeting at 9:15 PM.

Approval of Expenditure of Funds: During discussion, Mr. Harmon stated that he is concerned that it's becoming more common that administration adds money to the bid amount just in case it's needed. He stated that the bidder should be held to the quote. Ms. Whitmore stated that they've noticed that because our systems are so outdated, they are finding more to be addressed that's not seen until the project has begun.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept the bid of Intervale (Turing) up to \$115,000 for the cameras at the middle school and the elementary school, to come from capital reserve funds. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept the spending of up to \$58,000 from district capital reserve funds for a district van. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept the Singer Kittredge bid for \$11,040 from the CIP capital reserve funds for the purchase of a convection oven for the high school. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept the Singer Kittredge bid for \$4,409.22 for a meat slicer for the high school out of CIP capital reserve funds. Voted unanimously in the affirmative.

Nominations/Resignations: MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to accept Elizabeth Daschbach as 50% ESOL teacher. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to accept William Van De Veen as a technical education teacher at the high school. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to accept Donal Pierce as a special education teacher at the high school. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept the resignation of Barbara Kelly, effective August 11, 2023. Voted unanimously in the affirmative.

Motion to Amend the Agenda: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to amend the agenda to include Resolutions for the NHSBA Delegate Assembly, Item I. Voted unanimously in the affirmative.

Search Committee: IHGMS Dean of Student Support Services: It was agreed that the search committee for the Dean of Student Services at IHGMS would consist of 1 administrator, 1 REA member, 1 support staff, and 1 parent. Letters of interest are due Wednesday, August 2 at noon.

Athletic Director Position: Mr. Leatherman stated he would like to hire a full-time athletic director with the addition of “all other duties assigned.” The contracted day would include before school and after school, a flexible 200 day contract. The funding can come from the \$22,000 already budgeted and some taken from the sub line. The position will have benefits.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to make the Athletic Director a full time administrative position in the wagepool. Voted unanimously in the affirmative.

Resolution for NHSBA Delegate Assembly: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to propose a resolution to allow the true cost of food services to be added to the default budget. Voted unanimously in the affirmative.

Committee Reports: None

Superintendent’s Report: Mr. Leatherman stated that the administrative team has been meeting and they’ve gone over programs and expectations, and summer school has been going well.

Correspondence/Other: None

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$233,002.34. Payroll total \$161,525.94.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, 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 John Harmon, Cindy Bennett, Stephen Scarfo, Joseph Saulnier, and Tony Clements. The Board entered into non-public session at 9:38 PM and resumed public session at 9:47 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 John Harmon, Joseph Saulnier, Cindy Bennett, Stephen Scarfo and Tony Clements), no motions were voted during this non-public session.

Motion to Amend the Agenda: MOTION: Joseph Saulier moved, seconded by Tony Clements, to amend the agenda to add a nomination. Voted unanimously in the affirmative.

Nomination: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to approve the nomination of Jeremy Gaudet as Athletic Director. Voted unanimously in the affirmative.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:48 PM.

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Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

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Not voted to be kept confidential.

Item A

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

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

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
July 26, 2023

Not voted to be kept confidential.

Item B

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

The Superintendent reviewed a nomination with the School Board.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk