

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, Cindy Bennett, Tony Clements, John Harmon, and Dawn Leamer; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Lamprey River Elementary School Principal Laura Yacek; Lamprey River Elementary School Assistant Principal Dorothy Franchini; School Nutrition Services Director Tasha Ball; Safety and Facilities Director 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.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, 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, Dawn Leamer, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:03 PM. Other than the vote to exit this non-public session (which was moved by Joseph Saulnier, seconded by Dawn Leamer, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, Cindy Bennett, John Harmon, Dawn Leamer, and Tony Clements), no motions were voted during this non-public session.

Public Input: Public Input was opened at 6:04 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 at this time.

Our Students/Our Schools: LRES Principal Laura Yacek, LRES Assistant Principal Dorothy Franchini, School Nutrition Services Director Tasha Ball, and students Nathaniel Gordon, Kendall Inglee, Xander Riley, and Olivia Shaw discussed the Golden Spatula Award with the School Board. The Golden Spatula is a Tier I Positive Behavior cafeteria program. The expectations for cafeteria behavior are reviewed with students, and students and classes are awarded the Golden Spatula based on meeting those expectations through a point system. It was noted that Pierre Dupuis from the district's maintenance department crafted the trophy, and he's making more to meet the goal of awarding one winner per grade each week. Ms. Franchini noted that behavior issues in the cafeteria are minimal now and students help each other and remind each other about the expectations for behavior.

Student Representative to the School Board Report: Ms. Miller was unable to attend the meeting this evening.

LRES Building: Mr. Leatherman reviewed the application timeline and project estimates provided to the Board relative to possible building aid if the Board were to consider moving forward with seeking a construction project to address elementary school building needs. During discussion:

- Ms. Leamer asked if the District could utilize the plans used for the middle school. Mrs. Whitmore stated the needs are very different for a middle school than for an elementary school. Mr. Ledoux stated he didn't think the middle school plans could be used, but that doesn't mean they couldn't use more recent plans for the elementary school. The plans that the State would require are much more detailed than what the District currently has.

- Mr. Clements asked if the plans for the elementary school were for 750 people. Mr. Harmon stated he believes they came down to 590. Ms. Leamer asked what the capacity is now and what we expect it to be at the time of construction completion. Mr. Harmon noted that it would depend on what grades the Board decides the elementary school will include.
- Mr. Saulnier stated he feels submitting a plan for 2023 might be pushing it and suggested the 2025 round of building aid. He suggested planning for grades K-4. Regarding preschool, he suggested that the Board keep in mind that there's a possibility of Fremont students attending Raymond.
- Ms. Leamer stated she would prefer to see the preschool students back at LRES. Mr. Saulnier stated he's heard that parents like preschool at the high school. Mrs. Whitmore noted that the district had invested money into the preschool wing at the high school.
- Mr. Clements asked if there are programs at the high school for students interested in childcare. Mr. Leatherman stated that there's been a few through extended learning opportunities (ELO's). It was noted that students have traveled to other schools, as well, for ELO's.
- Ms. Bennett asked how a construction project would affect the taxpayer.
- It was noted that the bond for the middle school will be paid in August 2025, and the RHS roof will be paid in 2024. Ms. Leamer stated that would free things up to get another bond and keep things at the same tax rate.
- Mr. Harmon stated that in April 2021 the LRES Building Committee projected a cost of \$15.5 million for a building. Costs now would be higher.
- Mr. Harmon stated he feels the Board should be looking at short term solutions. He doesn't know if it would be wise to do a several million dollar bond. The greatest area of need right now is employees and the need to increase wages and become more competitive. Mr. Saulnier stated his concerns for new residents and how an older building would affect their move to Raymond, as well as potential overcrowding in the future. Mr. Clements asked if teachers will want to work in an overcrowded, old building. Ms. Leamer stated that teachers need a safe environment. Mr. Harmon stated that the elementary school is safe. Mr. Saulnier stated that the Board looked at a shorter-term solution of an addition to the elementary school and it was not approved by the voters. Ms. Bennett asked if they could revisit that proposal.
- Ms. Leamer asked if the plans used for the middle school could be applied to the elementary school. Mr. Leatherman discussed some of the differences, such as bathroom requirements for kindergarten rooms, classroom sizes, pods, and the footprint. He stated they could look at the plans and see if they could be revised to the needs at LRES. He stated that there are schools out there that match our needs and to use those plans would be less expensive.
- Mr. Saulnier stated that regarding short term solutions, every room at LRES is already being utilized. More space would benefit special education, which would need to be added through portables if only short term solutions are being considered.
- Mr. Clements asked if the high school building could work as an elementary school. Mr. Harmon stated that he doesn't know what the State would consider "first floor." Mr. Saulnier stated he thinks he remembers that this building could serve as an elementary school. Ms. Bennett asked if they could just build a kindergarten. Mr. Harmon stated that over time, the building committee has looked at many options, and having a separate building means having certain requirements, such as administration present.
- Mr. Saulnier asked if the \$360,000 for design development could be used toward the price of the building to benefit from building aid. Mr. Ledoux stated that it looks like design development is not part of the

submission to the state. It looks like that would be the responsibility of the District but they could look into that to confirm.

MOTION: Joseph Saulnier moved to tentatively agree to send approved schematic designs for March of 2025. Mr. Harmon stated that he feels the Board should decide if they want to plan for a new building or not, which will dictate future decisions. Mr. Saulnier withdrew his motion.

MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to approve scheduling of a new elementary school, the process to start in March 2025. During discussion, it was clarified that the bond vote would be in 2027. The School Board next year would need to plan somehow for the funding for the schematics during the 2024-25 school year, an allocation in excess of \$150,000. Mr. Ledoux noted that in addition to funding schematics and possibly design development, they would potentially also need to locate land. Motion passed with Joseph Saulnier, Tony Clements and Dawn Leamer voting in the affirmative and John Harmon and Dawn Leamer voting in opposition.

Safety & Facilities Update: Mr. Ledoux reviewed the Safety & Facilities Update, including the status of CIP projects, some smaller in-house projects, safety and emergency training, ALICE training, ESSER-funded HVAC controls upgrade at RHS, planned Emergency Operations Plan updates, and his plan to look into another energy upgrade. During discussion:

- Mr. Ledoux stated that addressing pedestrian and vehicle traffic at the middle school is in the CIP because that area needs to be redone.
- Mr. Harmon stated that about a year ago there was discussion about the high school driveway lights going to LED, and the lights in the front parking lot being put on the building. Mr. Ledoux stated that the driveway lights should be done, but the lighting on the building should be integrated into an energy project.
- Mr. Saulnier asked if \$88,000 in security grant funds could be used for cameras. Mr. Ledoux stated that the grant was written for cameras at all three schools, and that the high school cameras were approved and they were told that the middle school and elementary school would be pushed to round two. They are writing the RFP now for the high school cameras. Administration has received notification that they've been awarded the grant for \$88,000 but they haven't received the funds yet.
- Ms. Bennett thanked Mr. Ledoux for the recent tour of the buildings.

Capital Improvements Plan: Mrs. Whitmore reviewed the updated Capital Improvements Plan with the Board, as presented this evening. During discussion:

- An amount less than \$88,000 will be removed from the proposed Technology Warrant Article amount of \$220,940 since the District has received a grant for that amount for the high school cameras.
- Mr. Harmon noted that the School Board has previously agreed for the total amount of the March 2023 warrant articles to be \$453,750, which is 10% more than what was approved in March 2022. That means there is approximately \$30,000 plus something up to \$88,000 more to distribute among the capital reserve fund warrant articles. He suggested using the remainder of the full \$453,750 - which would be in excess of \$100,000 - toward future projects for food service and technology.
- Mr. Saulnier asked if the RHS bathroom upgrades are for downstairs. Mr. Ledoux stated that the upgrades are for all of the bathrooms.

- Ms. Leamer asked if CIP money can be allocated toward teacher salaries. Mr. Harmon stated it needs to be used for capital improvement projects.
- Mr. Saulnier asked about putting money toward flooring upgrades at the middle school. Mr. Harmon noted that Mr. Ledoux had stated that none of the flooring upgrades were safety-related. Mr. Saulnier suggested putting the flooring upgrades at the middle school, for \$37,044, to the March 2023 warrant article. Mr. Harmon noted that number includes inflation as it was proposed for an upcoming year. Mr. Saulnier suggested \$36,000. Mr. Harmon stated that he feels that money should be allocated to savings. Ms. Leamer suggested taking care of that project and putting the rest in savings. Mr. Harmon suggested using the \$33,600 estimate for flooring that was originally provided as an estimate for this year. Both Ms. Bennett and Mr. Clements were in agreement to allocate \$33,600 to the IHGMS Media Center flooring upgrade.
- Mr. Harmon suggested \$50,000 be added to Technology and the remainder to Food Service.
- Mr. Harmon suggested keeping the projects on the needs assessment that we said we were going to do during 23-24, even if they weren't funded, so that taxpayers can be aware of what the District needs to do versus what the District can afford to do.
- Mr. Ledoux clarified that the IHGMS well is for irrigation, not water at the middle school.

MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept the CIP planned expenditures as amended. Voted unanimously in the affirmative.

Executive Director of Student Support Services Search Committee Membership: MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept Danielle Karcz and Kera Clements to the Executive Director Search Committee. Voted unanimously in the affirmative with Tony Clements abstaining.

Dawn Leamer volunteered to serve as the School Board Representative to this search committee.

Wellness Committee Membership: Mr. Leatherman reviewed the current planned membership on the Wellness Committee, to include the incoming RHS Assistant Principal, School Nurses, the Nutrition Services Director, the Business Administrator, building representatives and Phys Ed Teachers, if possible, as well as parents and community members. It was noted that Cindy Bennett is the School Board Representative to the Wellness Committee.

MOTION: Dawn Leamer moved, seconded by Tony Clements, to re-establish the Wellness Committee. Voted unanimously in the affirmative.

2022-23 Preschool Handbook Revisions: Mr. Leatherman reviewed proposed corrections to the preschool handbook relative to tuition cost and collection.

MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to approve the preschool handbook revisions. Voted unanimously in the affirmative.

2021-22 Report Card to the Community: The School Board reviewed the draft 2021-22 Report Card to the Community. It was noted that the first bullet in February should say the student *won* the heavyweight division III wrestling, not that he was named.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to approve the 2021-22 Report Card to the Community. Voted unanimously in the affirmative.

NHSBA Delegate Assembly Resolutions:

Proposed Resolution #1: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the NHSBA alternative language. During discussion, as it was the general consensus of the Board that a quorum of the School Board (as opposed to subcommittees) should be physically present, Mr. Saulnier amended his motion, and Mr. Clements seconded the amendment, to accept the NHSBA alternative language only if the School Board is not part of the language. Voted unanimously in the affirmative.

Proposed Resolution #2: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to support the NHSBA recommendation. Voted unanimously in the affirmative with Dawn Leamer abstaining.

Proposed Resolution #3: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to support the NHSBA recommendation. Voting unanimously in the affirmative.

Proposed Resolution #4: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to support the NHSBA recommendation. Voting unanimously in the affirmative.

Proposed Resolution #5: MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to support the NHSBA recommendation. Voting unanimously in the affirmative.

Proposed Resolution #6: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to support the NHSBA recommendation. Voting unanimously in the affirmative.

Proposed Resolution #7: MOTION: Joseph Saulnier moved, seconded by Tony Bennett, to support the NHSBA recommendation. Voting unanimously in the affirmative.

Proposed Resolution #8: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to support the NHSBA recommendation. Voting unanimously in the affirmative.

Continuing Resolution #1: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the NHSBA recommendation. Motion passed with Joseph Saulnier, Cindy Bennett, Dawn Leamer, and John Harmon voting in the affirmative and Tony Clements voting in opposition.

Continuing Resolution #2: MOTION Joseph Saulnier moved, seconded by John Harmon, to accept NHSBA continuing resolution #2. Voted unanimously in the affirmative.

Continuing Resolution #3: MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept continuing resolution #3. Motion failed, voted unanimously in opposition.

Continuing Resolution #4: MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept continuing resolution #4. Motion failed, voted unanimously in opposition.

Continuing Resolution #5: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept continuing resolution #5. Voted unanimously in the affirmative with Dawn Leamer and Cindy Bennett abstaining.

Continuing Resolution #6: MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept continuing resolution #6. Motion failed, voted unanimously in opposition.

It was noted that Continuing Resolution #7 is a duplicate and does not need to be voted on.

New/Revised Policies - First Reading: The School Board reviewed the policies listed below for the first of two readings. There were no changes recommended as a result of this first reading.

BDH Student Member of the School Board  
BDH-R Duties of the Student School Board Member  
BHE School Board Use of Email  
DH Bonded Employees  
EEA Student Transportation Services

MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept policy BBBC Board Member of District Officer Resignation. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Dawn Leamer, to accept policy BGD Board Review of Administrative Regulations. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Joseph Saulnier, to accept policy BEDH Public Participation at Board Meetings. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Tony Clements, to accept policy IHCD Advanced Coursework/Advanced Placement Courses and STEM Dual Enrollment and Concurrent Enrollment Program. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Tony Clements, to accept policy IKFG Career Readiness Pathways & Credentials. Voted unanimously in the affirmative.

Monthly Financial Update: Mrs. Whitmore reviewed the financial update for months ending August 31, 2022. She noted that because she did not have full staffing information, some of the information will not be complete until the September report. Mr. Harmon inquired about an over-expenditure in the school nurse workshop line. That information will be researched and supplied in the Friday Memo.

Mr. Harmon asked about positions being funded through ESSERS. Mrs. Whitmore stated they do anticipate hiring for those positions and will put information in the Friday Memo.

Committee Reports: Mr. Saulnier attended the Seacoast School of Technology (SST) Governing Board meeting. They passed a proposed budget for next year with a slight increase. They discussed what classes they can offer so students can attend SST and possibly take a core class they would otherwise miss. And all sending school

Superintendents will be participating in a joint meeting on October 4th because all sending districts now need to match their calendars with no more than 10 days' difference.

Mr. Harmon stated that the Strategic Planning Committee met and are working on focus areas. They won't be meeting again until October 20th. In the meantime, parents and community members are invited to complete a survey for the committee.

Mr. Harmon stated that the Transportation Committee established one high school bus stop in the Blueberry Hill area and families were notified of the change to happen on September 26th. Mr. Saulnier stated he thought this was going to come back to the Board first, and during discussion stated that he doesn't agree with the decision of the Transportation Committee. Mr. Clements asked for a copy of the letter to notify parents. It was generally agreed to hold off on making the planned change to the high school bus route in the Blueberry Hill area and notify parents.

Mr. Harmon stated that the Policy Committee met and a number of policies will be coming back to the committee with more information, but the food service meal charging policy is one that will be moved forward to the Board.

Mr. Saulnier stated that SST was also going to try to look into whether some course competencies could be used to satisfy competency requirements of sending schools, and noted that some schools do this now.

Superintendent's Report: Mr. Leatherman thanked Mr. Ledoux for taking him, Ms. Bennett, and Mr. Clements around to the buildings. He stated that he is attending another volleyball game, will be attending the middle school open house, and plans to attend some homecoming activities as well.

Correspondence/Other: Mr. Harmon read an email from Paul McCoy, VFW Post 479, about the Voice of Democracy Program. Mr. Harmon stated he had asked Mr. Leatherman to share the information with Guidance.

Mr. Harmon read an email from Budget Committee Chair Julie Laughner relative to meeting dates. After some discussion, it was the consensus to provide the District's proposed budget to the Budget Committee no later than November 22nd.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total: \$627,671.70 Payroll total: \$472,265.24.

Approval of Minutes: This agenda item was postponed to the next meeting.

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, Dawn Leamer, and Tony Clements. The Board entered into non-public session at 9:45 PM and resumed public session at 10:05 PM. Other than the vote to exit this non-public session (which was moved by Joseph Saulnier, seconded by Dawn Leamer, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, Cindy Bennett, John Harmon, Dawn Leamer, and Tony Clements), one motion was voted during this non-public session.

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DRAFT

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Raymond School Board Non-Public Session  
September 21, 2022

Not voted to be kept confidential.

Item A

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

The School Board reviewed letters of interest submitted by parents to participate in the search committee for the Executive Director of Student Support Services.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Item B

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

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

The Superintendent reviewed a personnel issue with the School Board.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk