

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Ada Vadeboncoeur, John Harmon, Joseph Saulnier, and Cindy Bennett (6:12 PM); Student Representative to the School Board Alyson Miller; Interim Superintendent of Schools David Deruosi; Business Administrator Marjorie Whitmore; Lamprey River Elementary School Principal Laura Yacek; Iber Holmes Gove Middle School Assistant Principal Brigitte Cunningham; Raymond High School Principal Steve Woodward; Youth Program Director Patrick Arsenault.

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: John Harmon 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" 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, John Harmon, and Ada Vadeboncoeur. The Board entered into non-public session at 6:01 PM and resumed public session at 6:13 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, and Ada Vadeboncoeur), no motions were voted during this non-public session.

Recognition: The School Board recognized the following high school students for achieving the Principal's List for the third quarter (all A's for the quarter):

Acadia Gafford	Violet Reynolds	Lydia Cramer	Sara Amovic
Jaimie Bart	Colin Carta	Sophie Rugoletti	Kiana Witham

Our Students/Our Schools: Youth Program Director Pat Arsenault and students Javian Pettengill, Selena Pettengill, Logan Tenters, and Evan Tenters discussed with the School Board the recent Education Expo provided for the community and families. Mr. Arsenault gave a history of the Education Expos and the Family Engagement Action Team which was active a few years ago in providing such events. During the most recent Education Expo, students were able to learn about different band instruments, brain breaks and science experiments, elephant toothpaste and edible playdough. The students discussed their favorite activities of the event, and Mr. Arsenault stated that the next Education Expo will be a Book Bash event at LRES on May 19th.

Public Input: Carlos Maldonado approached the Board and asked Ms. Bennett, who he stated was at the Board of Selectmen meeting on Monday evening, to clarify her statements at that meeting regarding a notice that went home from the schools to parents about attending the Town's ratification meeting. Ms. Bennett stated that she was referring to a take-home paper, one that was sent home with other information on it. Mr. Maldonado stated that he has spoken to others about it and no one he has spoken with is aware of what she's referring to. He asked if she could provide the information as to exactly what that circular was.

Mr. Saulnier read an email from Kera Clements requesting that the School Board consider scheduling the last day of school for Friday, June 17th instead of Monday, June 20th. That email is included at the end of these minutes.

Sandra Swiechowicz approached the Board. She spoke in favor of rescheduling the last day of school for students to Friday, June 17th. She also spoke about the current high school class schedule which, while she does not feel it's perfect, consistency when it comes to the class schedule is important. She stated that lack of consistency doesn't allow for good flow for curriculum to be honed and doesn't allow for teachers to fine tune assessments. She said that 45 minutes blocks don't allow time for adequate instruction and to check in with IEP students. She stated she received a survey today and asked if the 8th grade parents have been surveyed.

Ms. Swiechowicz also spoke in relation to grading. She stated that the high school is not doing competency based grading as it should be done, with teachers looking at each individual competency. She stated that they still have a range for grades, and as a teacher she still puts a percentage on student work because that's what makes sense to them. She feels that at the high school, competency based grading is pulled apart too much.

Student Representative to the School Board Report: Ms. Miller stated that the RHS Site Council had sent out the preliminary survey mentioned by Ms. Swiechowicz, asking students and teachers how they feel about the current schedule and a schedule to look at for next year. She distributed the results of the survey to the Board. She stated that most teachers did not want to change the schedule, and wanted to work next year through a committee.

Regarding Senior Graduation, Ms. Miller stated that she feels the date should not change as students are already pressed thin.

Regarding the Principal Search Committee, Ms. Miller asked that internal candidates be given consideration.

Ms. Miller stated that the school has been having a lot of activities for Spirit Week and Dr. DeRuosi has attended the last two Site Council meetings.

Signing of REA Collective Bargaining Agreement: The School Board and Representatives from the Raymond Education Association Coleen Bridle, Michele Busby, Christina Pauli, and Tricia Wentworth signed the newly approved REA Collective Bargaining Agreement for years 2022-25. (They noted that Rebecca Boucher and Deborah Daniels were unable to attend this evening.) Ms. Bridle thanked the townspeople for voting for the school district as a whole. She stated that they are hopeful the new agreement will allow educators to stay and to recruit new employees. Mr. Harmon also thanked the voters and the REA negotiating team. He stated that the hope is to build on the agreement three years from now.

IHGMS Looping: Jennifer Saltmarsh and Ashley Meyer presented the plan for looping classes at IHGMS. Looping is a practice in which a single grade class of students stays with their teacher for two years. It allows teachers to better understand their students' needs, it promotes teacher innovation, and allows for better classroom management. If the match between a teacher and a student is not ideal, parents will have the option to choose to opt their student out of looping if they feel that it will not be beneficial for them. During discussion:

- Teachers are excited for a challenge and the opportunity to know their students better.
- The first few weeks of the school year are usually spent going over rules, etc., but they will be able to dive in more quickly when they already know the information; they can start the academics earlier in the year.
- Dr. DeRuosi will discuss further with administration what plans will be in place if looping for any particular student doesn't work for them specifically.

- The offer to loop has been made to families and if parents want to switch teachers next year, they can.

Principals' Reports to the Board: Ms. Yacek presented the Lamprey River Elementary School trimester report, Mr. Bickford presented the trimester report for Iber Holmes Gove Middle School, and Mr. Woodward presented the quarterly report for Raymond High School, each of which included upcoming events, grade level reports, student and staff acknowledgements, and enrollment information. During discussion:

- Mr. Saulnier stated that in the fall, Raymond's test scores generally fall more than surrounding towns. He asked if there's anything to be done to help keep the scores higher. Dr. DeRuosi stated that's the "summer slide" and every district deals with it in a different way. It's a good topic to discuss district-wide, possibly summer programs beyond special education needs. The goal would be to keep them engaged to some extent.
- As of right now, there are a total of 50 kindergarten students enrolled for next year.
- Mr. Saulnier asked if the current 4th grade teachers are prepared to attend Nature's Classroom next year? Dr. DeRuosi stated he will confirm that with administration.
- Mr. Saulnier asked about a backup plan if there is no foreign language teacher for the middle school next year. Dr. DeRuosi stated the recommendation would be for a backup plan similar to what is being done now.
- Mr. Harmon asked if there is a plan to change the schedule next year at the high school. Mr. Woodward stated that no committee has been formed, and any changes to the schedule should be done under the new administration. There have been no formal conversations about a schedule change.
- Mr. Harmon suggested that if the backup plan for no foreign language teacher at the middle school is to coordinate classes as we are currently doing, then now may be the time to start planning for that. Mr. Woodward stated he can do that with French, but not with Spanish without denying some of the students. But he can see that the teachers' planning periods don't conflict. At the middle school, Ms. Cunningham stated that they would almost have to have two schedules, one with foreign language, one without. The impact would be to the Unified Arts schedules.
- Mr. Saulnier suggested that Reach High Scholars may generate more participation in summer activities if they started coordinating earlier for parents.
- Mr. Saulnier asked for a status update on athletic transportation. Dr. DeRuosi stated that the local bus companies are unable to help and coach buses are expenses, \$1,000 and \$1,200+ per bus. Parents have been asking about gas cards. Mr. Saulnier stated that last year the Board sent a letter to Dail Transportation regarding their requirement to provide buses. It was the general consensus of the Board that they were in agreement to send a similar letter this year.

ESSER Update: Dr. DeRuosi provided an update to the Board regarding ESSER funding. He stated that they've been talking indirectly with Constellations regarding Tier II work and hiring more social workers to begin to help with wraparound work with students. The partnership with Constellations is up and running at the high school and will go to the middle school next and will end the year with support at the elementary school. The goal is to help students develop some of the skillsets they need and then it becomes a drop-in, check-in type of model.

They did some work in the fall to look at assessment tools. Administration chose iReady, which is a combination of easier access, quick result benchmarking with a full intervention package that teachers can access. It's all fundable through ESSER III and the district will have that tool for the next four years.

The district will be bringing in two additional social workers - one as a SAP counselor and one social worker. Dr. DeRouis stated we are currently waiting to hear about the Student Assistance Program (SAP) grant and whether the SAP counselor will still be funded. If so, the SAP counselor would go back to that grant and then we will have two more social workers. The interventionist will be budgeted for. After discussion with the Director of Student Services, two school psychologists will be added, so we'll have a school psychologist per building, which will free up social workers to work with more of our mainstream students.

We are starting to look at the need for a bridge from elementary to middle school around behavioral needs. They've put in a special education teacher and a paraeducator to come in with the SEL program to begin building a behavioral setting for students.

ESSER III details were accepted pending some of the HVAC work details. That money runs with us through 2024.

Mr. Harmon asked, if iReady is for four years, will the District want it beyond four years? Dr. DeRuosi stated that it will take the place of STAR and three years out the District can assess the value of iReady. It can be scaled back at that point.

Mr. Harmon asked about the status of the previously proposed home-school liaison position. Dr. DeRuosi stated that we are waiting for further funding to come in, that once the SAP grant is funded, that would allow more social workers, which would allow for that home-school liaison.

Mr. Harmon asked if the other positions are for two years. Dr. DeRuosi confirmed, two years.

2022-23 School Calendar: The School Board reviewed the proposed 2022-23 School District Calendar.

During discussion:

- Ms. Vadeboncoeur suggested that the in-service for new paraeducators be switched to August 23.
- Mr. Harmon suggested switching the September and March in-service dates to Monday or Friday.
- Ms. Miller suggested keeping in-services dates in the second half of the year.
- Mr. Harmon asked how many days of professional development will be associated with iReady. Dr. DeRuosi stated that August 25 and August 26 will have some of that training. iReady frontloads a lot, and professional development will be happening throughout the year.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the 2022-23 school year calendar as amended: change the new paraeducator inservice to August 23 with paraeducators also coming in on August 24, 25, and 26; move the September 13 in-service day to September 12; move the March 14 in-service day to September 2. Voted unanimously in the affirmative.

RHS Seniors Last Day: Dr. DeRuosi stated that by calculating the requirement for instructional hours in a school year, the district has the time and meets the requirements if we scheduled the last day of school for seniors as June 3rd. Dr. DeRuosi recommended that the seniors' last final be held by June 3rd. MOTION: John Harmon moved, seconded by Joseph Saulnier, to make the seniors' last final for the Class of 2022 June 3rd. Voted unanimously in the affirmative.

New/Revised Policies - First Reading: Dr. DeRuosi stated that when he last discussed the proposed revised policy CCA-R Organizational Chart with the Board he said he would do his best to talk with staff. He has done so, and he will be talking further with administration to delineate what “school-based staff” means. He has talked with the administrative team about developing a co-supervisory process.

MOTION: John Harmon moved, seconded by Joseph Saulner, to waive the policy for two readings of the policy revision. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve policy CCA-R as presented. Ms. Bennett asked how the revised policy was received. Dr. DeRuosi stated that it was received more positively than not, and he noted that the Dean positions have to be posted. Voted unanimously in the affirmative.

New/Revised Job Descriptions: MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the job description for Director of Human Resources as presented. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the job description for Executive Director of Student Services as presented. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the job description for Director of Health and Wellness as presented. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the job description for Dean of Student Support Services as presented. Voted unanimously in the affirmative.

Request for Extension to Special Education Transportation Contract: Mrs. Whitmore reviewed the status of the current special education transportation contract. She stated that the current contract includes an option to extend the contract. There are very few companies right now that provide transportation and she doesn't know if it would be beneficial to go out to bid right now. If we extended the current contract by one year, the daily rate for transportation would increase from \$226.79 to \$286.58. The daily rate covers four hours per day, and any route exceeding that would be an additional \$30 per hour in quarter increments. There will be a \$0.07 per mile increase, and a special trips increase of \$0.96 per hour. The rate for monitors will increase by \$3.92. She stated that the bus company is unable to predict how much the increases would be if we were to bid out for the services. A two-year extension wouldn't change the price of the first year costs. Mrs. Whitmore has not yet calculated what the total cost of the extension would be. The budget next year for special education transportation is \$495,000.

John Harmon suggested that we accept the one-year extension this year, and go out to bid early in the next school year. Mrs. Whitmore stated that is what she'd like to do, ideally to have the figures available for budgeting purposes.

MOTION: Joseph Saulnier moved, seconded by John Harmon, to accept the one-year contract extension for Durham School Services. Voted unanimously in the affirmative.

Strategic Planning Committee: Dr. DeRuosi stated that it appears that the Director of Student Services may not be able to attend the Strategic Planning Committee meeting(s). It was generally agreed that Dr. DeRuosi and Mr. Hatfield may designate a suitable special education replacement.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to appoint: Jennifer Pelletier, IHGMS Teacher; Kristen Nivision, LRES Teacher; and Gretchen Gott, RHS Support Staff to the Strategic Planning Committee. Voted unanimously in the affirmative.

It was generally agreed to extend the deadline to receive letters of interest for two more weeks with the hope of getting three parents, a community member, a high school teacher, and support staff from the middle and elementary schools.

Ms. Vadeboncoeur stated that she can't commit to being able to attend the Strategic Planning meeting on Friday, May 27th but she hopes to be there for May 26th.

Mr. Harmon suggested that the Board set a limit of five strategic goals. It was the consensus of the Board that they were in agreement.

School Nutrition Services Director Search Committee: MOTION: John Harmon moved, seconded by Joseph Saulnier, to appoint: Linda Burke, Food Service; Shannon McGhee, Food Service; and Marjorie Whitmore, Business Administrator, to the Food Service Director Search Committee. Voted unanimously in the affirmative. Joseph Saulnier volunteered to serve as the School Board Member to this committee.

Remote Attendance Option for School Board Meetings: The School Board discussed whether to continue the option for remote attendance for School Board meetings going forward. Mr. Harmon stated that he feels we're at the point that the remote option should still continue for Board members if necessary, but presenters from the District or members of the public should be present. Mr. Saulnier suggested keeping things the way it is now. Ms. Vadeboncoeur stated she is in favor of keeping things as they are now, as it helps increase the opportunities for participation for those who cannot attend. MOTION: John Harmon moved, seconded by Joseph Saunier, to restrict the use of the remote option to the public at [School] Board meetings. During discussion, Mr. Harmon clarified that a presenter on the agenda would be present, but if a member of the public wanted to participate remotely during public input or another allowed time for input, remote participation would be permitted. Voted unanimously in the affirmative.

New/Revised Policies - Second Reading: MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve policy ACAC-R [Sexual Harassment and Sexual Violence Report Form]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve policy IO [Class Size]. Voted unanimously in the affirmative.

Monthly Financial Update: Mrs. Whitmore reviewed the financial update for months ending March 31, 2022. Medicaid reimbursement is still short - we have an ARNP that we are subcontracting through Rochester School District to sign off as a licensed medical professional. They are going to meet with our third party contractor in May to know we're doing everything we can to get full reimbursement. She is still not expecting to see a deficit this year for food service. There is a need to upgrade the food service point of sale system which can come out of surplus, as we have to spend a certain amount of it.

In response to Mr. Harmon, who asked if we now have five interventionists, Dr. DeRuosi clarified that we do have five interventionists.

Nominations/Resignations/Retirements: MOTION: Joseph Saulnier moved, seconded by John Harmon, to hire Lisa Colburn as Math Specialist at LRES. Voted unanimously in the affirmative.

MOTION: Mr. Harmon moved, seconded by Joseph Saulnier, to approve the nomination of Jennifer Schaeffer as a math teacher. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the resignation of Meredith Hallman effective June 30, 2022. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by John Harmon, to accept the resignation of Casey Matthews effective June 30, 2022. Voted unanimously in the affirmative.

Committee Reports: None.

Superintendent's Report: Dr. DeRuosi stated that most of what he would have discussed has already been addressed this evening.

Correspondence/Other: None.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$750,678.80. Payroll total \$452,945.03.

Approval of Minutes: MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the public minutes of March 23, 2022 with the following amendments: Page 2, under Energy Performance Bid Award, third paragraph, note that Mr. Harmon asked about ESSER III, not ESSER II; page 4, correct misspelling of Joseph Saulnier's last name. Voted unanimously in the affirmative.

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, John Harmon, Cindy Bennett, and Ada Vadeboncoeur. The Board entered into non-public session at 9:37 PM and resumed public session at 9:58 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 Joseph Saulnier and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, and Ada Vadeboncoeur), one motion was 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 9:59 PM.

Respectfully submitted,

Raymond School Board Meeting
April 20, 2022
Raymond High School Media Center
Minutes Page 8
DRAFT

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
April 20, 2022

Not voted to be kept confidential.

Present: School Board Members Ada Vadeboncoeur, Joseph Saulnier, John Harmon, and Cindy Bennett (6:12 PM); Interim Superintendent of Schools David DeRuosi.

Item A

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

Item B

The School Board reviewed letters of interest to serve on the School Nutrition Services Director Search Committee.

Item C

The School Board reviewed letters of interest to serve on the Strategic Planning Committee.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Email read during tonight's public input:

*Hello all,
Hoping this reaches you all in time for this evening's meeting...*

Per discussion with the PTO/Parent Core and Dr. DeRuosi last week I would like to request that consideration be given to the last scheduled day of school for our students. Currently it is set for Monday, June 20th and we are requesting that Friday, June 17th be the final day of classes.

I have heard from many parents in our community that feel adversely about coming back on a Monday for the last day of school, many already planning not to send kids in.

I hope the board can discuss and, if possible, revise the last day of classes to be Friday, June 17th.

*Thank you for your consideration!
Kera Clements*