

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; Director of Health and Wellness Samantha Horrigan.

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.

Election of Officers: Joseph Saulnier nominated John Harmon as Chair. There were no other nominations forthcoming. Upon the Board members being individually polled, the nomination was voted in the affirmative by Joseph Saulnier, Cindy Bennett, Tony Clements, Stephen Scarfo, and John Harmon.

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

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

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Tony Clements, 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 (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 Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 6:02 PM and resumed public session at 6:11 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.

Public Hearing: Mr. Harmon opened the public hearing which was scheduled as per RSA 189:68 II in regards to information transmitted through school-issued ID badges as part of the PBIS Rewards Program and for school building access. He reviewed the information provided to the Board about these topics: ID badges at LRES and IHGMS are used as part of the PBIS Rewards program. When a staff member learns of or witnesses a student engaging in positive behaviors, the staff member can

swipe the student's ID card to transmit that student's name into the PBIS Rewards program so that student can receive a prize. At RHS, student badges are not used to transmit information. They are swiped by students to access the front doors of the building. However, the technology allows the district the potential to receive information about that student's location, etc. Though the district does not exercise this option, because the option exists it is subject to this public hearing. Mr. Leatherman added that at the elementary school, only kindergarten students are using the swiped QR code. First grade students are input into PBIS Rewards manually, and second and third grade are not participating. At the middle school in grades 4-8, the QR codes are used to reward positive lunchtime behavior.

Tara Campbell approached the Board. She asked if an example of how the program works was available, and if there is an example as to what information comes up when an ID badge is swiped. Mr. Saulnier stated that the only information is the student's name and point values. Mr. Scarfo stated that he thinks it's important to distinguish that the PBIS badges are just a QR code with no radio frequency. Radio frequency is just at the high school and only for entry to the building.

Mr. Harmon read emails from June Dickerson and Julie Laughner, both in relation to their concerns about the scanning of ID badges for the PBIS Rewards program. Those emails can be found at the end of these minutes.

Mr. Saulnier stated that prizes are given out from a selection that comes out on a cart. There is no peeking at tests. Participation in the PBIS Rewards program was part of the Project Aware grant by the State and was vetted by the State. Mr. Clements asked what types of things a student would earn rewards for. Mr. Leatherman said good behavior toward others, following instructions, being taught something good, as some examples.

Ms. Bennett asked if we are in violation of the RSA, to which Mr. Leatherman stated that is why the hearing was being held. Once the District was made aware, they shut down the program and are now holding the hearing. Ms. Bennett asked if the PBIS Rewards program cost \$9,000 and if it was approved by the Board or just implemented. Mr. Harmon stated it was grant funded as part of Project Aware. Ms. Bennett suggested tracking rewards using paper rather than paying \$9,000.

Tara Campbell stated that when she visited the PBIS Rewards website, it ties not only into student behavior but also academic, social, emotional, and mental health. She feels this is where it opens up to different things that would be private information if someone got a hold of the badge. She said she thinks it should be looked at and she would hope to send home an opt out form.

Ms. Bennett stated her question would be if the teachers find that this helps them and is it necessary. She suggested doing something in-house rather than through a website.

Ms. Kelly approached the Board and stated that she feels someone should be held accountable. She stated that she feels this program is heading towards social credit ratings, as in China, and asked who decides what is good behavior to reward. She stated that she feels this program is dangerous.

Anne Marie Banfield approached the Board. She stated that she is a public rights advocate, talking about mental health data leaving the District without parental knowledge or consent. She stated that if school counselors are sending this information to Keene State they are in violation of their code of ethics. She asked that parents whose children's information has been shared be notified, and she suggested the Board obtain a list of people with access to that information. She stated she was not able to say whether staff from Raymond School District were pressuring counselors to provide this information. She stated that there are several schools providing similar information to Keene State and she's not certain exactly what data comes from Raymond. She suggested that Raymond School District go to Keene State with those questions. Mr. Saulnier stated that there should be a data privacy agreement on all of the contracts, and that social security numbers are not shared. Mr. Leatherman stated he will follow up with Keene State.

The public hearing closed at 6:52 PM.

Public Input: Public input was opened at 6:53 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.

Scott Campbell approached the Board regarding a survey about drug use and behaviors that was given to students, and the fact that the opt out form was in emails rather than in hard copy. He stated that parents didn't read the email, and he suggested sending a permission slip home in the future.

Brenda Fortier approached the Board regarding a bus stop change that she would like to appeal. She stated that the bus drives right by the former stop, cars speed on the road, and there are no sidewalks. She asked the Board to reconsider.

Our Students/Our Schools: RHS Raymond Coalition for Youth (RCFY) Youth Action students Matthew Knight, Will Saulnier, Xavier Wenzel, [name redacted], Anna Karcz, and Brodie Moore along with RCFY Program Coordinator Pamela Baker, talked with the Board about their recent activities in the school, including the Book Bash, Red Ribbon Week, a food drive, Family Fun Night, the Prevention Summit, and Raymond Project Cleanup. They discussed extended learning opportunities and receiving extra credit and learning public speaking skills. There are 18 high school members and about 10-12 middle school members of the Youth Action Group.

Student Representative Report to the Board: Mr. Sopha stated that the new principal candidate visited the school and there was lots of positive feedback. He also said that there are often students spending time in the bathrooms, doing homework, and sometimes eating there, and he's aware that many

students would like to see this addressed, as it prevents other students from using the bathrooms in between classes.

Behavioral Health Services Report to the Board: Director of Health and Wellness Samantha Horrigan reviewed a summary of behavioral health throughout the district, including a review of behavioral health providers, Multi-Tiered System of Supports, reasons for referrals to Tier II and Tier III services, a review of crisis incident and discipline referrals, and the areas of focus for the District Community Leadership Team.

During discussion:

- Mr. Clements asked if the behavioral data is shared with outside agencies. Ms. Horrigan said that aggregate numbers are shared with BHII.
- Ms. Bennett asked if parents are notified that this information is being provided. Ms. Horrigan said they have a data privacy agreement which doesn't require consent; that they're only getting parent consent for a survey.
- If a student is referred to Tier III services, they would obtain parental consent.
- There are different levels of access to the data. Teachers do not have access in the district, just behavioral health staff.
- Mr. Scarfo stated that there are many protocols in place for security and suggested supplying some information about that.
- Mr. Harmon asked if in the future slide 10 (behavioral health crisis incidents) could be broken down by school. He also asked that those incidents dealt with by administration be included as well.
- Mr. Clements asked if the Board could be provided with the number of students responsible for the total of the discipline hours.
- Mr. Harmon asked if slide 15 could include the measurables being used and what the goal is, in future presentations. Ms. Bennett asked for a comparative - are the numbers going down with the help of the grant?
- Mr. Harmon suggested that the Board have a conversation in October regarding the end of the Project Aware grant in June 2024. He asked that the Behavioral Health report in July include the total costs for all the behavioral health work being done in the 23-24 school year.
- Mr. Harmon asked if behavioral health staff are being assigned other duties, such as lunch duties. Mr. Leatherman said that at the middle school they have one lunch duty. Mr. Harmon stated that it's important to have behavioral health staff focusing on their work rather than fulfilling other duties.

2023-24 District Calendar: Mr. Leatherman presented the 2023-24 district calendar and discussed the fact that new law requires that all schools sending students to Seacoast School of Technology must have similar calendars with no more than ten days' difference between them. Mr. Harmon suggested

that in the future, the equivalent of the November Election Day not be scheduled as an in-service day if it's not actually an election year, as the placement of that day off is disruptive.

Mr. Leatherman suggested a revision to the proposed draft calendar to add an additional professional development day. After some discussion, it was agreed to schedule an additional in-service day on January 16, 2024.

MOTION: Stephen Scarfo moved, seconded by Cindy Bennett, to approve the calendar as amended, adding January 16th for professional development. Voted unanimously in the affirmative.

Bus Routes/Upcoming RFP: Mr. Leatherman discussed the upcoming request for proposals for transportation and suggested that the number of buses requested in the RFP remain the same number of buses that the district currently uses, which is 7 buses at LRES and IHGMS, 6 at RHS, and 1 for SST.

Mr. Harmon suggested asking for two options in the RFP: one for how the routes are currently run, and then another option combining the bus routes of two of the schools. He stated that would provide some options we might not otherwise have, and that we would not be required to act on that option. Mr. Saulnier expressed concern for the requirement for two options to potentially take bidders away and that there may not be enough seats on the bus, depending on the schools that are combined. Mr. Scarfo said that he has concern for combining different age ranges on the bus, and the fact that doing so would potentially change the times for a school. He feels the savings would not be worth it. Mr. Harmon stated that we don't know what the savings will be if we don't ask the question. Mr. Scarfo expressed concern for bus drivers going elsewhere for work if they don't have enough routes. Mr. Clements stated he would not be in favor of combining high school and elementary school students, but he would like to know what elementary school parents have to say about it. During discussion, Mr. Harmon stated that any combination of routes would have to be either the high school and the middle school or the high school and the elementary school, since enrollment is too high at the elementary school and the middle school to combine them. Mr. Scarfo said that parent input may be a huge factor in the decision-making.

Mr. Leatherman suggested defining in the RFP whether the possible combination would be middle and high schools or elementary and middle schools. The Board conducted a straw poll. Mr. Scarfo, Mr. Clements, Ms. Bennett, and Mr. Saulnier all chose the middle and high schools. Mr. Leatherman stated he will tweak the numbers to see if that can work.

Mr. Harmon suggested that the upcoming RFP include the need for radios and specifics about penalties for not providing service.

A member of the public stated that families would be upset at combining school bus routes and asked when parent input would take place. Mr. Harmon stated that would be after proposals have been received.

MS-22 2023-24 Signing: Ms. Whitmore reviewed the MS-22 Report of Appropriations Voted for the 2023-24 school year. MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept the 2023 MS-22. Voted unanimously in the affirmative.

ID Badges: PBIS Rewards and School Building Access: The School Board continued discussion regarding ID badges for PBIS Rewards and school building access, as per the public hearing held earlier in the meeting. Mr. Leatherman noted that another aspect of the RSA is parent permission, and that the attorney suggested that parents be asked to opt-in for both situations, rather than needing to opt-out. Mr. Saulnier suggested opt-out since the RSA says “no school shall require” and they are not requiring it. Mr. Leatherman clarified that permission is needed only for the use of the badge as part of the PBIS Rewards program. Permission is not needed for entering the name manually.

Ms. Bennett asked when the use of the high school badges began and if there is other information that can be obtained from those badges. Mr. Leatherman stated he believes they started about 3-5 years ago and are used only to walk in the door. Guest passes work in the same manner. Mr. Sopha suggested an opt-out option due to parent concern. Mr. Clements stated he agrees with opt-out for high school badges but opt-in on PBIS.

Mr. Harmon asked if the PBIS program is worth keeping. Mr. Leatherman stated that it’s been extremely effective in the two scenarios it’s been used widely - kindergarten and in the middle school cafeteria.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the ID badges as an opt-out program at the high school. Mr. Harmon stated that he won’t go against the attorney’s advice to be an opt-in. Motion passed with Stephen Scarfo, Tony Clements, and Joseph Saulnier voting in the affirmative and John Harmon and Cindy Bennett voting in opposition.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to keep PBIS and make it opt-in. Motion passed with Stephen Scarfo, Joseph Saulnier, and John Harmon voting in the affirmative and Cindy Bennett and Tony Clements voting in opposition.

It was agreed that parents will be notified of the requirements as necessary for both situations and, allowing parents to opt-in or opt-out for a few weeks, both systems will change over on May 1st.

Amendments to Agenda: It was generally agreed that, due to time constraints, the following agenda items would be postponed to a later meeting: 2023-24 Grant Program Assurances, ESSER Funds 2023-24, Policy Annual Review, New/Revised Job Descriptions.

Nominations/Resignations/Retirements: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to approve the nomination of Kathyrn Duncklee [Music Teacher for the 23-24 school year]. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept Peter Dannible as Raymond High School Principal [for the 23-24 school year]. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the resignation of Nicole Hauswirth effective June 30, 2023. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the resignation of Laura Milner effective June 30, 2023. Voted unanimously in the affirmative.

School Board Committee Assignments: The School Board members volunteered for school and town committees as follows:

Policy Committee: John Harmon, Tony Clements
Technology Committee: Stephen Scarfo, Joseph Saulnier
Strategic Plan: Not applicable this year
Wellness Committee: Joseph Saulnier, Tony Clements
REA Sick Leave Contingency Committee: John Harmon
SST Governing Board: Joseph Saulnier, Tony Clements (Alt)
Transportation: John Harmon, Stephen Scarfo (Alt)
Budget Committee: Tony Clements, Stephen Scarfo (Alt)
Cable Committee: Cindy Bennett, Joseph Saulnier (Alt)
Capital Improvements Committee: John Harmon, Tony Clements
RCFY: Joseph Saulnier
Rotary: Discussion will be held at a future Board meeting
Mentor for Student Representative: Tony Clements
NHSBA Delegate Assembly: Joseph Saulnier, Stephen Scarfo (Alt)

Strategic Plan Update: Mr. Leatherman reviewed the Strategic Plan update, focusing on universal supports for students in both academics and behavior - Tier I instruction. Mr. Harmon suggested publicizing the strategic plan throughout the schools and community, including the Portrait of a Graduate. The next update will be focused on culture and climate.

Amendments to Agenda: Due to time constraints, the following agenda items were postponed to a later meeting: Possible Future Agenda Items; Letter to NHIAA re: Wrestling.

Mr. Scarfo asked if the Board could reconsider the bus stop change discussed earlier by Ms. Fortier, suggesting that the Board reinstate the original bus stop until it can be reviewed during a site visit in two weeks. Mr. Saulnier asked if the Transportation Committee looked at the stop, to which Mr. Harmon stated they did individually. Mr. Saulnier suggested that if the buses are going past the only people getting on, to just put it back since nobody else is getting on. Mr. Harmon asked if the Board was okay with the Transportation Committee revisiting the stop and if there is nobody getting on the bus currently at the new stop other than this family, the default would be to go back to that situation, to which there was no opposition.

Committee Reports: None.

Superintendent's Report: Mr. Leatherman stated he had nothing more to report at this time.

Correspondence/Other: Mr. Clements thanked the National Junior Honor Society for donating time to Election Day, Rafflemania took in almost \$10,000, the 5th grade is headed to Nature's Classroom, and the Education Expo is coming up on April 13th.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$290,252.74. Payroll total \$493,656.06.

Approval of Minutes: MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to approve the [public] minutes of March 22, 2023. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Cindy Bennett, to approve and keep sealed the non-public minutes of March 22, 2023. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to approve the [public] minutes of March 27, 2023. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to approve and keep sealed the non-public minutes of March 27, 2023. Voted unanimously in the affirmative.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to enter into non-public session under RSA 91-A:3 II (a) "(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 Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 9:23 PM and resumed public session at 9:34 PM. Other than the vote to exit this non-public session and seal the minutes of item B (because not doing so would render ineffective the action/proposed action taken in 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), one motion was voted during this non-public session.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, 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, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered this non-public session at 9:35 PM and resumed public session at 9:44 PM. Other than the vote to exit this non-public session and seal the minutes of item C (because 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), no motions were voted during this non-public session.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:45 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
April 5, 2023

Not voted to be kept confidential.

Item A

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

Mr. Leatherman reviewed this evening's nominations with the Board.

Respectfully submitted,

Raymond School Board Meeting
April 5, 2023
Raymond High School Media Center
Minutes Page 10
DRAFT

Jennifer Heywood,
Raymond School Board Clerk

Emails read during tonight's meeting:

Dear School Board members,

Please read my letter out loud during the school board meeting public hearing on school-issued ID badges.

I am writing in regards to school-issued ID badges. I object to the digital badges and digital tracking of children. I also object to the PBIS rewards program. Please don't do digital badges or enroll in the PBIS rewards program. I do not want my tax dollars used to track children or to be used for the PBIS program. I will state some of the reasons of why I object to these. Please see my reasons below.

- 1. Digital tracking of people is morally and ethically wrong.*
- 2. The data mining of children's information by tech companies is also wrong. These are minors whose information needs to be kept confidential, except to parents who should know everything that is happening with their child in the school.*
- 3. Parents need to be informed about everything that is happening with their children in the school, including where their information is being shared. There needs to be a sign up or opt out option sent to every parent for any program being implemented by the school.*
- 4. The PBIS rewards program is a terrible program and no school should be enrolled in it. It encourages cheating and bullying, among other things. For example, some of the rewards that teachers can give are food to an individual child and peaking at tests beforehand or not having to complete the whole test. One child might be eating a snack in front of other children who don't have the snack, which then can lead to bullying and making others feel bad. Also, peaking at tests or not having to complete a whole test is encouraging cheating.*
- 5. The PBIS rewards program is also grooming children with rewards to any behavior the school and PBIS rewards wants to instill in the child, which may end up being contrary to how parents want to raise their children. This could end up being in direct conflict with religious and moral beliefs.*

Please don't do digital school-issued ID badges, which are tracking devices and data mining tools. Also, please don't purchase and enroll our schools in the PBIS rewards program.

Thank you.

Sincerely,

Raymond School Board Meeting
April 5, 2023
Raymond High School Media Center
Minutes Page 11
DRAFT

June Dickerson
Raymond resident and taxpayer

Dear School Board members and Superintendent Leatherman,

Who authorized the purchase of the PBIS Rewards system? I am opposed to my tax dollars being used to track children, or being used to modify their behavior with a digital program. According to some school counselors, this program can be very demoralizing. That's the last thing children need right now.

Please go back to reading, writing and arithmetic and ensure the children are at grade level, and stop with new harebrained schemes. Please, stop tracking of children. It's not your job. It's your job to educate them. Thank you for your time.

Sincerely,
Julie Laughner