

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Ada Vadeboncoeur, Cindy Bennett, John Harmon, Joseph Saulnier, Tony Clements; Student Representative to the School Board Alyson Miller; Interim Superintendent David DeRuosi; Business Administrator Marjorie Whitmore; Iber Holmes Gove Middle School Principal Bob Bickford; Lamprey River Elementary School Principal Laura Yacek; Director of Student Services Michael Hatfield.

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 Ada Vadeboncoeur, 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, Ada Vadeboncoeur, John Harmon, Cindy Bennett, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:21 PM. Other than the vote to exit this non-public session and seal the minutes, as it was determined that 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, Ada Vadeboncoeur, and Tony Clements), no motions were voted during this non-public session.

Recognition: The School Board recognized and thanked School Nutrition Services Director Judith DiNatale for her service with the District and wished her well in her retirement.

The School Board recognized and thanked LRES School Secretary Deborah Dellas for her service with the District and wished her well in her retirement.

The School Board recognized the following IHGMS students for achieving High Honors for the second trimester:

Grade 6	Grade 7	Grade 8
Sawyer Darois	Nikola Amovic	Madelyn Donohue
Avery Dean	Abigail Gordon	Claire Michalak
Isabella Gott	Annaliese Hetherington	Casey Peters
Leah Unger	Sophia Jolie	Amber Sarofian
	Sawyer King	
	Alyssa Tilton	

Our Students/Our Schools: IHGMS Principal Bob Bickford and students Jasmine Saulnier and Alice Peretti talked with the Board about their recent trip to Nature's Classroom. They discussed some of the activities, such as building fire and shelters, the daily schedules, and one of their favorite activities which was the orienteering class during which they did a scavenger hunt using coordinates around the camp. This Nature's Classroom trip is usually taken during the fifth grade; however, due to the pandemic the fifth grade class was unable to attend last

year. This trip was taken by this year's sixth grade class after they petitioned the school to allow them to attend. Special thanks was given to Mrs. Hamm for going above and beyond to organize this trip.

Public Input: Dean Plender approached the Board, along with Bill Hayes, Tom Koch, and Sandra Swiechowicz. Mr. Plender stated he wanted to share a few things and that most staff feel similar relative to the RHS Principal Search Committee. He described what he feels the role of the building principal is as well as how teachers of differing experience would benefit the search process. He stated he feels the teachers will feel more validated if they are part of the process. He strongly encouraged a minimum of three teachers and two support staff. He then asked for a written document on how to coordinate search committees. He feels this could be a stepping stone to help teachers feel more valued. Mr. Koch stated that teachers are not feeling part of the process or supported and this could be a way to help with that. Mr. Hayes stated that the last search committee had five teachers on it and asked why there is just one now. Ms. Swiechowicz stated that some of the changes she's seen happening are disappointing, that this is an important pick, and that the committee should have more than one teacher.

Bill Hayes approached the Board along with Sara Amovic, Chana Witham, Brianna Waldron, and other students. Ms. Waldron asked about the schedule of June 8th as the last day for seniors, and asked why the change has been made to the last day as it is difficult for seniors to plan around that change. Ms. Amovic discussed the fact that she has family members visiting from Europe and because of the date change to the last day for seniors, she is unable to spend time with them. The time for extra help for seniors has been taken away. Mr. Hayes reviewed the statute requiring 990 hours of instruction per year and calculated that the high school meets the hours requirement even with the earlier release date for seniors. He asked if the high school goes until June 8th for finals, how students that need to bring their grade up slightly due to the final will be able to in such a short time frame before graduation. Mr. Saulnier suggested that this topic be addressed at the next Board meeting. Ms. Witham stated it would hurt her if she was unable to walk with her twin brother. Mr. Hayes stated that the final exams may lack rigor if they are only provided one day to grade.

Dana Zulager approached the Board. She stated that she is deeply concerned about remuneration for teachers who have stepped forward to cover math courses, that it's her understanding that they had something in place in regards to compensation, and that they have been unable to have planning time or in some cases RAM time. She asked that the School Board address this. She also discussed the Education Expo planned for the next tonight, describing some of the activities that will be available.

Sandra Swiechowicz approached the Board and stated that as a parent, she's very concerned about the changes being made in regard to seniors and graduation. She discussed the difficulties with holding finals the scheduled week. She said that this particular class has lost more than others, and that senior finals can't be turned around in 24 hours.

Ms. Vadeboncoeur read several emails as requested for public input. These letters can be found at the end of these minutes: an email from Scott Santino relative to the grading system, an email from Dennis Garnham relative to paraeducators and substitutes, and an email from Dawn Leamer relative to new school board member training.

Student Representative to the School Board Report: Ms. Miller stated that she has noticed a significant drop in average grades due to the grading system and that a lot of students feel the grading system needs to be reevaluated. Regarding seniors and finals, she spoke on behalf of students who have put in a lot of work and feel

that the change in the last day for seniors should be reviewed relative to how the students are being affected. She reviewed Dr. DeRuosi's visit with the Site Council where they discussed safety concerns in the parking lot. She inquired as to the status of the School Resource Officer and asked if there are guidelines for that position. She stated that administrators lack support for discipline of students. She feels that students should have membership on the RHS Principal Search Committee, and suggested that the recommended focus groups may not provide adequate input. She also stated that more teachers should be on the search committee.

Signing of New Collective Bargaining Agreement(s): MOTION: Joseph Saulnier moved, seconded by Tony Cleentss, to accept the agreement between the Raymond Education Support Staff (RESS) and the School Board for 2022-26. During discussion it was noted that no motion was needed. Mr. Saulnier withdrew his motion and Mr. Clements withdrew his second.

RESS President Mary-Jo Holmes stated that all are very pleased with the outcome of the collective bargaining agreement this year. The School Board and RESS Representatives signed the 2022-26 RESS Collective Bargaining Agreement.

2021-22 Reopening Plan re: End of Year Events. Current Guidelines: Dr. DeRuosi reviewed the proposed revisions to the Reopening Plan, in light of updated guidelines regarding the pandemic. There was some discussion relative to how instruction will be delivered to students who are quarantined and not able to attend school. Dr. DeRuosi stated that the elementary school will provide packets, and the middle and high school can use Google classroom, but there is no guaranteed live instruction. Mr. Harmon asked why we would be making the change to no longer provide the opportunity for remote instruction. Dr. DeRuosi stated that case numbers are done, teachers are dealing with both in and out of classroom attendance, and parents have said it's not working properly. Mr. Harmon asked if high school students have access to remote instruction but not the rest of the district, what's different at the high school. Dr. DeRuosi stated that it's a policy in the handbook based on a previous Board decision. Mr. Harmon stated that he believes that was for students who have been disciplined.

Mr. Saulnier expressed his agreement with Mr. Harmon, that it's through no fault of the students that they need to be out. He suggested a check-in at the end of the session or the day instead of instructional help throughout. Dr. DeRuosi stated he will amend page 13 to reflect that quarantined students can learn remotely with access to observe a live class and with designated check-in time. Ms. Miller suggested because it happens so infrequently that the remote instruction be more open to allow for more individualization, giving teachers the option. Mr. Clements and Ms. Vadeboncoeur agreed.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to approve the Raymond School District Reopening Plan as amended. Voted unanimously in the affirmative.

New/Revised Policies First Reading: The School Board reviewed the following policies for the first of two readings: ACAC-R Sexual Harassment and Sexual Violence Reporting Form and IO Class Size.

New/Revised Policies Second Reading: MOTION: John Harmon moved, seconded by Tony Clements, to approve policy GBEAB Mandatory Code of Conduct Report - All Employees. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy GBEB Staff Conduct. Voted unanimously in the affirmative.

New/Revised Job Descriptions and Organizational Chart: Dr. DeRuosi stated that he recognizes that the proposed revisions to the organizational chart would need to go through the Policy Committee before being brought back for first and second reading. He discussed the proposed job descriptions: Executive Director of Student Support Services, Director of Health and Wellness, and the Dean of Student Support Services position in each school building. The Deans of Student Support Services would be the go-to person in each of the buildings for special education.

Dr. DeRuosi also reviewed the proposed job description for the Director of Human Resources for feedback from the School Board. He stated that he has yet to determine how to represent on the organizational chart that the Payroll Specialist would fall under the supervision of both the Business Administrator and the Director of Human Resources.

Dr. DeRuosi stated that he is hoping to use grant funding to supplement the current part time Federal Funds Accountant to a full time position to manage the Title Grants and ESSER.

During discussion:

- Mr. Harmon asked why the Director of Health and Wellness would oversee nurses instead of the Building Principals, seeing as the principals are in the building with more direct contact. After some discussion, Dr. DeRuosi agreed with Ms. Vadeboncoeur's suggestion that Principals could do a mini-evaluation with someone else doing a larger scale review, and he stated he hopes moving forward that could be the approach.
- With a Curriculum Director, the Superintendent would chair the Professional Development Committee. The curriculum work would be stipended. They are looking to fund iReady as the new assessment and intervention tool.
- The Dean of Support Services works 220 days to allow extra days for the summer program. If needed, this position can serve as another administrator for the building, but is primarily an administrator for Student Services.
- Custodians will be added to the organizational chart. Dr. DeRuosi stated he can be more specific as to the definition of "school based staff" when he comes back with this. Mr. Harmon stated that there should be clarity regarding who employees are being evaluated by. He stated that everyone who has a supervisory role shares part of the supervision. Ms. Vadeboncoeur stated she agreed with an earlier point by Mr. Clements that employees need to know who they directly report to for accountability purposes. She also stated that Deans are administrators and should be included as administrators. Mr. Hatfield stated that special education issues should go to the Dean of Student Support Services, and an issue related to the building would ideally go to both special education and the building principal. It's a collaborative effort between the two administrators.
- Mr. Clements inquired as to how the faculty have responded to the revisions. Dr. DeRuosi stated that the administrative team has seen it, he has shared it with the incoming Superintendent, and he will gather further stakeholder input.
- Mr. Harmon suggested that the organizational chart come before the Board at their next meeting for first reading, and at that time the Board may decide to waive the second reading and approve the policy.

RHS Principal Search Committee: MOTION: John Harmon moved, seconded by Joseph Saulnier, to appoint Bill Hayes (high school teacher), Ann Roman (RESS), Danielle Karcz and Dana Zulager (parents) and Jessica Caron (administrator) to the high school principal search committee. During discussion, Mr. Clements suggested considering the requests heard tonight to reconsider the makeup of the committee. Mr. Harmon stated he feels it's important to keep the committee small, and that if more teachers are added then support staff and parents should be increased as well which may result in a large and unwieldy committee. Ms. Miller questioned the need to increase all positions equally. Ms. Bennett stated she appreciated hearing what the teachers had to say earlier in the meeting. Ms. Vadeboncoeur stated she feels more teachers on the committee would provide a wider view of experience. Mr. Saulnier stated his concern for removing more staff members from their daily work when we're already short staffed. Mr. Harmon withdrew his motion and Mr. Saulnier withdrew his second.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to appoint Bill Hayes and Kim Moyer (high school teachers), Ann Roman and Gretchen Gott (RESS), Danielle Karcz and Dana Zulager (parents) and Jessica Caron (administrator) to the high school principal search committee. Voted unanimously in the affirmative.

Mr. Harmon volunteered to serve as the School Board Representative on the search committee.

School Nutrition Services Director Search Committee: MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, that the School Nutrition Services Director Search Committee consist of: one School Board member, two teachers, two food service support staff, one administrator, and two parents. Voted unanimously in the affirmative.

It was generally agreed to table the following agenda items to another meeting: 2021-22 School District Calendar, and School Board Committee Assignments.

Strategic Planning Committee: MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, that the Strategic Planning Committee consist of: two School Board members, incoming Superintendent Terry Leatherman, one teacher from each building, one support staff from each building, each building principal, the Director of Student Services, three parents, and a citizen. Voted unanimously in the affirmative.

It was generally agreed to table the agenda item Remote Attendance Option for School Board Meetings to another meeting.

Nominations/Resignations/Retirements: MOTION: John Harmon moved, seconded by Tony Clements, to approve the nomination of Shona Emery. Mr. Clements asked if this was grant funded. Dr. DeRuosi responded that both positions being nominated this evening are in the budget. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the nomination of Elizabeth McGovern. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to accept the resignation of Jenifer Lee effective June 30, 2022. Voted unanimously in the affirmative.

Committee Reports: John Harmon stated that he and Tony Clements met with the Superintendent of a Policy Committee meeting and reviewed the items before the Board this evening. There is a list of policies that they will be revisiting.

Mr. Saulnier stated that Seacoast School of Technology has named a new Principal.

Superintendent's Report: Dr. DeRuosi stated he visited with RHS Site Council and followed up with Todd Ledoux regarding traffic patterns at RHS. He and Mr. Ledoux will meet again to look at crosswalk possibilities. He will be visiting again with the Site Council to discuss what they'd like to see in a principal, and will be working to set up forums to be held during the principal search.

Correspondence/Other: Mr. Clements asked for no more speed bumps.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$313,063.18. Payroll total \$437,668.48.

It was generally agreed to table the approval of minutes to another meeting.

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." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, Ada Vadeboncoeur, John Harmon, Cindy Bennett, and Tony Clements. The Board entered into non-public session at 9:29 PM and resumed public session at 9:59 PM. Other than the vote to exit this non-public session and seal the minutes, as it was determined that doing so would render ineffective the action/proposed action taken in non-public session (which was moved by John Harmon, seconded by Joseph Saulnier, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Ada Vadeboncoeur, and Tony Clements), two motions were 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 10:00 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Emails read during public input:

Dear Members of the School Board,

The current grading system in our district has created significant inequity for students who depend on student services. Our child has an IEP. He has struggled with math and language since his days at Lamprey River. With persistent support from student services and effort on his part, he's been able to pass all his classes. Until this year.

With the new grading system, students who score a 67% or lower on summative assessments receive a 0/4. This means they receive NO credit. When they take their next summative assessment their score is averaged with a 0 not a 67 or grade that validates their effort. This has created a grading system in which students have holes far too deep to dig themselves out of.

The districts flawed grading system is compounded with an understaffed student services department. In a pre-election Facebook post, Mr. Saulnier wrote "We have approximately 17 open para position at this time." Who's helping our kids? Did you know there are only 2 case managers at the high school? Did you know each case manager has 36 students on their caseload? How can any educator provide meaningful support to a student with an IEP when they have 36 kids they're responsible for? They can't.

Students are further burdened by experiencing school virtually over much of the last two school years. Many students who struggled with virtual learning did not receive the prerequisite academics needed to be successful when they started high school. This, of course, is no one's fault. It's an unfortunate reality of the pandemic. During the pandemic, youth around the world experienced increased stress and anxiety created by living in a world of uncertainty. So what does our school district do for the beginning of the 2021/2022 academic year? They change the grading system. And they changed it into a system that makes it yet more difficult for students who struggled academically to achieve passing grades.

From conversations I've had with school officials, many students with IEPs will fail a significant number of classes this year. It's not because they don't try or don't care. It will be in large part due to a new tough grading system which has made school more difficult for children who already struggle.

The fourth and final quarter begins on April 4. There's time for change. There's time to lift up students who struggle academically and let them know we're not going to turn our heads and let them fall behind.

Please change the way our students are graded to be more equitable for all.

Please read this email aloud at the next School Board meeting for public input.

Sincerely,

Scott Santino

*To: Raymond School Board
From: Dennis Garnham
Date: 9 March 2022
Subject: Para's and subs*

I subbed in Raymond for a few years in the 1980s and 90s. There were a few days when it was not good, but not many. I subbed at all 3 schools in 2019 and noticed things are more difficult for subs.

I'm writing to share my thoughts and concerns about the shortage of paras and other staff that assist with difficult students. Years ago the classes had a few class clowns, disruptors and non-interested students, but very few emotionally challenged students. Dealing with class clowns and disruptive students has always been a problem and to some extent, expected and controllable. However, my subbing experience in 2019 caused me to realize that for classes where there are emotionally challenged students, there was usually a shortage of paras who understood each child's issues and knew strategies on how to minimize the disruptions emotionally challenged students may cause. Today's subs have a bigger challenge dealing with a larger number of difficult, emotional students. Subs are usually not aware of the challenged student's issues and not likely equipped to deal with them adequately. It is imperative for both the sub, the class as well as the challenged students that there be qualified, dedicated and an adequate number of paras in the classes to better deal with challenged students to minimize potential issues from occurring as well as to better deal with issues when they arise during classes.

I was so frustrated after a few days of subbing in 2019 that I decided not to sub in Raymond again. I suspect other subs have not come back because of similar experiences.

The school personnel budget is often examined for cuts. If anything, the number of paras needs to be increased and I believe they are worth more than they are being paid. I want the school board to know that I believe more paras should be added to the staff. Adding more would help both the subs, students and teachers do a better job of providing meaningful educational experiences for our students.

*Healthy regards,
Dennis Garnham*

Can you please read during the meeting on 4/6/22.

I'm wondering if there will be any classes for the new school board member? I know she is an educator, however she is licensed in Massachusetts not New Hampshire. I know with being on the board previously I was handed the handbook with guidelines and ethics (which are out of date and need to be looked at), and not much training. Thankfully because I was very active with these things I was not completely in the dark. However I know that the new board member hasn't had any children in the district nor was she an educator in the district.

So with being completely unaware of what policies are in the district, I would like to know how you would plan to educate so that she can make the best informed educated decisions for our district?

*Thank you
God Bless*

Dawn