

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Tony Clements, Stephen Scarfo, and Joseph Saulnier; Student Representative to the School Board Alyison Miller; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Iber Holmes Gove Middle School Principal Bob Bickford; School Nutrition Services Director Tasha Ball.

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 Stephen Scarfo, 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, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:07 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, Stephen Scarfo, and Tony Clements), no motions were voted during this non-public session.

Recognition: The School Board recognized the following students for achieving High Honors for the first trimester at Iber Holmes Gove Middle School:

Grade 8:

Madelyn Alfonso
Nickola Amovic
Hayden Babineau
Eleanor Brewitt
Maddie Callahan
Annaliese Hethington
Leanna Jean
Brooke Leger
Morgan Nadeau
Jackson Waterhouse

Grade 7:

Nora Comrie
Avery Dean
Isabella Gott
Addison Pekalsky
Leah Unger

Public Input: Public input was opened at 6:09 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: IHGMS Principal Bob Bickford and students Jackson Wall and Macy Mailloux reviewed with the School Board their 6th grade math geometry project. They described their summative assessments and reviewed geometry terms and formulas. Students then shared their marketing videos.

Student Representative to the School Board Report: Ms. Miller reviewed midterms and finals week and the option for exemption from finals for students meeting certain criteria. The Site Council has been meeting often this year and they've developed a good relationship with Assistant Principal Joanne McCann.

Discussion with Elected Representatives: New Hampshire State Senator Keith Murphy had been invited to attend this meeting to hear the School Board's concerns about the impacts of legislation on Raymond School District and districts throughout the state. Senator Murphy introduced himself and heard the concerns of the Board.

Mr. Saulnier reviewed concerns regarding the default budget process: that all actual food costs should go into the default budget since the schools are required to feed students, and that if a teaching position is added to the proposed operating budget, that position should be able to be included in the default budget as well, since a teacher deducted from the proposed operating budget is deducted from the default budget. Senator Murphy stated that he can do what he can regarding the Board's concerns, but noted that the deadline for new legislation has passed and the hurdle for amendments is higher than a bill.

Mr. Saulnier asked about increasing the adequacy aid amount per pupil. Senator Murphy stated that he believes education is a local responsibility. Mr. Harmon said the frustrating part is that schools are expected to have local control and then requirements are imposed upon them that so that it's not local control. Senator Murphy stated that the biggest problem is the pension costs for state and town employees being only $\frac{2}{3}$ funded which will be a big problem down the road.

Mr. Saulnier asked what legislation Senator Murphy would put forth to help with teacher shortages. Senator Murphy replied that he has a bill to steer money to teachers with a salary floor of four times the student cost, with less to administrative overhead. He's also working on pension. Mr. Harmon stated that he's concerned about saying teacher salaries are stagnant but expenses are up, because we have technology and behavioral health needs, and that it's a huge leap to say that the items that money is going to are either not required or not necessary. He hopes the State can look into incentivizing teachers to get into teaching, not just higher wages. Mr. Scarfo stated that he likes the idea of the salary floor and asked if there are any ideas on how that will be funded. Senator Murphy noted that the bill requiring a salary floor for teachers would apply only to districts with assistant superintendents or diversity professionals. Mr. Saulnier expressed concern that other districts that are required to have a salary floor would then be paying much higher wages than Raymond. Senator Murphy stated he would be surprised to see it pass the House.

Mr. Harmon discussed the new public comment requirements for School Boards, noting that there are unintended consequences for short meetings outside of the regular meeting schedule, and that the law is only applicable to School Boards, not Select Boards or the State Board of Education.

Mr. Harmon stated that the concern for the State to not add more requirements before paying for previous ones is self-explanatory.

Mr. Leatherman stated that there are no teeth in the law once a student is truant; that DCYF often advised parents to home school. It makes schools hesitant to start the process, and he hopes to see some sort of consequence for parents not sending their students to school. Proving educational neglect takes a very long time, but the State defines truancy as ten half-days. During discussion it was noted that DCYF is probably understaffed, which is part of the issue.

Mr. Saulnier noted that the School Board had previously proposed to New Hampshire School Boards Association their concern addressing the ability for quorums of subcommittees to meet entirely remotely. He stated he believes that the School Board should be physically present, but that smaller subcommittees should be able to meet fully remotely.

School Nutrition Services Update: Ms. Ball presented an update to the Board on School Nutrition Services, including free and reduced percentages, participation percentages, negative balances, the impact of fall meal price increases, new software, and professional development. During discussion:

- *Prime* drinks are being sold at \$2 per bottle. Ms. Ball will look into what the cost to the district per bottle is.
- Mr. Harmon asked, since only 7% of high school students are buying breakfast, do we have to offer breakfast there? Ms. Ball will look into that. He asked the same for the middle school, and asked what it's costing the district to provide breakfast at the schools. Ms. Ball will provide those numbers.
- Mr. Harmon asked what the cost is to receive \$300 in a la carte revenue at LRES. Ms. Ball said it costs very little.
- Mr. Clements asked that the Board be provided with the number of how many students may have previously qualified for free and reduced that no longer do now.
- Mr. Saulnier noted that there is over \$10,000 in negative balances when at the beginning of the year it was at \$0. Mr. Harmon asked to ensure that the collection policy is being followed. He asked that the Board be provided with the information regarding families who owe more than \$30 and how much each family owes, with no personal data. Mr. Saunier suggested bringing those numbers to the state representatives.
- Mr. Harmon asked that the Board be provided with how many meals we are providing, what it's costing us, and what are we charging, so that they can re-look at the price today and consider what it should be.
- Ms. Ball would need to obtain a quote for students to be able to charge vending purchases directly to their meal account.

Strategic Planning Committee - Plan Presentation: Mr. Harmon reviewed the updated strategic plan, including: it's a three-year plan 2023-2026; it includes a Portrait of a Graduate; and the four focus areas include universal supports, culture and climate, parent and community engagement, and districtwide consistency in communication, process, expectations, and accountability.

It was the consensus of the Board to have updates from the Superintendent on the strategic plan once per month.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to approve the Strategic Plan as written. Voted unanimously in the affirmative.

Approval of School District Warrant for Signature: **MOTION:** Joseph Saulnier moved, seconded by Stephen Scarfo, to approve the warrant as presented. Voted unanimously in the affirmative.

Deliberative Session Speaking Schedule: The School Board discussed which members would address the warrant articles during the Deliberative Session:

Operating Budget: John Harmon
REA MOA: Joseph Saulnier
Capital Reserve Funds: Joseph Saulnier
Surplus Funds to Maintenance CRF: John Harmon
RCTV Lease: Tony Clements

Superintendent Evaluation Process: The School Board discussed the process and due dates for the superintendent's evaluation. A non-public session will be held on February 22 at 6:00 PM. Evaluations will be provided to the Board Chair by Friday, February 7th.

Fremont School District RFP: Mr. Harmon stated that in 2020 the School Board had discussions with Fremont School District about the possibility of Fremont resident high school students attending Raymond High School. This Board now needs to take action on whether they want to move forward with the RFP that Fremont has made available. If so, Mr. Harmon suggested that the response to the RFP be developed before the election in March.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to go forward with the RFP. Voted unanimously in the affirmative.

Mr. Harmon suggested that a Board member be part of the committee to work with administration. Mr. Harmon and Mr. Saulnier both volunteered to serve on the committee. Mr. Saulnier noted he was volunteering because he participated in the previous discussions with Fremont. **MOTION:** Stephen Scarfo moved, seconded by Tony Clements, for it to be Joseph Saulnier because of his history. Voted unanimously in the affirmative.

Monthly Financial Update: Ms. Whitmore reviewed the financial update for months ending December 31, 2022. During discussion:

- NH Retirement System revenue is estimated at \$116,000. Ms. Whitmore believes the intent of that money was to offset the tax burden but she will look into it. Mr. Saulnier asked if a Capital Reserve Fund can be established to save money for times when the district will owe money for retirement. Ms. Whitmore stated that she's seen retirement warrant articles in case a large number of people retire in a given year and she can look into it.
- Mr. Harmon asked to include the actual positive variance, and on the ESSERS page, to include what we are anticipating spending in 22-23 and another column what we are planning on spending in 23-24.
- There is \$8,500 in ESSERS funds left this year.

New/Revised Policies - First Reading: The School Board reviewed the following policies for the first of two readings: IC School Year, and ICA School Calendar (for withdrawal). It was agreed to add "hours" to policy IC School Year anywhere that calendar "days" is found and it would be applicable to do so relative to meeting instructional time requirements. There were no other revisions suggested.

New/Revised Policies - Second Reading: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy EHAB Data Governance and Security. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy JICD-R Safe School Zones MOU with Raymond Police Department. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept policy JFAM Education of Military Children and Military Connected Students. Voted unanimously in the affirmative.

March Meeting Dates: Due to the election falling on March 14th, it was agreed that the March 15th School Board meeting would be held instead on March 22nd.

Nominations/Resignations: MOTION: Joseph Saulnier moved, seconded by Tony Clements to accept Keri Watts' resignation as of January 25, 2023. Voted unanimously in the affirmative.

Committee Reports: Mr. Harmon stated that he met with Mr. Leatherman on revising transportation bus routes and they will have further discussion when they meet with Dail Transportation.

Mr. Saulnier said the Technology Committee met and reviewed survey questions to go out to teachers, students, and parents.

Mr. Clements stated that the IHGMS Principal Search Committee met. The Budget Committee met and recommended all the School District warrant articles.

Superintendent's Report: Mr. Leatherman stated that he went to some basketball games, the middle school and elementary school are finishing up iReady assessments, and he is attending Rotary meetings on Wednesdays.

Correspondence: None.

Manifest Signing: A quorum of the Board signed the manifest.

Approval of Minutes: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the minutes of November 29, 2022. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the minutes of December 20, 2022. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the minutes of December 21, 2022. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the minutes of January 3, 2023 with the following amendment: correct the minutes to reflect being taken by Joseph Saulnier. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept the minutes of January 4, 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) "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," (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," and (l) "Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 8:38 PM and resumed public session at 9:18 PM. Other than the vote to exit this non-public session and seal item B (which was moved by Joseph Saulnier, seconded by Tony Clements, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Stephen Scarfo, and Tony Clements), one motion was voted during this non-public session.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to amend the non-public minutes of August 17, 2022 to read "an employee" and to unseal the minutes. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to accept the non-public minutes of October 5, 2022 and unseal item D. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:20 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
January 18, 2023

Not voted to be kept confidential.

Item A

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

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

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Item C

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

Mr. Leatherman reviewed a request by an employee. It was the consensus of the Board that the Superintendent follow contract guidelines.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Item D

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

The School Board reviewed two sets of non-public minutes.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk