

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, John Harmon, Dawn Leamer, Tony Clements, and Ada Vadeboncoeur; Interim Superintendent David DeRuosi.

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 Dawn Leamer, to enter into non-public session under RSA 91-A:3 II (c) "Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, Ada Vadeboncoeur, John Harmon, Dawn Leamer and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:20 PM. Other than the vote to exit this non-public session and seal the minutes (which was moved by John Harmon, seconded by Ada Vadeboncoeur, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements), no motions were voted during this non-public session.

Our Students/Our Schools: LRES Counselor Jenifer Lee, along with students [name withheld], Khloe O'Connell, Alivia Scarfo, and Jackson Bilodeau, discussed the schoolwide positive bullfrog behavior challenge. The purpose of the program was to increase the knowledge and participation of positive behaviors, among both students and staff. The program ran from September through November. A list of "Bullfrog Behaviors" was provided to each classroom. Students were given cards with a positive behavior and adults initialed their card when the student exhibited that positive behavior.

Chris McGovern asked if this type of positive reinforcement will follow students past elementary school. Ms. Lee stated that is the goal, for positive behaviors to continue to be exhibited.

Public Input: Tara Campbell approached the Board. She asked what is being done for consistency regarding whether inclement weather would result in school being closed or open and held remotely. Dr. DeRuosi discussed the process that goes into making that decision, that the call for a remote day would be early enough so students can have their Chromebooks home with them, and that his hope is to make any closing or delay call the night before if possible.

Danielle Karcz approached the Board. She stated that she doesn't feel the District should change quarantine guidelines of vaccinated versus unvaccinated unless the Board of Health guidelines are changed. She's concerned that vaccinated staff members would need to quarantine which would adversely affect teaching. She thanked the Board for using testing data. On a separate matter, she asked to increase the math team at the high school to four teachers.

Chris McGovern approached the Board. He asked if there will be discussion before the Reopening Plan agenda item, and stated that since the last time the Board met regarding this topic, the CDC has revised their guidelines so that quarantine is no longer ten days.

Student Representative to the School Board Report: The Student Representative to the School Board was not in attendance this evening.

2021-22 Reopening Plan: Dr. DeRuosi stated that the recommendation of the NH Department of Education and the State is for all districts to hold to their current plans and protocols; any changes would be pushed back to the local level. The State has not officially accepted the CDC changes, so currently we are following older CDC guidelines. He has been relying on the NH Department of Health, which has not yet made changes, so the District is holding tight with current policies. Ms. Leamer clarified that we are following the guidelines that vaccinated students have different quarantine guidelines than unvaccinated [relative to household contacts]. She noted that Raymond could add to the current quarantine recommendations, and stated that she feels if we're coming in contact, then we should be quarantining all. Mr. Clements stated it doesn't make sense to him to allow students to spread it if we know they're exposed but vaccinated. Ms. Lemur stated that wearing a mask after exposure is only recommended, not required, and it's been shown that vaccinated persons are catching and transmitting so why not hold both accountable when it comes to transmission.

Mr. Harmon asked for clarification of current quarantine requirements. Dr. DeRuosi stated that for vaccinated persons, there is no quarantine requirement after exposure to a household contact. They should self-monitor, wear a mask, and test in 3-5 days. Unvaccinated persons must quarantine, self-monitor and mask for 14 days. The return date is determined by the school nurse.

MOTION: Tony Clements moved, seconded by Dawn Leamer, to require close household contacts to quarantine [as recommendations require] regardless of vaccination status. Motion failed with Tony Clements and Dawn Leamer voting in the affirmative and John Harmon, Ada Vadeboncoeur, and Joseph Saulnier voting in opposition.

Facilities Update: Safety & Facilities Director Todd Ledoux provided his update to the Board, including the status of recent construction and renovation projects, keeping buildings clean, and ALICE training. During discussion:

- The high school exterior lighting has had wiring issues over the years. They keep getting them up and running, but each time affects the ability for being able to fix them again. Damage is caused by animals, water, and ice. Mr. Harmon suggested that this issue could be added to the Capital Improvements Plan, which Mr. Ledoux agreed. He also agreed that eliminating the light poles and putting lights on the building would be a better approach.
- Changing to LED bulbs is not a CIP item, it's a project that Mr. Ledoux has wanted to work on and he will look into addressing. He said that any cost for either the labor of the fixture for Eversource would be in the same way the Town did it. There is a specific fixture that Eversource wants.
- The District maintenance truck broke down due to a major engine failure. It's low in miles, maintained, no previous problems, they don't know why it happened. It's being repaired.

REA CBA Ratification: Mr. Harmon reviewed the proposed changes to the REA Collective Bargaining Agreement, including:

- Three-year contract
- Language clarifying membership
- Long term substitutes pay rate
- Negotiations procedure
- Interview committees for administrators will include an REA member

- Bargaining Unit Members are not responsible for student transportation
- Liquidated damages clause applies to all Bargaining Unit Members
- Changes “Guidance Counselor” to “School Counselor”
- Replaces SchoolCare health insurance with HealthTrust, district pays 91% of premium
- Changes “husband and wife” to “spouses”
- Removes language regarding ACA excise tax
- Revisions to sick leave, absence time, and bereavement leave
- \$500 reimbursement for workshop and seminars - no change to total amount the district pays
- Time frame to notify district of expected track changes
- Salary step movement and salary scale increases
- Two MOA’s and one signed letter are being removed
- Summary of estimated costs
  - Year 1 \$409,659, estimated tax impact \$.31
  - Year 2 \$437,208
  - Year 3 \$458,938

Mr. Harmon noted that, though it is not part of the collective bargaining agreement, the Board has agreed to modify policy IO to include language regarding case managers’ caseloads.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to ratify the collective bargaining agreement with the REA for 2022-2025. Motion passed with Ada Vadeboncoeur, John Harmon, and Joseph Saulnier voting in the affirmative and Tony Clements and Dawn Leamer voting in opposition.

Support for Students - Review: Director of Student Behavioral Health Jessica Caron reviewed with the School Board the types of support in place for students in light of no longer having a YEES program at the schools. Transition plans from YEES included current existing supports and services being provided through the Multi Tiered System of Supports for Behavioral Health Wellness (MTSS-B). During discussion:

- Dr. DeRuosi stated that Constellations has a proposal and the cost would be covered under the ESSER grant. Ms. Caron confirmed that training videos for Constellations would count toward employees’ professional development hours. She noted that Constellations shares the District’s goal of sustainability; they know that the District doesn’t want them here indefinitely.
- Ms. Leamer inquired if Constellations would help with the need for a BCBA to oversee someone’s certification. Ms. Caron stated that we would be hard-pressed to find a BCBA willing to supervise who wasn’t associated with the District. Additionally, though certification requires BCBA oversight, all staff are trained and can provide the same service, just not with a certification.
- Mr. Clements asked if, when the school reached out and made contact with the students to provide services in place of YEES, was it well received? Ms. Caron said yes. Some parents were concerned that the YEES person was the only one their student talked to, but her concern is that it would have gotten to that point in the first place.
- Mr. Clements asked if these students are still receiving services. Ms. Caron stated she believes so, but she will verify.
- Mr. Clements asked how students are chosen for the program. Ms. Caron stated that it’s a closed referral system, with referrals made from administrators and the Student Intervention Team. They are not IEP based.

- Ms. Vadeboncoeur stated that there was much discussion at the Deliberative Session last year about the removal of the YEES program, and she thinks it's important for Ms. Caron to reach back out.
- Mr. Harmon asked for clarification as to the meaning of "at risk socially." Ms. Caron stated that was determined through a survey indicating frequency of arguments, outbursts, etc. These behaviors could result in academic or attendance issues, discipline problems, and difficulty with peer relationships.
- Mr. Clements asked if the District is tracking students moving between tiers. Ms. Caron stated they are getting better at collecting that data and will have the capacity to measure that this year or next year.
- Mr. Harmon stated that he feels mental health care should be treated the same as medical health care, which means the personnel trained for behavioral health should be working on behavioral health instead of covering other roles in the schools such as recess duty.
- Mr. Harmon asked if taking a day later this year as an in-service day devoted to behavioral health training would give us immediate or long term results. He asked if Dr. DeRuosi could, for the next meeting, give an idea of what the benefit of that would be versus losing a day academically. The Board was in general agreement to investigate this option.
- Mr. Saulnier asked if these supports help in regards to the special education restructuring. Ms. Caron stated that if we can achieve high fidelity use of MTSS-B, we will see a reduction in identification rates and referrals.
- Ms. Harmon asked what the Board could do to get better buy-in. Dr. DeRuosi stated that buy-in and climate starts with the building principal.

New/Revised Policies First Reading: The Board reviewed the following policies as the first of two readings for periodic review: DFB Post Insurance Tax Compliance Policy and DJE Bidding Requirements.

New/Revised Policies Second Reading: MOTION: Tony Clements moved, seconded by Ada Vadeboncoeur, to approve policy DG Depository of Funds. Voted unanimously in the affirmative. (Mr. Saulnier was not present for this vote.)

MOTION: Ada Vadeboncoeur moved, seconded by Dawn Leamer, to accept policy DM Cash in School Buildings. Voted unanimously in the affirmative. (Mr. Saulnier was not present for this vote.)

MOTION: Dawn Leamer moved, seconded by Ada Vadeboncoeur, to accept policy DN Equipment and Supplies Sales, Properties Disposal Procedures. Voted unanimously in the affirmative. (Mr. Saulnier was not present for this vote.)

MOTION: Ada Vadeboncoeur moved, seconded by Dawn Leamer, to accept policy JICD Student Discipline and Due Process. Voted unanimously in the affirmative with Joseph Saulnier abstaining.

Donation acceptance: MOTION: Ada Vadeboncoeur moved, seconded by John Harmon, to accept the donation from Hannaford Helps Schools in the amount of \$1,000 to Raymond High School. Voted unanimously in the affirmative.

Nominations/Resignations: MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to accept the resignation of Marc Belanger from Raymond High School pending the receipt of the liquidated damages fee as per the collective bargaining agreement, effective December 22, 2021. Voted unanimously in the affirmative.

Committee Reports: Tony Clements stated that the Town budget public hearing was held last night. There was much that was still incomplete. They didn't close that meeting, but they recessed it.

Superintendent's Report: Dr. DeDeruosi stated that he has been working with administrators to discuss the potential to try a remote day. The glitch is the way Chromebooks are stored at the elementary school, in carts with chargers. They also talked about support staff, social workers, etc, and what the expectation is for those roles during a remote day.

Mr. Harmon asked if students are out because of COVID-19, if that will be taken into account for the 80% participation rate required by the NH DOE for a remote day. Dr. DeRuosi stated that the State isn't worried about that right now, the expectation is for live instruction. Mr. Harmon stated that the Board had implemented benchmarks of 80% participation for students and 90% for teachers on a remote instruction day. He feels that since the effect on staffing from COVID is worse than had been anticipated, if teachers are out due to COVID he doesn't want that to hinder the District's ability to be remote. Mr. Harmon asked if messaging about the remote day could include a reminder that it's the expectation that students have their cameras on.

Correspondence/Other: Mr. Saulnier stated that an email was received during tonight's meeting and that it would be added to the minutes.

Manifest Signing: A quorum of the Board signed the manifest. Accounts payable total \$636,400.67. Payroll total \$819,611.67.

Adjournment: MOTION: Tony Clements moved, seconded by Ada Vadeboncoeur, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 8:45 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

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Email received during tonight's meeting, noted under "Correspondence"

*Please read regarding reopening plan changes, which seems in response to the field trips coming up:*

*My concern is how this will affect the school's ability to stay open. Although not perfect, the plan as it is, allows more staff to stay in place. If vaccinated are required to quarantine again, how will the school stay open? What ramifications should we be looking to? To address one group's concerns, are we impacting a whole other group? The entire school? Will you create just another group of people, dissatisfied with that decision when the school has to go full remote?*

*Although we may not realize it, vaccinate vs unvaccinated are treated differently for other diseases as well. IF you're not vaccinated against measles and there's a measles outbreak, the unvaccinated have different restrictions than the vaccinated.*

*Also, how does the end of December announcement impact the trips: People 12 and older will be required to show proof of [coronavirus](#) vaccination to enter many businesses in D.C., including restaurants, starting in mid-January under rules that Mayor Muriel E. Bowser (D) announced Wednesday. Bowser said she will require businesses to see proof of at least one dose of a coronavirus vaccine for anyone 12 and older starting Jan. 15. One month later, starting Feb. 15, the requirement will be at least two doses of an mRNA vaccine or the one-shot Johnson & Johnson vaccine for those 12 and older.*

*-Katharine Brooks*