

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Tony Clements, Ada Vadeboncoeur, Cindy Bennett, and John Harmon; Student Representative to the School Board Alyson Miller; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Technology Director Brittany L'Heureux; Safety & Facilities Director Todd Ledoux.

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.

Public Input: Ms. Vadeboncoeur read an email from Joseph Saulnier regarding air conditioning in the high school media center. That email can be found at the end of these minutes.

Capital Improvements Plan Work Session: Mrs. Whitmore reviewed the proposed Capital Improvements Plan. Tabs on the CIP worksheet includes spreadsheets for Needs Assessment, Expenditures, Appropriations, and Planned Expenditures.

- When reviewing the 21-22 expenditures this year, Mr. Harmon clarified that the balance in food service is a little less due to the allocation of up to \$41,000 for replacement of convection oven and steamer approved in June.

During discussion of anticipated maintenance/facilities projects during 2023-24:

- RHS bathroom upgrades are for all of the boys student restrooms.
- The flooring upgrades are for the bathroom floors at RHS.
- The following upgrades at IHGMS are for the media center.
- A new line is for a well at IHGMS. \$15,000 is to cover engineering costs to explore constructing a well for the middle school soccer fields. Mr. Ledoux stated that he does not have an idea of what the total cost would be. He stated that we have not explored using town water for that, but the thought is that the flow would not be strong enough. Mr. Harmon proposed doing the engineering now so that it could be resolved in the next capital improvements plan. Mr. Ledoux explained the circumstances: The location of the current setup is in dispute as to what property it's on. The District currently pays to use the water. Mr. Ledoux doesn't anticipate new owners, eliminating an opportunity to do lot line adjustments. Another issue is that even if an agreement is reached, the well pump setup is technically not right. It needs to be an improvement well, as per the State, in order to draw the water.

During discussion of anticipated maintenance/facilities projects during 2024-25:

- Flooring upgrades planned for this year are not safety-related.
- Mr. Ledoux feels that the best option regarding the truck/dump truck would be to have a pickup truck and a dump trailer rather than a separate dump truck. Mr. Ledoux will run the numbers for a new truck with all requirements and a trade-in for the current truck and bring that back to the Board.
- Regarding lighting at the IHGMS soccer field, Mr. Ledoux discussed some strategies to provide more lighting. The CIP project would be to develop the access road to be ADA compliant and to prevent cars from driving down.
- The control upgrades at LRES is the same project currently being done at RHS.

- Mr. Harmon stated that since there are no current plans to replace the elementary school, he suggests that the Board be more proactive in funding projects for the elementary school. He suggested that this be an agenda item because it impacts the CIP.
- Regarding parking at LRES, several times a year events are held for which the parking lot doesn't have the capacity for the amount of cars and it overflows onto the road. The Town has been very accommodating when that happens. Ms. Bennett asked if there is another place where they could park, as she has heard that sometimes it has been very serious. Mr. Ledoux stated that the proposed amount doesn't include paving to resolve that issue. Even if they did pave over another area, there would not be enough parking for that number of cars. The CIP item is to address the degrading pavement currently in existence.

During discussion of anticipated maintenance/facilities projects during 2025-26:

- Regarding proposed air conditioning in the high school. Mr. Ledoux stated that there are other rooms where students are learning that he would rather see the air conditioning be installed. The proposed project in 26-27 are for the classrooms in the older building, where temperatures can reach 100 degrees. Mr. Clements and Mr. Harmon proposed addressing the air conditioning in those rooms first. Ms. Vadeboncoeur stated that she feels the high temperature for student classrooms is a safety issue. Mr. Ledoux noted that there are meeting areas in the district that are air conditioned. Mr. Harmon proposed moving the media center air conditioning to 26-27 and moving the RHS classrooms air conditioning to 25-26.
- Mr. Ledoux noted that some of the security and safety related projects are pushed out a bit because different parts need to work together so it takes some coordination and planning.
- Mr. Ledoux stated that several safety items can be covered under a possible grant that administration will be discussing tomorrow. The first round is \$100,000 per school.
- It was noted that the estimates for gymnasium floors in 25-26 are incorrect.
- Mr. Ledoux will get clarification as to whether the road at IHGMS is the district's property.

It was suggested that years beyond 2025-26 will be provided in summary form in the Friday Memo.

Mr. Ledoux clarified that the \$346,500 toward the LRES roof in 27-28 is for a coating. The \$3,885,000 in 32-33 is to replace the roof. If the coating in 27-28 was still feasible it would push that replacement cost out. Mr. Harmon stated he feels that inflation should be added in each year, and he's not sure that the CIP is designed to support something that costs \$4 million. He asked if it makes sense to keep it on the CIP or should it be bonded at some point. He stated it doesn't need to be decided tonight but it's something to think about.

Mr. Ledoux stated that the \$397,140 for the IHGMS roof in 26-27 does not include the full amount that will be bonded in addition to the CIP funds. Mr. Harmon suggested that the Board should have the complete picture of the costs and make decisions in August.

During discussion of anticipated technology projects during 2023-24:

- Ms. L'Heureux stated that the current camera system is very dated and becoming unreliable. A new system would allow hosting to be virtually and for the system to be housed by our district. Security and camera systems would be able to integrate.

- Mr. Harmon asked if we have enough cameras now? Mr. Ledoux stated that the cameras are being used for more purposes than when originally installed. The newer cameras will do better things faster and will be easier to manage. The I.T. Department can install the cameras, which saves a lot of money. There are still some areas that need to be covered. In the grant they're looking at adding 15 cameras at the high school and middle school and 10 at the elementary school to provide better coverage in some well-used spaces. Ms. L'Heureux clarified that the number in the CIP accounts for about 2-3 more cameras in each building, not 10 or 15 being requested through the grant.

Mr. Harmon asked if the CAT 6 wiring project is something that should still be saved for. Ms. L'Heureux stated that she couldn't anticipate the costs or wiring needs that far out. Ms. L'Heureux stated that she thinks we're good with cabling right now and will take it on a case by case basis.

A summary of projects for later years will be provided in the Friday Memo.

During discussion of anticipated food service projects during 2023-24:

- Mrs. Whitmore stated that because the Nutrition Services Director has not really started, the costs presented are estimates and may be too high or too low. She will update costs before the next meeting.

A summary of projects for later years will be provided in the Friday Memo.

Mrs. Whitmore will correct the lines under "New Well" on the Appropriations tab as well as under the Technology section of Appropriations tab.

Mr. Harmon asked if inflation was applied yearly. Mrs. Whitmore stated that she did one year, but she feels like that's too high. Mr. Harmon stated he feels there should be some inflation built in each year, even if not 5%. Ms. Vadeboncoeur agreed that the document should reflect estimated costs as transparently as possible and that because the CIP is reviewed each year, changes can be made.

Regarding appropriations for next school year, Mr. Harmon stated that he feels the total is too high. Mr. Harmon stated he feels the district van is important because currently the employee is using their own vehicle. He feels the intercom system and the cameras are important. He stated that the bathroom upgrades, countertops and plumbing is not safety related.

It was the general consensus of the Board to keep the following items in the 2023-24 CIP:

District-Wide Camera System	\$220,940
District Van	\$ 40,700
IHGMS Intercom System	\$140,389
RHS Convection Oven	\$ 10,080
RHS Meat Slicer	\$ 5,816
Total	\$417,925

Mrs. Whitmore will inquire with the I.T. Director as to whether the firewall must be replaced in 23-24. It was noted that the well engineering is another outstanding item that will be addressed at a later meeting.

Mr. Harmon stated that in the past the Board has had a warrant article to ask voters to use surplus funds toward the maintenance capital reserve funds. Last year it was up to \$400,000. It was the general consensus of the Board to put that warrant article forward to voters again in March 2023 for up to \$400,000.

Superintendent Goals: Mr. Leatherman stated that he has provided his Entry Plan to the Board, he has started attending some community events, and has started meeting with administrators on various topics.

The School Board discussed the goals proposed at the last meeting:

1. The Superintendent should visit classrooms on a weekly basis and report highlights to the Board in the Friday Memo.

Mr. Leatherman stated that this goal should be ongoing and is sustainable and achievable.

2. There should be consistent grading practices among the schools. The Board should have a conversation with the Superintendent regarding the way the grading is done and the direction the District should be going in. Progress and processes should be monitored to help staff and the growth they need.

Mr. Harmon asked to discuss this as an agenda item in September, including inconsistency in grading among the schools and whether to use percentages instead of numbers 1-4. Ms. Miller requested that the high school be looked at sooner if possible.

3. The Superintendent should have an entry plan for the July 13th Board meeting. A write-up/presentation on the progress of the plan do date would then be scheduled for the first meeting in October.

Mr. Leatherman stated that this goal is achievable.

4. The Board would like to see a reduction in the number of Tier II and Tier III students. The Superintendent can weigh in on July 13th as to what a reasonable number to reduce by would be. The Board would like numbers of students and tiers as of the last day of school, broken down by grade if possible. The Board also requested Mr. Leatherman provide what he envisions regarding where to improve or provide training.

Mr. Leatherman stated he feels that the first round of iReady needs to be administered, and feels an achievable benchmark would be October to weigh in on how much to reduce by. Mr. Harmon stated that we have data from this past school year. Mr. Leatherman stated students could have made progress over the summer to bring them on grade level and close the gap. Mr. Harmon stated that we're looking at both academic and behavioral. He's concerned if it's pushed out to October that time will be lost. Mr. Leatherman stated that the schools will be implementing, but it would be difficult to report out. Mr. Harmon stated he feels that we should be using June 30 statistics. Ms. Vadeboncoeur stated that usually educators wait until the beginning of the year because over the summer students can regress or improve, and assessments can start in September. She suggested that having the information, though, as to where students are on June 30 would be helpful. This will be an agenda item the first meeting in October to say this is where our students are today, and this is where we would like them to be in June.

5. The Superintendent should look at curriculum and possible redundancies. This will probably take place as part of the curriculum oversight and updating taking place this upcoming year. It was noted to be sure that our curriculum is covering items included in assessments.

Mr. Leatherman stated that this is a bigger item, not a quick fix, and each area of study will need to be addressed per year. He feels that math needs to be reviewed first. Mr. Harmon stated he would like to see who are the staff members involved in curriculum and what are their roles. He stated he would like to see a map of this plan.

Mr. Harmon asked why we can't address more than one subject at a time rather than strengthen one, and then reduce attention in that area to strengthen another area. Mr. Leatherman stated that teachers will have to work after school or be pulled from their classroom to do this work, which is part of the issue. Mr. Harmon asked if small changes could be accomplished rather than large scale changes. Ms. Vadeboncoeur stated she doesn't have the information to help facilitate this conversation. She stated that all of this work is a lot to add onto teachers and they need to be able to manage their time. She would like to see what is the plan for addressing what we currently have and what would it look like to address more than one subject area at a time compared to one at a time.

Ms. Vadeboncoeur suggested that Mr. Leatherman and the administration team develop a strategic plan for vertical alignment, curriculum, and implementation and within that plan have goals of one year, two year, six months, etc.

Mr. Harmon asked Mr. Leatherman to come back to the Board on July 20th with a proposed goal.

6. It was noted that some informal reports of bullying versus numbers of reported bullying incidents don't add up. The Board asked Mr. Leatherman to consider how to review this, and if he will be looking back at whether bullying incidents were fully reported and/or accurately decided, or moving forward will he be looking closely.

Mr. Leatherman stated that the Director of Health and Wellness can help with this goal. Mr. Harmon suggested a goal to report out at some point as to looking at our systems surrounding bullying, looking at some samples, and did we do them correctly. Mr. Leatherman stated that he does feel like he will be able to measure it in a way to give the Board an idea. Mr. Harmon stated that this would help address the perception that there is more bullying going on than is being reported. He asked if Mr. Leatherman can look at a random sample of bullying investigations done in the past and whether they were done completely and if policy was followed. Ms. Miller suggested reviewing all discipline procedures, not only related to bullying. Mr. Leatherman will discuss on July 20th as to when he will be able to complete his review and report back to the Board.

7. Use the total amount of available professional development money in the budget.

Mr. Leatherman suggested that this information could be provided quarterly going forward. Mrs. Whitmore inquired as to which professional development lines the Board would want these reports on. Mr. Harmon suggested that it would be the lines that the Board has control over.

They don't have control over the professional development lines negotiated through collective bargaining.

8. The Superintendent should schedule meetings with the Town Manager, Fire Chief, Police Chief and other community partners such as Raymond Coalition for Youth, Seacoast Mental Health, Constellations. He should continue to meet with parent groups monthly, and continue to meet regularly with student groups at RHS (Student Council and/or Site Council).

Mr. Leatherman scheduled these within his entry plan. Mr. Harmon clarified that he feels the Superintendent should introduce himself to the RHS Site Council, but not necessarily attend their meetings regularly. (Not necessarily "regularly" as noted in this goal.)

9. Provide weekly updates to the Board regarding open positions.

Mr. Leatherman said this will begin immediately.

10. The Superintendent should stay active in the community, including this summer. There was discussion of a *Meet and Greet* to be scheduled for the first Board meeting in September.

Mr. Leatherman stated that this will be ongoing. The Board generally confirmed that a *Meet and Greet* will be held at the first Board meeting in September.

11. Increase and improve social media presence. Publicize the good that's happening.

It was generally agreed to remove this goal as #14 addresses the same.

12. Student academic goals, setting benchmark goals for test scores and assessments, measuring student progress. More conversation can take place at the July 13th School Board meeting.

Mr. Leatherman suggested this goal could be met during September because it's aimed more at the whole group rather than individual.

13. Mr. Leatherman should research who could serve as his mentor. If there is a cost associated with that, it would be at the District's expense. Mr. Leatherman will bring an estimated cost, if any, to the July 13th meeting.

Mr. Leatherman stated that he's not received any costs yet.

14. Improve publication of events on the website and social media, including full use of the website calendar; and develop a system for events to not overlap among schools. Look into whether the Athletic Director has any control over the dates of games.

Mr. Harmon stated that he feels there should be a goal to post a certain number of times on each building's Facebook page. (Excluding summer months.) Mr. Clements stated that an issue is that a lot of teachers don't submit information, and that photos can't include students who can't be published.

NHSBA Resolutions: There were no further resolutions forthcoming.

Transportation: Mr. Leatherman stated that regarding student transportation for the upcoming school year, the bus company has only five buses available for the middle and elementary school runs, and four for the high school. Even if they hired new bus drivers today they would not be trained and ready to drive by the start of the school year. Mr. Harmon suggested exploring combining the middle and high school runs. Mrs. Whitmore suggested a survey of parents to see who needs transportation. Ms. Vadeboncoeur suggested asking Dail Transportation what it would look like to combine buses or stops. Mr. Clements suggested waiving the \$15 fee for a student parking permit at the high school.

Mr. Harmon suggested that Mr. Leatherman put out a notice to parents as to the situation and that the Board will be looking at this on July 20th.

Laura Vaughn approached the Board and asked about athletic transportation, and if students are now able to drive other students. Mr. Harmon stated that last year athletes were able to drive themselves, but not other students; parents were allowed to take other students. Ms. Vaughn asked if policy could be waived so that students could drive other students. Mr. Harmon stated that conversation should happen sooner rather than later.

Other: Mr. Clements stated that the vegetable stand, a fifth grade project, is open at the middle school and as vegetables ripen, community members are welcome to pick them up from the stand.

Adjournment: John Harmon moved, seconded by Cindy Bennett, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:18 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Email read during tonight's public input:

Please read during public input.

I apologize for not being able to attend tonight's meeting. That being said as a community member I hope that the board moves up the timeframe for getting air-conditioning in the RHS library to next year. This space is widely used by the community for town and school meetings. This space should be maintained at a well regulated temperature throughout the summer months for the comfort of all who attend.

*Thank You
Joe Saulnier*