

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, Ada Vadeboncoeur, Tony Clements, Cindy Bennett, and John Harmon; Student Representative to the School Board Alyson Miller; Superintendent of Schools Terry Leatherman; School Nutrition Services Director Tasha Ball; Raymond High School Principal Sharon Wilson; Iber Holmes Gove Middle School Principal Bob Bickford; Lamprey River Elementary School Principal Laura Yacek.

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.

School Board Member Resignation: Ada Vadeboncoeur read her statement to the Board that she is resigning from the School Board effective immediately. She thanked the community and the School Board.

Motion to Amend the Agenda: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to amend the agenda to include the acceptance of Ms. Vadeboncoeur's resignation. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by John Harmon, to accept Ada Vadeboncoeur's resignation from the Raymond School Board, effective immediately. Voted unanimously in the affirmative.

Introductions: Mr. Leatherman introduced School Nutrition Services Director Tasha Ball and Raymond High School Principal Sharon Wilson to the School Board.

Recognition: The School Board recognized the following students for achieving the Principal's List at Raymond High School and the High Honors List at Iber Holmes Gove Middle School:

21-22 4th Quarter RHS Principal's List:

<u>Name</u>	<u>Grade</u>
Acadia Gafford	10
Violet Reynolds	10
Sarah Bouchard	11
Lydia Cramer	11
Sara Amovic	12
Jaimie Bart	12
Colin Carta	12
Helene Cote	12
Margaret Paris	12
Sophie Rugoletti	12
Katelyn Whitman	12
Kiana Witham	12

21-22 3rd Trimester IHGMS High Honors:

<u>Name</u>	<u>Grade</u>
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Nora Comrie	6
Isabella Gott	6
Leah Unger	6
Nikola Amovic	7
Annaliese Hetherington	7
Sawyer King	7
Alyssa Tilton	7
Madelyn Donohue	8
Kendall Luquette	8
Claire Michalak	8
Rachel Ni	8
Theodore Pekalsky	8
Abigail Richard	8
Amber Sarofian	8
Meagan Ward	8
Emily Wood	8

Public Input: Dawn Leamer approached the Board. She asked how five buses for the entire district would work when normally there are nine, and asked if the bus company would reimburse the District for payment this past school year for the number of buses not used. Mr. Saulnier confirmed that the District did not pay for buses not provided.

Ms. Leamer asked how administration will ensure that opinionated teaching will not be happening. Mr. Saulnier stated that would fall under the Superintendent's responsibility to oversee. Ms. Leamer asked if an investigation has been brought to the School Board. Mr. Saulnier stated that the Board cannot comment on personnel issues.

Student Representative to the School Board Report: Ms. Miller welcomed Ms. Wilson and Mr. Leatherman. She stated that the students' biggest concern is the grading system and the ability to have leadership to provide a comprehensive understanding of the grading system and how to improve it.

2022-23 Student Transportation: Mr. Leatherman stated that he has reached out to Dail Transportation and asked them to provide him with what the routes would look like if they combined the middle school and high school buses (which would likely require time adjustments at the schools), as well as what it would look like keeping five bus routes separate at the middle school and the high school. He's been working with Durham School Services to request two buses for the school day as well as bussing for sports transportation.

Mr. Clements asked if special education buses are impacted. Mr. Leatherman stated he believes there's no issue there, as the company he's been talking with, Durham School Services, provides our special education buses and there has been no mention of problems meeting our needs.

Mr. Harmon noted that the Seacoast School of Technology start time is locked in.

Ms. Leamer approached the Board and asked if Mr. Leatherman had contacted First Student in Derry. Mr. Leatherman replied that he had, and that he has had no further response.

Ms. Leamer expressed her concern for combining the student age groups at high school and middle school on one bus and suggested combining middle school and elementary school instead. Mr. Saulnier stated that if that was done, the total number of students wouldn't fit in the total five buses.

Mr. Bickford stated that putting high school and middle school riders on five buses will be a tight fit, as some of their seven middle school buses are already $\frac{2}{3}$ full.

The Board scheduled a meeting for July 27th to further discuss this issue.

Principals' Year-End Reports: Ms. Yacek reviewed the year-end report for Lamprey River Elementary School, including year-end celebrations, grade level and team highlights for the last trimester of the school year, acknowledgments and thanks to Girls on the Run coaches, Unified Arts team members, and staff and families, as well as discipline data and student achievements.

Ms. Wilson reviewed the year-end report for Raymond High School, including: year-end events such as prom, Senior Night, and Graduation, acknowledgments for staff members, event planners, and the student body, as well as discipline data and student achievements. During discussion, Ms. Wilson confirmed that Jumpstart notices are expected to be going out to freshmen early next week.

Mr. Bickford reviewed the year-end report for Iber Holmes Gove Middle School, including: grade level highlights for the last trimester of the school year, acknowledgment and thanks to Friendship Award winners and Parent Core Group, as well as discipline data and student achievements. During discussion, Mr. Harmon asked for the state testing math scores for sixth grade. Mr. Clements stated that discipline seems high and asked for a further breakdown of the top five discipline referrals.

Engineering Costs for IHGMS Well: It was noted that Safety and Facilities Director Todd Ledoux was not able to obtain updated estimates for this meeting, and the hope is to be able to provide that information for the August 3rd meeting.

22-23 LEAP Handbooks: Mr. Leatherman reviewed with the Board that the only change proposed to the LEAP Handbooks is related to pricing. Mr. Harmon asked for information as to why there are fees for one school and not the other. Mr. Clements asked for information as to how much is collected in late pickup fees from parents. Mr. Leatherman will reach out to the Director of Youth Services Patrick Arsenault and provide that information to the Board.

MOTION: John Harmon moved, seconded by Tony Clements, to accept the 2022-23 Lamprey River Elementary School LEAP handbook as presented. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to accept the 2022-23 Iber Holmes Gove Middle School LEAP handbook as presented. Voted unanimously in the affirmative.

22-23 Employee Handbook Addition: Mr. Leatherman reviewed the proposed addition to the employee handbook of wording relative to websites approved for educational use.

Regarding the app for staff members to text with students, Mr. Leatherman stated that the District will be moving forward with ParentSquare. This will be the one and only app allowed in the District and employees, including coaches, will be aware of this.

Regarding verbiage in the employee handbook about employee attendance at work, Mr. Leatherman stated that attorney advice is to not include that language. He will provide further information in the Friday Memo.

MOTION: John Harmon moved, seconded by Tony Clements, to approve the 2022-23 Employee Handbook addition as stated tonight. Voted unanimously in the affirmative.

Motion to Amend the Agenda: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to amend the agenda to talk about timelines for nominating a replacement for the School Board as well as looking at positions of officers. Mr. Harmon stated that since the Board just found out this evening about the vacancy, he would like the Board to have time to review policies and address the vacancy and the elections for Chair and Vice Chair on August 3rd. Ms. Bennett stated she is in agreement to take more time. Mr. Clements agreed with the need for more time but questioned if it could be addressed on July 27th. Mr. Harmon proposed discussing the vacancy on July 27th and doing elections for Chair and Vice Chair on August 3rd. Mr. Saulnier withdrew his motion and Mr. Clements withdrew his second.

Nominations/Resignations: MOTION: John Harmon moved, seconded by Tony Clements, to accept the resignation of Melissa Seeley, preschool education, pending receipt of liquidated damages per the collective bargaining agreement, effective July 13, 2022.

Superintendent Goals: Mr. Leatherman stated that he has looked into the status of curriculum throughout the district. Competencies in grades K-12 are done. Scope and sequence are completed as well. But both probably haven't been looked at in the last few years. Rubrics are incomplete, and some updates to common assessments are applicable. Mr. Leatherman stated that it's not feasible for a teacher to lead this, and he's looking into having one of the three administrators being the point person in each of the buildings. They would then report back to him and he would bring that information forward to the Board.

Mr. Harmon asked for an accounting of the \$35,000 budgeted for curriculum work and to know if there's anywhere in the budget that the money could be recovered, to be brought back to the August 3rd meeting. He stated that he wants to be sure that teachers and administrators are compensated for their curriculum work, and suggested that some of this work could also be done during professional development days.

Ms. Miller asked if there has been discussion about reinstating the position of Curriculum Coordinator. Mr. Saulnier stated that would be a budget season discussion.

Regarding the review of bullying investigations, Mr. Leatherman stated that it's hard to quantify, but he will need to look at checklists and timelines. He has been meeting with some administrators to start to look at that process. He plans to be able to report back to the Board by September 1st. Mr. Clements asked how the District can help people understand what bullying is. Mr. Leatherman suggested a video that parents can watch on their own time. During discussion, it was determined to plan for parents to be able to watch the video and submit questions that would be routed to the building principal.

Ms. Bennett asked if there is a resource in place to help children talk to parents to help them decipher if something is bullying versus an overreaction. Mr. Leatherman stated that is a relationship that develops between the school and parents and something that they still need to work on.

Policies First Reading: The School Board reviewed the following proposed revised policies for the first of two readings.

EBB School Safety (Revised)
EBCA Emergency Plans (Revised)
IGE Parental Objections to Specific Course Material (Revised)
IHBG Home Education Instruction (Revised)
IMBC Alternative Credit Options (Revised)

Mr. Clements asked if the Board could get a definition of a joint loss management issue and how it pertains to anyone.

Mr. Saulnier asked to verify with NHSBA that policy IGE doesn't go against any guidelines that would prevent the District from getting federal funding. He asked if the District is supposed to give out material, or just give notice of the topic to be discussed.

Second Reading: MOTION: John Harmon moved, seconded by Tony Clements, to approve policy BEDG [Minutes]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy ECAF [Audio and Video Surveillance on School Buses]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy EEAA [Video and Audio Surveillance on School Property]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy EDCA [Employee Use of Electronic Communications Devices]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy EDCA-R [Employee Use of Cellular Telephones]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy GBEBB [Staff-Student Relations]. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy JJE [Student Fundraising]. During discussion, Mr. Saulnier stated that there was information in the Friday Memo relative to how money should be managed if it was originally raised for a trip not taken or an activity that didn't happen as expected. He asked if that information should be included in the policy. It was agreed to approve the policy this evening and then look for advice as to whether that information should be included in policy. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Tony Clements, to approve policy JLCJA [Emergency Plans for Sports Related Injuries]. Voted unanimously in the affirmative.

Schedule of Administrative Reports to the Board: Mr. Harmon distributed a proposed schedule of administrative reports to the Board. Mr. Harmon noted that year-end reports are scheduled for the last meeting in June even though the year isn't done yet. He understands that it may be problematic. The Board can handle this as we get further along in the year. Mr. Saulnier suggested Nutrition Services be scheduled three times - October, January (second meeting) and May. It was the general consensus of the Board to accept the proposed schedule with the amendment suggested relative to Nutrition Services reports.

Donation Acceptance: MOTION: John Harmon moved, seconded by Tony Clements, to accept the donation of \$8253.70 from New Hampshire Special Olympics to the Raymond High School Student Activities account. Mr. Clements asked what kind of activities that account funds. Mr. Harmon stated that the Board has recently received an accounting of the different funds in the activities account, and he thanked the students and staff of the high school for their outstanding effort. Voted unanimously in the affirmative.

Committee Reports: Mr. Harmon stated that the Capital Improvements Committee met. The Committee wants to tour the district buildings, which will be scheduled for August 16th at 6:30 PM beginning at LRES. As other School Board members expressed interest in attending the tour, it was noted that a quorum notice will be posted.

Mr. Saulnier stated that he attended the first Seacoast School of Technology meeting but has heard nothing since.

Ms. Bennett stated that the Cable Committee did ethics training, and that she is interested in learning the camera work.

Superintendent's Report: Mr. Leatherman stated that he has been working on opening day plans and meeting with principals to discuss MTSS. They've been working on filling open positions, and they are still struggling with paraeducators in that regard.

Correspondence/Other: Mr. Harmon requested that an item mentioned in a recent Friday Memo regarding an update to the student handbooks be brought to a future School Board meeting. He also suggested that the Board consider reviewing substitute pay rates now that the RESS pay scale has changed. He also asked that the Board be provided a demonstration of iReady in early fall.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$731,828.23. Payroll total \$261,445.77.

Approval of Minutes: MOTION: John Harmon moved, seconded by Tony Clements, to approve the public minutes of June 23, 2022. Voted unanimously in the affirmative. Mr. Harmon asked to take up the approval of the June 23, 2022 non-public minutes during a non-public session.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the minutes of July 6, 2022. Voted unanimously in the affirmative with Cindy Bennett abstaining.

Non-Public Session: MOTION: John Harmon 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.” Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett and Tony Clements. The Board entered into non-public session at 8:51 PM and resumed public session at 9:13 PM. Other than the vote to exit this non-public session and seal Item B (which was moved by John Harmon, seconded by Tony Clements, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, and Tony Clements), one motion was voted during this non-public session.

Adjournment: MOTION: John Harmon moved, seconded by Tony Clements, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:14 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
July 20, 2022

Not voted to be kept confidential.

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

Item A

Mr. Leatherman reviewed a personnel matter with the School Board.

Item C

MOTION: John Harmon moved, seconded by Tony Clements, to approve the non-public minutes of June 23, 2022 with the following amendment: remove the notation “unclear.” Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, and Tony Clements.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk