

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, Janice Arsenault, Beth Paris, Michelle Couture (6:03 PM) and Moe Titcomb (6:03 PM); Superintendent of Schools Tina McCoy; Business Administrator Ron Brickett; Curriculum Coordinator Mike Whaland; Special Education Director Walter Anacki; Lamprey River Elementary School Principal Bryan Belanger; Iber Holmes Gove Middle School Principal Bob Bickford; Lamprey River Elementary School Assistant Principal Laura Yacek; Facilities Director Todd Ledoux; Technology Director Kevin Federico.

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: Beth Paris moved, seconded by Janice Arsenault, 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 Janice Arsenault, Beth Paris, and Joseph Saulnier. The Board entered into non-public session at 6:01 PM and resumed public session at 6:05 PM. Other than the vote to exit non-public session (which was moved by Janice Arsenault, seconded by Beth Paris, and upon the Board members being individually polled, was voted in the affirmative by Janice Arsenault, Beth Paris, Michelle Couture, Moe Titcomb, and Joseph Saulnier), no motions were voted during this non-public session.

Statement: Mr. Saulnier read a statement as follows: "Over the last month, there have been many questions and comments about bullying in our schools and the policies that govern the district. We as a district take bullying very seriously, and want to make the public aware and understand our policy and the steps we take to protect our students in our district. Keeping that in mind, we will be having a public meeting on the district bullying policy at a later date that will be posted."

Recognition: Dr. McCoy and the School Board recognized those who are retiring from the District this year:

Walter Anacki, Special Education Director  
Ron Brickett, Business Administrator  
Sandy Ellis, Para-educator  
Barbara Gamelin, Para-educator  
Pat Popieniek, IHGMS Teacher  
Judy Perry, Financial Assistant

The following employees were recognized for having been nominated by their peers for the "*You Make the Difference*" award throughout the year.

Michelle Blum  
Julie Healey  
Ashley Meyer  
Emily Pattison  
Dave Smith

Katie Bronson  
Bob Lemoine  
Joanne Morrison  
Alicia Rockenhauser  
Abigail Michaud

Sandy Ellis  
Lisa MacDougall  
Jessica Oakleaf  
Laura Sforza

Public Hearing: Mr. Saulnier opened the public hearing to consider the following expenditures of funds: Up to a total of \$95,000 from the Equipment, Facilities Maintenance and Replacement Capital Reserve Fund to upgrade two bathrooms at Lamprey River Elementary School and for two safety projects at Iber Holmes Gove Middle School; Up to \$25,000 from the Technology Capital Reserve Fund to upgrade the District's firewall and purchase three I.D. card printers; The balance (approximately \$16,000) in the Textbook Capital Reserve Fund to purchase science kits for Lamprey River Elementary School. There was no public input forthcoming. Mr. Saulnier closed the public hearing.

Public Input: Danielle Karcz approached the Board to discuss tonight's agenda item of LRES Classroom Reorganization. She stated that she's concerned about preschool students and students with disabilities being put outside in the portable area. She feels that having preschool students get dressed to go outdoors would take up too much time, accommodations such as sinks and toilets would need to be relocated, and that having preschool students that close to the parking lot is a safety concern.

Abby Nieves approached the Board speaking on behalf of some parents who may also speak after her. She read a letter in support of LRES teacher Michelle Blum. She stated that Ms. Blum puts her all into teaching, and that when they asked why she was being let go, they were told that they are not obligated to disclose the reason. She stated that as a parent it would be nice to know why great teachers are leaving. She hopes that everyone involved in the decision would re-evaluate.

Mrs. Luquette read a letter that she wrote to the Superintendent and to the Principal expressing her sadness that Ms. Blum will no longer be teaching at LRES. She stated that her son was taken care of emotionally by Ms. Blum during a difficult time of transition and provided extra support when needed. She stated that Ms. Blum has gone above and beyond and that she's provided a beneficial experience for other families, as well.

Jessica Sutton stated that as a parent, she is asking the Board to reinstate Ms. Blum; that Ms. Blum incorporates a fun, structured learning environment and is always available for questions and concerns.

Susan Caldwell stated that she is concerned after hearing the parent speak about the Reading Room being put out in the portables. She stated that she agrees that it's not necessary, and that based on her plan, it's not necessary do so if the school adjusts class sizes so that there are four classes in fourth grade. This goes .75 students over the Board policy.

Tina Thomas asked how many IEP's are there versus children in the 4th grade. There are 103 students in the 4th grade portables now. Are there more than 103 IEP students that would be traveling back and forth to the portables for services at LRES? She asked if this question could be addressed during that agenda item. She stated that for 2018-19, there are 91 students slated for 4th grade. Administration should be looking at roughly 500 students in the elementary school, and that they should be comparing apples to apples.

Ms. Thomas also stated that she finds it disrespectful that the School Board hasn't reached out to the parents who spoke with them previously; that the School Board cancelled their meeting with them at the last minute. She stated that just because the parents are being advised by legal counsel doesn't mean that they shouldn't be able to come and talk with the Board. Mr. Saulnier stated that the Board is not able to comment on the matter.

Ms. Thomas asked how many Facebook pages/groups other than the district and school pages are owned by the District. She inquired specifically about Vote Yes for LRES. Mr. Saulnier stated that as far as he knows, there are no other pages other than the district and school pages.

Lisa Dufour stated her support for Ms. Blum, and that she thinks it would be a mistake to let her go.

Our Students/Our Schools: Tracy Norris and IHGMS students Brianna Waldron and Lilyann Duford discussed with the Board the 8th grade's recent trip to Washington D.C. During their trip, they visited Ellis Island and the Statue of Liberty, the Smithsonian Museum, the Holocaust Museum, and learned about art history and music history. 87 students went on the trip this year.

LRES Classroom Reorganization Plan: Mr. Belanger reviewed with the Board the proposed changes to classroom assignments at LRES. The goal of the plan is to bring all grade 4 classrooms into the main school building. The detached portables would then be used for intervention groups, speech, conference room meetings, and a computer lab.

During discussion:

- The proposal was developed administratively by the building Principal and Assistant Principal, with input from the Facilities Director. Mr. Belanger stated that he has consulted all teachers who are moving as a result of this plan and also heard any concerns from the speech teachers.
- Mrs. Couture asked if kindergarten stayed in the building for reading pullouts, would that group of 28 students be the one to go to the portables? Mr. Belanger stated not at the same time.
- Mr. Saulnier invited questions from the public. Danielle Karcz approached the Board and stated that computer lab students will be in and out of the hall. The current suites hold equipment that can't be put in other spaces. The spaces are limited once everyone is pushed into the building.
- Mr. Saulnier inquired about enrollment for next year. 4th grade next year would be the current third grade, which is at 85 students, and the current second grade is 92.
- Mr. Saulnier asked why teachers weren't involved. Mr. Belanger responded that this decision was made in the effort of bringing all the students inside the building, it is what they thought best for students, and administratively what they believe needs to happen.
- Mr. Belanger stated that if all three reading specialist groups were to go to the portables at the same time, then that would be 15 students.
- Mrs. Couture stated that she thinks it would be good to have general conversations with the staff as to the advantage and disadvantages of this plan. Mr. Belanger stated that he can do that, and that the Special Education Director has spoken with the Case Managers.
- Mr. Belanger stated that the building has issues no matter what and that this is an important step in bringing the 4th grade students into the building. Mrs. Yacek stated that there is a disconnect of the 4th grade from everyone else and that having them closer is important to the quality of their education.
- Mr. Saulnier inquired if students go where they need to go by themselves or are they accompanied. Mr. Belanger stated that it is dependent on their age group.

Request for Inclusion: Susan Caldwell approached the Board and stated that when she last had spoken at a School Board meeting, she didn't feel that anyone was listening to her. She stated that she appreciates the plan

to move the 4th grade students out of the portables. She still feels that there should be two more free rooms and two less teachers. Mr. Saulnier stated that the the current third grade class was the last to have ½ day kindergarten, which is part of the reason that the student teacher ratio is unchanged, as they are at a disadvantage. Additionally, a teaching position cannot be eliminated now since the budget has been passed and contracts have gone out.

Carol Watjus approached the Board. She thanked the administration for listening and stated that she appreciates that they've come up with a solution that will help the majority of the children in the school.

Educator Effectiveness Plan Revisions: Mr. Bickford explained that he has headed up the process of developing a new evaluation plan for educators in the district since about five years ago, and discussed the changes proposed to the current Educator Effectiveness Plan. During discussion:

- Mrs. Couture asked if, regarding shifting the para-educator evaluations to the special education coordinator, there is enough time for that. Mr. Bickford responded that they do that now as far as coordination, and that the only difference is they would actually visit the classroom.
- Mrs. Arsenault asked what the makeup of the Educator Effectiveness Committee is. Mr. Bickford replied that the committee is made of teachers, para-educators, SAU representatives, and building principals.
- Mrs. Paris asked if anyone has considered surveying students as part of an evaluation. Mr. Bickford stated that there has been much conversation about that, and that more often than not it becomes a popularity contest. The possibility does still come up and it's not impossible, but they would need time to develop and pilot the proper tools.
- Mrs. Paris asked if there are education students from colleges in Raymond. Mr. Bickford replied that yes, there are interns and student teachers.

MOTION: Michelle Couture moved, seconded by Janice Arsenault, to accept the Educator Effectiveness Committee's recommendation for plan revisions for the Educator Effectiveness Plan. Voted unanimously in the affirmative.

Community Survey Results: Sean McKinley, from the University of New Hampshire Survey Center, reviewed the results of the Town & School Community Survey. The survey measured responses regarding what townspeople considered to be priorities for future expenditures, such as a school building, a police station, snowplows and other vehicles, a community center, and the Town Office. During discussion, Mr. Saulnier asked if there is a way to do these types of surveys electronically. Mr. McKinley replied that it would be very difficult. There is no way of contacting everyone - there is not a complete database - and those without email would be excluded. Response rates of digital surveys are in the single digits. They didn't send out an email blast because there would be no way to be certain that a single person wasn't doing the survey twice. Mr. McKinley also explained that they don't weight responses in a town poll; when everyone in town has been able to answer they don't need weighted representation.

Expenditure of Capital Reserve Funds: MOTION: Michelle Couture moved, seconded by Beth Paris, to accept the recommendation to have Dreamworks upgrade two of the bathrooms and to accept the bid from Northeast Flooring flooring for a total of \$70,282.92 to be taken out of the Maintenance Capital Reserve Fund. Voted unanimously in the affirmative.

MOTION: Michelle Couture moved, seconded by Beth Paris, to accept the IHGMS Reconfiguration Project contingent upon the Executive Council funding the public school infrastructure grant at 80%, for a total of \$23,054.00 to be taken out of the Maintenance Capital Reserve fund. Voted unanimously in the affirmative.

MOTION: Michelle Couture moved, seconded by Moe Titcomb, to accept the recommendation for science textbooks in grades K-5 for kits up to \$16,000, to be appropriated from the Textbook Capital Reserve Fund. Voted unanimously in the affirmative.

MOTION: Michelle Couture moved, seconded by Moe Titcomb, to accept the recommendation for firewall replacement from the Technology Capital Reserve Fund for \$12,500. Voted unanimously in the affirmative.

Mr. Federico approached the Board to participate in discussion regarding the proposed purchase of student and staff ID card printers. The proposed purchase was for three printers: one at the high school, one at the middle school, and one at the SAU. The SAU printer could be brought down to the elementary school for a day or so in the beginning of the school year to print ID cards for anyone in need at that location. The printer at the SAU would be used throughout the year for new staff members.

Dr. McCoy stated that School Board policy requires students in certain grades to carry ID with them at all times. She feels that those cards should be useful, and that these printers would allow those cards to be used to purchase lunch and check out books or Chromebooks. Staff members could also use their cards to purchase meals, open doors, and to access copiers. The proposed cost is for just the printers, not the material to print the cards on. Dr. McCoy also stated, for clarification, that the photography company does provide ID cards for free, and that those cards can be used as backups, but that those cards could not be used for any other purpose other than identification.

Mr. Saulnier asked if a student loses their ID, do they pay for a second one? Dr. McCoy stated that will be worked out as they consider what other district do. Often, students don't pay the first time they replace a card, but they do the second time.

Mr. Federico stated that if the cards include RFDI or a magnetic strip, after printing the cost would be about \$3 per card.

Mrs. Paris suggested keeping a printer at the SAU to pilot it; to move it around to the schools as needed. Mr. Brickett stated that if they did, the funding source would need to be different because a capital reserve fund expenditure is over \$10,000.

Mrs. Watjus approached the Board and asked if, when someone leaves the District, would their card be deactivated. Mr. Federico stated that it would.

Mr. Saulnier stated that the Technology Fund is running low and he would like to see this expenditure taken out of this year's budget (2017-18). Mrs. Arsenault suggested that if it's taken out of the budget, then the purchase be for two printers, not three. It was generally agreed that two printers would be purchased for the SAU and the high school, with supplies to print one card for all staff and students.

MOTION: Michelle Couture moved, seconded by Beth Paris, to purchase two ID card printers and supplies needed to facilitate ID's for the District out of the current year budget, not to exceed \$14,500. Motion passed with Michelle Couture, Joseph Saulnier, Beth Paris, and Janice Arsenault voting in the affirmative and Moe Titcomb voting in opposition.

New/Revised Policies - Second Reading: MOTION: Michelle Couture moved, seconded by Beth Paris, to accept policy BEA Regular Board Meetings as presented. Voted unanimously in the affirmative.

MOTION: Janice Arsenault moved, seconded by Beth Paris, to accept policy IHCD Advanced College Placement as read. Voted unanimously in the affirmative.

MOTION: Michelle Couture moved, seconded by Beth Paris, to accept policy KD School District Social Media Websites as presented. Voted unanimously in the affirmative.

MOTION: Michelle Couture moved, seconded by Janice Arsenault, to redact policy KD-R School District Social Media Websites - Regulations. Voted unanimously in the affirmative.

Nominations/Resignations: MOTION: Janice Arsenault moved, seconded by Beth Paris, to accept the retirement of Denise Santos effective June 30, 2018. Voted unanimously in the affirmative with Michelle Couture abstaining.

MOTION: Janice Arsenault moved, seconded by Beth Paris, to accept the resignation of Meredith Meyers, Reading Specialist at LRES, effective June 30, 2018. Voted unanimously in the affirmative with Michelle Couture abstaining.

MOTION: Janice Arsenault moved, seconded by Beth Paris, to accept the nomination of Jessica Jortberg as a teacher at LRES. Voted unanimously in the affirmative with Michelle Couture abstaining.

Committee Reports: Janice Arsenault stated that she attended the Strategic Planning Committee Community Forum, where there was a good turnout. They broadcasted the forum using Facebook Live. The Committee will meet again on Saturday morning to evaluate the comments and construct a plan.

Michelle Couture stated that she has been serving as the liaison for the Conservation Committee regarding the area at LRES and they they've reviewed some improvements that the Facilities staff have made, including some signs designating a specific parking area. They talked about looking at some grants from the National Parks Foundation and others to make the area more ADA accessible. They are looking to get a wooden sign for the beginning of the trail to remind people that they can access the ecocenter when school isn't in session.

Janice Arsenault stated that she attended the Edies Awards where LRES Secretary Deborah Dellas was honored as Administrative Assistant of the Year.

Superintendent's Report: Dr. McCoy discussed the RHS Celebration of Excellence, where high school students were honored for their achievements. LRES held a Memorial Day program, and later in the afternoon, Governor Sununu visited the school. On May 31, SST students received their Certificates of Completion. The June 6th

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Senior Class Night was similar to the Celebration of Excellence but focused on seniors. 86 RHS seniors graduated, with many scholarships awarded. IHGMS Alicia Rockenhauser was named Outstanding Young Band Director of the Year.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$334,395.07. Payroll total \$978,617.89.

Approval of Minutes: MOTION: Beth Paris moved, seconded by Michelle Couture, to accept the minutes of May 16, 2018 and to keep the non-public minutes sealed. Voted unanimously in the affirmative.

MOTION: Beth Paris moved, seconded by Michelle Couture, to accept the minutes of May 23, 2018 and to keep all non-public minutes sealed except those referring to the Business Administrator. Voted unanimously in the affirmative.

Adjournment: MOTION: Janice Arsenault moved, seconded by Moe Titcomb, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:10 PM.

Raymond School Board Non-Public Session  
June 13, 2018

Not voted to be kept confidential.

Present: School Board Members Joseph Saulnier, Beth Paris, Janice Arsenault, and Moe Titcomb;  
Superintendent of Schools Tina McCoy.

Dr. McCoy reviewed this evening's nominations and resignations with the School Board.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk