

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Joseph Saulnier, Tony Clements, Cindy Bennett, and Stephen Scarfo; Student Representative to the School Board Rylynn Clark; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Director of Technology Matt Clifton; Raymond High School Principal Peter Dannible.

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.

Election of Officers: Joseph Saulnier nominated John Harmon for School Board Chair. There were no other nominations forthcoming. Upon the Board members being individually polled, the nomination was voted in the affirmative by Stephen Scarfo, Cindy Bennett, Tony Clements, Joseph Saulnier, and John Harmon.

John Harmon nominated Joseph Saulnier for School Board Vice Chair. Joseph Saulnier nominated Tony Clements for School Board Vice Chair. John Harmon withdrew his nomination of Joseph Saulnier for School Board Vice Chair. There were no other nominations forthcoming. Upon the Board members individually polled, the nomination of Tony Clements for Vice Chair was voted in the affirmative by Stephen Scarfo, Cindy Bennett, Tony Clements, Joseph Saulnier, and John Harmon

John Harmon nominated Joseph Saulnier as Secretary. There were no other nominations forthcoming. Upon the Board members being individually polled, the nomination was voted in the affirmative by Stephen Scarfo, Cindy Bennett, Tony Clements, Joseph Saulnier, and John Harmon

Recognition: The School Board recognized retirees Gail Ernst, Elizabeth Boucher, and Lauren Rollins, thanked them for their time in the District, and wished them well in their retirement.

Introduction: The School Board welcomed RHS student Rylynn Clark as the newly elected Student Representative to the School Board.

Non-Public Session: **MOTION**: Joseph Saulnier moved, seconded by Stephen Scarfo, to enter into non-public session under RSA 91-A:3 II (b) "The hiring of any person as a public employee." Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 6:05 PM and resumed public session at 6:14 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, Cindy Bennett, Stephen Scarfo and Tony Clements), no motions were voted during this non-public session.

Public Input: Public input was opened at 6:15 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.

Our Students/Our Schools: RHS student athletes Collin McGovern, Abby Yockel, Gustavo DaSilva, Drezell Duffaut, Madelyn Donohue, and Clayton Cramer spoke with the Board about their experiences with tournaments, awards received, and the different sports they've participated in.

Student Representative to the School Board Report: Ms. Clark stated that a distracted driving tour came in to educate grades 9-12 on the dangers of distracted driving; a job fair was held today with over 50 business, schools, and armed services representatives; spring sports started this week; and the Mr. Raymond Pageant is being held the following evening.

Technology Report: Director of Technology Matt Clifton reviewed his report to the Board on technology throughout the district. During discussion:

- Mr. Clifton discussed GoGuardian and the ability for teachers to see student computer activity on district devices during class time and to lock down certain sites. They have this ability only during their class time.
- Mr. Saulnier asked if a teacher wanted to allow students to use YouTube, is that a timed access or manually locked and unlocked. Mr. Clifton stated that it unlocks when the class ends.
- Mr. Harmon asked if the scenes are set up each day or if they're set up once at the start of the class term. Mr. Clifton stated that it's at the beginning of the term, and it's synced with Google Classroom to automatically set up for each class.
- Mr. Leatherman stated that this would be a way to eliminate some technology issues at the middle school. We already have GoGuardian at the middle school, but the Board had asked that it not yet be used for this purpose at the middle school. Mr. Saulnier stated that this was during Covid when more computers were at home, so there were more privacy issues at that time. Mr. Clifton stated that GoGuardian as a whole is a filter and it's used more fully on the admin side.

It was the general consensus of the Board to allow the use of GoGuardian by teachers at the middle school. Mr. Leatherman will work with Mr. Clifton, and if there's more of a cost issue to do so, then that's a different discussion.

Raymond High School Schedule: Mr. Leatherman stated that this year, a RHS Schedule Committee put together a schedule that is effective and equitable to students, and they'd like to present this to the Board. RHS teachers and Scheduling Committee members Josh Forkey, Tom Koch, Elaine Verne,

Danielle Karcz, and Dana Zulager presented a 2024-25 schedule that includes block days Tuesday, Wednesday, and Thursday, with “bookend days” on Monday and Friday. Class time during the block days is longer than bookend days, and the bookend days allow teachers to interact with students in all of their classes at the start of each week and the end of each week.

During discussion:

- Mr. Saulnier stated that one of the concerns is that there may be a lot of homework on Monday and Friday. Mr. Forkey stated that it’s possible, but it’s also possible that it’s one day’s worth of homework in one day instead of two day’s worth of homework in two days.
- Mr. Harmon stated that one of his concerns is how to handle chorus and band classes with different school start times. Mr. Leatherman stated that they’ve spoken with administration and the teachers and they’ve assured them they can make it work. .
- Mr. Harmon asked what will be done for lunches for SST afternoon students. Mr. Dannible stated that today, the bus for SST left at 11:45 AM. Based on that timeframe, students missed 3-5 minutes of their lunch period. Mr. Harmon stated that the concern is that students are able to eat in a calm manner, and if they’re leaving at 11:35, half of a lunch period for them doesn’t seem fair.

MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept the proposed RHS schedule with the caveat that we reach an MOU with the REA. Voted unanimously in the affirmative.

RHS Wall of Honor: Mr. Leatherman reviewed the plans to install a Wall of Honor in the long hallway by the gym at Raymond High School. This wall would honor graduates of Raymond High School who served in the armed forces. He reviewed examples from another school district, and stated that information on how to apply for the Wall of Honor will be available on the website.

Energy Efficient Investments Projects: Mike Davey and Adam Jenness, from Energy Efficient Investments, and Safety and Facilities Director Todd Ledoux reviewed estimates for upcoming proposed energy efficiency projects in the district. He stated that right now they’re going out to bid for various different financing options, and he can come back to the Board in April with final numbers for lending and rates, which will help the Board decide which projects to move forward with. He said at the high school, the projects they are targeting are LED lights with controls, a biomass boiler with propane backup, which there is a contingent \$400,000 grant for from the State of NH, walk-in cooler controls, electrical transformers, and a ground-mounted solar system. At the middle school, they are targeting lighting, the building envelope, walk-in cooler controls, and electrical transformers.

He stated that one action item is a potential grant that requires the superintendent to sign off on it to lock it in. The other thing for consideration is that we didn’t receive the biomass grant for the middle school at this date. Options moving forward is to keep the projects in the \$4.3 million range and don’t deal with the middle school at this time, put in high efficiency propane boilers for \$750,000, or put in

biomass with propane backup, apply for the grant in 2024 and do the project in 2025 but not have it as part of this project. Another option is to do the biomass project now and just forego the grant. He would recommend not making a decision tonight on middle school boilers until we see what the interest rates are.

Ms. Bennett asked if there are any situations where solar panels have reached their end of life and what do they do with them at that point? Is there a cost to remove them? Mr. Davey stated that no one can answer that for certain because it's a 30-year project and we don't know the regulations 30 years from now. Right now they're not considered hazardous waste so it would cost \$15,000-\$20,000 to dispose of them.

Mr. Harmon asked if the district leases \$4.3 million, does repayment on that full amount start the minute we start the lease or is it staggered because we don't need all that on day one? Mr. Davey stated that with the lease, they give you the money as you need it. The first payment would be twelve months from when it's signed. Mr. Harmon asked if we are paying interest on all that even though we're not using it or just paying interest on what we use. Mr. Davey stated he's seen it both ways, it depends on the bank.

Mr. Saulnier asked if we could have dimmers for the LED's. Mr. Davey stated all of them will have it.

There was some discussion about the possibility of removing solar from the projects. Mr. Clements asked for some information about costs for projects not including solar. Mr. Saulnier and Mr. Harmon stated they would like to see solar remain as part of the projects.

Regarding the middle school, Mr. Harmon asked if it's possible to wait a year to choose biomass or LP at the middle school based on whether we get the grant next year. Mr. Davey stated yes. It was the general consensus of the Board to wait a year to address the middle school. Mr. Davey stated that they would just do a separate lease for that project. Mr. Leatherman stated that it's his fear that these grants are becoming more competitive, and that a school with older boilers would be put in front of us. Mr. Davey said yes, but it also takes the initiative to apply.

Mr. Scarfo asked if, regarding the tank at the middle school, will a year make a difference at this point? Mr. Ledoux stated that it's 26 years old and the life expectancy is 25 years, but they do maintenance and testing. He has no reason to believe it's going to catastrophically fail.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to go with the EEI project as presented. Mr. Harmon suggested that the motion be just for solar rather than the whole project. Mr. Saulnier withdrew his motion and Mr. Scarfo withdrew his second.

MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to have solar for energy efficient projects. Motion passed with Mr. Harmon, Mr. Scarfo, and Mr. Saulnier voting in the affirmative and Mr. Clements and Ms. Bennett voting in opposition.

Mr. Leatherman stated he's asking the Board to authorize the Superintendent to sign the contingency grant paperwork. The grant will be awarded on or around May 10, 2024. MOTION: Mr. Harmon moved, seconded by Tony Clements, to authorize the Superintendent to sign the contingency grant paperwork. This paperwork is to confirm with the State that Raymond would still like the funds (\$400,000) from this grant. Voted unanimously in the affirmative.

2024-25 Budget: Mr. Harmon stated that this agenda item is scheduled for two reasons. 1. The 24-25 budget that was approved by the voters is the Budget Committee's budget, and when the School Board recommended it, they said they can make adjustments after the vote, so he wanted to have that conversation now. And 2. Knowing we're going forward with EEI projects, how do we conceptually want to fund them because right now nothing's in the budget for it.

Mr. Clements asked if the payments for EEI projects can be made with capital reserve funds. Mr. Harmon stated that he thinks we can use the capital reserve funds to offset the payment costs, but it's not supposed to be used year in and year out for that by policy. Mr. Clements stated the RSA says it can be done. Mr. Harmon stated he's not familiar with that, but it's our policy. The intent is not to be making an annual payment through capital reserve funds, but the Board can waive that if they so desire.

Mr. Saulnier stated that they'll know more in April. He said he thought capital reserve funds could be used for the larger initial amount, but that the lower amount annually of \$33,000 should be in the budget.

Mr. Harmon stated he would like to talk about putting the middle school foreign language teacher on hold - to refrain from posting it. After some discussion, Mr. Saulnier stated that though he's in favor of keeping foreign language at the middle school, if it's a pause on advertising the position just until the April 3rd meeting, then he's okay with it.

2024-25 MS-22 Signing: The Board reviewed the MS-22, which is a form required to be filed by the District certifying the results of the March 12th vote. MOTION: Joseph Saulnier moved, seconded by Tony Clements, for the Board to sign the 2024-25 MS-22. Voted unanimously in the affirmative.

Monthly Financial Update: Ms. Whitmore reviewed the financial update for months ending February 29, 2024. During discussion, it was agreed that moving forward, Ms. Whitmore doesn't need to provide the numbers "without further encumbrances." Mr. Saulnier asked for data as to how students liked the pizza day.

LRES & IHGMS SAFE Grant Agreements - Approval of Board Chair Signature: Mr. Leatherman explained that the LRES and IHGMS SAFE (Security Action for Education) grants have been approved for funding. In order to secure the funds, the School Board Chair and the Superintendent must sign the agreements for each, to be submitted to NHED. MOTION: Tony Clements moved, seconded by Cindy Bennett, to authorize the School Board Chair to sign the SAFE grant agreements for the middle school and elementary school. Voted unanimously in the affirmative.

Policy Annual Review: The School Board reviewed policies BCA School Board Member Ethics and BCB Board Member Conflict of Interest.

New/Revised Policies - Second Reading: MOTION: Tony Clements moved, seconded by Stephen Scarfo, to accept policy IKL Academic Honesty and Integrity. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to approve policy JCA Change of Class or School Assignment: Best Interests and Manifest Hardship. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Stephen Scarfo, to accept policy KCD Public Donations and Acceptance of Gifts. Voted unanimously in the affirmative.

School Board Committee Assignments: The School Board named the following representatives to the school, town, and community committees and boards:

Policy Committee: Tony Clements, John Harmon  
Technology Committee: Stephen Scarfo, Joseph Saulnier (Alt.)  
Strategic Planning Committee: John Harmon, Tony Clements  
Wellness Committee: Joseph Saulnier, Stephen Scarfo  
REA Sick Leave Bank: Joseph Saulnier  
Seacoast School of Technology: Joseph Saulnier  
Transportation Committee: Tony Clements, Joseph Saulnier (Alt.)  
Budget Committee: Stephen Scarfo, Cindy Bennett (Alt.)  
Cable Committee: Cindy Bennett, Joseph Saulnier (Alt.)  
Capital Improvements Committee: Tony Clements, Stephen Scarfo  
Raymond Coalition for Youth: Joseph Saulnier, Stephen Scarfo (Alt.)  
Mentor for Student Representative: John Harmon  
NH School Boards Association: Joseph Saulnier  
REA Negotiations: John Harmon, Joseph Saulnier

Nominations/Resignations: MOTION: Stephen Scarfo moved, seconded by Tony Clements, to accept the nomination of Jana El Sayed as BCBA [Board Certified Behavior Analyst]. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to accept the nomination of Amanda Mazza as BCBA [Board Certified Behavior Analyst]. Voted unanimously in the affirmative.

MOTION: Stephen Scarfo moved, seconded by Cindy Bennett, to accept the nomination of Celina Lloyd as School Board Clerk. Voted unanimously in the affirmative.

Board Member Input - Possible Future Agenda Items: Mr. Saulnier suggested discussion of the hiring process and impact fees. Mr. Harmon stated that one thing he'd like to discuss is that there are a number of building permits that have either been approved or are in front of the planning board, and he would like Mr. Leatherman to have a conversation with the Town to see what is being built, and when, and how they might impact the school's plans to accommodate those students.

Committee Reports: Mr. Saulnier stated that at the SST meeting, they talked about the addition of an electrical classroom and how it will be paid for. There was discussion of a warrant article, but that may be difficult for multiple-district SAUs.

Superintendent's Report: Mr. Leatherman stated that he attended the job fair today, and he did a read-aloud with grade 5. The professional development day was held last week with a focus on vertical alignment.

Mr. Saulnier asked if professional development activities could take place somewhere other than the middle school on a large election day. Mr. Harmon asked if the staff can park somewhere other than where they usually park on the September voting day.

Correspondence/Other: Mr. Clements stated that the LRES PTO is in need of volunteers.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$599,828.30. Payroll total \$491,649.99. She noted that due to a printing error prior to the last Board meeting, the amount the Board approved then was \$4,000 lower than what was needed, so that is included in this week's manifest.

Approval of Minutes: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to approve the minutes of March 5, 2024. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to approve the minutes of March 6, 2024. Voted unanimously in the affirmative.

Non-Public Session: MOTION: Joseph Saulnier, seconded by Cindy Bennett, 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 “(m) “Consideration of whether to disclose minutes of a nonpublic session due to a change in circumstances under paragraph III.” Upon the Board members being individually polled, the motion was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo, and Tony Clements. The Board entered into non-public session at 9:18 PM and resumed public session at 9:42 PM. Other than the vote to exit this non-public session and seal item C until April 1, 2024, as not doing so would render ineffective the action/proposed action taken in non-public session (which was moved by John Harmon, seconded by Stephen Scarfo, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, Stephen Scarfo and Tony Clements), one motion was voted during this non-public session.

Unsealing Minutes: MOTION: Stephen Scarfo moved, seconded by Cindy Bennett, to unseal the following minutes: August 16, 2001 Item 1; August 16, 2001 Item 5; August 9, 2001; July 5, 2001 Item 2; July 5, 2001 Item 6; December 19, 1985 VI.A. and Exec Session; September 5, 1985 VII.A.2; August 15, 1985; August 1, 1985 Exec Session; August 1, 1985 A2 and A4. Voted unanimously in the affirmative.

Adjournment: MOTION: Stephen Scarfo moved, seconded by Cindy Bennett, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:46 PM.

Respectfully submitted,

Jennifer Heywood,  
Administrative Assistant

Raymond School Board Non-Public Session  
March 20, 2024

Not voted to be kept confidential.

Item A

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

Mr. Leatherman reviewed this evening's nominations with the School Board.

Respectfully submitted,

Terry Leatherman,  
Superintendent of Schools

Item B

Present: School Board Members John Harmon, Joseph Saulnier, Stephen Scarfo, Tony Clements, and Cindy Bennett.

The School Board reviewed sealed minutes for consideration of whether to unseal them.

Respectfully submitted,

Joseph Saulnier,  
School Board Secretary