

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Tony Clements, Cindy Bennett, and Joseph Saulnier; Student Representative to the School Board Tucker Sopha; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Lamprey River Elementary School Principal Laura Yacek; Lamprey River Elementary School Assistant Principal Dorothy Franchini; Safety and 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.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, 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, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:09 PM. Other than the vote to exit this non-public session (which was moved by Joseph Saulnier, seconded by Cindy Bennett, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, and Tony Clements), no motions were voted during this non-public session.

Public Input: Public input was opened at 6:09 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 at this time.

Our Students/Our Schools: LRES Teacher Carolyn Malo, Ms. Yacek, and students Bennett Luquette, Cora Hamm, and Haley Cronan talked with the Board about their recent Earth Day Celebration. They discussed the school trail cleanup, making paper airplanes, eating lunch outdoors, and dirt treats from Tuckaway.

Student Representative to the School Board Report: Mr. Sopha stated Spirit Week has finished up and the sophomore class won.

LRES Reading Program: Ms. Yacek, Ms. Franchini, Ms. Malo, and LRES Reading Teacher Lisa Baka, and students Bennett Luquette, Cora Hamm, and Haley Cronan reviewed the reading programs that were piloted this year at the elementary school. The two reading programs reviewed were i-Ready's *Ready Reading* and Houghton Mifflin's *Into Reading*. They piloted these reading programs because it was determined that there is a need in the areas of fluency, vocabulary, and comprehension. Their recommendation is to move forward with *Ready Reading*.

During discussion:

- Students used workbooks in class, and the workbook page is also displayed on a screen.

- The curriculum is a whole-class curriculum. Ms. Malo noted that every student can access the test and read on their own, even those below grade level.
- Mr. Harmon clarified that this reading program also applies to the 4th and 5th grade.
- Ms. Yacek confirmed that the cost for the program includes consumables for five years.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the purchase of the i-Ready reading program for grades K-5. Voted unanimously in the affirmative.

Safety and Facilities Report to the Board: Mr. Ledoux reviewed his report to the Board, which included a review of staffing challenges, the HVAC project with Energy Efficient Investments, looking into solar power options, and exploring the possibility of a performance contract for other energy upgrades such as lighting and transformers. Emergency drills have continued throughout the winter, and this year's drill will be held at the high school. An Everyday Staff Resource Guide has been created for employees for a comprehensive resource on safety guidelines. RFP's are being finalized for some CIP projects.

During discussion:

- Mr. Sopha asked if the HVAC projects include air conditioning at the high school. Mr. Ledoux replied they do not.
- Mr. Ledoux reviewed the status of the work needed in the middle school field. The original project was due to work needing to be done to make access to the lower field ADA compliant. The ramp that would have been constructed would be ADA compliant, but then there was no ADA-compliant way to get from the ramp to the parking, so they changed the plan in the CIP to reconstruct the road to the parking area and create a safer walking path.
- Mr. Ledoux stated that camera installation at the high school from the SAFE grant will start in June and they are saving some of the existing equipment to go to the elementary and middle schools.
- Mr. Harmon asked if there were any areas remaining that would benefit by changing to LED lighting. Mr. Ledoux stated that other than the tennis court and soccer field lights, all the exterior areas are done.
- Mr. Harmon asked if, during/after an emergency drill, data is collected regarding timing, etc. Mr. Ledoux stated that the only benchmark is that they need to be out in two minutes for an evacuation drill, which they generally do. Other drills are scenario-based, so there is no real timing issue there.
- Mr. Saulnier asked if substitutes are provided phone numbers to call in emergencies. Mr. Ledoux stated that they're given the front office extensions.
- Mr. Ledoux stated that he believes phone numbers from the district are 911-compliant regarding their caller ID locations, but an upcoming audit will confirm that.
- Mr. Ledoux stated that Homeland Security recently did a physical assessment of all buildings, which the district voluntarily participates in every three years, and they provide a list of recommendations as a result of their visit.

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New/Revised Job Descriptions: The Board reviewed the proposed job descriptions for LRES Principal and Director of Youth Services.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the job descriptions for LRES Principal and Director of Youth Services. Voted unanimously in the affirmative.

Board Member Input - Possible Future Agenda Items: The School Board discussed suggestions for future agenda items.

Mr. Clements stated that he would like to see some information about the work that Constellations has done. Mr. Leatherman suggested doing that in the fall. Mr. Clements stated he'd like to know what they do before we get into the next year, and asked that someone from Constellations be part of that presentation.

Mr. Saulnier asked to get the district calendar approved earlier; to establish a time when it will be done by.

Mr. Saulnier said he'd like to invite State representatives back to a meeting to discuss what can be included in a default budget. Mr. Harmon suggested reaching out to NHSBA for guidance on timing those invitations so the lawmakers could act on their discussions, if they so choose.

Mr. Harmon asked to discuss district grading. Mr. Leatherman stated that it can be scheduled for a June meeting.

Mr. Harmon asked to discuss how Ram Time is utilized. He asked to have that discussion over the summer when the new high school principal can be there.

Mr. Harmon asked to hear from 5th grade teachers who had looped. Mr. Leatherman stated that it is planned for June.

Mr. Saulnier stated he's not sure if this is a future agenda item, but he'd like to see more consistency across the website.

Ms. Bennett asked if the Board could hear some kind of action regarding the high school bathroom issues. Mr. Harmon suggested that corrective action and plans going forward could be discussed as part of the principal's year-end report.

Letter to NHIAA re: Wrestling: Mr. Saulnier suggested that the School Board write a letter to NHIAA regarding girls wrestling. There is no Meet of Champions for girls teams; if they choose to participate in the Meet of Champions, they can only do so as a co-ed wrestler. There are no regionals for girls wrestling. If they attend regionals in Massachusetts, they are not sanctioned by NHIAA. It was

generally agreed that Mr. Leatherman, with input from Mr. Saulnier, would draft a letter for review by the Board at their next meeting.

Transportation RFP Follow-Up: Mr. Leatherman reviewed the status of the development of an RFP for transportation, and the possibility of combining bus routes for two schools to reduce the number of buses needed. He stated that he met with Dail Transportation and that they presented an offer to continue their contract with Raymond for five years with a base increase of 5-6% each year. He has been assured that they will have more drivers available. Mr. Clements suggested increasing the breach of contract penalty, which Mr. Leatherman suggested could be part of the negotiations. Mr. Clements stated he would prefer to go with a different company. Mr. Harmon stated that a concern is that if they go with an RFP they will see an increase in costs similar to the special needs transportation bids, but he also shares the concern about the service that Dail has provided.

After some discussion, it was the general consensus that Mr. Leatherman will continue to negotiate with Dail Transportation regarding breach of contract penalty and final costs, and report back to the Board at their next meeting.

Special Needs Transportation Bids: Ms. Whitmore reviewed the bids received for special needs transportation. Their recommendation is to award the bid to Durham School Services. The bid amount is 60% (\$359,000) over what has been budgeted. Mr. Harmon stated his concern that the 13 buses called for in the RFP may not be enough, and after some discussion, it was the consensus of the Board that Mr. Leatherman research whether 13 buses would be enough

Mr. Harmon asked what can be done differently between now and the start of the school year to accommodate the \$359,000 difference. During discussion, it was suggested that the purpose of the special education capital reserve fund be clarified. Mr. Saulnier asked if there's anything that can be purchased now with surplus instead of paying next year so those funds can go toward the bus contract. Mr. Harmon suggested the i-Ready reading program.

Nominations/Resignations: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the nomination of Corey Roux [PE Teacher, RHS]. Voted unanimously in the affirmative.

Joseph Saulnier moved, seconded by Cindy Bennett, to accept the nomination of Tara Proulx [Case Manager, RHS]. Voted unanimously in the affirmative.

New/Revised Policies - First Reading: The Board reviewed the following new/revised policies for the first of two readings: EK Safety Program; IHBAC Development Delay as Qualifying Disability; JLCB Immunizations of Students. There were no revisions suggested at this time.

New/Revised Policies - Second Reading: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy ECD Unmanned Aircraft Systems. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy IHBG Home Education Instruction. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy JJJ-R Participation in Public School Activities by Home Education, Charter, and Nonpublic Pupils. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy JJJ Access to Public School Programs by Nonpublic, Charter School, and Home Education Pupils. Voted unanimously in the affirmative.

Strategic Plan Update: Mr. Leatherman reviewed the status of the Climate and Culture goal in the Strategic Plan. Mr. Leatherman noted that as more people leave toward the end of the school year, more exit surveys will be completed. Mr. Harmon expressed his concern for a low participation rate in the Bright Futures survey.

Review of School Board Meeting Video Storage: It was noted that in May 2022, the Board had asked to review at this time the process of storing board meeting videos by the School District. At this time, it is not known how often board meeting videos are accessed. It was agreed to check in with I.T. to see if keeping a count of this type was possible and to check back again in May 2024.

School Board Summer Meeting Dates: The following School Board summer meeting schedule was agreed upon:

Wednesday, July 12 CIP Work Session  
Wednesday, July 26 Regular School Board Meeting  
Wednesday, August 2 Regular School Board Meeting  
Wednesday, August 16 Budget Work Session  
Wednesday, August 23 Regular School Board Meeting

ESSER III Expenditure: Ms. Whitmore reviewed her request for an expenditure of \$29,773 from ESSER III funds to get more modules for Frontline, including Time and Attendance, and assistance with employee onboarding. There was some discussion about the use of time cards. Ms. Whitmore stated that Frontline has agreed to provide some guidance regarding the best way to transfer hourly data into the system. Mr. Harmon asked how this expenditure is tied to ESSER funding. Ms. Whitmore said that there has been high employee turnover since COVID and these modules can assist with that. Mr. Harmon stated that he can't support it using ESSER funding, as he feels that funding should go toward something like another interventionist.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to expend \$29,773 for Frontline Modules - Time and Attendance, and Frontline Central. During discussion Ms. Whitmore stated that all employees already have access to Frontline so they may be able to input hours that way, while it's the preference of Human Resources for employees to clock in and out. Motion passed with Tony Clements, Cindy Bennett, and Joseph Saulnier voting in the affirmative and John Harmon voting in opposition.

Administrative Search Committees: The Board discussed the establishment of three search committees: LRES Principal (anticipated), LRES Assistant Principal (anticipated), and LRES Dean of Student Support Services. It was agreed that letters of interest would be due by May 17th, with up to 3 teachers/support staff/parents per committee, and that the advertisement would make it clear that though they can choose more than one committee of interest, those appointed would serve on only one committee.

Committee Reports: Mr. Harmon stated that the Policy Committee met and reviewed some policies. Mr. Saulnier stated that the Wellness Committee met, as well as the Technology Committee, and that the Technology Plan will be on an upcoming agenda.

Superintendent's Report: Mr. Leatherman stated that administration is starting to plan for next year's professional development, and that they are planning a retreat for administration during the summer. He invited a Board member to join him for the May 17th Superintendent Coffee Hour. Mr. Clements volunteered to attend.

Correspondence: Mr. Sopha stated that, regarding survey participation, some students have suggested that if their Ram teachers brought the survey to their attention they would be more inclined to take it.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$830,181.01  
Payroll total \$487,594.36.

Approval of Minutes: MOTION: Joseph Saulnier moved, second by Cindy Bennett, to accept the public minutes of April 5, 2023. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to approve and unseal the non-public minutes of April 5, 2023. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to approve the public minutes of April 19, 2023 with the following amendment: page 5, last paragraph, clarify that Mr. Harmon is referring to the portion of the handbook that states a student is to attend Ram until they retake the exam. Voted unanimously in the affirmative.

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MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to approve the non-public minutes of April 19, 2023, to unseal item B, and to keep item D sealed. Voted unanimously in the affirmative.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to enter into non-public session under RSA 91-A:3 II (L) "Consideration of legal advice provided by legal counsel, either in writing or orally, to one or more members of the public body, even where legal counsel is not present." 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 9:25 PM and resumed public session at 9:44 PM. Other than the vote to exit this non-public session and seal the minutes, as not doing so would render ineffective the action/proposed action taken in non-public session (which was moved by Joseph Saulnier, seconded by Cindy Bennett, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, and Tony Clements), no motions were voted during this non-public session.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:45 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Raymond School Board Non-Public Session  
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*Not voted to be kept confidential.*

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

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

Respectfully submitted,  
Jennifer Heywood,  
Raymond School Board Clerk