

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Tony Clements, Cindy Bennett, Stephen Scarfo, and Joseph Saulnier; Student Representative to the School Board Tyler Dunphy; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Raymond High School Principal Peter Dannible; Lamprey River Elementary School Principal Jessica Benson; and Iber Holmes Gove Middle School Principal Thomas Waldron.

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 Tony Clements, 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 Joseph Saulnier, John Harmon, Cindy Bennett, Tony Clements, and Stephen Scarfo. The Board entered into non-public session at 6:01 PM and resumed public session at 6:07 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, Tony Clements, and Stephen Scarfo), no motions were voted during this non-public session.

Public Input: Public input was opened at 6:08 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.

Tricia Wentworth and Kristin Wallace approached the Board. Ms. Wentworth stated that they have concerns about the proposed additional wording to policy IKA-R Grading, on the agenda for first reading this evening. She stated that approving the revision would take the grading system from educators and put it into the hands of individuals who don't have the knowledge for it. She asked that the School Board reconsider the additional wording of this policy.

Student Representative to the School Board Report: Mr. Dunphy Stated that the ALICE drill this week went smoothly and that students are familiar with what to do. It has been noticed that there is a delay on the speaker system.

Our Students/Our Schools: IHGMS Athletic Director and Track and Cross Country Coach Dan Bartlein, along with students Leah Unger, Abby Unger, and Branson Ankiewicz spoke with the Board about cross country at IHGMS. They discussed why they enjoy cross country, including the health and wellness benefits, participation, and championship meets. The students stated that they were appreciative of the

opportunity to participate in cross country, and that encouragement from their teammates and support from parents, coaches, and other teams were among their favorite aspects of the sport. They also stated that they enjoyed that they could be part of a team but compete individually.

Suzy Gagnon, Advisory for the IHGMS National Junior Honor Society (NJHS), and students Michael Chirichiello, Nora Comrie, Avery Dean, Sam Gartley, Isabella Gott, Kayla Lafrance, Theresa McGovern, Sophia Mitchell, Addison Pekalsky, Alice Peretti, Ryan Richards, Jasmine Saulnier, and Leah Unger reviewed with the School Board the recent food drive conducted by the NJHS. They discussed food insecurity, healthy food options, and statistics about hunger and food security. It was noted that if community members wanted to contribute to their food drive, donations could be dropped off at the school's main office.

Raymond High School Grading: Raymond High School Teachers Kim Moyer and Shellie Gallagher reviewed with the School Board their presentation on *Thorough Effort Rubric for Formative Assessments*. The presentation included the timeline leading up to the rubric, the different types of formative assessments, and benchmarks vs. benchmark assessments. It is their recommendation to implement the rubric at the beginning of the second semester. During discussion:

- Mr. Harmon asked what's in practice today at the high school. Ms. Moyer stated that it's what's in the handbook. Mr. Leatherman asked if this is the practice across the board with fidelity, to which Mr. Dannible replied no, not with fidelity.
- Mr. Harmon stated that this came up over the summer because of the ability for formatives to hurt the student; that if a student does well on the summatives then their grades were hurt if the formatives were lower. The compromise at the time was that if a student put in a thorough effort they would receive a 4 on the formative. Ms. Moyer stated that there's a time and a place to give a benchmark assessment, and that there should be a pulse check. When there's no stake tied to an assignment it won't be taken seriously, and this would hold the students accountable.
- Mr. Harmon stated that if a student receives a 3 on a formative, and receives above a 3 on summatives, the final grade is going down, and he was hoping for a solution to that. Ms. Moyer stated that students would do the formatives to teach them how to study and work. Ms. Gallagher stated that the rubric they're proposing gives the students the chance to correct mistakes. Mr. Scarfo stated that the formatives would help a student who doesn't test well but has higher formative grades.
- Mr. Dunphy stated that a student shouldn't be punished for practice, but an assignment should matter when the work is done.
- Mr. Saulnier stated that he likes the rubric that is being proposed and suggested 3 or 4 as an A or 100%, so there is less of a chance for a student's grade to go down.
- Mr. Dunphy stated that students have taken issue with the current grading system because it feels like their efforts aren't being properly evaluated. He feels that the grading system should encourage and reflect effort rather than doing the bare minimum.

- Mr. Clements asked if it's common for students to redo their answers. Ms. Moyer stated that she reviews the answers immediately, so if they didn't do their homework they can do it in front of her so she can see that they do the work. Ms. Clements asked why bother with 1, 2, or 3 if they can try for a 4 no matter what. Mr. Saulnier stated that doing so will let them know where they are. Mr. Scarfo stated that just doing the work doesn't show them that they've done it right.
- Mr. Scarfo stated that this is a more honest approach to the grading and skill level so students have an idea of what their assessment and progress is. He asked Mr. Leatherman his opinion. Mr. Leatherman stated he likes the 20% because 10% wasn't enough, and over time his opinion has changed so that now he is more in support of the proposed grading system. He noted that a 2 on a formative is not 50%, it's a C.
- Mr. Saulnier stated that as a parent looking in PowerSchool and seeing 4's, they might not actually be 4's, and as a parent he would want to see what the student is truly doing.
- Mr. Harmon stated he's not suggesting they stay with 0 or 4, but it raises concerns about student formatives hurting their grades and asked if that's the practice we want to do. Mr. Leatherman stated that it's not perfect, and there will be some subjectivity to it. Mr. Harmon stated he was hoping to have a solution this evening but that doesn't seem like there will be one.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to accept the proposed rubric as is, effective the first day of the second semester. During discussion, Mr. Harmon stated he will vote for it but he doesn't like that there's not a solution. Mr. Saulnier asked about his suggestion that a 3 or a 4 be an A on a formative. After some discussion, Mr. Scarfo stated his motion stands as is. Voted unanimously in the affirmative.

Principals Reports: Ms. Benson reviewed the Lamprey River Elementary School Report, including highlights, acknowledgments, updates, challenges, discipline and enrollment information, student achievement, and upcoming events. During discussion:

- Mr. Harmon asked if Ms. Benson could elaborate on a "threat." Ms. Benson stated that they're using SWIS better, and along with that comes definitions. At the elementary level, a threat is a fear of injury or property damage.
- Mr. Harmon stated he thought that the elementary school was just using i-Ready for assessments, not Acadience in addition. Ms. Benson stated that it's a different type of screener and a different type of assessment.

Mr. Waldron reviewed the Iber Holmes Gove Middle School Report, including highlights, acknowledgments, updates, challenges, discipline and enrollment information, student achievement, and upcoming events. During discussion:

- Mr. Waldron stated that he has not noticed a delay in the PA system at the middle school, but they have been looking into the fact that it's sometimes unclear. Ms. Benson stated she has not noticed a delay at the elementary school.

Mr. Dannible reviewed the Raymond High School Report, including highlights, acknowledgments, updates, challenges, discipline and enrollment information, student achievement, and upcoming events. During discussion:

- Mr. Saulnier asked about the homework sessions for sports, and if students who don't have trouble completing their homework will be required to stay for 40 minutes during practice time for that homework. Mr. Harmon stated that he has a problem with that as well, as there are tools available for students who need help. He asked if the options in the athletic handbook are being utilized. Mr. Dannible stated not recently; they are trying to figure out how to get to that point. He said that studies show that it's extremely beneficial to build in this academic time. Mr. Clements asked if there have been any complaints about how this is being done. Mr. Dannible said no. Ms. Bennett stated it sounds like a good program and a way for the team to help each other. Mr. Saulnier stated that he is aware of students who did not like the program.
- Mr. Harmon asked why the parent/teacher conference is a month after the quarter ends. Mr. Dannible stated that there were conflicts and they chose from the available dates. Mr. Harmon stated that this is the one time of the year that parents can meet at 6:00 PM. Mr. Leatherman stated they will need to make it earlier in the year next year.

Mr. Dannible reviewed the schoolwide data for grades at Raymond High School for Quarter 1. During discussion:

- Mr. Harmon stated that in 11th grade, 54 students are taking math, and in 12th grade, 32 students are taking math. He said it's just an observation that for a district that would like to get math scores up, it doesn't seem like there are enough students taking math.
- Mr. Harmon stated that it's interesting to see how proficient students are, with grades of B- or better, hopefully to improve what we're doing and do it differently.
- Ms. Bennett asked to see percentages on the chart.
- Mr. Saulnier stated that grades start to go down from 9th to 12th grade, especially from 9th to 10th and from 11th to 12th. He asked if students need to be better prepared for increased expectations as they move up a grade. Mr. Dannible stated they can look at that.

Mr. Waldron reviewed the Iber Holmes Gove Middle School fall benchmark data. During discussion:

- Mr. Harmon asked for historical data by cohort to be on these graphs. Mr. Leatherman stated that would be difficult. Mr. Waldron stated that he could do that based on the slide from the previous assessment presentation. Mr. Harmon stated he thinks it's important to have that

information, and that in the spring they'd have the spring numbers, winter, and then spring of 2023.

- Mr. Harmon asked for percentages - not the domain, but everything else.
- Mr. Harmon asked how many grade 8 students are giving the testing 100%. Mr. Waldron stated that most are, and that the program will flag students if they're rushing through.
- Mr. Scarfo asked if this view of the data is kept historically. Mr. Leatherman stated it's not stored in the program, that it's something administration would need to store.
- Mr. Harmon asked what the goals are now that we have the data. Mr. Waldron stated that they have a target goal which is individually tailored for each student, and their goal is that each student reach that goal by the end of the year.
- Mr. Harmon stated that in the fall data the Board had asked for the percentage of students at year of growth, and asked if they could have that for winter data.

Ms. Benson reviewed the Lamprey River Elementary School fall benchmark data. During discussion:

- Mr. Saulnier asked if there's any way to minimize the dropoff from last year's spring data compared to this fall's. Mr. Leatherman stated that another district had a summer academy for grades 1 and 2 and their students didn't have that slide. The concern is the score from spring to spring, not necessarily spring to fall, as there is an expected drop because students assessed in the fall have not yet been taught the topics they're being assessed on. Mr. Saulnier stated that the dropoff is not as large in other communities. Mr. Scarfo and Mr. Clements said they don't see the dropoff.
- Ms. Bennett asked if there is any difference in the assessments today versus five years ago. Ms. Benson stated that the rigor of the questions should be the same, as they are related to the same standards and competencies.

Postponement of Agenda Items: Due to time constraints, it was generally agreed to postpone the following agenda items: January 2024 Presidential Primary Day, New/Revised Policies First Reading and Second Reading (except for first reading of policies BEDG and IKA-R), Monthly Financial Update, Committee and Superintendent's Reports, Correspondence/Other, and Approval of Minutes.

Nominations/Resignations: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the nomination of Matthew Clifton [as Technology Director]. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the resignation of William Van De Veen effective December 1, 2023 pending receipt of liquidated damages as per the collective bargaining agreement. Voted unanimously in the affirmative.

New/Revised Policies- First Reading: The Board reviewed proposed revised policies BEDG Minutes and IKA-R Grading System for the first of two readings. Mr. Saulnier asked for the Policy Committee's view on why the additional wording was being proposed for policy IKA-R. Mr. Harmon stated that the

Board has the ability to approve, deny, or modify anything that comes before them except where restricted by statute - but that doesn't mean that they will necessarily do so. Mr. Clements stated that if by statute the Board has the authority to do something, then when given opinions, it doesn't mean they won't do it. Mr. Saulnier stated that maybe it's the specific wording, as the Board can override a policy anytime.

Authorization for School Board Chair Signature: The School Board reviewed a letter of support for the grant application by Energy Efficient Investments for Renewable Energy Generation Projects MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to have the Board Chair sign the EEO grant support letter. Voted unanimously in the affirmative.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$1,035,407.99. Payroll total \$526,821.26.

Non-Public Session: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to enter into non-public session under RSA 91-A:3 II (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 Joseph Saulnier, John Harmon, Cindy Bennett, Tony Clements, and Stephen Scarfo. The Board entered into non-public session at 9:36 PM and resumed public session at 10:03 PM. Other than the vote to exit this non-public session and seal items C and E, as not doing so would affect adversely the reputation of a person other than a Board member (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, Tony Clements, and Stephen Scarfo), no motions were voted during this non-public session.

Tuition Payment Authorization: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to authorize the Superintendent to pay \$25,000 for student tuition. Voted unanimously in the affirmative.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 10:06 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
November 15, 2023

Not voted to be kept confidential

Item A

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

The Superintendent reviewed this evening's nomination with the School Board.

Respectfully submitted,

Terry Leatherman,
Superintendent of Schools

Item B

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

The Superintendent reviewed this evening's resignation with the School Board.

Respectfully submitted,

Terry Leatherman,
Superintendent of Schools

Item D

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

The Superintendent reviewed a student matter from last school year with the School Board.

Respectfully submitted,

Terry Leatherman,
Superintendent of Schools