

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Joseph Saulnier, Tony Clements, Stephen Scarfo, and Cindy Bennett; Student Representative to the School Board Tyler Dunphy; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; 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.

Introduction: The School Board welcomed new Student Representative to the School Board Tyler Dunphy, a senior at Raymond High School.

Public Input: Public input was opened at 6:02 PM. Beth Cashman approached the Board and read a statement relative to the School Board's discussion of school nutrition services at a previous meeting. She stated that the food service staff provide a personal service to students with their experience and knowledge. She invited each Board member to come to the schools to have lunch, distributed menus, and suggested November 16th, as that is the holiday feast day. She invited them to come and see how they interact with students and with each other.

Mr. Harmon read two emails into the record for public input, both relative to the consideration of outsourcing food service, from Shannon McGhee and from Owen McGhee. Those emails are included at the end of these minutes.

Mr. Harmon noted that public input is open for a total of 30 minutes. If anyone arrives within that timeframe and would like to speak, they will be allowed to do so.

Mr. Saulnier stated that he wanted to clarify that the Board is only looking at the possibility of outsourcing food service and that the food service workers in the district do a good job.

Report of the Student Representative to the School Board: Mr. Dunphy stated that he feels the school has improved over the years from the initial transition period back from COVID.

Our Students/Our Schools: This item has been postponed to a later meeting due to a scheduling conflict.

Facilities Update: Mr. Ledoux reviewed the Facilities Update, including summer cleaning, CIP projects, staffing, emergency training, and application for the State's SAFE grant. During discussion:

- Mr. Scarfo asked about whether the realism of ALICE drills is discussed. Mr. Ledoux stated that it's heavily talked about. Mr. Scarfo asked if options for not making them quite as real have been considered. Mr. Dunphy stated that some students have expressed similar concern. Mr.

Ledoux stated that he has not been made aware of student concerns like that, and stated that they have found some real-life issues that would not have been discovered if the drills weren't conducted as they had been. Mr. Scarfo asked if there is a way to practice the ability to exit without the realism of an attacker being part of it. He asked to consider a student population survey on how students feel about this subject. Ms. Bennett thanked Mr. Scarfo for saying this, as she feels the drills could affect students in a traumatic way.

- Mr. Harmon asked if the idea of composting has been revisited recently. Mr. Ledoux said it was several years ago at the elementary school. Mr. Harmon stated he brought it up because much of our waste is food and being able to compost may reduce the taxpayers' burden.
- Mr. Ledoux stated that large scale safety drills are not always active shooter drills - sometimes it's a gas leak drill, sometimes an accident in front of the school. Parents are notified ahead of time and if they choose to keep their student home that day, it's an excused absence.
- Mr. Saulnier asked if there is any consideration to replacing doors now that wheelchairs are larger. Mr. Ledoux stated that they will be replacing doors, but they won't be bigger, as they meet ADA compliance.
- Mr. Dunphy asked if there has been talk of air conditioning at the high school. Mr. Harmon stated that right now money is being allocated in the capital improvements plan for specific classrooms at the high school, but that would change if they do something different with the next agenda item.

Energy Efficient Investments: Mike Davey, from Energy Efficient Investments, handed out an updated proposed cost worksheet for energy conservation measures at RHS and IHGMS. He stated that based on discussion at the last Board meeting, he removed LRES and he broke out the cost for just high school dehumidification. The total for the energy projects in option 1 is \$4,436,922, with an estimated annual savings of \$214,788 and \$1,042,344 in potential grants and rebates. The cost for high school ventilation alone is \$3,850,000. He stated that, regarding dehumidification, there is savings, but most is eaten up with added cooling, so it's a net wash to do dehumidification.

During discussion:

- Mr. Davey stated that the silo for storage of wood chips is included in the cost. About three cleanings per year would be needed to maintain the wood boilers, plus ash would need to be removed weekly. He suggested visiting John Stark High School to fully understand the system.
- Ms. Bennett asked Mr. Ledoux if he is in favor of using wood chips. Mr. Ledoux stated that because they are newer boilers and not easily maintained by district staff, he is concerned about maintenance but they'll be able to handle whatever option is chosen. Mr. Davey stated that the cost for servicing would be about \$2500 per year per school. There would be about 10-12 deliveries of pellets per year.
- Mr. Harmon asked what choosing wood pellets would do to the lease. Mr. Davey stated that it would increase the borrowing amount but decrease the lease because the simple payback will be marginally less. He will email those numbers.

- Mr. Davey stated that the life expectancy of wood boilers is stated as 20 years, but is the same technology as current oil burners, so it could go as long as 50.

It was the consensus of the Board to move forward with investigating wood chips as an option. Mr. Davey confirmed that the plan is turnkey regardless of what option is chosen, and then the district would be responsible for the cost of maintenance. The Board agreed to schedule a meeting on November 29th at 6:00 PM for Mr. Davey and Mr. Ledoux to share further information. Mr. Davey stated that when it comes to the warrant articles, they can help prepare information for the voters, including educational videos, and stressed the importance of robust voter information.

School Facility Rental Fees: The School Board reviewed the rental fees for community use of school buildings in policy KF-R Use of School Facilities. During discussion, Mr. Ledoux stated that people are incurring fees very rarely, and the fees for custodial and food service covers the costs.

MOTION: Stephen Scarfo moved, seconded by Joseph Saulnier, to approve the fees as they are. Voted unanimously in the affirmative.

New/Revised Policies - First Reading: The School Board reviewed the following revised policies for the first of two readings: KF-R Use of School Facilities, JH Attendance, Absenteeism and Truancy, JHC Student Release Precautions, and JICDD Student Discipline Out-of-School Actions.

It was the general consensus to ask administration to revise policy JHC so that it's clear that a high school student who drives themselves to school does not need a parent/guardian present to be released.

New/Revised Policies - Second Reading: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy ADC Tobacco/Nicotine Products. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy BCB Board Member Conflict of Interest. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy JICFA Hazing. Voted unanimously in the affirmative.

Strategic Plan Update: Mr. Leatherman reviewed the update to the Strategic Plan relative to Parent and Community Engagement. During discussion, Mr. Harmon asked if newsletters from the schools that are sent via ParentSquare are also sent through email. Mr. Leatherman stated he will look into that. There was some additional discussion about attachments to ParentSquare newsletters. Mr. Leatherman stated he will look into how attachments can be more easily viewable by parents.

2024-25 Budget Follow-Up: Mr. Leatherman and Ms. Whitmore reviewed the updates to the proposed 2024-25 budget. During discussion:

- Mr. Harmon asked if \$7,000 is enough to budget for new teacher mentoring. Mr. Leatherman stated he will discuss that with the principals.
- It was the consensus of the Board that moving forward, the financial backup provided to them does not need to include the budget sorted by function code.
- Mr. Harmon asked for clarification as to why athletic clubs are no longer intramural.
- Mr. Leatherman will provide more information on the Strategic Card Club and service learning volunteer.
- Mr. Harmon asked that administration look into why the middle school substitute line is higher than the other schools.
- Reviewing the test score data relative to middle school lab implementation, Mr. Harmon stated that they are not looking for cohort data. They are looking for how 7th and 8th grade did before labs, and how 7th and 8th grade did after additional time with the labs for reading and math.
- Mr. Saulnier stated that he feels World Language is needed at the middle school.
- Mr. Scarfo asked for clarification that if middle school cocurriculars were cut from next year's default, they are removed from the default budget, and it would be a special add back later. Mr. Harmon stated yes, but then they would be justifying to voters that they have a position they're not going to fill and are holding just in case. He stated that in past years they've been able to reduce teacher positions and then add back in the following year. Mr. Leatherman stated that with the current population, chances are the co curricular programs wouldn't be filled, but if they felt they needed to, they could find \$2,000 to make it happen and then put it back in the next year.
- Mr. Harmon asked if summer school is still productive with credit recovery ongoing throughout the school year. Mr. Leatherman stated that he couldn't answer that because the credit recovery program Edmentum has not yet been offered for a full school year.
- Mr. Saulnier asked if there is now a fee for summer school at the high school. Ms. Whitmore confirmed the rate of \$50 per course.
- Mr. Scarfo asked if Edmentum was used for summer school. Ms. Whitmore stated that Edmentum was purchased at the end of last school year and summer school was also held.
- Mr. Clements asked what the difference is for repair, replacement, or new for cameras. Mr. Harmon stated that adding more to the number of cameras already in place would be "new." It was noted that the line number on the budget follow-up sheet for high school photography repairs is incorrect.
- Ms. Whitmore confirmed that the high school photography software is for Adobe.
- Mr. Clements suggested that the photography class look at less expensive cameras. Mr. Harmon, Mr. Scarfo, and Mr. Saulnier agreed.
- Relative to computer replacement for students, Mr. Harmon asked that the computer companies and models that the technology department is considering switching to be considered sooner rather than later if it will save the district money. Mr. Saulnier stated that he thought about six

years ago they bought some computers that were supposed to run on a five-year replacement cycle. Ms. Whitmore stated she will look into what has been purchased from surplus.

- Mr. Clements asked for information as to how many CAD computers the school has currently, how many students can use one, and how many need to.
- Mr. Harmon asked that the line “Periodicals” be changed to “Periodicals/Subscriptions”
- Mr. Saulnier stated he would like to investigate why the waiting list for preschool is much lower this year than usual.
- Mr. Saulnier asked if grant-funded positions that we have now are added into next year’s budget, would the default budget also go up because of contracted services going up. Ms. Whitmore confirmed that.
- Mr. Harmon stated that, going by last fall’s tax rate, the tax impact would be 10 cents for every \$135,000, however the updated tax rate has not yet been determined.

The School Board agreed to meet on Thursday, November 16th at 6:00 PM to continue budget discussion.

Discussion of Our Students/Our Schools: Mr. Leatherman discussed with the School Board the content of Our Students/Our Schools presentations moving forward. It’s his hope to be able to highlight individual students for their success, not only large groups. He suggested that they could also lead the Pledge of Allegiance. Mr. Scarfo suggested a video spotlight for student achievement.

Committee Reports: Mr. Harmon stated that the Policy Committee met recently and that the Board will see in their Friday Memo some policies that were reviewed but no changes were suggested.

Mr. Saulnier stated that NHSBA has sent an email about laws they’d like to look at.

Superintendent’s Report: Mr. Leatherman gave kudos to the principals and Ms. Whitmore for the budget presentation, and that he is now working on reviewing past sealed minutes. Mr. Harmon explained the upcoming policy revision which addresses legislative updates relative to review of sealed minutes. This policy will be coming before the Board at the next meeting.

Mr. Harmon stated that when Raymond Coalition for Youth reviewed the Youth Risk Behavior Survey data, the Board had talked about providing their statistics to parents, and asked if that had been done. Mr. Leatherman stated that he will confirm that.

Correspondence/Other: None.

Manifest Signing: A quorum of the School Board signed the manifest. Accounts Payable total \$594,941.65. Payroll total \$502,593.86.

Approval of Minutes: MOTION: Joseph Saulnier moved, seconded by Stephen Scarfo, to approve the public minutes of October 4, 2023 with the following amendment: page 4, affirming the calendar, the vote should be Joseph Saulnier, Cindy Bennett, and Stephen Scarfo voting in the affirmative and John Harmon and Tony Clements voting in opposition. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept and keep sealed the non-public minutes of October 4, 2023. Mr. Saulnier amended his motion to unseal item A. Ms. Bennett seconded the amendment. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to accept the public minutes of October 18, 2023. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to accept and keep sealed the non-public minutes of October 18, 2023 with the following amendment: correct the item letters. Voted unanimously in the affirmative with Stephen Scarfo abstaining.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:35 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

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Emails read during public input at tonight's meeting:

*Please read into record*

*Dear School Board,*

*As a taxpayer of Raymond, I thank you for your efforts to reduce or at least not increase our tax burden.*

*As a nutrition specialist I am highly disappointed in your performance so far. You have no idea who your team of dedicated employees are. We have been watching the school board meets, and you have said so many wrong facts! " That there are chefs who know what kids like to eat better than we do." We do know what the kids want to eat, we are constantly asking questions, sharing samples before we try new foods to make sure it will be enjoyed and will sell. This has been presented to you by Tasha Ball with pictures last year, and you still do not see us as professionals who know what children want to eat.*

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*If you go to the grocery store you will see food prices are huge right now, another company isn't going to make food magically cost less, we know what the children want to eat, so it's wages that the school board thinks will make a difference. Remember you get what you pay for, cheap labor is just that, cheap.*

*SHAME ON YOU for only looking at a spreadsheet. If the school board knew and valued the education, years of experience, and what we do to help the school nutrition program on our own time, you would stop. We are also trusted members of the Raymond community we are feeding our own children and our neighbors children. You have the VERY BEST TEAM ALREADY! We are ready to prove it again and again and again. Until you hear us.*

*Sincerely,  
Shannon McGhee  
RHS Cook  
Taxpayer of Raymond  
Registered Voter of Raymond*

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*Honorable School Board Members & Superintendent,*

*Please read my email into the public record, my job prevents me from attending the meeting in person.*

*I've been a Raymond resident and taxpayer for over 10 years.*

*I'm writing today due to the continued discussion around replacing all three schools' culinary/nutrition teams with privatized, outsourced labor.*

*I'm deeply concerned as these folks in the cafeterias are part of our community and have a genuine love of their jobs, and more importantly, the children. They're not working in the cafeterias to become rich. Any one of them could experience a much higher level of pay with "like" benefits elsewhere, in a matter of hours.*

*I've heard school board members state, during the recorded meetings, that the current lunch teams actually make money on the food they sell. It sounds like when that's combined with the "inability to pay" from some families, it looks like red ink. It's not the lunch team's fault that the school is unable to collect from these families.*

*I've also heard some of the board members state that they have no idea if switching to a private contractor will actually turn this situation around. I believe there's an enormous risk of losing talented, knowledgeable, trained staff that truly love our kids if they are released to institute a private contractor. You will never get all these fine people back to work for the district.*

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*Being that the school district is still on the hook for equipment and maintenance, as well as the "free and reduced" programs, I really can't see any potential savings.*

*Looking at "Picked Fresh's" website, they seem pretty short on testimonials and have **NUMEROUS** job listings. They actually appear to pay more, with "like" benefits, our current staff. If Picked Fresh was the ultimate answer, why isn't every school district falling over themselves to retain them? I'm deeply concerned we'll end up with another private contractor like our bussing agreement, which is actually costing us more money (as I understand it) and we've alienated our dedicated drivers.*

*In conclusion, when watching the school board meetings on RCTV, I can see that all the board members and superintendent have the taxpayers' best interests at heart. I hope you'll consider this potential move carefully as it will be extremely difficult to re-establish what we have now if the contractor doesn't work out. I have a sense that the contractor won't make any difference (financially) for families that are unable to pay. While I can't speak for all Raymond citizens, I feel that I'd rather pay a little extra in taxes to insure all hungry children are fed while in school.*

*Sincerely,*

*Owen McGhee*