

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, and Moe Titcomb; Student Representative to the School Board Jeff Rivard (8:00 PM); Superintendent of Schools Tina McCoy; Business Administrator Marjorie Whitmore; Raymond High School Principal Steve Woodward; Special Education Director Scott Riddell; Technology Director Kevin Federico; Lamprey River Elementary School Principal Laura Yacek; Curriculum Coordinator Michael Whaland; Iber Holmes Gove Middle School Principal Bob Bickford; 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:** Janice Arsenault moved, seconded by Beth Paris, 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 Janice Arsenault, Moe Titcomb Michelle Couture, Beth Paris, and Joseph Saulnier. 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 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, Moe Titcomb, Michelle Couture, Beth Paris, and Joseph Saulnier), no motions were voted during this non-public session.

Public Input: RHS teachers Shellie Gallagher, Tom Koch, Fiona Coomey, and Jim Maloney approached the Board to speak in support of keeping the science teaching position. They stated that smaller class sizes at RHS allows them to integrate STEM into the curriculum and give more individualized instruction. At the high school level, teachers are certified in specific areas, and when they lose a science teacher, they're minimizing the courses to offer that are taught by a certified teacher. Mr. Maloney stated that last year a math teacher was eliminated which had consequences to students not being able to take Algebra 2 and having to use the ELO option instead. Students with aspirations for highly competitive colleges and STEM careers will be at a disadvantage. Mrs. Coomey stated that small class sizes comes from scheduling, not lack of interest in the classes. Mrs. Paris stated that she doesn't want to see this happen at all, that she agrees with the issue of offering smaller classes, but it brings to light that it has to do with scheduling. Mrs. Arsenault stated that this is driven by the number of students in classes, and that students need to make choices. She stated that she's asked that classes be chosen earlier in the year so that it's known how many students are taking classes before cuts to teaching staff are made.

RHS teacher Kim Moyer asked the Board to reconsider the elimination of the .6 Foreign Language teacher at RHS. Competitive colleges require three years of the same language and larger class sizes are not ideal, especially in language classes where communication is key. Combined classes divide instruction and attention. She asked why it's okay to have smaller AP classes but not upper level foreign language classes. VLACS doesn't offer Spanish III. Mrs. Arsenault stated she'd take that under consideration. Mrs. Moyer suggested reallocating the teacher back to RHS and looking into putting a full-time foreign language teaching position at IHGMS in future years.

Parent Bonnie Duffaut stated that top schools need four years of Spanish and that attention in a combined class is divided and confusing.

RHS student Amelia Reynolds stated that as she looks at competitive colleges, she sees that they need four years of language. Taking language through VLACS doesn't translate to real-world communication. She doesn't have the opportunity to take Spanish IV because it doesn't fit into her schedule. Having only one Spanish teacher at RHS, students will be less prepared for college.

Student Michael St. Germaine stated that he can attest to knowing another language to being an extremely useful skill and that taking away the opportunity to learn this skill is failing the students.

RHS Teacher Liz Downs discussed the proposal to remove part of an English teaching position. She stated that they already lost a teacher last year in the English department and it's near impossible to hire a part-time teacher. Classes with large numbers and with small numbers is an issue of scheduling, not student population. Mrs. Arsenault suggested offering electives every other year. Ms. Downes stated that they were just discussing that option. Mrs. Arsenault stated that classes could be offered to students to choose from with a minimum enrollment to run. If the minimum isn't met, then the class isn't held. She would like the classes to be chosen before teacher contracts are issued to determine how many teachers are needed.

Mrs. Arsenault read a statement on behalf of the Student Representative to the School Board Jeff Rivard, who was not present. The statement was relative to his concern that proposed reductions to teaching staff could impact course options for students. A copy of his statement is attached to these minutes.

Parent Neva Cole stated that she believes that cutting personnel is a permanent solution to a temporary problem.

IHGMS teacher Kristin Wallace spoke in relation to discussion about looking into tuitioning RHS students to another school. She stated that as a parent, they are adamantly against their children being sent somewhere else. Other schools may offer some of these classes, but she'd like to see how classes can be shuffled and offered here instead.

Our Students/Our Schools: RHS Drama Club Advisor Bob Gagnon and students Hunter Fournier and Patrick Coumeau talked with the School Board about the upcoming production of *Harvey*, playing November 30 - December 1. The students said that it's great fun, a challenging club, and that many different types of students can find a place in the club.

Raymond Capital Improvements Committee: Colleen West-Coates and Joshua Mann, of the Raymond Capital Improvements Committee, presented the CIP Committee's recommendations to the School Board regarding the District's Capital Improvements Plan. Their findings were that the District's CIP is chronically underfunded, is currently being used as a budget supplement, and that the actual funding amount to fully fund the CIP exceeds the ability of taxpayers to afford. Their proposals for the 2019 District CIP were: to recommend the School District CIP warrant article as proposed with the exception of technology purchases; to recommend that the School District retain a portion of their capital reserve fund monies each year (reduce money in/money out actions); and that the School District re-examine items that the CIP Committee ranked as inconsistent/premature.

Energy Efficient Investments: Mike Davies, from Energy Efficient Investments, and Facilities Director Todd Ledoux presented to the Board a proposal for projects throughout the district to result in energy efficiency. To invest in the entire project in full, the cost of \$2,279,361 would result in an annual savings of \$91,175 and potential rebate of \$177,799. Payback of the cost is projected to be 23 years. There are options for financing the

cost, such as an equal payment lease which would add \$75,000 to the budget. Mr. Davies asked that the Board consider when the right time would be to bring energy efficiency programs, and that this type of consolidation, when presented to voters, has never been voted down.

During discussion:

- The estimate of \$75,000 added to the budget is taking into account the savings, as well.
- Mrs. Paris asked if it has been looked at to just do projects at the middle and high schools? Mr. Davies replied that last year, the elementary school was originally on there but only two items were kept because they had strong payback.
- Mrs. Paris stated that the Town and School have been trying to work more collaboratively, and has the Town been approached? Mr. Davies replied no, in order to see if the School Board wanted to move forward first, and if now's not the right time it can be revisited next year.
- Mr. Saulnier suggested the high school and middle school projects, as well as the building envelope and lighting at the elementary. Mrs. Paris also stressed the importance of the boilers. Mr. Davies stated that to swap out the boiler in whole would be about \$100,000.
- Mrs. Couture stated that she's in favor of the plan. Mrs. Paris stated she is also on board. Mrs. Arsenault and Mr. Titcomb stated that they question the payback time. Mr. Saulnier suggested that Dr. McCoy talk with the Town Manager about possibilities for combining. Mr. Davies asked if the School District can co-sign a lease with the Town. Mr. Saulnier stated that the attorney would be consulted.

Preschool Tuition: Director of Student Services Scott Riddell, LRES Principal Laura Yacek, and LRES Student Services Coordinator Stacey Wooster presented to the Board a comparison of area preschool tuitions with Raymond. During discussion:

- Parents of special education students are not charged tuition for preschool; public districts are required by law to provide preschool to identified students.
- A minimum of 50% of the preschool student population must be non-identified.
- Dr. McCoy stressed the importance of having non-disabled peers with identified children. It's not enough to simply provide services; those services must be provided within an appropriate setting.
- Mrs. Paris asked why this was coming before the Board. Mr. Riddell stated that Mr. Saulnier had asked for a comparison of costs and obligations.
- It was suggested that staff and parents be surveyed to look into making a shift from 5-day programming.
- Mrs. Arsenault stated that she isn't in favor of raising tuition rates until they see what the program would look like. Mr. Titcomb agreed.

2018-2019 School District Budget: Mrs. Whitmore distributed an updated *Summary by Department* with revised calculations for health insurance rates. She reviewed the increases and decreases as per the last School Board meeting for a revised proposed budget for 25,428,726 with an increase of 2.98%. During discussion:

- Mrs. Paris stated her concern for cutting a science teaching position.
- Mr. Rivard stated that more work could be done with scheduling rather than decreasing science teaching.
- Mrs. Couture ask why a half position is only \$28,000. Dr. McCoy stated that it's an example only - that some are higher and some are lower.
- Mrs. Paris asked if the transportation could be coming in substantially lower than projected. Mr. Saulnier responded no, there are only a few companies to bid. There was some discussion of eliminating buses at

the high school. Dr. McCoy stated that if we keep shaving back their hours they won't want to be our bus company anymore.

- Mr. Woodward stated that the budget for JAG is \$41,000 which is half the cost split with JAG. Initially, we had thought if we contribute \$20,000 they would try to grant fund the rest but since then they've come to learn that may not be as strong a possibility as they had hoped. Data shows the graduation rate for a JAG student is higher than that for RHS students as a whole.
- Mrs. Paris suggested decreasing technology funding to put toward keeping the science teacher at RHS. Mrs. Arsenault stated she still can't support a program that teaches three students at a time.
- Mrs. Arsenault asked if they funded only \$20,000 for the JAG program, would the program be impacted. Mr. Woodward said he thinks so, but he really couldn't say.
- Mrs. Couture proposed to put the JAG program back in the budget at the original \$40,000. Michelle Couture, Janice Arsenault, Joseph Saulnier, and Moe Titcomb were all in agreement, and Mrs. Paris was opposed.
- Mrs. Couture proposed to fund the maintenances initiative at \$69,000, stating that based on projections it would cost the District more if the position is not added. Mr. Saulnier stated that right now, with JAG, the budget increase is at 3.15%. With maintenance added, the increase would be 3.4%. Mrs. Paris stated she would rather fund teaching staff than the maintenance position. Mr. Titcomb also opposed funding the maintenance position. Mrs. Arsenault stated that it would need to be JAG or maintenance, not both. Mr. Saulnier stated that the maintenance position will not be added to the budget. Mrs. Couture asked for reconsideration of the JAG program.
- Mrs. Paris proposed to decrease Technology by \$120,000 and the After School Program by \$30,000 and reinstate the science and English teachers at RHS. Mrs. Saulnier stated that the After School Program cannot be decreased due to restrictions of the grant. Mr. Paris then proposed just the \$120,000 from Technology. Mrs. Whitmore stated that CIP items are taken from the CIP line, and that the projects are in line with the approved Technology Plan.
- Mrs. Arsenault stated that she feels remedial or AP classes can have less students, but other than that, minimum class sizes should be enforced.
- Mrs. Arsenault asked for legal interpretation as to whether money allocated for a specific purpose at Deliberative Session must be used for the stated purpose.

MOTION: Janice Arsenault moved, seconded by Moe Titcomb, to accept the 2019-2020 budget in the amount of \$25,479,726. Motion passed with Michelle Couture, Joseph Saulnier, Janice Arsenault, and Moe Titcomb voting in the affirmative and Beth Paris voting in opposition.

Nominations/Resignations: MOTION: Janice Arsenault moved, seconded by Michelle Couture, to accept the nomination of Dorothy Franchini as Assistant Principal of Lamprey River Elementary School. Voted unanimously in the affirmative.

State Achievement Test Results: Curriculum Coordinator Mike Whaland reviewed the results of State Assessment Testing through SBAC and the SAT. He reviewed the history of New Hampshire's State Assessments, cohort comparisons for English/Language Arts and Math, SAT scores, grade level scores in English/Language Arts in grades 3-8, and SAT results. During discussion:

- Mr. Saulnier asked if LRES scores should be higher because of the Reading Interventionist. Mr. Whaland stated not necessarily, though they are seeing some growth.
- State testing is an adaptable test - questions change as the test is taken based on correct or incorrect responses.
- All three schools are grading on Work Study Practices.

Motion to Extend the Meeting Beyond 10:00 PM: MOTION: Janice Arsenault moved, seconded by Joseph Saulnier, to go past 10:00 PM. Motion failed with Janice Arsenault and Joseph Saulnier voting in the affirmative, and Beth Paris, Michelle Couture, and Moe Titcomb voting in opposition.

Manifest Signing - A quorum of the board signed the manifest. Payroll Total \$477,585,36 Accounts Payable Total \$841,363,41.

Approval of Minutes: MOTION: Beth Paris moved, seconded by Michelle Couture, to approve the minutes of October 3, 2018. Voted unanimously in the affirmative.

Adjournment: MOTION: Michelle Couture moved, seconded by Janice Arsenault, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 10:00 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk.

Raymond School Board Non-Public Session
November 7, 2018

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

Dr. McCoy reviewed this evening's nomination with the School Board.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Jeff Rivard Statement:

Hearing the discussions about this year's budget, I'm potentially concerned that teacher cuts could impact the variety of classes. The argument about class sizes is understandable, and I do agree that a class of 4 kids is unreasonable. My main issue with cutting teachers is that it reduces the number of periods available for certain subjects. Classes like AP Chemistry and AP Biology would likely struggle to run if the school loses another science teacher. If the options for classes are not restricted by making these changes, my only complaint is that it is sad to see these teachers go. Unfortunately, I foresee that students would be choosing from a less diverse class roster. While I don't believe that it is valid to keep these positions just so someone doesn't have to lose their job, I don't want opportunities to disappear for future students. In closing, please consider the impact that these cuts would have on the diversity of classes that are offered.

