

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Joseph Saulnier, Cindy Bennett, Dawn Leamer, and Tony Clements; Superintendent of Schools Terry Leathman; Business Administrator Marjorie Whitmore; Iber Holmes Gove Middle School Principal Bob Bickford; Director of Health and Wellness Jessica Caron.

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.

Public Input: Public input was opened at 6:01 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.

IHGMS teachers Kristin Wallace and Katie Bronson approached the Board. They stated that they understand that the school is having a hard time with teacher burnout and teachers are willing to help. They asked that the School Board consider negotiating an MOU with the union to help with the situation.

Our Student/Our Schools: Mr. Bickford, IHGMS teacher Jessica Oakleaf, and students Allie Bronson, Desiree Duffaut, May Duford, and Brady McGovern discussed the 4th Grade Morning Meeting Buddies program with the School Board. Some adjustments had been made to the middle school master schedule so that all morning meetings happen at the same time. One of the benefits of this schedule is allowing 4th grade students and 8th grade students to participate in combined morning meetings. The students talked about how the combined morning meetings have become a highlight of their day and allow the younger students to feel more comfortable with the older students. They discussed being a positive influence to the younger students.

Student Representative to the School Board Report: Ms. Miller was not in attendance at this meeting.

i-Ready Presentation: Kevin Whitman, the Associate Director for Custom Analytics with Curriculum Associates discussed the i-Ready assessment program with the Board. He provided an overview of the diagnostics, and discussed national trends, Raymond's fall diagnostic data, and resources to align instruction. The design of i-Ready is computer adaptive, so that as students answer questions correctly, they are presented with more challenging questions. The assessment is designed for students to answer roughly 50% of the questions correctly. It's administered three times per year. Placement levels are: mid or above grade level, early on grade level, 1 grade level below, and 2 or 3+ grade levels below. Mr. Whitman reviewed the results of the fall assessment of Raymond students in comparison to the national norm and national year-to-date figures for both math and reading. He also reviewed the different reports that can be used to interpret the data and guide instruction, including a Grade-Level Scaffolding Report used for reading and a Prerequisites report used for math. During discussion:

- Because the questions are adaptive, every student's test experience will be a little different. Depending on answers, a student could see questions up to one grade level above their grade.
- Mr. Clements inquired who has access to the data. Mr. Whitman stated that the district manages district-level permissions, and personnel with Curriculum Associates can also see the data for the purpose of providing support to the district. Any data used for research purposes would be done in aggregate.

- Ms. Bennett asked if support for students is built into the computer program or is it something separate that the teacher provides. Mr. Whitman stated that the resources are built into the system, which a teacher could print out and use as a guide.
- Mr. Saulnier asked if there is support for students who are not necessarily behind, but are at grade level. Mr. Whitman stated that there will be targeted instruction suggestions for those students to keep pushing them forward.
- Mr. Saulnier asked about the low participation rates at the high school. Mr. Leatherman stated that it's difficult to obtain high participation rates in assessments for high school students. Mr. Whitman concurred that nationally, they see the same thing at the high school level.
- Mr. Leatherman stated that at the K-8 grade level he believes i-Ready is a great tool, but they'll need to look at how it can be used optimally at the high school level.
- Mr. Saulnier asked if there is any data on districts who have a larger preschool program. Mr. Whitman stated he's currently not sure but he can look into it.
- Mr. Harmon asked if there's a way for Raymond's i-Ready data to be compared to New Hampshire/New England data rather than only against nationwide data. Mr. Whitman stated that the challenge with that is the data doesn't necessarily represent a sample population, but they did start making some state level comparisons recently, so he will look to see if there's more local data to share with the Board.

RCFY: Youth Risk Behavior Survey Results: Raymond Coalition for Youth Director Celeste Clark reviewed the results of the Youth Risk Behavior Surveys that were administered at the middle school and the high school in spring 2022. She reviewed the results of the survey relative to the use of alcohol, marijuana, prescription, cigarettes, vaping, vape marijuana, and inhalants, suicide and self injury, and bullying.

During discussion:

- If a student is caught in possession of paraphernalia or drugs on school grounds, the police department determines the ramifications.
- Mr. Harmon asked if there's a way to determine when a student says it's easy to get alcohol, what that means. Ms. Clark suggested a focus group for that kind of information.
- Mr. Clements asked if parents see the survey or if they know the questions being asked. Ms. Clark stated that parents are notified ten days prior to the survey and the surveys are posted on the website. Parents also have the option to opt out.
- Mr. Harmon noted that the district should be doing a better job making sure students know they have someone to go to when feeling bullied, or for other areas of support. Ms. Caron stated that the middle school has been concentrating on that point and has been making an effort.
- Mr. Clements suggested it would be helpful to know how many students in total ride a bike versus just what percentage of students who ride bikes wear a helmet.
- Mr. Saulnier suggested that perhaps aggregate data can be obtained from doctors' offices related to the depression screenings provided.
- Mr. Harmon thanked Ms. Clark and the Raymond Coalition for Youth for being in existence as a community partner for 20 years.

Behavioral Health Update: Director of Health and Wellness Jessica Caron reviewed the update for Behavioral Health, including an overview of the District-Community Leadership Team (DCLT) and School-Based Teams, their current priorities and subcommittees, and local data on items such as family poverty, children with no health insurance, restraint, bullying, truancy, suspension, and discipline data. Ms. Caron also reviewed the total referrals

at each school broken down by behavior, and statistics for immediate response to student crises for the school year so far. Requests for support by the DCLT include policy changes to promote and sustain MTSS-B, incorporation of MTSS-B into job descriptions; fiscal support for key roles, and increased utilization of Medicaid billing.

During discussion:

- Mr. Harmon stated that behavioral health data is just as important as academic data, and he wants to be sure whatever the Board or administration can do to help is being looked into.
- Mr. Harmon asked how the 42 incidents of student crisis so far this school year are broken out by school. Ms. Caron stated that LRES is having the most amount of crises, but it's a handful of students with repeated crises. She does feel that IHGMS and RHS are not having as many, but she also believes they're not all being entered into the system. There was some discussion about the fact that staff may not have time during the day to fulfill this task, and the need to look into how to address this. The persons inputting the data are the behavioral health staff, who are handling the event. Ms. Caron stated it may be helpful to be able to carve out 30-45 minutes per week for counselors to submit this data.
- Mr. Saulnier asked if anything that is currently being paid by Project Aware will eventually be considered something to part of the default budget because these services are mandated by law. Ms. Caron stated that the model is built into the law, but each school district determines how they meet the requirements. The grant ends in September 2024. Ms. Whitmore stated that they've been taking the direction of slowly building these costs into the operating budget.
- Ms. Caron noted that grant-funded counselors can't bill Medicaid. Mr. Saulnier asked if there's any way to calculate what we would be getting from Medicaid if the positions weren't grant funded. This information may be helpful for future planning.
- Mr. Harmon asked if anybody has recommended policy changes ready to go that may help with behavioral health efforts. Ms. Caron replied no, not at this time, but the policies are being reviewed.
- Mr. Harmon asked if MTSS-B has been incorporated into job descriptions, to which Ms. Caron stated that the job description for roles in which there has been turnover have been updated.
- Mr. Harmon asked, relevant to the stated need of fiscal support for key roles, what are "key roles?" Ms. Caron stated nurses, 504, and homeless coordinators - those positions that were formerly not necessarily under the supervision of the Behavioral Health Director, in addition to the position of Director of Health and Wellness.
- Mr. Harmon stated that the Board has been told that a doctor's signature is needed for Medicaid reimbursement. How is it different for behavioral health? Ms. Caron stated that a licensed social worker can order and bill for social work services, and a school psychologist can order and bill for psychological services. Ms. Whitmore stated that Medicaid for behavioral health services is different from Medicaid for special education students, and she doesn't believe that behavioral health staff can sign off for that.
- Mr. Harmon thanked Ms. Caron for her time with the District and for highlighting the need to address the behavioral health of our students.

Nominations/Resignations: MOTION: Dawn Leamer moved, seconded by Joseph Saulnier, to accept Stephanie Stockwell's resignation pending payment of liquidated damages, effective November 2. Voted unanimously in the affirmative.

IHGMS Unified Arts: Mr. Leatherman stated that the middle school is having challenges regarding coverage for Unified Arts subjects. He's been discussing some options with Principal Bob Bickford, such as offering some

other options for Unified Arts (for example, rather than just music, offering music and chorus, or another physical education class). He stated that they can post for these types of courses to increase the pool of possible teaching candidates. Mr. Harmon asked if they don't get anyone, regardless of the position, what are we doing with those students? Mr. Bickford stated that they now have four UA teachers. Because 5th grade only has 70 students, they can make it work with four teachers. Apart from that, he's been discussing options with his grade level teams. One option could be to revise the master schedule so that different staff members are supervising students during lunch. Some teachers have offered to give up a planning period to help cover classes if other people can take care of that supervision piece. Mr. Harmon asked about the Department of Education requirements for Unified Arts. Mr. Bickford stated that they're required to offer everything we traditionally have offered. Music and art both satisfy Fine Arts requirements, so we're still meeting that requirement with music. We're also still meeting physical education requirements because the new physical education teacher is teaching health as well, and we're still meeting tech ed requirements. He stated we are required as a school to have a librarian. They are not required to have a foreign language teacher. Mr. Leatherman stated that this was brought to the attention of the Board to make them aware, as there will be more broad job postings to draw in more candidates.

Substitute Pay Rates: Mr. Harmon stated that he had asked for this agenda item for the Board to consider increasing the substitute rates for paraeducators, food service, and custodians, and to look at teacher substitute rates as well.

MOTION: Dawn Leamer moved, seconded by Joseph Saulnier, to increase the cafeteria substitute pay to \$12 per hour. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Joseph Saulnier, to increase custodian substitute pay to \$14 per hour. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Tony Clements, to set the substitute rate for paraeducators at \$13. During discussion, Mr. Saulnier stated that in other nearby districts the substitute paraeducator rate is higher. Ms. Saulnir asked what the lowest hourly rate is right now in the District for a paraeducator. Ms. Whitmore stated that the lowest current rate for a paraeducator is \$13.17. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Joseph Saulnier, to set the certified teacher substitute rate at \$105 and the non-certified teacher substitute rate at \$100. Voted unanimously in the affirmative.

It was the consensus of the Board, discussed later in the meeting, that the effective date of these new substitute rates will be Monday, October 24, 2022.

New/Revised Policies - Second Reading: MOTION: Tony Clements moved, seconded by Dawn Leamer, to accept policy EFAA School Lunch Program Meal Charges. Voted unanimously in the affirmative.

MOTION: Dawn Leamer moved, seconded by Tony Clements, to accept policy FF Naming New Facilities. Voted unanimously in the affirmative.

Monthly Financial Update: Ms. Whitmore reviewed the financial update for months ending September 30, 2022. During discussion:

- Ms. Whitmore is still working with the DRA for the budgeted revenues for the year.
- Mr. Harmon stated we have \$1600 budgeted for Saturday detention, and asked if there's a plan to use Saturday detention. Mr. Leatherman stated he's been in discussions with RHS Principal Sharon Wilson about that.
- Mr. Harmon asked about after school contracted services and what the District is doing there, because there's nothing budgeted but we've spent \$10,000. Ms. Whitmore will provide that info in the Friday Memo.
- Mr. Harmon asked why the budgeted \$50,000 in legal expenses is showing \$11,000 so early in the year. Ms. Whitmore stated that they will often encumber the full amount of the line, anticipating spending it.
- Mr. Harmon asked for information as to what constitutes the unanticipated expenses for the MS New Equipment Technology and HS Computer New Equipment. Ms. Whitmore will provide that information.
- Mr. Harmon asked what the School Board Dues & Fees transfer of \$11,000 is. Ms. Whitmore stated that the NH School Boards Association has not yet fully billed the District for the Superintendent Search, so that was transferred over to this year while awaiting to make that payment.

Committee Reports: Mr. Harmon stated the CIP Committee met. The School District is tentatively scheduled to present the capital improvements plan on November 22, time to be determined.

Mr. Harmon stated that the Strategic Planning Committee is meeting tomorrow night to review survey results.

Ms. Leamer stated the Sick Leave Bank Committee is meeting November 2.

Superintendent's Report: Mr. Leatherman thanked Barbara Kelly for stepping up and helping out for this time that there is a vacancy in the role of Executive Director of Student Support Services. They've received notice that one of the out-of-district schools we have students attending is closing within 30 days.

Correspondence/Other: Mr. Saulnier asked that Ms. Whitmore double check the rate stated earlier for the paraeducator lowest rate because the information provided during negotiations says something different.

Mr. Clements stated that the next night there will be a Book Bash at LRES and provided some information about that event, as well as the Family Fun Festival on Saturday.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$580,596.48. Payroll total \$486,734.92.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:53 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk