

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, John Harmon, Tony Clements, Dawn Leamer, and Ada Vadeboncoeur (remotely); Student Representative to the School Board Mason Lord; Interim Superintendent David DeRuosi; Business Administrator Marjorie Whitmore; Director of Student Services Michael Hatfield; Raymond High School Principal Steve Woodward.

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: Dawn Leamer moved, seconded by John Harmon, 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, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:06 PM. Other than the vote to exit this non-public session (which was moved by John Harmon, seconded by Dawn Leamer and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements), no motions were voted during this non-public session.

Student Representative to the School Board Report: Mr. Lord read an email previously sent to the School Board from student Maggie Pierce regarding the enforcement of the cell phone policy. A copy of that email is attached to these minutes. Ms. Pierce expressed her concern that students are unable to use cell phones during the school day. Ms. Pierce and a classmate approached the Board to discuss their concerns further, stating that they feel like students are being belittled by not being able to use their cell phones for research, communication, and other purposes.

Assessment Data Presentation Meeting Date: Dr. DeRuosi requested rescheduling the assessment data meeting originally scheduled for September 22nd. It was requested that administration provide the data at least a week before the meeting to allow time for the Board members to review the data and ask questions prior to the meeting date. It was also noted that there will be questions following the presentation as well, based on the presentation itself. Mr. Harmon noted that if the data presentation is rescheduled to November, that will come after the budget development, and this information impacts the budget. Ms. Vadeboncoeur noted that if new testing is used, there may also be an expense for professional development for teachers. It was agreed to reschedule that meeting for October 26th at 6:00 PM.

Substitute Pay Rates: Mr. Saulnier stated that he asked to add this agenda item to discuss possible remedies for the shortage of substitutes in the district. He suggested either doing a Memorandum of Agreement to raise the substitute pay for just this school year, or permanently increasing the rates, however there is a concern for how a raise in rates would affect retired teachers. Mr. Harmon asked about how many substitutes the high school goes through in a day? Mr. Woodward replied 4-6, but that is still a shortage of substitutes needed. Mr. Harmon stated that if teacher and para substitute pay rates were increased by \$10 per hour, that would result in approximately a \$27,000 increase per school per year if five substitutes were counted each day for 180 school days. He compared Raymond School District to the rates of other area towns comparable to Raymond. He asked if the District started paying more, would the District get more substitutes. Mr. Harmon asked if we're more likely to get certified substitutes because the rate is higher for certified. Mr. Clements suggested \$90 for teacher substitutes

and \$95 for certified teachers. Mrs. Whitmore stated that sometimes there's an issue if the substitute para-educators are getting paid more than the regular positions.

MOTION: John Harmon moved, seconded by Tony Clements, to move the teacher sub rate from the current \$75 to \$90, and certified \$85 to \$95. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

Mr. Clements asked to revisit all of the substitute rates at some point in the future.

Van Leasing/Rental Options: Mrs. Whitmore stated that they were asked to get some information from Primex regarding van leasing or rental options. 15 passenger vans should not be considered. She reached out to several companies to try to gather some costs and she reviewed the estimates that she received. Dr. DeRuosi stated that we need to consider how many teams are 12 or less, and would that mean we would need two vans, and questioned if that would be cost effective. It was generally agreed to not pursue this option.

Review Athletic Transportation Policy: Dr. DeRuosi stated that the District can take two courses of action regarding transportation of students to athletic events while there is a shortage of drivers. 1. The District can simply not offer transportation or 2. Put in checks and balances to allow other adults to provide transportation. The attorney developed a sign-off for non-parents to drive student athletes.

Ms. Leamer read an email from Brady Ward related to the possibility of students signing off on allowing the team to play without them as opposed to forfeiting due to lack of transportation. She also read an email from Beth Clark in support of allowing carpooling with signed permission slips to away games. Those emails are included at the end of these minutes.

Kathy Michelak approached the Board. She stated that it's her hope that we can find a way to make this happen to allow carpooling for away games.

Anna Winn approached the Board. She said she relies on other parents to help transport her child, so if there's a way to make that happen, she supports that decision.

Leah Unger approached the Board. She stated that she is one of the soccer players affected by the bus shortage. She asked the Board to pass a motion to allow non-parent adults to sign a waiver to transport student athletes to away games.

MOTION: Tony Clements moved, seconded by Dawn Leamer, to reconsider the motion made at the last meeting and remove the 100% caveat that was added to that. Mr. Harmon suggested that the cleaner way is to just move forward with motions made tonight. Mr. Saulnier stated that any motions tonight would supersede previous motions. Mr. Clements withdrew his motion, Ms. Lemur withdrew her second.

Mr. Harmon clarified that the agreement that is presented this evening allows someone in the community to drive a student athlete to an away game. He stated he thinks what might happen is that the adult can drive one day and not another. There should be some flexibility in the motions made tonight to authorize the waiver and let the administration manage that. Ms. Leamer stated that she feels that a note should be written for every event. It should be a certain person all the time for a blanket approval.

Mr. Harmon asked that if we approve the waiver, he still feels that student athletes shouldn't be excluded based on lack of transportation, so he feels that the caveat should still be there. Mr. Clements stated he would not like to see any resentment toward a student for not being able to attend a game. Ms. Leamer stated that with this waiver, hopefully it will not be an issue. Ms. Vadeboncoeur stated that the coaches will probably help to get students a ride there as well. Mr. Saulnier stated that he agrees that it puts a lot of pressure on the student.

MOTION: John Harmon moved, seconded by Tony Clements, to authorize adults to provide carpooling to athletic events and extracurricular activities with the understanding that they've signed the *Private Vehicle Permission, Agreement and Waiver Form* presented tonight on the agenda. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to authorize students to drive themselves and siblings to athletic events and cocurricular activities with the understanding that they've signed the *Private Vehicle Permission, Agreement and Waiver Form* that was presented to use this evening. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

[Relative to a motion by the School Board at a previous meeting that required all team members to be able to obtain transportation to an athletic event or the team forfeits the game,] MOTION: Tony Clements moved, seconded by Dawn Leamer, to eliminate the 100% participation. Motion passed with Dawn Leamer, Tony Clements, Joseph Saulnier, and Ada Vadeboncoeur voting in the affirmative and John Harmon voting in opposition.

Motion to Amend the Agenda: MOTION: John Harmon moved, seconded by Tony Clements, to move *Our Students/Our Schools* up to the current position on the agenda. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

Our Students/Our Schools: Mr. Woodward thanked the Board for allowing foreign exchange students to attend Raymond High School this year. Patrick Forslund, a sophomore from Denmark, Jorge Planas, a junior from Madrid, talked with the Board about why they came to the U.S., and some of the differences between U.S. schools and the schools in Spain and Denmark.

School Lunch Debt: Mr. Harmon stated that he asked to review this because a community member asked that we look into the reasons for continued school lunch debt. He noted that in today's numbers, in 2010-11 we had approximately \$5,400 in debt. In 2020-21 we had approximately \$7,466. He stated that the Federal Government has stated that breakfast and lunch will be free, which means the District is responsible at least in part for the cost.

Mrs. Whitmore reviewed the procedure to address school meal debt, including the process for reaching out to parents with overdue balances. Mr. Harmon stated that we won't have the issue of student debt this school year, since meals are free to students, so there is time to plan for reducing these occurrences so that these debts don't get so large. It was the general consensus that the administration come back in the February timeframe to discuss how to address this.

Year-End Financial Review: Mrs. Whitmore presented several documents for a 2020-21 year-end financial review: Summary of General Fund Revenues 20-21, Summary of General Fund Expenditures by Function Code, 20-21 Summary of Encumbrances by Function Code 20-21, Summary of Food Service Fund 20-21, Summary of Capital Reserve Fund Balances, Federal, State, and Private Grants FY 21, Analysis of Surplus, and General Fund by Function Code

During discussion:

- The difference in Medicaid reimbursement is due to a change in the law which makes a doctor signoff required, which makes completing submission for reimbursement more challenging. The decline is also due to the pandemic and remote instruction. Administration has discussed the possibility of bringing a doctor in periodically for this purpose. Mr. Harmon asked how much the District is losing out on Medicaid reimbursement due to these changes, in an effort to understand if it would be cost-efficient to possibly bring a doctor in for this purpose. He suggested pulling together those numbers to be able to determine if it's cost-effective. Mr. Hatfield noted that some districts have stopped using Medicaid altogether because it's cost-prohibitive.
- Mrs. Whitmore confirmed that the encumbrances for Operation & Maintenance were projects that did not get completed during the pandemic, and having encumbrances doesn't negatively impact the accounting process.
- Mr. Harmon asked what was the last time the District added to the Special Education Capital Reserve Fund, and suggested the Board have a future conversation about possibly returning some of those funds.
- While reviewing the Federal, State, and Private Grants, Mrs. Whitmore agreed that in the future she can add more columns to reflect each year's expenditures for multi-year grants.
- Mr. Harmon asked for a summary in the Friday Memo of the budget by object code, similar to how it's been provided by function code.

Auditor's School Board Questionnaire: Mrs. Whitmore reviewed the responses for the Auditor's School Board Questionnaire required to be completed by the school district's auditing firm, Plodzik & Sanderson. MOTION: John Harmon moved, seconded by Dawn Leamer, to authorize the Board Chair to sign the Auditor's Board Members Questionnaire as presented this evening. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

Nominations/Resignations: MOTION: John Harmon moved, seconded by Dawn Leamer, to approve the nomination of Victoria Sandin as a teacher at LRES. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

New Hampshire School Boards Association (NHSBA) Delegate Assembly Resolutions:

MOTION: John Harmon moved, seconded by Tony Clements, to support the NHSBA recommendation [regarding proposed resolution #8]. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to support the NHSBA recommendation on [proposed resolution] #9. Voted unanimously in the affirmative. Mr. Harmon suggested taking the steps suggested by NHSBA regarding clarifying how these funds should be segregated.

MOTION: John Harmon moved, seconded by Tony Clements, to support Keene School Board Resolution #10. Motion passed with John Harmon, Joseph Saulnier, and Ada Vadeboncoeur voting in the affirmative and Tony Clements and Dawn Leamer voting in opposition.

MOTION: John Harmon moved, seconded by Dawn Leamer, to support the NHSBA recommendation [on proposed resolution #11]. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer to support the NHSBA recommendation [on proposed resolution #12]. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

Regarding the Continuing Resolutions, after some discussion:

MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #1. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #2. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #3. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #4. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #5. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #6. Voted unanimously in the negative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur. Motion failed.

JMOTION: John Harmon moved, seconded by Dawn Leamer, to accept the NHSBA Continuing Resolution #7. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

Monthly Financial Update: Mrs. Whitmore reviewed the financial update for months ending August 31, 2021. Mr. Clements noted an error in the MS Nurse Salary line, resulting in a negative balance in that line of \$462,141.

School Board Emails During Meetings: Mr. Harmon stated that in May 2021 the Board had discussed in the past that emails that come in before the School Board meetings are the ones that will be read, not emails that come in after the Board meeting has started. Practice has started to shift away from that. The concern is that some emails may be missed. He asked if the Board is still in agreement to follow that practice. It was the consensus of the Board to continue to follow the practice that emails received after the start of the meeting are not read during the meeting. If a community member is not able to be present but would like to provide input, they will be able to call in.

Strategic Planning Committee Meeting: Dr. DeRuosi stated that the Strategic Plan Annual Review did not take place this past spring. It was the general consensus of the School Board to wait until this next spring to hold the next annual review.

Committee Reports: John Harmon reported that the Transportation Committee has been reviewing bus stop change requests. They will also be looking at whether the stops that are currently set up are actually needed or if they can be realigned.

John Harmon reported that he and Ada Vadeboncoeur attended the Capital Improvements Committee meeting.

Tony Clements requested that the transportation policies relative to how long a bus waits at a stop for a student be reviewed.

Joseph Saulnier attended the Budget Committee meeting on Tuesday.

Dawn Leamer reported that at the Raymond Coalition for Youth (RCFY) meeting, they were discussing Red Ribbon Week and the upcoming guest speaker for online safety. They also discussed the RHS Youth Action Group and the possibility of starting one at IHGMS as well.

Correspondence: None.

Superintendent's Report: Dr. DeRuosi discussed: the October 21st RCFY Prevention Summit; the district is looking to schedule a job fair; he met with guidance counselors and social workers who are concerned about the level of need right now, and they talked about expectations of children when they come back and concern about pressure for those students; parents he's spoken to have been understanding and sympathetic but also anxious for their child's safety; he met the NH Kid Governor, whose platform is the social and emotional impact of the pandemic on kids.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$580,384.24. Payroll total \$435,117.97.

Approval of Minutes: **MOTION:** John Harmon moved, seconded by Dawn Leamer, to approve the minutes of August 25, 2021 as presented. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur.

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Adjournment: MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to adjourn the meeting. Voted unanimously in the affirmative by Tony Clements, John Harmon, Joseph Saulnier, Dawn Leamer, and Ada Vadeboncoeur. Meeting adjourned at 9:39 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
September 15, 2021
Non-Public Session Minutes

Not voted to be kept confidential

Present: School Board Members Joseph Saulnier, John Harmon, Tony Clements, Dawn Leamer, and Ada Vadeboncoeur (remotely); Interim Superintendent of Schools David DeRuosi.

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

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Emails read at tonight's meeting:

To whom it may concern

Hello, My name is Maggie Paris and I am a current student at RHS. Words cannot describe how glad I am to be back in school in person. I am emailing you in regards to the new cell phone policy being enforced by the teachers. I personally do not believe this policy is logical or helpful in any way. This policy is just one more thing the teachers have to enforce. I understand that the board is trying to minimize the distractions available to students instead of doing their school work. The percentage of students that abuse their phone privileges is much lower than the students that want to be in school and receive an education and use their cell phones properly. I would like to propose some constructive feedback to the policy. I am an active, conscientious student and know the classroom demographics quite well.

When reading the JICJ policy regarding cell phones this passage sticks out to me:

"Student use of cell phones and other handheld electronic and/or communication devices is strictly prohibited during the school day unless approved by a classroom teacher and/or building administrator. Such devices are to be kept stowed away and out of sight (such as in a student's assigned locker, purse, pocket, or bookbag), turned off and silenced when not in use.

The use of cell phones during class time is prohibited unless the classroom teacher obtains permission from his or her school administrator to use cell phones for a specific educational purpose"

"Upon reasonable suspicion that a school rule or the law has been violated through the use of such a device, an administrator may search for evidence of suspected wrongdoing. Any refusal on the part of a student to comply with a request to surrender the device may result in disciplinary action."

In doing my own research I found information on this site that schools cannot confiscate my phone. I have included the link here

<https://riaclu.org/en/know-your-rights/know-your-rights-students-technology#:~:text=Can%20my%20school%20take%20my%20phone%3F&text=If%20you%20violated%20school%20policy.if%20they%20lawfully%20confiscate%20it>

I see this policy was revised in 2020. The majority of 2020 we were not in school. I also viewed the other revisions dates. I am curious if it is only this year that this policy is being enforced so strictly. There have also been discussions about the students using their school provided chromebooks instead of their cell phones, but there are things our cell phones are capable of doing that our chromebooks simply are not. What happens if a student has personal family issues that need to be discussed directly with their child? What if there is something important the student needs to discuss with fellow classmates, or family members that can not be accomplished via chromebook? By forcing students to only use their chromebooks it is taking away from our academic opportunities including calculators, a quick google search, or scanning QR codes to receive part of the classes lessons for the day. When in class teachers have learned how to adapt and incorporate technology into their class and it has made it easier not only on the students but the teachers. Also teachers recommend us students to use our chromebooks to listen to music and "do anything on the chromebooks that you would on your phones" but in actuality we cannot do anything on our laptops because everything is blocked!

I am very bothered by the enforcement of this policy and feel this policy needs to be changed to allow cell phone use to be determined by the classroom teacher. We are in high school, some of us are already accepted to college or are 18 and can vote. The fact that we cannot use our cell phones is insulting. Many of us are leaving for college in a year. High school should be a place where we learn responsibility and not be treated as middle aged children. I am all for a cell phone policy that requires consequences for those who abuse their privileges. It is unfair to punish all students for the behaviors of a few. I request the revision of this policy.

Thank you for your time and consideration.

Sincerely, Maggie Paris

Please read this email during the public input of the 9/15/2021 SB Meeting.

Can you explain the reasoning behind forfeiting a game if every player is not able to attend? I understand trying to ensure equal opportunity for every player and not penalizing those whose parents are not able to drive them. On the other hand you are penalizing the whole team for possibly only a few who can not make it. Would it be possible for those parents and/or players who cannot attend to submit a statement saying they don't mind if a game is played without them?

*Sincerely,
Brady Ward*

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Hello School Board Members,

I am unable to attend the school board meeting tonight but I would like this read aloud if possible, so that my opinion as a concerned parent is shared.

I understand the shortage of bus drivers, there are staffing shortages everywhere. I think we need to do everything possible as a district to still get these children to their events. They have lost enough through this pandemic and I believe that they need life as close to normal as possible. Are they deserve full sports seasons and the opportunity to make playoffs if they're able. Forfeiting games simply shouldn't be an option in my opinion.

I think families carpooling should be allowed, if a waiver is necessary or some sort of note with permission, to cover liability issues, that seems simple to do.

Middle schoolers can have neighbors and friends listed as pick up people in case of emergency or from school events. I don't see why with written permission this would be any different than that?

The high school kids leave at the end of the day and nobody has any idea who picks them up or who they leave with. Well I do understand that there would be concern over teens traveling a farther distance together, I don't understand why a child whose parent couldn't leave work early enough to bring them couldn't ride with another parent, again with a signed note.

Basically, if you can write a note saying so-and-so may pick up so-and-so from school., you should be able to write a note saying so-and-so can drive so-and-so to and from such and such a school for the soccer game on Tuesday.

I am quite sure my opinion is shared by most parents of athletes.

Please strongly consider allowing carpooling with signed permission slips to away games without buses. I appreciate you doing so.

*Respectfully,
Beth Clark
Mom of Two Rams*