

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, Tony Clements, and John Harmon; Student Representative to the School Board Alyson Miller; Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore; Raymond High School Principal Sharon Wilson; Iber Holmes Gove Middle School Principal Bob Bickford; Lamprey River Elementary School Principal Laura Yacek.

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:** John Harmon moved, seconded by Tony Clements, to enter into non-public session under RSA 91-A:3 II (a) "The dismissal, promotion, or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him or her, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request shall be granted;" (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, and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:15 PM. Other than the vote to exit this non-public session and seal item B, as not doing so would render ineffective the action/proposed action taken in non-public session (which was moved by John Harmon, seconded by Tony Clements, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, and Tony Clements), one motion was voted during this non-public session.

Election of Officers: Due to the resignation of the former School Board Chair, the School Board addressed the vacancy of the position of School Board Chair. John Harmon nominated himself for Chair. There were no other nominations forthcoming. Mr. Clements stated that he feels all School Board members should be present for this agenda item. Mr. Saulnier and Mr. Harmon voted in the affirmative. Mr. Clements abstained from voting.

Public Input: The Board read an email from Patricia Nardone Boucher relative to the use of ESSER funds for staff compensation. That email can be found at the end of these minutes.

Student Representative to the School Board Report: Ms. Miller stated that there was nothing to report.

2022-23 Student Transportation: Mr. Leatherman reviewed the proposed costs for additional buses from Durham School Services. He noted that he has learned that there is \$150,000 available in the budget that was originally allocated for LEAP, but since the District received the grant it is now available. The proposal does not include transportation for athletics. He stated that right now, Dail Transportation has stated they cannot provide any athletic transportation, even on the weekend. Mr. Harmon stated that he is not certain he can support the high cost for the buses.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the proposed amount of \$258,100 for a Durham bus contract with the approval of our attorneys. Mr. Saulnier stated that any other course of action would impact too many people. Mr. Clements stated that he would not support this amount, as it seems like extortion. Mr. Leatherman stated that while it's unfortunate that the cost is so high, he feels that not having these

two buses for the elementary and middle school will cause too much hardship within the community. He confirmed that Durham School Services would not be providing buses for the high school, and that this year there would be only five buses for the high school instead of six that we had last year. The bus for SST will also be provided by Dail. Tony noted that the contract with Dail includes a \$250 fine for each breach of contract. Mr. Saulnier asked that the District resume sending letters to Dail Transportation on that matter. Mr. Leatherman will talk to the attorneys about what can be done about breach of contract. Motion passed with John Harmon and Joseph Saulnier voting in the affirmative and Tony Clements voting in opposition.

Engineering Costs for IHGMS Well: The engineering costs for the test drilling of a well at IHGMS was originally included in the capital improvements plan for a later year. The School Board's consideration of the item this evening is to move it up to this year. Mr. Leatherman stated that the verbal estimate for this project is \$15,000 - \$20,000. MOTION: Joseph Saulnier moved, seconded by Tony Clements, to apply for bids for the test drilling and documentation needed for a proposed well at IHGMS. Voted unanimously in the affirmative.

Nominations/Resignations: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the nomination of Travis Glennon, high school teacher. Voted unanimously in the affirmative.

Substitute Pay Rate: It was the general consensus of the Board to postpone this agenda item to allow time for updating of statewide benchmarking data and for information about how much may be available if the Board chooses to increase the substitute pay rate.

Curriculum Work Stipend: Mr. Leatherman stated that originally, the amount designated for curriculum work in the District was \$35,000. He understands that \$20,000 was moved to pay in part for the Deans of Student Services. He feels that the curriculum work can be done with \$15,000. Mr. Harmon stated that his concern is to be sure all of the people involved will get their stipends. Mr. Leatherman stated that work can be done within the contracted day, but if work is done outside work hours, then they will be compensated for that. Mr. Harmon stated that the Board allocated money for this purpose, and he is not happy it has been taken out. He stated that he hopes we won't be shortchanging the individuals doing the work or putting too much of a burden on them.

2021-22 Surplus Funds: It was the general consensus of the Board that this agenda item be postponed until the August 24th Board meeting.

Motion to Amend the Agenda: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to amend the agenda to talk about the setup and timeframe for the hiring for assistant principal, to be next up on the agenda. Voted unanimously in the affirmative.

RHS Assistant Principal Search: The School Board discussed the process for establishing the search committee for the position of Raymond High School Assistant Principal. MOTION: Joseph Saulnier moved, seconded by Tony Clements, to have a committee set up by August 17th and take letters of interest up until noon on Wednesday the 17th. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to make up the search committee of two high school REA members, two high school RESS members, two high school parents, one high school student, and one administrator. Mr. Saulnier amended his motion to include the high school principal. Mr. Clements seconded

the amendment. Voted unanimously in the affirmative. (It was noted later in the meeting that a School Board member would also be named to the search committee.)

School Board Auditor's Questionnaire: Mrs. Whitmore reviewed the questionnaire Plodzik & Sanderson requires to be signed by the School Board Chair and noted that one of the responses will be revised to remove reference to the School Board receiving the *School Law Bulletin*. MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the auditor's School Board questionnaire and authorize the School Board Chair to sign. Voted unanimously in the affirmative.

New/Revised Policies First Reading: The School Board reviewed the following proposed revised policies for the first of two readings: BBA-R Oath of Office, BIE Board Member Indemnification, and GCEB Staff Recruiting. During discussion, it was suggested that policy GCEB Staff Recruiting be revised so that the School Board will choose the parents and/or community members on search committees, and that the Superintendent will determine support staff, teachers, and administration membership.

Motion to Amend the Agenda: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to amend the agenda to include the suspension of policy GCEB Staff Recruiting. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to waive policy GCEB Staff Recruiting for the Assistant Principal Search at the high school. Voted unanimously in the affirmative.

New/Revised Policies Second Reading: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy EBB Safe Schools. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy EBCA Emergency Plans. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy IGE Parental Objections to Specific Course Materials. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy IHBG Home Education. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept policy IMBC Alternative Credit Options. Voted unanimously in the affirmative.

Strategic Planning Committee Membership: Due to a staff member relocating to another school, there is an opening on the Strategic Planning Committee. Mr. Leatherman recommended Jenna Holden to be named to the committee as the middle school teacher. MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept Jenna Holden as a member of the Strategic Planning Committee. Voted unanimously in the affirmative.

Committee Reports: Mr. Saulnier stated he is unable to attend the SST Governing Board meeting on August 22. Mr. Clements is the alternate representative.

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Superintendent's Report: Mr. Leatherman stated he doesn't have much more to report than what has been discussed, other than he will be out of the office the following week. He confirmed that the District has submitted for the SAFE grants, and that Mr. Ledoux is working on the second phase. Mr. Harmon asked to have the previously requested information about LEAP fees provided to the Board.

Correspondence/Other: Mr. Harmon stated that the Legislature in Concord changed public input requirements for School Boards. Public input will soon need to be available for 30 minutes. There's no sample policy yet from New Hampshire School Boards Association. He asked that administration get attorney advice.

Mr. Harmon asked the Board's thoughts about holding a Meet & Greet for Mr. Leatherman at the start of their first meeting in September. Mr. Saulnier indicated his agreement, and it was determined that there is a need to investigate whether that would be part of the meeting session.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$1,065,180.02. Payroll total \$153,584.10.

Approval of Minutes: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the minutes of July 13, 2022 with the following amendments: first page correct "following" to "flooring"; first page clarify that the lighting is for the walkway/road. Motion passed with Tony Clements and John Harmon voting in the affirmative and Joseph Saulnier abstaining.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve the public minutes of July 20, 2022. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to approve and keep sealed the non-public minutes of July 20, 2022 until further notice, [as not doing so would adversely affect the reputation of a person other than a Board member]. Voted unanimously in the affirmative.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Tony Clements, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 7:44 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

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Raymond School Board Non-Public Session
August 3, 2022

Not voted to be kept confidential

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

Item A: The School Board reviewed an employee request. MOTION: John Harmon moved, seconded by Tony Clements, to approve the teacher's request. Upon the Board being individually polled, the motion failed with Tony Clements, John Harmon, and Joseph Saulnier voting in opposition.

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

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
August 3, 2022

Approved and voted to be unsealed on August 24, 2022

Item B

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

Mr. Leatherman reviewed the request from an employee regarding compensation upon contract termination. It was agreed to obtain further guidance from the attorney and continue discussion at the next Board meeting.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Email read during tonight's public input:

Dear School Board Members:

Please read this letter out loud during the Public Input session of the upcoming RSB meeting.

As the Raymond School Board is aware, the past few years have been challenging for all stakeholders in public education. Complicating this dynamic is the transition of quality educators leaving education and a dearth of applicants to replace them. Raymond has not been spared but unlike other communities, it has done nothing to retain loyal existing staff.

The opportunity to use ESSER funds for this effort was advocated by our negotiators in the most recent CBA negotiations to insure that teachers would be on step from the first day of the 2022-2023 school year. In addition, the previous administration was encouraged to consider retention bonuses as well. REA representatives were told that ESSER funds could not be used for retention bonuses according to the federal government. This article from the July 31, 2022, New Hampshire Sunday News challenges this belief. This excerpt is from the City Hall article by Paul Feely.

"...The contract also uses ESSER funds to provide one-time retention bonuses between \$2,000 and \$3,000 in FY '23. The bonuses would be reduced to between \$1,250 and \$1,500 in FY '24..."

It would appear that the Raymond School District has been misled about the use of ESSER funds. Manchester is just one of many communities that has demonstrated its commitment to its teachers in these financially challenging times.

It is not too late for the Raymond School Board to consider this financial commitment to its faculty. While teachers are grateful for the successor collective bargaining agreement, we are still in the bottom third of statewide teacher salaries. Teachers lost any raise for the 2021-2022 school year where the cost of living increased 6% due to the defeat of the CBA proposal. Please show your support for your teachers by re-examining the use of ESSER funds. In addition, please consider a public accounting of these ESSER funds. If we are not using the funds to support students (and maintaining quality, loyal teachers does exactly that) how are these funds being used?

Respectfully submitted, Patricia Nardone Boucher, Raymond High School