

Call to Order: The meeting was called to order at 6:50 PM. Present: School Board members John Harmon, Jaclyn Serrine, Michelle Couture, Joseph Saulnier, and Janice Arseneault; Superintendent of Schools Tina McCoy; Business Administrator Ron Brickett; Curriculum Coordinator Mike Whaland; Raymond High School Principal Steve Woodward; Iber Holmes Gove Middle School Principal Bob Bickford; Lamprey River Elementary School Principal Bryan Belanger.

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**: Joseph Saulnier moved, seconded by Janice Arseneault, to enter non-public session under RSA 91-A:3 II (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, Janice Arseneault, Michelle Couture, Jaclyn Serrine, and John Harmon. The Board entered non-public session at 6:51 PM and resumed public session at 7:00 PM. Other than the vote to exit non-public session (which was moved by Joseph Saulnier, seconded by Janice Arseneault, and upon the Board members being individually polled, was voted in the affirmative by Janice Arseneault, Joseph Saulnier, Michelle Couture, Jaclyn Serrine, and John Harmon), no motions were voted during this non-public session.

Recognition: The School Board read the names of and congratulated those students who achieved IHGMS High Honors and RHS Principal's List by earning all A's for the first semester.

#### Grade 9

Kathryn LaCasse  
Emilia Reynolds

#### Grade 10

Aileen Auclair  
Jeremiah Audette  
Timothy Berard  
Alianna Braley  
Mackenzie Serrine

#### Grade 11

Carly Cole  
Sharon Lipira  
Rachel Sturtevant  
Greyson Tilbury

#### Grade 12

Kristin Amaral  
Brigid Auclair  
Hannah Costa  
Andrew Dupuis  
Rianna Greenwood  
Anna Harmon  
Zachary Laliberte  
Kelsi Morasse  
Kaitlyn Saunders

Grade 5

Haylee Deary  
Harrison Denise  
Alannah Doremus  
Hallie Durbin  
Aram Hagopian, Jr.

Anna Karcz  
Dillon Lassard  
Ava Lind  
Rebeka McGill  
Gabriel Merrill

Jenna Spence  
Jayden Turcotte  
Kameron Wallace  
Abigail Yockel

Grade 6

Madison Ambrose  
Emillia Bibeau  
Madison Brannan  
Acadia Gafford  
Jack Harmon

Grade 7

Lydia Cramer  
Lillian Dutton  
Mary Hodgkins  
Spencer Lassard

Matthew Martin  
Alyson Miller  
Jaclyn Reynolds

Jakob Steadman  
Delia Wright  
Madilyn Yockel

Grade 8

Sara Amovic  
Alyciana Ashley  
Jaimie Bart  
Ashley Berntsen  
Nora Boylan  
Kiahni Burton  
Kylee Comeau

Abigail Denise  
Aden Deyarmin  
Lilyann Duford  
Erika Greenman  
Joseph Hsu  
Tyler Jordan-Dale  
Devansh Khadka

Ayesha Khan  
Joseph Lopez  
Jenna Mahoney  
Olivia Mason  
Bailey Pollock  
Sophie Rugoletti  
Jacob Savage

Brianna Waldron

Public Input: Elizabeth Koch approached the Board as President of Raymond Education Association. She stated that some members of the REA were in the audience as a show of solidarity. She thanked the School Board for bargaining in good faith and to continue that in the upcoming mediation, and that they are hoping for a positive outcome for everyone; that they can all bargain well and that it will be a successful mediation with an outcome that everybody is happy with.

Our Students/Our Schools: Dr. McCoy introduced Michelle Munson and students Aaden Morin, Aiden Lord, Allie Bronson, Raegan Vincent, Hayden Babineau, and Katelyn Cooney to talk about activities in art class: Ms. Munson talked about activities at each grade level. Each student then discussed their piece of artwork that they brought to the meeting, including self portraits and color wheels, and what they learned working on the projects.

Request for Inclusion: Ms. Cunniff approached the Board, in continuation of her appeal of a bus stop request denial which was reviewed during a site visit earlier this evening. Mr. Harmon stated that he would vote to deny the request, as the stop is not a unique situation and that students through grade 8 can walk up to a mile to their stop. Mr. Saulnier and Ms. Serrine agreed, stating that their own children have to walk in a similar manner to their bus stops. Mrs. Couture asked if the requested change would affect any other students, to which Ms. Cunniff replied that as far as she knows, no. MOTION: Joseph Saulnier moved, seconded by Michelle Couture, to accept Mrs. Cunniff's request for a bus stop change. Motion failed with Michelle Couture voting in the affirmative, Joseph Saulnier, Jaclyn Serrine, and John Harmon voting in opposition, and Janice Arsenault abstaining.

Ms. Cunniff asked what the next step is. Mr. Harmon suggested that she contact the NH Department of Education. Dr. McCoy will try to find a contact and the SAU will contact Ms. Cunniff with that information.

State Achievement Test Results: Curriculum Coordinator Mike Whaland, along with the building principals, presented the State Achievement Test Data, including Smarter Balanced, STAR testing, and SAT, by cohort and by grade level.

During discussion:

- Mr. Harmon stated that, looking at the cohort, there is always significant improvement in seventh grade, and thinks it's important to recognize that seventh grade teachers are getting excellent results year in and year out and anything that can be done to emulate and share would be helpful.
- Mr. Harmon asked if we know how many schools in the state offer algebra at the middle school level. Mr. Bickford replied that he believes most middle schools offer it. The downside of taking algebra in 8th grade is that those students then don't take eighth grade math. There are components in the eighth grade math curriculum that would support their Smarter Balanced testing, but the skills learned in algebra usually outweigh that difference. Mr. Harmon asked if the Board could receive in a future Friday Memo: those students who are taking Algebra 1 in eighth grade - what are they not getting exposed to that their fellow eighth grade students are getting?
- Mr. Harmon asked if, regarding SAT Mean Total Scores, could the Board have the numbers broken out.
- Mr. Whaland will research why the number of students last year is different than the year prior in the SAT data.
- Mrs. Couture also asked if he could recalculate the percentage of students who took the test in 2016.

- Mr. Harmon noted that, regarding SAT scores, Raymond High School went from several years being above the state average to several years below the state average, and he will be asking what we'll be doing going forward.
- Mr. Saulnier asked how, for example, 125 students could be "enrolled" for SAT if there is no grade level class that big. Mr. Woodward stated that the enrollment includes students who aren't in 11th grade but credit-wise, they are taking the SAT that particular year.
- Mr. Woodward stated that the SAT Testing Day was first held in March, but going forward will be held in April.
- Mr. Harmon suggested that in the future, the graph of three-year grade level not include state level data.
- Mr. Harmon noted that in level 1 language arts we were below the state average, and in level 4 we were also below. Mr. Harmon will be asking about what we're doing to improve this in language arts, as well as in math where the middle levels dip lower than level 1 and level 4.
- Mr. Whaland stated that moving forward, they will be using data to inform decision-making. There are some great things going on in reading for support and intervention. They'll be working in mathematics and a math specialist next year will help. Developing competencies and standard reporting mechanisms will help with seeing some gains. They've talked about using STAR for progress monitoring.
- Mr. Harmon asked how much benefit is RAM time providing for students to improve their knowledge of subject matter which are assessed by these tests? Mr. Woodward stated that there has been a spike in student grades which they attribute to the RAM time.
- Dr. McCoy stated that there's work ahead of us, and math needs attention, and there's no quick fix; there is a need for consistency.
- Mr. Harmon suggested having the same summative for each class in a grade. He asked what effort, if any, has the District taken to do that. He suggested less snapshot testing and more uniform summatives. Mr. Bickford stated that the performance assessments are being written now as common summative assessments. Regarding summatives for algebra and physical science, taught at both schools, it's a challenge to match summatives because of the philosophical grading differences at each school. Mr. Belanger stated that the elementary school is in process of making sure there is a common understanding of what the competencies are and moving toward final stages, which is development of QPA's (Quality Performance Assessments). They are working toward common assessment for all core content areas. Mrs. Couture stated that it's not just putting together common assessments, but allowing teachers time to develop how those assessments will have continuity.
- Mr. Saulnier asked why the RHS participation rate for the SAT isn't as high as others, according to the data in the presentation. Mr. Woodward and Mr. Whaland will be looking into that.

Retirement Acceptance: MOTION: Janice Arsenault moved, seconded by Jaclyn Serrine, to accept the retirement of Patricia Popieniek, effective June 30, 2018. Voted unanimously in the affirmative, with Michelle Couture recusing herself.

Business Administrator Job Description: During review of the Business Administrator job description, there was discussion around the fact that "Specific Vocational Preparation Requirements" means how long it takes to become proficient in the work. Mr. Brickett stated that he would change that to 1-2 years. Mr. Harmon suggested having the revision date on the bottom of the job description. MOTION: Michelle Couture moved, seconded by Jaclyn Serrine, to approve the Business Administrator job description, with changes noted. Voted unanimously in the affirmative.

Business Administrator Search Committee: Dr. McCoy stated that the job opening for a Business Administrator as of July 1 has been posted in various locations, with a tentative end date for applications of January 15th. She reviewed her memo regarding the composition of the search committee. Mr. Harmon stated that he would like to have both a parent and a community member on the committee (one of each). Mr. Harmon suggested the following committee: School Board member, parent, community member, Facilities Director, Food Service Director, Technology Director, Financial Assistant, Budget Committee Member, and Principal. Mrs. Couture and Mrs. Arsenault suggested that the Special Education Administrator also be on the committee. It was agreed that an ad would be put out inviting parents and community to submit letters of interest to serve on the committee, and letters could be submitted in time for the December 20th School Board meeting. Mr. Harmon asked Mr. Saulnier if he could communicate to the Budget Committee Chair about adding a budget committee member to the search committee.

2018-19 Default Budget: Michelle Couture moved, seconded by Jaclyn Serrine, to accept the default budget as presented for 2018-19 in the amount of \$24,425,410. Voted unanimously in the affirmative.

New/Revised Policies - First Reading: Dr. McCoy explained that IJND - Video and Audio Recording in Classrooms is no longer required. Redacting policy IJND will allow teachers to videotape lessons so they can work together and learn from each other. The videos are not used for evaluation, but as a learning tool for themselves.

The School Board read proposed revised policy EEAA - Video and Audio Surveillance on School Property in its entirety.

Committee Reports: Mrs. Couture stated that the Wellness Committee met and began a self-assessment of the nutrition program. They also followed up on the issue of food insecurity issue in Raymond. Based on a reduction in the number of students who qualify for free and reduced meals, Raymond School District no longer qualifies for the fresh fruits and vegetables snacks we previously had. In light of that, End 68 Hours of Hunger is providing snacks at the elementary school. They are collecting donations at the school. The intent of the program is to provide a backpack of food for students for over the weekend.

Mr. Saulnier stated that he attended a Budget Committee meeting. He said that they the topic of giving out Town raises on December 31 from surplus had come up, and he questioned whether that would be in the default budget.

Ms. Serrine attended an SST Governing Board meeting. Some districts have caps on how many students they can send to the school. They may appear to have room for additional enrollment, but it does depend on the course. They reviewed the budget for 18-19 school year. There was a lot of discussion about the RSA allowing sophomores to go to schools like SST. There was also discussion about possible later start times for member high schools and how that would affect scheduling at SST.

Mr. Harmon stated that he and Ms. Arsenault attended a Survey Committee meeting at the end of November. They received a first draft of questions from the UNH Survey Center and reviewed them.

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Superintendent's Report: Dr. McCoy thanked those who attended this evening and Mike Whaland for his work on the data presentations.

Dr. McCoy stated that she was at the elementary school for an assembly with many educational aspects woven into it, including the writing process, storytelling and perseverance. Students were actively engaged and following direction.

Dr. McCoy thanked the LRES PTO for putting together Santa's Secret Store.

Dr. McCoy stated that the website will be undergoing an upgrade to become live on January 1st. Administrators are previewing the website and providing feedback for improvement, and it will then be released to a group of parents.

The Technology Committee is up and running and they as their first step, they reviewed the original plan. The Special Education approval visit was completed and preliminary results are expected in early January. The NH Department of Education postponed their approval visit planned for early December. The Professional Development Committee met and worked to clarify the process and procedures for certification.

Dr. McCoy acknowledged the food service department for their work.

Correspondence/Other: None.

Manifest: A quorum of the Board signed the manifest. Accounts Payable total \$840,088.70. Payroll total \$421,448.23.

Adjournment: MOTION: Michelle Couture moved, seconded by Janice Arsenault, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:21 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

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Raymond School Board Non-Public Session  
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*Not voted to be kept confidential.*

Present: School Board Members John Harmon, Jaclyn Serrine, Joseph Saulnier, and Janice Arsenault;  
Superintendent of Schools Tina McCoy.

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

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk