

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members John Harmon, Tony Clements, Joseph Saulnier, Cindy Bennett (6:06 PM); Superintendent of Schools Terry Leatherman; Business Administrator Marjorie Whitmore, Iber Holmes Gove Middle School Principal Bob Bickford; Executive Director of Student Support Services Jodi Gutterman.

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.

Introduction: Mr. Leatherman introduced Jodi Gutterman as the School District's Executive Director of Student Support Services. Ms. Gutterman shared information about her experience and goals. The School Board welcomed her to the District.

Non-Public Session RSA 91-A:3 II (a)(b): MOTION: Joseph Saulnier 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" and (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, and Tony Clements. The Board entered into non-public session at 6:04 PM and resumed public session at 6:07 PM. Other than the vote to exit this non-public session (which was moved by Joseph Saulnier, seconded by Tony Clements, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Cindy Bennett, and Tony Clements), one motion was voted during this non-public session.

Recognition: The School Board recognized those students who achieved the RHS High Honors List for the first quarter - those students who received all A's for the first quarter:

Grade 9

Trevor Goulette, Jr.
Cameron Mello
Claire Michalak
William Saulnier
Christopher So

Grade 11

Acadia Gafford
Vicky Ni
Violet Reynolds

Grade 12

Sarah Bouchard
Tina Chen
Lydia Cramer
Adrian Dichard
Jasmin French

Payron Hartlen

Public Input: Public input was opened at 6:10 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. Mr. Harmon read an email from Julie Laughner relative to the curriculum taught in Raymond schools. A copy of that email can be found at the end of these minutes. There was no other public input forthcoming.

Our Students/Our Schools: IHGMS students Branson Ankiewicz, Zoey Darling, [name withheld], Tommy Waterhouse and Hannah Foss and teachers Katherine Brand Holt and Katie Bronson spoke with the Board about their use of Math Kits. The student demonstrated how they use flash cards and spinners to learn geometry, and they spoke about versatiles - student-made worksheets.

Student Representative to the School Board Report: The Student Representative to the School Board was not in attendance. Mr. Harmon read an email from Ms. Miller in which she discussed a successful College Bound Day organized by RHS Guidance, and winter sports have begun their winter meets.

School Board Vacancy: Mr. Harmon read a letter from Dawn Leamer, in which Ms. Leamer stated she has resigned from the School Board. Mr. Saulnier suggested not filling the position and waiting for election day, since it is now already December. Mr. Harmon stated he had the same thought but wanted to hear from the other Board members. Ms. Bennett stated she is concerned about an even number of Board members and she would be open to advertising the vacancy. After some discussion, it was the general consensus of the Board that letters of interest to fill the School Board vacancy be accepted until noon on December 21, with interviews taking place at the December 21 meeting.

2023-24 Estimated Revenues: Ms. Whitmore reviewed the estimated revenues with the School Board. She noted that the after-school program fees could be increased by \$20,000 if the Board wanted to have that discussion tonight.

Mr. Saulnier asked about the state adequacy grant, and why the district is receiving so much less. Ms. Whitmore stated that the adequacy aid throughout the state dropped by \$108 million. She stated she will look for explanatory information about the lower amount of money being received for adequacy.

After some further review and discussion, it was noted that no action was necessary for this agenda item.

Van Lease: Mr. Harmon stated that when the District presented the Capital Improvements Plan to the CIP Committee, there were some requests to look into whether it would make sense to lease a van rather than purchase one. Mr. Leatherman stated that the District would get 10 years on a purchase. A lease for that same amount of time would be expected to cost over \$67,000, whereas to purchase would be \$49,775. He recommended purchasing the van to save that money. Mr. Harmon stated he thinks it makes sense to keep the van as a purchase in the CIP but that there is a need to increase the Maintenance Capital Reserve Fund, as this purchase is almost \$50,000 and there's \$40,000 in the CIP currently. It was the consensus of the Board to continue with purchasing the van through the Capital Improvements Plan. Mr. Harmon suggested increasing the CIP allotment for the Maintenance CRF to \$50,000 and that the difference of \$9,300 be taken from savings for future projects in food service and in technology.

2023-24 Budget: Mr. Harmon stated that the budget that the School Board is currently proposing is \$1,535,514 more than what they asked the voters for last year, equaling \$1.14 on the tax rate. He stated that this agenda item is to allow any Board members to further discuss the budget. Mr. Saulnier stated that he is good with leaving it where it is. There were no further comments.

Free Lunches for Students: Mr. Clements had asked for this agenda item, as he was curious what the cost would be to provide free meals to students. Ms. Whitmore and School Nutrition Services Director Tasha Ball explained their process to calculate an estimated cost of \$925,000. That would equate to about \$.70 on the tax rate.

Ms. Bennett suggested that instead of raising taxes, providing meals to students could be a community endeavor through fundraising. During discussion it was noted that even with that, the money would still need to be raised through taxes, as fundraising is not a guaranteed revenue stream.

Mr. Clements asked what a \$.70 increase looks like for a \$350,000 home. Ms. Whitmore stated that would be \$245 for the year.

Mr. Harmon stated that he would not support asking the taxpayers to pay for his student's lunch, that those families who have the means to pay for meals should be doing so. Ms. Ball confirmed that no students are being denied meals.

Mr. Saulnier inquired about the Title grants dependent on the number of Free and Reduced students in Raymond. Ms. Ball stated that 14% of students right now are free, 5% reduced, which has reduced title grants by a ballpark \$550,000.

Ratification of REA Memorandum of Agreement: The Board reviewed the terms of the proposed Memorandum of Agreement between the REA and the School Board. The MOA provides increased compensation for teachers who volunteer to serve as a substitute during their prep period. Under the current collective bargaining agreement, teachers receive $\frac{1}{4}$ the current professional substitute rate for doing so. The compensation under the MOA would be \$45 per period.

There was some discussion as to whether the warrant article relative to this MOA could stipulate that the funding for this MOA year 22-23 could come from the 22-23 budget. Mr. Harmon stated he doesn't support that, as the issue is already so unusual he is concerned that to do so would start muddying the waters. Mr. Saulnier suggested using the money not used this year to pay for this year's expenses, with no additional tax impact for this current year's expenses.

MOTION: Joseph Saulnier moved, seconded by Tony Clements, to accept the Memorandum of Agreement for the REA as presented. Mr. Harmon stated that he wanted to clarify that this is being done to entice more teachers to use their time to cover classes because we're extremely short-staffed throughout the district. Voted unanimously in the affirmative.

It was agreed that Mr. Leatherman will provide two different versions of the warrant article for the meeting on December 21st - one as laid out tonight, and one if money spent this year would be taken from the current year's fund balance.

Discussion Items for Meeting with Elected Officials: The School Board reviewed potential topics of discussion for an upcoming meeting to which elected representatives will be invited to attend. Mr. Harmon stated that he feels there should be a consensus of the Board on all questions discussed with representatives.

Topic 1 relative to food cost increases in default budget, unanimous agreement.

Topic 2 relative to added staff included in default budget, unanimous agreement.

Topic 3 relative to the amount of money needed per pupil for adequate education, Mr. Harmon, Mr. Saulnier, and Mr. Clements were in agreement, Ms. Bennett was unsure.

Topic 4 relative to legislation to help with teacher shortage, unanimous agreement.

Topic 5 relative to being able to retain a failing student, Mr. Leatherman will provide additional information.

Topic 6 relative to public comment at School Board meetings, unanimous agreement.

Topic 7 relative to no additional requirements for schools without funding previous ones, unanimous agreement.

Topic 8 relative to truancy and DCFY, Mr. Harmon and Mr. Saulnier were in agreement. Mr. Clements was not in agreement, but there was no further opposition regarding the Board as a whole discussing this topic.

Donation Acceptance: Joseph Saulnier moved, seconded by Cindy Bennett, to accept \$750 to Raymond School Food Services for student balances due. Voted unanimously in the affirmative.

Nominations/Resignations/Retirements: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the resignation of Ruthie White upon receipt of liquidated damages as per the collective bargaining agreement, effective December 23, 2022. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the retirement of Dean Plender, effective June 30, 2023. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the retirement of Joann Plender, effective June 30, 2023. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the retirement of John Long, effective June 30, 2023. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept the retirement of Amy Rocci, effective June 30, 2023. Voted unanimously in the affirmative.

IHGMS Principal Search Committee: Mr. Leatherman suggested five teachers be included in the IHGMS Principal Search Committee. It was agreed that the Search Committee would include 5 teachers, 5 parents, 5 support staff, and an administrator. Letters of interest are due by noon on December 21st.

IHGMS Principal Job Description: The Board reviewed the proposed revised IHGMS Principal job description. MOTION: Tony Clements moved, seconded by Cindy Bennett, to approve the IHGMS Principal job description.

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Voted unanimously in the affirmative. Mr. Harmon asked if all job descriptions could be updated over the next few months.

New/Revised Policies First Reading: The School Board reviewed the following policies for the first of two readings. There were no additional suggestions at this time.

BBB School Board Elections
EBCA Crisis Prevention and Emergency Response Plans
EBCA-R Checklist for Developing a School Emergency Plan (for withdrawal)

New/Revised Policies Second Reading: MOTION: Tony Clements moved, seconded by Joseph Saulnier, to approve policy CBI Evaluation of Superintendent of Schools. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Joseph Saulnier, to approve policy CBI-R Superintendent Evaluation (Form). Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to accept policy EB Safety Program. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy GBEF/JICL School District Internet Access for Students and Staff. Voted unanimously in the affirmative.

MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to accept policy GBEF-R/JICL-R Acceptable Internet Use Procedures - Students and Staff. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to withdraw policy EGA School District Internet Access for Students. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to withdraw policy EGA-R Internet Acceptable Use Form - Staff. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to withdraw policy EGA-R Internet Acceptable Use Form - Students. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to withdraw policy EGA-R Internet Acceptable Use Procedures - Staff. Voted unanimously in the affirmative.

MOTION: Tony Clements moved, seconded by Cindy Bennett, to withdraw policy EGA-R Internet Acceptable Use Procedures - Students. Voted unanimously in the affirmative.

Committee Reports: Mr. Clements stated that the Budget Committee met and reviewed the town budget.

Mr. Harmon stated that the Strategic Planning Committee met and will meet during the day next week with the intent to complete their work. He stated that the Policy Committee met as well, and the Transportation Committee met to talk with Dail Transportation about being sure where bus stops are in comparison to where students live.

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Mr. Saulnier stated he attended the Technology Committee meeting.

Superintendent's Report: Mr. Leatherman stated that he attended the SST meeting and they continue to talk about an Air Force Junior ROTC program. They looked at the 20-year agreement that now has to be a 4-year agreement. They are still working on the calendar, and they've signed an agreement with the Portsmouth Naval Yard to start working in welding.

Correspondence/Other: Mr. Harmon noted that as per a schedule put together earlier in the school year, tonight's administrative presentation would have been from Student Services, but since the Executive Director of Student Services has only recently joined the district, that presentation has been postponed.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$784,169.63. Payroll total \$481,348.89.

Approval of Minutes: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to approve the minutes of November 16, 2022. Voted unanimously in the affirmative.

Adjournment: MOTION: Joseph Saulnier moved, seconded by Cindy Bennett, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 8:46 PM.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Raymond School Board Non-Public Session
December 7, 2022

Not voted to be kept confidential.

Present: School Board Members John Harmon, Tony Clements, Joseph Saulnier, Cindy Bennett (6:06 PM);
Superintendent of Schools Terry Leatherman

Item A

Mr. Leatherman stated he did not have a nomination at this time to review.

Item B

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The Superintendent reviewed a personnel matter with the Board. **MOTION:** Joseph Saulnier moved, seconded by Tony Clements, to approve a \$2,000 stipend for Barbara Kelly for extra work while covering the vacant position of Executive Director of Student Services. Voted unanimously in the affirmative by Joseph Saulnier, Tony Clements, Cindy Bennett, and John Harmon.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

Email read during tonight's public input:

Dear Chairman Harmon and Members of the School Board,

Thank you for all you do. I am writing as a citizen of Raymond. I am sorry I can not make my comments in person, but I have another meeting tonight at the same time.

Since only about half of the children in Raymond are proficient in math and English at their grade level, I want to ask is this acceptable to you and are there any plans to go back to what worked when test scores were significantly higher? Newer is not always better. I homeschooled my children, and I also work part time at a school. I can tell you, especially, the "new" math and the common core math can be very confusing to students.

If there are state or federal guidelines that we must follow because we receive funding, and these guidelines are detrimental to learning, please consider not taking that funding. Those "free" funds are taxpayer money.

We have a school system to educate children, not provide jobs or benefits to adults. The \$28 million you propose to spend for the next school year is a lot if the children are not receiving an adequate education. Thank you.

*Sincerely,
Julie Laughner*