

Call to Order: The meeting was called to order at 6:46 PM. Present: School Board Members Diane Naoum, Jaclyn Serrine, Andrea Peterson, Joe Saulnier, and John Harmon (6:52 PM); Superintendent of Schools Ellen Small; Business Administrator Ron Brickett.

Non-Public Session: MOTION: Joe Saulnier moved, seconded by Diane Naoum, 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 (c) "Matters which, if discussed in public, would likely affect 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 Joe Saulnier, Andrea Peterson, Jaclyn Serrine, and Diane Naoum. The Board entered into non-public session at 6:47 PM and resumed public session at 7:00 PM. Other than the vote to exit this non-public session (which was moved by Andrea Peterson, seconded by John Harmon, and upon the Board members being individually polled, was voted in the affirmative by Joe Saulnier, Andrea Peterson, Jaclyn Serrine, Diane Naoum, and John Harmon), no motions were voted during this non-public session.

Pledge of Allegiance: All those in attendance stood and recited the Pledge of Allegiance.

Recognition: The following employees were recognized for being nominated for the "You Make the Difference Award" during this school year:

Michelle Blum	Coleen Bridle	Katie Bronson
Christina Burns	Mike Chouinard	Geneva Dodeman
Lou Faulkner	Karen Franco	Julie Gamage
Kelly Garcea	Gretchen Gott	Phyllis Harding
Jessica Hastings	Julie Healey	Mary Jo Holmes
Marlene Jones	Alison LaCasse	Brooke LaDow
Lisa Nigl	Aimee Payette	Tricia Wentworth
Jim White		

Introduction: Mrs. Small introduced incoming RHS Assistant Principal Peter Weaver to the School Board.

Public Input: There was no public input forthcoming.

Our Students/Our Schools: Pat Arsenault, 21st Century After School Program Coordinator, and Lisa Rush, Site Coordinator, spoke with the Board about the history of after school programming in Raymond School District. Students Drezell Duffaut, Timmy Garrant, Jordan Pasterczyk, Jackson Nersesian, Clara Corson, Abigail Denise, and Hannah Paquette also talked with the Board about their favorite aspects of the program, including the ability to work on and receive extra help with their homework, clubs like the Crazy Math Club, and activities with their friends such as cooking and martial arts.

Mr. Arsenault reviewed the history of the 21st Century After School Program, including the grant application process, how it has served the community, how many students have participated, and the future of the program, now known as LEAP (Learning Enrichment Afterschool Program). He stated that because funding runs out on

July 1, the program cannot continue past that date. He stated that he believes a quality program can be delivered to students at the elementary and middle schools even after reducing the budget by \$100,000, provided tuition is charged to parents.

Report on Postgraduate Activities: RHS School Counselor Tricia Wentworth spoke with the Board about activities to assist seniors with postgraduate plans and reviewed information about actual postgraduate plans of students. She noted that this year, 72% of seniors applied to college, and a large percentage of that happened in November during the *I Am College Bound* event.

During discussion, Mrs. Wentworth noted that all of the planned events went well, especially the *I Am College Bound* event. However, more activities could be added to help reach more students. She stated that students who are entering the workforce are sometimes doing so because their college entrance is delayed, and that others are encouraged to take some classes at the community college. Mrs. Small noted that students entering the workforce could also be doing so based on their SST education. Mrs. Wentworth also stated that for those students who choose to enter the armed forces, the school assists them in getting in touch with a recruiter. Mr. Coomey noted that recruiters were also at the college fair held at the high school.

Educator Effectiveness Plan: Mr. Bickford and staff members Mary Jo Holmes, Katie Bronson, Christina Burns, and Marlene Jones reviewed the final draft of the Educator Effectiveness Plan with the School Board.

During the presentation:

- A three-year process of research, drafts, and pilots have been done in preparation for full implementation of the plan during the 2016-17 school year;
- Major edits to the plan include changes in observation documents, changes to the passing of Every Student Succeeds Act (ESSA), which no longer requires student performance data to be included as part of an educator's evaluation, and the addition of paraeducator observations and evaluation;
- While ESSA eliminated the requirement of student performance as part of a teacher's evaluation, Student Learning Goals will still remain as required evidence as part of the plan;
- Mr. Bickford reviewed the formula for assigning an Educator Effectiveness Rating, which includes component scores of combined domains and a track recommendation;
- Para-educators will be evaluated prior to the end of the school year to allow time to address effectiveness and improvements.

During discussion:

- Mr. Saulnier asked if student input is part of the plan. Mr. Bickford stated that many teachers ask for feedback from students, but it's not included as part of the plan. Mr. Harmon stated that the plan specifically states that student input is important, and that it will be revisited in the future for the final plan. He asked why it has not been revisited, and isn't a staff member's feedback of the administrator worthy as well? Mrs. Small stated that staff surveys of administrators were done this year, and student surveys may be included as part of the teacher's portfolio. Mr. Bickford stated that the plan will be updated as time goes on. Student feedback and teacher feedback weren't looked at significantly because the plan is already such a shift in practice. Parent survey feedback is not included as part of the Educator Effectiveness Plan, though it is shared as appropriate.

- Mr. Harmon asked if getting on Track 1 within 60 days of the school year is soon enough. Mr. Bickford noted that those 60 days are calendar days, and that there is feedback happening before that 60 day mark.
- Mr. Bickford stated that observations are meant for discussion and as part of the summative evaluation, and not meant to be scored. Mr. Harmon asked why observations aren't measured specifically as part of the evaluation. It was noted that observations are used as part the summative, but just not translated as a number score.
- Mr. Harmon asked why special education teachers aren't being judged differently on the Educator Effectiveness Rating Chart than classroom teachers if their contact with students is so different. It was noted that though the rating chart is the same for all, the rubrics for each are different.
- Mr. Harmon asked about the discussion about the student performance requirement being taken out of the plan. Ms. Bronson stated that it wasn't taken out, but it was relocated and teachers are still required to follow the same process. Mrs. Small stated that it has become an individual growth model for students rather than 20% of the effectiveness rating. Mr. Bickford added that if a teacher doesn't participate in the process, there is the possibility for that teacher to receive an unsatisfactory rating.
- Mr. Saulnier asked how the requirement in Domain 4 for communication with families would be proven. Ms. Bronson stated that it's proven through various artifacts, such as a log of when the teacher contacted parents, or emails, etc. Mr. Bickford added that each teacher must download a copy of the Charlotte Danielson rubric, which provides some guidelines for teachers. (It cannot be distributed directly due to copyright requirements.)

MOTION: Diane Naoum moved, seconded by Andrea Peterson, to approve the updated Educator Effectiveness Plan. Motion passed with Jaclyn Serrine, Joe Saulnier, Andrea Peterson and Diane Naoum voting in the affirmative and John Harmon voting in opposition.

Nominations/Resignations: MOTION: Andrea Peterson moved, seconded by Diane Naoum, to approve the nomination of Shawna Stilian as a school counselor. Voted unanimously in the affirmative.

MOTION: Andrea Peterson moved, seconded by Diane Naoum, to approve the nomination of Miranda Mahoney as a teacher. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Diane Naoum, to accept the resignation of Sarah Button upon finding suitable replacement. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Diane Naoum, to accept the resignation of Stephanie Pomykato upon finding suitable replacement. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Diane Naoum, to accept the resignation of Andrew Helliesen upon finding suitable replacement. Voted unanimously in the affirmative.

New/Revised Policies - Second Reading: MOTION: Diane Naoum moved, seconded by John Harmon, to accept new policy ECAC - Vandalism. Voted unanimously in the affirmative.

MOTION: Diane Naoum moved, seconded by Andrea Peterson, to accept new policy JQ - Student Fees, Fines, and Charges. Voted unanimously in the affirmative.

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MOTION: Diane Naoum moved, seconded by John Harmon, to redact policy JT - Student Use of School Facilities and Materials. Voted unanimously in the affirmative.

New/Revised Policies - First Reading: The Board read in their entirety proposed revised policies JLCG - Wellness Policy and KF - Public Use of School Facilities.

RHS Water Sampling Authorization: Mrs. Small reviewed a request from Town of Raymond Public Works Director Steve Brewer to do some sample drilling at the potential RHS well site. It was noted that district administration is in agreement with the request. MOTION: John Harmon moved, seconded by Diane Naoum, to approve the water sampling taking less than two hours on June 17th starting at 10:00 AM. Voted unanimously in the affirmative.

Financial Update: Mr. Brickett reviewed the financial update for months ending

Committee Reports: Mr. Saulnier stated that the Technology Committee met and discussed the possibility of a smaller technology plan. They will begin meeting in person every other month in addition to the online meetings. They also discussed the possibility of an integration specialist when computers are 1:1 for students, and they discussed the use of Google Classroom.

Mr. Saulnier stated that the Budget Committee appointed Paul Hanley and Liz McGovern as members. The Budget Committee asked for the District's year-end report on September 6th. Mr. Harmon stated that the School District starts budget planning seven months in advance and he finds the early presentation date for the Budget Committee to be unreasonable, as he feels the date requested is arbitrary. Mr. Saulnier stated that the Budget Committee has indicated that they felt rushed last year. Mrs. Serrine stated that it would be helpful to know if they are actually meeting during that time, as it might allow even a few extra days to work on the budget, if necessary.

Mr. Harmon stated that the Strategic Planning Committee met and they retired one goal, divided one goal, and a third goal was made operational. This information will be brought to the Board later in the summer. The retired goal was in regard to the age 4 preschool, the 21st Century technology goal was made operational, and the split goal was regarding teacher observations (made operational) and para observations (kept as a goal).

Mrs. Peterson stated that the RCFY met and discussed the after school program and the possibility of establishing a Girls and Boys Club satellite location in Raymond. They've established a committee to look into this possibility. They also discussed the students from RHS who did the sticker shock campaign at Hannaford promoting the fact that it's illegal to purchase alcohol for minors.

Superintendent's Report: Mrs. Small congratulated the baseball team for advancing to the semi-finals this year. She also stated that Girls on the Run raised 124 items for End 68 Hours of Hunger and she thanked those who donated items.

Mrs. Small stated that the Raymond High School graduation ceremony was very well done and she thanked all those involved, including Liz Koch, Randy LaCasse, and the area businesses and organizations that provided scholarships.

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The 8th Grade Class Day also went very well. The gym was overflowing with family members. Mrs. Small thanked Tracey Norris and Karen Franco for all of their work.

9 middle school students will be participating in Raymond Roundtables for math, and 11 for English. At the high school, 12 students will participate in English and 9 in math.

Mrs. Peterson noted that Timberland is accepting volunteers this week and they then will donate a portion of their sales proceeds toward the local 68 Hours of Hunger based on where their volunteers are from.

Correspondence/Other: Mrs. Serrine read thank-you's from Marilyn Gibson, Kathleen Bailey, and Mary Durant for their retirement gifts. She stated that she also received a letter asking for contact information for RESS negotiations scheduling.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$173,525.07. Payroll total \$1,542,879.59.

Approval of Minutes: MOTION: John Harmon moved, seconded by Diane Naoum, to approve the public minutes of June 1, 2016 with the following amendments: page 2, correct price to \$3,650 and correct motion to be for installation of two gates that lock and one chained gate that is not locked; page 4, correct RFP for Food Service discussion that the petition warrant article was asking that the District *not* to allow food service to be contracted, that it was voted in the affirmative, and that it was advisory only; and to approved and unseal non-public item A. Voted unanimously in the affirmative.

Adjournment: MOTION: John Harmon moved, seconded by Diane Naoum, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:30 PM

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk

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Not voted to be sealed.

Present: School Board Members Diane Naoum, Jaclyn Serrine, Joe Saulnier, Andrea Peterson, and John Harmon (6:52 PM); Superintendent of Schools Ellen Small.

Mrs. Small reviewed this evening's nominations and resignations with the Board.

Respectfully submitted,

Jennifer Heywood,
Raymond School Board Clerk