

Raymond School Board Meeting  
September 19, 2012  
Raymond High School Media Center  
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Approved October 3, 2012

Call to Order: The meeting was called to order at 6:47 PM. Present: Raymond School Board Members John Stewart, John Harmon, Kelly Lehman, Maurice Titcomb, and Tina Thomas; Business Administrator Ron Brickett, Lamprey River Elementary School Principal Dan LeGallo; Facilities Director Todd Ledoux, Raymond High School Principal Kirk Beitler; Iber Holmes Gove Middle School Assistant Principal Mike Chouinard.

Proof of Posting: It was noted that the meeting was properly posted.

Non-Public Session RSA 91-A:3 II (c): John Harmon moved, seconded by Tina Thomas, to enter into 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 John Stewart, John Harmon, Tina Thomas, Maurice Titcomb, and Kelly Lehman. The Board entered into non-public session at 6:48 PM and resumed public session at 7:00 PM. Other than the vote to terminate non-public session and seal the minutes (which as moved by John Harmon, seconded by Tina Thomas, and upon the Board Members being individually polled, was voted in the affirmative by John Stewart, John Harmon, Tina Thomas, Maurice Titcomb, and Kelly Lehman), no motions were voted during this non-public session.

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

Open Public Hearing: A public hearing was opened to consider the expenditure of funds totaling up to \$5,500 from the Raymond School District Food Service Equipment Capital Reserve Fund under RSA 198:20-c for the replacement of the boiler in the food steamer at Iber Holmes Gove Middle School.

Public Input: Arlene French approached the Board and read a letter from Raymond resident Tom O’Neill. Mr. O’Neill expressed his concern for the Board’s treatment of the Superintendent and asked for more transparency surrounding the issue. He called on the Board to immediately reinstate Dr. Richards with apology.

Mrs. French spoke for herself, as well, stating that the Raymond High School Needs Assessment Report that was recently a news item on WMUR has been a public document for some time. She stated that she feels that the District is doing what it should be doing and is taking steps to fix something that wasn’t right.

Linda O’Mahoney approached the Board to ask about a letter of demand sent to the SAU regarding the Office of Civil Rights lawsuit. She asked if the lawsuit was going forward. Mr. Stewart replied yes. She requested that the letter be released to the town. She asked for an official reason for the Superintendent being on administrative leave. Mr. Stewart declined to comment regarding that issue or in response to Ms. O’Mahoney questioning how many lawsuits

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are currently pending. Ms. O'Mahoney questioned whether the District's insurance coverage was adequate.

Nicholas Cenatiempo approached the Board and stated the he feels they have made the right decision. He stated that the terms of the demand letter called for the resignation of the Superintendent. He feels that a student was harassed for a year and the school did not respond properly.

Gretchen Gott approached the Board and stated that she does not feel a hostile workplace environment exists, as a previous speaker had suggested, and if it does, it is not due to Dr. Richards. She also spoke with the Board about the ability for others outside of their non-public session to hear their discussions at a previous meeting. She explained that she knocked on the door of their meeting to warn them that they could be overheard.

Joseph McNally approached the Board and stated that he believes his position at Raymond High School was cut to specifically remove him from the position. He filed suit and settled with the Human Rights Commission. He stated that the actions of the Superintendent during discussions and with other staff cause him concern. He expressed his support for the School Board action.

Janet Curcio Wilson approached the Board and stated that there are many talented staff members at Raymond High School, but she also feels there was a climate of hostility among administration that she experienced during her time as an employee. She asked that the Board look carefully into the matter.

Our Students/Our Schools: Raymond High School Student Assistance Person Marci Albert spoke with students Matt Hamel, Cassie Collette, Ronnie Fitzwater, and Sean Shea. Each student spoke a bit about their experiences during the recent Oceans Classroom voyage, an at-sea classroom for a week during the summer. During that time, their activities included learning the weather, sailing skills, knot-tying, and cleaning the boat. Among the locations they've visited were P-Town, Gloucester, Misery Island, Isles of Shoals, and Appledore Island. An educator was on board to provide structured curriculum.

RHS Senior Class Trip Approval: Raymond High School Senior Class Advisor Tom Koch and students Meghan Delaney, Shaun Spinney, Virginia Harmon, and Kimberly Faust proposed to the Board the Senior Class Trip for their approval. The students will go to various destinations in New York and New Jersey, including Central Park, Statue of Liberty, the 911 Memorial, and Six Flags Great Adventure. The price per student (before fundraising) is \$639, which includes coverage for the cost of chaperones. MOTION: Kelly Lehman moved, seconded by Maurice Titcomb, to approve the request for the Senior Class Trip to New York and New Jersey as presented. Voted unanimously in the affirmative.

LRES Building Committee Recommendation: Alec O'Meara from the Lamprey River Elementary School Building Committee, Jim Kimball from Bonnette, Page & Stone, and

architect Kyle Barker presented to the Board the Committee's recommendation for design and construction at Lamprey River Elementary School.

They reviewed the process to putting together a request for proposals, briefly reviewed the three bids received, and the process for public outreach. The Committee voted to recommend Bonnette, Page & Stone for price, references, their experience with the community, and the design plan. They also reviewed in more detail the plans for redesign and construction at the school as proposed by Bonnette, Page & Stone.

During discussion with the Board:

- Preschool classes will be assigned, even though not on presented plan
- The road needs to go through where current playground is set. The playground will need to be moved. It is preferred for every school to have a driveway that completely goes around the building for emergency vehicle access. The final location of the playground is not yet determined, but the cost for moving it is already included.
- The building will have a two-year warranty.
- Gymnasium is about the size of a middle school gym.
- No changes are being proposed to the septic system at this time.

LRES Building Committee Members include Alec O'Meara, Sandy Ellis, Jeannie Richards, John Harmon, Ron Brickett, Dan LeGallo, Paul McCoy, Sara Scofield, Kyle Scofield, Todd Ledoux, Amy Faust, Katelynn Dow, Alison LaCasse, Jack Barnes, Richard Lassard, Doug Roy, and Moe Titcomb (Alternate).

MOTION: John Harmon moved, seconded by Maurice Titcomb, to accept the proposal of the Lamprey River Elementary School with a price of \$10,844,176 and a final projected local cost, after building aid, of \$4,879,879, with the understanding that regulations may change from what is currently known. Voted unanimously in the affirmative.

Policy Review: JICH – Drug and Alcohol Use by Students: Mrs. Thomas stated that this was not the policy review she had requested. She had requested that the Board review changes to the handbooks regarding discipline for alcohol and drug use. She requested that, though it may be too late to address the current handbooks now, the Board review and approve handbooks earlier in the year before they go to print.

Industrial Technology Education Course Exploratory Committee: MOTION: John Harmon moved, seconded by Maurice Titcomb, to name the following people to the Industrial Technology Education Course Exploratory Committee: John Stewart, Maurice Titcomb, Kirk Beitler, Lisa Desruisseaux, Dean Plender, Laurie Shookus, and Reg Richard. There is one community member who can be named after checking residency status, and there is still one open student position and one open high school staff position. Voted unanimously in the affirmative.

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Monthly Financial Report: Mr. Brickett reviewed the financial report for months ending August 31, 2012. He confirmed that the 2011-12 surplus is not yet official, but it is the most recent figure.

Close Public Hearing: Mr. Stewart closed the public hearing. MOTION: John Harmon moved, seconded by Kelly Lehman, to expend up to \$5,500 for replacement of the boiler in the food steamer at Iber Holmes Gove Middle School, with the balance of the expenses to come from the lunch fund. Voted unanimously in the affirmative.

Committee Reports: Mrs. Thomas reported that the Budget Committee met and the District had proposed their 2011-12 financials. The Budget Committee had some follow-up questions regarding over-expenditures in certain lines. Mrs. Thomas also asked if the Board and Mrs. Small can meet with three of the District's attorneys (regular education attorney, special education attorney, and the attorney handling the Office of Civil Rights case) so the Board may be brought up-to-date on all legal situations going forward with budget presentations.

Mr. Stewart reported that the Seacoast School of Technology Governing Board met and that the current enrollment is down. He asked that students are continued to be encouraged to explore SST. He noted that Governor Lynch will be making a visit to SST

Superintendent's Report: Mr. Brickett reported to the Board that he, Mrs. Small, Mr. Ledoux, and Mr. Rigg presented the District's Capital Improvements Plan to the Town Capital Improvements Committee. That committee will vote on October 23 whether to approve the plan. Mr. Brickett will make some revisions to the plan and forward it to the Board when it is complete.

New Hampshire Retirement has increase employer contribution rates as follows: from 8.8% to 10.77% for employee rate, and from 11.3% to 14.16% for teacher rate. This amounts to a \$301,000 increase in costs for 2013-14.

New Hampshire Department of Education's Building Aid expert Ed Murdough has retired. The position has not yet been filled, as legislative approval is required to replace the position due to a hiring freeze.

Most districts statewide (all but one) are expecting decreasing enrollments in coming years. Mr. Brickett suggested that the Board consider lowering the tuition rate for students from other districts to attend Raymond schools as a way to increase revenue.

The Budget Committee scheduled the District's budget review on November 27. The public hearing is tentatively scheduled for Thursday, January 10. The Deliberative Session will be held on Saturday, February 9.

The District has issued two requests for proposals for legal services – regular education and special education. Proposals are due back on October 22 and the Board can expect a recommendation at a November meeting.

Revised requirements for food service are affecting many aspects of the District’s food service program, including how the meals are priced. Mr. Brickett stated that the possibility of increasing lunch prices will likely be coming to the Board at some point. Mr. Harmon asked for a comparison with area and/or similar districts of meal prices.

Correspondence/Other: Mrs. Thomas stated a parent contacted her about parking passes at the high school. During discussion, Mr. Harmon clarified that the Board had previously agreed that high school juniors and seniors would receive parking passes, and that sophomores would receive them on a space available basis.

Mrs. Thomas stated that a citizen is concerned about not having the ability to email individual Board Members but must, instead, email the Board as a whole as it appears on the School Board web page. She requested that this be discussed on a future agenda and that Mrs. Small research whether there are any legal reasons why a citizen should not email an individual Board Member.

Approval of Minutes: MOTION: John Harmon moved, seconded by Tina Thomas, to approve the public minutes of August 1, 2012 with the following amendments: to add “one motion” voted to the first non-public session, and on page 4 to correct “Mrs. Harmon” to “Mr. Harmon”. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Maurice Titcomb, to approve the public minutes of August 29, 2012 as presented. Voted unanimously in the affirmative with Kelly Lehman abstaining.

MOTION: John Harmon moved, seconded by Tina Thomas, to approve the minutes of September 5, 2012 with the following amendment: correct the title of Jayme Rodriguez to Assistant Principal. Voted unanimously in the affirmative.

Manifest Signing: A quorum of the Board signed the manifest. Mrs. Thomas did note that she didn’t sign one because she questioned payment made on a credit card for an employee who didn’t submit an itemized receipt for dinner during a conference. Mr. Brickett did confirm that the District doesn’t reimburse for alcohol purchases. Total payroll in this manifest was \$401,895.61 and total accounts payable was \$367,815.05.

Non-Public Session RSA 91-A:3 II (c): Tina Thomas moved, seconded by John Harmon, to enter into 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 John Stewart, John Harmon, Tina

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Thomas, Maurice Titcomb, and Kelly Lehman. The Board entered into non-public session at 9:02 PM and resumed public session at 9:52 PM. Other than the vote to terminate non-public session and seal the minutes (which as moved by John Harmon, seconded by Maurice Titcomb, and upon the Board Members being individually polled, was voted in the affirmative by John Stewart, John Harmon, Tina Thomas, Maurice Titcomb, and Kelly Lehman), five motions were voted during this non-public session.

Adjournment: MOTION: John Harmon moved, seconded by Kelly Lehman, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:52 PM.

Respectfully submitted,

Jennifer Gillespie  
School Board Clerk

Raymond School Board Non-Public Session  
September 19, 2012

Approved and voted to be unsealed February 20, 2013

A. Committee Discussion

Present: School Board Members John Stewart, John Harmon, Tina Thomas, Maurice Titcomb, and Kelly Lehman; Business Administrator Ron Brickett.

The School Board reviewed those who have written in with interest to serve on the Industrial Technology Education Courses Committee. They agreed to name all those who were interested and were residents of Raymond to the committee. In one instance, a mother and son who both wrote in indicating their interest, they agreed that if the son lives in Raymond they would ask him to join as the Committee currently doesn't have a student member. Residency will be verified.

Respectfully submitted,

Jennifer Gillespie  
School Board Clerk

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B. Approval of Minutes

Members Present:     John Stewart  
                           Kelly Lehman  
                           Moe Titcomb  
                           John Harmon  
                           Tina Thomas

Discussion: To review old unapproved non-public minutes.

Motion: John Harmon, seconded by Kelly Lehman to accept the non-public minutes of June 28, 2012 as written and keep them sealed. Motion passes unanimous.

Motion: John Harmon, seconded by Kelly Lehman to accept the non-public minutes of August 1, 2012 as written and to unseal B and keep C and D sealed. Motion passes unanimous.

Motion: John Harmon, seconded by Kelly Lehman to accept the non-public minutes of August 15, 2012 as amended and keep them sealed. Motion passes unanimous with Moe Titcomb abstaining.

Motion: John Harmon, seconded by Moe Titcomb to accept the non-public minutes of August 22, 2012 as amended and keep them sealed. Motion passes unanimous

Motion: John Harmon, seconded by Kelly Lehman to accept the non-public minutes of September 10, 2012 as amended and unseal them. Motion passes unanimous.

The Board is holding on approving minutes of June 28, 2012, August 1, 2012 6:30 p.m. meeting and September 6, 2012 until the Chairman discusses with the District Attorney if they can be unsealed at this time.

Respectfully submitted

Tina Thomas  
Raymond School Board Member



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C. Personnel

Members Present:     John Stewart  
                           Kelly Lehman  
                           Moe Titcomb  
                           John Harmon  
                           Tina Thomas

The Chairman informed the Board that Ted Comstock at NHSBA stated most Interim Superintendents can only work 32 hours per week because of their retirement. The Board discussed the alternative of filling the Middle School Principal position and keeping Ellen Small on as Interim Superintendent longer. The Board directed the Chairman to speak to Ellen Small about having a meeting on September 26, 2012 at 6:00 p.m. at the SAU office.

Respectfully submitted

Tina Thomas  
Raymond School Board Member