

Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Joseph Saulnier, John Harmon, Tony Clements, Dawn Leamer, and Ada Vadeboncoeur; Student Representative to the School Board Mason Lord (remote); Interim Superintendent David DeRuosi; Business Administrator Marjorie Whitmore; Lamprey River Elementary School Principal Laura Yacek (remote); Raymond High School Principal Steve Woodward; Safety & Facilities Director Todd Ledoux; Iber Holmes Gove Middle School Principal Bob Bickford.

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 Dawn Leamer, 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 Joseph Saulnier, Ada Vadeboncoeur, John Harmon, Dawn Leamer and Tony Clements. The Board entered into non-public session at 6:01 PM and resumed public session at 6:11 PM. Other than the vote to exit this non-public session and seal the minutes, as it was determined that they could affect adversely the reputation of someone other than a board member (which was moved by John Harmon, seconded by Dawn Leamer, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements), one motion was voted during this non-public session.

Recognition: The School Board recognized the following students who were named to the RHS Principal's List for the second quarter 2021-22:

Grade 10

Acadia Gafford

Grade 11

Lydia Cramer

Penelope Wenzel

Grade 12

Sara Amovic

Jaimie Bart

Colin Carta

Riley Cheever

Aden Deyarmin

Allison Fennell

Joseph Hsu

Sophie Rugoletti

John Savage

Kiana Witham

Mr. Saulnier also recognized the Raymond High School Penguin Plunge Team, who raised over \$48,000 for the Plunge, which took place this past weekend.

Our Students/Our Schools: RHS Seniors Riley Cheever and Katelyn Whitman are studying Animal and Plant Sciences at Seacoast School of Technology and talked with the Board about the program. They reviewed how they began learning about SST, some of the different programs available, and job opportunities that are related to the programs that they are in. They both especially enjoy studying equine science. Mr. Cheever stated that he has gained a lot of respect for people in agriculture and this program has helped him find his niche - veterinary tech or dairy science. Ms. Whitman agreed that she has grown a lot and found some career goals through the program.

Public Input: Susan Peters approached the Board regarding the 8th grade Washington D.C. trip. She stated that Washington D.C. is dropping vaccine mandates and the Smithsonian verified they are no longer asking for vaccination cards for indoor dining. She asked that the vaccine requirement be dropped for the 8th grade field trip, and stated that hopefully some of those students who dropped out due to vaccination requirements will be able to get back in. Dr. DeRuosi stated that they are working with the tour company and he believes they will allow the trip to be opened back up to those students, and more information for parents will follow.

Mr. Saulnier read a letter written by Christina Pauli, attached to these minutes.

Student Representative to the School Board: Mr. Lord stated that Student Council held a bake sale, and students celebrated winter sports night and Penguin Plunge.

2021-22 Surplus Funds Expenditures: The School Board reviewed with administration some potential projects to be funded by 2021-22 surplus funds. Mr. Ledoux stated that intercom speakers in all three schools is one of the most important projects. Other potential projects include an access hallway at the middle school, stairs to bleachers at the middle school, energy projects that the district currently has an RFP out for, lights, boilers, insulation, etc. Regarding the intercom system, which would cost approximately \$389,000, a new system would be open so anyone could work on it as opposed to a single vendor.

Dr. DeRuosi stated that there are textbook needs also. Ms. Vadeboncoeur asked of the surplus funds, how much of it can go back to personnel in some way? Mr. Saulnier stated that it's whatever the Board desires. Mr. Clements stated that he wouldn't mind looking into classroom equipment such as computers to support programs.

Mr. Ledoux stated that he would rather not bid out again for intercoms. Mr. Saulnier stated he feels that the district should bid out again because it's a large amount of money. Mr. Ledoux stated that it was recently bid and he believes the district has received legal advice in the past that we couldn't go out to bid again if we already have bids.

MOTION: Joseph Saulnier moved, seconded by Ada Vadeboncoeur, to explore the possibility of the speaker systems and making the fields at the middle school ADA compliant. Mr. Harmon stated he will not support the motion, as he feels that if the Board hasn't planned for the expenditure in the calendar year then they should be returning it to the taxpayers if it's not something that was voted on. Mr. Saulnier stated that unexpected situations have come up and the Board has to take a leadership role. Ms. Leamer stated that we've been aware of these needs, why didn't we budget for those to be fixed instead of using surplus funds. Motion failed with Joseph Saulnier and Tony Clements voting in the affirmative and John Harmon, Ada Vadeboncoeur, and Dawn Leamer voting in opposition.

March 8th Voting Day at IHGMS: Dr. DeRuosi stated there is a plan to work out the logistics of voting day to have less impact on the morning traffic. There will be a rolling dropoff in the morning, instead of allowing cars to stage and wait, and they'll keep that flow going. They have a plan to offset the traffic and the backup. Mr. Clements asked if teachers will be able to hold up a sign in support of the teacher contract. Dr. DeRuosi replied that he doesn't believe they can, but he will look into it. Mr. Clements asked if teachers can hold up signs during their lunch. Dr. DeRuosi stated he will also look into that.

Strategic Plan Update: Dr. DeRuosi reviewed the Strategic Plan update, including the cover page which includes some pieces that are not in the plan.

During discussion:

- Mr. Harmon asked if going forward, the goal dates could be specified by month.
- Ms. Leamer inquired about what the professional development for ALICE training looked like. Dr. DeRuosi replied that Mr. Ledoux works with individual administrative teams, and that the ALICE refresher is online. Mr. Bickford stated that when the District first adopted ALICE all employees went through live ALICE training, slides, conversations, and action scenarios. Each year all new employees have that training and everyone else gets a refresher. Ms. Leamer stated that teachers need to have better in-person training. Dr. DeRuosi stated that he can consider a day in the beginning of the year focused on additional ALICE training.
- Mr. Saulnier asked about student-led conferences. Mr. Bickford described student-led conferences, which, when teachers are able to coach and prepare students, result in rich conversations during parent conferences. It requires a lot of logistics. Mr. Woodward noted that there is also a time limitation in the current collective bargaining agreement. Mr. Saulnier asked if administration had brought this up with teachers, to which Dr. DeRuosi stated they have not.
- Mr. Woodward stated that the ELO program has really expanded - there are internships, but businesses visit with the classes often and there are a lot more opportunities now.

Dr. DeRuosi suggested going back to look at 2019-20, Year 2, and look at the gap the pandemic left in the plan, and then look at where we are right now. He suggested taking the work we know started pre-pandemic, where we are post-pandemic, and collapsing it all into one three-year post-pandemic strategic plan.

Mr. Harmon stated that in theory, the strategic plan should be revisited annually. He suggested that the Strategic Planning Committee meet again and that the new superintendent be part of that discussion in May. Mr. Clements and Ms. Leamer stated that they feel in order to understand where we are going, we need to understand where we are. Mr. Harmon and Ms. Vadeboncoeur stated they feel there are too many goals in the current strategic plan. Ms. Vadeboncoeur stated that the Strategic Planning Committee is made up of various stakeholders and it's important to have their perspectives, and that she feels it's also important for the new superintendent to be part of that planning.

Nominations/Resignations/Retirement: MOTION: John Harmon moved, seconded by Dawn Leamer, to accept the retirement of Judith DiNatale, effective April 8th, 2022. Voted unanimously in the affirmative.

2021-22 Bus Routes: The School Board was provided with the current 2021-22 bus routes. Mr. Harmon explained that as a member of the Transportation Committee, he had hoped to be able to more closely review the bus stops, but due to delays in getting some information from Dail Transportation, he has been unable to do so. He

suggested that the next Board take it up as an objective to look more closely at the routes, and he asked that the Board approve the routes as presented this evening. Ms. Leamer suggested that a date should be set for all of the necessary information to be provided to Dail Transportation for bus routes next year so that the routes can be made available earlier than in past years. MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to accept the elementary, middle, and high school bus stops as presented this evening. 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. No changes were recommended at this time.

BBBE Unexpired Term Fulfillment  
IKF High School Graduation Policy

New/Revised Policies Second Reading: MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to approve policy GBCE Training and Information Relative to Child Sexual Abuse Prevention. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to approve policy JCA Change of School Assignment Best Interest. During discussion, Ms. Leamer stated that she feels that in some circumstances, since a student enrolled in an out of district school can take a Raymond school bus if the bus is already running that route, then this policy should say that instead of stating that the District is not responsible for transportation. It was suggested that due to a current transportation arrangement being a specific student matter, this might be a subject for a non-public session in the future. Motion passed with Joseph Saulnier, John Harmon, Tony Clements, and Ada Vadeboncoeur voting in the affirmative and Dawn Leamer voting in opposition.

MOTION: John Harmon moved, seconded by Dawn Leamer, to withdraw policy JEC Change of School Assignment Manifest Hardship. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Dawn Leamer, to approve policy JLCJ Concussions and Head Injuries. Voted unanimously in the affirmative.

Monthly Financial Update: Mrs. Whitmore reviewed the financial update for months ending January 31, 2022. She noted that one of the pages was inserted in error. During discussion, Ms. Whitmore confirmed that it looks like the revenue from the government will fully fund the food service program. Federal aid has come in higher than budgeted.

Director of School Nutrition Services Job Description: The School Board reviewed the proposed revised job description for Director of School Nutrition Services. During discussion, it was agreed to amend the description to include the last review date and to reflect that the position reports to the Business Administrator, not the Business Administrator *and* the Superintendent. MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to approve the Director of School Nutrition Services Job Description as amended this evening. Voted unanimously in the affirmative.

Committee Reports: None.

Superintendent's Report: Dr. DeRuosi stated that he has been working on putting together the professional development day for March 14th and he thanks the Board for the additional in-service day. He stated that allowing the day has started a positive tone, and he invited any Board member to attend the activities that day. He noted that parent groups and Raymond Coalition for Youth will also be involved.

Correspondence/Other: Mr. Clements asked, regarding the letter that the Board Chair read earlier, the letter stated they were promised money. He asked who promised them money and why. He also stated he knows he can't have an answer right now, but it keeps coming up and he would like to know. Dr. DeRuosi stated he will probably give that answer at a later date. Mr. Saulnier stated that collective bargaining issues must be negotiated with the Board.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total \$667,511.90. Payroll total \$456,046.06.

Non-Public Session: MOTION: John Harmon moved, seconded by Ada Vadeboncoeur, to enter into non-public session under RSA 91-A:3 II (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, Ada Vadeboncoeur, John Harmon, Dawn Leamer and Tony Clements. The Board entered into non-public session at 8:33 PM and resumed public session at 9:44 PM. Other than the vote to exit this non-public session and seal the minutes, as it was determined that they could affect adversely the reputation of someone other than a board member (which was moved by John Harmon, seconded by Dawn Leamer, and upon the Board members being individually polled, was voted in the affirmative by Joseph Saulnier, John Harmon, Dawn Leamer, Ada Vadeboncoeur, and Tony Clements), two motions were voted during this non-public session.

Adjournment: John Harmon moved, seconded by Ada Vadeboncoeur, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 9:45 PM.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Letter from Christina Pauli read during tonight's public input:

*Dear Mr. Saulnier,*

*As I am sure you are aware, our high school is in crisis with filling teaching positions. Last semester we lost two Math teachers, which was a devastating blow to our students and their progress. Surely, they do not deserve yet another disruption to their education – an education that has already been gravely interrupted due to the pandemic.*

*For the second semester, four teachers were asked by building administration to give up their planning periods to teach an additional Math course to make up for the losses in the Math Department. Building administration encouraged these four teachers to propose a reasonable offer for compensation for the additional courses they would be teaching during their normally scheduled planning time. Consequently, both parties recognized and accepted that Article VIII: Section 3 of the Raymond Education Association's Collective Bargaining Agreement no longer applies to the current block schedule under which the high school currently operates.*

*The four teachers collectively decided on a figure that they felt was fair based on the previous salaries of the teachers they would be replacing; they presented this proposal to building leadership. On January 20<sup>th</sup>, building administration offered these teachers contracts for compensation reflecting the agreed-upon amount by both parties. These contracts were signed by both the teachers and building administration.*

*It was later decided that this compensation was no longer favorable by District leadership. Last week, members of the Raymond School Board presented a very different offer to these teachers; an offer that was grossly inadequate.*

*These educators began teaching these courses on January 24<sup>th</sup> with a good faith understanding that they would be compensated appropriately and with the figure that was originally promised to them. As it stands right now, these four teachers have yet to be compensated for the additional course work they agreed to undertake. I know I do not need to point out how incredibly inequitable and unethical this is.*

*When asked to take on a challenge that may make their jobs harder, we all know teachers have a devoted habit of saying, "Yes." Why? The answer is simple: Teachers are a rare breed of human, especially in the Raymond School District. The teachers in this District want to provide the best possible educational experience for their students, regardless of the hardships they may face in their personal/private lives because of the additional work they've been asked to accept. At this time, it feels as though the devotion of these four teachers is being taken advantage of by leadership, though I cannot imagine that is the Board's intention.*

*During the School Deliberative Session on Saturday, February 12<sup>th</sup>, you explained to the public that the Raymond School District has current funds in excess of approximately \$1,000,000. It was not made clear how these funds would be used by the District, if at all. As a member of the community, it is unclear to me why these four deserving professionals are not being compensated what they were originally promised when it appears as though funding is non-issue.*

*In your campaign speech that was recently posted on social media, you appropriately acknowledge the challenge we face with progressing our students' education because of the pandemic. You also acknowledged the extreme teacher shortage we face in this District. As a teaching community, we share the same concerns as you do. For these teachers, it is of the utmost importance to put the impacted students into classrooms in an environment in which they are gaining knowledge, being challenged, and being cared for by faculty members who consider Raymond their professional home.*

*I know in my heart that the Raymond School Board wants nothing but the best for the students of the Raymond School District. Acting now to ensure the proper agreed-to compensation for these teachers will only solidify the notion that not only does the Raymond School Board deeply care for their students, but they also take care of their dedicated professionals; professionals who have selflessly given their time for the sake of these students' educational experience.*

*Thank you for your time, and I thank you and the rest of the Board for your dedication to our students.*

Raymond School Board Non-Public Session  
February 16, 2022  
Minutes

Approved and voted to be unsealed March 23, 2022

Item A

Present: School Board Members Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements, and Dawn Leamer; Interim Superintendent of Schools David DeRuosi.

Dr. DeRuosi reviewed School Nutrition Service Director Judith DiNatale's resignation with the School Board.

MOTION: John Harmon moved, seconded by Dawn Leamer, to approve buy-out compensation for Judith DiNatale of up to 50% of her total 100 sick days. Motion passed with Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements, and Dawn Leamer voting in the affirmative.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk

Item B

Present: School Board Members Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements, and Dawn Leamer; Interim Superintendent of Schools David DeRuosi.

Dr. DeRuosi reviewed a staff member's request for a modified teaching schedule for the 2022-23 school year.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the request. Motion failed with Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements, and Dawn Leamer voting in opposition.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk



Item D

Present: School Board Members Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements, and Dawn Leamer.

The School Board reviewed interview questions provided by NH School Boards Association.

MOTION: John Harmon moved, seconded by Dawn Leamer, to authorize the Chair to ask the attorney to review the current Superintendent's contract. Motion passed with Joseph Saulnier, John Harmon, Ada Vadeboncoeur, Tony Clements, and Dawn Leamer voting in the affirmative.

Respectfully submitted,

Jennifer Heywood,  
Raymond School Board Clerk