Call to Order: The meeting was called to order at 6:00 PM. Present: School Board Members Tony Clements, John Harmon, Stephen Scarfo, Kristianne Lemieux, and Joseph Saulnier; Student Representative to the School Board Alice Peretti; Superintendent of Schools Terry Leatherman; Curriculum, Instructor, and Assessment Coordinator Joshua Forkey; Business Administrator Marjorie Whitmore; Director of School Nutrition Services Alisa McGowan; Director of Safety and Facilities Todd Ledoux; Director of Technology Matthew Clifton.

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 Joseph Saulnier, to enter into non-public session under RSA 91-A:3 II (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 John Harmon, Tony Clements, Stephen Scarfo, Joseph Saulnier, and Kristianne Lemieux. The Board entered into non-public session at 6:01 PM and resumed public session at 6:15 PM. Other than the vote to exit this non-public session (which was moved by John Harmon, seconded by Kristianne Lemieux, and was voted in the affirmative by Joseph Saulnier, John Harmon, Tony Clements, Stephen Scarfo, and Kristianne Lemieux), no motions were voted during this non-public session.

Public Input: Public input was opened at 6:16 PM and would be open for 30 minutes. There was no public input forthcoming.

Student Representative to the School Board Report: Ms. Peretti stated that preseason sports activities are still going on. Volleyball tryouts are coming up in mid-August.

Educator Effectiveness Plan: Curriculum, Instruction, and Assessment Coordinator Joshua Forkey reviewed with the Board the proposed revised Educator Effectiveness Plan. Revisions to the plan include updated classroom rubrics, a reduction in the number of walkthroughs from five per year to three, required summative evaluations, yearly professional growth activities, and updated documents for all positions. During discussion:

- Mr. Harmon asked why student performance data is being removed as part of the data toward a summative evaluation. Mr. Leatherman stated that the requirement was a state requirement and is no longer, so it’s no longer part of the plan. Mr. Harmon asked how it would be measured. Mr. Leatherman stated through iReady scores, assessments, graduation rates, etc.
- Mr. Harmon asked why there will be less walkthroughs. Mr. Leatherman stated that it’s difficult to complete five in one year. They may do five, but to require five is a struggle to complete.
- Mr. Harmon asked what a *lack of summative evaluation* means. Mr. Leatherman stated that in his experience there is a summative evaluation every year, which does not happen here. It’s not

required. It's a written summary of the teacher's year based on walkthroughs, observations, etc. Administrators will provide it.

- Mr. Harmon stated that for new teachers there's a formal scheduled observation, but not for other teachers. He asked why there is a difference - is it because they're not new. Mr. Forkey stated that is correct, and that further down in the plan it talks about how new teachers have to have the formal observation, but all other certified staff past that are doing a peer observation and a formal observation at the principal's discretion.
- Mr. Harmon asked about the ability for an educator to request an alternative district administrator for an observation. Mr. Forkey stated that was part of the current plan. Mr. Leatherman stated that may be something that the union would like to keep. During discussion, it was decided that an alternative administrator for that purpose would first be an alternative administrator within the same school building, then an SAU administrator, but not an administrator from a different school building.
- Mr. Harmon asked what happens if a staff member doesn't sign a form for the personnel file. Mr. Leatherman stated that a note would be added saying that they refused to sign.
- Mr. Harmon asked why Raymond educators should strive for an effectiveness rating of proficient and not distinguished, as noted in the plan. Mr. Forkey stated that the proficient rating in the new Danielson model is exceptional and not to be seen often. Mr. Clements asked that distinguished educators be recognized by the Board.

<u>MOTION</u>: John Harmon moved, seconded by Joseph Saulnier, to approve the Raymond Educator Effectiveness Plan as modified this evening. Voted unanimously in the affirmative.

<u>Waste Services Bid Award</u>: Ms. Whitmore reviewed the bids received for waste services in the district from 2027-2029. During discussion, Mr. Harmon stated that he wanted to mention composting, and he was only concerned about locking in for a three year term and not being able to compost. Mr. Ledoux stated that they would be able to just cut back on the dumping since it's not paid by weight. He said he will look into composting, but last he knew they didn't come out this way. <u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to approve Casella for trash removal and recycling in the amount of $32,987 with inflation for each year. Voted unanimously in the affirmative.

<u>CIP Work Session</u>: Director of Safety and Facilities Todd Ledoux reviewed the planned capital improvements projects for maintenance and facilities as presented for the upcoming years.

- Mr. Harmon asked if the RHS air conditioning and recovery units projects would tie the systems together or are they different. Mr. Ledoux stated that they are different.
- During discussion of the portable roofs, Mr. Ledoux stated that they need to be addressed. It was the consensus of the Board that they fast-track the repair of the portable roofs. Mr. Ledoux will collect costs for the project and a public hearing to expend the capital reserve funds will be scheduled.

- Mr. Harmon asked if the project for the additional athletic field at the high school is needed. Mr. Ledoux stated that it's needed, but it's the least needed project. Mr. Scarfo suggested getting a grant or local support for that project to reduce the cost. It was noted that it was listed a priority item 3 on the spreadsheet but it should be a 4.
- It was noted that 29-30 HVAC is scheduled for RHS and LRES, but the narrative says only RHS.
- Mr. Saulnier asked for a rundown of projects that we're expecting for LRES over the next ten years in the Friday Memo.
- Mr. Harmon stated that his concern about the roof number is that we're projecting out from the original number given. He said the elementary roof pricing looks to be about twice as expensive as the other two schools. Mr. Ledoux stated he will look at that.
- Mr. Ledoux stated he will be adding sealing driveway cracks to the capital reserve plan, most likely with a priority of 2.
- Mr. Harmon stated that in 30-31, we have a 6.3 million dollar project for energy systems and recovery, and we currently have 3.3 million in the maintenance capital reserve fund. Mr. Harmon stated that he didn't see the district having the money to complete the project and the Board may want to discuss how to address the items.

Director of School Nutrition Services Alisa McGowan reviewed the planned food service capital improvement projects as presented for the upcoming years:

- Ms. McGowan stated that the food warmer scheduled for 27-28 can be removed from the CIP, as that has recently been replaced.
- Ms. McGowan stated that the walk-in freezers and refrigeration have been redone at the elementary school and the high school. It was noted that the narrative says the walk-in freezer in 26-27 is for the high school, but it is for the middle school, as shown on the spreadsheet.
- Ms. McGowan stated that the ventilation system project at IHGMS can be pushed out. Mr. Harmon asked how that is judged. Ms. McGowan stated that they have a cleaning company and they can do testing to make sure it's pulling what it should be. Mr. Harmon asked if it can be assessed between now and next time the Board discusses the CIP to decide if they need it next year.
- Ms. Whitmore stated that there is a mistake in the narrative regarding the freezer and it's also reflected in the spreadsheet. The need for a freezer in 28-29 is not at LRES, it's at IHGMS. Both items that year are middle school units - one is a freezer, one is a walk-in.

Director of Technology Matthew Clifton reviewed the planned technology capital improvement projects as presented for the upcoming years:

- During discussion of the need to replace security cameras, Mr. Harmon stated that the project is currently rated as a class 3 on the CIP, and asked if that's not correct then they should recalibrate the rating. He asked if the project could be done through E-rate. Ms. Whitmore stated that it's too late for this year, but they could get it in for 2027-28. It was the consensus of the Board that they fast-track the project. Mr. Saulnier asked what would be the difference if we got E-rate. Ms. Whitmore stated they cover 60%. Mr. Leatherman suggested they figure out some sort of percentages of outages and cameras.

Mr. Harmon stated that at this point, the Board usually has a discussion about including a warrant article for $400,000 to come from fund balance to go toward the maintenance capital reserve fund. There was no opposition to including this article on the warrant.

Ms. Peretti left the meeting at 8:00 PM.

<u>Nominations/Resignations</u>: <u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to accept the nomination of Russell Young, teacher. Voted unanimously in the affirmative.

<u>MOTION</u>: John Harmon moved, seconded by Joseph Saulnier, to accept the nomination of Theressa Risdal as the Raymond High School Assistant Principal. Voted unanimously in the affirmative.

<u>New/Revised Policies - First Reading</u>: The School Board reviewed the following proposed revised policies for the first of two readings: EBCA Crisis Prevention and Emergency Response Plans (Revised); EBCD Emergency School and District Closings (Revised); EBCF Pandemic/Epidemic Emergencies (Revised); EBCG Communicable and Infectious Diseases (Revised); JFABD Education of Homeless Children and Unaccompanied Youth (Revised); JLCD Administering Medication to Students (Revised).

<u>New/Revised Policies - Second Reading</u>: <u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to approve policy AC Nondiscrimination, Equal Opportunity Employment, and Antidiscrimination Plan. Voted unanimously in the affirmative.

<u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to approve policy ACA Discrimination and Harassment Grievance Procedure. Voted unanimously in the affirmative.

<u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to approve policy ACD Commitment to Religious Neutrality. Voted unanimously in the affirmative.

<u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to approve policy ECAF Audio and Video Surveillance on School Buses. Voted unanimously in the affirmative.

<u>MOTION</u>: John Harmon moved, seconded by Stephen Scarfo, to rescind policy EEAA Video and Audio Surveillance on School Property. Voted unanimously in the affirmative.

<u>MOTION</u>: John Harmon moved, seconded by Joseph Saulnier, to approve policy EHB Data/Records Retention. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve policy GBAM Accommodation of Pregnancy and Related Medical Conditions - Personnel. Voted unanimously in the affirmative.

MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve policy GCCBC Family and Medical Leave Act. Voted unanimously in the affirmative.

Retention of School Board Agenda Backup: Mr. Leatherman reviewed his recommendation to destroy all school board meeting backup currently in hard copy, and to maintain electronic backup for a minimum of ten years from each meeting date. MOTION: Stephen Scarfo moved, seconded by John Harmon for discussion, to approve the request. Mr. Harmon asked to clarify that the SAU will be following the attorney's recommendations about any items that shouldn't be destroyed. Mr. Leatherman confirmed. Voted unanimously in the affirmative.

Committee Reports: None.

Superintendent's Report: Mr. Leatherman stated that the buildings are coming along, and that there have been no problems or hiccups with summer school. Sports are starting to pick up. Numbers have dropped in football down to 15, which may mean Raymond cannot have a team. As it stands right now they have a week to get the numbers up or they need to notify NHIAA.

Mr. Harmon stated that legislators have passed some bills, among which is one relative to MOUs with charter schools to handle IEPs, and that we will not be allowed to have those MOUs. He asked if Ms. Gutterman can provide information to the Board about the impact of that legislation.

Correspondence/Other: None.

Manifest Signing: A quorum of the Board signed the manifest. Accounts Payable total $1,498,243.33. Payroll total $211,303.03.

Approval of Minutes: MOTION: John Harmon moved, seconded by Joseph Saulnier, to approve the minutes of July 15, 2026. Voted unanimously in the affirmative.

Adjournment: MOTION: John Harmon moved, seconded by Stephen Scarfo, to adjourn the meeting. Voted unanimously in the affirmative. Meeting adjourned at 8:18 PM.

Respectfully submitted,

Jennifer Heywood,
Administrative Assistant

Raymond School Board No-Public Session
July 29, 2026

Not voted to be kept confidential.

Present: School Board Members Tony Clements, Stephen Scarfo, Kristianne Lemieux, Joseph Saulnier, and John Harmon; Superintendent of Schools Terry Leatherman.

Item A

The Superintendent reviewed the evening’s nominations with the School Board.

Respectfully submitted,

Terry Leatherman,
Superintendent of Schools