

**Oyster River Cooperative School District
REGULAR MEETING**

April 2, 2014 **Oyster River High School, C-124** **6:30 PM**

- o. CALL TO ORDER (6:30 PM)**
- I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING**
- II. PLEDGE OF ALLEGIANCE (7:00 pm)**
- III. PUBLIC COMMENTS**
- IV. APPROVAL OF MINUTES**
 - Motion to approve: 3/19/14 meeting minutes.
- V. ANNOUNCEMENTS AND COMMENDATIONS**
 - A. District**
 - B. Board**
- VI. DISTRICT REPORTS**
 - A. Assistant Superintendent/Curriculum & Instruction Report(s)**
 - B. Superintendent's Report**
 - C. Business Administrator**
 - Budget Update
 - D. Student Senate Report**
 - E. Other:**
- VII. DISCUSSION ITEMS**
 - School Board Committee Assignments
 - Administrator's Salary comparison
- VIII. ACTIONS**
 - A. Superintendent Actions**
 - B. Board Action Items**
 - Motion to appoint School Board Members to Committees.
 - Motion to approve ORAA Salary Schedule discussed at March 19, 2014 meeting.
 - Motion to approve Red Cross Agreement for ORHS as Community Shelter.
 - Motion to nominate and approve Continuing Contract and other Professional Staff Members as submitted by the Superintendent.
 - Motion to approve Building Level Administrator Contracts as submitted by the Superintendent.
 - Motion to approve Central Office Administrator Contracts as recommended by the Superintendent.
 - Motion to approve Central Office Director Contracts as recommended by the Superintendent.
 - Motion to approve ORHS Spring Coach and volunteers.
 - Motion to approve ORMS Clubs and Extracurricular Nominations.
 - Motion to approve list of policies.
- IX. SCHOOL BOARD COMMITTEE UPDATES**
- X. PUBLIC COMMENTS**
- XI. CLOSING ACTIONS**
 - A. Future meeting dates:** 4/16/14, 5/7/14 regular meeting
- XII. ADJOURNMENT**
- XIII. NON-PUBLIC SESSION: RSA 91-A:3 {If Needed}**
NON-MEETING SESSION: RSA 91-A:2 {If Needed}

The School Board reserves the right to take action on any item on the agenda.

**Respectfully submitted,
Superintendent**

**If you require special
communication aids, please
notify us 48 hours in
advance.**

**Oyster River Cooperative School District
SAU #5**

Welcome to the School Board meeting. If you wish to be heard by the Board, please note "Public Comment" at the beginning of the agenda (reverse side). The comment section of the agenda should not exceed three (3) minutes unless extended by the Chair. Occasionally, the Board may "suspend its rules" to allow visitor participation at the time an issue of specific interest is being addressed.

Visitors should not expect a Board response to their comments or questions under the above since the Board may not have discussed or taken a position on the matter. The Superintendent, without speaking for the Board, may offer clarification as appropriate.

Agendas and background information are available on the district website prior to meetings. Agendas and additional information are generally available at the entrance to the meeting room or distributed at the time the item is introduced for discussion.

The ORCSD School Board will meet in regular session on the first and third Wednesdays of the month with special meetings when necessary. The School Board appreciates your attendance at these meetings and invites your continued interest in its work on behalf of the children and residents of the District.

Oyster River Cooperative School District Members:

- | | |
|------------------|----------------------------|
| • Maria S. Barth | Term on Board: 2012 –2015 |
| • Thomas Newkirk | Term on Board: 2013 - 2016 |
| • Kenneth Rotner | Term on Board: 2013 - 2016 |
| • Sarah Farwell | Term on Board: 2014 - 2017 |
| • Denise Day | Term on Board: 2014 - 2017 |
| • Allan Howland | Term on Board: 2012 - 2015 |
| • Edwin Charle | Term on Board: 2012– 2015 |

Information Regarding Nonpublic Session

On occasion, the Board agenda may include (or be adjusted to include) a Nonpublic Session. When a motion is made to do so, it will be done under the provisions of the NH State Law RSA 91-A:3 II, and one or more of the following reasons will be claimed for entering Nonpublic Session:

- a. The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request will be granted.
- b. The hiring of any person as a public employee.
- 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.
- d. Consideration of the acquisition, sale or lease of real property or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- e. Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency of any sub-division thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.

Oyster River Cooperative School District

Regular Meeting

March 19, 2014

6:30 p.m.

School Board Members: Maria Barth, Tom Newkirk, Al Howland, Denise Day, Sarah Farwell, Ed Charle, Kenny Rotner, and Student Representative Maegan Doody

Administrators: Superintendent James Morse, Sue Caswell, Jay Richard, Dennis Harrington, and Todd Allen

There were fifteen members of the public present.

There was Review of Manifests from 6:30 – 7:00 p.m.

I CALL TO ORDER Superintendent Morse called the meeting to order at 7:00 p.m.

Pam Felber, Elementary School Music Teacher, introduced students Colette and Evie who sang the National Anthem. They did a great job!

II PLEDGE OF ALLEGIANCE

School Board Member Introductions: Superintendent Morse introduced and welcomed the new School Board members Denise Day and Sarah Farwell. Maegan Doody is the new Student Representative.

Election of Chairperson and Vice-Chair:

Election of Officers: Kenny Rotner nominated Tom Newkirk as the Board Chair, 2nd by Al Howland. Motion approved 6-1-0 with Tom Newkirk abstaining with the Student Representative voting in the affirmative.

Review of ORCSD Policy BDB – Board Officers/Board Organization:

Meeting and review NHSBA Policy BBAB Duties of the Chairperson: Kenny Rotner moved to approve Policy BBAB, 2nd by Al Howland. Motion approved 7-0 with the Student Representative voting in the affirmative.

Kenny Rotner nominated Al Howland as the Vice-Chair, 2nd by Denise Day. Maria Barth nominated Denise Day as Vice-Chair 2nd by Ed Charle.

Motion to elect Al Howland as the Vice-Chair passed 6-0-1 with Maria Barth opposing and the Student Representative voting in the affirmative.

Motion to elect William Leslie as the ORCSD District Clerk: Denise Day moved to elect William Leslie as the ORCSD District Chair, 2nd by Kenny Rotner. Motion approved 7-0 with the Student Representative voting in the affirmative.

Motion to elect Lisa Harling as the ORCSD School District Treasurer: Kenny Rotner move to elect Lisa Harling as the ORCSD School District Treasurer, 2nd by Denise Day. Motion approved 7-0 with the Student Representative voting in the affirmative.

Motion to elect Dr. Katy Lilly as ORCSD School District Physician for the 2014-15 school year. Maria Barth moved to elect Dr. Katy Lilly as ORCSD School District Physician for the 2014-15 school year, 2nd by Denise Day. Motion passed 6-1-0 with Kenny Rotner abstaining and the Student Representative voting in the affirmative.

Welcome of School Board Representative: Maegan Doody introduced herself as a sophomore who is looking forward to the valuable learning opportunity as the Student Representative.

III PUBLIC COMMENTS: Dean Rubine of Lee congratulated the new Board members. He reminded the Board that the tuition will be mostly used to offset taxes as per the Superintendent's letter in the Annual Report. He also discussed the class size guidelines.

David Taylor of Durham also congratulated the new members of the School Board. He also mentioned the student size guidelines of 18-22.

Brian Turnbull of Durham discussed a pay scale adjustment of the leadership team. He continues to be impressed by the exceptional staff and leadership. He is also involved in the effort in bringing an orchestra into the District. The Music Department in the District has a bright future due to the hard work of the Leadership Team.

Rob Drugan of Madbury and Friends of Oyster River Track spoke and would like to have the Board approve the endorsement for the \$40,000 expenditure of the Athletic Track/Fields.

IV APPROVAL OF MINUTES: Motion to approve 2/12/14 and 3/5/14

Minutes:

Kenny Rotner moved to approve the February 12th minutes, 2nd by Ed Charle. Motion approved 5-2-0 with Denise Day, Sarah Farwall, and the Student Representative abstaining.

Kenny Rotner moved to approve the March 5th minutes, 2nd by Al Howland. Motion approved 5-2-0 with Denise Day, Sarah Farwell and the Student Representative abstaining.

Approval of Manifests:

Payroll Manifest #21: \$767, 047.45

Vendor Manifest #20: \$222,654.63

V ANNOUNCEMENTS AND COMMENDATIONS:

District: Todd Allen of the High School has recommended June 13th as the graduation date and requests the Board's approval. **Maria Barth moved to approve June 13th as the graduation day, 2nd by Denise Day. Motion approved 7-0 with the Student Representative voting in the affirmative.**

Jay Richard of the Middle School reported welcomed the new School Board members. Congratulations to the Math Counts team for coming in first in the seacoast and fourth in the state this year. There was a very successful Internet Safety Meeting Presentation last week which was sponsored by the PTO. They are the only middle school in the nation that will view Ted Talks tomorrow in the High School Auditorium. They will be able to participate in discussion via skype.

Dennis Harrington of Moharimet reported that there will be a Maple Sugaring Field Trip involving both Elementary Schools. There will be hands on tapping demonstrations, a tour of the sugar house and the boiling process, a mini nature trail hike, as well as a history lesson of Moharimet sugaring.

Carrie Vaich of Mast Way is excited about exploring the Sugaring Process at Moharimet. There will be a UNH Student speaking to the students tomorrow on a World Energy Program that she is working on. Jim West, a puppeteer who makes life size puppets, will also be coming to the school tomorrow.

Board: Kenny Rotner thinks it's wonderful to see shared endeavors between the two elementary schools. He sat in on Mrs. Raifords class and he is unbelievably impressed with the students. The seniors expressed so much confidence in their education foundation.

Al Howland attended the fourth grade Moharimet Band Concert. They did a great job.

VI DISTRICT REPORTS:

Assistant Superintendent/Curriculum and Instruction Report: None

Superintendent's Report: He also echoed what Kenny Rotner said about Mrs. Raiford's class. It is refreshing to have a direct conversation with the students.

Last Friday there was Strategic Planning meeting and the K-12 feedback from teachers was really positive. They were engaged and it was a rewarding experience. This work is ongoing and is being embraced by the staff.

Business Administrator: None

Student Senate Report: Student Representative Maegan Doody reported that they are working on creating a new advisory system. She also reported that they had a successful Margaritas fundraiser recently.

Music Presentation – ORCSD Music Staff: Music Curriculum Revision:

Jeff Leonard of the Lexington Public Schools spoke and has never seen such a team effort in this endeavor.

Pam Felber Beth Struthers of the Middle School spoke about the foundation principles:

Music is an expression of our humanity

ORCSD students will experience the great works and cultivate and awareness of our cultural history and literacy

The students will have the opportunity to play an instrument

The students will be aware of and control their voice as an instrument

They will have the experience of being a performer.

Sarah Kuhn teaches elementary School and Band spoke about Why Revise:

Add a string program

Increase high school music participation

Grow 7 and 8th grade ensembles

Better utilize strengths of the music faculty

Common standards for all students at each level

Improve performance quality

The grown of emotional intelligence

Create culturally and artistically literate adults.

Jeff Leonard detailed the Areas of Strength:

High competent musician/teachers that are motivated and deeply dedicated

Engaged community; parents and students

Proximity to UNH, which provides an opportunity to enhance our relationship in a symbiotic way.

Very supportive administration and school board at the building and district level.

Challenges:

There is a lack of a vertically articulated curriculum (Band, Chorus, Jazz, Orchestra, General/nonperformance electives) in grades 5-12 summer of 2014.

Scheduling Issues: Fitting the music program within the school day at the secondary level.

Involving more students in a greater variety of music classes and activities in the upper middle and high school levels.

Recommended Changes in the Elementary School:

General Music: They see the students for approximately 27 hours per year.

Kindergarten meets 1 time per week for thirty minutes in a half day program.

In a full day program they would meet 2 times per week.

Grades 1 and 2 meet two times per week for thirty minutes. Recommendation: 2 times per week for thirty minutes.

Grades 3 and 4 would meet once a week for 45 minutes:

Chorus: Grade 3: All students once per week for 35 minutes. They would participate in the Holiday Concert and a small musical play.

Grade 4: All students meet once per week for 35 minutes.

Band – To eliminate beginning band.

Orchestra: OREO (Oyster River Elementary Orchestra) “advanced”

One time per week after school at their home school, one time per week combined at one of the elementary schools. Only plays with one or more years of group or individual lessons.

Recommended Changes for the Middle School:

Biggest Challenges: Scheduling Band, Orchestra and Chorus during the day for academic credit.

Speciality ensembles that meet outside of the school day should continue to exist and to grow.

General music will continue for students not enrolled in Band, Chorus or Orchestra.

All grade 8 students will have the opportunity to take guitar class.

Year 1 First Transition Year:

Grade 5: Students will choose between continuing band, beginning strings, or general music.

All Grade 5 students will be in Chorus.

Grades 6 and 7: Choices will be between Band, Chorus String ensemble or General Music.

Grades 8: The same as Grades 6 and 7 plus Guitar for all grade 8 students. There will be a grade 5-8 String Ensemble for experienced players.

Year 2: Transition Continues:

Grade 5: Beginning Band, Beginning Strings or General Music

All students participate in Chorus

Grades 6 and 7: Students will choose either band chorus orchestra or general music

Grades 8: Same as Grades 6 and 7 additionally Guitar for all Grade 8 students.

Mark LaForce discussed The Potential Outlook for the High School:

Team teaching:

Offer Band, Chorus, Orchestra, Jazz Band, Studio Orchestra, Concert Band, and Chorus as performing ensembles during the school day.

All ensembles must meet for a full year.

Electives: Piano, African Drumming, Others

Eventually add other choral groups, guitar ensembles, percussion ensemble, instrumental, chamber groups and non-performance electives.

High School Challenges/Considerations

Schedules – as participation increases, classes can't only happen during E block

Current master schedule limits opportunities

Flexibility so that study halls can be available part time.

There was an in-depth question and answer period with the Board on the transition. The Board thanked the teachers for all their hard work on this presentation.

DISCUSSION ITEMS:

Expenditure of \$40,000 for Athletic Fields/Track: Todd Allen described the proposed Athletic Fields/Track to the Board. The \$40K expenditure coming from the year end fund balance will be used to get the project shovel ready, providing test digs and detailed surveys. It would also allow an architect to design a final concept.

Kenny Rotner moved that the Board authorizes up to \$40K to be used in providing test digs, detailed surveys and allowing an architect to design a final concept, 2nd by Denise Day.

Maria Barth moved to postpone this discussion until the 2nd meeting in May, 2nd by Ed Charle. Motion failed 2-5 with Sarah Farwell and Maria Barth opposing.

Motion on the original motion passed 7-0 with the Student Representative in the affirmative.

Salary Schedule for Administrators/Directors: Superintendent Morse discussed the salary schedule for administrators. The ORAA has met with the ORCSB Negotiation Team to discuss the salary scale that would place all principals, assistant principals and directors within an appropriate range based upon market factors, internal integrity and job responsibilities. The goal of the ORAA is that all administrator's salaries be in the upper quartile of the state, that responsibilities, longevity, relevant experience and performance be factors considered when determining salary. This will be on the April 2nd agenda.

Consideration of Early Retirement Incentive: Superintendent Morse discussed a consideration of an early retirement incentive with the Board. The deadline for such an incentive would be the end of April. He is seeking authorization to put this out to the staff to see if there is any interest in taking advantage of this incentive.

Al Howland moved to authorize the Superintendent to offer an early retirement incentive, 2nd by Kenny Rotner. Motion approved 7-0 and the Student Representative voting in the affirmative.

ACTIONS:

Motion to Act on Superintendent Contract for the 2014-15 School Year: Al Howland described the changes to the Superintendent Contract for the 2014-2015 School Year including adding on an additional year to the contract.

Kenny Rotner moved to approve the Superintendent Contract for the 2014-15 School Year, 2nd by Ed Charle. Motion passed 7-0 with the Student Representative voting in the affirmative.

MS-22 Form: Maria Barth moved to sign the MS-22 Form, 2nd by Al Howland. Motion approved 7-0 with the Student Representative voting in the affirmative.

Mast Way Activity Stipends:

| | | |
|----------------|--------------------|-------|
| Cathy Baker | Jump Rope Club | \$400 |
| Rebecca Yerkes | New Teacher Mentor | \$500 |

Kenny Rotner moved to approve the above Mast Way Activity Stipends, 2nd by Maria Barth. Motion approved 7-0 with the Student Representative voting in the affirmative.

Motion to Approve Spring Coaches:

Volunteer Positions:

| | |
|-----------------|------------------|
| Ryan Walfield | Varsity Baseball |
| James Hoyt | Varsity Baseball |
| Kate Potvin | Girls Lacrosse |
| Geoff Jablonski | Varsity Baseball |
| Sam Kerrigan | Boys Lacrosse |
| Nancy Bulkley | Girl's Tennis |

Paid Positions:

| | | |
|--------------------|------------------------------|---------|
| Nicholas Ricciardi | Head Outdoor Track | \$5,288 |
| Greg Gephart | Boys Asst. Outdoor Track | \$3,617 |
| James Thibault | Boys JV Baseball | \$2,856 |
| Craig Walfield | Boys Varsity Baseball | \$3,933 |
| Bob Heuching | Girls Varsity Tennis | \$3,370 |
| Casey Reynolds | Girls Varsity Lacrosse | \$4,308 |
| Daniel Brown | Boys JV Lacrosse | \$2,566 |
| Emma Wilson | .5 Girls Asst. Outdoor Track | \$1,621 |
| Jacob Renaud | .5 Girls Asst Outdoor Track | \$1,621 |
| Andy Allen | Boys Tennis | \$3,070 |

Middle School:

| | | |
|-----------------|--------------------------------|---------|
| Dave Montgomery | MS Outdoor Track | \$2,377 |
| Sunpreet Sadana | MS Outdoor Track | \$2,452 |
| Megan Hinz | MS Outdoor Track | \$2,302 |
| Lauren Tebbetts | MS Outdoor Track | \$2,377 |
| Nate Grove | MS Baseball | \$1,994 |
| Nicole Casimiro | 5/6 Boys Basketball Intramural | \$ 576 |

Kenny Rotner moved to approve the above slate of Coaches, 2nd by Denise Day. Motion approved 7-0 with the Student Representative voting in the affirmative.

Policies: Maria Barth moved to approve JFABB for adoption, 2nd by Kenny Rotner. Motion approved 7-0 with the Student Representative voting in the affirmative.

Chair Tom Newkirk asked the Board for Manifest Review Volunteers to serve for six month. Kenny Rotner, Tom Newkirk, Denise Day, and Ed Charle have volunteered to Review the Manifests.

PUBLIC COMMENTS: Matt Pappas congratulated the new Board members and as a teacher thanked the Board for presenting the retirement incentive.

Kenny Rotner moved to enter into nonpublic session under RSA 91-A:3 II (a), 2nd AH. Upon roll call vote the motion passed 7-0 with the Student Representative voting in the affirmative.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary

Oyster River Cooperative School Board
March 19, 2014 ORHS-C-120
Non Public Meeting Minutes

Attendees:

Ed Charle
Maria Barth
Tom Newkirk
Kenny Rotner
Al Howland
Denise Day
Sarah Farwell

Kenny Rotner made the motion to enter nonpublic session at 9:45 PM seconded by Al Howland. Motion carried by roll call vote 7-0.

Under RSA 91-A:3 II (a) The Board reviewed and discussed the superintendent's evaluation.

Motion made to leave nonpublic and return to public session by Kenny Rotner, second by Al Howland. Motion passed.

Motion made to adjourn at 10:00 PM by Al Howland, seconded by Ed Charle.

Respectfully Submitted,

Dr. James Morse
Superintendent

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
FISCAL YEAR 2013-2014
FINANCIAL STATUS AS OF:**

3/19/2014

| | Budgeted | Expended | Encumbrances | Amount Remaining | Percentage Spent |
|--------------------------------------|-------------------|-------------------|-------------------|------------------|------------------|
| | 2013-2014 | 2013-2014 | 2013-2014 | 2013-2014 | 2013-2014 |
| SALARIES: | | | | | |
| Administrator | 1,253,072 | 915,707 | 337,365 | 0 | 100% |
| Teacher | 13,750,753 | 8,150,129 | 5,610,331 | (9,707) | 100% |
| Para | 2,124,839 | 1,218,873 | 695,493 | 210,473 | 90% |
| Tutor | 127,017 | 79,639 | 46,310 | 1,068 | 99% |
| Custodian | 694,692 | 491,480 | 179,102 | 24,110 | 97% |
| Secretary | 350,017 | 238,008 | 99,730 | 12,279 | 96% |
| District Hourly | 511,477 | 384,681 | 140,890 | (14,094) | 103% |
| Maintenance | 212,179 | 131,333 | 71,329 | 9,517 | 96% |
| Drivers | 609,736 | 635,954 | 151,337 | (177,555) | 129% |
| Media Assistant | 7,400 | 4,561 | 0 | 2,839 | 62% |
| Misc & Summer | 234,256 | 140,934 | 59,337 | 33,985 | 85% |
| Subs - Professional | 229,169 | 160,680 | 31,690 | 36,799 | 84% |
| Subs - Para | 20,600 | 27,593 | 0 | (6,993) | 134% |
| Subs - Secretary | 5,000 | 4,149 | 0 | 851 | 83% |
| O/T | 42,526 | 5,532 | 0 | 36,994 | 13% |
| Med & Dent Payback | 548,190 | 362,005 | 147,438 | 38,747 | 93% |
| TOTAL SALARIES | 20,720,923 | 12,953,258 | 7,570,352 | 197,313 | 99.0% |
| BENEFITS: | | | | | |
| Health Ins | 4,700,803 | 2,505,719 | 2,180,592 | 14,492 | 100% |
| Dental Ins | 125,359 | 66,903 | 58,447 | 9 | 100% |
| Life Ins | 52,169 | 27,015 | 23,454 | 1,700 | 97% |
| LTD Ins | 49,525 | 25,708 | 22,665 | 1,152 | 98% |
| FICA | 1,573,085 | 957,564 | 586,513 | 29,008 | 98% |
| Retirement - Non Professional | 306,996 | 207,448 | 92,842 | 6,706 | 98% |
| Retirement - Professional | 1,966,895 | 1,179,629 | 827,310 | (40,044) | 102% |
| Annuity | 83,562 | 45,558 | 44,502 | (6,498) | 108% |
| Tuition Reimb | 0 | 1,488 | 0 | (1,488) | |
| Unemployment Comp | 24,279 | 11,577 | 0 | 12,702 | 48% |
| Workers Com | 103,084 | 41,176 | 13,725 | 48,183 | 53% |
| TOTAL BENEFITS | 8,985,757 | 5,069,785 | 3,850,050 | 65,922 | 99.3% |
| ALL OTHER OPERATING EXPENSES: | | | | | |
| Mast Way | 132,041 | 104,176 | 3,696 | 24,169 | 82% |
| Moharimet | 119,694 | 85,777 | 5,028 | 28,889 | 76% |
| Middle School | 257,212 | 179,519 | 5,074 | 72,619 | 72% |
| High School | 463,528 | 324,458 | 27,402 | 111,668 | 76% |
| District | 2,092,951 | 2,020,039 | 51,240 | 21,672 | 99% |
| Transportation | 688,978 | 462,649 | 5,400 | 220,929 | 68% |
| Technology | 500,795 | 310,426 | 5,115 | 185,254 | 63% |
| Facilities | 1,918,098 | 1,324,849 | 326,549 | 266,700 | 86% |
| SPED | 2,001,450 | 1,383,553 | 386,749 | 231,148 | 88% |
| TOTAL OPERATING | 8,174,747 | 6,195,446 | 816,253 | 1,163,048 | 85.8% |
| GRAND TOTAL | 37,881,427 | 24,218,489 | 12,236,655 | 1,426,283 | 96.2% |

Comment Section: Expenditures are in line with what we expect to see at this time of the year. Revenue for medicaid and catastrophic aid have exceeded our projections. Additional revenues currently total \$140,000 which will be added to year end fund balance.

Oyster River School Board

**COMMITTEE ASSIGNMENTS
2014 – 2015**

To Be Adopted at April 2, 2014 School Board Meeting

| # reps | PUBLIC MEETINGS | Thomas | Allan | Edwin | Maria | Kenneth | Sarah | Denise |
|-----------|-----------------------------|--------|-------|-------|-------|---------|-------|--------|
| 2-3 | Communications Committee | | | | | | | |
| 3 | Policy Committee | | | | | | | |

| # reps | NON/MEETING NONPUBLIC | | | | | | | |
|-----------|--------------------------|--|--|--|--|--|--|--|
| 3 | Negotiations | | | | | | | |

REPRESENTATIVES TO OTHER GROUPS

| # reps | | Thomas | Allan | Edwin | Maria | Kenneth | Sarah | Denise |
|-----------|---------------------------------|--------|-------|-------|-------|---------|-------|--------|
| 1 | District Tech Com | | | | | | | |
| 1 | NHSBA Delegate | | | | | | | |
| 3 | Strategic Planning Committee | | | | | | | |
| 1 | Wellness | | | | | | | |
| 1 | Sustainability | | | | | | | |
| 1 | Advisory Budget Committee | | | | | | | |
| 1 | Long Range Planning | | | | | | | |

Note: High School Athletic Director Corey Parker- will be the school Districts
representative on the O.R. Youth Association Board of Directors.

MEMO

To: ORCSD School Board and Dr. Morse

From: Todd Allen, ORHS Principal representing the Oyster River Administrators Association

Date: April 2, 2014

Subject: Oyster River Administrators Association contract negotiations

The Oyster River Administrators Association believes that the district's administrative contract should meet the following parameters. First, administrative salaries in the OR district should always be in the top 25% of the state of New Hampshire. Oyster River teacher's salaries are consistently in the top 10% of the state. It is only fair that district leadership be compensated comparably. Second, no supervisor should be paid at a rate less than those they supervise. Currently this is not the case with many top step teachers being paid a rate significantly more than their supervisors. Third, administrative pay rates should take into account the longevity, training and performance of the administrator in the position. Many district administrators are currently paid at a rate established for our predecessors with little connection to our own skills, talents and longevity. Finally, all employment benefits given to administrators in the district should be equalized so that no administrator has benefits available to them that another does not. The members of O.R.A.A. believe strongly that the proposed agreement meets the above mentioned parameters. Additionally we feel that this proposed agreement is in the best interest of the district because it promotes fairness in the interest of keeping good administrators in the district well into the future.

Supporting Data:

District Level Leadership

| Comparable School District | Assistant Superintendent | Business Administrator |
|-----------------------------------|---------------------------------|-------------------------------|
| Exeter | \$107,550 | \$97,000 |
| Hampton | \$109,112 | 88,812 |
| Bedford | \$112,420 | \$98,365 |
| Portsmouth | \$116,466 | \$102,858 |
| Hudson | \$105,000 | \$90,000 |
| Londonderry | \$111,405 | \$107,669 |
| Timberlane | \$115,000 | \$107,577 |
| Oyster River | \$91,800 | \$89,760 |
| NH Average | \$100,911 | \$93,714 |
| To be in Top 25 % | \$110,900+ | \$99,700+ |

***Taken from NH DOE web site (Data for 2013-14)**

Building Level Leadership

| Comparable Districts | High School Principal Salary |
|----------------------|------------------------------|
| Portsmouth | \$107,340 |
| Bedford | \$110,340 |
| Exeter | \$104,000 |
| Windham | \$104,000 |
| Londonderry | \$113,000 |
| Plaistow | \$112,000 |
| Amherst/Souhegan | \$108,000 |
| Oyster River | \$102,877 |

***2013-14 Data gathered from a survey done by ORAA in the fall of 2013 as the state does not collect salary data on building level leadership positions**

| Leadership Position | New England Regional Average Salary in 2010* |
|-------------------------|---|
| High School Principal | \$109,298 (\$116,730 if adjusted for inflation) |
| Middle School Principal | \$101,834 (\$108,758 if adjusted for inflation) |
| Assistant Principal | \$83,074 (\$88,723 if adjusted for inflation) |

***most recent year that NASSP(National Association of Secondary School Principals) data is available. (Inflation in the US from 2010 to 2013 was 6.8%.)**

2013-2014 NH Teacher Salary Data

| Rank out of 134 School Districts in NH | Highest Step on Teacher Pay Scale 2013-14 |
|--|---|
| 1. Hanover | \$87,732 |
| Dresden | \$87,732 |
| 2. Stratham | \$81,169 |
| 3. Exeter | \$79,890 |
| 4. Lyme | \$78,035 |
| 5. Oyster River | \$77,527 |
| 6. Amherst/Souhegan | \$77,127 |
| 7. Exeter Region Coop | \$76,380 |
| 8. Derry Coop | \$76,345 |
| 9. Milford | \$76,237 |

***Data taken from NH DOE website for 2013-14**

To: Oyster River Cooperative School Board
Fr: Dr. James C. Morse, Sr., Superintendent
Re: Administrative Pay Scale
Date: March 19, 2014/April 2, 2014

Over the years the Teachers Guild has successfully negotiated with the School Board and garnered voter support for a competitive pay scale. In fact, the teachers negotiated agreement places ORCSD teachers in the top 10% for pay in the State of NH.

Although recognized, the Oyster River Administrators Association (ORAA) is not a union. It is a group of administrators that includes central office administrators, the exception being the superintendent, the principals, their assistant principals, and the directors. ORAA has no standardized pay scale or negotiated agreement. Principals have a common benefit agreement (see attachment 1) but directors and SAU administrators do not. This lack of cohesion has left administrators pay and benefits inconsistent to one another and has left salaries uncompetitive. Compounding the problem are the years in which administrators had their pay frozen while unionized teachers, during the same time period, did not.

How has this lack of a common pay scale and benefits occurred?

Currently, the salary of a given administrator was decided upon at the time of hire based upon the superintendent's recommendation. This has left many administrators underpaid for their job assignment, some making less than teachers on a per diem basis, despite their supervisory job responsibilities.

In addition, Administrative turnover is a serious issue for the District. Three of four Directors have less than two years with the District, (Technology, Food Service, and Facilities). Two of the four principals have less than two years with the District, (Mast Way Principal and ORHS Principal). When looking at Central Office administrators, three of the four administrators have less than two years with the District (the Superintendent, Assistant Superintendent and the Special Education Director). The lone exception is the Business Administrator who is the senior central office administrator with 3.5 years' experience.

We all should be concerned that unless administrative salaries are systematized, unless they are competitive and unless they have internal integrity, ORCSD will lose administrators to other Districts resulting in continual administrative turnover resulting in the loss of historical memory, weak implementation of vision and strategic plan and continuous orientation in leadership to students, staff and community.

The ORAA has met with the ORCSB Negotiation Team to discuss the salary scale that would place all principals, assistant principals and directors within an appropriate range based upon market factors, internal integrity and job responsibilities. The goal of the ORAA is that all administrators' salaries be in the upper quartile of the state, that responsibilities, longevity, relevant experience and performance be factors considered when determining salary. Using the factors noted, plus internal integrity, the pay scale should go in the following order, highest to lowest:

Assistant Superintendent,
HS Principal,
MS Principal,
Business Administrator,
Elementary Principal, Special Education Director,
Assistant Principals, Guidance Director, Assistant Sped Directors,
Technology Director,
Athletic Director
Food Service Director,
Accounting Director, and
Transportation Director

In order to bring salaries to appropriate levels it will take two years and an equity account. A cost of living adjustment is inadequate to adjust for the lack of adequate compensation. Even taking two years to adjust salaries to place everyone properly just using just COLA is inadequate due to the current inadequacies and inconsistencies in the current administrative pay schedule. Therefore, I propose a pay equity fund be established in order to adjust salaries more substantively for those whose pay is not adequate for their assignments.

The recommended salary scale (attachment 2) adjusts the administrative salary scale over a two-year period, applies the pay equity fund and brings salary and benefit consistency to administrators. The one exception I wish the Board to consider is the salary of the Assistant Superintendent. NH Department of Education data and the fact the Assistant Superintendent should make more than those supervised, leads me to request the Board adjust her salary significantly in year one and less significantly in year two.

Both ORAA and I recommend the proposed administrative pay schedule to the ORCSD Board for your consideration and approval.

**PROPOSED ADMINISTRATORS/DIRECTORS SALARY SCHEDULE 2014-15
YEAR 1**

| Position | Low | Middle | High | Proposed |
|---|------------|---------------|-------------|-----------------|
| Assistant Superintendent | 104000 | 109000 | 114000 | 112,126 |
| HS Principal | 100000 | 105000 | 110000 | 104,935 |
| MS Principal | 95000 | 100000 | 105000 | 100,399 |
| Business Administrator | 95000 | 100000 | 105000 | 97,045 |
| Elementary Principals | 91000 | 96000 | 101000 | 102,303 |
| | | | | 98,838 |
| Special Education Director | 95000 | 100000 | 105000 | 94,965 |
| Asst. Principals HS/MS | 81000 | 86000 | 91000 | 88,264 |
| | | | | 85,000 |
| | | | | 83,752 |
| Guidance Director HS | 78000 | 83000 | 88000 | 82,000 |
| Assistant Sped Directors | 71600 | 77300 | 83100 | 83,054 |
| | | | | 70,000 |
| IT Director | 71600 | 76600 | 81600 | 73,927 |
| Athletic Director MS/HS | 66000 | 71000 | 76000 | 70,000 |
| Food Service Director | 50000 | 55000 | 60000 | 58,262 |
| Accounting Director | 55000 | 60000 | 65000 | 53,500 |
| Transportation Director | 44000 | 49000 | 54000 | 49,794 |
| | | | | |
| *\$36,385 – Equity Fund to bring administrators to competitive levels year 1. | | | | |

Factors in placement on the scale:

1. longevity in current position/district
2. educational attainment/training
3. relevant experience
4. performance

**PROPOSED ADMINISTRATORS/DIRECTORS SALARY SCHEDULE 2015-16
YEAR 2**

| Position | Low | Middle | High | Proposed |
|--|------------|---------------|-------------|-----------------|
| Assistant Superintendent | 106080 | 111180 | 116280 | 114,369 |
| HS Principal | 102000 | 107100 | 112200 | 108,034 |
| MS Principal | 96900 | 102000 | 107100 | 103,407 |
| Business Administrator | 96900 | 102000 | 107100 | 102,986 |
| Elementary Principals | 92820 | 97920 | 103020 | 104,349 |
| | | | | 100,815 |
| Special Education Director | 96900 | 102000 | 107100 | 100,864 |
| Asst. Principals HS/MS | 82620 | 87200 | 92820 | 90,030 |
| | | | | 87,700 |
| | | | | 85,427 |
| Guidance Director HS | 79560 | 84660 | 89760 | 84,640 |
| Assistant Sped Directors | 73032 | 78846 | 84762 | 84,715 |
| | | | | 73,900 |
| IT Director | 73032 | 78846 | 84762 | 76,906 |
| Athletic Director MS/HS | 67320 | 72420 | 77520 | 72,900 |
| Food Service Director | 52000 | 56100 | 61200 | 59,427 |
| Accounting Director | 56100 | 61200 | 66300 | 56,070 |
| Transportation Director | 44880 | 49980 | 55080 | 50,790 |
| | | | | |
| *\$18,999 – Equity Fund to bring administrators to competitive levels year 2 | | | | |

Factors in placement on the scale:

1. longevity in current position/district
2. educational attainment/training
3. relevant experience
4. performance

March 2014

To: Community Emergency Managers/
Shelter Facility Owners

Enclosed please find a shelter worksheet and Shelter Agreement we need to have updated for shelter facilities either owned by your organization or in your community.

Should the need arise to open a shelter it is imperative that we have the correct contact and other significant information.

The last survey date we have July 2007

We are requesting that you review the information indicated on these worksheets and make changes where necessary. You may write directly on the sheets.

It would also be helpful to us to have a layout of the building if possible.

Please complete the worksheet and return to us in the envelope provided.

The accuracy of information is critical in decisions ARC and NH will make in the use of any facility, therefore the return of this form at your earliest convenience is greatly appreciated.

Based on the survey ARC has on hand we do not intend at this time to do a full new survey. Should you feel it is warranted please let me know and we will arrange to have one done.

Should you have any questions please do not hesitate to contact me at 603-398-7196.

Thank you for your cooperation.

Sincerely,



Deborah L. Busick
Volunteer/NSS Project Lead
American Red Cross

**American Red Cross
Shelter Agreement**

The American National Red Cross ("Red Cross"), a not-for-profit corporation chartered by the United States Congress, provides services to individuals, families and communities when disaster strikes. The disaster relief activities of the Red Cross are made possible by the American public, as the organization is supported by private donations and facility owners who permit their buildings to be used as a temporary refuge for disaster victims. This agreement is between the Red Cross and a facility owner ("Owner") so the Red Cross can use the facility as an emergency shelter during a disaster.

DR#: _____ Facility: Oyster River High School

Parties and Facility

Owner:

Legal name: Oyster River Cooperative School District
Chapter: _____
24-Hour Point of Contact:
Name and title: Suzan Caswell, Business Administrator
Work phone: 868-5100 x2003 Cell phone/pager: 498-7054
Address for Legal Notices:
36 Coe Drive
Durham NH 03824

Red Cross:

Legal name: The American National Red Cross
Chapter: New Hampshire Region
24-Hour Point of Contact:
Name and title: Ian Dyer
Work phone: _____ Cell phone/pager: 603-545-5793
Address for Legal Notices:
American Red Cross
2 Mantland St
Concord NH 03301

Copies of legal notices must also be sent to:

The American National Red Cross, Office of the General Counsel,
2025 E Street, NW, Washington DC 20006

and

The American National Red Cross, Disaster Operations,
2025 E Street NW, Washington, DC 20006.

Shelter Facility:

(Insert name and complete street address of building or, if multiple buildings, write "See attached Facility List" and attach Facility List including complete street address of each building that is part of this Agreement).

Oyster River High School
35 Coe Drive
Durham NH 03824

Terms and Conditions

1. Use of Facility: Upon request and if feasible, the Owner will permit the Red Cross to use the Facility on a temporary basis as an emergency public shelter.
2. Shelter Management: The Red Cross will have primary responsibility for the operation of the shelter and will designate a Red Cross official, the Shelter Manager, to manage the sheltering activities. The Owner will designate a Facility Coordinator to coordinate with the Shelter Manager regarding the use of the Facility by the Red Cross.
3. Condition of Facility: The Facility Coordinator and Shelter Manager (or designee) will jointly conduct a pre-occupancy survey of the Facility before it is turned over to the Red Cross. They will use the first page of the Facility/Shelter Opening/Closing Form, available on CrossNet, to record any existing damage or conditions. The Facility Coordinator will identify and secure all equipment that the Red Cross should not use while sheltering in the Facility. The Red Cross will exercise reasonable care while using the Facility as a shelter and will make no modifications to the Facility without the express written approval of the Owner.
4. Food Services: Upon request by the Red Cross, and if such resources exist and are available, the Owner will make the food service resources of the Facility, including food, supplies, equipment and food service workers, available to feed the shelter occupants. The Facility Coordinator will designate a Food Service Manager to coordinate the provision of meals at the direction of and in cooperation with the Shelter Manager. The Food Service Manager will establish a feeding schedule, determine food service inventory and needs, and supervise meal planning and preparation. The Food Service Manager and Shelter Manager will jointly conduct a pre-occupancy inventory of the food and food service supplies in the Facility before it is turned over to the Red Cross.
5. Custodial Services: Upon request by the Red Cross and if such resources exist and are available, the Owner will make its custodial resources, including supplies and custodial workers, available to provide cleaning and sanitation services at the shelter. The Facility Coordinator will designate a Facility Custodian to coordinate the provision of cleaning and sanitation services at the direction of and in cooperation with the Shelter Manager.
6. Security: In coordination with the Facility Coordinator; the Shelter Manager, as he or she deems necessary and appropriate, will coordinate with law enforcement regarding any public safety issues at the Shelter.
7. Signage and Publicity: The Red Cross may post signs identifying the shelter as a Red Cross shelter in locations approved by the Facility Coordinator and will remove such signs when the shelter is closed. The Owner will not issue press releases or other publicity concerning the shelter without the express written consent of the Shelter Manager. The Owner will refer all media questions about the shelter to the Shelter Manager.
8. Closing the Shelter: The Red Cross will notify the Owner or Facility Coordinator of the closing date for the shelter. Before the Red Cross vacates the Facility, the Shelter Manager and Facility Coordinator will jointly conduct a post-occupancy survey, using the second page of the Shelter/Facility Opening/Closing Form to record any damage or conditions. The Shelter Manager and Facility Coordinator or Food Service Manager will conduct a post-occupancy inventory of the food and supplies used during the shelter operation.
9. Reimbursement: The Red Cross will reimburse the Owner for the following:
 - a. *Damage to the Facility or other property of Owner*, reasonable wear and tear excepted, resulting from the operations of the Red Cross. Reimbursement for facility damage will be based on replacement at actual cash value. The Red Cross will select from among

bids from at least three reputable contractors. The Red Cross is not responsible for storm damage or other damage caused by the disaster.

- b. *Reasonable costs associated with custodial and food service personnel* which would not have been incurred but for the Red Cross's use of the Facility for sheltering. The Red Cross will reimburse at per-hour, straight-time rate for wages actually incurred but will not reimburse for (i) overtime or (ii) costs of salaried staff.
- c. *Reasonable, actual, out-of-pocket operational costs*, including the costs of the utilities indicated below, to the extent that such costs would not have been incurred but for the Red Cross's use of the Premises (both parties must initial all utilities to be reimbursed by the Red Cross):

| | Owner initials | Red Cross initials |
|----------------|----------------|--------------------|
| Water | _____ | _____ <i>ID</i> |
| Gas | _____ | _____ <i>ID</i> |
| Electricity | _____ | _____ <i>ID</i> |
| Waste Disposal | _____ | _____ <i>ID</i> |

The Owner will submit any request for reimbursement to the Red Cross within 60 days after the shelter closes. Any request for reimbursement for food, supplies or operational costs must be accompanied by supporting invoices. Any request for reimbursement for personnel costs must be accompanied by a list of the personnel with the dates and hours worked at the shelter.

10. Insurance: The Red Cross shall carry insurance coverage in the amounts of at least \$1,000,000 per occurrence for Commercial General Liability and Automobile Liability. The Red Cross shall also carry Workers' Compensation coverage with statutory limits for the jurisdiction within which the facility is located and \$1,000,000 in Employers' Liability.

11. Indemnification: The Red Cross shall defend, hold harmless, and indemnify Owner against any legal liability, including reasonable attorney fees, in respect to bodily injury, death and property damage arising from the negligence of the Red Cross during the use of the Premises.

12. Term: The term of this agreement begins on the date of the last signature below and ends 30 days after written notice by either party.

Owner (legal name)

THE AMERICAN NATIONAL RED CROSS
(legal name)

By (signature)

By (signature)

Name (printed)

Name (printed)

Title

Title

Date

Date



Ian Dyer

Regional ESD

+

SHELTER WORKSHEET

(Name of Shelter Oyster River High School /NSS# 54980)

SHELTER SURVEY DATE ON RECORD: None

CONTACT TO AUTHORIZE USE OF THE FACILITY

Name: Susan Caswell

Business Hours Phone # 603-868-5100 X2003

After Hours Phone # 603-659-3975 (H) 603-498-7054 (C)

ALTERNATE CONTACT TO AUTHORIZE USE OF THE FACILITY

Name: Todd Allen

Business Hours Phone # 603-868-2375 X 6001

After Hours Phone # 603-868-5610 (H) ~~603-817-4007 (C)~~

603-617-8622

CONTACT TO OPEN THE FACILITY

Name: Marek Filip

Business Hours Phone # 603-868-2375

After Hours Phone # 603-817-3164

ALTERNATE CONTACT TO OPEN THE FACILITY

Name: Jim Rozycki

Business Hours Phone # 603-868-5100 X 2402

After Hours Phone # 603-817-9671

SQUARE FOOTAGE OF THE USABLE SPACE

27000 - includes gym, multi purpose room, kitchen, hallway, main office and locker/shower rooms.

184,000 - entire building gross sq. ft.

FNS/ADA IMPROVEMENTS: FNS/ADA CAPABLE

YES

NO

YES

NO

DOES THE FACILITY HAVE A GENERATOR

YES

NO

KW Capacity 311 KW

Area covered 80% of building

(full power to HVAC equipment, kitchen, all lighting but only select receptacles)

HAVE THERE BEEN ANY MAJOR CHANGES TO THE FACILITY SINCE THE SURVEY DATE:

PLEASE DESCRIBE:

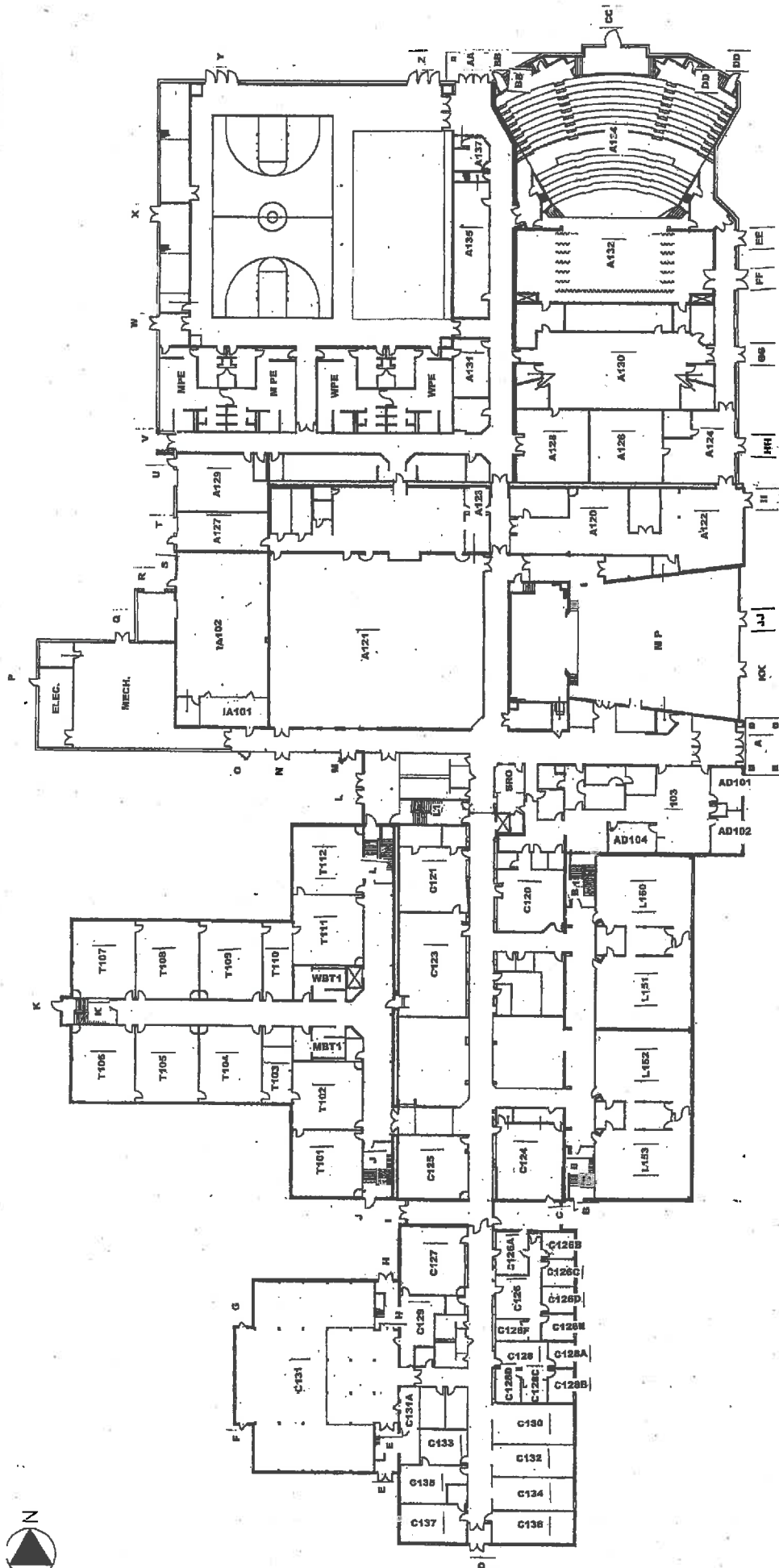
YES

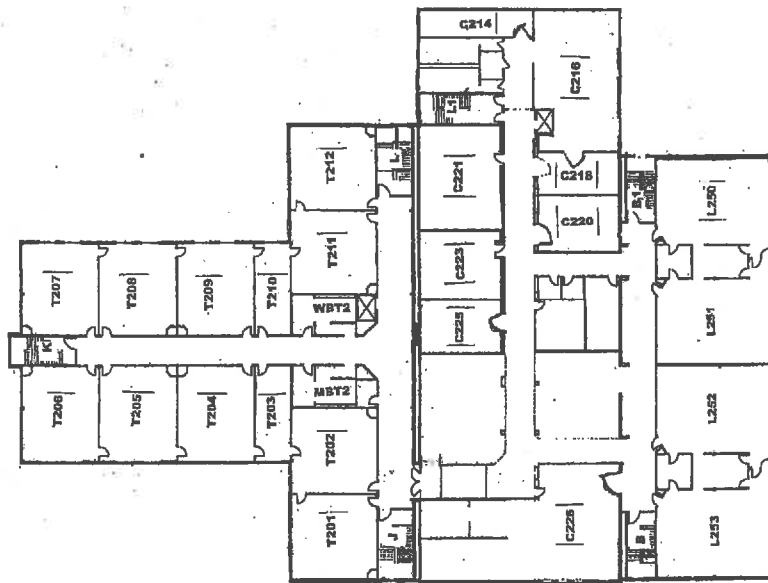
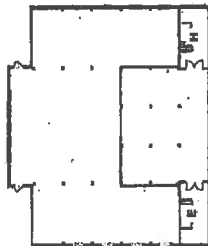
NO

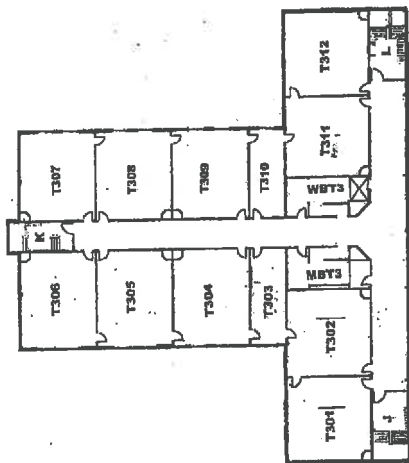
DO YOU THINK A NEW SURVEY IS APPROPRIATE.

YES

NO







Mast Way 2014-15
List to School Board

| Last Name | First Name | School | FTE | Position | 1st | 2nd | 3rd | 4th | 5th | Cont. | Criteria(see below) |
|---------------|------------|----------|-----|--------------------|-----|-----|-----|-----|-----|-------|---------------------|
| Ameduri | Kathleen | Mast Way | 1 | Special Education | | | | | | x | |
| Baker | Catherine | Mast Way | 1 | Physical Education | | | | | | x | |
| Baker | Melisa | Mast Way | 1 | Special Education | | | | | x | | c |
| Bowden-Gerard | Maria | Mast Way | 1 | Grade 4 | | | | | | x | |
| Burke | Whitney | Mast Way | 1 | Grade 1 | | | | | | x | |
| Buswell | Heather | Mast Way | 1 | Grade 4 | | | | | | x | |
| Desrochers | Kirsten | Mast Way | 1 | Grade 1 | | | | | | x | |
| Drew | Heather | Mast Way | 1 | Grade 3 | | | | | | x | |
| Ervin | Ellen | Mast Way | 0.5 | Math Consultant | | | | | | x | |
| Felber | Pamela | Mast Way | 0.8 | Music Education | | | | | | x | |
| George | Judy | Mast Way | 1 | Grade 3 | | | | | | x | |
| Handwork | Erin | Mast Way | 1 | Grade 1 | | | | | | x | |
| Hastings | Debra | Mast Way | 1 | Art | | | | | | x | |
| Jasinski | Barbara | Mast Way | 1 | Reading Specialist | | | | | | x | |
| Jones | Margaret | Mast Way | 1 | Grade 2 | | | | | | x | |
| Kolbjornsen | Deborah | Mast Way | 0.5 | Kindergarten | | | | | | x | |
| Kuhn | Sarah | Mast Way | 0.2 | Music Education | | | | | | x | |
| Lutz | Patricia | Mast Way | 1 | Special Education | | | | | | x | |
| McCormick | David | Mast Way | 1 | Grade 3/4 | | | | | | x | |
| Moore | Katherine | Mast Way | 1 | School Nurse | | | | | | x | |
| Moulton | Heather | Mast Way | 1 | Grade 2 | | x | | | | | c |
| Paquette | Barbara | Mast Way | 1 | Grade 3 | | | | | | x | |
| Parsons | Michelle | Mast Way | 1 | Kindergarten | | | | | | x | |
| Pulitzer | Adele | Mast Way | 1 | Librarian | | | | | | x | |
| Sperry | Felicia | Mast Way | 0.6 | Psychologist | | x | | | | | c |
| Sweet | Helaine | Mast Way | 1 | Speech/Lang Path. | | | | | | x | |
| Tirrell | Brenda | Mast Way | 1 | Guidance | | | | | | x | |
| Webb | Mary Ellen | Mast Way | 1 | Grade 3/4 | | | | | | x | |
| Yerkes | Rebecca | Mast Way | 1 | Grade 2 | | | | x | | | c |

CRITERIA FOR CONTINUING CONTRACT STATUS

Current employees need to have completed, prior to July 1, 2011:

A. 3 consecutive years in Oyster River

OR

B. 2 consecutive years in Oyster River AND 3 or more consecutive years at another NH school district

Moving forward, effective July 1, 2011, employees must have:

C. 5 consecutive years in Oyster River

OR

D. 3 consecutive years in Oyster River AND 5 or more consecutive years in another NH School district

Moharimet 2014-15
List to School Board

| Last Name | First Name | School | FTE | Position | 1st | 2nd | 3rd | 4th | 5th | Cont. | Criteria(see below) |
|----------------|-------------|-----------|-----|--------------------|-----|-----|-----|-----|-----|-------|---------------------|
| Anderson | Rebecca | Moharimet | 1 | Speech/Lang Path | | | | | | x | |
| Bailey-Bradley | Becky | Moharimet | 1 | Grade 1 | | | | | | x | |
| Carter | Eileen | Moharimet | 1 | Art Education | | | | | | x | |
| Chartrand | Joanne | Moharimet | 1 | Kindergarten | | | | | | x | |
| Cupp | Lydia | Moharimet | 1 | Special Education | | | | | | x | |
| Curtin | Sarah | Moharimet | 1 | Grade 4 | | | | | | x | |
| Czepiel | Robyn | Moharimet | 1 | Speech/Lang Path | | | | | | x | |
| Dolcino | Carina | Moharimet | 1 | Guidance | | | | | | x | |
| Dolcino | Cristina | Moharimet | 1 | Grade 1 | | | | | | x | |
| Ervin | Ellen | Moharimet | 0.5 | Math Consultant | | | | | | x | |
| Felber | Pam | Moharimet | 0.2 | Music Education | | | | | | x | |
| Fillion | Jacqueline | Moharimet | 1 | Special Education | | | | | | x | |
| Gordon | Ann | Moharimet | 0.5 | ESOL Teacher | | | | | | x | |
| Hall | Trisha | Moharimet | 1 | Grade 1 | | | | | | x | |
| Hoff | Douglas | Moharimet | 1 | Grade 2 | | | | | | x | |
| Kelley | Margaret | Moharimet | 1 | Librarian | | | | | | x | |
| Kemp | Helen | Moharimet | 1 | Special Education | | | | | | x | |
| Kuhn | Sarah | Moharimet | 0.8 | Music Education | | | | | | x | |
| Lapierre | Marsha Lynn | Moharimet | 1 | Grade 1 | | | | | | x | |
| Larson-Dennen | Sarah | Moharimet | 1 | Grade 4 | | | | | | x | |
| Lee | Tony | Moharimet | 1 | Grade 3/4 | | | | | | x | |
| McEntee | Carol | Moharimet | 0.7 | Psychologist | | | | | | x | |
| McManus | Sharon | Moharimet | 1 | Grade 3 | | | | | | x | |
| Nadeau | Terry | Moharimet | 1 | Gr 2 | | | | | | x | |
| O'Byrne | Susan | Moharimet | 1 | Grade 3 | | | | | | x | |
| Raspa | Jessica | Moharimet | 0.5 | Kindergarten | | | | | | x | |
| Reilly | Ann | Moharimet | 1 | Grade 2 | | | | | | x | |
| Ross | Gwen | Moharimet | 1 | Special Education | | | | | | x | |
| Schmitt | Elizabeth | Moharimet | 1 | Grade 3 | | | | | | x | |
| Schroeder | Tracy | Moharimet | 1 | School Nurse | | | | | | x | |
| Swift | Virginia | Moharimet | 1 | Grade 3/4 | | | | | | x | |
| Torr | Renee | Moharimet | 1 | Grade 1 | | | | | | x | |
| Van Ledtje | Matthew | Moharimet | 1 | Grade 4 | | | | | | x | |
| Whalen | Jessica | Moharimet | 1 | Physical Education | | | | | | x | |
| Winsor | Jayne | Moharimet | 1 | Grade 2 | | | | | | x | |
| Zamowski | Brenda | Moharimet | 1 | Reading Specialist | | | | | | x | |

CRITERIA FOR CONTINUING CONTRACT STATUS

Current employees need to have completed, prior to July 1, 2011:

- A. 3 consecutive years in Oyster River
- OR
- B. 2 consecutive years in Oyster River AND 3 or more consecutive years at another NH school district

Moving forward, effective July 1, 2011, employees must have:

- C. 5 consecutive years in Oyster River
- OR
- D. 3 consecutive years in Oyster River AND 5 or more consecutive years in another NH School district

Oyster River MS 2014-15

List to School Board

| Last Name | First Name | School | FTE | Position | 1st | 2nd | 3rd | 4th | 5th | Cont. | Criteria(see below) |
|------------|-------------|--------|-----|--------------------------|-----|-----|-----|-----|-----|-------|---------------------|
| Bellows | Nichols | ORMS | 1 | Library Media Specialist | | | | x | | | d |
| Bissell | Susan | ORMS | 1 | Gr 6 Science | | | | | | x | |
| Bonaccorsi | Thomas | ORMS | 1 | Gr 8 Science | | | | | | x | |
| Boucher | Joseph | ORMS | 1 | Art | | | | x | | | d |
| Bricker | Emma | ORMS | 1 | World Language | | | | x | | | c |
| Buzinski | Dorothy | ORMS | 1 | Special Education | | | | | | x | |
| Cain | Todd | ORMS | 1 | Health Education | | | | | | x | |
| Campbell | Susan | ORMS | 1 | Life Skills | | | | | | x | |
| Carter | Alida | ORMS | 1 | Physical Education | | | | | | x | |
| Cormier | Shelby | ORMS | 1 | Gr 6 Social Studies | | | | | | x | |
| Dawson | Catherine | ORMS | 1 | Special Education | | | | | | x | |
| Dee | Barbara | ORMS | 1 | Gr 7 Language Arts | | | | | | x | |
| Demers | Jason | ORMS | 1 | Grade 6 Science | | | | | | x | |
| Dinger | Nellie | ORMS | 1 | Special Education | | | | x | | | c |
| DiPerri | Donna | ORMS | 1 | Special Education | | | | | | x | |
| Douglass | Cynthia | ORMS | 1 | Reading Specialist | | | | | | x | |
| Duff | Jason | ORMS | 1 | Special Education | | | | | | x | |
| Ellsworth | Lynn | ORMS | 1 | Grade 7 Mathematics | | | | | | x | |
| Ervin | David | ORMS | 1 | Music Education | | | | | | x | |
| Grout | Alexa | ORMS | 1 | Special Education | | | | x | | | c |
| Grove | Nathan | ORMS | 1 | Gr 8 Social Studies | | | | | | x | |
| Hall | Chris | ORMS | 1 | Grade 5 | | | | | | x | |
| Healey | Elizabeth D | ORMS | 1 | Art Education | | | | | | x | |
| Heuchling | Sarah A. | ORMS | 1 | Special Education | | x | | | | | c |
| Hewson | Emma | ORMS | 1 | Physical Education | | | | | | x | |
| Jackson | Susan | ORMS | 1 | Special Education | | | | | | x | |
| Keane | Sarah A. | ORMS | 1 | World Language | | | | | | x | |
| Lachance | Deborah | ORMS | 1 | Gr 6 Mathematics | | | | | | x | |
| Lofgren | Alfred | ORMS | 1 | Technology Education | | | | | | x | |
| MacArthur | John | ORMS | 1 | Gr 7 Mathematics | | | | | | x | |
| Malerba | Colette | ORMS | 1 | Grade 5 | | | | | | x | |
| Marshall | Kim | ORMS | 1 | Grade 5 | | | | | | x | |
| Martel | Janet | ORMS | 1 | Gr 7 Science | | | | | | x | |
| Martin | Michele | ORMS | 1 | Gr 8 Science | | | | | | x | |
| Mathison | Susan | ORMS | 1 | Grade 6 Social Studies | | | | | | x | |
| McInnes | Michele | ORMS | 1 | Gr 6 Mathematics | | | | | | x | |
| Miller | Lisa | ORMS | 1 | Gr 8 Math | | | | | | x | |
| Montgomery | David | ORMS | 1 | Grade 5 | | | | | | x | |
| Moran | Eileen | ORMS | 1 | School Nurse | | | | | | x | |
| Nasberg | Alan | ORMS | 1 | Music Education | | | | | | x | |
| Nichols | Mark | ORMS | 1 | Gr 8 Social Studies | | | | | | x | |
| O'Brien | Janice | ORMS | 1 | Speech/Lang Path | | | | | | x | |
| Pelletier | Diana | ORMS | 1 | Grade 6 Language Arts | | | | | | x | |
| Pennelli | Michelle | ORMS | 1 | World Language | | | | | | x | |
| Pirtle | Holly | ORMS | 1 | Health Education | | | | | | x | |
| Renner | Susan | ORMS | 1 | Gr 8 Language Arts | | | | | | x | |
| Rief | Linda | ORMS | 1 | Gr 8 Language Arts | | | | | | x | |
| Roy | Paula | ORMS | 1 | Guidance | | | | | | x | |
| Sadana | Sunpreet | ORMS | 1 | Grade 5 | | | | | x | | c |
| Savage | Keith | ORMS | 1 | Special Education | | | | x | | | c |
| Saxe | JoAn | ORMS | 1 | Guidance | | | | | | x | |
| Saxe | Joseph | ORMS | 0.5 | Psychologist | | | | | | x | |
| Schulte | Thomas | ORMS | 1 | Physical Education | | | | | | x | |
| Silverio | John | ORMS | 1 | Grade 5 | | | | | | x | |

Oyster River MS 2014-15
List to School Board

| Last Name | First Name | ORMS | FTE | Position | 1st | 2nd | 3rd | 4th | 5th | Cont. | Criteria(see below) |
|------------|------------|------|-----|-----------------------------|-----|-----|-----|-----|-----|-------|---------------------|
| Snow | Jennifer | ORMS | 1 | Grade 6 Language Arts | | | | | | x | |
| Stacy | Elizabeth | ORMS | 1 | Grade 5 | | | | | | x | |
| Stetson | Cathi | ORMS | 1 | Tech. Integrator Specialist | | x | | | | | c |
| Strickland | Sharon | ORMS | 1 | Special Education | | | | | | x | |
| Struthers | Beth | ORMS | 1 | Choral Music | | | | | | x | |
| Stuart | Alan | ORMS | 1 | Technology Education | | | | | | x | |
| Tregea | Diane | ORMS | 1 | Gr 7 Social Studies | | | | | | x | |
| Ward | Stephanie | ORMS | 1 | Gr 7 Science | | | | | | x | |
| Wesson | Kim | ORMS | 1 | Special Education | | | | | | x | |
| Widelski | Julia | ORMS | 1 | Grade 8 Mathematics | | | | | | x | |
| Williams | Susan | ORMS | 1 | Special Education | | | | | | x | |
| Wolfson | Valerie | ORMS | 1 | Grade 7 Social Studies | | | | | | x | |
| Wons | Jean | ORMS | 1 | Guidance | | | | | | x | |
| Woodbury | Juliann | ORMS | 0.7 | Speech/Lang Path | | | | | | x | |
| Zeller | Amanda | ORMS | 1 | Gr 7 Language Arts | | | | | | x | |

CRITERIA FOR CONTINUING CONTRACT STATUS

Current employees need to have completed, prior to July 1, 2011:

- A. 3 consecutive years in Oyster River
- OR
- B. 2 consecutive years in Oyster River AND 3 or more consecutive years at another NH school district

Moving forward, effective July 1, 2011, employees must have:

- C. 5 consecutive years in Oyster River
- OR
- D. 3 consecutive years in Oyster River AND 5 or more consecutive years in another NH School district

Oyster River HS 2014-15

List to School Board

| Last Name | First Name | School | FTE | Position | 1st | 2nd | 3rd | 4th | 5th | Cont. | Criteria(see below) |
|---------------|------------|--------|----------|----------------------------|-----|-----|-----|-----|-----|-------|---------------------|
| Baker | Jason | ORHS | 195 days | Guidance | | x | | | | | c |
| Beaton | Mary | ORHS | 1 | World Languages | | | | | | x | |
| Benkoski | Tracey | ORHS | 1 | Science Teacher | | x | | | | | c |
| Best | Celeste | ORHS | 1 | Science | | | | | | x | |
| Bilynsky | Tracy | ORHS | 1 | Art Education | | | | | | x | |
| Blais | Corey | ORHS | 1 | English Teacher | | x | | | | | d |
| Brewer | Martin | ORHS | 1 | English | | | | | | x | |
| Brigante | Jamie | ORHS | 1 | Mathematics | | | | | | x | |
| Bromley | Jonathan | ORHS | 1 | Biology | | | | | | x | |
| Cangelo | Derek | ORHS | 1 | Social Studies | | | | | | x | |
| Carr | Pamela | ORHS | 1 | Computer Education | | | | | | x | |
| Cassamas | Kim | ORHS | 195 days | Guidance | | | | | | x | |
| Cooke | Erica | ORHS | 1 | Mathematics Teacher | | | x | | | | c |
| Devins | Sandra | ORHS | 0.8 | Transition Coordinator | | | | | | x | |
| Drake | Andrea | ORHS | 1 | Mathematics Teacher | | | | | | x | |
| Freeman-Caple | Meredith | ORHS | 0.6 | Theater | | | | | | x | |
| Garman | Trevor | ORHS | 1 | English | | | | | | x | |
| Gelsomini | Leslie | ORHS | 1 | World Language | | | | x | | | c |
| Golding | Anne | ORHS | 1 | Special Education | | x | | | | | c |
| Harwood | Peter | ORHS | 1 | Mathematics | | | | x | | | c |
| Hausmann | Thomas | ORHS | 1 | World Languages | | | | | | x | |
| Hawley | David | ORHS | 1 | Social Studies | | | | | | x | |
| Healy | Heather | ORHS | 1 | Economics | | | | | | x | |
| Horsley | Shauna | ORHS | 1 | English | | | | | | x | |
| Kelly | Shawn | ORHS | 1 | English | | | x | | | | c |
| Kishbaugh | Mary | ORHS | 1 | Consumer Education | | | | | | x | |
| LaForce | Marc | ORHS | 1 | Music Education | | | | | | x | |
| Lamberts | Dagmar | ORHS | 1 | Special Ed Counselor | | | | | | x | |
| Lawrence | Mark | ORHS | 1 | Chemistry/Biology | | | | | | x | |
| Lawrence | Timothy | ORHS | 1 | Art Education | | | | | | x | |
| Lord | Stephen B. | ORHS | 1 | World Language | | | | | | x | |
| Maynard | Donald | ORHS | 1 | Physical Education | | | | | | x | |
| McGuinness | Jennifer | ORHS | 1 | Special Education | | | | | | x | |
| McPhee | Amy | ORHS | 1 | Physical Education | | | | | | x | |
| Milliken | Barbara | ORHS | 1 | World Language | | | | | | x | |
| Monahan | John | ORHS | 1 | English | | | | | | x | |
| Morin | John | ORHS | 1 | Physical Education | | | | | | x | |
| Mroz | Louis | ORHS | 1 | Social Studies | | | | | | x | |
| Nichols | David | ORHS | 1 | Mathematics | | | | | | x | |
| Ott | Esther | ORHS | 1 | Special Education | | | | | | x | |
| Oxnard | Nathan | ORHS | 1 | Biology/Physical Science | | | | | | x | |
| Pappas | Matthew | ORHS | 1 | Social Studies | | | | | | x | |
| Pearce | Kathleen | ORHS | 1 | Librarian/Media Specialist | | | | | | x | |
| Peterson | Jon | ORHS | 1 | Special Education | | | | | | x | |
| Quaglieri | Robert | ORHS | 1 | Health/Computer Ed/PE | | | | | | x | |
| Raiford | Pamela | ORHS | 1 | Social Studies | | | | | | x | |
| Reeves | William | ORHS | 1 | Mathematics | | | | | | x | |
| Ricciardi | Nicholas | ORHS | 1 | Special Education | | | | x | | | c |
| Richards | Danuta | ORHS | 1 | School Nurse | | | | | | x | |
| Rosi | Maria | ORHS | 1 | Art Education | | | | | | x | |
| Ryan | Brian | ORHS | 1 | Special Education | | | | | | x | |
| Saxe | Joseph | ORHS | 0.5 | Psychologist | | | | | | x | |
| Sekera | Kimberly | ORHS | 195 days | Guidance Outreach | | | | | | x | |
| Smith | Carolyn | ORHS | 1 | Special Education | | | | | | x | |

Oyster River HS 2014-15
List to School Board

| Last Name | First Name | | FTE | Position | 1st | 2nd | 3rd | 4th | 5th | Cont. | Criteria (see below) |
|------------|------------|------|-----|--------------------------|-----|-----|-----|-----|-----|-------|----------------------|
| Stanley | Heather | ORHS | 1 | Special Education | | | | | | x | |
| Stoddard | Louise | ORHS | 1 | Special Education | | | | | | x | |
| Sullivan | Kara | ORHS | 1 | English | | | | | | x | |
| Tevanian | Kristen | ORHS | 1 | Speech/Language | | | | | | x | |
| Thibault | James | ORHS | 1 | Physics/Physical Science | | | | | | x | |
| Troy | Michael | ORHS | 1 | Indust Tech | | | | | | x | |
| Van Dyke | Karen | ORHS | 1 | Social Studies | | | | | | x | |
| Wainwright | Jennifer | ORHS | 1 | Chemistry | | | | | | x | |
| Whalen | Brendan | ORHS | 1 | Mathematics | | | | | | x | |
| Yatsevitch | Marjke | ORHS | 1 | English | | | | | | x | |
| Young | Kathleen | ORHS | 0.6 | Video Production/Art | | | | | | x | |
| Zottoli | Brian | ORHS | 1 | Social Studies | | | | | | x | |

CRITERIA FOR CONTINUING CONTRACT STATUS

Current employees need to have completed, prior to July 1, 2011:

- A. 3 consecutive years in Oyster River
- OR
- B. 2 consecutive years in Oyster River AND 3 or more consecutive years at another NH school district

Moving forward, effective July 1, 2011, employees must have:

- C. 5 consecutive years in Oyster River
- OR
- D. 3 consecutive years in Oyster River AND 5 or more consecutive years in another NH School district

UPDATED: March 25, 2014

ORAA Salaries **FY2014 Current Information**

| Last Name | First Name | Position | Year(s) of Experience | Years in Position | FY14 Salary | Contract Days |
|------------------|-------------------|-----------------|------------------------------|--------------------------|--------------------|----------------------|
| Allen | Todd | Principal | 29/3 Year | | \$102,877 | 227 |
| Harrington | Dennis | Principal | 47/25 Years | | \$100,297 | 227 |
| Richard | Jay | Principal | 19/5 Years | | \$98,430 | 227 |
| Vaich | Carrie | Principal | 19/2 Year | | \$96,900 | 227 |
| McCann | Michael | Asst. Prin. | 21/6 Years | | \$82,110 | 210 |
| Sullivan | William | Asst. Prin. | 14/3 Years | | \$82,110 | 227 |
| Machnoff | Heather | Guidance Dir. | 12/6 Years | | \$78,030 | 210 |
| Whicher | Amy | Asst. SPED Dir. | 24/10 Years | | \$81,425 | 202 |
| Biniskiewicz | Andrea | Asst. SPED Dir. | 9/2 Year | | \$66,300 | 202 |
| Parker | Corey | Athletic Dir. | 11/3 Year | | \$66,300 | 210 |

Proposed FY15 Salaries to be determined pending School Board action on ORAA Salary Schedule.

UPDATED: March 25, 2014

Administrators Salaries FY2014 Current Information

| Last Name | First Name | Position | Year(s) of Experience | Year in Position | FY14 Salary | Contract Days |
|-----------|------------|------------------------------|-----------------------|------------------|-------------|---------------|
| Eastman | Carolyn | Assistant Superintendent | 18/2 Years | | \$93,261 | 260 |
| Caswell | Susan | Business Administrator | 28/4 Years | | \$91,221 | 260 |
| Plourde | Catherine | Director of Special Services | 16/2 Years | | \$89,181 | 260 |

Proposed FY15 Salaries to be determined pending School Board action on ORAA Salary Schedule.

UPDATED: March 25, 2014

Directors Salaries

FY2014 Current Information

| Last Name | First Name | Position | Years of Experience | Years in Position | FY14 Salary | Contract Days |
|------------------|-------------------|-------------------------|----------------------------|--------------------------|--------------------|----------------------|
| HUPPE | LISA | Transportation Director | 14/8 Years | | \$48,818 | 260 |
| OLSTAD | JOSHUA | Technology Director | 11/2 Years | | \$71,007 | 260 |
| GEHLING | TIMOTHY | Accounting Director | 25/2 Years | | \$51,000 | 260 |
| DEMERS | DORIS | Food Service Director | 20/2 Years | | \$57,120 | 210 |

Proposed FY15 Salaries to be determined pending School Board action on ORAA Salary Schedule.



**ORHS
ATHLETICS**

**55 Coe Drive
Durham, NH 03824
603-868-2375 x1105
603-868-1355 Fax**

OYSTER RIVER HIGH SCHOOL ATHLETICS DEPARTMENT

From: Corey Parker
Date: 4/2/14
Re: Spring Coach/Volunteer Nominations
Message:

Please accept the following names for nomination to coach their selected sports this upcoming winter season.

Volunteer Positions:

| | |
|------------------|----------------------|
| Jennica Lagore | Softball Coach |
| Nick O'Neil | Softball Coach |
| Megan Spellman | Softball Coach |
| Sara Page | Softball Coach |
| Lesha Crotty | Girl's Lacrosse |
| Alexander Bahl | Boy's Lacrosse Coach |
| Rye Morrill | Boy's Lacrosse Coach |
| Jeremy Bourgeois | Baseball Coach |

Paid Position:

| Name | Team | Stipend | Years | Longevity | Total |
|-----------------|--------------------|---------|-------|-----------|---------|
| Emma Smith | JV Girl's Lacrosse | \$2,556 | 0 | \$0 | \$2,556 |
| Nicole LaChance | MS Softball | \$1,919 | 5 | \$150 | \$2,069 |

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|--|---|
| Name of Candidate: Emma Smith | School: Oyster River High School |
| Position: Junior Varsity Girls Lacrosse Coach | <input checked="" type="checkbox"/> Paid or <input type="checkbox"/> Unpaid |

Athletic Director Narrative:

Please accept this nomination for Emma Smith as girls head junior varsity coach. Emma, a soon to be graduate of UNH has a great deal of maturity and respect for what it means to be a student-athlete. She appreciates the privilege one has being a student-athlete and is passionate about teaching the fundamentals and instilling competitive spirit.

Attachments: Reference Check Application



Signature of Athletic Director

3/19/14
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|--|--|
| Name of Candidate: Jennica Lagore | School: Oyster River High School |
| Position: Volunteer Softball Coach | Paid or <input type="checkbox"/> Unpaid |

Athletic Director Narrative:

Please accept this nomination for Jennica Lagore as a volunteer assistant coach for the girls' softball program at Oyster River High School. Jennica, an athletic training major at UNH has a great deal of passion for not only playing but teaching softball. She will be able to provide additional instruction to maximize individual growth.

Attachments:

Reference Check

Application



Signature of Athletic Director

3/15/14
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|--|--|
| Name of Candidate: Nick O'Neil | School: Oyster River High School |
| Position: Volunteer Softball Coach | Paid or <input type="checkbox"/> Unpaid |

Athletic Director Narrative:

Please accept this nomination for Nick O'Neil as a volunteer assistant with the girls softball program at ORHS. Nick, who has been employed as a camp counselor working with boys and girls from ages 6-16 all summer long and understands how to communicate with teenagers. This quality will strengthen his role and involvement with the team. With his knowledge of the game he will be able to provide instruction to the girls and enhance the educational experience within softball.

Attachments: Reference Check Application



Signature of Athletic Director

3/17/24
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|---------------------------------------|--|
| Name of Candidate: Megan Spellman | School: Oyster River High School |
| Position: Volunteer Softball Coach | Paid or <input type="checkbox"/> Unpaid |

Athletic Director Narrative:

Please accept this nomination for Megan Spellman for volunteer assistant softball coach. Megan played high level softball in Connecticut all through high school and will be a strong support for helping with the fundamentals of the game for our team. She values the true purpose of sport, to have fun, be accountable and try to get better each and every day.

Attachments:

Reference Check

Application



Signature of Athletic Director

3/20/14
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|--|--|
| Name of Candidate: Sara Page | School: Oyster River High School |
| Position: Volunteer Softball Coach | Paid or <input type="checkbox"/> Unpaid |


Athletic Director Narrative:

Please accept this nomination for Sara Page as volunteer assistant for the softball team. Sara, a four-year high school not only appreciates the game of softball but also the importance of what it means to be a student-athlete. She will assist with pitching and provide additional support to Coach Miller's squad.

Attachments:

Reference Check

Application



Signature of Athletic Director

3/27/14
Date

Oyster River Cooperative School District

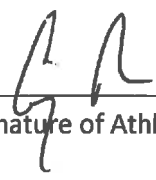
COACHING NOMINATION FORM

| | |
|---|--|
| Name of Candidate: Iesha Crotty | School: Oyster River High School |
| Position: Volunteer girls lacrosse coach | Paid or <input type="checkbox"/> Unpaid |
| | |

Athletic Director Narrative:

Please accept this nomination for Iesha Crotty as an volunteer assistant within the girls lacrosse program. Iesha, a 2012 graduate of Oyster River appreciates her experiences her and wants to educate and motivate our current girls the same way. She believes in working hard and having fun and will provide a positive attitude benefiting the whole program.

Attachments: Reference Check Application



Signature of Athletic Director

3/27/14
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|---|--|
| Name of Candidate: Alexander Bahl | School: Oyster River High School |
| Position: Volunteer Boys Lacrosse coach | Paid or <input type="checkbox"/> Unpaid |
| | |

Athletic Director Narrative:

Please accept this nomination for Alexander Bahl as a volunteer assistant within the boys lacrosse program. Bahl an Oyster River Alum has been connected with the ORYA lacrosse program for a number of years and is also a certified referee in NH. He will bring great game awareness and instruction to our practices maximizing the fundamental growth of our players.

Attachments:

Reference Check

Application



Signature of Athletic Director

3/28/14
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|---|--|
| Name of Candidate: Rye Morrill | School: Oyster River High School |
| Position: Volunteer Boys Lacrosse coach | Paid or <input type="checkbox"/> Unpaid |
| | |

Athletic Director Narrative:

Please accept this nomination for Rye Morrill as a volunteer assistant within our boys lacrosse program. Rye, oyster river alum aspires to get into coaching and would help with our JV program and be a great conduit for the coaches and help act as a mentor for our younger players in the program. He brings 4 years of high school playing experience and will also be able to teach by showing the kids the drills, which should helping the growth of our less experienced players.

Attachments:

Reference Check

Application



Signature of Athletic Director

3/24/14

Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

| | |
|--|--|
| Name of Candidate: Jeremy Bourgeois | School: Oyster River High School |
| Position: Volunteer Baseball Coach | Paid or <input type="checkbox"/> Unpaid |
| | |

| |
|--|
| <u>Athletic Director Narrative:</u> |
| Please accept this nomination of Jeremy Bourgeois for volunteer baseball assistant coach. Jeremy, who played Varsity baseball under Coach Craig Walfied brings familiarity of systems and philosophies to the game and will enhance our coaching abilities to help our instruction and coach-player ratio. He brings coaching experience from high level summer leagues and will be an immediate presence. |
| |

Attachments:

Reference Check

Application



Signature of Athletic Director

3/2014
Date



ORMS

**1 Coe Drive
Durham, NH 03824
603-868-2820**

OYSTER RIVER MIDDLE SCHOOL

From: Jay Richard
Date: 4/2/2014
Re: Club and Extracurricular Nominations
Message:

Please accept the following names for nomination for ORMS clubs and activities.

| Positions | Last | First | Stipend | Longevity | Total |
|--------------------|----------|----------|---------|-----------|---------|
| MS Math Counts | Gehling | Ruth | \$1,919 | \$375 | \$2,294 |
| Outing Club | Sadana | Sunny | \$576 | \$75 | \$651 |
| Science Club | Martin | Michelle | \$576 | \$75 | \$651 |
| MS News | Snow | Jennifer | \$959 | \$75 | \$1,034 |
| MS Musical .5 | Widelski | Julia | \$480 | \$150 | \$630 |
| MS Musical .5 | Douglass | Cindy | \$480 | \$38 | \$518 |
| MS Yearbook | Gaylord | Laurie | \$1,919 | \$75 | \$1,994 |
| MS Jazz Band | Ervin | David | \$2,302 | \$375 | \$2,677 |
| MS Club | Parent | Jesse | \$576 | 0 | \$576 |
| MS Club | Daigle | Greg | \$576 | 0 | \$576 |
| After School Games | Mathison | Susan | \$576 | 0 | \$576 |
| After School Games | Dinger | Nellie | \$576 | 0 | \$576 |
| MS Club | Bissell | Sue | \$576 | 0 | \$576 |

Jay Richard
Principal
ORMS

Policies for
 First/Second Read/Adoption/Deletion
 SB Meeting of
 April 2, 2014

| Title | Code |
|--|------|
| | |
| Policies for First Read | |
| Student Transportation Services | EEA |
| Board-Employee Communications | BHC |
| Suspension of Policies | BGF |
| Advertising in the Schools | KHB |
| Teacher Performance and Evaluation System | GCO |
| | |
| Policies for 2nd Read/Adoption | |
| Student Fund Raising Activities | JJE |
| Emergency Care and First Aid | JLCE |
| Gifts to Schools | KCD |
| Evaluation of the Superintendent | CBI |
| Naming of Facilities | FF |
| Grading System | IKA |
| Student Assignment {Student District Placement} | JEAB |
| Use of Building and Facilities | KF |
| | |
| Policies for Deletion | |
| | |

| | |
|---|-----------------------------------|
| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: EEA |
| Date of Adoption: April 16, 1987 School Board Adoption: September 22, 2010 School Board First Read: April 2, 2014 | Page 1 of 2 Recommended |

STUDENT TRANSPORTATION SERVICES

The purpose of providing transportation to and from school for students in the Oyster River District is to maximize the opportunity for public school education for the children of the district.

The determination of transportation policies and regulations is based on the following three concerns:

1. The safety and well being of children.
2. To minimize the time elapsed between leaving home for school and arriving home after school.
3. The cost to the district.

The Oyster River Cooperative School District will provide pupil transportation services consistent with applicable law.

RESPONSIBILITY:

The responsibility for a student using school transportation rests with the parents until the student boards the bus for school and after the student has left the bus on the return trip.

Parent/Guardian are responsible for student until the student embarks and disembarks from the school vehicle.

The principal of the school has complete authority over students from the time they board a bus school vehicle until they leave the bus school vehicle for home. The responsibility of the principal for the safety and discipline of the students is delegated to the transportation supervisor and thence to the bus driver when students are on the bus school vehicle, loading, or unloading.

TRANSPORTATION SUPERVISOR:

The transportation supervisor will function within established board policies pertaining to all aspects of pupil transportation. The transportation supervisor will work with and be responsible directly to the business administrator. The principal will work closely with appropriate staff to ensure safety and discipline of the student is maintained.

If deemed advisable by the transportation supervisor and approved by the school board, some students may be required to walk distances beyond those specified, but within the maximum distances allowed by RSA 189:6 and 189:8. Pupils residing in areas which are inaccessible by a local school district's established mode of transportation may be required to walk a distance not to exceed one and one-half miles to a school bus stop. This exception is generally reserved to the "mud season" or other deficiencies in road construction/ownership. The route must be approved by the Commissioner of Education.

Alternative transportation may be arranged for children living in remote areas if deemed advisable by the transportation supervisor and approved by the school board.

The transportation supervisor will establish regulations for bus school vehicle riders which will be distributed to students and parents at the beginning of each school year.

The transportation supervisor will develop and supervise a student training program. At least twice during the school year, each pupil who is transported to school in a vehicle shall be instructed in safe riding practices and shall participate in emergency evacuation drills.

| | |
|---|------------------|
| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: EEA |
| Date of Adoption: April 16, 1987 School Board Adoption: September 22, 2010 School Board First Read: April 2, 2014 | Page 2 of 2 |

STUDENT TRANSPORTATION SERVICES (continued)

Transportation privileges may be suspended for failure to conform to district transportation regulations. A procedure for suspension will be developed by the transportation supervisor and made part of transportation regulations.

The transportation supervisor is authorized to hire, train, supervise, and dismiss bus drivers.

ELIGIBILITY:

All students in K-4 living more than one mile from school shall be transported to school.

All students in grades 5-12 living more than one and one-half miles from school shall be transported to school.

Students living less than the above distances from a school may be transported to school if, in the judgment of the transportation supervisor, conditions warrant it.

Tuition pupils attending Oyster River schools may be transported to school for a fee, to be approved by the board, providing that no extra mileage or time is involved.

ROUTES AND ~~BUS SCHOOL VEHICLE~~ STOPS:

The transportation supervisor is responsible for establishing ~~bus-school vehicle~~ routes, ~~bus-school vehicle~~ stops, assigning pupils to ~~buses~~ ~~school vehicles~~, and for publicizing the routes with approximate time schedule.

Students in grades K-4 may be required to walk up to three-fourth's of a mile along public roads to a ~~bus-school vehicle~~ stop.

Students in grades 5-12 may be required to walk up to one and one-half miles along public roads to a ~~bus-school vehicle~~ stop.

EDUCATIONALLY ~~HANDICAPPED~~ Disabled:

Educationally ~~handicapped~~ ~~disabled~~ students will be furnished suitable transportation if warranted by the student's individual education plan.

Educationally ~~handicapped~~ ~~disabled~~ students placed in out of district programs will be furnished suitable transportation from home to program.

APPEALS:

Parents may appeal decisions affecting their child's transportation. An appeals procedure will be part of transportation regulations.

Legal Reference: RSA 193:12

Cross Reference: JFCC – Student Conduct on School Buses

| | |
|---|------------------------------------|
| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: BHC Previously BID |
| Review Policy Committee: January 15, 2014 School Board First Read: April 2, 2014 | Page 1 of 1 Category: Optional |

BOARD-EMPLOYEE COMMUNICATIONS

The official line of communication between the Oyster River School Board and school staff is through the Superintendent. It is understood that staff will address all concerns at the building/department level to their principal or director, then the assistant superintendent or business administrator and finally to the superintendent before addressing concerns directly to the Board. When staff choose to speak to the Board, they must address whether they are speaking as staff members and whether they've addresses their concerns to their supervisor or director. The Superintendent is responsible for keeping school staff informed about the Board's goals, initiatives and concerns. School staff are also invited to attend Board meetings so that they can observe Board deliberations first-hand. The Superintendent is also responsible for keeping the Board informed about activities in the schools and input from school staff regarding issues of concern.

It is understood that Board members and staff share a keen interest in the schools and in education generally, and it is expected that they may discuss educational trends and issues of interest in the schools on an informal basis. However, all parties should keep in mind that individual Board members have no authority to act except when they are convened in a legal meeting of the Board. Staff are expected to use the communication channels provided through Board policies and other means to address specific complaints or issues of interest.

Cross Reference: BBAA – Board Member Authority
 BG – Board Policy Development
 BEDH – Public Participation at Board Meetings
 KI – Visitors to the Schools

| | |
|--|--------------------------------------|
| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: BGF |
| School Board First Read: April 2, 2014 | Page 1 of 1 Category: Recommended |

SUSPENSION OF POLICIES

The policies of the Oyster River Cooperative School Board are subject to suspension only upon a majority vote of the entire Board membership at a meeting for which the proposed suspension has been described in writing, or upon a unanimous vote of the entire Board membership when no such written notice has been given.

Those Board policies which pertain to the internal operations of the Board are subject to suspension only upon a two-thirds vote (5 members) of all members of the Board at a meeting for which the proposed suspension has been described in writing, or upon a unanimous vote of the entire Board membership when no such written notice has been given. The reason for suspending such policy shall be clearly noted in the School Board Minutes.

| | |
|--|------------------|
| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: KHB |
| Reviewed by Policy Committee: 1/29/14 Recode from KJ School Board First read: April 2, 2014 | Page 1 of 1 |

ADVERTISING IN THE SCHOOLS

Neither the facilities, the name, the staff, nor the children of the Oyster River Cooperative School District schools, school system, not any part thereof shall be employed in any manner for advertising or otherwise promoting the interests of any commercial or other non-school agency or organization except that;

- The school may cooperate in furthering the work of any nonprofit, community-wide social service agency, provided that such cooperation does not restrict or impair the educational program of the schools.
- The school may use films or other educational materials bearing only simple mention of the producing or sponsoring firm.
- The school may participate in radio or television programs under acceptable commercial sponsorship when such participation is supplementary or beneficial to the program of the schools.
- The Superintendent may, at his/her discretion, announce or authorize to be announced any lecture or other community activity of particular educational merit.
- The school may, upon approval of the Superintendent, cooperate with any governmental agency in promoting activities in the general public interest which are nonpartisan and non-controversial and which promote the education or other best interests of the pupils.
- The school may, upon approval of the Superintendent, accept financial or equipment resources in return for recognition of the donor at the athletic venue during that athletic season.
- The school may, upon approval of the superintendent or designee, accept financial or equipment resources in return for short-term or permanent recognition of the donor(s). Short-term recognition will be accepted by the principal or athletic director with superintendent approval, for a limited period of time during a District event. Any permanent recognition of a donor(s) will require School Board approval.
- No fundraising activities will be done without prior superintendent approval.
- School publications may accept and publish paid advertising under established procedures.
- Promotional literature will not be distributed through the schools except for recognized educational and youth-oriented organizations.

Cross Reference:

KCD – Gifts to the Schools
AC – Non-Discrimination & Equal Opportunity
JJE – Student Fund Raising Activities

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: GCO |
| Policy review: February 4, 2014 School Board First Read: April 2, 2014 | Page 1 of 1 Category: Priority |

TEACHER PERFORMANCE AND EVALUATION SYSTEM

The Oyster River Cooperative School Board will adopt and the superintendent will implement a teacher performance and evaluation system. The performance and evaluation system will include procedures, evaluation criteria and other components necessary to evaluate certified teaching personnel. Such procedures, criteria and components may be included as an appendix to this policy.

The School Board will involve teachers and principals in the development of this policy and its corresponding appendix by providing such teachers with notice and an opportunity to comment on their provisions. However, all final decisions relative to evaluation procedures, criteria and components will remain with the School Board.

Legal Reference:

RSA 189:1-a Duty to Provide Education

RSA 189:14-a Failure to be Re-nominated or Re-elected

NH Code of Administrative Rules, Section ED 302.02(n), Substantive Duties of Superintendents

NH Code of Administrative Rules, Section Ed. 304.01(b), Substantive Duties of School Principals

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: JJE |
| Date of Adoption: March 26, 1987-Replaced 2/12/14 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 1 Category: Optional |

STUDENT FUND RAISING ACTIVITIES

The Oyster River Cooperative School Board recognizes that students may wish to engage in fundraising activities. All such fundraising activities require prior approval of the Superintendent.

Student fundraising activities must be for the support of the school mission, Fundraising will not be school sponsored unless it is approved by the superintendent. All fundraising money must be deposited in the school activity accounts which shall be maintained according to standards and procedures established by the superintendent or his/her designee, and those accounts shall be audited annually.

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: JLCE |
| DRAFT to Policy Committee: May 9, 2011 Date to School Board for First Read: May 25, 2011 School Board Second Read/Adoption: June 15, 2011 (EBBC—Same Language also required) School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 2 |

EMERGENCY CARE AND FIRST AID

~~All School personnel have responsibilities in connection with injuries and emergencies occurring in school and at school sponsored events, which may be classified as follows: (1) administering first aid; (2) summoning medical assistance; (3) notifying administration; (4) notifying parents; and (5) filing accident/injury reports.~~

~~School personnel must use reasonable judgment in handling injuries and emergencies. Caution should be exercised not to minimize or maximize any injury or illness. All personnel will understand the proper steps to be taken in the event of an injury or emergency.~~

~~The Superintendent will ensure that at least one other person on staff, aside from the school nurse, has current first aid and cardiopulmonary certification (CPR). If the school nurse or licensed practical nurse is not available, the person(s) who have current first aid and CPR certification is authorized to administer first aid and CPR as needed.~~

~~The school will annually obtain or update at the start of each school year emergency contact information of parents or legal guardian for each student and staff member. Accident forms are available at each school building office and the SAU office. The school physician, school nurse, or specially trained staff members shall assist in the treatment of injuries or emergency situations. Such individuals have the authority to administer oxygen in case of a medical emergency, if available and if appropriate. This authorization extends to administering oxygen to students without prior notification to parents/guardians.~~

~~Additionally, the school physician, school nurse, or specially trained staff members may also administer epinephrine to any student in case of a medical emergency, if appropriate. This authorization extends to administering epinephrine without prior notification to parents/guardians.~~

~~For significant injuries, the staff person witnessing the event must fill out an accident report, which must be submitted to administration so that he/she is informed and a basis is established for the proper processing of insurance claims and remediation if necessary.~~

~~The District makes it possible for parents to subscribe to student accident insurance at low rates. This program is offered each year during September. The District does not provide student accident insurance.~~

The Oyster River Cooperative School Superintendent, in consultation with school health personnel, will ensure that procedures are implemented in the schools to provide for emergency care and first aid for students, school staff and visitors who are injured or become ill at school.

Appropriate staff will receive an orientation regarding the District's emergency care and first aid procedures, and each school will designate staff who have received first aid and CPR training. Emergency cards will be maintained for all students.

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: JLCE |
| DRAFT to Policy Committee: May 9, 2011 Date to School Board for First Read: May 25, 2011 School Board Second Read/Adoption: June 15, 2011 (EBBC – Same Language also required) School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 2 |

Minor injuries and illnesses should be referred to the school nurse or other designated school staff for treatment. Treatment will be provided within the school in accordance with applicable laws and Board policies. In the event of a serious injury or illness, the individual may be transported to his/her physician or health facility, depending upon the particular circumstances.

Parents will be informed when their child is injured or becomes ill at school, and appropriate records will be kept by the school nurse.

Authorization:

In case of medical emergency, in the event that I/we cannot be reached, I/we authorize the Oyster River School District, its agents, employees, and other officers to procure and consent to any medical examination, diagnostic process or course of treatment, including transportation and hospital care, to be rendered to my/our child by or under that supervision of any duly licensed health care provider.

An accident report must be completed for all serious injuries.

Legal References:

- RSA 200:40; ~~200-40-a, Emergency Care~~
- RSA 200:40 ~~a, Administration of Oxygen by School Nurse~~
- NH Code of Administrative Rules, Section Ed.306.12(b), ~~School Health Services~~
- NH Code of Admin. R. ~~306.04(a)(19); 306.12(b)~~

Cross Reference:

- ~~EBBC – Emergency Care and First Aid~~
- JLCD – Administering Medications to Students

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: KCD |
| Review by Policy 01/29/14 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Recode from KH Page 1 of 1 Category: Optional |

GIFTS TO THE SCHOOLS/SCHOOL EMPLOYEES

The Oyster River School Board wishes to encourage gifts, donations, and acts of generosity on the part of citizens, groups of citizens, or other sponsors in the community. However, to ensure the proper handling of such gifts and to discourage both advertising by means of the gift and unwarranted solicitations of such gifts by members of the staff, the following procedures are established:

Governing Principles:

- The **primary** purpose of accepting gifts is to benefit the schools and the students, not to promote specific products or services. **Any acceptance and recognition of products or service will follow District policies and guidelines.**
- Gifts to the schools will not be accepted when they are in conflict with or endorse values that are in conflict with school district principles, policies or plans.

Authorization:

- Individuals or organizations desiring to contribute supplies or equipment must consult with the Superintendent regarding the acceptability and timing of such contributions.
- Contributions of equipment or services that may involve major costs for installation or maintenance or initial or continuing financial commitments of school funds shall be presented to the Superintendent for consideration and approval.
- Any gift of ~~\$5000~~ **\$500** or less offered to the schools will be considered for approval by the Superintendent. A description of the gift, the reason for its offer, and its use and need shall be reported to the School Board or its agent. A gift greater than ~~\$5000~~ **\$500** must be approved by the School Board as well as any other gift deemed appropriate by the Superintendent for School Board approval.

Recognition of gifts:

- ~~Appropriate a~~ **A**cknowledgment of ~~major~~ gifts will be made by the School Board.

Conditions Upon Acceptance:

- Equipment contributed to the schools becomes the property of the district and is subject to the same controls and regulations that govern the use of other school-owned property.
- In lieu of specific instructions, the school principal shall determine the use of a money gift, grant, or bequest.
- Gifts to the school district become the property of the district and are subject to the same controls and regulations that govern the use of all district-owned property.
- Donations of equipment shall be added to the district's inventory provided it is operative at the time of donation and meets an educational purpose of the district. Gifts which meet the definition of a fixed asset as outlined in district policy DID, inventories must be added to the school's fixed assets inventory.
- Any purchase to be funded by a cash donation must be processed in accordance with district policy.
- Any gift rejected by the School Board or the Superintendent shall be returned to the donor or the donor's estate within 60 days, with a statement indicating the reason for the rejection of the gift.
- A letter of gratitude will be sent to the donor for accepted gifts from the School Board.

Restrictions of Advertising:

- See policy on advertising. (KHB – Advertising in the Schools).

Cross Reference: DID – Fixed Assets
KHB – Advertising in the Schools

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: CBI |
| Reviewed by Policy Committee: 1/29/14 previously CBG School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 1 |

EVALUATION OF THE SUPERINTENDENT

The superintendent is the executive head of the public schools and shall be responsible for planning and administering their affairs to statutory requirements, the regulations of the State Board of Education, and the policies of the Oyster River Cooperative School District.

The superintendent shall develop and maintain a system of public schools capably staffed to provide quality education and supportive services. The superintendent shall provide, develop, and implement the procedures to achieve educational objectives with the administrative unit.

In performance of these duties, the superintendent shall be directly responsible to the Oyster River Cooperative School Board.

The school board shall evaluate the superintendent on an annual basis **by February 15** utilizing the criteria established under CBI-R. ~~A three person Superintendent's Evaluation Committee shall be appointed and chaired by the school board chairperson. By November 15~~ **The Board shall direct** the superintendent ~~shall to~~ furnish the committee with a written self-assessment which addresses the performance areas as outlined in CBI-R **in a timely manner**. ~~The committee shall develop an evaluation statement for review by the full board, making amendments as necessary based on input from board members. The evaluation will be officially accepted by the full board and transmitted by December 30 to the superintendent who will be given the opportunity to discuss the evaluation with the full board and to attach a response to his/her evaluation.~~

Through evaluation of the superintendent, the board will strive to accomplish the following:

- Clarify for the superintendent his/her role in the school system as seen by the board.
- Clarify for all board members the role of the superintendent in the light of his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the board and the superintendent.
- Develop harmonious working relationships between the board and superintendent.
- Provide effective administrative leadership for the school system.

The board will provide the superintendent with periodic opportunities to discuss superintendent/board relationships and will inform him/her at least annually of its assessment of his/her performance.

Cross Reference: CBI-R – Evaluation of the Superintendent - Procedure

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: FF |
| Reviewed by Policy Committee: 2/4/14 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 1 Category: Optional |

NAMING OF FACILITIES

District Buildings/Facilities:

In the naming of buildings/facilities, the board will defer to the superintendent and administration. The source of funding will be a consideration and the School Board will have final approval. ~~appoint an advisory committee to provide recommendations to the Board.~~

- ~~1. The name should be easily identifiable with the school.~~
- ~~2. The name should not be in conflict with the names of other schools in the system.~~
- ~~3. If possible, the name should relate to the geographical area of the school, but, most important, it should have significance for the students of the school.~~
- ~~4. The names of people, particularly living people, should be avoided.~~

School Facilities

~~The board recognizes that rooms, equipment, and materials within the schools, including athletic fields, will not be names.~~

Other Buildings

~~In the naming of other buildings in the district, the board will appoint an advisory committee to recommend three names in order of preference. The committee will observe these guidelines:~~

- ~~1. The name should be easily identifiable with the building and its function.~~
- ~~2. The name should not be in conflict with the names of schools or other buildings in the system.~~
- ~~3. If possible, the name should relate to the geographical area of the building.~~
- ~~4. The names of people, particularly living people, should be avoided.~~

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: IKA |
| Reviewed by Policy Committee: 2/4/14 Previously IK School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 1 |

GRADING SYSTEM

~~The belief of the Oyster River Cooperative School District concerning academic achievement as well as children's social growth and development is based on the premise that children have diverse capabilities and individual patterns of growth and learning.~~

~~Therefore, t~~The Oyster River Cooperative School Board feels ~~deems~~ it important that teachers have as much and as accurate knowledge of each student as possible in order to assess his/her needs, growth, and make instructional plans for him/her. ~~Thus a -S~~sharing of information among parent, teacher, and student is essential.

The Superintendent and the building Principals will develop a grading system appropriate ~~to for~~ the grade levels of the respective schools. The grading system will be approved by the Board and published in the Parent-Student Handbooks. All grading decisions shall be made at the building level and the decision shall be final.

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: JEAB |
| Policy Committee Review: February 4, 2014 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 1 |

STUDENT DISTRICT PLACEMENT

Oyster River students will attend the school housing the grade to which they have been assigned. At the elementary level a student will attend the school which serves the neighborhood in which he/she resides except as reassignment is necessary because of limited classroom capacity within a building or because of the limitations of efficient transportation, **or when other circumstances warrant it.** Effort will be made to ensure that the student completes the elementary program in the school which he/she initially enters following kindergarten.

~~Parents will be notified of school assignment preceding the opening of the school year.~~

~~Cross Reference: JG — Assignment of Students to Classes and Grade Levels~~

Legal Reference:

NH Code of Administrative Rules, Section ED 302.02(l), Duties of the Superintendent
NH Code of Administrative Rules, Section ED 306.14(a), Instructional Program;
Appropriate Assignment of all Incoming Students

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: KF Previously: KG |
| School Board First Read: November 7, 2012 School Board Second Read/Adoption: November 14, 2012 Policy Review: February 4, 2014 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 2 Category: Recommended |

USE OF SCHOOL BUILDINGS AND FACILITIES

The Oyster River School Board accepts the responsibility for making its facilities available to responsible organizations, associations, and individuals of the community for appropriate civic, cultural, welfare or recreational activities which do not infringe upon nor interfere with the conduct and best interests of the school system. Authorization to use school facilities does not connote Board endorsement or approval of the activity or of the sponsoring organization/individual.

General Statement of Activities Permitted:

It is not the intent of this policy to create difficulties or financial burdens for our parents, volunteers, staff, or students who are involved in fund raising or other efforts which enhance student learning and benefit our students provided these activities are approved by the building principal.

Prohibited:

Any activity or organization which:

1. Promulgates any theory or doctrine subversive to the laws of the United States, the State of New Hampshire or any political subdivision thereof.
2. Advocates governmental change by violence.
3. Violates the canons of good morals, manners or taste, or is injurious to the district buildings, grounds or equipment.
4. Is in conflict with school activities or programs.
5. Raises funds for any purpose except as permitted by board policy or special action of the board.
6. Is discriminatory.

Granting of Approval:

The Superintendent of schools or designee is authorized to approve and arrange for scheduling the use of school facilities by applicants satisfying the above requirements.

Right is reserved by the board to revoke any such permit, without liability, should such action be deemed necessary or desirable.

Applicants may be required to submit an explanatory statement declaring that to the best of their knowledge the projected use is within the general policy and is not in violation of prohibited activities noted above.

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: KF Previously: KG |
| School Board First Read: November 7, 2012 School Board Second Read/Adoption: November 14, 2012 Policy Review: February 4, 2014 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 2 of 2 |

USE OF SCHOOL BUILDINGS AND FACILITIES (continued)

Fees:

The Board will approve a schedule of fees for use of school facilities. The Superintendent or designee(s) may grant waivers of fee payment in exceptional cases. The Board intends that recognized parent volunteer groups, such as PTO's, will not be charged fees for use of facilities that have approval of the building Principal and Business Administrator. [Fee schedule will be reviewed as part of the annual budget process.](#)

Certificates of Insurance:

Each application for school rental will include a certificate of insurance for general liability and property damage, the coverage to be as recommended by the district's insurance carrier. The Oyster River Cooperative School District shall be listed on the certificate as an additional named insured.

Damages:

Anyone submitting an application for the rental of school property must assume responsibility for the proper use of the facility and for the conduct of all attending the event. As a condition for permission to use the facility the user must indemnify the school district from any claims which might arise from the use. If any school district property is lost or damaged during usage, the amount of loss or damage will be determined by the superintendent of schools, and a bill for damages (both labor and materials) will be mailed to the applicant of record, who accepts responsibility for payment of damages as a condition for permission to use the facility. In addition, the Superintendent or designee may require the submission of a deposit in advance to cover any potential loss or damage to school district property.

Receipts:

Receipts from fees shall be used for facilities maintenance and operation costs.

Regulations:

Regulations governing this policy shall be posted on the school district web site.

Cross Reference:

- KF-R Guidelines on the Use of School Facilities
- KF-R1 Building Rental Fees
- JLCF - Wellness Policy
- JL - Soliciting Funds
- KFB - Advertising in Schools

Legal Reference: Military Recruitment in high schools