

**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, 4/2/14 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
 - Priority Spending List
 - D. Student Senate Report**
 - E. Other:**
- VII. DISCUSSION ITEMS**
 - Board Goals for 2014-15 – a discussion w/ORCSD Leadership Team
- VIII. ACTIONS**
 - A. Superintendent Actions**
 - B. Board Action Items**
- IX. SCHOOL BOARD COMMITTEE UPDATES**
- X. PUBLIC COMMENTS**
- XI. CLOSING ACTIONS**
 - A. Future meeting dates:** 5/7/14, 5/21/14 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 by 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.

Superintendent Morse and the Board commended Maria Barth for all her hard work as Board Chair.

**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.

Megan and Brian Trumbull were also commended for all their hard work with the Strings Program in the District.

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 in favor of the motion.

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 KR. 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), to review and discuss the superintendent evaluation 2nd Al Howland. 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. Under RSA 91-A:3 II (a) The Board reviewed and discussed the superintendent's evaluation. Motion carried by roll call vote 7-0.

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

Regular Meeting

April 2, 2014

6:30 p.m.

School Board Members: Tom Newkirk, Al Howland, Denise Day, Sarah Farwell, Ed Charle, Kenny Rotner, and Student Representative Maegan Doody
Not Present: Maria Barth

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

There were five members of the public present.

I CALL TO ORDER by Chair Tom Newkirk at 6:30 for a Review of Manifests.

II PLEDGE OF ALLEGIANCE

III PUBLIC COMMENTS: None

IV APPROVAL OF MINUTES: The Minutes of March 19th will be approved at the next meeting.

APPROVAL OF MANIFASTS:

VM #21=\$636,920.94

PM #22=\$1,099,190.63

V ANNOUNCEMENTS AND COMMENDATIONS

A District: Todd Allen reported that the High School Robotics Team made it into the finals from their competition last weekend. The One Act Play Team competed in the NH Festival last week and performed very well. It speaks very well of the Drama Department. Oliver, the Spring Musical, will be performed in May.

Superintendent Morse commended Maria Barth and Carolyn Eastman for all their work on Project 68 Hunger. This is an initiative that they have both exceeded in their roles. This is a tri-community initiative.

B. Board: Sarah Farwell thanked Maria Rossi for her work on the High School Art Night. It was a fantastic fundraiser for the high school arts.

Denise Day thanked Moharimet for a wonderful pancake breakfast on Saturday morning.

DISTRICT REPORTS

A Assistant Superintendent/Curriculum and Instruction Report: None

B Superintendent's Report: Superintendent Morse spoke of the .4 World Language Teacher position that was originally cut in the budget process. It needs to be re-instated. There are 71 new students taking French next year. This also raises the issue of budgeting early in the process.

C Business Administrator: Budget Update: Sue Caswell updated the Board on where the budget stands. She will be coming to the Board at an upcoming meeting with a wish list of items funded by the fund balance for the Board's review.

D Student Senate Report: The election for class officers for next year is coming up. The candidates will have to do an essay and have an interview. The class officers went to Skowhegan High School and looked at their advisory system.

E Other: Superintendent Morse commended Cindy Buchon who is the Bus Driver who got into an accident on Monday in the awful weather. Because of her thoughtful and great defensive driving, no students were harmed.

VII DISCUSSION ITEMS

School Board Committee Assignments:

Proposed Committee Assignments:

Communication Committee: Al Howland, Sarah Farwell, Kenny Rotner

Policy Committee: Kenny Rotner, Maria Barth, Denise Day

Negotiations Committee: Tom Newkirk, Al Howland Transportation: Denise Day Paraprofessional: Ed Charle

Representatives to Other Groups:

District Technology Committee: Sarah Farwell

NHSBA Delegate: Maria Barth

Strategic Planning Committee: Kenny Rotner

Wellness Committee: Maria Barth
Sustainability Committee: Ed Charle
Advisory Budget Committee: Al Howland
Long Range Planning Committee: Denise Day

Kenny Rotner moved to approve the above committee assignments, 2nd by Al Howland. Motion passed 6-0 with the Student Representative voting in the affirmative.

Administrator's Salary Comparison: Superintendent Morse discussed this at the last meeting. He presented comparable administrative salaries in other comparable districts to the Board. The ORAA has met with the ORCS 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.

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. The recommended salary scale adjusts the administrative salary scale over a two year period applies the pay equity fund and brings salary and benefit consistency to administrations.

Proposed Administrators/Directors Salary Schedule 2014-15: Year One:

Assistant Superintendent	\$104,000	\$109,000	\$114,000	\$112,125
HS Principal	\$100,000	\$105,000	\$110,000	\$104,935
MS Principal	\$ 95,000	\$100,000	\$105,000	\$100,399
Business Administrator	\$ 95,000	\$100,000	\$105,000	\$ 97,045
Elementary Principals	\$ 91,000	\$ 96,000	\$101,000	\$102,303
				\$ 98,838
Special Education Director	\$ 95,000	\$100,000	\$105,000	\$ 94,965
Ass. Principals HS/MS	\$ 81,000	\$ 86,000	\$ 91,000	\$ 88,264
				\$ 85,000
				\$ 83,752
Guidance Director HS	\$ 78,000	\$ 83,000	\$ 88,000	\$ 82,000
Asst Sped Directors	\$ 71,600	\$ 77,300	\$ 83,100	\$ 83,054

				\$ 70,000
IT Director	\$ 71,600	\$ 76,600	\$ 81,600	\$ 73,927
Athletic Director MS/HS	\$ 66,000	\$ 71,000	\$ 76,000	\$ 70,000
Food Service Director	\$ 50,000	\$ 55,000	\$ 60,000	\$ 58,262
Accounting Director	\$ 55,000	\$ 60,000	\$ 65,000	\$ 53,500
Transportation Director	\$ 44,000	\$ 49,000	\$ 54,000	\$ 49,794

Proposed Administrators/Directors Salary Schedule 2015-16: Year Two:

	Low	Medium	High	Proposed
Assistant Superintendent	\$106,080	\$111,180	\$116,280	\$114,369
HS Principal	\$102,000	\$107,100	\$112,200	\$108,034
MS Principal	\$ 96,900	\$102,000	\$107,100	\$103,407
Business Administrator	\$ 96,900	\$102,000	\$107,100	\$102,986
Elementary Principals	\$ 92,820	\$ 97,920	\$103,020	\$104,349
				\$100,815
Special Education Director	\$ 96,900	\$102,000	\$107,100	\$100,864
Asst. Principals MS/HS	\$ 82,620	\$ 87,200	\$ 92,820	\$ 90,030
				\$ 87,700
				\$ 85,427
Guidance Director HS	\$ 79,560	\$ 84,660	\$ 89,760	\$ 84,640
Asst. Sped Directors	\$ 73,032	\$ 78,846	\$ 84,762	\$ 84,715
				\$ 73,900
IT Director	\$ 73,032	\$ 78,846	\$ 84,762	\$ 76,906
Athletic Director MS/HS	\$ 67,320	\$ 72,420	\$ 77,520	\$ 72,900
Food Service Director	\$ 52,000	\$ 56,100	\$ 61,200	\$ 59,427
Accounting Director	\$ 56,100	\$ 61,200	\$ 66,300	\$ 56,070
Transportation Director	\$ 44,880	\$ 49,980	\$ 55,080	\$ 50,790

Al Howland moved to approve the ORAA Salary Schedule, 2nd by Denise Day.

Al Howland moved to amend the motion to authorize the Superintendent to offer a contract up to two years and to adjust the SPED Director Salary, 2nd by Kenny Rotner. Motion on the amendment passed 6-0 with the Student Representative voting in the affirmative.

The amended motion passed 6-0 with the Student Representative voting in the affirmative.

VIII ACTIONS

Motion to approve Red Cross Agreement for ORHS as a Community Shelter: Denise Day moved to approve the Red Cross Agreement for ORHS as a Community Shelter, 2nd by Al Howland. Motion approved 5-0 with the Student Representative voting in the affirmative.

Motion to nominate and approve Continuing Contract and Other Professional staff members as submitted by the Superintendent: Al Howland moved to approve the continuing contract and other professional staff members as submitted by the Superintendent and include the World Language .4 position by Gwendolyn Gibson, 2nd by Tom Newkirk. Motion passed 5-0-1 with Kenny Rotner recusing himself and the Student Representative voting in the affirmative.

Motion to approve the Building Level Administrator Contracts: Al Howland moved to approve the Building Level Administrator Contracts, 2nd by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.

Motion to approve Central Office Administrator Contracts as recommended by the Superintendent: Kenny Rotner moved to approve the Central Office Administrator Contracts as recommended by the Superintendent, 2nd by Al Howland. Motion approved 6-0 with the Student Representative voting in the affirmative.

Motion to approve the Central Office Director Contracts as recommended by the Superintendent: Kenny Rotner moved to approve the Central Office Director Contracts as recommended by the Superintendent, 2nd by Al Howland. Motion approved 6-0 with the Student Representative voting in the affirmative.

Motion to approve ORHS Spring Coach and Volunteers:

Volunteer Positions:

Jennica Lagore	Softball Coach
Nick O'Neill	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 Positions:

Emma Smith	JV Girls Lacrosse	\$2,556
Nicole LaChance	MS Softball	\$2,069

Kenny Rotner moved to approve the above ORHS Spring Coaches and Volunteers, 2nd by Al Howland. Motion approved 6-0 with the Student Representative Voting in the Affirmative.

ORMS Clubs:

MS Math Counts	Ruth Gehling	\$2,294
Outing Club	Sunny Sadana	\$ 651
Science Club	Michelle Martin	\$ 651
MS News	Jennifer Snow	\$1,034
MS Musical .5	Julia Widelski	\$ 630
MS Musical .5	Cindy Douglas	\$ 518
MS Jazz Band	David Ervin	\$2,677
MS Club	Jesse Parent	\$ 576
MS Club	Greg Daigle	\$ 576
After School Games	Susan Mathison	\$ 576
After School Games-	Nellie Dinger	\$ 576
MS Club	Sue Bissell	\$ 576

Al Howland moved to approve the slate of ORMS Clubs above, 2nd by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.

Policies:

Student Transportation Services EEA: Al Howland moved to approve Policy EEA for a first reading, 2nd by Denise Day.

Kenny Rotner moved to amend the policy to add in: 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 the student's designated school and arriving home after school. 3. The cost of the District. The Oyster River Cooperative School District will provide pupil transportation services consistent with applicable law. 2nd by Al Howland. The amendment passed 6-0 with the Student Representative voting in the affirmative. The motion to approve the policy as amended passed 6-0 with the Student Representative voting in the affirmative.

Board Employee Communications BHC: Kenny Rotner moved to approve Policy BHC for a first reading, 2nd by Al Howland.

Kenny Rotner moved to amend Policy BHC. There was no second on the amendment and Kenny Rotner withdrew his amended motion.

After an in depth discussion on Board Communication **The original motion passed 6-0 with the Student Representative voting in the affirmative.**

A reminder that a first read is not a binding action by the Board but rather a discussion. It will go back to the Policy Committee and come back to the Board for a second reading.

Suspension of Policies BGF: Kenny Rotner moved to approve Policy BGF for s a first reading, 2nd by Al Howland.

Kenny Rotner proposed amending the Policy to read:

The policies of the Oyster River Cooperative School Board are subject to suspension only upon a 2/3 vote of the entire Board membership at a meeting.

Al Howland moved to approve the Policy as amended by Kenny Rotner, 2nd by Kenny Rotner. Motion passed on the amendment 6-0 with the Student Representative voting in the affirmative.

Motion on the amended motion passed 6-0 with the Student Representative voting in the affirmative.

Policy KHB Advertising in the Schools: Al Howland moved to approve Policy KHB for a first reading, 2nd by Denise Day. Denise moved to amend the policy to add:

Will be implemented congruent to with the District Wellness and Sustainability Policy.

The school may, upon approve 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 approve of the superintendent or designee, accept financial or equipment resources in return for short term or permanent recognition of the donors Short term recognition will be accepted by the principal or athletic director with superintendent approval for a limited period of rime during a District event. Any permanent recognition of a donor will require school approval, 2nd by Al Howland. Motion on the amendment passed 6-0 with the Student Representative voting in the affirmative.

Motion on the amended policy passed 6-0 with the Student Representative voting in the affirmative.

Teacher Performance and Evaluation System Policy GCO: Kenny Rotner moved to approve Policy GCO for a first reading, 2nd by Al Howland.

Kenny Rotner moved to amend Policy GCS to state: A committee will be formed including teachers and principals in order to derive a meaningful teacher performance and evaluation system, 2nd by Al Howland. Motion to approve the amendment passed 6-0 with the Student Representative voting in the affirmative. Motion to approve the original motion passed 6-0 with the Student Representative voting in the affirmative.

Student Fund Raising Activities Policy JJE: Al Howland moved to approve Policy JJE for adoption, 2nd by Kenny Rotner. Motion passed 6-0 with the Student Representative voting in the affirmative.

Emergency Care and First Aid JLCE: Al Howland moved to approve Policy JLCE for approval, 2nd by Ed Charle. Motion passed 5-01 with Kenny Rotner recusing and the Student Representative voting in the affirmative.

Policy KCD Gifts to School: Al Howland moved to approve Policy KCD Gifts to School for adoption, 2nd by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.

Policies CBI, FF, IKA, JEAB and KF: Ed Charle moved to approve Policy CBI Evaluation of the Superintendent, Naming of Facilities FF, Grading System IKA, Student Assignment JEAB, Use of Building and Facilities KF for adoption, 2nd by Al Howland. Motion approved 6-0 with the Student Representative voting in the affirmative.

IX SCHOOL BOARD COMMITTEE UPDATES

Ed Charle reported that the Sustainability Committee has been meeting regularly and will be presenting to the Board in May.

X PUBLIC COMMENTS: William Hall in Durham spoke about building the cafeteria in Moharimet. He is concerned about the size of the cafeteria and would like to see it increased. William noted that the high school renovation did not have a Clerk of the Works.

Dean Rubine of Lee referred to the Policy of Suspending Policies and questioned the 2/3 requirement if it is for the whole Board or the Board members in attendance.

David Taylor of Durham noted that the high school renovation did indeed have a Clerk of the Works.

XI CLOSING ACTIONS

A good portion of the next meeting will be dedicated to discussing Board Goals.

Denise Day would like to hear about the Alumni Survey that was conducted on a future meeting agenda

Page 10
April 2, 2014

Draft

Future Meeting Dates: April 16 and May 5

Al Howland moved to adjourn the meeting, 2nd by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary

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

4/10/2014

	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
	2013-2014	2013-2014	2013-2014	2013-2014	2013-2014
SALARIES:					
Administrator	1,253,072	1,012,097	240,975	0	100%
Teacher	13,750,753	9,187,357	4,572,213	(8,817)	100%
Para	2,124,839	1,404,495	509,014	211,330	90%
Tutor	127,017	92,424	33,623	970	99%
Custodian	694,692	543,783	127,800	23,109	97%
Secretary	350,017	265,217	72,651	12,149	97%
District Hourly	511,477	424,516	101,009	(14,048)	103%
Maintenance	212,179	145,646	58,912	7,621	96%
Drivers	609,736	514,958	121,832	(27,054)	104%
Media Assistant	7,400	5,252	0	2,148	71%
Misc & Summer	234,256	150,881	54,897	28,478	88%
Subs - Professional	229,169	189,715	23,114	16,340	93%
Subs - Para	20,600	30,911	0	(10,311)	150%
Subs - Secretary	5,000	4,580	0	420	92%
O/T	42,526	5,744	0	36,782	14%
Med & Dent Payback	548,190	403,916	104,677	39,597	93%
TOTAL SALARIES	20,720,923	14,383,492	6,020,717	316,714	98.5%
BENEFITS:					
Health Ins	4,700,803	2,894,007	1,805,743	1,053	100%
Dental Ins	125,359	77,354	47,893	112	100%
Life Ins	52,169	31,204	19,273	1,692	97%
LTD Ins	49,525	29,732	18,639	1,154	98%
FICA	1,573,085	1,069,234	471,624	32,227	98%
Retirement - Non Professional	306,996	231,103	70,548	5,345	98%
Retirement - Professional	1,966,895	1,327,097	683,183	(43,385)	102%
Annuity	83,562	53,464	36,607	(6,509)	108%
Tuition Reimb	0	3,057	0	(3,057)	
Unemployment Comp	24,279	13,344	0	10,935	55%
Workers Com	103,084	45,750	9,150	48,184	53%
TOTAL BENEFITS	8,985,757	5,775,346	3,162,660	47,751	99.5%
ALL OTHER OPERATING EXPENSES:					
Mast Way	132,041	109,361	3,034	19,646	85%
Moharimet	119,694	90,658	10,618	18,418	85%
Middle School	257,212	185,950	14,802	56,460	78%
High School	463,528	350,047	42,125	71,356	85%
District	2,092,951	1,528,513	49,505	514,933	75%
Transportation	688,978	491,516	6,900	190,562	72%
Technology	500,795	310,598	9,397	180,800	64%
Facilities	1,918,098	1,389,648	305,727	222,723	88%
SPED	2,001,450	1,404,996	363,911	232,543	88%
TOTAL OPERATING	8,174,747	5,861,287	806,019	1,507,441	81.6%
GRAND TOTAL	37,881,427	26,020,125	9,989,396	1,871,906	95.1%
Comment Section:					
District change is from LGC insurance rebate entry.					

Updated: April 10, 2014	
PRIORITIES FOR POSSIBLE BOARD GOALS	
Equitable distribution of elementary students	
Tuition Students	
Continued development and adoption of a strategic plan	
Establish the ABC charge for the upcoming year	
Establish the Sustainability charge for the upcoming year	
Continued Dialogue with community	
Common Core Implementation	
Completion of Review of Policy Manual	
Past Ranking Results 2012-13	Ranking
HS Program of Studies	5
Budget Goals	1
Tuition full day kindergarten	3
Capital Improvement Plan	4
Foster communication between teachers/other staff & the School Board	6
Class Rank and grades	14
Assessment - both students and teachers	2
Property owned by the District, its value and options	9
Drug/Alcohol Update/Proactive Report/Report from Straff. Cnty Fmly Justice	8
Review and Approval of School Handbooks	7
Football	12
Parental rights related to surveying/questioning students	15
Consider development of District Foundation to subsidize programs	10
Weighted Grades	11
Early Intervention/Special Education	13

ORCSD BOARD GOALS 2011-2012 Updated for 2012-13

1. Advance the District Mission Statement: Working Together To Engage Every Learner			
Action	When	Who's Responsible	Notes
<p>Answer the Questions:</p> <p>1.) What kind of education do we want to provide students in the ORSD?</p> <p>2.) How are we going to monitor and measure these over time?</p>	Multi-yr goal	Board and District Leadership	<p>1.) What can we glean from the teacher's analysis of the Educational Philosophy of the Strategic Plan? Done What is the community input? Done Utilize quantitative research measures. Needs to be done</p> <p>2.) What is unique about this district? What do we want to provide? Began through Lee's listening tours, and NESDECs forums</p> <p>3.) What are the Key Performance Indicators that the ORCSD community values and we can use as measures Needs to be done</p>
2. Strive to Improve Board Performance and Efficacy			
Action	When	Who's Responsible	Notes
Continue to refine Board meeting efficiency and protocol	Ongoing	Board	<p>1.) Examine the possibility of changing meeting (ie: format to one business meeting and one educational meeting per month) On hold for new Supt.</p> <p>2.) Have productive and efficient board meetings and strong working rapport among board members and the Superintendent. Ongoing</p> <p>3.) Reexamine the effectiveness and possible changes of policies BED and BEDB. On hold for new Supt.</p> <p>4.) Leverage relationship with the NHSBA, clarify charges of SB subcommittees, hold board workshops, perform peer/self reviews, cover more agenda items, update policies meeting state, federal, and district requirements. Done</p>
Continue to develop board handbook	3/2012	Chair and Vice Chair	To be done -- needs current policies
Support our Wellness Committee, Principals, and Food Service Director as they explore options for healthier meals, increase participation in our Food	Ongoing	Food Service Director Administration Board	This can be achieved through funding and policy. Wellness Policy is being vetted through staff and it is expected to be presented to the board in March or April 2012

ORCSD BOARD GOALS 2011-2012 Updated for 2012-13

Service Program, and the integration of more opportunities for physical activities during the school day for all students.				
3. The School Board Will Foster a Fiscally Prudent Budgets Respectful of Near and Long-Term District Goals				
<i>Action</i>	<i>When</i>	<i>Who's Responsible</i>	<i>Notes</i>	
Set Detailed Budget Goals	6/30/2011	Board	Set budget goals considering past expenses, current fiscal circumstances and near/long term plans. Produce a budget that all stakeholders accept.	
Track Budget Trends over Time	3/2012	Board, District Leadership Team, ABC	Only need to have an acceptable budget	Benchmark district budgets with projected versus actual expenditures over time. Framework has been laid out – major accomplishments made by admin and ABC this year
Successfully negotiate a contract with the Paraprofessionals and Bus Drivers	1/2012	Board and District Leadership Team	Done	
4. Enhance Communications				
<i>Action</i>	<i>When</i>	<i>Who's Responsible</i>	<i>Notes</i>	
Improve Communication with and Utilize more Efficiently the Expertise and Resources of the ABC.	Ongoing	Board		
Implement items off of the Communications Committee Audit	Ongoing	Board and District Leadership Team	Communications Audit was provided in January 2011 and policies are currently being revised. There is need to examine some of the other suggestions and determine a possible path to implementation.	Near Completion
5. Examine Implementations Options from the Sustainability Committees Findings				
<i>Action</i>	<i>When</i>	<i>Who's Responsible</i>	<i>Notes</i>	
Findings are due in 11/2011 and this goal will be revised at that time	11/2011	Board, District Leadership Team, Sustainability Committee	Goal needs to be revised when warrant article is voted on	
6. Examine Implementation Options from any Strategic Plan Findings				
<i>Action</i>	<i>When</i>	<i>Who's Responsible</i>	<i>Notes</i>	
Examine the results of the teacher's	Summer	Strategic Plan	Done	

ORCSD BOARD GOALS 2011-2012 Updated for 2012-13

input on the educational philosophy	2011	Steering Committee	
Hold Community Forums to Gain Feedback on Educational Philosophy	Fall 2011	Strategic Plan Steering Committee	Done
Examine Future Path of Strategic Plan	TBD	Board	
7. Conduct a Successful Superintendent Search and Subsequent Hiring of a Permanent Superintendent			
Conduct an open and transparent hiring process	Summer – Winter 2011	Board	Contact hiring firms to provide presentations to the Board. In Progress
Provide open communications throughout the search	Summer- Winter 2011	Board	Website? E-newsletter? etc... Done
8. Engender a Culture of Trust, Respect, and Support			
Examine hiring a consultant or facilitator to assist in board relations and build trust among all district stakeholders.	Summer 2011	Board	Money was allocated in FY2012 for this purpose Work in Progress
Hold community forums	Ongoing	Board	Strategic Plan, Supt. Search, Conflict Resolution Done some, probably do more