

**Oyster River Cooperative School District
REGULAR MEETING**

February 6, 2019

OR High School - Library

7:00 PM

o. CALL TO ORDER (7:00 PM)

- I. 6:30 – 7:00 PM MANIFEST REVIEW AT EACH SCHOOL BOARD MEETING.**
7:00 – 7:45 PM – Strategic Plan Schedule
- High School Technology/New Middle School
 - Facilities/School Nutrient

II. APPROVAL OF AGENDA

III. PUBLIC COMMENTS

IV. APPROVAL OF MINUTES

- Motion to approve 01/16/19 regular and non-public meeting minutes.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

- A. District**
- B. Board**

VI. DISTRICT REPORTS

- A. Assistant Superintendent/Curriculum & Instruction Report(s)**
- B. Superintendent's Report**
 - Middle School Concept Drawing
- C. Business Administrator**
 - Budget Update FY19
 - Creation of Engineering Scholarship
- D. Student Senate Report**
- E. Other:**

VII. DISCUSSION ITEM

- Update on NHSBA Representative Assembly

VIII. ACTIONS

- A. Superintendent Actions**
- B. Board Action Item**
 - Motion to approve creation of an Engineering Scholarship
 - Motion to approve ORHS Maternity Leave of Absence for the 2019-20 school Year.

IX. SCHOOL BOARD COMMITTEE UPDATES

- A. Manifest Reviewed and Approved by Manifest Subcommittee.**

X. PUBLIC COMMENTS

XI. CLOSING ACTIONS

- A. Future meeting dates**
 - 02/12/19 – Candidates Night– ORHS – C120 -7:00 PM
 - 02/20/19 – Regular Meeting – ORHS – C120 – 7:00 PM
 - 03/06/19 – Regular Meeting – ORHS Library – 7:00 PM
 - 03/12/19 – Voting Day

XII. NON-PUBLIC SESSION: RSA 91-A:3 II {If Needed}

NON-MEETING SESSION: RSA 91-A:2 I (a)

- Strategy or negotiations with respect to collective bargaining

XIII. ADJOURNMENT:

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). During the comment section of the agenda each speaker may have up to three (3) minutes within the time frame allowed. Board Chair may limit time allotment as deemed necessary. Occasionally, the Board may "suspend its rules" to allow visitor participation at the time an issue of specific interest is being addressed. A speaker will not be recognized for a second time on a particular topic.

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:

• Brian Cisneros	Term on Board: 2018 –2021
• Thomas Newkirk	Term on Board: 2016 - 2019
• Kenneth Rotner	Term on Board: 2016 - 2019
• Denise Day	Term on Board: 2017 - 2020
• Michael Williams	Term on Board: 2017 - 2020
• Allan Howland	Term on Board: 2018 - 2021
• Daniel Klein	Term on Board: 2018 - 2021

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.

Strategic Plan Summary Page

High School

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5-Year Outcome
Social Emotional Learning (SEL)/Mental Health	Establish a MTSS Team process for data driven decision making, using screeners and other data (around social emotional/mental health), and map resources.	Assess current evidence-based programming and staffing to ensure that tiers of support are in place to support students social emotional/mental health needs.	Continue to implement evidence-based programming to ensure that systems of support are in place to support students social emotional/mental health needs.	Utilize team process for data driven decision making and screeners and other data (around social emotional/mental health) to ensure that interventions are implemented with fidelity	Establish a review and reflection cycle	ORHS will have comprehensive programming to support SEL.
Multi-Tiered Systems of Support (Academic)	Develop an MTSS process for data driven decision making and map academic resources.	Assess current tiers of support and programming to ensure that tiers of support are in place to meet student academic needs.	Evaluate progress of implementation to date; continue to implement supports and programming to ensure systems of support are in place to reflect student academic needs.	Review current process and procedures for identifying students who are struggling and refine MTSS system as needed.	Establish a cycle of review and reflection for MTSS academics.	ORHS will have fully implemented MTSS for academic support.
Competency Based Education	Competencies, reviewed, written and posted for all courses.	Develop common assessments practices and investigate grading and reporting systems.	Implement ORHS grading and reporting systems to reflect competency-based education.	Examine and refine competency-based education and implementation.	Fully implement CBE program	By June of 2024 ORHS will have full implementation of CBE in all subject areas at all grade levels which is reflected in the student report card.
Technology	Prepare classroom technology (necessary infrastructure to support). Examine staffing needed to support 1 to 1 at ORHS and provide faculty professional development to support a 1 to 1 program.	Establish a 1 to 1 program. Continue to examine infrastructure and staffing to provide support and professional development.	Continue to provide support and professional development for integration.	Examine and refine integration practices. Review professional development provided and needs.	ORHS will have a 1 to 1 program with staff and resources in place to fully utilize the program to maximize student learning.	ORHS will have a 1 to 1 program with staff and resources in place to fully utilize the program to maximize student learning.

2019-2024

Strategic Plan Summary

Middle School

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
New Middle School	By June 2020, ORMS will have completed an academic program assessment and have submitted it to the architect.	Implementation of communication plan.	Develop school opening transition plan, consider academic year calendar.	Implement transition plan.		By June 2024, ORMS will be in a new facility that meets the program needs of students.
Multi-Tiered Systems of Support (MTSS)- Social Emotional Learning (SEL)/ Mental Health	SEL subgroup will review SEL assessments & programs to pilot.	Investigate & pilot evidence-based assessments & programs for SEL.	Fully implement evidence-based assessments & programs.	Review data from assessments & programs.	ORMS will fully implement and evidence-based SEL Program.	By June 2024, ORMS will have a SEL program that incorporates assessment, instruction, and support.
Multi-Tiered Systems of Support (MTSS)- Academic	MTSS team will formalize, process & define academic support process for Bobcat time.	Investigate evidence-based programs and screenings to support academics/student performance.	Implement evidence-based programs and screenings	Review data and from programs, screenings, & protocols.	Revise programs, screenings, & protocols based on data.	By June 2024, ORMS will fully implement a Multi-Tiered System of Support (MTSS).
Competency Based Education (CBE)	Staff PLC will develop common assessments.	Implement common assessments.	Establish student CBE focus group & use data to revise common assessments and instruction.	Implement revised CBE assessments and practices.	Continue to use data and revise CBE practices	By June 2024, ORMS will have full implementation of CBE across all grades and subject areas.

Operations- Facilities

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
New Middle School	Provide public with documentation necessary for a vote on new middle school in March of 2020. Upon successful vote break ground in May 2020	Continue construction with an emphasis on Site Safety.	Construction complete by February 2022. Move into new facility. Remove useful items from current building before demo.	New building commissioned. Establish maintenance and custodial schedules.	Review and refine building systems.	By June 2024, the ORCSD will occupy and commission a new Middle School which is energy efficient and sustainable.
Enhance security measures across the district.	Build new Moharimet Entrance way / renovate existing.	Add cameras District wide. Add security at SAU / SB.	Explore window film and ground level security projects.	5-year review of safety protocols.	Explore upgrades to building access.	By June 2024, building security at all ORCSD schools will be improved.
Upgrade and improve heating and cooling at all schools.	Review current needs of all buildings related to establishing a standard for heating and cooling.	Replace failing A/C in the IT closets.	Replace and expand AC to all rooms at Moharimet.	Replace and expand AC to all rooms at MW. Investigate and propose AC options for HS.	Budget for HS AC.	By June 2024, all buildings will have a standard heating and cooling environment.
Expand parking and improve grounds	Establish operational standards for grounds and lot maintenance.	Construct HS tennis courts & increase parking at ORHS.	Establish 5 yr beautification projects.	Improve Moharimet parking lot and lighting.	Improve Mast Way parking lot and lighting.	By June 2024, upgrades will be made to district grounds, parking and lighting.
High School Auditorium Expansion			Facilities will explore design of the HS Auditorium expansion with an Architect	All contracts and work schedule will be ready in preparation for a July 2024 construction	Auditorium will be complete and ready for occupancy.	By June 2024, the High School Auditorium will be increased to house large performances and accommodate full school assemblies.

2019 – 2024

Strategic Plan Summary Page

Operations- School Nutrition

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
Kitchen Equipment	Prepare inventory of all kitchen equipment and create replacement plan.	Begin to replace most needed items. Review and refine list.	Budget to replace elementary equipment.	Budget to replace high school equipment.	Evaluate status of replacement plan and address area still in need.	By June 2024, all kitchens will have a capital plan for equipment replacement.
Staff Training	Staff trainings on how to serve children with allergies.	Staff training on how to prepare local food and use herbs.	Staff training on safety, ergonomics	Staff training on sanitation and food safety.	Staff training on creatively using commodity foods.	By June 2024, the department will have a written training plan for all staff.
Kitchen Designs	Complete work to redesign MW serving line and HS service.	Complete construction on MW kitchen and cafeteria.	Open new MS kitchen and cafeteria; refine as needed	Review and evaluate MOH kitchen and cafeteria.	Refine any designs to ensure maximum efficiency.	By June 2024, all district schools will have efficient kitchen layouts and serving lines.

Oyster River Cooperative School District

Regular Meeting

January 16, 2019

High School

DRAFT

SCHOOL BOARD: Brian Cisneros, Tom Newkirk, Dan Klein, Michael Williams, Al Howland, Kenny Rotner, and Denise Day

Student Representative: Patty Anderson

ADMINISTRATORS: Todd Allen, Sue Caswell, Suzanne Filippone, Jay Richard, David Goldsmith, Catherine Plourde, Carrie Vaich

There were twelve members of the public present.

I CALL TO ORDER:

6:30 – 7:00 Manifest Review at each School Board Meeting

7:00 – 7:45 Strategic Plan Schedule

Executive Summary/Common Academic Goal K-12

MTSS

Socio-emotional Learning Mental Health and Wellness

Competency Work

Superintendent Morse said that the current Strategic Plan ends on June 30. The new Strategic Plan process began about a year ago with focus groups to determine what they thought was important to be addressing with the school district. They took that and vetted it with the faculty and ultimately came up with the five year plan. Tonight, we are going to be working with the K-12 component.

Todd Allen gave an overview of the K-12 of multi-tiered systems of social emotional learning. They have been focusing on building a K-12 strategy in the District. K-4 adopting a social emotional program with the idea of implementing a program over the next five years. Carrie Vaich said that they have a group of teachers at both schools test driving the Open Circle Program. They are getting great feedback on this program. David Goldsmith added that they have also been testing the Devereux Students Strengths Assessment [DESSA] Screener. Jay Richard said that they are in the second year of full implementation of the advisory program. They have brought in Haven this year to do training with the students on the effects media has on students, bullying and sexual harassment and good touch/bad touch. Todd Allen added that they are working to develop this around student health issues. The Youth Risk Behavior Survey data also is a good guide on things they need to focus on. Todd Allen and Catherine Plourde also talked about the potential SEL Coordinator position and that it would be a stipend position.

Multi-Tiered Systems of Support: Academic: Todd Allen reported that they have been working with a consultant on this process to help look at the issue. They have done a lot of work on master schedules. The elementary schools will have fully implemented MTSS structures by June 2024. The Middle School team will formalize, process and define academic support process for Bobcat time. The High School has developed flex blocks. David Goldsmith detailed that they will be implementing building level goals set in 18-19 to focus on academics in the area of Math and ELA MTSS team across the K-4 spectrum. They are looking at efficiencies in the building. This will help the students get rich classroom instruction and additional resources if they are needed. Jay Richard said the MTSS team is tracking interventions. Students who don't need additional resources are also needed to be challenged during Bobcat Time. Suzanne Filippone, Principal of the High School, discussed what types of supports do we have for kids? Do we have the supports that we need to help all students? If we are lacking in areas, how do we work together as a faculty create solutions.

Competency Based Education: Todd Allen noted that competency based education has been a focused across the district. The elementary schools are working with science units. The Middle School has developed competencies in grades 6-8. The High School has developed competencies at all levels.

Elementary Level:

David Goldsmith reported that they are developing what competencies look like at the elementary level. They will learn about CBL education by writing science units with a competency focus, develop ELA/Math competencies and begin development of a CBE progress report. By June 2024, they will have articulated competences for all K-4 subject areas and CBE report card will be fully implemented.

Middle School Level:

Jay Richard talked about the student led conferences this fall. They are continuing to give staff professional development around competencies. It is a continuous process of giving teachers what they need.

High School Level:

Suzanne Filippone said they are focusing on instructional practices with the competencies. They have been diving into areas of what standard based assessments look like.

In K-12 the focus has been around advisory and recognizing the unique needs of the individuals. They have a District level of MTSS approach that look at all the pieces and the parts to make sure they are working together to meet the student needs.

Michael Williams wants to look at what the students are getting out of this at year five. They will rework the language around competency based education.

II. APPROVAL OF AGENDA:

Denise Day moved to add a non-public (student issue) directly after the regular board meeting followed by a non-meeting session with respect to collective bargaining and then discussing Superintendent Evaluation in a non-public session, 2nd by Brian Cisneros. Motion passed 7-0 with the Student Representative voting in the affirmative.

III. PUBLIC COMMENTS: None

IV. APPROVAL OF MINUTES:

Motion to approve January 2nd regular and non-meeting minutes:

Revisions:

Page 2 Section V B add in “holiday art” before “writing”

Page 7 third line replace “store” with “story”

Denise Day moved to approve the January 2nd minutes with the above revisions, 2nd by Brian Cisneros. Motion passed 7-0 with the Student Representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District:

VEEP Conference Attendees Report:

Youth Climate Leaders Academy Retreat: The high school students who attended the retreat presented the Vermont Energy Education Program to the Board:

Vermont Energy Education Program ELO

Overnight Trip

Met with sustainability leaders and politicians

Discussed what works in other schools

Attended workshops on specific topics

Brainstormed a year long project to pursue as a club

Oyster River: Where we are now:
Water bottle filling stations
Local sourced fruits and vegetables
New light fixtures
Sustainability club poster
Composting

Our Focus: Plastic Waste in the Cafeteria
Eliminate spending on single use plastics in the cafeteria at Oyster River High School. This includes plastic utensils, straws, smoothie cups, water bottles, etc. These items should be replaced by more sustainable alternatives such as metal silverware.

We are looking to create a new normal with the help of students and community support.

Tom Newkirk thanked the students for their presentation and commitment to this and asked them to come back with a progress report.

B. Board:

Denise Day saw The Little Mermaid Jr. performed by the middle school and it was excellent.

Kenny Rotner announced that the filing period for the School Board at large positions is January 23-February 1 and there are 2 open at-large positions. Kenny Rotner and Tom Newkirk will both be running again for re-election for at large positions. There are a lot of things happening in the District and they are both excited to be working on them.

Michael Williams spoke about the Middle School process. He is starting to hear comments about possible uses for the current school and feels that it is important to treat them as inputs in this process.

Al Howland reviewed with the Board the presentation that he is planning for the Deliberative Session.

VI. DISTRICT REPORTS:

A. Assistant Superintendent/Curriculum and Instruction Report:

Todd Allen noted that the deadline for Sabbatical applications was yesterday and they received 5 applications.

Chris Hall Sabbatical Report: Chris talked to the Board about the Oyster River Action Research Group which is comprised of 19 teachers that represents all four schools in different subject areas. It is teacher driven and student centered.

Steps of Action Research:

Identify a problem of practice
Develop a research question
Design a plan of actions
Gather data related to the question
Analyze data; look for patterns and answers
Share results/finding with others.

Chris detailed the research questions of the 19 teachers in the group. The group meets monthly. All the questions are in the best interests of the students.

B. Superintendent's Report:

Superintendent Morse reported that the Commissioner will be visiting the district on January 31st to spend the day in the schools. The Architect met with the staff today. They are currently developing an aerial and physical concept. They are doing a transportation study.

Superintendent Morse has met with Durham and Lee regarding the budget and both towns were incredibly respectful and polite.

Superintendent Morse read the World Language Committee Charge. They will be meeting tomorrow.

World Language Committee Charge:

To investigate current research related to effective elementary world language programs, to identify the obstacles faced including how world language would fit in the schedule and to present best practice options with a preliminary report in May with a final report in September 2019 for Board consideration.

Kenny Rotner moved to approve the above World Language Committee charge, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

C. Business Administrator:

Sue Caswell reported that their application to the Public-School Infrastructure Fund for the Oyster River High School secure vestibule project has been approve. The award reflects 80% of the project costs, not to exceed \$25,600.

D. Student Senate Report:

Patty Anderson reported that mid-terms are next week, and the snowball dance is the Friday of midterms.

E. Other: None

VII. DISCUSSION ITEMS: None

VIII. ACTIONS:

A. Superintendent Action Item: None

B. Board Action Items:

Kenny Rotner moved to approve:

Motion to adopt Fy20 Budget for Deliberative Session:

Motion to approve and sign Default budget

Motion to approve and sign 2019 Warrant Articles for Deliberative Session 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

Denise Day moved to approve and sign MS26 as presented, 2nd by Brian Cisneros. Motion passed 7-0.

IX. SCHOOL BOARD COMMITTEE UPDATES:

Manifest Reviewed and Approved by Manifest subcommittee;

Payroll Manifest #14: \$846,437.70

Vendor Manifest #16: \$865,128.32

Al Howland gave an update on the Orchard Drive project. Dennis Meadows, Ellen Snyder, Sue Caswell, and Kenny Rotner discussed fund raising to pay the school district for the property and to raise funds to build a bridge to go across the water. They need to have a target dollar amount. They are looking at both public and private financing.

Al Howland moved if the committee raises \$150K the school system will sell the property to the town of Durham, provided that the land will be protected in its natural state in perpetuity, 2nd by Tom Newkirk. Motion passed 7-0 with the Student Representative voting in the affirmative.

X. PUBLIC COMMENTS: None

Jay Richard reported that the middle school is hosting the first robotics tournament at the middle school on January 27th. It will be an all-day event. There will be over thirty teams from around the state attending.

XI. CLOSING ACTIONS:

A. Future Meeting Dates:

January 30th Manifest Review SAU Office 3:30 p.m.
February 4th Superintendent with Madbury Selectman Budget Update 7:00 p.m.
February 5th Deliberative Session – ORHS Auditorium 7:00 p.m.
February 6th Regular Meeting ORHS Library 7:00 p.m.

XII. NON-PUBLIC SESSION: RS 91-A:3 II (a)

- Superintendent Evaluation

NON-MEETING SESSION RSA 91-A:2 I (a)

- Strategy or negotiations with respect to collective bargaining

XII. ADJOURNMENT:

Kenny Rotner moved to enter into nonpublic for a student issue under RSA91-A:3 II c, 2nd by Brian Cisneros. Upon roll call vote the motion passed 7-0 with the Student Representative voting in the affirmative.

The School Board returned to public session at 9:13 PM.

The School Board entered a non-meeting at 9:14 PM to discuss negotiations for collective bargaining and returned to public session at 9:30.

Respectfully yours,
Laura Grasso Dobson
Recording Secretary

Oyster River Cooperative School Board

January 16, 2019 ORHS C-120

NON-PUBLIC MEETING
MINUTES

Kenneth Rotner moved to enter into nonpublic session at 9:08 p.m. in accordance with RSA 91-A:3 II (c) – Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting, 2nd by Brian Cisneros. Upon roll call vote, the motion passed 7-0.

School Board Attendees:

Tom Newkirk
Denise Day
Michael Williams
Dan Klein
Kenny Rotner
Brian Cisneros
Allan Howland

Administrators Present:

Dr. James Morse
Suzanne Filippone

The School Board met to discuss and support the request of the superintendent to transfer a student to another school district.

Kenny Rotner made a motion to support the superintendent request to transfer a student to another school district, 2nd by Michael Williams. The motion passed 7-0.

The School Board returned to public session at 9:13 pm.

Respectfully Submitted,
Denise Day
School Board Vice-Chair

Oyster River Cooperative School Board

January 16, 2019.1 ORHS C-120

NON-PUBLIC MEETING
MINUTES

Kenny Rotner moved to enter into nonpublic session at 9:32 p.m. in accordance with RSA 91-A:3 II (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, 2nd by Michael Williams. Upon roll call vote, the motion passed 7-0.

School Board Attendees:

Tom Newkirk
Denise Day
Michael Williams
Dan Klein
Kenny Rotner
Brian Cisneros
Allan Howland

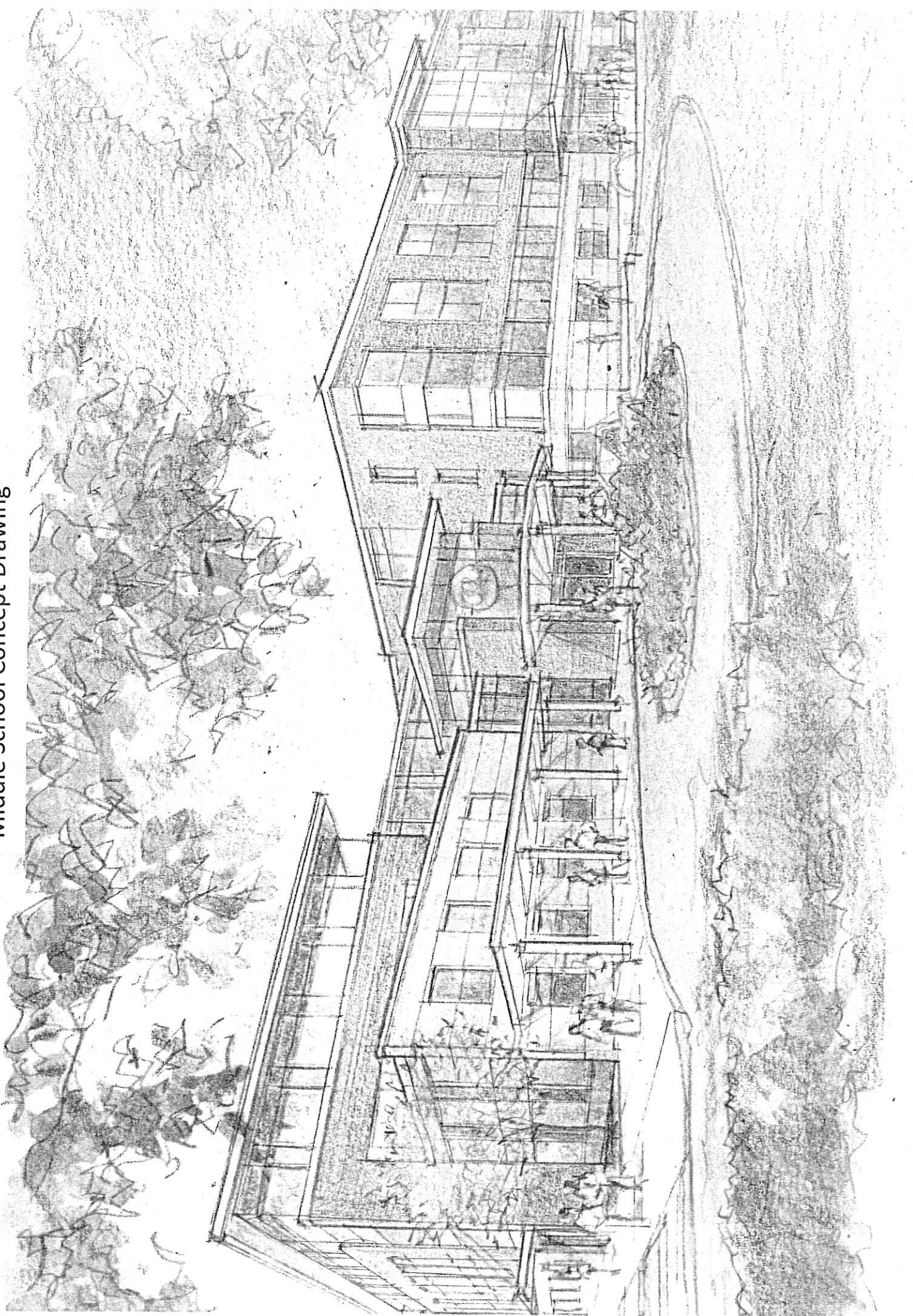
Administrators Present:

The School Board met to discuss the Superintendent's Evaluation.

Allan Howland made a motion to return to public session and adjourn at 10:09 p.m., 2nd by Daniel Klein. The motion passed 7-0.

Respectfully Submitted,
Denise Day
School Board Vice-Chair

Middle School Concept Drawing



OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

FISCAL YEAR 2018-2019

FINANCIAL STATUS AS OF:

1/31/2019

	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
SALARIES:					
Administrator	1,479,199	681,060	794,629	3,510	100%
Teacher	16,287,558	5,017,883	10,899,004	370,671	98%
Para	2,175,446	814,184	1,267,836	93,426	96%
Tutor	220,677	80,172	133,580	6,925	97%
Custodian	785,237	348,473	401,968	34,796	96%
Secretary	382,576	179,796	241,134	(38,354)	110%
District Hourly	755,296	357,401	400,436	(2,541)	100%
Maintenance	196,754	100,051	93,370	3,333	98%
Drivers	805,718	252,158	353,091	200,469	75%
Misc & Summer	179,500	78,692	39,595	61,213	66%
Subs - Professional	358,580	67,554	51,988	239,038	33%
Subs - Para	35,300	11,760	0	23,540	33%
Subs - Secretary	6,700	1,796	0	4,904	27%
O/T	25,500	2,189	0	23,311	9%
Med & Dent Payback	474,087	144,340	260,255	69,492	85%
TOTAL SALARIES	24,168,128	8,137,509	14,936,886	1,093,733	95.5%
BENEFITS:					
Health Ins	5,242,759	1,515,094	3,851,863	(124,198)	102%
Dental Ins	144,579	41,552	104,757	(1,730)	101%
Life Ins	61,226	18,309	46,277	(3,360)	105%
LTD Ins	64,475	15,078	38,655	10,742	83%
FICA	1,838,023	597,935	1,141,875	98,213	95%
Retirement - Non Professional	336,399	153,112	182,646	641	100%
Retirement - Professional	2,941,787	927,207	1,962,745	51,835	98%
Annuity	128,134	39,916	93,271	(5,053)	104%
Tuition Reimb	5,000	1,335	0	3,665	
Unemployment Comp	15,000	124	0	14,876	1%
Workers Com	153,108	153,108	0	0	100%
TOTAL BENEFITS	10,930,490	3,462,770	7,422,089	45,631	99.6%
ALL OTHER OPERATING EXPENSES:					
Mast Way	257,563	116,981	9,545	131,037	49%
Moharimet	177,675	90,210	8,182	79,283	55%
Middle School	362,001	195,675	51,100	115,226	68%
High School	690,687	327,912	63,130	299,645	57%
District	1,973,842	1,721,890	0	251,952	87%
Transportation	495,530	273,434	18,310	203,786	59%
Technology	690,778	545,072	2,525	143,181	79%
Facilities	3,010,495	2,007,062	340,925	662,508	78%
SPED	1,560,831	738,197	812,374	10,260	99%
TOTAL OPERATING	9,219,402	6,016,433	1,306,091	1,896,878	79.4%
GRAND TOTAL	44,318,020	17,616,712	23,665,066	3,036,242	93.1%

Comment Section:

\$247k from teacher position

OYSTER RIVER COOPREATIVE SCHOOL BOARD	Policy Code: IKG
Review to Policy Committee: August 4, 2011 First Read to SB: September 21, 2011 Second Read/Adoption to SB: October 5, 2011 School Board First Read: August 19, 2015 School Board Second Read/Adoption: September 2, 2015	Page 1 of 1 Category: Optional

AWARDS AND SCHOLARSHIPS

The Oyster River Cooperative School Board may offer a variety of awards and scholarships sponsored by groups and individuals. Any new award or scholarship must be approved by the Board. All ongoing scholarship balances shall be handled by the Durham Trustee and administered according to the criteria set forth in the provisions approved by the Board. Scholarships shall be administered through the individual schools. If funds are not distributed directly to the recipient by the sponsoring organization they shall be handled by the business office. The District assumes no responsibilities if an organization made the check payable to the student, it is the organization who is responsible for securing evidence of the student's attendance and for pursuing suspected diversion of funds. No offer of award will be accepted which is discriminatory on the basis of race, color, creed, national origin, gender or sexual orientation.