

**Oyster River Cooperative School District
REGULAR MEETING**

March 2, 2022**Oyster River High School Library****7:00 PM****o. CALL TO ORDER 7:00 PM****I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING***** ACKNOWLEDGE Tom Newkirk and Al Howland for their years of service on the School Board.**II. APPROVAL OF AGENDA****III. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*****IV. APPROVAL OF MINUTES**

- Motion to approve 2/2/22 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)*****COVID Metric – Catherine Plourde**

- o SASS/Adult COVID Testing

B Superintendent's Report

- LRPC Report – (Heather Smith)
- Spring Sports (Andy Lathrop)
- MS Opening Day
- Kindergarten Registration Update

C. Business Administrator

- FY22 Budget Update
- Tennis Court Contractor Decision {Jim Rozycki} *Motion to approve bid for Tennis Courts.*
- Air Handlers – Moharimet Ventilation {Jim Rozycki} *Motion to approve bid for Moharimet Ventilation.*

D. Student Representative Report (Olivia Gass)**E. Finance Committee Report****Other:****VII. UNANIMOUS CONSENT AGENDA *{Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote}***

- ORMS Maternity Leave of Absence from May 2, 2022 to End of Year and from Beginning of Year to November 28, 2022. *Motion to Approve the ORMS Maternity Leave of Absence from May 2, 2022 to End of School Year and from Beginning of 2022-23 School Year to November 28, 2022.*
- ORMS Maternity Leave of Absence from Beginning of Year to November 28, 2022. *Motion to Approve the ORMS Maternity Leave of Absence from Beginning of 2022-23 School Year to November 28, 2022.*

VIII. DISCUSSION & ACTION ITEMS

- Board Self-Evaluation.
- Approval for first read Policy GEA – Hiring of Coaches. *Motion to Approve for first read Policy GEA-Hiring of Coaches.*

IX. SCHOOL BOARD COMMITTEE UPDATES**X. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*****XI. CLOSING ACTIONS**

- A. Future meeting dates:**
 - March 16, 2022 Regular Board Meeting – ORHS Library 7:00 PM
 - March 30, 2022 Manifest Review Meeting – SAU 3:30 PM
 - April 6, 2022 Regular Board Meeting – Location to be determined

XII. NON-PUBLIC SESSION: RSA 91-A:3 II (c)

- Superintendent Contract

NON-MEETING SESSION: RSA 91-A2 I {If Needed}

III. ADJOURNMENT:**The School Board reserves the right to take action on any item on the agenda.****Respectfully submitted,
Superintendent**

**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 additional 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:

- | | |
|---------------------------|----------------------------|
| • Michael Williams, Chair | Term on Board: 2020 - 2023 |
| • Denise Day, Vice-Chair | Term on Board: 2020 - 2023 |
| • Brian Cisneros | Term on Board: 2021 - 2024 |
| • Thomas Newkirk | Term on Board: 2019 - 2022 |
| • Allan Howland | Term on Board: 2021 - 2022 |
| • Daniel Klein | Term on Board: 2021 - 2024 |
| • Yusi Turell | Term on Board: 2021 - 2024 |

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.

Alternative Public Comment for School Board Meetings

October 1, 2021

The School Board adopted the requirement for all individuals at school board meetings to wear face coverings at the September 15 meeting. We will continue to invite public comment at board meetings. For those who would like to offer public comment and choose not to attend the school board meeting in person, public comment may be submitted by email and will be read at the school board meeting provided it meets these requirements:

- Must be submitted to and received by wdifruscio@orcsd.org by 3:00 pm on the day before the school board meeting. Comments received after this deadline will be held for the following meeting.
- Must include "Public Comment for School Board Meeting" or similar text in the subject line or first line of the body of the email. Other communications will be considered emails to the board and will be distributed to the school board but not read aloud in the meeting.
- Must be no longer than 300 words as counted by Microsoft Word, Outlook, or a similar tool.
- Must identify the sender's name and address. The sender's name and town of residence will be read with the comments. The SAU office may reply to request additional identifying information if the sender's identity and address are not clear.
- Senders must be residents of Oyster River towns or Barrington, NH only.

Those submitting public comment should not expect an immediate or direct reply. The public comment portion of the school board meeting is not a time of discussion with or amongst the school board.

If more than 10 comments are received for one meeting, only the first 10 comments will be read aloud at the meeting. If your comment is not read, it is shared with all School Board members, and placed in a communications notebook as part of the public record.

These provisions apply only to regular school board meetings (not workshop meetings, public hearings, the Annual Meetings of the District, or committee meetings) and will end when mask requirements for board meetings end.

Oyster River Cooperative School Board

Regular Meeting Minutes

February 2, 2022

DRAFT

SCHOOL BOARD PRESENT: Michael Williams, Denise Day, Brian Cisneros, Tom Newkirk, Al Howland, Yusi Turell, Dan Klein

STUDENT REPRESENTATIVE: Olivia Gass

ADMINISTRATORS PRESENT: Jim Morse, Suzanne Filippone, Rebecca Noe, Jay Richard, Misty Lowe, David Goldsmith

STAFF PRESENT: Pam Felber

GUEST PRESENT:

ABSENT:

I. CALLED TO ORDER at 7:00 PM by Michael Williams

II. APPROVAL OF AGENDA

Denise Day moved to approve the agenda as written, 2nd by Brian Cisneros. Motion passed 7-0.

III. PUBLIC COMMENTS

Darren Keller of Lee stated that Board member Yusi Turell is a big proponent of the DEIJ coordinator position and is employed by the UNH Carsey School of Public Policy, which is involved with NH Listens. He stated his contention is that her outside work is a conflict of interest and her vote for the DEIJ position should be spoiled and stricken.

Loren Selig of Durham thanked the Middle School Design Committee's work, stating she was especially happy to see single stall bathrooms on every level so all students, including those that are transgender and gender fluid, have a safe place to use the bathroom. She was grateful for the work done by the DEIJ committee and the opportunity to participate in the Building Bridges event. She felt it was well run and she appreciated the different perspectives shared. Loren forwarded the Board a Religious Holiday Policy that Portsmouth has in place to prevent meetings from being held on federal holidays and to discourage meetings on religious ones. She said if the 2nd Teacher Workshop Day was on the Lunar New Year students wouldn't have to choose between missing school or missing the holiday.

There were no electronic comments.

IV. APPROVAL OF MINUTES

Denise Day moved to approve the January 19, 2022 Regular Meeting Minutes, 2nd by Brian Cisneros.

Denise Day submitted the following revision:

On page 2 under Tom Newkirk's comment insert "teaching of" in front of "history" so it reads, "what could go on in teaching of history."

On Page 5 at the top of the page at the end of the first sentence insert "Denise Day stated that her priority would be the items for the concert hall."

Tom Newkirk submitted the following revision:

On page 6 change "felt" to "asked" so it reads "Tom Newkirk asked if it was too early to have a TW in September."

Michael Williams submitted the following revision:

On page 6 move my comment to above the motion rather than below it.

Motion passed with correction 7-0 with the student representative voting in the affirmative.

Denise Day moved to approve the January 19, 2022 Non-Public Meeting Minutes, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

Misty Lowe of Mast Way shared about special events occurring, including a music writing initiative that Pam Felber speak about and a school-wide Great Kindness Challenge led by the 4th grade Leadership Team. She said on February 2nd the school recognized "Global School Play Day" to recognize the importance of unstructured play in learning.

Music teacher Pam Felber thanked the School Board for their work and for keeping them safe in the pandemic. She explained "Kid Pan Alley" a group writing residency that is working virtually with each 4th grade class to write an original song. She said that since the pandemic has prevented them from having performances, she wanted to find a unique music experience that would be safe and memorable. She explained the program not only teaches a lot of writing and music skills, but it also inspires creativity, builds confidence, and fosters community. Pam shared the backgrounds of artists Paul Reisler and Cheryl Toth, owners of "Kid Pan Alley", who feel children make the best song writers because they are so honest. She read the lyrics of the in-progress songs written by Mrs. Farwell, Mrs. Jarod, and Mr. Henry's class, and played the final version of "Trapped Behind the Mask," a song about the pandemic written by Mrs. Stacey's class. Pam thanked the School Board for supporting the arts for all children and was happy that the 4th grade students and teachers can say they are all songwriters.

David Goldsmith of Moharimet spoke about the school theme "Year of the Artist" stating that in January the school investigated winter art by having sculptures known as "Ice Breakers" carve a snowman and the Moharimet logo. Throughout the day students were able to witness various stages of the ice sculpting, ask questions and learn about ice. David said for February the school is hosting an art museum in which students of all grades, including adults, are invited to showcase an art piece. Each grade has a designated week to display their art and classes will tour the museum weekly. A digital slide show of the art museum will be created at the end of the event and will be available for the entire community to watch. David was excited to share that Moharimet's annual maple sugaring event will begin before February vacation as the 4th graders, Mr. Davis, and the rest of the crew in Madbury begin tree tapping.

Rebecca Noe of ORHS announced that the virtual 8th grade information night for course selection will be held on February 3rd. Due to expected inclement weather for Friday all sports games have been moved to Thursday night. She received a lot of feedback about the exam schedule and with the help of the Leadership Team they will come out with a schedule for the end of the year, so people know what to expect early on. Rebecca said on February 16th the seniors will be given the opportunity during advisory and flex period to walk through the old ORMS building to see their teachers and have a final experience before it is torn down. In June they will visit the new ORMS for a walk through while middle school students are there. Since the town will be using the high school for elections on March 8th, this day will be a remote day for ORHS students. On March 23rd the PSAT and SAT's will be held for 10th & 11th graders, for seniors it will be a college visit day or a time to do community service or schoolwork, and for 9th graders activities will be in the building. Rebecca was happy to share that they received a Certificate of Inclusion from Special Olympics for the New Hampshire Unified Champion of Schools program.

Tom wondered if the HS remote day would affect the district number of days for enrollment. Dr. Morse replied that because the majority of the schools would be in session this would have no impact.

B. Board

Denise Day gave a huge thank you to all the panelists that participated in the recent Building Bridges forum put together by the DEIJ committee, including counselors Jason Baker & Rheanna Cote; teachers Jaclyn Jenson, Jon Silverio, Kate Zimar and Val Wilson and students Zoe Selig and Caroline Sterndale. She thanked them for speaking and articulating their experiences.

Brian Cisneros thanked those that attended the final walk through of the new ORMS building. He invited the Board members to attend the opening of ORMS on February 28th at 7:30 to greet the students as they enter. Parking will be on Dennison Rd., Coe Dr., at the solar panels, and by the fields.

Yusi Turell thanked Pam Felber for the incredible music and David Goldsmith for the creative expression with the younger students. She shared how appreciative she was to attend Jon Bromley's Capstone presentations to witness students use their passions toward a problem and their acquired skills to finding a real-world solution. The presentation topics were Women in Sports, Building Zero Waste Purchasing Systems, Supporting Trail Maintenance, and Building a Peer Support System Around Mental Health. Yusi said she learned a lot about vaping and tobacco use from the Vaping Unveiled presentation and thanked the counseling department for putting it on. Yusi responded to Darren Keller's public opinion statements. She stated that there is a strength in having an overlap with the university in general, but also with the education department, sustainability institute and others. She said she talked to Dr. Morse about this and there is no conflict of interest.

V. DISTRICT REPORTS**A. Assistant Superintendent/Curriculum & Instruction Report(s)**COVID METRIC

In Catherine Plourde's absence, Suzanne Filippone spoke about the COVID metrics. She said the metrics are the same from last week since there is a delay in the state's reporting, which includes new cases per 100,000, the percent positive, the transmission rate and the ICU capacity remaining in substantial range. She said currently, the staffing capacity is sufficient, which is a great improvement and due in part to the number of cases declining post February break. Suzanne thanked everyone in the community for their positivity and for following the new procedures. She said Catherine received the rapid tests and they are available for families that need them for home testing, and overall, home testing has helped reduce testing taking place in the nurse's office. Testing cases per day has declined to 1-6 while it was previously 3-4 times that amount.

Denise Day raised a question about contact tracing since it was no longer going to be required by the State and wondered if that would lead to changes in the district. Suzanne said that it is something they'd have to talk about as a governance team.

B. Superintendent's ReportCandidate's Night

Dr. Morse stated that the Candidate's Night will be held at ORMS tentatively on February 15th as a virtual meeting. There is no specific information yet, but details will be forthcoming from the Middle School PTO.

Communication Committee Update

Regarding the Communication Survey, Dr. Morse stated there are five emerging themes and the SAU and Leadership Team will be creating categorizations under these broad categories.

The five themes are:

1. Centralized Hub Information
2. Consistency & Clarity
3. Administration & Board Interaction with the Community

4. Soliciting of Input & Tapping Community Resources
5. Administration & Classroom Interactions with the Community

Denise Day asked when the results of the Community Communication Survey will be available, and Dr. Morse felt they could expect them within a month.

Update on Middle School Move to New Building

Jay Richard said the opening of the new middle school is quite a historic moment for the district. He shared with the listening audience that viewings of the old middle school will be offered on Friday, February 11th from 4-6pm and Saturday, February 12th from 10-12pm. He encouraged everyone to attend, especially former teachers and high school students. Jay said on February 14th and 15th all teachers and students will have orientation time to get acclimated to the new school, however, on February 16-18th only the teachers and staff will be there to set up and middle school students will not be in school. He invited the Board to a luncheon at the new school on February 18th at 11:00. During the February 21-25th Winter Recess Jay encouraged parents to get familiar with student drop off and pick up. He invited the community to viewings at the new middle school on February 24th from 10-12pm and 4-6pm. The first official day of school will be February 28th, with an opening celebration that Board Members are invited to attend at 7:30am. There will be parent viewings of the new school offered by grade level: March 1st Grades 5 & 8 5:00-7:00pm and March 3rd Grades 6 & 7 5:00-7:00pm. Jay said bricks from the old ORMS will be available as mementos, including ones from 1935.

Dr. Morse spoke about the new middle school opening reminding everyone that it is a big move and not everything will be perfect on the first day. He would like teachers to keep a list for 30 days and over time they will figure out the strengths and weaknesses of the building and make changes as necessary. He reminded everyone that although there are some delays in different parts of the school, they are not big enough to impact opening day. These include teaching boards, tables that were broken during shipping, a heat pump, art kilns, refrigerators for the teachers' rooms, incorrect sized side light windows, and hinges for large doors. The last two in the list could have affected occupancy certification but Dr. Morse said the substitutes are safe. He said air quality testing will be taking place in the coming days. Regarding the canopy, he said they housed 12 buses during the last storm, and it greatly reduced the snow removal time down to 2 hours and it was far more efficient plowing out the property. Dr. Morse and the Board were pleased with these results and this unforeseen advantage of the canopy.

Schedule ORHS Graduation for Friday, June 10, 2022.

Rebecca Noe respectfully requested the School Board reserve June 10th for an evening graduation ceremony with a rain date of June 11th in the morning.

Brian Cisneros made a motion to schedule the ORHS Graduation for Friday, June 10, 2022, 2nd by Michael Williams. Motion passed 7-0 with the student representative voting in the affirmative.

The March 2nd board meeting was slated to take place at the new ORMS, however, due to a chip shortage impacting technological delays, Dr. Morse suggested staying at ORHS until they receive confirmation from Alexander Taylor. The Board agreed with no additional comments.

C. Business Administrator - No report given

D. Student Representative Report

Olivia Gass reported that the *Mouth of the River* publication is slightly delayed and will be coming out in a week or so. She said midterms went decently well and went by quick. She said there were conflicting feelings about the delay in midterms with some students disappointed since they were prepared or confused on the new due dates for projects, while others were feeling happy to have had an opportunity for relearning. Olivia shared that the Senior Class Government will be holding a Krispy Kreme fundraiser beginning March 8th. She felt the new semester has been off to a good start.

A. **Finance Committee Report** - No report given

B. **Other:** None

VII. UNANIMOUS CONSENT AGENDA

List of policies for Second Read/Adoption: JIC – Student Conduct, JICD – Student Discipline and Due Process. For Deletion (Current JICD) – Student Conduct, Discipline and Due Process-Safe School Zone.

Michael Williams made a motion to approve the list of policies for second read/adoption: JIC – Student Conduct, JICD – Student Discipline and Due Process and for Deletion (Current JICD) – Student Conduct, Discipline and Due Process-Safe School Zone, 2nd by Denise Day.

Denise made a correction on page 2 stating the word “keep” in parentheses at the end of the paragraph should be struck since it was a side note to the committee and not supposed to be part of the policy.

Yusi Turell asked if anything meaningful had been changed that the Board should be aware of.

Dr. Morse explained that the changes were required by state law, which has made it harder, in a good way, for students to be suspended or expelled.

Motion passed 7-0 with the student representative voting in the affirmative.

Michael Williams reminded the Board that the purpose of the unanimous consent agenda is to quickly approve things that don't require discussion and if things will require discussion, they shouldn't be on the unanimous consent agenda.

VI. DISCUSSION & ACTION ITEMS

Update on House Bill 1255 Testimony

Tom Newkirk spoke about his testimony against HB1255 to the NH House Education Committee. In his letter to the state, he said that the bill was unclear on the kind of action it addresses and on what is required. He read a quote from the bill to show that the language was vague and undiscernible. Tom shared a quote from his testimony and said no other school board testified and that it is important that future boards have a presence there. He said it was important to get in the know and figure out which bills we can testify that affect us.

Yusi Turell thanked Tom for speaking up and wondered how to know when to speak up and what to address. Brian Cisneros stated that the information concerning house bills is available online. Dr. Morse explained there are thousands of bills in consideration that affect education and figuring out which ones impact the school district the most is important work, but time consuming so you must be strategic.

Yusi asked if there would be value in having someone navigate this and report back to the Board.

Dr. Morse explained the time factor involved and that the Superintendent Association will notify them on when to activate the state on an issue.

DEIJ Job Description

Suzanne Filippone said the Board asked the DEIJ committee to identify focus areas that are essential functions and responsibilities for the DEIJ Coordinator position. She said they consolidated and removed items from the list to have a greater focus on faculty, staff & students at the building level and less on leadership. She shared the job description handout with the Board.

Brian Cisneros asked if the person had to be a certified teacher, to which Suzanne replied no. Since the description includes a salary of \$95,000-105,000 and they budgeted \$120,000, Brian wondered if the benefits, insurance, and retirement would raise the amount to above what they budgeted. Dr. More stated if so, there are other lines to pull from, such as communications.

Michael Williams and Suzanne discussed the first function and responsibilities in the list to make the item clearer and more deliverable. In response to Michael's comment about inclusion of disability being missing Suzanne said it was not intentional.

Brian asked how the position will be measured year after year to show the money was well spent. Dr. Morse said the person will be evaluated in the same manner other staff are evaluated, which is that he will base it on the job description, capture the data that supports the items and look at the evidence that exists that it happened.

Michael Williams asked what the next step is in the process. Dr. Morse said after the budget is approved, they will advertise the position, set-up an interview committee, create questions, begin screening and then start the interview process in the spring.

Tom Newkirk wondered since the position is 260 days, if they'd have to pay more and if there was any flexibility to go above it. Dr. Morse replied that to do so he would go back to the Board and identify where the resources are, but he based the amount advertised off of Exeter and Manchester's DEIJ position.

Dr. Morse stated the job description would be posted on the webpage for the public to view and comments can be sent directly to him.

Yusi Turell felt that if they are not sourcing from teachers that would be going after that salary scale there may be more options from other fields and that it could be a competitive salary for someone working in the non-profit sector.

Appointment of District Clerk for the February 8, 2022 Deliberative Session

Michael Williams stated that the School District Clerk has resigned, and Dr. Morse recommended Sue Caswell as the District Clerk for the 2022 Deliberative Session.

Denise Day made a motion to appoint Sue Caswell as District Clerk for the 2022 Deliberative Session on February 8th, 2nd by Brian Cisneros.

Brian pointed out that it would be for the election cycle. Denise Day made an amendment and Michael clarified the motion.

Denise Day made a motion to appoint Sue Caswell as District Clerk for the 2022 Election Cycle, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

Cancellation of Regular Board Meeting on February 16, 2022

Since Dr. Morse will be out of town, the middle school staff will be moving buildings, middle school students will be home and there are no timely action items, Michael Williams suggested cancelling the regular board meeting on February 16th, 2022.

Brian Cisneros made a motion to cancel the regularly scheduled February 16, 2022 School Board Meeting, 2nd by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.

VII. SCHOOL BOARD COMMITTEE UPDATES

The manifest committee met to review the manifests.

Vendor Manifest #17 total is \$1,875,043.54
Payroll Manifest #15 total was \$1,456,286.74

Denise Day said the Long-Range Committee met on Monday and they will be presenting at the March 2nd meeting. Heather Smith will be presenting the behind-the-scenes math for the projections.

Michael Williams stated that in honor of National Girls & Women in Sports he wanted to congratulate the Girls Distance Medley Relay Team for qualifying for Nationals to take place on March 11th. Congratulations to Haley Kavanagh, Talia Banafato, Erin Carty, and Mackenzie Cook!

Yusi Turell gave a DEIJ update that it is Black History Month and she said to deepen our understanding a calendar is being developed with activities that will be available soon. She said to contact her in a few days if you don't come across it.

VIII. PUBLIC COMMENTS:

Darren Keller said that Yusi Turell made comments tonight that raised a red flag, including how lucid it would be for someone from a non-profit to enter a DEIJ position. Regarding Yusi's position at UNH and her connection to NH Listens, Darren said there is no separation between the DEIJ position being corporate backed and wanted the board to consider striking it. He also stated that the Board hired a lawyer to engage in deliberation with Dover and Barrington regarding tuition costs and there is a lack of transparency around it. He said state officials have been contacted over the matter.

Lauren Selig thanked Tom Newkirk and Al Howland for their service on the Board stating they gave time and dedication to serve all students with no personal agenda. She also thanked Brian Cisneros for his commitment and diligence with the new middle school building.

IX. CLOSING ACTIONS

- A. Future Meeting Dates:**
- February 8, 2022 Deliberative Session – 7:00 PM ORHS Auditorium
 - February 8, 2022 Additional Meeting following Deliberative (if needed)
 - February 16, 2022 Manifest Meeting – SAU - 3:30 PM
 - March 2, 2022 Regular Board Meeting – ORHS Library 7:00 PM

X. NON-PUBLIC SESSION: RSA 91-A:3 II (c)

- Superintendent Evaluation

Michael Williams moved to enter into Non-Public Session at 8:30 PM under RSA 91-A3 II (c), for the Superintendents Evaluation, 2nd by Brian Cisneros. Motion passed by roll call vote 7-0.

NON-MEETING SESSION: RSA 91-A2 I (a) {If Needed}

XI. ADJOURNMENT:

Brian Cisneros moved to adjourn the meeting at 8:45 pm, 2nd Tom Newkirk. Motion passed 7-0.

Respectfully Submitted,
Karyn Laird, Records Keeper

Oyster River Cooperative School Board
Non-Public Meeting Minutes: February 2, 2022

Chair Michael Williams moved to enter nonpublic session at 8:30 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:

Michael Williams
Al Howland
Brian Cisneros
Tom Newkirk
Denise Day
Dan Klein
Yusi Turell

Administrators Present:

Dr. James Morse

8:30 p.m. - nonpublic session began in ORHS conference room C120

The Board had a discussion pertaining to the Superintendent's evaluation.

There were no motions during nonpublic session.

The Board returned to public session in the ORHS Library at 8:45 PM.

Enrollment Projections for ORCSD, 2022-2031

Long Range Planning Committee

Heather Smith, Lisa Allison (external advisor), Giana Gelsey, Erik Ickes, Katrin Kasper,
Kent Kasper, Rob McEwan, David Taylor, Robert Mohr

March 2022

LRPC Goals

- Provide the School Board with enrollment projections for each of the next 10 years.
- Make every effort to provide projections for the following school year in the fall when they can be used in the budgeting process.
- Continually improve and refine the model used to make enrollment projections.

Methodology

Kindergarten

- Linear regression as a function of historical births and enrollments
- Historical MW/MOH Splits

Grade 1

- Linear regression as a function of historical births and enrollments
- Grade Progression Ratio (GPR)
- Historical MW/MOH Splits

Grades 2-12

- Grade Progression Ratio (GPR)
- High School enrollment calculated with and without tuition students

Methodology - Regression

- Linear regression model is updated annually for both kindergarten and first grade.

- Current regression – Kindergarten

$$K(i) = 0.153*B(i-6)+0.075*B(i-5)+0.095*K(i-1)+0.694*K(i-2)$$

- $K(i)$ = kindergarten enrollment in year i
- $B(i)$ = births in year i

- Current regression – First Grade

$$F(i) = 0.157*B(i-7)+0.160*B(i-6)+0.181*F(i-1)+0.571*F(i-2)$$

- $F(i)$ = first grade enrollment in year i

- The most dominant variable in both regressions is the enrollment 2 years ago (enrollment is autocorrelated).

Methodology - Regression

- Enrollment of kindergarteners and first graders per school is then calculated based on 4-year averages of enrollment at each school

Year	K	1
MW	52.2%	54.9%
MOH	47.8%	45.1%

- When projecting past 5-years, the births per academic year also need to be estimated. This year's birth regression

$$B(i) = 0.563*B(i-1) + 0.244*B(i-2)$$

Methodology - GPR

- Grade progression ratio is calculated as

$$GPR(i) = \frac{Grade(i)}{Grade-1(i-1)}$$

- Example:

Year	4	5	GPR, 4 to 5
2020	147		
2021		153	=153/147 = 1.04

- Each grade is calculated separately.
- The GPR is typically averaged over a 5-year time span to reduce individual year and cohort changes.
- Incorporates the net migration (in- and out-) over time and by grade.

Methodology - GPR

- GPRs are broken out separately for MOH and MW for 2-4.
- This year's GPRs

School	K - 1	1 - 2	2 - 3	3 - 4	4 - 5	5 - 6	6 - 7	7 - 8	8 - 9	9 - 10	10 - 11	11 - 12
MW	1.11	1.09	1.03	1.02								
MOH	1.12	1.06	1.03	1.03								
ORMS					1.04	1.03	1.01	1.00				
ORHS									0.99	0.99	0.99	1.02

- GPR > 1.0 except for grades 9-11, where we lose some native students. However, the overall enrollment increases due to tuition students (not included in calculation).

Model Skill

- Consider the predictions made in 2019 for the current year

School	K	1	2	3	4	5	6	7	8	9	10	11	12
MW													
Predict.	62	58	75	60	96								
Actual	62	55	66	63	77								
Error (%)	0.0	5.5	13.6	-4.8	24.7								
MOH													
Predict.	49	48	60	53	66								
Actual	66	49	59	49	68								
Error (%)	-25.8	-2.0	1.7	8.3	-2.9								
ORMS & ORHS (including tuition)													
Predict.						162	162	168	160	222	198	201	216
Actual						153	160	159	158	223	211	202	223
Error (%)						5.9	1.3	5.7	1.3	-0.4	-6.2	-0.5	-3.1

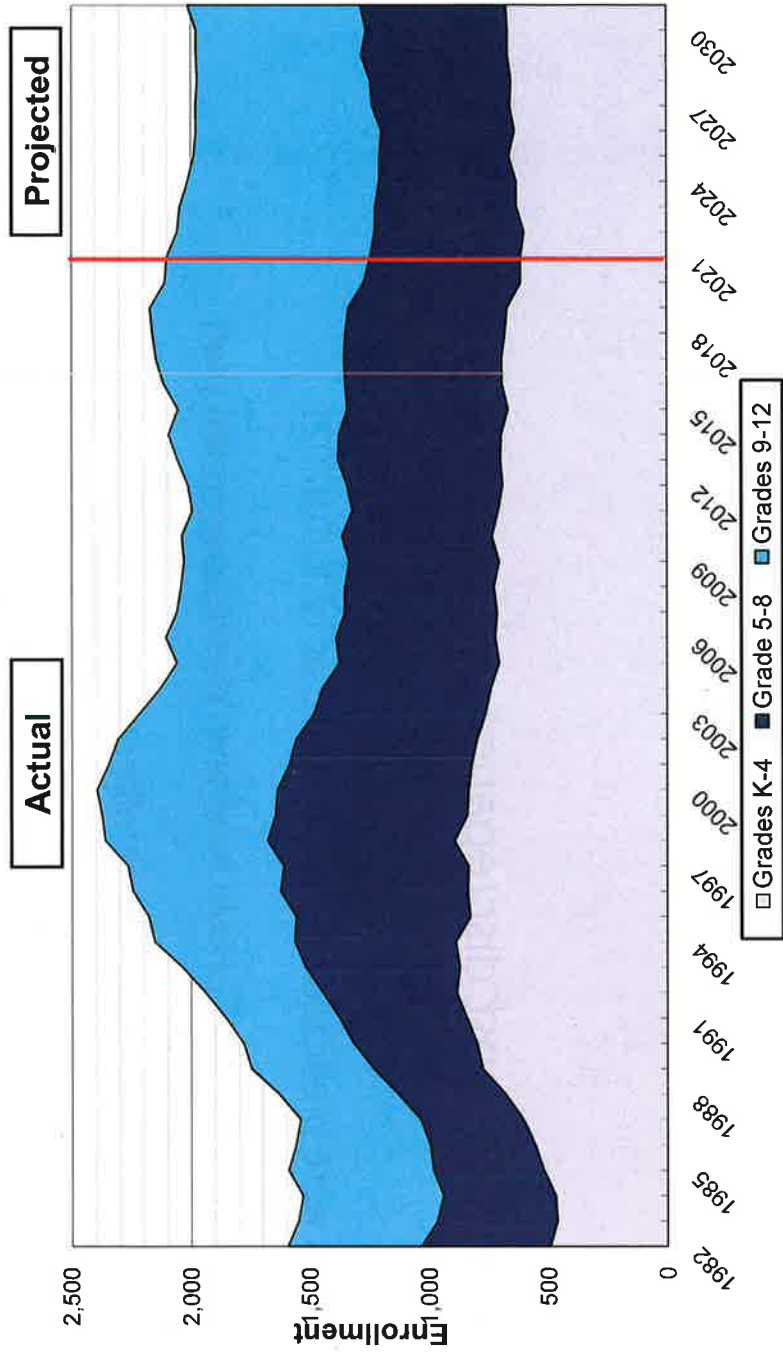
Model Skill

- For this data comparison, the most discrepancy occurs at the elementary levels.
 - Kindergarten:
 - 110 total kindergarteners were predicted and 128 enrolled as of 10/01/2021.
 - Of the 128 enrolled
 - 12 students turned 6 prior to 09/30/21 (should have been kindergarteners last year)
 - 4 students are repeating kindergarten
 - This is consistent with a lower-than-expected enrollment in Kindergarten last year.
 - Fourth grade
 - Estimated to be largely pandemic related. The GPRs from Grades 3 to 4 at MW over the last 2 years were <0.95. Historically, they are closer to 1.05. MOH's GPRs were more stable.
- ORMS & ORHS predictions are fairly good, which is consistent with very stable GPRs.

Predictions – District Wide

- Predicted decline in the total enrollment, driven by declines in ORMS & ORHS.
- MOH & MW populations may be overpredicted, given this year's larger Kindergarten enrollment.

Oyster River Cooperative School District
Actual and Projected Enrollment by Grade Grouping
1982 - 2031



Predictions – District Wide

- Differences from current:
 - Elementary: Maximum gain of 62 students (2031) from current
 - ORMS: Maximum loss of 88 students (2025) from current
 - ORHS: Maximum loss of 163 students (2029) from current

Year	K	1-4	5-8	9-12 w/ Tuition	Total w/ Tuition	9-12 w/o Tuition	Total w/o Tuition
2021-22	128	486	630	859	2,103	679	1,923
2022-23	103	496	628	832	2,059	667	1,894
2023-24	119	512	593	823	2,047	654	1,878
2024-25	105	527	574	809	2,015	651	1,857
2025-26	116	547	542	783	1,988	625	1,830
2026-27	108	531	558	781	1,978	623	1,820
2027-28	116	544	576	745	1,981	587	1,823
2028-29	110	544	591	728	1,973	570	1,815
2029-30	115	554	612	696	1,977	538	1,819
2030-31	111	557	594	715	1,977	557	1,819
2031-32	114	562	608	730	2,014	572	1,856

Predictions – District Wide

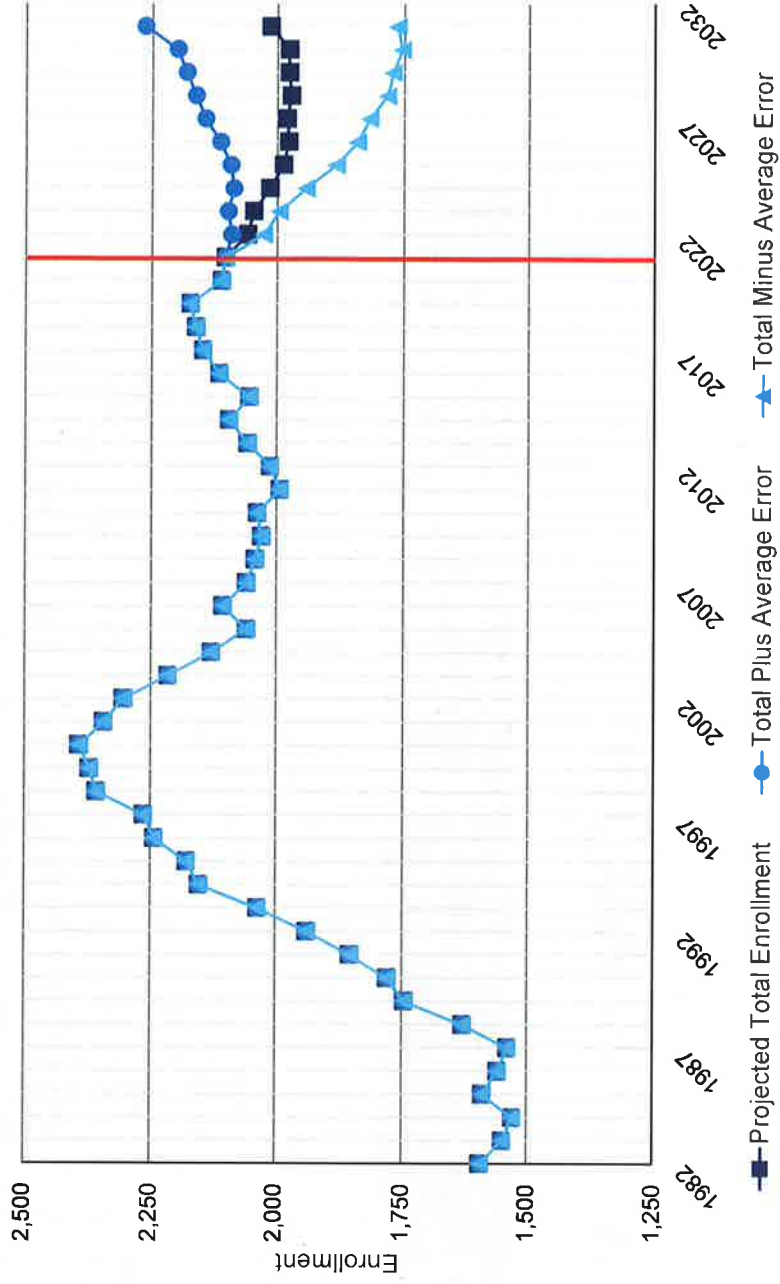
- MOH & MW populations may be overpredicted, given this year's larger Kindergarten enrollment.
- Due to the autocorrelation in the regression, we see estimates of our kindergarten population are higher every 2 years.
- Similar trend is observable in the 1st grade predictions, but it's slightly less pronounced.
- However, the predictions are within the scatter of recent enrollment data

Year	K	1-4	5-8	9-12 w/ Tuition	Total w/ Tuition	9-12 w/o Tuition	Total w/o Tuition
2021-22	128	486	630	859	2,103	679	1,923
2022-23	103	496	628	832	2,059	667	1,894
2023-24	119	512	593	823	2,047	654	1,878
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2029-30	115	554	612	696	1,977	538	1,819
2030-31	111	557	594	715	1,977	557	1,819
2031-32	114	562	608	730	2,014	572	1,856

Predictions – District Wide

- Average error varies from 1.6% at Predicted Year 1 to 12.5% at Predicted Year 10.
- Total variation in Predicted Year 10 is 502 students.

Oyster River Cooperative School District
Actual and Projected Total Enrollment including Average Prediction Error
1982-2031



Predictions – MW & MOH

Year	Mast Way					Moharimet					Total	
	K	1	2	3	4	Total	K	1	2	3		4
2021-22	62	55	66	63	77	323	66	49	59	49	68	291
2022-23	54	78	60	68	64	324	49	64	52	61	50	276
2023-24	62	63	85	62	69	341	57	51	68	53	63	292
2024-25	55	72	68	88	63	346	50	59	54	70	54	287
2025-26	60	66	78	70	90	364	56	54	63	56	72	301
2026-27	56	71	72	81	71	351	52	58	57	65	58	290
2027-28	60	69	77	74	82	362	56	57	61	59	67	300
2028-29	57	72	75	80	75	359	53	59	60	63	61	296
2029-30	60	71	78	77	81	367	55	59	63	62	65	304
2030-31	58	73	77	81	78	367	53	59	63	65	64	304
2031-32	59	72	79	80	82	372	55	59	63	65	67	309

Predictions – ORMS

Year	ORMS							
	5	6	7	8	Total			
2021-22	153	160	159	158	630			
2022-23	150	158	161	159	628			
2023-24	118	155	159	161	593			
2024-25	137	122	156	159	574			
2025-26	121	142	123	156	542			
2026-27	167	125	143	123	558			
2027-28	134	173	126	143	576			
2028-29	153	138	174	126	591			
2029-30	141	158	139	174	612			
2030-31	150	146	159	139	594			
2031-32	147	155	147	159	608			

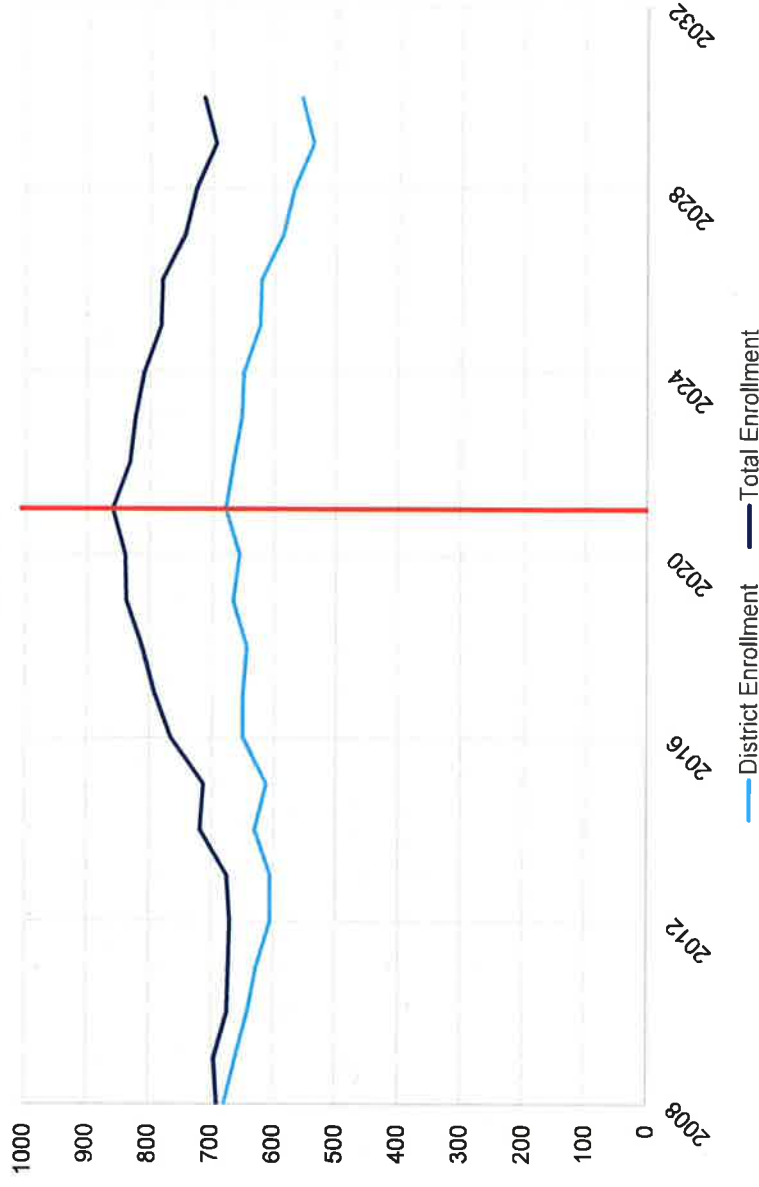
Predictions – ORHS

Year	With Tuition				Without Tuition				Tuition						
	9	10	11	12	Total	9	10	11	12	Total	9	10	11	12	Total
2021-22	223	211	202	223	859	183	160	167	169	679	40	51	35	54	180
2022-23	197	220	209	206	832	157	181	159	170	667	40	39	50	36	165
2023-24	198	194	218	213	823	158	155	179	162	654	40	39	39	51	169
2024-25	200	195	192	222	809	160	156	153	182	651	40	39	39	40	158
2025-26	198	197	193	195	783	158	158	154	155	625	40	39	39	40	158
2026-27	195	195	195	196	781	155	156	156	156	623	40	39	39	40	158
2027-28	162	192	193	198	745	122	153	154	158	587	40	39	39	40	158
2028-29	182	160	190	196	728	142	121	151	156	570	40	39	39	40	158
2029-30	165	180	158	193	696	125	141	119	153	538	40	39	39	40	158
2030-31	213	163	178	161	715	173	124	139	121	557	40	39	39	40	158
2031-32	178	210	161	181	730	138	171	122	141	572	40	39	39	40	158

Predictions – District Wide

- Predictions of tuition students assume 40 students entering in grade 9.
- Grades 10-12 tuition students are calculated with the HS GRPs.
- As those GRPs are very close to 1, the total number of tuition students predicted is the same year over year.

Oyster River Cooperative School District
High School Enrollment Breakdown
2008-2031



Summary

- Total ORCSD enrollment is predicted to decrease by 130 students (2029) as compared to current enrollment.
 - MW & MOH have a maximum gain of 62 students (2031) from current.
 - ORMS has a maximum loss of 88 students (2025) from current.
 - ORHS has a maximum loss of 163 students (2029) from current.
- MW & MOH enrollment increases may be an artifact of the prediction method and the current large Kindergarten cohort.
- However, more recent birth data is increasing for the district compared to when the current kindergarteners were born (by 20 births in 2021). The potential overprediction may be matched by increased births.

Notes

- With the opening of the new ORMS, we may see additional students choosing to come back to ORCSD from private schools.
- The continuing effect of the pandemic is unknown. Students that were lost as a result of the pandemic may filter back over the next few years, increasing the enrollment.
- The effect of the voucher bill is unknown.

ORCSD 2022 SPRING ATHLETICS PROTOCOLS



General Safety Protocol for all Sports:

While there is no guarantee that playing sports under these conditions eliminates any possibility of exposure to Covid-19, these precautions are in place to limit the risk.

1. Social distancing of at least 3 feet should be maintained when possible
2. Athletes will provide their own water/water bottles and will not share.
3. Cover mouth and nose when coughing or sneezing.
4. Stay at home if you are sick.
5. Surgical masks will be available to each athlete, if needed.
6. Coaches will be required to take the NFHS Covid-19 for Coaches and Administrators online course.

Sport Specific Protocol:

Boys Lacrosse:

1. Mask use will be optional for players and coaches.
2. Athletes will provide their own water and not share.
3. Bench personnel will practice 3' social distancing when possible.
4. Fans- See spectator protocol at the end of this document.

Girls Lacrosse

1. Mask use will be optional for players and coaches.
2. Athletes will provide their own water and not share.
3. Bench personnel will practice 3' social distancing when possible.
4. Fans- See spectator protocol at the end of this document.

Outdoor Track

1. Mask use will be optional for players and coaches.
2. Athletes will provide their own water and not share.

Boys and Girls Tennis:

1. Mask use will be optional for players and coaches.
2. Athletes will provide their own water and not share.

Baseball:

1. Mask use will be optional for players and coaches.
2. Additional chairs will be provided outside the dugouts to encourage social distancing.
3. Athletes will provide their own water and not share.
4. Fans- See spectator protocol at the end of this document.

Softball:

1. Mask use will be optional for players and coaches.
2. Additional chairs will be provided outside the dugouts to encourage social distancing.
3. Athletes will provide their own water and not share.
4. Fans- See spectator protocol at the end of this document.

Unified Volleyball:

1. Mask use will be optional for players and coaches.
2. Sideline chairs will be 3 feet apart to promote social distancing.
3. Athletes will provide their own water and not share.
4. Fans- See spectator protocol at the end of this document.

Spectators, Officials and Facility Specific Protocol:

Spectators:

1. Masks will be optional for spectators.
2. Spectators will be encouraged to maintain 3' feet

Wendy DiFruscio

From: Christine Nelson
Sent: Friday, February 18, 2022 9:43 AM
To: James Sr. Morse; Wendy DiFruscio
Cc: Misty Lowe; Helen Holmes; David Goldsmith
Subject: MW K registration numbers

Good morning,

2022-23 Kindergarten registrations received as of today.

28 boys and 31 girls

Thank you!

Christine Nelson

Admin. Assistant to the Principal
Mast Way Elementary School
23 Mast Road
Lee, NH 03861
Ph: 603-659-3001
Fax: 603-659-8612

The Right-To-Know Law provides that most e-mail communications to or from School District employees regarding the business of the School District are government records available to the public upon request. Therefore, this e-mail communication may be subject to public disclosure.

Wendy DiFruscio

From: Helen Holmes
Sent: Friday, February 18, 2022 8:45 AM
To: James Sr. Morse; Wendy DiFruscio
Cc: David Goldsmith; Misty Lowe; Christine Nelson
Subject: MOH K registration numbers

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Dr. Morse,

Wendy asked us to report our numbers for 2022-2023 kindergarten registration before February break started.

As of today, we have 36 completed packets and 5 pending/incomplete. So, 41 potential kindergarten students. Last year, we had 47 packets at this time.

David and the K teachers will not be placing them in specific classrooms until summer.

Thanks!

Helen Holmes

Administrative Assistant to the Principal
Moharimet Elementary School
11 Lee Road
Madbury, NH 03823
phone: 603-742-2900 ext. 4302
fax: 603-742-7569

The Right-To-Know Law provides that most e-mail communications to or from School District employees regarding the business of the School District are government records available to the public upon request. Therefore, this e-mail communication may be subject to public disclosure.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

**FISCAL YEAR 2021-22
FINANCIAL STATUS AS OF:**

2/4/2022

	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022
SALARIES:					
Administrator	1,656,714	1,014,631	632,583	9,500	99%
Teacher	17,256,113	7,843,829	8,871,494	540,790	97%
Para	2,119,817	1,055,452	956,981	107,384	95%
Tutor	234,761	129,536	109,468	(4,243)	102%
Custodian	883,764	502,578	321,177	60,009	93%
Secretary	416,808	251,120	161,175	4,513	99%
District Hourly	835,237	497,192	355,325	(17,280)	102%
Maintenance	213,270	140,048	109,301	(36,079)	117%
Drivers	786,045	478,711	323,784	(16,450)	102%
Misc & Summer	166,263	56,530	5,015	104,718	37%
Subs - Professional	302,400	234,276	62,440	5,684	98%
Subs - Para	37,100	11,958	10,555	14,587	61%
Subs - Secretary	6,700	825	0	5,875	12%
O/T	24,500	3,697	0	20,803	15%
Med & Dent Payback	332,288	199,090	142,175	(8,977)	103%
TOTAL SALARIES	25,271,780	12,419,473	12,061,473	790,834	96.9%
BENEFITS:					
Health Ins	6,106,664	2,561,060	3,122,090	423,514	93%
Dental Ins	173,121	77,429	94,716	976	99%
Life Ins	64,309	30,378	38,325	(4,394)	107%
LTD Ins	53,249	25,375	32,223	(4,349)	108%
FICA	1,930,174	912,697	972,523	44,954	98%
Retirement - Non Professional	462,381	267,302	168,078	27,001	94%
Retirement - Professional	3,744,295	1,756,729	1,941,299	46,267	99%
Annuity	164,151	82,168	82,712	(729)	100%
Tuition Reimb	5,000	2,100	0	2,900	
Unemployment Comp	15,000	2,076	0	12,924	14%
Workers Com	149,211	91,661	0	57,550	61%
TOTAL BENEFITS	12,867,555	5,808,975	6,451,966	606,614	95.3%
ALL OTHER OPERATING EXPENSES:					
Mast Way	269,325	176,641	38,313	54,371	80%
Moharimet	173,731	101,041	31,293	41,397	76%
Middle School	391,710	154,593	62,459	174,658	55%
High School	752,917	333,984	158,577	260,356	65%
District	2,993,019	2,263,875	8,370	720,774	76%
Transportation	610,437	476,780	16,090	117,567	81%
Technology	707,191	650,191	25,120	31,880	95%
Facilities	2,774,178	1,660,368	450,000	663,810	76%
SPED	1,972,774	1,527,631	538,324	(93,181)	105%
TOTAL OPERATING	10,645,282	7,345,104	1,328,546	1,971,632	81.5%
GRAND TOTAL	48,784,617	25,573,552	19,841,985	3,369,080	93.1%

Comment Section:

Healthtrust Premium Holiday in District Operating expenses = \$673,466

ESY teacher savings \$29,155

Summer school teacher savings \$18,160

MS nursing para savings \$23,614

New para hirings since October have reduced budget savings on that line

Co-curricular stipends not encumbered \$66,911

Coaches stipends not encumbered \$149,711

Green team stipends not encumbered \$15,000

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
March 2, 2022 - Discussion/Action Item

Title	Code
Policies for First Read	
Hiring of Coaches	GEA
Policies for Second Read/Adoption - Unanimous Consent	
Policies for Deletion/Replacement	
Policies in Process	
Distance Education	IMBA
Policy Development System/Policy Adoption/Policy Review and Evaluation	BGA/BGB/BGC
Discipline Polices to be reviewed	JICH, JICK, JIDD

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: GEA
Policy Committee: 12 10 20 & 03 11 21 School Board First Read: March 17, 2021 School Board Second Read Adoption: April 7, 2021 Policy Committee Review: February 10, 2022 School Board First Read: March 2, 2022	Page 1 of 1

HIRING OF COACHES

Selection Process

Notices of all Oyster River Cooperative School District vacancies for athletic coach positions will be posted at the school and will be advertised as necessary, to be determined by the Superintendent.

All open positions will be advertised. The athletic director and/or principal will screen applications for appropriate qualifications, competencies, and experience. The athletic director and principal will conduct interviews. The athletic director and principal will check references. The Superintendent will make the ~~recommendation~~ decision for to hire and inform to the School Board. ~~for approval each year.~~

All persons approved by the ~~Board~~ Superintendent for coaching positions will be subject to criminal background checks, consistent with Board Policies GBCD and IJOC. Persons who have been selected for coaching positions may be hired on a conditional basis, pending a successful completion of the criminal records check.

Coaches Eligibility

Persons selected for coaching positions must meet the "Coaches Eligibility" criteria established by the New Hampshire Interscholastic Athletic Association (NHIAA). Coaches must also receive ongoing and continuing education and training as required or recommended by NHIAA

Additionally, persons selected for coaching positions must be at least 21 years of age, have a valid driver's license and have at least a high school diploma.

Compensation

Coaches will be compensated at the rate established in the district's operating budget and/or collective bargaining agreement, if applicable.

Continuation and Dismissal

All coaching positions will be for one season only. The athletic director and principal will make re-appointment proposals for the following season. The Superintendent will make the recommendation for re-appointment, ~~and if approved, will be made by the Superintendent and forwarded~~ to the School Board ~~for approval for informational purposes only.~~

A coach may be dismissed from his/her duties at any time for unprofessional conduct, violation of School Board policies, violation of expectations and responsibilities, and/or any unethical behavior that places students in danger or places the District in an unprofessional light.

Code of Ethical Conduct

Coaches are required to adhere to all school board policies relative to codes of conduct, behavior, and expectations. Additionally, coaches are required to adhere to all standards of sportsmanship established in School Board policies and/or by NHIAA.

Violation of any code of conduct may result in immediate termination and/or dismissal.

Cross Reference:

GBCD – Background Investigation and Criminal Records Check
IJOC - Volunteers

Legal References:

RSA 189:13-a, School Employee and Volunteer Criminal History Records Check
<http://www.nhiaa.org/PDFs/2147/coacheseligibility.pdf>