

Oyster River Cooperative School District
REGULAR MEETING

May 17, 2023

ORMS – Recital Hall

7:00 PM

- O. 6:30 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING
- I. CALL TO ORDER 7:00 PM
- II. APPROVAL OF AGENDA
- III. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*
- IV. APPROVAL OF MINUTES *Motion to approve 05/03/23 Regular Meeting Minutes.*
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS
 - A. District
 - B. Board
- VI. DISTRICT REPORTS
 - A. Assistant Superintendent/Curriculum & Instruction Report(s)
 - Sustainability Teacher Report
 - B. Superintendent’s Report
 - C. Business Administrator
 - D. Student Representative (Paige Burt)
 - E. Finance Committee Report
 - F. Other:
- VII. UNANIMOUS CONSENT AGENDA *{Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote}*
 - List of Policies for Second Read/Adoption: IKF – Graduation, JICI – Weapons on School Property and Safe Weapons Storage Education, HF – Superintendent’s Role in Negotiations. *Motion to Approve List of Policies for Second Read/Adoption: IKF – Graduation, JICI – Weapons on School Property and Safe Weapons Storage Education, HF – Superintendent’s Role in Negotiations.*
 - Nominate List of proposed Administrator and Guild Member Nominations. *Motion to nominate the List of proposed Administrator and Guild Members selected candidate Nominations.*
 - Superintendent Authority for Hiring. *Motion to authorize the Superintendent to hire.*
- VIII. DISCUSSION & ACTION ITEMS
 - 2023-24 Board Meeting Calendar. *Motion to Approve the 2023-24 Board Meeting Calendar.*
 - Summer Technology Device Purchase Lease. *Motion to Approve the Summer Technology Device Purchase Lease as presented.*
 - List of Policies for First Read: IHAE – Physical Education, IHAMA – Teaching About Alcohol, Drugs, and Tobacco and Deletion of current Policy IHAMA – Teaching About Alcohol, Tobacco, and Other Abused Substances. *Motion to Approve List of Policies for first read IHAE – Physical Education, IHAMA – Teaching About Alcohol, Drugs, and Tobacco and Deletion of current Policy IHAMA – Teaching About Alcohol, Tobacco, and Other Abused Substances.*
- X. SCHOOL BOARD COMMITTEE UPDATES
- X. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*
- XI. CLOSING ACTIONS
 - A. Future meeting dates: June 7, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall
June 21, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall
- XII. NON-PUBLIC SESSION: RSA 91-A:3 II {If Needed}
NON-MEETING SESSION: RSA 91-A2 I {If Needed}
- XIII. ADJOURNMENT

➤ **Workshop: DEIJ**– Rachael Blansett following the Regular Meeting.

Respectfully submitted,
Superintendent

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

**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:

- | | |
|-----------------------------|----------------------------|
| • Denise Day, Chairperson | Term on Board: 2023 – 2026 |
| • Matthew Bacon, Vice Chair | Term on Board: 2022 - 2025 |
| • Brian Cisneros | Term on Board: 2021 –2024 |
| • Daniel Klein | Term on Board: 2021 - 2024 |
| • Thomas Newkirk | Term on Board: 2023 - 2024 |
| • Heather Smith | Term on Board: 2022– 2025 |
| • Giana Gelsey | Term on Board: 2023 - 2026 |

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:

- 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.
- The hiring of any person as a public employee.
- 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.
- 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.
- 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 Board

Regular Meeting Minutes

May 3, 2023

DRAFT

SCHOOL BOARD PRESENT: Denise Day, Brian Cisneros, Dan Klein, Heather Smith, Matt Bacon, Tom Newkirk, Giana Gelsey

STUDENT REPRESENTATIVE: Paige Burt

ADMINISTRATORS PRESENT: Dr. Morse, Suzanne Filippone, Catherine Plourde, Sue Caswell, Misty Lowe, David Goldsmith, Jay Richard, Rebecca Noe

STAFF PRESENT: Gen Brown

GUEST PRESENT:

ABSENT:

I. CALLED TO ORDER at 7:00 PM by Chair Denise Day.

Denise thanked Moharimet for hosting tonight's meeting.

II. APPROVAL OF AGENDA

Denise Day announced the following changes to the agenda:

Add the nomination of a HS PE Teacher and MOH School Psychologist to the Discussion & Action Items

Add a mowing/landscaping bid to the Discussion & Action Items

Tom Newkirk made a motion to approve the amended agenda, 2nd by Giana Gelsey. Motion passed 7-0 with the student representative voting in the affirmative.

III. PUBLIC COMMENTS – None provided.

IV. APPROVAL OF MINUTES

Tom Newkirk made a motion to approve the April 19th, 2023 Regular Meeting Minutes, 2nd by Giana Gelsey.

Giana Gelsey provided the following revisions:

On page 1 change "Gianna Gesley" to "Giana Gelsey."

On page 2 under Assistant Superintendent's Report insert a hyphen so it reads "20th-24th."

On page 3 change "Gesley" to "Gelsey" in two instances.

Denise Day provided the following revisions:

At the top of page 2, it should read that Brian made a motion for the agenda template to be changed to reflect that public comments is open for 30 minutes.

At the bottom of page 2, under the student rep report, the word "Youth" should be added so it reads "Youth Risk Behavior Survey."

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

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

David Goldsmith pointed out a newly painted mural featuring special connections to student learning & enrichment, including the sugar shack, pumpkin patch, MOH logo, and indigenous plants & trees native to the area. Currently there many preparations taking place for next year. The school is still accepting the parent

feedback form for placement that was collected prior to break, which is valuable information to the process. The 3rd & 4th graders will be taking state assessments this month and there is a big focus around the 4th grade transition to ORMS. Principals are finalizing schedules, Principal Jay Richard will visit, and that students will visit the middle school, and a parent night will take place. Also, the annual “Day of” events are shaping up for this year’s “Day of the Forest” to include on-site and off-site activities through collaboration with community educators and organizations.

Misty Lowe of Mast Way stated that she and David work closely so information about state testing and the 4th grade transition are similar. She gave a public shout out to the PTO who has been working hard on a variety of fundraisers to provide transition activities for 4th graders, as well as organizing Teacher Appreciation Week. The annual Art Show will be held on May 30th from 5:30-7:00pm in the hallways of Mast Way. Misty told the Board that she is part of a committee that is currently looking at how student progress is communicated to parents at the elementary level.

Upcoming PTO Event Dates:

May 10 – Dinner at Clark’s in Durham

May 19 – May Fair

June 5 – Dinner at Chipotle in Dover

Jay Richard of ORMS stated that planning is underway for the 8th to 9th grade transition to the high school. On May 17th they will hold an “Empty Bowls” art shop fundraiser and he thanked Kim Marshall for her work on this project. Proceeds from purchasing student made art bowls & ice cream will go to End 68 Hours of Hunger. State testing will take place next week for reading and writing. Eighth grade students had a great time on the Washington D.C. Trip. The turnout was huge with 130 students traveling to the nation’s capital. Jay let families know that assistance can be provided, and the cost should never prevent a student from attending. Currently, six Robotics Teams are competing in Texas and collaborating with students world-wide. The ORMS team “Lunatics” received a Design Award making them one of the top ten world designers for their age group.

Rebecca Noe of ORHS announced they are celebrating National Teacher Appreciation this week. The Underclassmen Awards Night will be held on May 11th at 6pm. Letters have been sent out to families of students receiving awards, and anyone in the community is welcome to attend. Rebecca gave a shout out to junior Avery Martinson who presented at a faculty meeting for the theme “Discover the Possibilities.” She recently attended a Girl Scout Convention and shared all about her learning and accomplishments within the organization. The Senior Art Night will be held on May 31st from 5-7pm in the high school MPR.

B. Board

Heather Smith thanked Joe Boucher for inviting the school board and administration members into ORMS to make bowls for the Empty Bowls fundraiser. She encouraged the community to attend this fun event on May 17th where you can buy bowls from student artists and get ice cream sundaes for the family.

Denise Day informed the Board that any questions for administrators should go directly to Dr. Morse. This will prevent administrators from being asked the same question from multiple members, as well as all allow information to be distributed to the entire board.

VI. DISTRICT REPORTS

A. Assistant Superintendent/Curriculum & Instruction Report(s)

Suzanne Filippone thanked Jon Bromley, Rachel Allen, and Sara O’Brien for their work around Earth Week, which was enjoyed by all the schools. Planning for ESY, Summer REACH, and credit recovery is underway, and all the programs will be held at the middle school. The four professional development (PD) days are being finalized and faculty will be notified of their building’s schedules when it gets closer. Faculty can continue to submit PD

requests for summer, and Leadership will review them next week. Since Brian Ryan will be leaving the district, Suzanne is looking for a new faculty coordinator. Anyone interested in the position should contact her. The SAS assessments are happening soon, and the state will be providing a portal to access test results. Families will receive a letter with directions on how to use the portal. Brian Cisneros raised the question about accessibility to all families, and Suzanne acknowledged that a printed copy will still be an option.

Suzanne thanked Sarah Farwell and Ellen Ervin for their work on Eureka Square and making sure that faculty feel supported.

In honor of Administrator's Day, she publicly thanked all the principals for their dedication to the students and community.

B. Superintendent's Report

Dr. Morse made a special announcement recognizing Kim Wolph as the 2023 Healthcare Hero of New Hampshire. Catherine Plourde and Rebecca Noe shared that they nominated Kim along with the help of Sean Peschel and Heather Machanoff. For many students, Kim is a source of connection during their day. It is especially exciting for the district to have Kim receive this honor since a "Healthcare Hero" is selected out of a general pool of healthcare nominees. Rebecca Noe stated that Kim is an integral part of the high school community. She works extremely hard, and she never speaks of the job's demands nor expects any recognition. She is there for every student and every faculty member.

Dr. Morse was pleased to announce that Josh Olstad was awarded the 2023 Tech Leader of the Year, which is a national recognition. He expressed his sincere gratitude to Josh for his hard work. Dr. Morse stated he is very proud of the district's faculty and staff, and he appreciates everyone's unwavering work and commitment to education.

Dr. Morse shared that Fredrick Bramante, a Durham resident and former Chair of the State Board of Education, will be hosting a listening tour to discuss major proposed changes to New Hampshire's public education rules (ED 306 Minimum Standards for Public School Approval). His first stop on the tour will be the Oyster River High School Auditorium on Tuesday, May 9th at 6:30pm. The event is an opportunity for community members and educators to ask questions and provide valuable feedback to the State Board of Education. Dr. Morse said that the state has been working on changes with some committee members that are not related to education. New language being proposed is vague for interpretation and he emphasized how important the feedback will be to the Board, who has tabled further discussions until after the tour.

Future Discussion Items until June 2023

The following strategic plan items will be on the agenda at the remaining meetings:

May 17th - Sustainability Report and DEIJ Workshop (rescheduled from April 19th)

June 7th - Curriculum Cycle Discussion

June 21st - Strategic Plan & DEIJ Reports and a preview to the new web page by Gen Brown

Kindergarten Registration Update

Currently there are 50 students registered for kindergarten at Mast Way and 44 students at Moharimet. Class sizes are anticipated to be a ratio of 15 to 1 and 12-13 to 1 at each respective school. Dr. Morse stated that in July he'd like to consider reassigning a kindergarten teacher to a grade level with higher numbers. He feels it is important for the district to reserve the right to be flexible to adjusting the needs of numbers as enrollment cycles increase and decrease. The elementary enrollment numbers haven't gone up in the last 4 years and the middle school incoming 5th grade will be smaller by thirty students. While historically the middle school has four two-person teams, Dr. Morse would like the Board to consider options for matching staffing needs to student population for the next four years. He advised the Board to also think about the future and adjusting staff as necessary when it comes to looking at the high school years down the road.

C. Business AdministratorFY23 Budget Update

Sue Caswell stated that all in all the budget looks good and there are no concerns at this time.

D. Student Representative Report

Paige Burt shared that AP exams are occurring, and general plans have gone out for Senior Week. Seniors are aware of the graduation practices and activities taking place, and more specific details will be available soon. The Project Graduation deadline has been extended until May 10th and she encouraged more seniors to sign up. The Mattress Fundraiser raised \$1k for the Senior Class and \$1k for each of the other two organizations involved. She gave a big thank you to everyone that participated in the event.

E. Finance Committee Report

The next Finance Committee meeting will be held on May 23rd at 6pm.

F. Other – None provided.

VII. UNANIMOUS CONSENT AGENDA –Denise Day asked if any items needed to be discussed separately and the Board had no items to withhold.

- 2023-24 ESEA Program Assurances and Equitable Services Affirmation.
- Nominate Mast Way Library Media Specialist.

Denise Day made a motion to approve the Unanimous Consent Agenda, 2nd Matt Bacon. Motion passed 7-0 with the student representative voting in the affirmative.

VIII. DISCUSSION & ACTION ITEMSHS PE Teacher & MOH School Psychologist Nominations

Tom Newkirk made a motion to approve the HS PE Teacher & MOH School Psychologist nominations, 2nd by Giana Gelsey. Motion passed 7-0 with the student representative voting in the affirmative.

Mowing/Landscaping Bid

Facilities Director Jasmine Daniels submitted a summary of vendor bids for mowing and landscaping at Moharimet and Mast Way. The contract was awarded to Dream Yards LLC for their cost, the services included, and their landscape recommendations.

Heather Smith made a motion to approve the Dream Yards LLC Mowing & Landscaping bid, 2nd by Matt Bacon. Motion passed 7-0 with the student representative voting in the affirmative.

2023-24 Board Meeting Calendar

Board members reviewed the 23-24 Board Meeting Calendar. It has been cross-referenced with major holidays and holy days and will continue to be revised.

Giana Gelsey let the Board know that the Annual Delegate Assembly is on October 14th and the deadline for submissions is July 28th so they can plan accordingly.

List of Policies for First Read: IKF – Graduation, JICI – Weapons on School Property and Safe Weapons Storage Education, HF – Superintendent’s Role in Negotiations

Tom Newkirk made a motion to approve the List of Policies for First Read: IKF – Graduation, JICI – Weapons on School Property and Safe Weapons Storage Education, and HF – Superintendent’s Role in Negotiations.

Heather Smith stated the quotation marks around the word member were awkward and Denise Day confirmed they are striking them.

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

IX. SCHOOL BOARD COMMITTEE UPDATES

The Manifest Committee met and completed the following manifests.

Payroll Manifest # 21 Total is \$727,972.48

Payroll Manifest # 22 Total is \$728,171.70

Vendor Manifest # 21 Total is \$298,169.80

Vendor Manifest # 22 Total is \$776,593.27

Heather Smith announced that the Sustainability Committee is meeting Wednesday, May 4th.

Denise Day announced that the DEIJ Committee met last night and had a rich discussion about what the work looks like at the elementary level, including challenges and different approaches. She especially thanked Trish Hall for her comments. Giana Gelsey agreed it was a beneficial and helpful discussion. The new date for the last DEIJ meeting is Monday, June 5th (not June 6th). It will be held at 6pm in the MS Learning Commons.

Denise Day gave a shout out to Alex Taylor and Caleb Evans for the incredible amount of work it takes to set up meetings, especially in tonight's different location.

X. PUBLIC COMMENTS – None provided.

XI. CLOSING ACTIONS

A. Future Meeting Dates: May 17, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall
June 7, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall

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

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

XIII. ADJOURNMENT:

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

Heather Smith made a motion to adjourn the meeting at 8:00pm, 2nd by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.

➤ NESDEC Superintendent Search – **following the Regular Meeting.**

NESDEC Representatives Art Bettencourt and David DeRuosi spoke with the Board and outlined the process, timeline and procedure that will be followed for the hiring of a new Superintendent. They explained that they will require a Board member to be chosen to communicate with the press and with the district's Communication Specialist. Other areas covered were the estimated time for hiring, committee set up, job description, and pay scale. A full Board workshop will be scheduled in July.

Respectfully Submitted,
Karyn Laird, Records Keeper

Sustainability Efforts in the Oyster River School District

- **Introductions...**
 - Rachel Allen (MOH), Sara O'Brien (ORMS), Jon Bromley (ORHS)
 - Building-level Sustainability Integrators (a newly developed role)
- **Goals and Intentions**
- **A bit of history...**
 - ORCSD has been focused on **sustainability practices and policies** since 2010
 - District Committees for over 10 years
 - Strategic Plan (2019-2024)
 - UNH Sustainability Fellows – District, HS level
 - District Sustainability Coordinator (retired)
 - Building-level Sustainability Integrators (us)

Goals and Intentions...

Highlight initiatives happening throughout the district

This is not something new

Making sure we have a shared definition of sustainability

Set goals for future sustainability work at ORCSD

SEL

DEIJ

Vision of a Graduate

HOL/HOWL

A bit of history...

In 2011, the Sustainability Committee, comprised of students, faculty, staff, and other community members voted on the approval of the following vision and value statements. 10 years later, these value and vision statements are still the guiding principles for the sustainability work that has been completed over the past 10 years.

Sustainability Vision Statement

The Oyster River Cooperative School is committed to integrating sustainable practices. This will be demonstrated by our leadership and resolve to educate the ORCSD community to advocate for sustainable living.



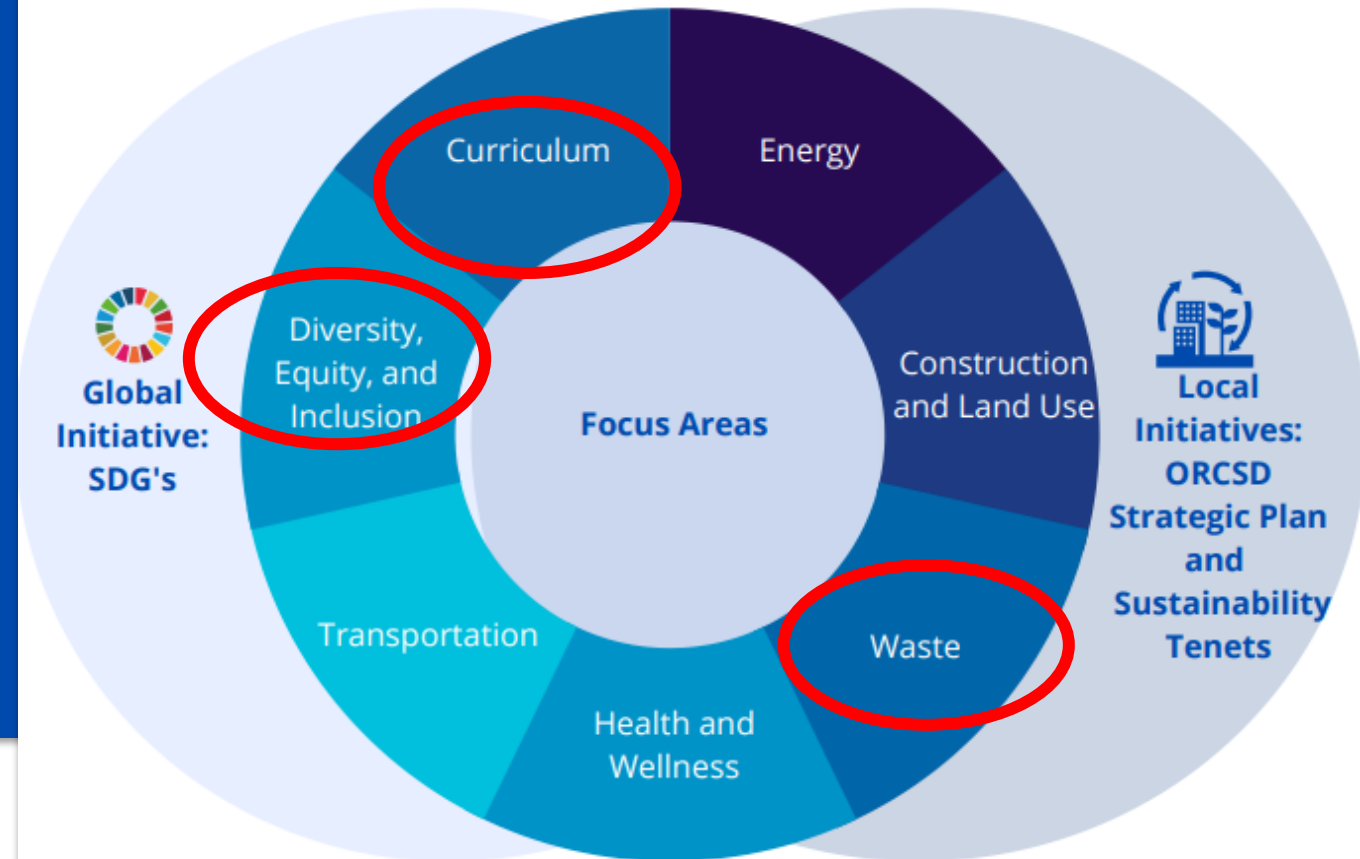
OYSTER RIVER
COOPERATIVE
SCHOOL DISTRICT

Sustainability Management Plan

August 2021

In August 2021, ORCSD developed a 63-
page Sustainability Management Plan.

The Plan was organized around **7 "Focus Areas"**: Construction, Energy, Health and Wellness, Transportation, **Waste**, **DEI**, **Curriculum**.



Curriculum Development

FOCUS AREA 7: SUSTAINABILITY CURRICULUM

Sustainability Curriculum Development

Sustainability curriculum is one of the most important aspects of a sustainability management plan. For students to fully understand the importance of the initiatives happening around them, they need to be educated about why these initiatives are happening in the first place. Each year, students graduate from high school and are ill-prepared for the realities of climate change. Climate change impacts every facet of a person's life, whether they realize it or not. ORCSD understands the importance of holistic education and preparing the students for a future with climate uncertainty. Therefore, in recent years, ORCSD wanted to adopt a plan on how to incorporate a sustainability curriculum throughout the district.

OBJECTIVE:
**INCORPORATE SUSTAINABILITY
CURRICULUM DISTRICT-WIDE**

GOAL 1: Explore and find the best model for curriculum development.

GOAL 2: Educate faculty about sustainability curriculum

GOAL 3: Educate building administration and School Board about sustainability curriculum integration

**End 68 Hours of
Hunger**

**Locally sourced food in
the cafeterias**

**Solar
education**

**Water
fountains/bottle
fillers**

**Community
Dinners**

**District-wide
compost bins**



This is not
something new

Oyster River Middle School





Solar Education with ReVision Energy at ORMS

Composting efforts throughout the district: in the classroom and in cafeterias





Farm to School Produce throughout the ORCSD

Raised Garden
Beds
throughout the
district



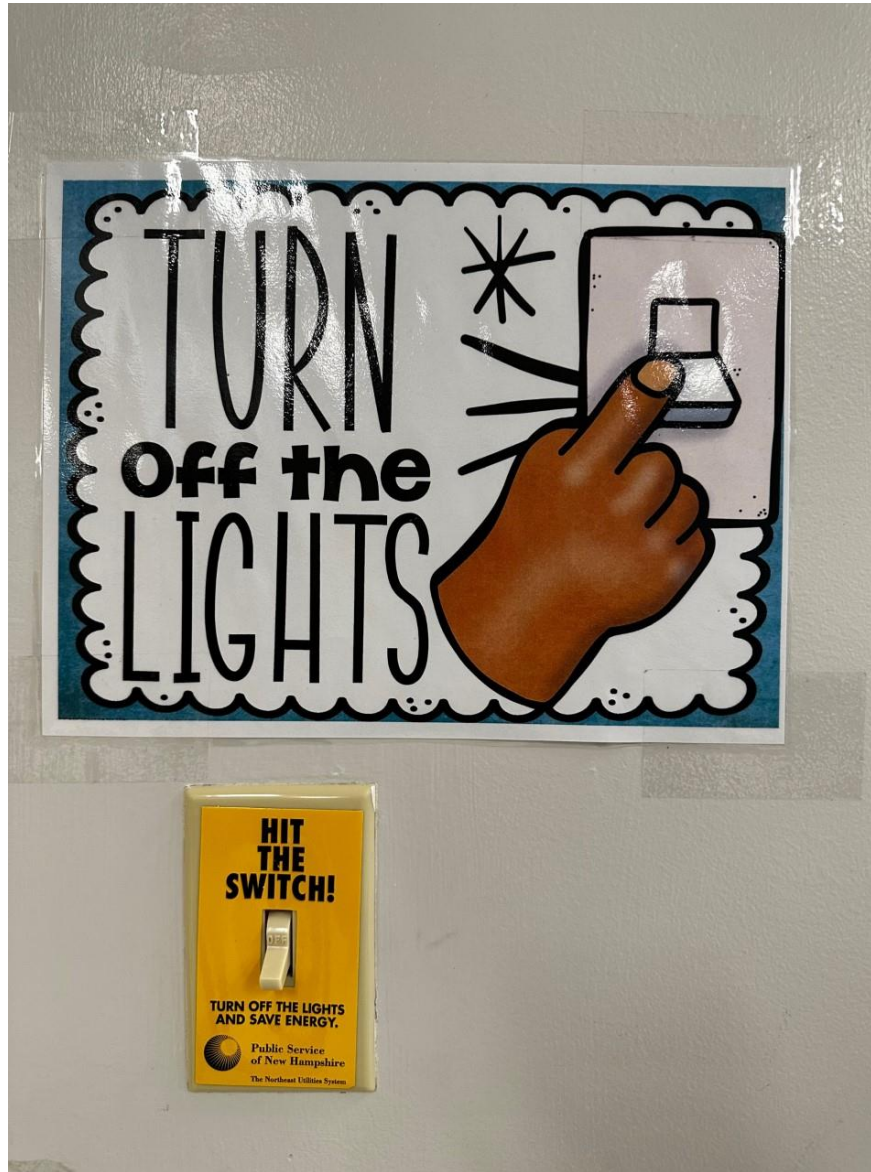
Trout in the Classroom
at the Middle School





Moharimet and Mast Way
4th grade Solar Playground
LEGO Builds

Even the small reminders
throughout our buildings!

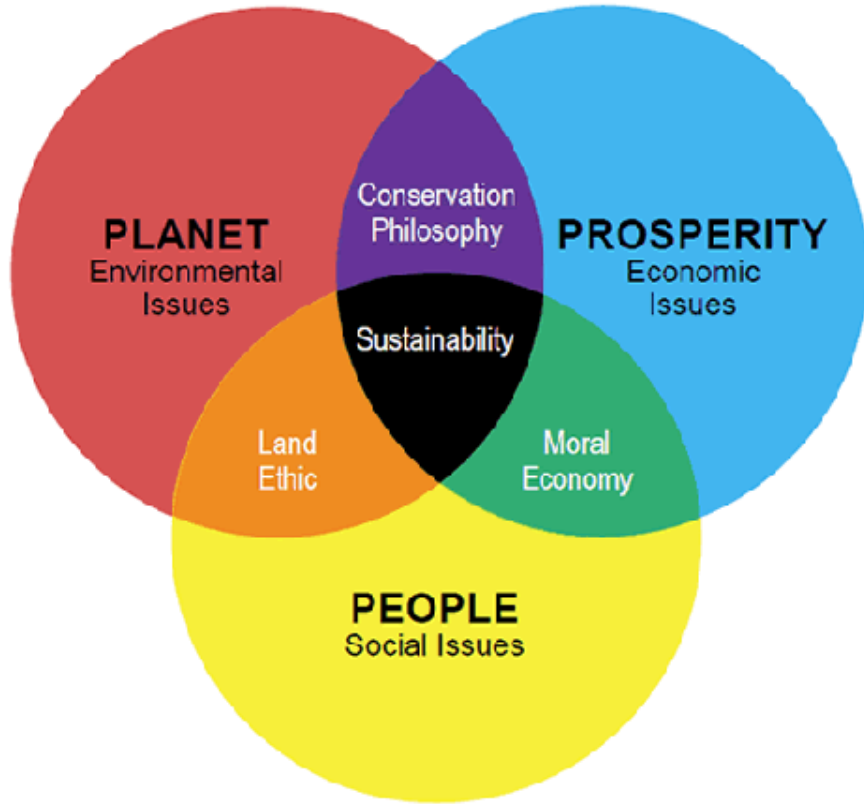




Student Clubs at ORMS
and ORHS
Engagement across the
district

So, what do we mean by “sustainability”?

*“[Meeting] the needs of the present without compromising the ability of future generations to meet their own needs”
(UNCED, 1983).*



The Triple Bottom Line:
Finding balance between “Planet,
Prosperity, and People”

Sustainability is the idea that
humans must interact
with the environment in a way that
ensures there will be enough
resources left for future
generations.



**What comes to mind when you hear the term
"Sustainability"? What is your definition?
Turn and Talk.**

How does ORCSD view Sustainability?



- **Discuss:** As you consider the SDGs, to what degree do you **incorporate sustainability** into your **workday**? If so, what do you do?

- **Discuss:** Are there areas where **we** could incorporate sustainability into our curriculum **more effectively**? (This is where we want to help you)

- Department/Team/Grade Level
- As a building
- As a district

<https://www.youtube.com/watch?v=PZbgIVgQyks>

“As a group, how are we doing with incorporating sustainability into our workday?”

Rate	1 Dipping Toes	2	3 Somewhat	4	5 As Much as Possible
MW		1	4		
MOH	1	1	3	2	1
MS			6	5	
HS		3	4		




Goal-setting for future years

1) **Integrating** sustainability into existing curriculum and establishing common experiences that ORCSD students will receive throughout K-12

- Flex and Advisory integration
- Year long themes
- Incorporate outside experts
- Broader understanding of SDGs in all content

2) Continued efforts with composting district-wide



Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
May 17, 2023 – Second Read

Title	Code
Policies for First Read	
World Language Programs	IHAH
Teaching About Alcohol, Drugs and Tobacco	IHAMA {NHSBA}
Policies for Second Read/Adoption – Unanimous Consent	
Graduation	IKF
Weapons on School Property and Safe Weapon Storage Education	JICI
Superintendent’s Role in Negotiations	HF
Policies for Deletion/Replacement	
Teaching About Alcohol, Drugs, Tobacco, And Other Abused Substances	IHAMA {Current}
Policies in Process	
Discipline Polices to be reviewed	JIDD
Website Accessibility and Grievance	KEE

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IKF
Date of Revision: May 1, 1996; August 9, 2006 First Read to SB: September 21, 2011 Second Read/Adoption to SB: October 5, 2011 Policy Committee: October 26, 2016 School Board First Read: November 2, 2016 School Board Second Read/Adoption: February 1, 2017 Policy Committee Review: April 13, 2023 School Board First Read: May 3, 2023 School Board Second Read/Adoption: May 17, 2022	Page 1 of 1 Category: Recommended

GRADUATION

Graduation from our public schools implies that students have satisfactorily completed the prescribed courses of study for the several grade levels in accordance with the State of New Hampshire Code of Administrative Rules (Ed. 306.27m) standards for credit and course requirements and in accordance with their respective abilities to achieve and that they have satisfactorily passed any examinations and other requirements set by the faculty. In addition, students shall have maintained a satisfactory record of citizenship during their progression through the instructional program of the schools.

The faculty will establish their detailed requirements to agree with the goals of our schools as adopted by the board. It is expected that insofar as possible the faculty will apply measures of achievement to provide evidence that each student has progressed far enough toward school goals to warrant [his/her](#) graduation according to the terms of the above paragraph.

At the beginning of the final examination period, students who are expected to earn all credits by the end of their senior year, as determined by the principal, may be allowed to participate in graduation and commencement exercises. If, after final exams, such students fall short in their credit requirements, they will not be allowed to participate in the ceremony. The deficiencies must be correctable no later than the beginning of the fall school term which immediately follows in order to receive their same year diploma. Total required credits for graduation are 22.

The staff will arrange each spring for appropriate awards and recognition programs and graduation exercises. There will be no formal graduation exercises for elementary and middle schools.

The following credit hour distributions are required for graduation and must be successfully completed to earn an Oyster River High School diploma:

English	4 credits
Social Studies	2 ½ credits
Mathematics	3 credits
Science	2 credits
Physical Education	1 credits
Health Education	½ credit
Fine and Practical Arts	½ credit
Economics	½ credit
Computer Science	½ credit
Electives	7.5 credits

Note: 14 of the 22 credits must be achieved in ORCSD courses. Transfer students and other accredited high school courses will be reviewed on a case-by-case basis at the discretion of the building principal or designee.

Electives – Each student shall elect the remainder of credits from among electives suited to individual needs, interests, abilities, and plans for the future.

Cross Reference:

- IHBH,R,R1,R2 – Extended Learning Opportunities
- IHBI – Alternative Learning Plan
- IKAA – Interdisciplinary Credit Toward Graduation
- ILBAA – High School Graduation Competencies
- IMBD – High School Credit for 8 Grade Advanced Coursework

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: JICI
School Board Second Read/Adoption: June 15, 2011 Policy Committee: March 11, 2015 & April 8, 2015 School Board First Read: April 15, 2015 School Board Second Read/Adoption: May 6, 2015 Policy Committee Review: April 13, 2023 School Board First Read: May 5, 2023 School Board Second Read/Adoption: May 17, 2023	Page 1 of 1 Category: Priority

WEAPONS ON SCHOOL PROPERTY AND SAFE WEAPON STORAGE EDUCATION

Weapons on School Property

Weapons are not permitted on Oyster River Cooperative School District property, in school vehicles or at school-sponsored activities. This policy applies to students, staff and members of the public alike. Student violations of this policy will result in both school disciplinary action and notification of local law enforcement authorities. Members of the public who violate this policy will be reported to local law enforcement authorities.

The term “weapons” includes, but is not limited to, firearms (rifles, pistols, revolvers, pellet guns, BB guns, or look-alikes, etc.) knives, slingshots, metallic knuckles, firecrackers, billy-clubs, stilettos, switchblade knives, swords, canes, pistol canes, black jacks, daggers, dirk knives, explosives, incendiaries, martial arts weapons or self-defense weapons (as defined by RSA 159:24 and RSA 159:20 respectively), or any other object or substance which, in the manner it is used or threatened to be used, is known to be capable of producing death or bodily injury.

In addition, any student who brings a firearm (as defined by 18 U.S.C. §921) to school will be expelled for not less than one year (365 days). This expulsion may be modified by the Superintendent upon review of the specific case in accordance with other applicable law.

Pursuant to the provisions of 20 U.S.C. § 7151, Gun-Free Schools Act, the Board requires the Superintendent to contact local law enforcement authorities and/or the Division of Children and Youth Services and notify them of any student who brings a firearm or weapon on school property.

Weapons under control of law enforcement personnel are permitted.

All students will receive written notice of this policy at least once each year.

Safe Weapon Storage

[Given the high incidence of youth gun accidents and death, ORCSD is committed to reminding adults of proper gun and ammunition storage. ORCSD will send notice to the community on proper gun and ammunition storage with emphasis on safety.](#)

Legal References:

- 18 U.S.C. § 921 Et seq., Firearms
- 20 U.S.C. § 7151, Gun-Free Schools Act
- RSA 193-D, Safe School Zones
- RSA 193:13, Suspension and Expulsion of Students
- NH Code of Administrative Rules, Section Ed. 317, Standards and Procedures for Suspension and Expulsion of Pupils Including Procedures Assuring Due Process

Cross Reference:

- JICD – Student Conduct, Discipline and Due Process – Safe School Zone
- JIH – Student Searches and Their Property
- JICI – Weapons on School Property
- JIHB – Searches of Student Automobiles on School Property

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: HF
Date of Adoption: September 21, 1988 Review/First Read School Board: December 5, 2012 Second Read/Adoption: December 19, 2012 Policy Committee Review: April 13, 2023 School Board First Read: May 3, 2023 School Board Second Read/Adoption: May 17, 2023	Page 1 of 1

SUPERINTENDENT’S ROLE IN NEGOTIATIONS

The Oyster River Cooperative School District Superintendent is a “member” of the Board negotiations team, acting as its advisor and agent in the preparation and conduct of negotiations. At the discretion of the Board, the Superintendent and/or Board may delegate direct negotiating responsibilities.

Office of the Superintendent
Oyster River School District
36 Coe Drive, Durham, NH 03824

INTEROFFICE MEMORANDUM

TO: School Board
FROM: Dr. Jim Morse, Superintendent
DATE: May 12, 2023
RE: List of Proposed Administrator/Guild Nominations

Below listed please find the proposed Administrator/Guild Member nominations for your approval.

SCHOOL	NAME	POSITION
OR High School	Kristen Perron	Assistant Principal
OR High School	Brianna Arsenault	Business Teacher
OR High School	Joseph L. Belakonis	Special Education Teacher
OR Middle School	Melissa D. Spiers	Special Education Teacher
Mast Way	Enslin Levasseur	Special Education Teacher

Oyster River Cooperative School District
Nomination Form

#of Resumes Received: 40

Name:	Kristen Perron
Date:	May 11, 2023
Position:	Assistant Principal
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Mark Miliken
Budgeted Amount:	\$111,662
Recommended Step/Salary:	\$111,660
Interviewed By:	committee#1-Rebecca Noe, Mike McCann, Shannon Caron, Sean Peschel, Shawn Kelly, Lisa Hallbach, Sara Cathey, Joe Pratt, Adam Lacasse, Kara Sullivan, Elsie Paxton, Waverly Oake-Libow, Nick Ricciardi. Committee#2 - 12 teachers, 3 parents, 13 students, and the Administrative team.
# Interviewed:	8
Education:	B.A. English Plymouth State University M.Ed. Education Administration
Certification:	Principal Certification English Certification
Related Experience:	Dean of Students, Salem High School, 2 years. Administrative internship at Pinkerton Academy
Comments:	Kristen is an energetic, positive force, who keeps students at the center of her decision-making. Her experience with restorative practices, MTSS, and other varied aspects of the Assistant Principal role will lead to a smooth transition into ORHS. Kristen looks for opportunities to get to know students personally and works hard to make sure all students feel safe and known. Her passion for students and education will only add to our school community as we work to accomplish our mission and vision. We are very excited to have he on the team.
Date: <u>May 11, 2023</u>	Authorized Signature: <u>Rebecca Noe</u>

REQUIRED Attachments:		
<input checked="" type="checkbox"/> Resume	<input checked="" type="checkbox"/> 3 Letters of Recommendation	<input checked="" type="checkbox"/> Copy of Certification

Oyster River Cooperative School District
Nomination Form

#of Resumes Received: 3

Name:	Brianna Arsenault
Date:	May 12, 2023
Position:	Business Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Paul Gregoire
Budgeted Amount:	\$72,519
Recommended Step/Salary:	BA/Step 3 \$46,903
Interviewed By:	Mark Millken Mike McCann, Lisa Hallbach, Celeste Best, Adam Lacasse, Jason Baker, Anna Goscinski, Rebecca Noe, Shannon Caron
# Interviewed:	2
Education:	B.S. Business Administration, Options in Marketing
Certification:	Statement of Eligibility for Comprehensive Business Education
Related Experience:	Bri has been a long-term substitute in the District, covering various topics and teachers over the past two years.
Comments:	Bri is an enthusiastic educator who is very knowledgeable in business and marketing. She will make a wonderful partner in our business department. Both principals she has worked for in the past two years speak very highly of her natural connection with students, ability to plan and carry out meaningful lessons, and love of learning. We are excited to have her join the Business/computer department.
Date: <u>May 11, 2023</u>	Authorized Signature: <u>Rebecca Noe</u>

REQUIRED Attachments:		
<input checked="" type="checkbox"/> Resume	<input checked="" type="checkbox"/> 3 Letters of Recommendation	<input checked="" type="checkbox"/> Copy of Certification

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 12

Name:	Joseph Belakonis
Date:	5.12.2023
Position:	Special Education Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Was in one year interim position (replace R. Loiselle)
Budgeted Amount:	\$65,242
Recommended Step/Salary:	MA Step 9 \$65,242
Interviewed By:	Melissa Jean, Melissa Kearney, Kim Felch, Nicole Casimiro, Dan Chick, Catherine Plourde, Dr. James Morse
# Interviewed:	6
Education:	M.Ed General Special Education (K-12), Franklin Pierce University B.S. Psychology (Concentration Criminal Justice), Endicott
Certification:	Special Education Teacher 1900
Related Experience:	Special Education Teacher, Oyster River High School Special Education Teacher, Dover Middle School Special Education Teacher, Farmington School District Paraeducator, Rochester Middle School
Comments:	Mr. Belakonis has taught in both middle school and high school settings. This is a second career for him and he has been able to draw from past professional leadership experience to bring to his teaching role. He is child-centered and appreciates the sense of team that exists in special education. He has experience in direct instruction, co-teaching and supervising paraeducators. Mr. Belakonis has been working as a special education teacher in an interim position at ORHS and we are now offering him a regular position.
Date: <u>5/12/23</u>	Authorized Signature: <u>Catherine Plourde</u>

REQUIRED Attachments:		
<input checked="" type="checkbox"/> Resume	<input checked="" type="checkbox"/> 3 Letters of Recommendation	<input checked="" type="checkbox"/> Copy of Certification

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 21

Name:	Melissa Spiers
Date:	5.12.2023
Position:	Special Education Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input checked="" type="checkbox"/> MS <input type="checkbox"/> HS
Person Replacing:	Catherine Dawson
Budgeted Amount:	\$57,960
Recommended Step/Salary:	BA Step 10 \$61,991
Interviewed By:	Melissa Jean, Melissa Kearney, Kim Felch, Nicole Casimiro, Dan Chick, Catherine Plourde, Dr. James Morse
# Interviewed:	6
Education:	B.S. Childhood Studies, Plymouth State University
Certification:	NH Special Education Teacher- intern license
Related Experience:	Interventionist/Special Education Teacher, Rochester Math Specialist, Barnstead ABA Therapist, Crotched Mountain Middle School Teacher, Franklin
Comments:	Ms. Spiers has been working as a special education teacher providing instruction and supports to students who have IEPs. She has a skill set with math and has been providing additional math instruction to students who require specialized instruction. She will complement our middle school team with her experience and background in teaching.
Date: <u>5/12/23</u>	Authorized Signature: <u>Catherine Plourde</u>

REQUIRED Attachments:		
<input checked="" type="checkbox"/> Resume	<input checked="" type="checkbox"/> 3 Letters of Recommendation	<input checked="" type="checkbox"/> Copy of Certification

Revised 5/7/09, 9/12/11 to include HQT Status, 7/17/15, 7/10/19

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 17

Name:	Enslin Levasseur
Date:	5.12.2023
Position:	Special Education Teacher
School for Position	<input checked="" type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input type="checkbox"/> HS
Person Replacing:	New Position
Budgeted Amount:	\$57,960
Recommended Step/Salary:	BA Step 1 \$44,746
Interviewed By:	Felicia Sperry, Brittany Prendergast, Amy Walter, Catherine Plourde, Dr. James Morse
# Interviewed:	3
Education:	B.A. Arts/Humanities with focus in Elementary and Special Education, Wheelock College
Certification:	SOE NH Special Education Teacher
Related Experience:	Direct Instruction Tutor, Oyster River Paraeducator, Oyster River and Greenland
Comments:	Ms. Levasseur has been working in Oyster River since 2015. She has worked as a paraeducator at all levels, provided direct instruction as a tutor and supported our schools during staff leaves. She has most recently been working as a direct instruction tutor for students and has completed necessary training in a variety of programs in order to meet the needs of students. We are most excited for Ms. Levasseur to join our teaching team.
Date: <u>5/12/23</u>	Authorized Signature: <u>Catherine Plourde</u>

REQUIRED Attachments:		
<input checked="" type="checkbox"/> Resume	<input checked="" type="checkbox"/> 3 Letters of Recommendation	<input type="checkbox"/> Copy of Certification

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
2023 - 2024 MASTER SCHEDULE OF SCHOOL BOARD MEETINGS**

School Board Approval - To Be Determined

<u>DATE</u>	<u>LOCATION 7:00 pm</u>
July 6 Manifest Review Meeting (3:30 PM).....	SAU Office - Conference Room
July 19.....	Middle School Recital Hall
August 2.....	Middle School Recital Hall
August 16.....	Middle School Recital Hall
August 30 Manifest Review Meeting (3:30 PM).....	SAU Conference Room
September 7.....	Middle School Recital Hall
September 20.....	Middle School Recital Hall
October 4.....	Middle School Recital Hall
October 18.....	Mast Way Cafeteria
October 26 ~ ½ day Budget Workshop.....	Durham Council Chambers
November 1.....	Middle School Recital Hall
November 15.....	Middle School Recital Hall
November 29 – Manifest Review Meeting (3:30 PM)...	SAU Office – Conference Room
December 6.....	Middle School Recital Hall
December 20.....	Middle School Recital Hall
January 3.....	Middle School Recital Hall
January 10 ¹ Bond & Budget Hearing.....	Middle School Recital Hall
January 17.....	Middle School Recital Hall
January 31 – Manifest Review Meeting (3:30 PM)	SAU - Conference Room
February 7 – Regular Meeting.....	Middle School Recital Hall
February 6 ² Annual Meeting-Session I.....	Middle School Recital Hall
February 2³ Candidates Night.....	High School Room C120-TBD
February 21.....	Middle School Recital Hall
March 6 - Regular Meeting.....	Middle School Recital Hall
March 12 - Annual Meeting - Session II.....	Town Voting Locations
March 20 - Regular Meeting.....	Middle School Recital Hall
April 3.....	Middle School Recital Hall
April 17.....	Middle School Recital Hall
May 1.....	Moharimet Cafeteria
May 15.....	Middle School Recital Hall
May 29 – Manifest Review Meeting (3:30 PM)	SAU - Conference Room
June 5.....	Middle School Recital Hall
June 19 Juneteenth	Middle School Recital Hall

¹ Bond hearing- snow date – January 11th
² Session I- snow date – February 8th *Subject to change
~~³ Candidates Night – Snow Date – February – TBD~~

This calendar subject to change with Board action pending needs of the District
 23-24 Board Misc.

To: Oyster River Board
From: Joshua Olstad, IT Director
Date: May 12, 2023
Re: Laptop/Promethean Board Replacements

In the 23-24 IT budget we plan to replace student devices in grades 1, 5, and 9. For student devices we plan to do a four-year lease which means the student would have the same device for the time they are in elementary, middle and high. We also put money in to replace the Promethean boards in the elementary school. Most of the boards are 10 years old or older and we are having trouble with them working consistently.

We are purchasing 505 laptops and 40, 75" Viewsonic interactive TVs. 225 of the laptops will be Microsoft Surface Go 2 laptops that will be given to 9th graders. The remaining 280 will be Dell Latitude 3140 2 in 1 device which is similar to what we have purchased historically. They will be going to 1st and 5th graders. All the devices were quoted off national contracts to ensure the best price.

For the lease we contacted different financing companies to get the best rate possible.

Vender	Term	Rate	Total Financed	Annual Payment
Dell Financial	48 Months \$1 Buyout	7.5%	\$411,191.60	\$114,599.10
First American	48 Months \$1 Buyout	5.39%	\$411,191.60	\$111,028.76
Municipal Leasing Consultants	48 Months \$1 Buyout	4.717%	\$411,191.60	\$110,485.95

I recommend that the district goes with Municipal Leasing Consultants as they have the lowest rate.

I need a motion from the board to approve the proposal from Municipal Leasing Consultants for the total amount financed of \$411,191.60 with four annual payments of \$110,485.95.

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
May 17, 2023 – Second Read

Title	Code
Policies for First Read	
World Language Programs	IHAH
Teaching About Alcohol, Drugs and Tobacco	IHAMA {NHSBA}
Policies for Second Read/Adoption – Unanimous Consent	
Graduation	IKF
Weapons on School Property and Safe Weapon Storage Education	JICI
Superintendent’s Role in Negotiations	HF
Policies for Deletion/Replacement	
Teaching About Alcohol, Drugs, Tobacco, And Other Abused Substances	IHAMA {Current}
Policies in Process	
Discipline Polices to be reviewed	JIDD
Website Accessibility and Grievance	KEE

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IHAH
School Board First Read: December 3, 2014 School Board Second Read/Adoption: December 17, 2014 Back to Policy Committee: 1 /7/2015 & 2/11/2015 School Board First Read: March 4, 2015 School Board Second Read/Adoption: March 18, 2015 Policy Committee: May 11, 2023 School Board First Read: May 17, 2023	Page 1 of 1 Category: Priority_ Recommended

WORLD LANGUAGES PROGRAM

In keeping with the Oyster River Cooperative School Districts mission to provide broad academic opportunities to students, a world language program will be offered to students in the middle school and high school and when possible at the elementary.

Content will include basic vocabulary as well as an introduction to the culture of countries speaking the studied languages. Instruction will include speaking and listening skills with some writing skills. The world languages teacher(s) and the building principal will develop other curriculum components.

~~Students who demonstrate content mastery at the exploratory level may be offered the opportunity to participate in a full year instructional program in 7th and 8th grades with the expectation that they will continue to study world language at the high school level.~~

Legal Reference:

NH Code of Administrative Rules, Section Ed. 306.26(c), World Languages, Middle School
NH Code of Administrative Rules, Section Ed. 306.27(e)(16), High School Curriculum,
World Languages,
NH Code of Administrative Rules, Section Ed. 306.48, World Languages Program

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IHAMA
Policy Committee Review: May 11, 2023 School Board First Read: May 17, 2023	Page 1 of 1

Teaching About Alcohol, Drugs and Tobacco

Oyster River Cooperative District personnel shall provide students, parents, and legal guardians with information and resources relative to existing drug and alcohol counseling and treatment for students. The Superintendent or designee shall oversee the development, distribution, and maintenance of a comprehensive list of local, regional, statewide drug and alcohol counseling, and treatment resources which are available to district students. This information may be published in student/parent handbooks, posted on district websites, distributed along with other course material during drug and alcohol education, and shall be available through the principal's office, school nurses' office, athletic program offices, guidance counseling offices and other locations deemed appropriate by the principal in each school.

As part of the health education program for grades K – 12, the District shall provide ~~aged and~~ developmentally appropriate education based upon the needs of pupils and the community regarding the effects of alcohol and other drugs, ~~abuse thereof,~~ misuse of the hazards of using tobacco products, e-cigarettes, liquid nicotine and like suspensions, as well as the state laws and related penalties for prohibiting minors using or possessing such products. The Superintendent or designee shall be responsible to establish and periodically review the District's guidelines for staff members providing such health education or education on such topics. An evidence-based prevention program, approved by the Superintendent or Assistant Superintendent, may be used for this purpose.

Legal References:

- RSA 126-K:8, Youth Access to and Use of Tobacco Products, Special Provisions
- RSA 189:10, Studies
- RSA 189:11-d, Drug and Alcohol Education
- RSA 193-E:2-a, Substantive Educational Content of an Adequate Education
- Ed 306.40, (b)(2) a - Health Education Program.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IHAMA
Date of Adoption: August 17, 1988 Previously: IGAG Code Change Adoption School Board: May 2, 2012 Policy Committee: November 19, 2014 & January 7, 2015 & February 11, 2015 & March 11, 2015 & April 8, 2015 School Board First Read: April 15, 2015 School Board Second Read/Adoption: May 6, 2015 Policy Committee Review: May 11, 2023 School Board for Deletion: May 17, 2023 – Replace with NHSBA	Page 1 of 1 Category: Recommended

~~TEACHING ABOUT ALCOHOL, DRUGS, TOBACCO, AND OTHER ABUSED SUBSTANCES~~

~~Drug abuse includes any physical or mental state resulting from the use of a drug for any purpose other than its medically prescribed use, and that this mental and/or physical effect precludes realization of the educational potential of the individual. The objectives of the drug education curriculum are rooted in the Oyster River Cooperative School Board's belief that prevention requires education and that the most important aspect of the policies and guidelines of the district should be the education of each student to the consequences of drug use and abused substances. The superintendent shall be responsible to establish and periodically review the district's guidelines for staff members.~~

ORCSD SCHOOL BOARD WORKSHOP OVERVIEW



APRIL 19, 2023

Implicit Bias 101: Looking Beyond the Surface

Session length: 60mins

Facilitator: Rachael Blansett, M. Ed., DEIJ Coordinator for Oyster River Cooperative School District

Workshop Description

In this informative workshop session, school board members will be taken through a mini-crash course on all things implicit bias—exploring key questions, including: what is it? Why is it important? How does this impact my work as a school board leader? And most importantly: what are ways to observe and confront these learned ideas? This training will give foundational knowledge of unconscious bias and how our early socialization and lived experiences can influence how we develop these perspectives. The facilitator will also guide members through a reflective activity to examine their own potential biases, provide critical insight that informs their work in the community and on the board, and offer key strategies to adapt or challenge bias when it surfaces.

Learning Outcomes

By going through this workshop participants will be able to:

- Describe the concept of implicit bias and how it is formed through personal experiences and socialization
- Reflect on their own identities and developed biases
- Understand examples of how implicit bias can impact the role of a school board member
- Explore strategies to acknowledge and shift learned biases

Important Notes

- School board members may be asked questions by the facilitator to allow for participants to interact and engage during the workshop session. ***Members are asked to share only as they feel comfortable***
- A copy of the presentation and resources will be shared with school board members after the completion of the live presentation
- Members will be sent an anonymous evaluation survey to complete to gather data and feedback for the facilitator and future presentations