

Oyster River Cooperative School District  
REGULAR MEETING

**August 2, 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 07/19/23 Regular Meeting Minutes.*
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS
  - A. District
  - B. Board
- VI. DISTRICT REPORTS
  - A. Assistant Superintendent/Curriculum & Instruction Report(s)
  - B. Superintendent’s Report
    - Enrollment Update/Staff Update
  - C. Business Administrator
  - D. Student Representative
  - E. Finance Committee Report
  - F. Superintendent Search Committee
    - Review Superintendent Search Advertisement. *Motion to approve the Superintendent Search Advertisement*
  - G. Other:
- VII. UNANIMOUS CONSENT AGENDA *{Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote}*
  - ORMS One year Maternity Leave of Absence for the 2023-24 School Year. *Motion to approve the ORMS One year Maternity Leave of Absence for the 2023-24 school year.*
  - MOH Maternity Leave of Absence from Approximately November 20, 2023 through April 8, 2023. *Motion to approve the MOH Maternity Leave of Absence from Approximately November 20, 2023 through April 8, 2023.*
  - Nomination of ORHS Department Heads and Activity Stipends for the 2023-24 school year. *Motion to approve nomination of ORHS Department Heads and Activity Stipends for the 2023-24 school year.*
  - Nomination of ORMS Activity Stipends for the 2023-24 school year. *Motion to approve nomination of ORMS Activity Stipends for the 2023-24 school year.*
  - Nomination of Mast Way and Moharimet Elementary Schools Activity Stipends. *Motion to approve nomination of Mast Way and Moharimet Elementary Schools Activity Stipends for the 2023-24 school year.*
- VIII. DISCUSSION & ACTION ITEMS
  - Discussion on School Board Goals for the 2023-24 school year.
- IX. SCHOOL BOARD COMMITTEE UPDATES
- X. PUBLIC COMMENTS (*Total allotted time for public comment is 30 minutes*)
- XI. CLOSING ACTIONS
  - A. Future meeting dates: August 16, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall  
September 6, 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

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

July 19, 2023

DRAFT

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

**STUDENT REPRESENTATIVE:**

**ADMINISTRATORS PRESENT:** Dr. Morse, Suzanne Filippone, Catherine Plourde, Amy Ransom, Andy Lathrop, Rebecca Noe

**STAFF PRESENT:**

**GUEST PRESENT:**

**ABSENT:**

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

**II. APPROVAL OF AGENDA**

**Giana Gelsey made a motion to approve the agenda as written, 2<sup>nd</sup> by Matt Bacon. Motion passed 7-0.**

**III. PUBLIC COMMENTS – None provided.**

**IV. APPROVAL OF MINUTES**

**Heather Smith made a motion to approve the June 21<sup>st</sup>, 2023 Regular and Non-Public Meeting Minutes, 2<sup>nd</sup> by Matt Bacon.**

**Tom Newkirk submitted the following revision to the Regular Meeting Minutes:**

On page 2 in the 3<sup>rd</sup> paragraph of the DEIJ Final Report strike the sentence and replace it with the following: “Tom Newkirk referenced Chris Hall’s sabbatical work which involved teacher research and suggested it might be a model for working with some teachers in the future.”

**Giana Gelsey submitted the following revision to the Regular Meeting Minutes:**

On page 2, in paragraph 1 of the DEIJ Final Report change “a Transgender Procedure” to “to draft a clear and improved district transgender policy procedure.” Change the word “on” to “with” so the sentence reads, “test and implement the DEIJ competencies with a group of teachers”. Eliminate the quotes around the word “draft.”

On page 2, in paragraph 2 of the DEIJ Final Report change punctuation and add numbering so it reads, “Additional DEIJ work includes: 1) a BIPOC student group space at the middle school and establishing one at the high school, 2) the UNH Extension Program with two selected OR students, 3) bringing culturally inclusive food to the dining service, and 4) the Manchester Teacher Residency pilot program which aims to diversity staff for growing diversity in student populations.”

On page 5, in paragraph 1 of School Board Resolutions strike all writing and replace with “Giana Gelsey stated that she and Tom Newkirk reviewed the proposed ORCSD resolutions for the upcoming NHSBA annual meeting and decided on a change in plan. They decided to drop addressing the 306 regulations, as their concerns were largely addressed with reservations at this time, but to instead focus on the ramifications of 2021’s HB2, which was signed into law as RSA 354-A:31-34. Although described as an antidiscrimination bill, it includes troubling language that inhibits the ability of teachers to fairly and equitably teach and children to learn honestly learn, and most importantly contains potentially severe penalties to teachers for perceived violations. Giana stated that the NH Department of Education, the Commission for Human Rights, and the Department of Justice provided clarification of the law, but that she and Tom determined that nothing in the clarification nor the law contradicts NHSBA’s policies regarding equity and inclusion. Giana explained there is still a concern for the prospect of civil suits and “disciplinary sanctions” from the state that circumvent local school board policies and removes local control.

In paragraph 2 insert the word “rationale” so it reads “Giana read the proposed rationale and resolution:” and insert the following paragraphs:

“Rationale:

In 2021, HB 2 was signed into law as RSA 354-A:31-34. Described as an anti-discrimination bill, it included a number of prohibitions for teachers with potentially severe penalties for violations. Due to lack of clarity in the law, a FAQ was issued by the NH Department of Education, the Commission for Human Rights, and the Department of Justice. Nothing in the clarification nor the law contradicts NHSBA’s policies regarding equity and inclusion (NHSBA VI:F). However, we are concerned that the prospect of civil suits and “disciplinary sanctions” from the state has already had a chilling effect on efforts to create inclusive curricula which honestly address issues of bias and race. These civil suits and sanctions, as outlined in RSA 354-A:34, circumvent local school board policies that already exist to address parental concerns regarding curricular content. This is again an erosion of local control that we find concerning.

Proposed Resolution:

The NHSBA opposes any policy affecting curriculum that enables parents or guardians to circumvent already extant local school board review policies and exposes teachers to civil suits and sanctions at the state level.”

After paragraph 4, before the motion, include the following:

“Final Proposed Resolution:

The NHSBA opposes any policy affecting curriculum that enables parents, guardians, organizations, or other individuals to circumvent already extant local school board review policies and exposes teachers to civil suits and sanctions at the state level.”

**Motion passed with correction 7-0.**

## **V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS**

### **A. District**

Principal Rebecca Noe of ORHS provided the following dates for August:

11<sup>th</sup> – Football practice begins.

14<sup>th</sup> – All other sports’ practices begin.

16<sup>th</sup> – “Career/College Planning 101” for students applying to jobs/colleges. Students can attend one or both sessions from 8-11am or 12-3pm. Registration with a school email is required, see district website.

17<sup>th</sup> – “Welcome to High School” info session for students and parents from either 1-3pm or 5-7pm.

25<sup>th</sup> – “Freshmen Orientation/Field Day” from 11:30-3:00pm.

30<sup>th</sup> – First day of school.

**B. Board** – None provided.

## **VI. DISTRICT REPORTS**

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

Suzanne Filippone stated that the Durham Parks and Rec summer R.E.A.C.H. camp has been wonderful for students and families and can look forward to a few more weeks of fun programming before it ends on August 4<sup>th</sup>. She thanked Dan Hammond and Reegan Lalonde for organizing and running it each day. She informed families that Parent Square will be replacing School Messenger; however, no action is required at this time. Further communication about this change will be available in the next few weeks. Faculty have been engaged in a variety of professional development over the summer, including work around MTSS, counseling systems, and AI.

Suzanne provided the Board with a memo summarizing a few minor handbook changes, as well as the addition of information pertaining to AI and GBTChat.

Matt Bacon wondered if all the schools' handbooks are gender neutral, and Suzanne said in recent years changes were made to reflect this, but she will ask principals to review them again. Matt asked for more details regarding the role out of the new communication system and Suzanne stated that parents will receive a letter next week announcing the change and more communication will follow in the weeks leading up to registration, which opens on July 31<sup>st</sup>. The process will be slow and over a period of time.

## **B. Superintendent's Report**

Dr. Morse discussed the work Athletic Director Andy Lathrop is doing to address the behavior of spectators at sporting events. Due to an increasing number of uncomfortable interactions reported by players and adults, Dr. Morse informed the Board there will be significant changes for fall. While the behavior is not exclusive to Oyster River, it does have an effect on retaining quality coaches across the state and country. Dr. Morse said there had not been accountability for this behavior in the past and due to increased distractions for players and coaches and parents and spectators, they feel it is time to develop policy and procedure. Andy Lathrop shared that he has been working with the Student Athletic Leadership Team, also known as SALT, to develop flyers outlining spectator expectations.

Denise Day wondered if there was a policy that could be referenced, and Dr. Morse said they will look into that.

Matt Bacon asked if there would be a paper sent out for parents to review and sign. Andy explained that the sports registration process requires parents to sign off that they've read the "Athletic Handbook Policies & Procedures."

Dan Klein commended Andy for working with students to develop this procedure. He agreed with Denise that tying it into policy would get the Board behind a difficult task. He encouraged going into greater detail of the thresholds for removing someone from an event and/or excluding them from future events, stating that they will need to be careful to be consistent.

Dr. Morse let the Board know that finalized information will be coming back before them in the 2<sup>nd</sup> week of August, and in the meantime, they should send him any questions.

**C. Business Administrator** – None provided.

**D. Student Representative Report** – None provided.

**E. Finance Committee Report** – None provided.

**F. Other** – None provided.

## **VII. UNANIMOUS CONSENT AGENDA – Chair Denise Day asked if any items needed to be discussed separately and there was a question about the Administration in Policy Absence.**

- List of Policies for Second Read/Adoption: CHCA – Approval of Handbooks and Directives, CHD – Administration in Policy Absence, CM – Annual Reports.

Regarding paragraph 1, sentence 2 of Administration in Policy Absence, Tom Newkirk wondered if there are any circumstances when administrators would need to take action due to the immediacy of the incident or if Dr. Morse was absent from the district. Dr. Morse stated that the language is as written because he is ultimately responsible. He said principals have direct access to him via cell phone and they should keep him in the loop since he is ultimately held accountable.

Brian Cisneros made a correction to paragraph 2, sentence 1 of Administration in Policy Absence. The word "guides" should be replaced with "guidance."

**Matt Bacon made a motion to approve the Unanimous Consent Agenda, 2<sup>nd</sup> by Dan Klein. Motion passed 7-0.**

**VIII. DISCUSSION & ACTION ITEMS** – None provided.

**IX. SCHOOL BOARD COMMITTEE UPDATES**

The Manifest Committee met and completed the following manifests.

Payroll Manifest # 26-27.1 Total is \$2,672,348.49

Vendor Manifest # 27 Total is \$222,309.67

Vendor Manifest # 28 Total is \$133,177.80

**23/24**

Payroll Manifest #1-1.1 Total is \$217,940.05

Vendor Manifest #1 Total is \$587,946.79

Vendor Manifest #2 Total is \$710,278.71

**X. PUBLIC COMMENTS** – None provided.

**XI. CLOSING ACTIONS**

**A. Future Meeting Dates:** August 2<sup>nd</sup>, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall  
August 16<sup>th</sup>, 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:**

**Heather Smith made a motion to adjourn the meeting at 7:28 pm, 2<sup>nd</sup> Giana Gelsey. Motion passed 7-0.**

**A workshop with NESDEC representatives to discuss the Superintendent Search was held at the conclusion of the regular meeting.**

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

Respectfully Submitted,

Karyn Laird, Records Keeper

**Mast Way Elementary School 2022 - 2023**  
**Enrollment Projections 2023-2024**      **7/25/23**

Enrollments						
	K	1	2	3	4	Total
23-24 Enrollments	61	73	64	58	64	<b>320</b>
New Registrations 2023-2024	2	2	2	0	0	<b>6</b>
Projected Withdrawal	0	1	1	0	1	<b>3</b>
Anticipated 23-24 Enrollment	<b>63</b>	<b>74</b>	<b>65</b>	<b>58</b>	<b>63</b>	<b>323</b>

Anticipated 2023 - 2024 Enrollment							
18 classes							
Teacher	Grade	K	1	2	3	4	Avg
Buswell	K	16					15.75
Jorgensen	K	16					
Kennedy	K	16					
McCormick	K	15					
To Be Placed/VLACS		0					0
To Withdraw		0					
Anctil	1		18				18.50
Desrochers	1		18				
Freeman	1		19				
Handwork	1		19				
To be Placed/VLACS			0				0.00
To Withdraw			1				
Moulton	2			16			16.25
Paquette	2			16			
Biggwither	2			16			
Spinelli	2			17			
To Be Placed/VLACS				0			0.00
To Withdraw				1			
Zimar	3				20		19.33
Drew	3				20		
Laliberte	3				18		
To be Placed/VLACS					0		0.00
To Withdraw					0		
Bowden-Gerard	4					21	21.33
Henry	4					21	
Stacy	4					22	
To be Placed/VLACS						0	0.00
To Withdraw						1	
	<b>TOTAL</b>	<b>61</b>	<b>73</b>	<b>64</b>	<b>58</b>	<b>64</b>	<b>320</b>
	<b>GRAND TOTAL</b>	<b>63</b>	<b>74</b>	<b>65</b>	<b>58</b>	<b>63</b>	<b>323</b>
	<b>Grade</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	


## Moharimet Elementary School 2023-2024 Enrollment Projections

Enrollments							
		K	1	2	3	4	Total
23-24 Enrollments		54	56	68	60	62	<b>300</b>
New Registrations 2023-2024		0	0	0	0	0	<b>0</b>
Projected Withdrawal		0	0	0	0	0	<b>0</b>
Anticipated 23-24 Enrollment		<b>54</b>	<b>56</b>	<b>68</b>	<b>60</b>	<b>62</b>	<b>300</b>

Anticipated 2023-2024 Enrollment							
17 classes							
Teacher	Grade	K	1	2	3	4	Avg
K Teacher 1	K	18					18.00
K Teacher 2	K	18					
K Teacher 3	K	18					
<i>To Be Placed</i>		0					0.000
<i>To Withdraw</i>		0					
Gr 1 Teacher 1	1		19				17.00
Gr 1 Teacher 2	1		19				
Gr 1 Teacher 3	1		18				
<i>To Be Placed</i>			0				
<i>To Withdraw</i>			0				
Gr 2 Teacher 1	2			17			
Gr 2 Teacher 2	2			17			
Gr 2 Teacher 3	2			17			
Gr 2 Teacher 4	2			17			
<i>To Be Placed</i>				0			
<i>To Withdraw</i>				0			
Gr 3 Teacher 1	3				20		20.00
Gr 3 Teacher 2	3				20		
Gr 3 Teacher 3	3				20		
<i>To Be Placed</i>					0		
<i>To Withdraw</i>					0		
Gr 4 Teacher 1	4					20	
Gr 4 Teacher 2	4					21	
Gr 4 Teacher 3	4					21	
<i>To be Placed</i>						0	
<i>To Withdraw</i>						0	
	<b>TOTAL</b>	<b>54</b>	<b>56</b>	<b>68</b>	<b>60</b>	<b>62</b>	<b>300</b>
	<b>GRAND TOTAL</b>	<b>54</b>	<b>56</b>	<b>68</b>	<b>60</b>	<b>62</b>	<b>300</b>
	<i>Grade</i>	<i>K</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	

26-Jul-23



**Oyster River Middle School 2023-2024  
PLACEMENT PLANNING UNTIL AUGUST**

<b>Enrollments</b>				
	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
23-24 Enrollments	126	154	167	166
New Registrations 2023-2024	5	2	2	3 Tuition
Withdrawal 2023-2024	2	1	2	
<b>Anticipated 23-24 Enrollment</b>	<b>129</b>	<b>155</b>	<b>167</b>	<b>169</b>
			<b>Total</b>	<b>620</b>
<b>Anticipated 2023-2024 Enrollment</b>				
<b>Teams</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
Forest 5 North(BC & Burke)	36			
Forest 5 East(Hird & Labbe)	36			
Ocean 5	54			
<i>To be placed</i>	5			
<i>Withdraw</i>	2			
<i>Tuitioned in</i>	0			
River 6		76		
Mountain 6		78		
<i>To be placed</i>		2		
<i>Withdraw</i>		1		
<i>Tuitioned in</i>		0		
Forest 7			83	
Ocean 7			84	
To be placed			2	
Withdraw			2	
<i>Tuitioned in</i>			0	
River 8				82
Mountain 8				84
<i>Tuitioned in</i>				3
	<b>129</b>	<b>155</b>	<b>167</b>	<b>169</b>
	<i>5th-Total</i>	<i>6th-Total</i>	<i>7th-Total</i>	<i>8th-Total</i>

**TOTAL ENROLLMENT 620**

**Oyster River High School  
2023 - 2024 ANTICIPATED Enrollment  
July 25, 2023**

<b>Town of Residence</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>Total</b>
Barrington	46	46	40	49	181
Durham	71	72	89	86	318
Lee	62	61	59	56	238
Madbury	35	26	37	26	124
<b>TOTAL</b>	<b>214</b>	<b>205</b>	<b>225</b>	<b>217</b>	<b>861</b>

Attending from Out of District	0	0	1	2	3
Homeschooled Students	0	3	3	5	11

<b>2022 - 2023 Enrollment</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>Total</b>
October 3, 2022 Enrollment	207	227	207	205	<b>846</b>
June 15, 2023 Enrollment	<b>205</b>	<b>225</b>	<b>207</b>	<b>200</b>	<b>837</b>

To: Dr. James Morse

From: Rebecca Noe, High School Principal

Date: July 2023

Subject: Nominations of department heads and advisors for 2023 - 2024

Please accept the nominations of the following people for department head and activity advisors at ORHS for the 2023-2024 school year.

Proposed 2023-2024 Department Head and Advisor Stipends					
<b>Department Heads</b>					
Name	Department	Stipend	Total		
Maria Rosi (.5)	Fine Arts/Computer	\$1,250	\$1,250		
Adam Lacasse (.5)	Fine Arts/Computer	\$1,250	\$1,250		
Trevor Garmon (.75)	English	\$1,875	\$1,875		
Jen Weeks (.25)	English	\$625	\$625		
Heidi Sant	World Language	\$2,500	\$2,500		
John Morin (.5)	Physical Education/Health	\$1,250	\$1,250		
Victoria Sickler (.5)	Physical Education/Health	\$1,250	\$1,250		
Nate Oxnard	Science	\$2,500	\$2,500		
TBD - Unfilled	Counseling	\$0	\$0		
Jaclyn Jensen	Social Studies	\$2,500	\$2,500		
Lisa Hallbach	Math	\$2,500	\$2,500		
Daniel Chick	Spec Ed	\$2,500	\$2,500		
Kara Sullivan	Debate Team Coordinator	\$2,500	\$2,500		
<b>Advisors</b>					
Name	Activity	Longevity	Stipend	Years	Total
Celeste Best	National Honor Society	\$2,542	\$375	18	\$2,917
Jaclyn Jensen	Senate Advisor	\$3,392	\$75	4	\$3,467
Andrea Drake (.5)	Math Team Coach	\$1,696	\$188	15	\$1,884
Katie Johnson (.5)	Math Team Coach	\$1,696	\$75	6	\$1,771
Alexander Taylor	Stage Management Spring Play	\$2,204	\$75	4	\$2,279
TBD - Unfilled	HS Musical	\$0	\$0	0	\$0
Wendy Gibson	Freshmen Class Advisor	\$2,120	\$150	6	\$2,270
Shawn Kelly	Journalism/Mouth of the River	\$2,120	\$375	12	\$2,495
Marc LaForce (.5)	Music Activities/All State	\$1,271	\$188	13	\$1,459
Andrea von Oeyen (.5)	Music Activities/All State	\$1,271	\$38	3	\$1,309
Katie Johnson	Senior Class Advisor	\$3,392	\$0	2	\$3,392
Corey Blais	Junior Class Advisor	\$2,542	\$0	0	\$2,542
Megan Thopson (.5)	SPARC/Robotics	\$1,696	\$0	2	\$1,696
Sara Cathey(.5)	SPARC/Robotics	\$1,696	\$75	6	\$1,771
John Monahan	Sophomore Class Advisor	\$2,120	\$0	0	\$2,120
Mike Troy	Fall Stage Management	\$1,652	\$375	25	\$2,027
Karen Van Dyke	Yearbook	\$3,815	\$225	8	\$4,040
Rob Quaglieri	Parking Montor	\$1,679	\$0	0	\$1,679
Kim Wolph	Best Buddies	\$2,542	\$75	4	\$2,617
Jon Bromley	Sustainability	\$3,392	\$300	9	\$3,692
Alexander Eustace	Fall Musical	\$2,120	\$0	1	\$2,120

Office of the Principal  
 Oyster River Middle School  
 1 Coe Drive, Durham, NH 03824  
 603-868-2820

ORMS Stipend Memorandum

TO: Dr. Morse  
 FROM: Bill Sullivan  
 DATE: 7/26/23

RE: ORMS Activity Stipend Nominations

Please nominate the following individuals for their stipend activity during the 2023-24 school year.

Thank you.

Name	Activity	Stipend	Years	Longevity	Total
Randi Margey	Yearbook	\$2,120	0	\$0	\$2,120
Michele Martin	Science Club	\$636	13	\$375	\$1,011
Sara O'Brien	MS Literary Magazine	\$2,120	0	\$0	\$2,120
Susan Bissell	Outing Club	\$636	0	\$0	\$636
Sarah Gahm	Outing Club	\$636	0	\$0	\$636
Emily Geltz	MS News	\$1,059	0	\$0	\$1,059
Susan Mathison	After School Games	\$636	9	\$300	\$936
Nellie Dinger	After School Games	\$636	2	\$0	\$636
Sue Bissell	MS Club (Women of Science)	\$636	10	\$300	\$936
Ruth Gehling	Math Counts	\$2,120	23	\$375	\$2,495
Sara Kuhn	MS Musical	\$1,059	5	\$150	\$1,209
Juliann Woodbury	MS Musical 2	\$1,059	4	\$75	\$1,134
Jacob Boulay	Jazz Band	\$2,542	2	\$0	\$2,542
Jan Keravich	Best Buddies 1/2	\$1,060	0	\$0	\$1,060
Michelle Vizzo	Best Buddies 1/2	\$1,060	3	\$38	\$1,098
Joseph Boucher	Grade 5 Leadership/Garden	\$1,059	6	\$150	\$1,209
Jarika Olberg	Musical Dept. Chair	\$2,500	5		\$2,500
Sunny Sadana	Asst. Athletic Director	\$5,000	0		\$5,000
John Silverio	Robotics 1	\$2,500	7	\$225	\$2,725
Jason Duff	Robotics 2	\$1,750	7	\$225	\$1,975
Jade Terrill	Robotics 3	\$1,500	1	\$0	\$1,500



# MAST WAY ELEMENTARY SCHOOL

Oyster River Cooperative School District

23 Mast Road

Lee, New Hampshire 03861

*'Working Together to Engage Every Learner'*



Misty Lowe, Principal  
[mlowe@orcscd.org](mailto:mlowe@orcscd.org)  
Tel. 659-3001

To: Dr. James Morse  
From: Misty Lowe, Principal  
Date: July 26, 2023  
Subject: Nomination for Stipend Activities

Please accept the nomination for the following stipend activities for the 2023-2024 school year.

Account#10-101-1410-51020-33-11-0

Name	Activity	Stipend	Years	Longevity	Total
Chris Milner	Musical Director	\$1,059	1	\$0	\$1,059
Felicia Sperry	Asst. Musical Director	\$500	9	\$300	\$800
Erin Handwork	Musical Choreographer	\$450			\$450
Susan Leifer	Science Monday	\$400			\$400
Cathy Baker	Jump Rope for Heart	\$400			\$400
Kat Reilly	Asst. Jump Rope for Heart	\$200			\$200
Cathy Baker	Running Club	\$400/\$400			\$800
Kat Reilly	Assistant Running Club	\$200/\$200			\$400
Catherine Fisher	Nature Walks	\$1,000			\$1,000



Moharimet School  
11 Lee Road, Madbury, New Hampshire 03823 • 603-742-2900

July 20, 2023

To: Dr. James Morse  
From: David Goldsmith  
Date: July 26, 2023  
Subject: Nomination for Stipend Activities

Dr. Morse:

Please accept the nomination of the following three stipend activities for the 2023-2024 school year.

Name	Activity	Stipend	Years	Longevity	Total
Beth Struthers	Elementary School Musical Director	\$1,059	12	\$375	\$1,434
Jessica Cabral	Musical Assistant Director	\$750	1	N/A	\$750
Sarah Curtin	Computer Science Club Fall/Spring*	\$400/400	2	N/A	\$800

\* This club will run twice, once in the fall and once in the spring. Sarah will mentor an ORMS student who is creating the club!

Thank you,

David Goldsmith

To: ORCSD School Board  
From: Denise Day  
Subject: 2023-2024 Oyster River Cooperative School Board Goals  
Date: July 24, 2023

Below are my general recommendations for School Board goals for the 2023-2024 school year.

### **Superintendent Search and Transition**

This goal is largely outlined in the plan submitted by NESDEC. Specific tasks include:

- Finalizing the calendar (Board)
- Finalizing the make-up of the focus groups and search committee (Board)
- Overseeing outreach to the community, ensuring that the community is kept informed throughout the process (Heather, Catherine, Gen Brown, Board)
- Determining the salary range for the superintendent (Finance Committee, Board)
- Interviewing finalists (Board)
- Hiring the superintendent (Board)
- Ensuring a smooth transition (Board, Dr. Morse, Administrators, new superintendent)

### **Strategic Plan**

Begin discussion in the spring of 2024 regarding the timeline and steps for the development of a new Strategic Plan.

### **Competency Based Learning and Reporting**

- Receive bi-monthly report on the status of competency based learning and reporting, including any proposed changes in their use at any grade level.
- Engage the UNH Survey Center to survey students and parents in early 2024 regarding their experience with CBL.
- Based on survey results and discussion, determine next steps in ensuring effective CBL and reporting.

### **Communications**

Continue to assess the effectiveness of district communication, particularly regarding the use of new technology such as Parent Square, via regular reports to the School Board.

## 2022-2023 Oyster River Cooperative School Board Goals

Approved by the Oyster River School Board on July 20, 2022.

The School Board establishes these goals to define and communicate priorities and to guide its work throughout the school year. These goals will be reviewed in the School Board's annual self-evaluation. Goals may align and support the strategic plan or may target other timely matters of district interest.

The goals are presented in priority order with Theme 1 deemed most important.

### Theme 1: Superintendent Transition

- Rationale: Hiring an outstanding superintendent is one of the School Board's three core functions (along with fiscal and policy management). While this will not be the most time consuming of the 2022-2023 goals, an effective superintendent search in 2023-2024 is critical to the future success of the district.
- Strategic Plan Sections:
  - *Succession plan*: By 2024, a succession plan will be developed and approved by the School Board for the Superintendent's transition.
- **Goal 1.1: Develop a process and timeline for the superintendent search with board approval of the search plan by April 30, 2023.** This may be accomplished by appointment of an *ad hoc* school board subcommittee and may include contacting outside resources to inform the recommendation.
  - Leadership responsible: School Board, committee appointees
  - Contributors: Superintendent

**Theme 2: Communications** Rationale: Communications has been a topic of Board concern for several years. Effective communication is a necessary enabler for the Board's other goals and for the district to work well with students, parents, staff, and community members.

- Strategic Plan Sections: Not applicable.
- **Goal 2.1 Hire a Communications Employee**
  - **Leadership responsible: Superintendent, Assistant Superintendent, Technology Integrators, IT Director**
- **Goal 2.2: Web site update to ensure all orcsd.org web content is current and improve navigation. Soft internal launch by December 1, 2022 for feedback; second soft launch February 2023 with feedback period. Complete full launch by April 1, 2023.**
  - Leadership responsible: School Board, Superintendent, Assistant Superintendent, IT Director, Communications Employee and/or Consultant
  - Contributors: Principals, Department Directors, Tech Integrators
- **Goal 2.3: Consolidate and organize district calendars. Soft internal launch by December 1, 2022 for feedback; second soft launch February 2023. Complete full launch by April 1, 2023.**
  - Leadership responsible: Superintendent, IT Director, Assistant Superintendent, Communications Employee and/or Consultant
  - Contributors: **Principals, Department Directors, Tech Integrators**



- **Goal 2.4: Best practices guidelines/handbook and/or templates for teachers created and distributed by February 1, 2023.**
  - Leadership responsible: Superintendent, Assistant Superintendent, IT Director, Communication Employee and/or Consultant
  - Contributors: Tech Integrators
- **Goal 2.5 Train staff in Best Practices and guidelines by June 30, 2023.**
- **Goal 2.6 Inventory Oyster River Related Social Media Platforms by June 30, 2023**
  - Leadership responsible: School Board, Superintendent, Assistant Superintendent, IT Director, Communication Employee and/or Consultant
  - Contributors: Principals, Department Directors, Tech Integrators

### **Theme 3: Curriculum, Instruction, and Competency-Based Learning & Reporting**

- Rationale: Teaching students is at the core of the District’s mission and vision. We create safe, stimulating learning environments where all students are challenged and excited by the opportunities to learn; where students and teachers alike feel it is safe to take creative risks; and where every member of our community is known and valued. We should be constantly updating instructional practices to align with latest research.
- Strategic Plan Sections:
  - *ORMS Goal 4:* By June 2024, students will participate in competency-based education with a greater understanding and depth to their learning to support high school aspirations.
  - *ORHS Goal 3:* The high school staff and administration will continue work on competency-based education, including the review and posting of competencies. In addition, there will be in-depth discussions with the Board and community about the principles, methods, and direction of this CBE work. These discussions will form a foundation for the delineation of future goals.
- **Goal 3.1: The School Board will review student and parent response to ORMS reporting changes based on 1<sup>st</sup> semester feedback and identify next steps in ORMS reporting by March 31, 2023.**
  - Leadership responsible: School Board, Assistant Superintendent, Principal
  - Contributors: Teachers, MS Parents, Tech Integrators
- **Goal 3.2: Share how competencies are used and reporting occurs between the middle school and high school with students and parents, so they are prepared as they make the transition to high school, including a report to the School Board by March 31, 2023.**
  - Leadership responsible: School Board, Assistant Superintendent, Principals
  - Contributors: Assistant Principals, Counselling Departments (MS and HS)
- **Goal 3.3: Competencies for each class/course for grades 5-12 will be updated on the ORCSD website by December 30, 2022.**
  - Leadership responsible: Assistant Superintendent, Principals, IT Director
  - Contributors: Faculty

- **Goal 3.4: Study position (and direction if known) of peer school districts regarding dissemination of competencies and relationship between competencies and reporting at the elementary, middle, and high school levels with report to the School Board by May 31, 2023.**

Leadership responsible: School Board, Superintendent, Assistant Superintendent, Principals

#### **Theme 4: Diversity, Equity, Inclusion, and Justice (DEIJ)**

- Rationale: With proposed hiring of a DEIJ Coordinator, the board will continue to engage with the Administration, Coordinator, staff, students, and community to refine objectives and evaluation of DEIJ work in the district.
- Strategic Plan Sections:
  - *Equity & Inclusion Goal 6a:* By 2024, K-12 curriculum will be inclusive with respect to content and student experience, embracing and affirming all social identities among students and staff.
  - *Equity & Inclusion Goal 6b:* By 2024, the ORCSD will have increased staff diversity while assuring a welcoming, inclusive environment free of harassment and discrimination.
- **Goal 4.1: School Board review of proposed metrics/goals with DEIJ Coordinator by 2<sup>nd</sup> meeting in December.**
  - Leadership responsible: School Board, Superintendent, Assistant Superintendent, DEIJ Coordinator
- **Goal 4.2: Hold year-in-review school board workshop with administrators and DEIJ Coordinator in June 2023.**
  - Leadership responsible: School Board, Superintendent, DEIJ Coordinator