

# Oyster River Cooperative School Board

## Regular Meeting Minutes

October 6, 2021

DRAFT

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

**STUDENT REPRESENTATIVE:** Oliva Gass

**ADMINISTRATORS PRESENT:** Jim Morse, Suzanne Filippone, Sue Caswell, Catherine Plourde, Misty Lowe, David Goldsmith, Jay Richard, Rebecca Noe, Andy Lathrop

**STAFF PRESENT:**

**GUEST PRESENT:** Dave Gibson (Chair of Barrington School Board)

**ABSENT:**

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

Michael Williams introduced Dave Gibson, the chair of the Barrington School Board, and thanked him for joining them tonight.

#### MANIFEST REVIEW / APPROVAL AT EACH SCHOOL BOARD MEETING.

**1a. PUBLIC HEARING:** Policy/Procedure/Form – BEDH/BEDH-R/BEDH-R1

**Denise Day moved to open a public hearing, 2<sup>nd</sup> by Yusi Turell. Motion passed 7-0 with the student representative voting in the affirmative.**

Denise Day opened the public hearing with proposed changes to the BEDH policy, citing #3 on the list, “non-residents who wish to speak will be required to receive authorization from the Board Chair prior to the meeting.” She stated the reasoning for the proposed changes is that public comment is limited to 30 minutes and the board wants to allow time for local district residents and tuition paying residents of Barrington to have the opportunity to participate. Denise explained that in some states out of district visitors make comments at the school board meetings and by requiring a prior authorization from the Board Chair it will limit the amount of time to nonresidents.

Dr. Morse reiterated to the listening audience that Barrington residents who are tuition paying families will be allowed to speak during the public comments.

Yusi Turell asked if residents from out of district showed up to speak would they be given authorization to speak by the chair or is it that they are trying to only have district residents speak.

Denise Day stated there would be exceptions to non-residents who wanted to speak based on specific issues that might impact other communities and this would be determined by the chair.

There were no public comments.

**Al Howland moved to close the public hearing, 2<sup>nd</sup> by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.**

### II. APPROVAL OF AGENDA

Michael Williams asked to move the Student Representative Report to be after the Superintendent’s Report and ahead of the Business Administrator Report, in order for the business and finance reports to be discussed together.

Dr. Morse asked to include the New Hampshire School Boards Association Proposed Resolutions at the end of the meeting.

**Michael Williams moved to approve the agenda as amended, 2<sup>nd</sup> by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.**

### **III. PUBLIC COMMENTS**

Janet Perkins Howland of Durham stated she is in favor of expanding the diversity and inclusion initiatives in the district, including having a more formalized coordinator. She is excited and positive for the opportunities to learn about other cultures. Janet cited her own learning of indigenous groups and wondered what history we haven't heard. She felt there is opportunity for the initiatives to be a part of extracurricular and post-graduate activities.

There were no emailed public comments.

### **IV. APPROVAL OF MINUTES**

**Denise Day moved to approve the September 15, 2021 Regular Meeting Minutes, 2<sup>nd</sup> by Brian Cisneros.**

Denise Day submitted the following revision:

On page 5 under the middle school language proposal, in my comment I would like to change the wording to say "development" to "developmentally appropriate".

Michael Williams submitted the following revision:

On the bottom of page 6 at the beginning of section 8 under the budget goal, it reads that Michael Williams made a motion to accept the budget goal, but he did not so he'd like to strike the motion out of the statement.

Thomas Newkirk submitted the following revisions:

On page 1 "termination" not "determination." On page 2, item 5 of my list. Instead of "This" replace with "A longer elementary school day...."

**Vote on motion to approve the September 15, 2021 Regular Meeting Minutes with correction passed 7-0 with the student representative voting in the affirmative.**

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

#### **A. District**

##### First Month of School – Principals

David Goldsmith spoke about a positive opening to the school year highlighting an all-school assembly that occurred on Teams since it had rained, and they couldn't gather outside. Students led the pledge of allegiance and in honor of celebrating the Year of the Artist, they participated in a discussion about the different ways people express themselves through art. He stated there are many after school activities occurring for students, citing the use of the sugar shack and fields, and the upcoming Pumpkin Stroll event. David explained last year cars participated in a Pumpkin Roll, but this year the stroll is back with all attendees being required to wear masks. He stated over 200 pumpkins were grown and harvested by students, and he thanked PE teacher Jess Whalen for the curriculum connections she makes between nature and healthy bodies. He also thanked Jim Davis, the assistant fire chief of Madbury, for all his help and he thanked Mohariment parent, Andrew Gognin, who does a lot of pumpkin work at UNH. David discussed the "Remote Ready" technology and short and long-term plans they have provided for students and parents. Once a week Schoology and Classlink are being implemented, there are monthly team experiences for students, and they are reaching out to parents to provide resources so they know what to do should they need to change the schedule. Regarding SASS, they are up to approximately 90 students as well as a large number of staff getting tested. David stated they have the process down to 8 minutes total per child, this includes the time for leaving and getting back to class, which is a small impact on classroom time. He stated the program is a great addition to the mitigation efforts.

Denise Day asked how staffing is working out.

David stated the staffing is working out fine and the real struggle is with not having enough substitutes. He stated they are in a constant juggle pulling staff from other parts of the building to provide coverage, as well as having to decide what is impacted and what is priority to make the school day run.

Misty Lowe stated Mast Way has also started off positively and the establishment of routines has provided a good sense of normalcy. The 4<sup>th</sup> grade had a successful field trip, and they are preparing for one in kindergarten next. Misty stated there are many after school activities that are contributing to normalcy, citing Chinese, Girl Scouts, and Girls on the Run. Regarding SASS, Misty stated students are doing an excellent job. She said five-year-olds can give their first, middle, and last name and date of birth with ease. Misty gave kudos to the PTO acknowledging their financial support and organizing of fun activities. She thanked parents for volunteering their time at the school and for the recent improvements to the playground equipment. She reported they have been getting ready to transition to remote learning by educating parents on the use of the Schoology's portal and group page. All the parents have been invited to join the portal to receive updates and so they can easily see all the information in one place, including siblings in other schools across the district.

Denise Day asked how staffing is working out.

Misty stated staffing is fine, but subs are a challenge. She told the Board she is currently acting as the sub coordinator for their school since their coordinator is not available. Misty stated that sharing resources with Moharimet has been helpful, but pulling paras frequently impacts the building in a variety of ways.

Denise Day asked about having an extra kindergarten teacher.

Misty responded that her school shifted an existing teacher to kindergarten, while Moharimet hired a new one. She said the class sizes are comfortable and the tightest numbers are in the 3<sup>rd</sup> and 4<sup>th</sup> grades, and they are watching those numbers closely.

Jay Richard shared that 145 is his favorite number since that is how many days it is until they move into the new middle school. He stated he is very excited and to prepare for the move the staff will discuss the transition packing process on Friday. Staff is finalizing and completing the virtual open houses with Music to be held on Oct. 18<sup>th</sup>. Jay spoke about the Alumni weekend's great turnout for the open house tours and how fun it was connecting with former students and professors. He stated they will continue to hold tours until they move to the new middle school, and he'll make sure there will be last time open houses to visit the older middle school. Jay stated clubs have started, citing Jazz Band, Harry Potter and Robotics, which is very popular. He thanked Yusi for her help and enthusiasm in the Robotics Club. Jay stated they held a full school assembly, and he has created a student task force for student input on time capsules and what to put into the schedule for 2022. Jay stated the new middle school tours will begin for all students on October 29<sup>th</sup>. Jay reported that grade 5 is enthusiastic about the World Language program starting and it's been a joy to witness.

Regarding Denise's question about staffing and subs, Jay stated they are doing it and making it happen. He gave kudos and credit to their sub coordinator, Dan Hammond, who is solving a puzzle with missing pieces. Jay stated he is filling for absences from time to time, which has been fun.

Jay said there's a lot of behind the scenes work and planning going on for the moving process and he thanked Jim Rozycki for all he's doing for the upcoming move, which is a big project.

Yusi gave kudos to the teachers for splitting Robotics club into two days since there was so much student interest. She asked about the status of middle school sports and commented on the philosophy behind middle school sports.

Jay stated they want all students to be involved in sports, but space is an issue. Although Assistant Athletic Directors Bill Sullivan and Athletic Director Andy Lathrop are working closely to problem solve, he explained there are not as many skills and drills practices occurring as they'd like. They are trying to have everyone involved as much as they can in the space they have. Jay stated not having a gym at the middle school does set limitations to the sports program.

Rebecca Noe spoke about a successful Spirit Week and Fall Festival that included 150 students who had the opportunity to play games together and dance 3ft apart. She reported that high school athletics are strong with an undefeated Boys Soccer team. Rebecca stated it's not just about winning, but having the students be able to show all their hard work from practicing over the summer. She stated the high school virtual open house will take place Thursday night. Rebecca shared that the assistant principals Mike McCann and Mark Milliken are working with the Student Senate on the dress code and this work is on-going. She said it's the 6<sup>th</sup> week of school and it's nice to witness the learning that is occurring in the building. For example, a student shared with her that he wrote about his dad for his hero paper in Mythology class and she can see more labs taking place in the science classrooms. Rebecca thanked the school Board and the community for their positive feedback on her school newsletters and she thanked the technology department for imbedding them into online access. Regarding SASS, Rebecca stated approximately 40 students and 30 teachers are getting tested with little impact on curriculum time.

Denise Day asked if there are any issues with class size.

Rebecca responded there are no issues getting kids into the classes they need to graduate. She stated access to substitutes is an issue and a lot of teachers are covering classes throughout the day. Rebecca applauded the efforts of Alex Eustace who urgently asks for volunteer coverage at the beginning of the day. She reported the school is still down eight paras.

Misty Lowe returned to the podium to emphasize that all the K-4 parent conferences will be held virtually on Friday using Microsoft Teams. She asked that any parent who hasn't received a team invite to please call the Mast Way Elementary School.

## **B. Board**

Tom Newkirk followed up on the K-4 World Language program at the middle school sharing some questions and answers he received from Leslie Ayers. He wondered what you have to give up for added instruction if you don't expand the day longer by 25 min. According to Ms. Ayer's report, other schools extend the school day by 30 minutes and if not, something has to be cut out, such as music, art, or physical education. He asked about proficiency levels and her report described programming options such as FLEX (minimal level exposure), FLES (middle level exposure) and full immersion which requires a bilingual staff. Tom wondered what we want our district to get for proficiency and whether one teacher is enough per school.

Yusi Turell thanked the school nurses across the district for their tremendous amount of work. She acknowledged the work and flexibility that goes into adding new programs that is keeping all the schools safe and open to the students.

Al Howland announced that the Town of Durham Parks and Recreation will be hosting a downtown Trick or Treat on Oct. 23 from 2-4pm with a rain date of Oct. 24 from 2-4pm. Any groups wishing to manage a table can email Rachel at [recreation@ci.durham.nh.us](mailto:recreation@ci.durham.nh.us).

## **VI. DISTRICT REPORTS**

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

Suzanne announced some of the topics for Friday's teacher workshop days at the different school buildings, such as department work with vertical alignment and the unified arts, transition planning, and CPR/First-Aid training. Regarding math curriculum and development, she thanked Ellen Irvin, Jay Richard, the Middle School math

department, and Lisa Hallbach, for all their discussion around vertical alignment and math in general. Suzanne also thanked Sarah Farwell and the other teachers that have invited her into their classrooms.

Suzanne thanked Catherine Plourde, Josh Olstad, and all the nurses for all the different layers of work being done and the behind the scenes work they continue to do for the SASS program.

Suzanne informed the Board that her and Dr. Morse continue to work with the technology department on Pivot Plans in case of having to pivot at any point.

#### COVID Metric

Catherine Plourde provided the Board with the latest metric for them to review. She stated according to the conversation with Dr. Megan Harvey, ophthalmologists want to see Covid under a 1.0 transmission rate, and to be aware that we are entering colder weather and the cold season. She stated there is still a substantial transmission rate in Strafford County.

#### SASS/Adult COVID Testing

Catherine stated a lack of substitutes and the number of staff members having regular illnesses are creating a significant staffing issue, especially at the high school. Catherine explained they continue contact tracing, but testing is where most of the work is taking place. The building nurses tested symptomatic students and staff at all the schools this week: Mast Way - 7, Moharimet - 14, ORMS - 18 and ORHS - 32. She explained nurses are faced with making decisions about using rapid and PCR tests, noting the rapid tests are fewer in supply. Catherine thanked Lisa Huppe and her drivers for picking up specimens and transporting them to the lab. She reiterated that the tests provided and the testing taking place is all thanks to the SASS program. Catherine stated the schools will be sending the message out again that students cannot enter the buildings sick, which has always been the protocol for illness. She said nurses at the schools need to be given time so they can be ready to test individuals. She said students with symptoms will be sent home and there will be a testing window for parents to schedule within.

Catherine stated the SASS program is helping enormously and has kept more staff in school. She explained that the SASS schedule moving forward will take place on Wednesday only for the district, starting next week. She said condensing our district to one day is necessary since there is an increase of participation in the SASS program at other school districts.

Denise Day asked how long it takes to get PCR test results.

Catherine replied it is typically a 24-hour turnaround time, but it depends on the lab.

Yusi commented from a parent's perspective it is easy and a reassurance to get a negative result each week. She felt that participating in SASS is helping to contribute to a healthy school.

Catherine reported that the surveillance testing is growing each week by 15-20% for students and staff, and UNH predicts more growth as it gets colder. She said it's been asked if other adults or family members can get tested, but she said only students in our school district that are in our school can get tested. She announced that our faculty, staff members and contractors can also take part in the testing.

Brian Cisneros asked if she could add onto the bottom of the metric the number of positive cases or the positivity rate.

Catherine said the dashboard is reporting the positive student and staff quarantine numbers for each school.

Catherine shared the results of the Determination Letter for Special Education for FY 2019-2020. She announced the school district received zeros, the best score, for every category and this demonstrates full compliance. Catherine remarked she is very proud, and it is very hard to keep the work up. She gave credit to the staff, the assistance directors, including Andrea, Brian, Melissa and Laurie at the building level, and she gave kudos to the entire Special Education Department.

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

Dr. Morse commended the principals for their organization and positive opening to the school year, but also wanted to draw attention to the weight of Covid on the school district. He stated the opening of the school year was as good as it could possibly be. He told the Board the district is desperate for substitutes and taking a one-on-one para to provide coverage is an impact to that child's education. Regarding transportation, Dr. Morse reported that Lisa Huppe and all the drivers are doing a fantastic job. The district is nine bus drivers short, but they have three new drivers in training which he credited to the school Board's support and approval of an increase in the bus driver pay. Dr. Morse shared Lisa's transportation report which states the buses are 29-69% occupied, carrying over 1300 students, which is at the low end of normal. He said no bus is overcapacity and the issue is with delivery times since the afternoon routes are taking longer than the morning routes. Dr. Morse gave a shout out to the drivers and the 417 other staff working for the district.

### October 1 Enrollment

Dr. Morse opened his enrollment report noting that home-schooling numbers are down, which is good news. He stated the high school opened with higher numbers than expected with a higher number of move-ins than they typically see. Dr. Morse stated elementary numbers are good though the pressure points are in the third and fourth grades.

Denise Day noted the 4<sup>th</sup> grade numbers are down, which is unusual. She wondered if students who went to private schools will return, and the numbers will bump back up with the opening of the new middle school.

Dr. Morse replied that they typically see growth in the middle school rather than the high school and believes students may come back.

### Town Report Update

Dr. Morse reported that his fall tours went very well. He shared with each town all that was going on in the schools and he did not talk about money. He felt this resulted in better conversations and questions from residents. Dr. Morse stated he had a positive reception in all three towns.

### Availability of New Gym

Dr. Morse explained to the board that the insurance company requires a certification of occupancy to be posted in the new gym prior to using it. He stated the high school gym will continue to be used for the remainder of the year and through January 2022. He stated the unified arts program continues to be affected by Covid as cafeterias are used as gyms in the elementary schools and available gym use indoors is impacted in all the schools, especially the middle school. He showed appreciation for the incredible positivity shown in the Physical Education Staff as they continue to overcome such obstacles.

Dan Klein asked if they would have the certification of occupancy by move-in or even sooner.

Dr. Morse replied they would have to live with the contractor's scheduled timeframe until they hear otherwise. He stated the building is 78% complete and they are on schedule to transition to the new building in February.

Michael Williams felt knowing the date for the certification of occupancy was important.

Dr. Morse said he'd have the date at the next meeting.

Yusi Turell asked if the school Board committee would be re-meeting about Tom's questions pertaining to the K-4 World Language program.

Dr. Morse replied that all his time has been taken up with negotiations and Suzanne will soon be addressing the World Language questions. He assured the Board he hasn't ignored Tom's questions.

### **Student Representative's Report** – Moved from section D.

Olivia Gass shared with the Board that she has heard positive responses from the students, and they feel like they've learned a lot more already. She stated the adjustment to being back in person has been good, but slightly challenging getting used to the schedule and workload. Olivia stated the students were very excited about the spirit week and the pep rally. The school government was worried students would leave after classes, but the

pep rally was well attended. Olivia stated the Fall Festival was very well attended despite being put together in just two weeks. She said it was good to socialize and see a lot of different kids at it. Olivia reported that the Hypnotist, Mr. Bobcat and dress up days went over very well during spirit week. She felt it was good to see classes work together to decorate their section of the bleachers on the morning of the pep rally. Olivia stated that clubs are rolling, sports are doing very well, and the Alumni Banquet was nicely done.

Michael asked about the dress code committee's work.

Olivia stated she is not 100% sure of the dress code committee's work because she is not on the committee, but she would be interested to find out.

### **C. Business Administrator:**

#### Barrington Tuition Agreement for FY23

Sue Caswell spoke about the Barrington Tuition rate for the 2022-2023 school year explaining how the new rate is determined. She stated the percentage change is 3.02% resulting in a \$18,883 tuition rate for Barrington students for the 2022-2023 school year.

Michael asked if there were any questions and there were none.

**Al Howland made a motion to approve the Barrington Tuition Agreement for FY23 at \$18,883, 2<sup>nd</sup> by Brian Cisneros. Motion passed, 7-0 with the student representative voting in the affirmative.**

#### Budget Memo

Sue Caswell spoke about what the increases might be for the FY2023. She stated one correction, health has gone down from 10% to 4.5%.

Michael stopped the budget report to apologize to Dave Gibson and ask if he had any comments about the Barrington Tuition Agreement. Dave had no comment.

Dr. Morse stated the memorandum was created before meeting with the building administrators, so the list continues to grow.

Yusi Turell asked which items are discretionary in the budget and which are locked in.

Dr. Morse responded the first three items are non-negotiable and the rest are discretionary.

**Finance Committee Report – Moved from section E.**

#### Budget Setting Target for FY23

Al Howland helped to explain the budget using a master color-coded sheet provided by Sue Caswell. He stated the blue area is showing that the majority of what we have in our budget is expenses and we don't get the off-setting revenue until later. He stated the committee is recommending using last year's framework and the approved 2021-2022 budget as a baseline for the 2022-2023 budget goal. He explained the green area shows the revenues in tuition, food service, grants, and Medicaid. Dan explained the drivers of the budget account for 4.8% in spending. These drivers include the Guild Contract (the hiring of two Mandarin teachers & a Kindergarten teacher in the current staff), Other Contracts, Health Insurance, the Capital Facilities Account (moving boilers, a new middle school playground, tennis courts, design & engineering of a new SAU, and air conditioners in the tower of the high school, a new retaining wall at Moharimet, renovations at the art room at the high school), Personnel (new custodians at the middle school, a DEI coordinator, three tutors and a math coordinator). He explained the School Board budget goal will include three spending increase options from the approved 2021-2022 budget, which includes a 3.1%, 3.6% and 4.1% increase. Al stated that to cover the non-negotiable expenses you would need a 3.1% increase and that doesn't allow for any additions to the budget while going up to a 4.1% increase will allow for additions.

Denise Day and Dr. Morse had a brief discussion about moving the new SAU building up a year on the timeline. Dr. Morse explained the age and adequacy of the building warranted new construction and the addition of a new generator was critical to carrying out office payroll in the case of a blackout.

Michael Williams pointed out that the new tennis court cost was higher than expected, the new boilers in the middle school are more efficient and will be transferred to the high school, and the SAU generator will continue to be used in the new SAU.

Denise Day appreciated receiving the bond payment information and stated she's not convinced that the district won't need to add new staff and personnel.

Thomas Newkirk clarified the facilities amount for the budget drivers with Al Howland.

Al said his goal was to give them everything they need to no right now. He said Sue will get adequacy aid information for them and they would have another day to meet in terms of priorities and spending.

Michael Williams stated even if they do a 3.1-4.1% increase it's still not enough to do everything on the list. He stated that even setting a goal at 4% would result in making hard decisions about the budget, including cuts.

Al Howland stated this was the 10<sup>th</sup> time he's done a budget process and felt this one really makes sense, there's plenty of time and no surprises.

**Thomas Newkirk made a motion to discuss a School Board budget goal with a range of 3.1-4.1% spending increase from the 21-22 budget, 2<sup>nd</sup> by Dan Klein. Motion passed 7-0 with the student representative voting in the affirmative.**

**D. Student Representative Report** – Moved to follow Superintendent's Report

**E. Finance Committee Report** – Moved to follow Business Administrator

## **VII. UNANIMOUS CONSENT AGENDA**

**Michael Williams moved to appoint Catherine Plourde as the FY22 Affirmative Action Officer for the 2021 school year, 2<sup>nd</sup> by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.**

**Brian Cisneros moved to approve Kirsten Lang as ORHS Fall Lacrosse Coach for the 2021 school year, 2<sup>nd</sup> by Dan Klein. Motion passed 7-0 with the student representative voting in the affirmative.**

Dan Klein stated the nomination received in the packet was for a fall coach and that the correct season for lacrosse is spring. He asked to amend the motion to approve a spring coach.

**Dan Klein moved to approve Kirsten Lang as ORHS Spring Lacrosse Coach for the 2021 school year, 2<sup>nd</sup> by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.**

## **VIII. DISCUSSION & ACTION ITEMS**

### Creation of The Bamford Scholarship for ORHS

Suzanne Filippone spoke about the Bamford High School Scholarship that will honor Coach Bamford's work in the school district. She cited his work with golf, basketball, variety of different teams, as well as his work with non-profits and fund-raising efforts for a press box.

Denise Day asked what the amount of the scholarship will be.

Michael Williams read the qualifications for the scholarship: the student is a member of a Varsity sports team, has a minimum 3.0 GPA and has a record of outstanding community service.



Rebecca Noe stated they are actively receiving donation checks, so the full amount of the scholarship is not known yet.

Michael asked if it was being organized by the alumni association.

Suzanne clarified that the scholarship is being organized by alumni individuals and not the alumni association at large.

Michael clarified it would be a high school scholarship.

Michael Williams read the scholarship acceptance statement to the School Board.

**Denise Day moved to approve the creation of The Bamford Scholarship for ORHS, 2<sup>nd</sup> by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.**

Yusi Turell thanked the alumni for their generosity to The Bamford Scholarship and all the supporters of the scholarship.

#### Substitute Pay

Dr. Morse informed the Board the substitute pay is no longer competitive and asked for the negotiating team to report back to the next meeting with a recommendation for the daily substitute pay rate.

Tom Newkirk asked if the decision would take place next year?

Dr. Morse told the Board the decision would take place this year and the rate change would be reflected in the 2021-2022 budget.

**Denise Day moved for the negotiating team to meet to make a recommendation for the substitute pay rate, 2<sup>nd</sup> by Yusi Turell. Motion passed 7-0 with the student representative voting in the affirmative.**

#### Manifest Review

Michael asked Dan Klein to serve with Denise Day on the Manifest Committee since there were no other volunteers. Dan agreed to serve on Manifest Review.

**Michael Williams moved to appoint Dan Klein and Denise Day to Manifest Review for the next 6 months, 2<sup>nd</sup> by Tom Newkirk.**

Michael thanked Tom for his service for the past 6 months.

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

#### 360 Process for Superintendent Evaluation

Michael Williams stated he is not ready for a Board review of the 360° process for the Superintendent Evaluation. He updated the board on his work thus far, noting the need to divide the questions and survey population into subgroups. Michael will meet with Josh Olstad to establish feedback that is both electronic and unanimous. He explained that if the school Board or superintendent needed to know a participant's name, the information could be pulled out and provided.

Dr. Morse explained that the evaluation questions didn't match each subgroup, so they are also working on refining the questions.

Tom Newkirk raised questions about the narrative based comments. He wondered which comments would be quoted and if a summary of the comments would be provided.

Michael stated he doesn't want to filter the comments and that for each question all the participant's answers would be provided.

Yusi Turell asked if the questions will be developmental and looking forward in the superintendent's work.

Michael responded that the questions are primarily evaluative, but not exclusively. He explained that the 360° Evaluation of the Superintendent is not designed to replace the board's conversations and work they already do to evaluate the superintendent. He stated the evaluation should validate or not validate their perception, as well as provide a vehicle for growth. Michael told the Board they will meet in January to discuss their perception of the superintendent and after they will look at the results of the 360° Evaluation Process of the Superintendent.

List of Policies for First Read: BEDH & R & R1

Denise Day stated the following corrections:

Under R, Statement #1 put the part in parentheses at the end of the sentence and get rid of the word including.

Typo in the 5<sup>th</sup> paragraph from the bottom, though not thought.

Michael Williams stated the following correction:

Remove the last column in the sign-in form. Michael stated for legal purposes he'd like to steer away from anything that would suggest bias of the speaker.

Yusi asked if there was a benefit to know what speakers were going to say if they can't get to everyone in the time provided.

Dr. Morse stated they can submit the comment and noted there is a second public session at the end meeting.

Yusi Turell stated the following correction:

In bullet #6 change speakers to individuals since speakers implies only those at the podium.

**Denise Day made a motion to approve BEDH & R & R1, Public Comments at School Board Meetings for first read with correction, 2<sup>nd</sup> by Tom Newkirk.**

Michael Williams asked Dave Gibson if he had any comment or insight. Dave stated they were going down the right track.

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

**Denise Day made a motion to approve EBB – School Safety and GADA – Employment References and Verification (Prohibiting Aiding and Abetting of Sexual Abuse) for first read 2<sup>nd</sup> by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.**

Michael asked if these policies are required.

Denise Day responded the policies are given to the Board by the state and they are required.

**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 #6 Total is \$1,406,448.40

Payroll Manifest #7 Total is \$1,017,003.10

Vendor Manifest #7 Total is \$1,474,300.97

Vendor Manifest #8 Total is \$1,909,819.70

Dr. Morse spoke about Keene's proposed resolution that was submitted to the New Hampshire School Boards Association for October 2021 review. He felt the Board would want to support Keene's proposal which supports diversity, equity, and inclusion and opposes any actions which limit free exchange of ideas.

Yusi Turell asked what it means to officially support a school Board's proposed resolution.

Dr. Morse replied that the Keene School Board can inform the public that the Oyster River School Board supports them, and this can help build momentum for their proposal.

The board had a brief discussion over other proposals in the Proposed Resolutions for October 2021 packet.

**Al Howland made a motion to support Resolution #10 submitted by the Keene School Board, 2<sup>nd</sup> by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.**

Al Howland spoke about the negotiation teams' various meetings stating it's been a very cordial and a good process.

Brian Cisneros announced on October 29<sup>th</sup> at 3:15 there will be another tour in the new middle school. He stated construction is moving fast and he urged people in the public to visit.

Dr. Morse extended the invitation to tour the new middle school to Dave Gibson and the members of the Barrington school board.

Denise Day stated the Policy Committee will be meeting next week.

#### **X. PUBLIC COMMENTS:**

There were no public comments.

Michael Williams stated there will be presentation on the Sustainability Report at the October 20<sup>th</sup> meeting.

#### **XI. CLOSING ACTIONS**

- A. Future Meeting Dates:**
- October 20, 2021 Regular Meeting – ORHS Library
  - October 28, 2021 ½ Day Budget Workshop – Durham TC Chambers
  - November 3, 2021 Regular Meeting – ORHS Library

#### **XII. NON-PUBLIC SESSION: RSA 91-A:3 II {if needed}**

##### **NON-MEETING SESSION: RSA 91-A2 I {a}**

- Strategies or negotiations with respect to collective bargaining

#### **XIII. ADJOURNMENT:**

**Brian Cisneros moved to adjourn the regular meeting at 9:07pm, 2<sup>nd</sup> by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.**

Respectfully Submitted,  
Karyn Laird  
Records Keeper