

Oyster River Cooperative School District
REGULAR MEETING

November 3, 2021

Oyster River High School Library

7:00 PM

6:30 PM NON-MEETING SESSION: RSA 91-A2 I (b)

- Consultation with legal counsel.

o. CALL TO ORDER 7:00 PM

I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING

II. APPROVAL OF AGENDA

III. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*

IV. APPROVAL OF MINUTES

- Motion to approve 10/20/21 Regular Meeting Minutes.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

B. Board

VI. DISTRICT REPORTS

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

***COVID Metric – Catherine Plourde**

- o SASS/Adult COVID Testing

B Superintendent’s Report

- Communication Survey by UNH Update
- Elementary World Language Update

C. Business Administrator

- Budget Update FY22

D. Student Representative Report (Olivia Gass)

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 2nd read/adoption: GBCD-Background Investigation & Criminal History Record Check, EEAEA – Mandatory Drug & Alcohol Testing – School Bus Drivers, EEAE – School Bus Safety Program.
- ORHS Activity Stipend Replacement Nomination.
- Motion to accept ORHS Teacher Letter of Resignation.
- Motion to approve ORHS Maternity Leave of Absence March 2022 – End of School Year

VIII. DISCUSSION & ACTION ITEMS

- 360° Process for Superintendent Evaluation. *Motion to approve the 360° evaluation process, approximate schedule, and input forms as presented (or modified) for use in the next evaluation of the superintendent.*
- FY23 Budget Discussion

IX. SCHOOL BOARD COMMITTEE UPDATES

X. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*

XI. CLOSING ACTIONS

- A. Future meeting dates:** November 16, 2021 Finance Committee – SAU Conference Room
November 17, 2021 Regular Meeting – ORHS Library
November 18, 2021 Budget Workshop – ORHS Library {If Needed}

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

NON-MEETING SESSION: RSA 91-A2 I {Moved to Beginning of meeting}

III. ADJOURNMENT:

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

**Respectfully submitted,
Superintendent**

Public wishing to attend our regular meetings need to arrive between 6:30 and 7:00 as everyone will need to participate in a health screening to enter the Library. The doors will be locked at 7 p.m.

**Oyster River Cooperative School District
SAU #5**

Welcome to the School Board meeting. If you wish to be heard by the Board, please note “Public Comment” at the beginning of the agenda (reverse side). During the comment section of the agenda each speaker may have up to three (3) minutes within the time frame allowed. Board Chair may limit time allotment as deemed necessary. Occasionally, the Board may “suspend its rules” to allow visitor participation at the time an issue of specific interest is being addressed. A speaker will not be recognized for a second time on a particular topic.

Visitors should not expect a Board response to their comments or questions under the above since the Board may not have discussed or taken a position on the matter. The Superintendent, without speaking for the Board, may offer clarification as appropriate.

Agendas and background information are available on the district website prior to meetings. Agendas and additional information are generally available at the entrance to the meeting room or distributed at the time the item is introduced for discussion.

The ORCSD School Board will meet in regular session on the first and third Wednesdays of the month with additional meetings when necessary. The School Board appreciates your attendance at these meetings and invites your continued interest in its work on behalf of the children and residents of the District.

Oyster River Cooperative School District Members:

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

Information Regarding Nonpublic Session

On occasion, the Board agenda may include (or be adjusted to include) a Nonpublic Session. When a motion is made to do so, it will be done under the provisions of the NH State Law RSA 91-A:3 II, and one or more of the following reasons will be claimed for entering Nonpublic Session:

- a. The dismissal, promotion or compensation of any public employee or the disciplining of such employee, or the investigation of any charges against him, unless the employee affected (1) has a right to a meeting and (2) requests that the meeting be open, in which case the request will be granted.
- b. The hiring of any person as a public employee.
- c. Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting.
- d. Consideration of the acquisition, sale or lease of real property or personal property which, if discussed in public, would likely benefit a party or parties whose interests are adverse to those of the general community.
- e. Consideration or negotiation of pending claims or litigation which has been threatened in writing or filed against the body or agency of any sub-division thereof, or against any member thereof because of his membership in such body or agency, until the claim or litigation has been fully adjudicated or otherwise settled.

Alternative Public Comment for School Board Meetings

October 1, 2021

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

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

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

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

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

Oyster River Cooperative School Board

Regular Meeting Minutes

October 20, 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, Jay Richard, Rebecca Noe, Andy Lathrop

STAFF PRESENT:

GUEST PRESENT:

ABSENT:

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

II. APPROVAL OF AGENDA

Brian Cisneros moved to approve the agenda as written, 2nd by Dan Klein. Motion passed 7-0 with the student representative voting in the affirmative.

III. PUBLIC COMMENTS

Susan Richman of Durham stated she is in favor of a DEI coordinator. She spoke personally about racially charged incidents and addressed the need for educators to use contemporary articles to teach about race and diversity.

Julie Kelly of Durham a member of the Integrated Waste Management and member of the Sustainability committee is interested in how the town can bring together Sustainability & DEI initiatives to establish a relationship between the two so they can work in tandem.

Loren Selig of Durham expressed her support of both the district's DEI work and the creation of a coordinator position. She asked the board to consider going back to using last names and titles during school board meetings. She thanked the nurses in the school district for all their hard work.

Paige Bird, a junior of ORHS, stated her support in a trained DEI coordinator to educate our community and to ensure all the crucial work being done is sustainable.

Janet Perkins Howland of Durham spoke in favor of a DEI coordinator and suggested the district use this opportunity to be proactive to social injustice rather than reactive.

Kristen Forselius of Lee expressed her gratitude for the DEI initiatives and gave her full support for a coordinator. She spoke about her involvement with at the Community Church of Durham and the impact DEI has to youth, specifically citing the LGBTQ community. She expressed a need for this work to continue to address painful comments that are stated as "jokes." Kristen thanked the board for all their support.

Dr. Morse told the listening audience that they can submit public comments electronically. He stated that written comments can be up to 250 words and will be read for the allotted 3 minutes given to a speaker.

Dr. Morse read the electronic comment submitted by Jana Petrikova of Lee. She gave her support for the district initiatives and would like to see an actionable plan to address sustainability and climate change. She would also like the board to consider connecting Sustainability with DEI and hire one coordinator for both.

IV. APPROVAL OF MINUTES

Denise Day moved to approve the October 6, 2021 Regular Meeting Minutes, 2nd by Brian Cisneros.

Denise Day submitted the following revision:

On page 5 under COVID matric, ophthalmologist should be epidemiologist.

Vote on motion to approve the October 6, 2021 Regular Meeting Minutes with correction passed 7-0 with the student representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District - None

B. Board

Tom Newkirk praised Middle School teacher Chris Hall for his upcoming publication of The Writer's Mindset. He shared, quoting the author, the book serves to address revision as an imbedded component of the writing process, while also emphasizing that revision is a form of flexible thinking. Tom stated the book is wonderfully written and recognized Chris for his achievement.

Teacher Chris Hall shared his sabbatical journey with the board citing teacher research as his spark and fuel for his book. His goals behind writing The Writer's Mindset included improving teacher instruction, battling the revision resistance of students, and changing the mindset of the entire writing process so revision was not viewed as a single step. Chris credits his work done at Oyster River School district as the fuel for the book and thanked the wonderful teachers he worked with. Chris also gave special thanks to the board for their support in his learning and writing endeavor.

Denise Day reported out on the Moharimet Counseling Open House, held virtually, and thanked Brenda and Brittany for their wonderful job explaining the role counselors have in supporting students' well-being and education.

VI. DISTRICT REPORTS

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

Suzanne Filippone addressed the district's strategic plan stating that by 2024 they would have the tools in place to respond to incidents of social injustice. She announced that K-12 counselors will be attending a 4-day professional development workshop focusing on multi-tier systems of intervention. She stated that counselors will leave the conference with usable documents to address restorative practices in K-12 MTSS and DEIJ work.

COVID Metric

Catherine Plourde shared the latest copy of the metrics report provided by Dr. Meghan Harvey citing a substantial transmission rate in our county. She stated the positive percentage rate is up, while the transmission rate stays the same.

SASS/Adult COVID Testing

Catherine reported that surveillance testing is proving to be very successful with an increase of new staff and students being tested each week. In addition, the district nurses have conducted 229 symptomatic tests during the school day with results provided within the same or next day. She stated the testing is beneficial in that teachers and students can often return to school sooner and it eliminates co-pay expenses. Catherine described the on-site testing as very successful, praised the nurses for doing an amazing job and gave credit to UNH for providing the PCR tests and Concord for providing the rapid tests.

Regarding surveillance testing, Dr. Morse stated that in over a 3-week period 1,000 tests have been given and they have identified 0 cases of COVID. He commended the parties involved in surveillance testing and recognized this incredible layer in our mitigation efforts.

B. Superintendent's Report

DEIJ Presentation

Dr. Morse gave an overview of the history behind the DEIJ work. He stated a mission "to engage every learner" was created 10 years ago through the lens of academics. Over time, a need to support a student's emerging sexual self was recognized by the district, resulting in the creation of the first transgender policy. At this time administrators and educators realized the critical need to step outside the scope of academics to address every learner. Furthermore, the first documented racial incident with a student called for an examination of racial inequality in the school district. There had been no record of racial incidents at school nor in federal government reports, and the data did not make sense to Dr. Morse. He realized that the problems were being addressed as bullying rather than race. Dr. Morse spoke about very engaging staff workshops with Andrew Smith, and his transforming insight that resulted in the district's first version of DEI. There was a tremendous start and many volunteers involved, but after the loss of Andrew, the work was not as readily sustained. Dr. Morse stated that after news of Black killings across the country, a second version of DEI resurrected itself with students, parents, teachers, and administrators stepping forward to speak the raw truths of racial inequality. Dr. Morse stated the last five years have been a journey of board and community members coming together to demonstrate amazing support and work around DEI. Dr. Morse stated that board level resolutions have been achieved and by continuing the work with NH Listens they will focus on future goals around communication and curriculum.

Suzanne Filippone shared with the board that she is seeking approval to hold two community events in the wintertime. She stated DEIJ hopes to elevate the support of the community by having conversations focused on celebration and awareness of their work.

A student, teacher, and community member each shared their personal testimony on why they promote DEIJ work, resources, and the hiring of a coordinator:

Kyra Dulmage, 5th grade teacher at ORMS, believed educators should be neutral, providing activities that are age-appropriate and safe. She stated conversations are happening among students, whether they are in the hallway or in the classrooms, and teachers need resources on how to best address the topics being raised and the questions being asked. She emphasized the necessity of a DEI coordinator to educate staff on diversity, tolerance and equality in ways that will empower our students, the future leaders.

Shannon Browne shared her personal story describing a blended family in which her children do not fit the typical narrative. She said it is the responsibility of an educator to stretch the narrative of what is typical for families today. She recalled the incident on the bus that brought about a painful realization that racism is real in our community. Shannon stated that since then, much progress has been made and that the partnership with NH Listens remains critical. She commented the work is not done, it needs to be embedded in the district and not viewed as an add on.

Zoe Selig, a Junior at ORHS, stated the DEIJ work matters so students feel respected. She stated it is important they learn from multiple perspectives but worries that teachers are not fully trained to do so. She believed that teaching a socially broadened curriculum will lead students to be anti-racist, more empathetic, and more inclusive. Zoe stated that recently she has witnessed more diverse viewpoints being taught and that the student body is very receptive. She emphasized a need for teachers to have a knowledgeable DEIJ leader to guide them in teaching equity, inclusion, and justice.

Dr. Morse concluded by stating that the goal tonight was to provide a holistic presentation for justifying a need for a coordinator with the approaching budget season. He thanked the board for the opportunity to present.

Denise Day thanked the presenters stating it has been an honor to serve on the DEIJ committee. She appreciated the authentic voices and experiences that were courageously shared. Denise stated she has learned a lot and looks forward to continuing the work.

Al Howland spoke about his involvement with DEIJ as a board member for the past 5-6 years. He acknowledged the various perspectives shared by the speakers and the clear message that the DEIJ work is not yet fully imbedded in the curriculum. He stated he hears the testimony that teachers are not trained, but he also stated that board members are not trained either. He commented they are being asked to create policies, so the work is sustainable, but with no training it feels detached for the school board to look through the lens of DEIJ. He felt workshops need to be held with the board and there needs to be support for members to attend.

Michael Williams asked Suzanne Filippone to discuss the goals of the two DEIJ events that she proposed.

Suzanne and Yusi Turell described a table talk style event with facilitated conversation. Yusi stated that a "talking to" model with an audience is not the best fit and they believe that smaller table talks will lend to more respectful dialogue. The first event will generate thoughtful questions and the second event will involve the district's answers, all to which NH Listens has agreed to support. Suzanne stated the goal is not to reach agreement necessarily, but rather to reach understanding.

Tom Newkirk made a motion to approve the two DEIJ events as presented, 2nd by Denise Day. The motion passed 7-0 with the student representative voting in the affirmative.

Michael Williams appreciated the DEIJ background that was delivered and the voices that were shared.

Winter Sports Guidelines

Andy Lathrop commended the athletes, coaches, and parents involved in fall sports as they entered their last week. He stated there have been zero sports shutdowns due to COVID and attributed it to our district's mitigation layers in place. Regarding winter sports, Andy stated the guidelines have changed since last year. He informed spectators that they will follow the mask protocols specific to the venue's rules they are attending. Athletes will wear masks on the sidelines and will remove them when actively in play. Andy asked the board for permission to limit fans from both the home and away schools to maintain a 3-foot distance in the stands. He stated that spectators would be made aware well in advance and both teams would get equal amounts of tickets for each player to invite supporters to attend. Andy would like additional tickets to be available for the student body on home games.

Dr. Morse asked if we limited attendance to ticket holders last year.

Andy responded that last winter only parents were allowed to attend. He stated they recently implemented a ticket scenario for volleyball, and it worked well. They gave each player of the home and opposing teams 4 tickets and an additional 30 tickets was given to our student body since it was a home game.

Michael Williams asked if all the venues confirmed access for winter sports.

Andy replied that all were not confirmed entirely, such as the UNH pool, but they are having conversations and are planning as though venues will proceed with participation.

Dan Klein asked about the effect of not having a Middle School gym on winter sports.

Andy stated they are working on carving out time for middle schoolers to practice at the high school gym heavily in November before the high school teams start.

Dan Klein commented that last year they only played schools with similar COVID guidelines and asked about this year's level of participation.

Andy stated that they are proceeding with a Regular Division II schedule. The district has an agreement with athletic directors from the division schools to follow our mask protocol at home games. Our district will wear masks at away games; however, the home team will follow their school's protocol which may include not wearing masks.

Dan Klein stated he would like the sports families to know that our district can control protocols for our students, but while visiting away team facilities we will not have this authority on their students.

Andy commented there would be no NHIA penalty for a team in the case of a COVID shutdown and they cannot reschedule the game. He stated it would be considered a "no play" instead of a forfeit.

Tom Newkirk shared his appreciation for Andy's hard work and how well he handles the circumstances given.

Tom Newkirk made a motion to adopt winter sport guidelines as presented, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

Communication Survey by UNH

Dr. Morse stated he met with the attorney and received approval. He commented they are in a good place to release the survey.

C. Business Administrator:

Sustainability Report

Sue Caldwell introduced the Sustainability Report led by Meg Maloney a UNH intern and the Sustainability Director who is currently in Dayton, Ohio. Due to technical difficulties, the Sustainability Report was concluded after the Student Representative Report.

D. Student Representative Report

Olivia Gass thanked Athletic Director Andy Lathrop for all his hard work with fall sports and looks forward to the next season of winter sports. She shared her excitement for the high school's upcoming Club Fair that will be held during advisory and FLEX to describe all the clubs being offered to each grade. Olivia stated the high school is currently holding student government elections. She stated at the beginning of the week they watched candidate videos, which were done really well, and casted their votes. Olivia also shared that the first inductions for NHS since COVID took place and thanked the students who came to speak.

Denise Day asked how she felt about this year's schedule.

Olivia stated she liked the flow and it is better having white and blue days alternate rather than be on specific days of the week. She stated the schedule on bobcat days seemed like a lot since they meet with every class, which has been hard to get used to. Also, Olivia stated the change of not having a FLEX period every day has been a challenge.

Sustainability Report (continued)

A video created by Sustainability Specialist Meg Maloney educated the audience on what is included in the sustainability plan. First, she discussed the overarching sustainable goals: 1) a strategic way to limit greenhouse gas emissions, 2) save the district money by using alternative forms of energy, 3) educate on climate change and how to live a sustainable life, and 4) complement larger global plans. Then, she explained the three main parts to a plan, which include sustainability strategies, sustainability curriculum, and stakeholder plan & engagement. In her process of making the plan, Meg met with an internal stakeholder team and went over ten top plans from other districts to create the best plan for Oyster River. She combined local stakeholder feedback with the United Nations' 17 sustainability goals as her framework for "UNH Sustainability Fellowship." Meg stated her report outlines what has been done, where we need to go, the benefits, and what we will track along the way. She spoke about clear focus areas that contain an objective, goal, and strategies to be implemented. In all, there are a total of 75 strategies for the district to fulfill. Meg provided examples of how social justice and sustainability are interwoven, emphasizing the need to recognize problems and develop a shift in mindset which is discussed in her curriculum development chapter. Meg stated the next steps for sustainability in our district are to hear more voices and opinions to make any edits to the plan and gain stakeholders, plan for a new coordinator since Maggie will be stepping down in December, work on an internal action plan, and provide annual reporting to the board. Meg concluded her video thanking everyone who was involved in the process.

Meg Maloney took comments and answered questions in a live virtual session.

Denise Day shared she was so impressed with Meg's thorough report.

Yusi Turell asked how other districts implemented their plans.

Meg replied that one group hired a coordinator to focus primarily on schedule and budget, one hired a teacher coordinator, and another hired an educator to focus on curriculum and a director to focus on facilities.

Michael asked if there is one goal or theme the district should focus on.

Meg felt the district could easily obtain an ability to be carbon neutral by choosing a non-renewable supplier. She stated it would have a big impact on the waste audit and compliment the community and staff efforts.

E. Finance Committee Report

Sue Caswell reported that on October 28th there will be a ½ day budget workshop and that the central office is consolidating the administrator's executive summaries and putting together the budget books.

Al Howland encouraged administrators to be prepared to present any new positions they are asking for and to come prepared with questions to ask.

Dr. Morse told the board that administrator budget books would be available for pick up at the end of the workday on Monday October 25th.

F. Other:

Dan Klein shared that he attended the School Board Association Assembly and that Keene's proposal, that had been supported by our district, passed overwhelmingly. He also stated that 15 delegates supported removing our gun policy.

VII. UNANIMOUS CONSENT AGENDA

Michael Williams moved to approve BEDH & R & R1 for 2nd read/adoption, 2nd by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.

VIII. DISCUSSION & ACTION ITEMS

Substitute Pay Proposal

Dr. Morse shared that our substitute pay was on the low side in comparison to neighboring districts and in response the negotiation's team derived two new models for substitute pay. For substitutes committed to a single day's work the hourly rate will be \$15 per hour totaling \$105 per day. This amount was previously \$80 per day. For substitutes committed to working multi-days, the hourly rate will be \$20 per day totaling \$120 per day. This amount was previously \$99 per day. Dr. Morse stated the new models with hourly rates provides more flexibility. He also stated the rates for long-term subs required no change.

Tom Newkirk stated he supports the increase in substitute pay proposed in the two models. He wondered if the amounts should be raised annually, like the rest of the district contracts, to stay fair and to avoid lull periods followed by big jumps in pay.

Tom Newkirk moved to approve the substitute pay proposal, 2nd by Yusi Turell. Motion passed 7-0 with the student representative voting in the affirmative.

360° Process for Superintendent Evaluation

Michael Williams deferred the conversation to the next meeting. He stated that any comments regarding the 360° process should be sent to Dr. Morse.

MOA with OR Teacher's Guild

Dr. Morse relayed his conversations with the teacher's Guild citing the following: A focus on health and safety of staff and students, the teacher's maintenance of electronic lessons readily available to absent students, and the nursing offices offering of in-house testing. Dr. Morse stressed they will keep a watchful eye on increasing

demands of the nurse's workload. He stated the impact of COVID continues to affect the substitute pool and the need for teachers to provide coverage for absences. Since the opening of school, teachers have voluntarily given up their planning period to provide coverage and as a token of thank you, the Teacher's Guild has agreed to \$25 compensation.

Dr. Morse expressed how impressed he was working with the Teacher's Guild, and he shared his sincere gratitude for the resolutions they achieved together.

Tom Newkirk wondered if the DHHS guidelines and the school's COVID plan ever conflicted what would happen.

Dr. Morse replied that "our plan", meaning Oyster River School District, is one that is comprehensive and specialized to our environment. In his opinion it is better than what is being put out by larger organizations where there may be room for misinterpretation. He stated that if the two ever diverged then conversations will take place, however, our plan is stronger and clearer because it is focused on our district needs rather than the nation.

Denise Day moved to approve the 2021-22 MOA with OR Teacher's Guild, 2nd by Brian Cisneros.

Michael Williams commented on the work that was done well on both sides resulting in a pleasant agreement.

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

List of Policies for First Read:

Denise Day stated the three policies for first read emphasizing that the school board safety policy is new but reflects current practice of what they are already doing.

Michael Williams asked why the title changed for EEAEA when the document talked about a lot more than drug and alcohol testing. He stated the change of title is misleading and changes the scope of the policy narrowly.

Yusi Turell suggested using the title School Bus Driver Requirements.

Michael Williams expressed concern for the delay in background checks and wondered if it affected the district's ability to hire when the state is behind.

Dr. Morse replied that the longevity of new hires is contingent upon the background check, but if positions were not filled immediately there would be many vacancies across the district. Dr. Morse assured the board that he meets with every new hire who holds a record to ensure the safety of students and staff.

Denise Day made a motion to approve GBCD – Background Investigation & Criminal History Record Check, EEAEA – School Bus Driver Requirements, and EEAE – School Bus Safety Program for first read, 2nd by Brian Cisneros. 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 #8 Total is \$1,003,214.26

Vendor Manifest #9 Total is \$167,892.20

Denise Day announced that all policies will be reviewed and changed to gender neutral pronouns. She stated these changes will take place as they move through each policy, which will subsequently take a while. Dr. Morse confirmed these changes will not require board approval.

X. PUBLIC COMMENTS:

Dr. Morse read a card from Bridget Bleckmann whose family relocated to the district. Bridget shared her reasons for choosing Oyster River citing its academic ranking, athletic opportunities, and collegiate and engaging

activities. She stated the family looks forward to their participation, to learning more about the PTA, and becoming involved in the school.

XI. CLOSING ACTIONS

- A. Future Meeting Dates:** October 28, 2021 ½ Day Budget Workshop – Durham TC Chambers
November 3, 2021 Regular Meeting – ORHS Library
November 17, 2021 Regular Meeting – ORHS Library

XII. NON-PUBLIC SESSION: RSA 91-A:3 II {Not Needed}

NON-MEETING SESSION: RSA 91-A2 I {Moved to beginning of meeting}

XIII. ADJOURNMENT:

Brian Cisneros moved to adjourn the regular meeting at 9:10pm, 2nd Yusi Turell. Motion passed 7-0.

Respectfully Submitted,
Karyn Laird
Records Keeper

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: November 3, 2021
RE: Alternate World Language Proposal, One World Language

Attached is a proposal from One World Language to provide elementary World Language.

Principals Lowe and Goldsmith, as well as Assistant Superintendent Filippone have reviewed the proposal and all support it.

As the Board is now aware, we are not able to offer our own elementary world language program for numerous reasons, not limited to fitting a multi-day program in the current elementary schedule, finding the time to do so, hiring multiple staff necessary, budgeted for the expense in the face of numerous needs, and the need to develop a K-4 curriculum.

1. Hiring the One World Language as a contracted service allows the district to create an immediate world language program, cost effectively, with qualified instructors and a proven curriculum.
2. This proposal allows us the opportunity to insert the program into the daily elementary schedule, a far more advantageous approach for our students than an after-school program, given it would reach 100% of our students, providing them an elementary experience that prepares them for our 5 -12 proficiency-based model.
3. As presented, the proposal would not lengthen the school day. We would include world language in the current rotation with other encore classes such as art, music, and physical education. This once-a-week approach is something One World Language has done in other school systems effectively. It does provide an introductory approach to world language when young minds are most receptive.
4. Financially it is cost effective. We could implement the program K-4 for \$80,920 or we could implement the program over two fiscal years by starting with a K-2 program with a proposed cost is \$53,550 and the following year expand to include grades 3 & 4 for a total cost of \$80,920.

One World Language's has nearly a two-decade history of successful implementation of world language. One World Language has partnered with the district with the after school Chinese program and has been an asset to the district for nearly two decades. They have worked with multiple districts supporting world language programming. This proposal is cost effective and provides time and a bridge to the future.



IN-SCHOOL LANGUAGE CLASSES

One World Language School
501(c) non-profit organization
191 Durham Point Road
Durham, NH 03824

Contact: Pranav Dadarwala

Phone: 207-370-8398

Email: pranav@oneworldlanguageschool.org

Website: www.oneworldlanguageschool.org

One World Language School wants to be part of Oyster River. We started as a World Language Club back in 2001, 20 years ago in this district and grew into the language school we are today. Our teaching methodology and materials will greatly benefit your students. In the following pages, you will learn more about our methodology and class details.



ONE WORLD LANGUAGE SCHOOL

All students deserve a chance to learn another language, and all the benefits it has to offer from cultural awareness to improved academics. Both English SAT as well as Math SAT scores are improved with the introduction of a second language at the elementary level. Our mission is to make foreign language learning accessible at a young age. We have been teaching Spanish, French, German and Mandarin Chinese for almost two decades using our one-of-a-kind teaching curriculum, and game materials. Students going through our program have moved into advanced classes upon entering high school. Most have taken college level or AP classes during their high school career. We take students to a level of fluency to be comfortable in another country using another language. Many of our former students travel, study, and/or work abroad. We live in a competitive global economy, and knowing a second language will better prepare children for their future.

The One World Language School is a 501(c)(3) organization. One World Language School financial aid awards are based solely on financial need. The One World Language School does not discriminate on the basis of race, color, religion, sex, national origin, age, or disability in admission or access to, or treatment or employment in, its programs or activities.



METHODOLOGY

We use a student centered approach to engage every learner with comprehensible input. We use a game based approach that children find engaging. Our program is progressive, yet spirals, and is carefully planned out, so students add to existing knowledge from year to year, leading towards the ultimate goal of proficiency. This is very different from typical elementary and middle school language classes that many schools have in place. It values the student's individual potential to become fluent communicating in the target language, rather than just being exposed to the language.

BENEFITS

We already have a curriculum in place to teach your students their second language. Therefore, your institution does not need to spend time creating an effective plan to teach foreign languages to young children. We have it all covered. We will provide you with teaching materials, curriculum, teacher oversight and training.

The other benefits of partnering with One World Language School includes reducing your overall employment expenses, and providing you with extra time to focus on areas that need your attention.

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CLASS LEVEL BREAK DOWN

One World Language classes are divided into 2 levels:

Trailblazers (Grades K, 1, 2): This level is for very young students. Using a multi-sensory approach of games, role-playing, puppets, songs, crafts, and stories, our Trailblazer students are immersed in target language learning and fun. Through age appropriate thematic units, our Trailblazers develop an “ear” and understanding of the target language. Our dynamic learning experience focuses on material that is interesting and relevant to children of this age. Using a practical, communicative approach, the students learn their target language in a way that is similar to how they learned their native language.

Explorers (Grades 3, 4, 5): We introduce reading and writing in the target language. Children explore the structure of the target language and develop skills for independent and practical communication. As with all of our classes, we use a game-based approach to learning. Students develop their communication skills through a variety of age-appropriate games, comics, skits, and other fun activities.

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OYSTER RIVER PROPOSAL

One World takes care of everything for you. We hire, pay and train qualified language teachers. We guarantee success in the classroom through teacher workshops, individual training, and observation of implementation of communicative pedagogy and methodology in the classroom. Qualified One World and UNH professionals provide evaluation feedback and support for the teacher throughout the academic year. One World supplies everything necessary to teach your classes: all classroom teaching materials (curriculum, comic book, storybook, flashcards, game supplies), student kits and App access for at home reinforcement tailored to the One World Language School curriculum.

Classes run the entire academic year (34 weeks). Class rate is dependent on the number of total classes taught.

Proposals for The Oyster River School District Elementary Schools
(Mast Way and Moharimet Elementary Schools) could be as follows:

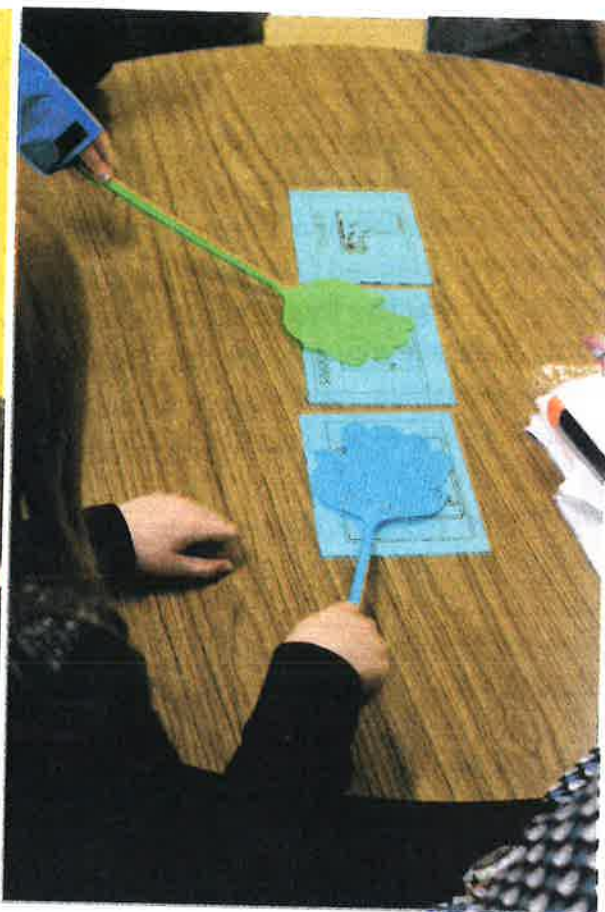
Once a week instruction for K – 4 (Explorer and Trailblazer levels):

34 classes total per week times class rate of \$70/class = \$80,920 per academic year.

Once a week instruction for K – 2 (Trailblazer level):

21 classes total per week times class rate of \$75/class = \$53,550 per academic year.

You have a choice of offering any or all of our languages (French, Spanish, and/or Chinese). Our cost structure is according to the total number of classes. The number of classes per language does not affect pricing.



TESTIMONIALS

“Just wanted to tell you that Megan has been talking about the new Spanish program since she got home from school! I had to actually tell her to give me a break!! Sonja also texted saying the same thing in her house! Ran into Sarah Theriault, same thing! I wanted to say thank you, for hearing the families and knocking it out of the park!” – Parent at St. Patrick Academy

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"One World Language School began as an avenue to satisfy my son's fascination with the Chinese language. We only wish we found it sooner. The teachers were exceptional and one actually became his private tutor. My son graduated from a local public high school, went onto Harvard, and is employed in China! He credits his experiences at One World Language School for broadening his interests and building confidence. As a parent, I would highly recommend offering this opportunity at any age! My son continued to participate in sports, student government, academic clubs, and music at his high school. Make time for this experience!!"

– Anne Bean; Parent

"As you know, Jonathan adores you and we all have the utmost respect for you, your patience, and professional demeanor. We appreciate you being a wonderful and caring role model for all students. The students are learning so much more from you than only German!"

– Victoria Kehler; Parent



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**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
FISCAL YEAR 2021-22
FINANCIAL STATUS AS OF:**

10/29/2021

	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022
SALARIES:					
Administrator	1,656,714	569,323	1,077,892	9,499	99%
Teacher	17,256,113	3,315,164	13,460,301	480,648	97%
Para	2,119,817	446,382	1,473,699	199,736	91%
Tutor	234,761	49,680	187,373	(2,292)	101%
Custodian	883,764	272,555	535,550	75,659	91%
Secretary	416,808	128,880	287,559	369	100%
District Hourly	835,237	274,221	600,838	(39,822)	105%
Maintenance	213,270	72,762	124,244	16,264	92%
Drivers	786,045	427,771	486,567	(128,293)	116%
Misc & Summer	166,263	40,963	8,439	116,861	30%
Subs - Professional	302,400	79,212	68,184	155,004	49%
Subs - Para	37,100	7,056	16,834	13,210	64%
Subs - Secretary	6,700	825	0	5,875	12%
O/T	24,500	580	0	23,920	2%
Med & Dent Payback	332,288	83,544	254,920	(6,176)	102%
TOTAL SALARIES	25,271,780	5,768,918	18,582,400	920,462	96.4%
BENEFITS:					
Health Ins	6,106,664	1,130,360	4,514,063	462,241	92%
Dental Ins	173,121	34,189	128,072	10,860	94%
Life Ins	64,309	12,874	55,505	(4,070)	106%
LTD Ins	53,249	10,741	47,281	(4,773)	109%
FICA	1,930,174	407,350	1,421,828	100,996	95%
Retirement - Non Professional	462,381	145,449	282,343	34,589	93%
Retirement - Professional	3,744,295	762,093	2,949,849	32,353	99%
Annuity	164,151	31,263	125,171	7,717	95%
Tuition Reimb	5,000	2,100	0	2,900	
Unemployment Comp	15,000	0	0	15,000	0%
Workers Com	149,211	91,661	0	57,550	61%
TOTAL BENEFITS	12,867,555	2,628,080	9,524,112	715,363	94.4%
ALL OTHER OPERATING EXPENSES:					
Mast Way	269,325	74,607	45,046	149,672	44%
Moharimet	173,731	71,383	33,903	68,445	61%
Middle School	391,710	113,937	68,423	209,350	47%
High School	752,917	207,335	112,862	432,720	43%
District	2,993,019	1,570,677	8,390	1,413,952	53%
Transportation	610,437	349,919	20,090	240,428	61%
Technology	707,191	630,708	30,405	46,078	93%
Facilities	2,774,178	1,151,805	145,000	1,477,373	47%
SPED	1,972,774	763,965	1,271,078	(62,269)	103%
TOTAL OPERATING	10,645,282	4,934,336	1,735,197	3,975,749	62.7%
GRAND TOTAL	48,784,617	13,331,334	29,841,709	5,611,574	88.5%

Comment Section:

Balance in teacher salaries reflects unencumbered stipends and salaries for teachers on leave.

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
November 3, 2021

Title	Code
Policies for First Read	
Policies for Second Read/Adoption - Unanimous Consent	
Background Investigation and Criminal History Records Check	GBCD
Mandatory Drug & Alcohol Testing – School Bus Carriers	EEAEA
School Bus Safety Program	EEAE
Policies for Deletion/Replacement	
Policies in Process	
Distance Education	IMBA
Policy Development System/Policy Adoption/Policy Review and Evaluation	BGA/BGB/BGC
Academic Freedom	IB
Staff Participation in Political Activities	GBI

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBCD
Date of Adoption: January 3, 2007 Policy Committee Review: June 11, 2014 & June 8, 2016 Attorney review and revisions to Policy 9/14/16 School Board First Read: October 19, 2016 Back to Policy Committee: October 26, 2016 & 11/8/17 School Board: First Read: November 15, 2017 School Board Second Read/Adoption: December 6, 2017 Policy Committee Review: October 13, 2021 School Board First Read: October 20, 2021 School Board Second Read/Adoption: November 3, 2021	Page 1 of 3 Category: Priority

Background Investigation and Criminal History Records Check

Background Investigation

The Oyster River Cooperative School District Superintendent, or his/her designee, shall conduct a thorough investigation into the past employment history, and other applicable background, of any person considered for employment with the District. This investigation shall be completed prior to making an offer of employment.

The Superintendent shall develop a background investigation protocol for use in completing a background investigation and shall keep a written record of all background investigations which have been done.

As part of the application process, each applicant for a position shall be asked whether he/she has ever been convicted of any crime that has not been annulled by a court and whether there are any criminal charges pending against him/her at the time of application. The falsification or omission of any information on a job application or in a job interview, including, but not limited to, information concerning criminal convictions that have not been annulled by a court or pending criminal charges, shall be grounds for disqualification from consideration for employment or immediate discharge from employment.

Any person for whom the Board requires a Criminal Records Check, with the exception of substitutes, the District shall pay all fees and costs associated with the fingerprinting process and/or the submission or processing of the requests for the Criminal Records Check, unless otherwise determined by the Board.

Criminal Records Check

Each person considered for employment by the Board whose duties require regular contact with pupils must submit to a State and FBI Criminal Records Check.

“Persons regularly in contact with students” means a person or persons who, in the performance of his/her duties, (1) comes in direct contact with pupils on a daily basis for any period of time, (2) meets regularly, e.g., once or twice a week, with students, including, but not limited to, an art, music, or physical education teacher, (3) a substitute teacher who comes in direct contact with pupils on a limited basis, or (4) any other persons whom the Superintendent believes, by virtue of their duties and contact with students, should appropriately undergo a Criminal Records Check.

The Superintendent is responsible to establish all necessary internal procedures relative to the initiation and completion of the State and FBI Criminal Records Check.

Volunteers

Volunteers are subject to a background investigation/criminal records check and the provisions of this policy.

Conditional Employment

Persons who have been selected for employment may be hired on a conditional basis, pending a successful completion of the State and FBI Criminal Records Check.

No selected applicant for employment shall be extended a conditional offer of employment until the Superintendent, or his/her designee, has initiated the formal State and FBI Criminal Records Check process and has completed a background investigation.

Any person who is offered conditional employment, by way of individual contract or other type of letter of employment, will have clearly stated in such contract or letter of employment that his/her contract and

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBCD Category: Priority
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continuation of employment is entirely conditioned upon the completion of a Criminal Records Check which is satisfactory to the District.

All persons employed under a conditional offer of employment may be covered under the District's health insurance program, at the sole discretion of the Board, and in accordance with Board policies and/or collective bargaining agreements, if applicable. However, any such coverage will immediately cease and will not be subject to extension under COBRA, if the Board does not tender the person a final offer of employment by reason of application of this Policy.

Contract Services

Any person performing contracted services and employees of the contractor whose duties require regular contact with students (e.g., bus drivers, service providers, cafeteria workers) or are designated by the Superintendent or School Board shall be subject to the State and FBI Criminal Records Check.

Final Offer of Employment

A person who has been extended a conditional offer of employment may be extended a final offer of employment upon the completion of a Criminal Records Check which is satisfactory to the Board.

No person with a conditional offer of employment shall be extended a final offer of employment if such person has charges pending or has been convicted of the following offenses, as referenced in RSA 189:13-a, V: murder; child pornography; aggravated felonious sexual assault; felonious sexual assault; sexual assault; kidnapping; manufacturing, selling, administering, dispensing or distributing any controlled substance(s) on school property; or sexual misconduct within an education setting; or where such person has been convicted of the same conduct in another state, territory, or possession of the United States, or where such person has been convicted of the same conduct in a foreign country.

In addition to the felonies listed above, a person may be denied a final offer of employment if he/she has charges pending or has been convicted of any crime. Such determination will be made by the Superintendent, on a case by case basis.

Additionally, a person may be denied a final offer of employment if the Superintendent becomes aware of other conduct which he/she determines would render the person unsuitable to perform the responsibilities of the position involved. Such determinations shall be made on a case-by-case basis.

Considerations that will be taken into account for this determination are as follows:

- The nature of the arrest offense compared to the nature of the conviction;
- Age of conviction;
- Age of applicant at the time of the offense;
- Type of offense in consideration of the type of position applied for;
- Number of offenses;
- Any other consideration(s) the superintendent deems relevant to the position sought.

Hiring Contracted Service Providers/Accepting Volunteers

The School District will not hire contracted service providers or accept the services of volunteers who would be disqualified from employment under this Policy.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBCD Category: Priority
Date of Adoption: January 3, 2007 Policy Committee Review: June 11, 2014 Attorney review and revision to policy 9/14/16 School Board First Read: October 19,2016 Back to Policy Committee: October 26, 2016 & 11/8/17 School Board Second Read/Adoption: December 6, 2017 Policy Committee Review: October 13, 2021 School Board First Read: October 20, 2021 School Board Second Read/Adoption: November 3, 2021	Page 3 of 3

Additional Criminal Records Checks

The Superintendent and/or the Board may require a Criminal Records Check of any employee at any time.

Legal Reference:

- RSA 189:13-a, School Employee and Designated Volunteer Criminal History Records Check
- [RSA 189:13-b School Bus Driver and Transportation Monitor Criminal History Records Check](#)
- RSA 651:5,X(f) Questioning an applicant for employment
- [Code of Conduct for New Hampshire Educators](#)

Cross Reference:

IJOC -R, R1 School Volunteers, Application Form, Confidential Form

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: EEAEA
Reviewed. First Read School Board: February 6, 2013 School Board Second Read/Adoption: March 13, 2013 Policy Committee Review: February 12, 2020 School Board First Read: February 19, 2020 School Board Second Read/Adoption: March 4, 2020 Policy Committee Review: October 13, 2021 School Board First Read: October 20, 2021 School Board Second Read/Adoption: November 3, 2021	Page 1 of 2 Category: Priority

~~CDL/SCHOOL BUS CERTIFIED DRIVER COMPLIANCY~~
[Mandatory Drug and Alcohol Testing – School Bus Drivers](#)

1. Statement of Policy

The Oyster River Cooperative School Board believes that the safety of students while being transported to and from school or school activities is of utmost importance and is the primary responsibility of the driver of the vehicle. To fulfill such a responsibility, each driver, as well as others who perform safety-sensitive functions with commercial vehicles that transport students, must be mentally and physically alert at all times while on duty. To that end, the Board established this policy related to the fitness for duty of transportation personnel.

2. Medical Examination of School Bus Operators

In accordance with RSA 200:37, before employing any person as a bus operator, directly or through a vendor, the School District shall require that such persons submit a certificate signed by a licensed physician setting forth the physician’s finding as a result of the examination to determine the physical condition of drivers in accordance with the requirements of 49 C.F.R. Part 391.41-391.49. Such certificate shall be submitted to the Transportation Director for review and then Superintendent’s Office for filing prior to the commencement of such employment and the District shall retain a copy of such certification. Every two years thereafter, either prior to the commencement of the school year or prior to the reemployment of such persons as a school bus operator, the School District shall require submission of a like certificate, except that school bus operators attaining the age of 70 shall be required to undergo an annual examination and to submit a certificate annually.

3. School Bus Driver’s Certificate

No person shall be employed as a school bus operator, directly or through a vendor, unless the person has received a School bus Driver’s Certificate from the NH Department of Motor Vehicles as required by RSA 263:29.

4. Criminal Background Investigation

Before employing any person as a school bus operator, directly or through a vendor, the School District shall require a criminal background investigation as set forth in RSA 189:13-a and School District policy. If the school bus operators are employed directly by the District, then the employee will pay for the investigation. If the District contracts with a vendor to provide student transportation services, either the vendor or the bus operator will pay for the investigation at the discretion of the vendor.

5. Mandatory Drug and Alcohol Testing

The term “CDL holder” means someone who is required as part of their job duties to hold a commercial Driver’s License. The term “safety-sensitive function” refers to all tasks associated with the operation and maintenance of commercial vehicles. A “commercial vehicle” is any vehicle capable of carrying 16 or more passengers including the driver. In compliance with the United States Department of Transportation’s Title 49 Code of Federal Regulations, Part 391, all CDL holders and personnel performing safety-sensitive functions related to the transportation of the students of this School District will be required to submit to drug and alcohol testing. Testing procedures and facilities used for the tests shall conform to the requirements of the 49 C.F.R. Part 40.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: EEAEA
Reviewed. First Read School Board: February 6, 2013 School Board Second Read/Adoption: March 13, 2013 Policy Committee Review: February 12, 2020 School Board First Read: February 19, 2020 School Board Second Read/Adoption: March 4, 2020 Policy Committee Review: October 13, 2021 School Board First Read: October 20, 2021 School Board Second Read/Adoption: November 3, 2021	Page 2 of 2 Category: Priority

If the School District employs the transportation personnel directly, the District will be responsible for ensuring compliance with the Mandatory Drug and Alcohol Testing requirements. If the School District contracts with a vendor to provide student transportation services, the vendor shall be the employer and provide assurance to the District on an annual basis that they are in compliance with the Mandatory Drug and Alcohol Testing requirements.

The Drug and Alcohol Testing will include pre-employment, random, reasonable suspicion and post-accident testing as defined by Department of Labor Regulations. The School District supports a zero tolerance policy related to substance abuse. Therefore, any personnel who have a confirmed positive test for drugs or a confirmed alcohol concentration of 0.02 or greater will be terminated from employment.

Legal References:

- RSA 200:37, Medical Examination of School Bus Operators
- RSA 263:29, School Bus Driver's Certificate
- RSA 189;13-a, School Employee & Volunteer Background Investigations
- 49 C.F.R. Part 40.1-40.13(2001), Transportation Workplace Drug Testing Program
- [49 C.F.R. Part 382 Controlled Substance & Alcohol Use & Testing](#)
- 49 C.F.R. Part 391 (1995), Qualifications of Drivers
- Saf-c 1300 School Transportation Rules – part Saf-c 1304.01 & 1305.03(a)

Cross Reference:

- EEA – Student Transportation Services
- ECAF – Audio & Video Surveillance on School Buses
- GBCD – Background Investigations and Criminal Checks
- JLCF – Student Wellness

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: EEAE
Policy Committee Review: October 13, 2021 School Board First Read: October 20, 2021 School Board Second Read/Adoption: November 3, 2021	Page 1 of 1 Category: Recommended

School Bus Safety Program

The safety and welfare of all Oyster River Cooperative student riders will be the first consideration in all matters pertaining to transportation. Safety precautions for the District will follow the SAF-C 1300 School Bus Transportation guidelines which will include the following:

1. The Transportation Director will assure that students using District transportation are provided instruction as to the proper procedure for boarding, riding, and exiting from a school bus.
2. The Transportation Director will assume that emergency evacuation drills from school buses will be conducted at least two times a year to acquaint student riders with procedures in emergency situations.
3. The Transportation Director is encouraged to establish guidelines for families relative to safe practices for students in between home and bus stops.
4. All school buses used to transport children will be inspected on a regular schedule to see that they meet applicable safety regulations.
5. Bus Drivers are required to fully inspect their assigned vehicle each day.
6. All bus drivers will be screened before employment for physical condition, proper license, criminal records background check, and experience. The prior driving record of each driver will be checked for drug and alcohol or other convictions and a criminal records check must also be completed.
7. The Transportation Director shall maintain Driver Qualification Files.
8. To help ensure the health, welfare, and safety of students and others relative to District provided transportation, the School Board has authorized use of video and/or audio surveillance on school buses. Conducting such surveillance, and the use of any subsequent recordings in student disciplinary proceedings, will be in accordance with Board policy.
9. The School District will comply with all state and federal laws and regulations pertaining to the operation of school buses and will make these requirements know to bus drivers. It will also cooperate with local safety officials in formulating and accomplishing its school bus safety program.

Cross Reference:

Policy EEA – Student Transportation
Policy EEAEA – Mandatory Drug & Alcohol Testing – School Bus Drivers
Policy JICC – Student Conduct on School Buses

Legal References:

Chapter Saf-C 1300 School Bus Transportation
RSA 189:6-a, School Bus Safety
RSA 189:9-a Pupils Prohibited for Disciplinary Reasons
RSA 189:13-b, School Bus Driver & Transportation Monitor Criminal History Records Check
49 C.F.R. 40.1-40.13, Transportation Workplace Drug Testing Program
49 C.F.R. Part 382, Controlled Substances and Alcohol Use and Testing
49 C.F.R. Part 391, Qualifications of Drivers

To: Dr. James Morse

From: Rebecca Noe, High School Principal

Date: November 2021

Subject: Replacement of advisors for 2021 - 2022

Please accept the nominations of the following replacement for activity advisors at ORHS for the 2021-2022 school year.

Advisors				
Name	Activity	Stipend	Longevity	Total
Katie Johnson*	Senior Class Advisor			

*Replacing Heather Healy effective September 30, 2021	\$3,325	N/A	Based on # of days
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