

Oyster River Cooperative School District
REGULAR BOARD MEETING

February 7, 2024

ORMS – Recital Hall

7:00 PM

- O. MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING
- I. CALL TO ORDER 7:00 PM
- II. APPROVAL OF AGENDA
- III. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*
- IV. APPROVAL OF MINUTES *Motion to approve January 17, 2024 Regular and Non-Public Meeting Minutes.*
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS
 - A. District
 - B. Board
- VI. DISTRICT REPORTS
 - A. Assistant Superintendent/Curriculum & Instruction Report(s)
 - Student Presentation – Stella Pillet-Shore
 - Sabbatical Committee Decision Update
 - FY25 (2024-25) School Calendar Revision – Due to State Primary. *Motion to approve the revised FY25 (2024-25) School Calendar due to State Primary.*
 - B. Superintendent’s Report
 - Fair Funding in NH Presentation ~ Casey Neal [30 minutes]
 - Positions in Budget ~ Post Early.
 - C. Business Administrator
 - FY24 Budget Update half year report
 - D. Student Representative {Maeve Hickok}
 - 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}*
 - Nomination of ORMS Assistant Principal. *Motion to approve nomination of ORMS Assistant Principal.*
 - Mast Way Maternity Leave of Absence from June 4, 2024 to the End of the Year. *Motion to approve the Mast Way Maternity Leave of Absence from June 4, 2024 to the End of the School Year.*
 - ORMS Maternity Leave of Absence from May 13, 2024 to the End of the School Year. *Motion to approve the ORMS Maternity Leave of Absence from May 13, 2024 to the End of the School Year.*
- VIII. DISCUSSION & ACTION ITEMS
 - Facilities Fees [Procedure KF-R1] – Current and Revised. *Motion to approve Facilities Fees*
 - School Board Self Evaluation
- IX. SCHOOL BOARD COMMITTEE UPDATES
- X. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*
- XI. CLOSING ACTIONS
 - A. Future meeting dates: February 21, 2024 - Regular School Board Meeting @ 7:00 PM @ ORMS Recital Hall
March 6, 2024 – Regular School Board Meeting @ 7:00 PM @ ORMS Recital Hall
March 20, 2024 - Regular School Board @ 7:00 PM ORMS Recital Hall
- XII. NON-PUBLIC SESSION: RSA 91-A:3 II (c)
 - Personnel Matter
 - Superintendent Evaluation

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

XIII. ADJOURNMENT

Respectfully submitted,

Superintendent

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

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

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

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

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

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

Oyster River Cooperative School District Members:

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

Information Regarding Nonpublic Session

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

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

Oyster River Cooperative School Board

Regular Meeting Minutes

January 17, 2024

DRAFT

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

STUDENT REPRESENTATIVE:

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

STAFF PRESENT:

GUEST PRESENT:

ABSENT: Maeve Hickok (Student Representative)

0. MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING

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

II. APPROVAL OF AGENDA

Tom Newkirk made a motion to approve the agenda as written, 2nd by Giana Gelsey. Motion passed 7-0.

III. PUBLIC COMMENTS – None provided.

IV. APPROVAL OF MINUTES

Tom Newkirk made a motion to approve the January 3, 2024 Regular Meeting Minutes, 2nd by Giana Gelsey.

Matt Bacon made the following revision:

After the motion to go into Non-Public Session insert the following:

“The regular meeting resumed at 8:37 pm.”

“Denise Day made a motion to enter Non-Public RSA 91-A:3 II (c), 2nd by Brian Cisneros. Motion passed 7-0.”

“The regular meeting resumed at 9:19 pm.”

“Matt Bacon made a motion to seal the minutes of the non-public session until July 1, 2024, 2nd by Heather Smith. Motion passed 7-0 by roll call vote.”

Motion passed with correction 7-0.

Heather Smith made a motion to approve two January 3, 2024 Non-Public Meeting Minutes, 2nd by Giana Gelsey. Motion passed 7-0.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

Principal Rebecca Noe of ORHS announced that art teacher Maria Rosi received notification of winners for this year’s Scholastic Art Competition. It is a huge achievement for students, who will be honored in a ceremony on February 11th at Pinkerton Academy. Student artwork will be on display at the Durham Public Library for the month of March. Rebecca congratulated the following students who received Gold, Silver, or Honorable Mention:

Gold Key Recipients – Claire Carstens, Miruna Dospinescu, Finn Henderson, Autumn Hoffman, Ava Melanson, Elliott Orchard-Blowen, Ella Roberge, Drew Sharp, Lilly Smith

Silver Key Recipients – Elise Bacon, Claire Carstens, Axel Freund, Rose Goldsmith, Kaden Pare, Lydia Shemchuk

Honorable Mention Recipients – Mia Weglarz, Connor Wilson, Lillian Zehetner

Please note the following dates:

- 1/22 Last Day of Exams
- 1/23 TW Day (No School/Voting)
- 1/24 Semester 2/Quarter 3 Begins
- 1/25 Coffee House
- 2/1 Internet Crimes Against Children Presentation (Parents-Only)
- 2/8 8th Grade Information Night

B. Board

Heather Smith attended the middle school's performances of *Oliver Jr.* and said students did a fantastic job performing 6 shows! She gave a huge thank you to directors Sarah Kuhn, Julieann Woodbury, and Erin Handwork.

Denise Day also attended and echoed Heather's comments.

VI. DISTRICT REPORTS

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

Suzanne Filippone reminded the listening audience of the Internet Crimes Against Children (ICAC) presentation for adults only on February 1st at 6 pm in the ORMS Recital Hall.

Due to Tuesday's Primary, the district will hold a Teacher Workshop Day on Jan. 23rd. Since ORHS and Mast Way will be voting sites, teachers have the option to work in another building. The day will consist of K-12 Curriculum Work and Connect Suicide Training for any staff member who hasn't received it.

B. Superintendent's Report

ORMS Principal Nomination

Dr. Morse announced his nomination for Bill Sullivan to be the official principal of ORMS. He has been serving as the interim principal since July 1st and the staff is very excited. They gave a standing round of applause upon hearing the announcement.

Brian Cisneros made a motion to approve Bill Sullivan as the official principal of ORMS, 2nd by Matt Bacon. Motion passed 7-0.

In other staffing updates, the Human Resources Coordinator gave their resignation. Since posting the job a week ago, the district has received 8 applications. Dr. Morse has begun the interview process noting that several candidates are strong, and he is optimistic about filling the position. Also, the posting window for the Facilities Director will be closing soon, and there are credible candidates for that position too.

Solar Eclipse – April 8, 2024

On April 8th there will be a solar eclipse, which is much rarer than a lunar eclipse. Dr. Morse said the State of New Hampshire is considering making it an official day off so students can witness the event. He will inform the board when a decision is final.

Barrington Conceptual Agreement

Dr. Morse let the board know the Barrington tuition agreement for FY25 has been finalized. In their recent discussion, several factors were raised for future consideration: 1) Barrington will not pay any more than an OR student, 2) no other School System will get charged less than Barrington (which is current practice), and (3) the district will increase the cap of 200 Barrington students. Regarding enrollment, Dr. Morse said it could potentially go up to 200 until 2028-2029 and then increase by 10 students each year until reaching 280 in 2034-2035. He said these numbers correspond to the enrollment decline projected at ORHS. Dr. Morse reiterated that none of these factors are binding, rather they are concepts that were discussed and tabled for future consideration.

Tom Newkirk suggested a cap of 250 instead of 280 for 2028-29.

UNH Survey Update

Dr. Morse met with UNH to finalize the survey, which should be delivered next week. Communications Specialist Gen Brown will distribute it via email and responses will go directly to UNH, making the survey completely anonymous. The Survey Center will tabulate the results and a presentation will occur at the February 21st board meeting. Dr. Morse thanked Giana Gelsey, Tom Newkirk and the UNH Survey Center for working hard to help meet this district goal.

C. Business Administrator2024 Warrant Article

Amy Ransom announced there were no changes to the 2024 Warrant Article.

Heather Smith made a motion to approve and sign the 2024 Warrant Article as presented at the Public Hearing, 2nd by Giana Gelsey. Motion passed 7-0.

Board members signed the document.

FY25 Budget and MS26

Brian Cisneros made a motion to adopt the FY25 Budget and sign the MS26, 2nd by Tom Newkirk. Motion passed 7-0.

Board members signed the document.

D. Student Representative Report {Maeve Hickok} – None provided.

E. Finance Committee Report

The Finance Committee recently met and discussed the Facilities Fees Agreement and a Capital Improvement Plan (CIP) scoring system proposed by Brian Cisneros. Brian said scoring will not only help identify priorities, but also identify items that have been on the CIP and not addressed. The idea is that the Finance Committee, along with Board Administrators, would work as a group to assign items with a score based on safety, funding, and liability among other factors.

F. Other – None provided.

VII. UNANIMOUS CONSENT AGENDA – None provided.

VIII. DISCUSSION & ACTION ITEMSFacilities Fees [Procedure KF-R1] – Current and Revised

Brian Cisneros thanked Amy Ransom for putting together a huge database of information in a short amount of time. The Finance Committee used the information to revise the Facilities Rental Fees and after a comparison to surrounding districts, determined that OR's costs are competitive. They are not the highest, nor the lowest. In an effort to simplify and be fair, Brian said all non-profits would be treated the same in the new pricing. He noted that school needs will always come first in prioritizing use.

Denise Day wondered about the PTO and if they would be charged as a non-profit group. Brian explained that independent non-profits not school-related would be charged, but non-profits like the PTO that are part of the school district would not be charged. Denise suggested clarifying any exceptions, so it is clear to the groups.

Dan Klein pointed out that some sports boosters groups are non-profit, and some are profit. He wondered about defining groups by their mission. He wanted the public to know that the point of facility use fees is not to profit from programs, but rather recoup costs that are incurred from usage, such as field turf wear and tear, and district expenses for facilities to set up, take down, and clean. He worried there was a community perception that the district was profiting from charges, however, the fees are justifiable to recover costs. When the schools are not using the buildings, Dan said the district wants to support community use.

Tom Newkirk wondered if the HS Turf Field & Track and Other Fields cost of \$120 per additional hour should be a smaller rate.

Brian said a new change to renting the Turf Field & Track is that all of it will be rented out, not just a portion.

School Board Self Evaluation

In accordance with policy BA, board members will perform an annual self-evaluation. Chair Denise Day provided questions so they can prepare for an open discussion at the next board meeting.

IX. SCHOOL BOARD COMMITTEE UPDATES

Heather Smith announced that the Sustainability Committee will meet on Monday, January 22nd at 4:30 pm.

Dan Klein announced that the Policy Committee will meet Thursday, January 18th at 2:30 pm.

Giana Gelsey announced that the Wellness Committee met on January 9th. It was attended by Dover Mental Health representatives who spoke about community action around mental wellness. Since teachers already have full workloads, schools don't have the capacity to deliver the mental health that communities need. Giana felt the meeting was informative and a good starting point for talking about a community mental health initiative. She felt our surrounding communities would benefit from a group that pooled resources and had an actionable plan.

Denise Day shared that she attends Dover Mental Health's monthly meetings, and they get a lot of people representing regional agencies. She would love to see something like that in Oyster River with monthly meetings featuring a different focus and presenter.

Tom Newkirk shared that the Sabbatical Committee met, and they are in the process of selecting sabbatical proposals. It was brought up that current sabbaticals may be a better fit for middle and high school, but not for elementary school. They are wondering about summer or a different time structure that would better fit elementary teachers who don't follow semesters.

X. PUBLIC COMMENTS – None provided.

XI. CLOSING ACTIONS

A. Future Meeting Dates: January 23, 2024 – Joint Board Meeting w/Barrington @ 6:00 PM – Barrington SAU
February 6, 2024 – Annual Meeting Session I @ 7:00 PM @ ORMS Recital Hall
February 7, 2024 – Regular School Board Meeting @ 7:00 PM @ ORMS Recital Hall
February 21, 2024 – Regular School Board Meeting @ 7:00 PM @ORMS Recital Hall

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

- Superintendent Evaluation

NON-PUBLIC SESSION: RSA 91-A2 I {If needed}

XIII. ADJOURNMENT:

Denise Day made a motion to enter non-public session at 7:56 pm, pertaining to the Superintendent Evaluation, 2nd by Matt Bacon. Motion passed via roll call vote 7-0.

The board returned to public session at 8:15 PM.

Heather Smith made a motion to adjourn the meeting at 8:16 PM, seconded by Brian Cisneros with a vote of 7-0.

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

Respectfully Submitted,

Karyn Laird, Records Keeper

Oyster River Cooperative School Board
Non-Public Meeting Minutes: January 17, 2024

Denise Day moved to enter nonpublic session at 7:56 p.m. in accordance with RSA 91-A:3 II (c) –Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests and open meeting, 2nd by Matt Bacon. Upon roll call vote, the motion passed 7-0.

School Board Attendees:

Denise Day
Brian Cisneros
Matt Bacon
Heather Smith
Dan Klein
Tom Newkirk
Giana Gelsey

Administrators Present:

7:56 p.m. - nonpublic session began.

The Board discussed the Superintendents Evaluation.

There were no motions during nonpublic session.

The Board returned to public session at 8:16 PM.

Portsmouth Regional Hospital Summer 2023 Internship



Stella Pillet-Shore
February 7th, 2024



Empowering Positive Pathways

What was the Internship?

- 14 interns (9 high school & 6 in college) were chosen for Portsmouth Regional's second Healthcare Career Exploration Program.
- Seven-week paid internship gave students the opportunity to shadow and be mentored by professionals in various healthcare roles by giving each student rotations throughout the hospital.
- Rotations included two weeks on an inpatient unit; two weeks in surgical services, the emergency department, or trauma; and three weeks in other services such as the lab, imaging, outpatient therapy, and quality.
- Each intern was assigned a leadership mentor for hospital-based project to work on throughout the summer—I worked with the Vice President of the Human Resources department



My Project: Introducing Students to Healthcare Careers

Designing and creating a Healthcare Career Expo

Stella Pillet-Shore

Mentor: Priscilla Romero, Human Resources Vice President

Final Presentation, August 8, 2023

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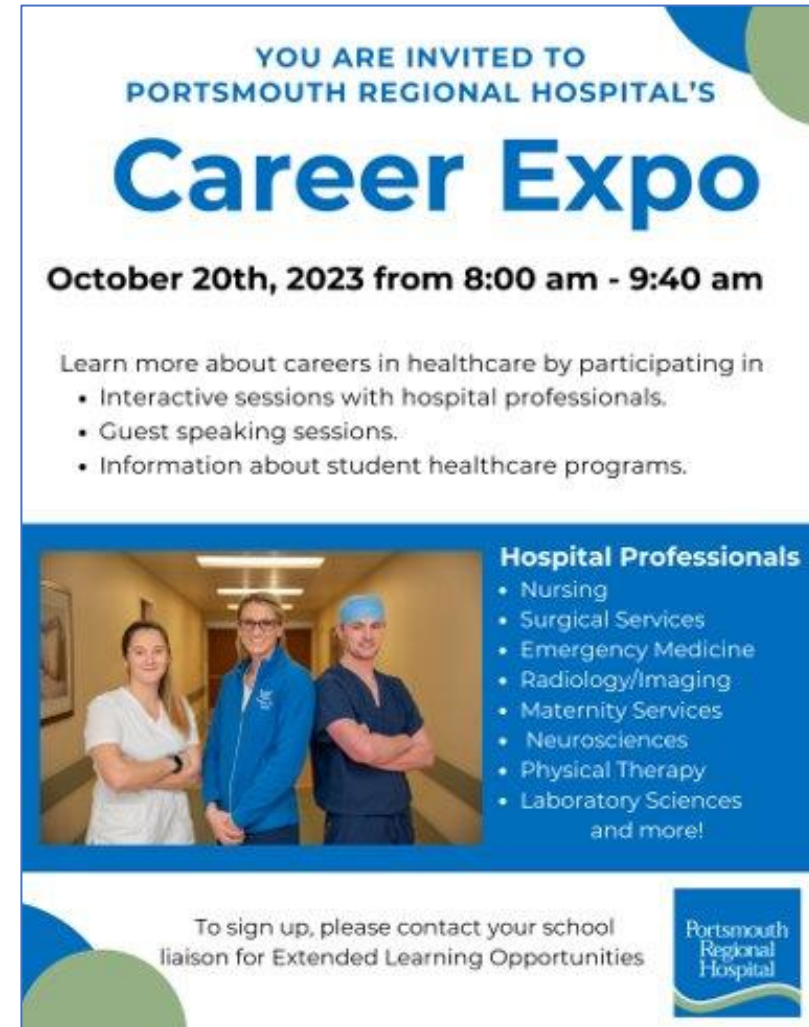


Purpose of Healthcare Career Expo

1. Rebuild excitement/awareness of healthcare in the community.
2. Show wide range of career pathways in healthcare.
3. Strengthen community relationships with schools & community members.
4. Energize PRH staff by with working with youth.

Overview of Career Expo

- Friday October 20th, 2023 in Portsmouth Regional Hospital classrooms
- Multiple time windows maximize efficiency and interaction
 - 8:00 am—9:30 am
 - 10:00 am—11:30 am
- Two Segments:
 - 16 Department Stations
 - 2 Keynote Presentations (Student Choice-based)



YOU ARE INVITED TO
PORTSMOUTH REGIONAL HOSPITAL'S

Career Expo

October 20th, 2023 from 8:00 am - 9:40 am


Learn more about careers in healthcare by participating in

- Interactive sessions with hospital professionals.
- Guest speaking sessions.
- Information about student healthcare programs.

Hospital Professionals

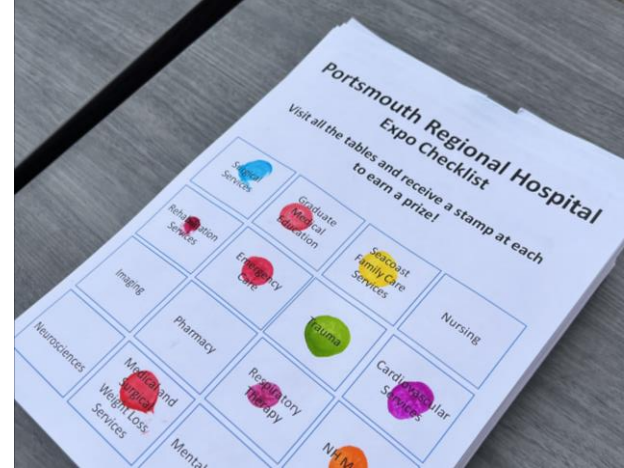
- Nursing
- Surgical Services
- Emergency Medicine
- Radiology/Imaging
- Maternity Services
- Neurosciences
- Physical Therapy
- Laboratory Sciences
and more!

To sign up, please contact your school
liaison for Extended Learning Opportunities




Career Expo October 2023

- Presentations to students from senior leadership, including CEO of Portsmouth Regional Hospital
- Engaging attendees through career cards and custom passport, with chance to get swag like water bottles & t-shirts
- Sixteen tables from different departments, showcasing diversity and variety of hospital (including emergency care, pharmacy, cardiovascular services, and more)



Doula



Nurse Practitioner

Job Overview: Nurse practitioners are a type of APP (advanced practice provider) that coordinate patient care and may provide primary and specialty healthcare.

Work Environment: Nurse practitioners work in a variety of healthcare settings, including hospitals, physicians' offices, and clinics.

Education: Master's degree

Job Outlook: 38% (Much faster than average)

Reference:
www.bls.gov/ooh/healthcare



Career Expo Keynotes

Students choose one of two 20-30 minute keynote presentations from PRH Leaders



Rafael Grossmann, MD

*Technology Development in
Healthcare*



Dean Carucci, CEO

*Leadership in Healthcare &
Future of Healthcare Careers*

Participating Schools

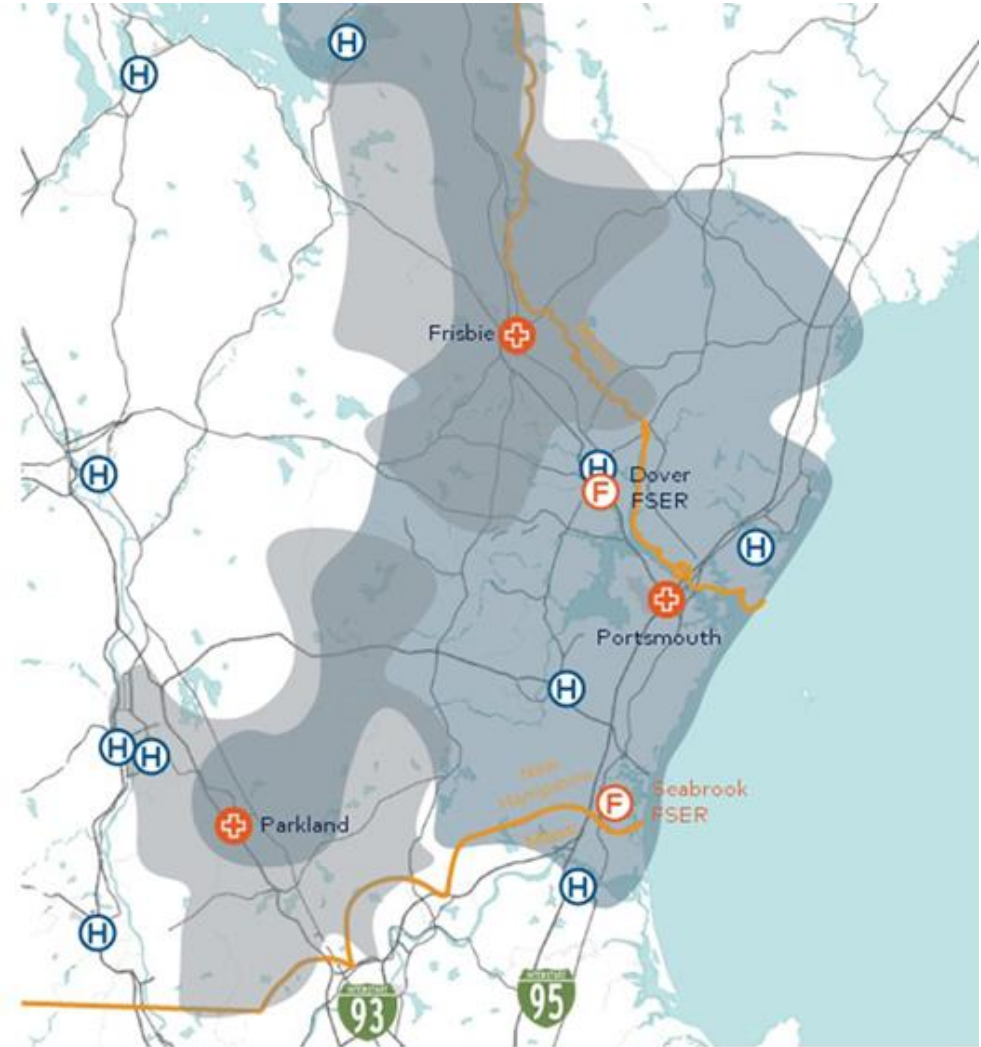
Schools confirmed attending:

- Winnacunnet - 20-25 students
- Raymond- 10-15 students
- Dover (CTE)- est. 48
- Portsmouth- est. 20-25
- Newmarket- est. 10-15
- Exeter- est. 20-25
- Oyster River- est. 20
- Spaulding- est. 20-25
- Farmington- est. 10-15
- Nute- est. 10-15

Schools TBD attendance:

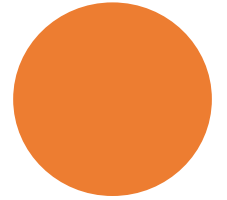
- Berwick Academy
- Epping
- Coe Brown
- St. Thomas
- Seacoast School of Technology

Total estimated: 200 students





What did I learn & How did I benefit?



- **Biggest takeaway:**
In healthcare the goal is not treating a "people" or a "population," but to treat one person holistically, kindly at a time
- **Favorite unit and why:**
The Operating Room, because of the energy, strength and teamwork that goes into every procedure
- **10 years from now, I see myself:**
Beginning my post-Medical School Residency



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

INTEROFFICE MEMORANDUM

TO: School Board
FROM: Suzanne Filippone, Asst. Superintendent
DATE: February 2, 2024
RE: 2024- 2025 School Calendar Revision

After meeting with superintendents from Rochester, Dover, Somersworth, and Barrington we have discovered that we missed the September 10, 2024, State Primary Election and need to revise the finalized 2024-25 calendar to reflect this change.

We are utilizing the May 23rd Teacher Workshop Day and moving it to September 10th. This will be the only adjustment made at this time and will not change the number of student or teacher days.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

2024-2025 SCHOOL CALENDAR

School Board Approved – January 3, 2024 – Revised February 7, 2024

Deliberative Session: February, 2025*

Voting Day: March , 2025

*Subject to Change

| AUGUST/ SEPTEMBER 2024 | | | | | |
|---------------------------|-----------|----|----|----------|--|
| M | T | W | Th | F | |
| | | | | | |
| TW | TW | ▲ | 29 | X | |
| X | 3 | 4 | 5 | 6 | |
| 9 | TW | 11 | 12 | 13 | |
| 16 | 17 | 18 | 19 | 20 | |
| 23 | 24 | 25 | 26 | 27 | |
| 30 | | | | | |

S(21)
T(24)

| OCTOBER 2024 | | | | | |
|--------------|----|----|----|-----------|--|
| M | T | W | Th | F | |
| | | | | | |
| | 1 | 2 | 3 | 4 | |
| 7 | 8 | 9 | 10 | TW | |
| X | 15 | 16 | 17 | 18 | |
| 21 | 22 | 23 | 24 | 25 | |
| 28 | 29 | 30 | 31 | | |

S(21)
T(22)

| NOVEMBER 2024 | | | | | |
|---------------|-----------|----------|----------|----------|--|
| M | T | W | Th | F | |
| | | | | | |
| | | | | 1 | |
| 4 | TW | 6 | 7 | 8 | |
| X | 12 | 13 | 14 | 15 | |
| 18 | 19 | 20 | 21 | 22 | |
| 25 | 26 | X | X | X | |

S(16)
T(17)

| DECEMBER 2024 | | | | | |
|---------------|----------|----------|----------|----------|--|
| M | T | W | Th | F | |
| | | | | | |
| 2 | 3 | 4 | 5 | 6 | |
| 9 | 10 | 11 | 12 | 13 | |
| 16 | 17 | 18 | 19 | 20 | |
| X | X | X | X | X | |
| X | X | | | | |

S(15)
T(15)

| JANUARY 2025 | | | | | |
|--------------|----|----------|-----|----|--|
| M | T | W | Th | F | |
| | | X | 2 | 3 | |
| 6 | 7 | 8 | 9 | 10 | |
| 13 | 14 | 15 | 16 | 17 | |
| X | 21 | 22 | 23 | 24 | |
| TW | 28 | 29 | *30 | 31 | |

S(20)
T(21)

8/26, 8/27..... Teacher Workshop Days
8/28 1st Day for All Students
8/29..... 1st Day Preschool

8/30 – 9/2..... Labor Day Observance
9/10 Teacher Workshop

10/11..... Teacher Workshop
10/14..... Indigenous Peoples' Day

11/5 Teacher Workshop -
(Parent/Teacher Conference Gr K-8)
11/11..... Veterans' Day Observed
11/27 - 11/29... Thanksgiving Break

12/23 - 1/1..... Winter Break

1/20..... Martin Luther King Day
1/27 Teacher Workshop

2/24 - 2/28..... February Break

3/14..... Teacher Workshop

4/28 – 5/2..... April Break

5/26..... Memorial Day

TBD..... ORHS Graduation
6/19..... Juneteenth
6/25..... With 5 Built In - Snow Days

▲ First Day of School for Students
▲ Last Day of School - **Early Release**
(unless more than 5 make-up days are required)

TW Teacher District Workshop Days
(no school for students)

X School Closed – Holiday/Vacation

* End of Semester One

SD Snow Days (5 Built in)

Anticipated last day for students is 6/25. The calendar allows for five school cancellation days. If less or more than five days are needed to cover cancellations, the schedule will be adjusted accordingly.

| FEBRUARY 2025 | | | | | |
|---------------|----------|----------|----------|----------|--|
| M | T | W | Th | F | |
| 3 | 4 | 5 | 6 | 7 | |
| 10 | 11 | 12 | 13 | 14 | |
| 17 | 18 | 19 | 20 | 21 | |
| X | X | X | X | X | |

S(15)
T(15)

| MARCH 2025 | | | | | |
|------------|----|----|----|-----------|--|
| M | T | W | Th | F | |
| 3 | 4 | 5 | 6 | 7 | |
| 10 | 11 | 12 | 13 | TW | |
| 17 | 18 | 19 | 20 | 21 | |
| 24 | 25 | 26 | 27 | 28 | |
| 31 | | | | | |

S(20)
T(21)

| APRIL 2025 | | | | | |
|------------|----------|----------|----|----|--|
| M | T | W | Th | F | |
| | 1 | 2 | 3 | 4 | |
| 7 | 8 | 9 | 10 | 11 | |
| 14 | 15 | 16 | 17 | 18 | |
| 21 | 22 | 23 | 24 | 25 | |
| X | X | X | | | |

S(19)
T(19)

| MAY 2025 | | | | | |
|----------|----|----|----------|-----------|--|
| M | T | W | Th | F | |
| | | | X | X | |
| 5 | 6 | 7 | 8 | 9 | |
| 12 | 13 | 14 | 15 | 16 | |
| 19 | 20 | 21 | 22 | 23 | |
| X | 27 | 28 | 29 | 30 | |

S(19)
T(19)

| JUNE 2025 | | | | | |
|-----------|-----------|-------------|----------|-----------|--|
| M | T | W | Th | F | |
| 2 | 3 | 4 | 5 | 6 | |
| 9 | 10 | 11 | 12 | 13 | |
| 16 | 17 | SD | X | SD | |
| SD | SD | SD/▲ | | | |

S(12)
T(12)

178 Student Days

185 Teacher Days

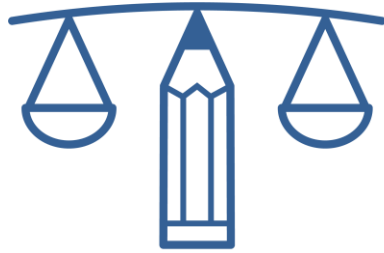
OTHER RECOGNIZED 2024-25 HOLIDAY

| | |
|---|--------------------------|
| Independence Day | July 4, 2024 |
| Muharram [Al Hijrah New Year] (Islamic) | July 8 |
| Janmashtami (Hindu) | August 26 |
| Labor Day | September 2 |
| Mawlid al-Nabi [birthday of Mahammad] (Islamic) | September 27# |
| Rosh Hashanah [New Year] (Jewish) <i>Designated non-workday for observers +</i> | October 2 -October 4* |
| Navaratri/Dussehra (Hindu) | October 3 |
| Yom Kippur [Day of Atonement] (Jewish) <i>Designated non-workday for observers +</i> | October 11–October 12* |
| Sukkot [Feast of Tabernacles] (Jewish)10/17 & 10/18 <i>Designated non-workday for observers</i> | October 16-October 23* |
| Shemini Atzeret (Jewish) <i>Designated non-workday for observers +</i> | October 23- October 24* |
| Simchat Torah (Jewish) <i>Designated non-workday for observers +</i> | October 24 – October 25* |
| Indigenous Peoples Day | October 14 |
| Diwali (Hindu) | October 31 |
| Veterans Day | November 11 |
| Thanksgiving Day | November 28 |
| Native American Heritage Day | November 29 |
| Hanukkah [Chanukah] (Jewish) + | December 25- January 2 |
| Christmas | December 25 |
| New Year's Day | January 1, 2025 |
| Orthodox Christmas (Christian Orthodox) | January 7 |
| Martin Luther King Day | January 20 |
| Lunar New Year | January 29 |
| President's Day | February 17 |
| Maha Shivaratri (Hindu) | February 25 |
| Beginning of Ramadan (Islamic)- <i>evening of February 28 – March 29 +</i> | March 1# |
| Ash Wednesday (Christian) | March 5 |
| Beginning of Lent (Christian Orthodox) | March 5 |
| Purim (Jewish) + | March 13 - March 14 |
| Holi (Hindu) | March 14 |
| Lailat al-Qadr (Islamic) | March 27# |
| Eid al-Fitr [End of Ramadan] (Islamic) | March 29# |
| Ramanavami (Hindu) | April 6 |
| Passover [Pesach] (Jewish) <i>April 12 & 13, 18 & 19 Primary obligation days +</i> | April 12-20* |
| Good Friday (Christian) | April 18 |
| Easter (Christian) | April 20 |
| Memorial Day | May 26 |
| Shavuot (Jewish) <i>Designated non-workday for observers +</i> | June 1-3* |
| Eid al-Adha (Islamic) | June 16# |
| Juneteenth | June 19 |

* These holidays (or dates within holidays) are designated non-work (observance) days.

Some of these dates are not fixed to a calendar but based on the actual sighting of the moon & therefore there may be some variance by day.

+ Begins at sunset of first



NH SCHOOL

Funding Fairness Project

*Advocating to make
school funding more equitable
for students and taxpayers alike*

Zack Sheehan, Executive Director

School Funding and Property Taxes

Overview

- Taxpayers and students are not treated equitably or fairly.
- The problem is getting worse.
- The current system is unconstitutional.



Hanover compared to Claremont

- 26% 79% of 11th graders are proficient or above in math and 40% 90% reading
- 78% 96% of students graduate
- 39% 91% of AP test takers score a 3 or above
- Teachers make an average of \$49,823 \$78,930
- Median household income is \$46,141 \$136,992
- Education property taxes are \$12.49 \$8.14 per \$1,000 value, resulting in a \$4,372 \$2,849 on a \$350,000 home
- Only 30 miles apart

2020 Commission to Study School Funding

“The state’s current system is inequitable from both student and taxpayer perspectives... Moreover, the districts with the least property wealth per student impose the highest local education tax rates to be able to fund their children’s education.”

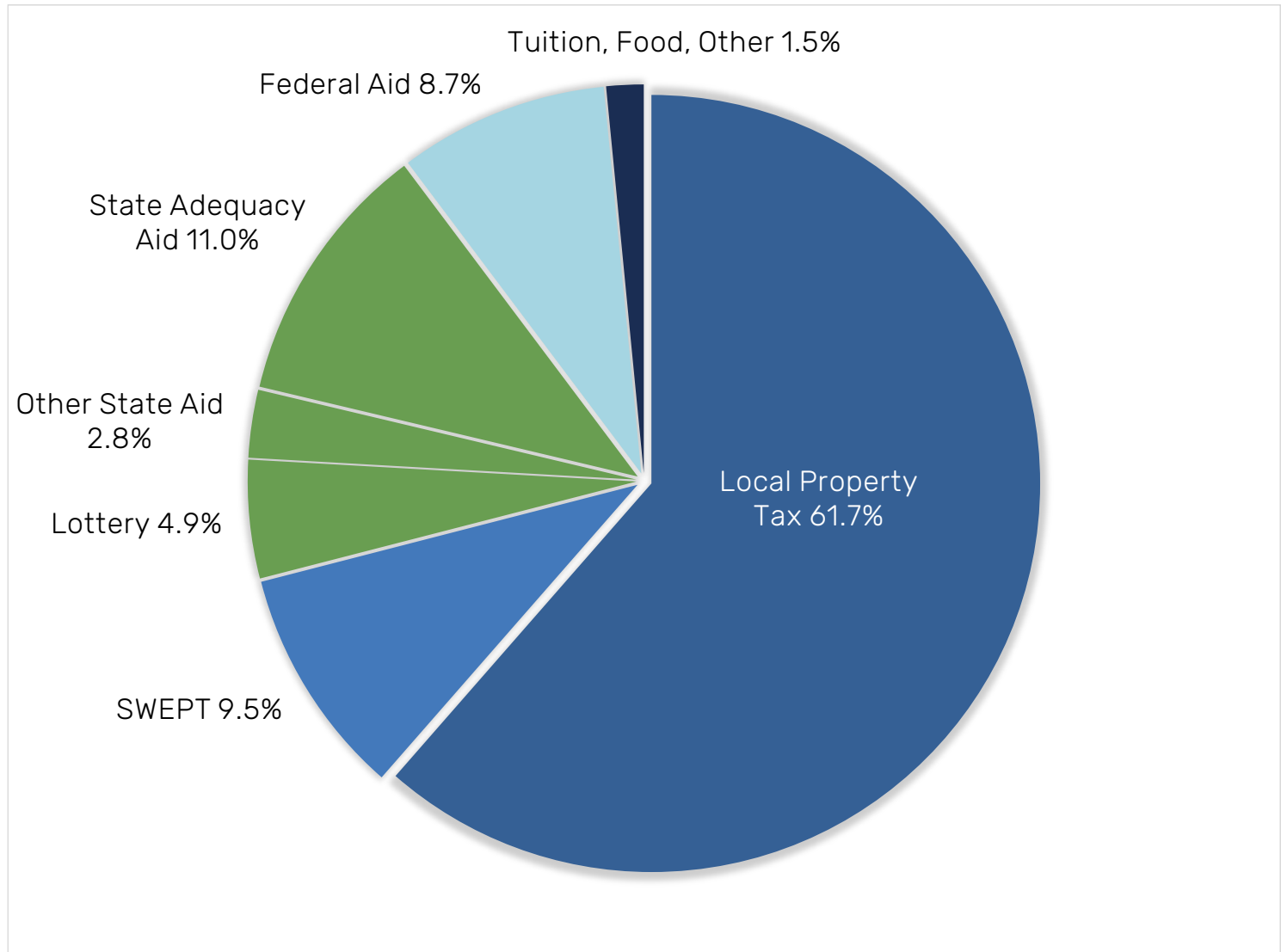
“The negative relationship between districts’ aggregated student outcomes and student poverty (proxied by FRPL rates) is clear and strikingly linear.”

*Equity and Adequacy of New Hampshire School Funding
American Institutes for Research, August 2020*



NH Relies Overwhelmingly on Local Property Taxes to Fund Public Education

2022-2023 Revenue of NH School Districts - \$3.80 billion



State of NH Gets Sued in the 90s

Five School Districts

Claremont, Pittsfield, Lisbon Regional, Franklin, and Allenstown

Eight Taxpayers & Parents

Five Students



Plaintiffs Win! (after ~7 years)

1. The State of New Hampshire has a duty to pay for the cost of a constitutionally adequate education for every K-12 student.

2. The taxes that the State uses to pay for this education must have a uniform rate across the state.



The Scope of an “Adequate Education”: Expansive and Future-Oriented

“Mere competence in the basics—reading, writing, and arithmetic—is insufficient in the waning days of the twentieth century to insure that this State's public school students are fully integrated into the world around them. A broad exposure to the social, economic, scientific, technological, and political realities of today's society is essential for our students to compete, contribute, and flourish in the twenty-first century.”

Claremont II, 142 N.H. at 474





Reforms Following Claremont Rulings

Stawide Education Property Tax – SWEPT (\$6.04)

New “adequacy aid” funding from State

Local education property taxes decreased from \$17.68 in 1998 to \$7.22 in 1999. When combined with the new SWEPT rates, average total education property taxes still decreased to \$13.26.



The next 20 years:

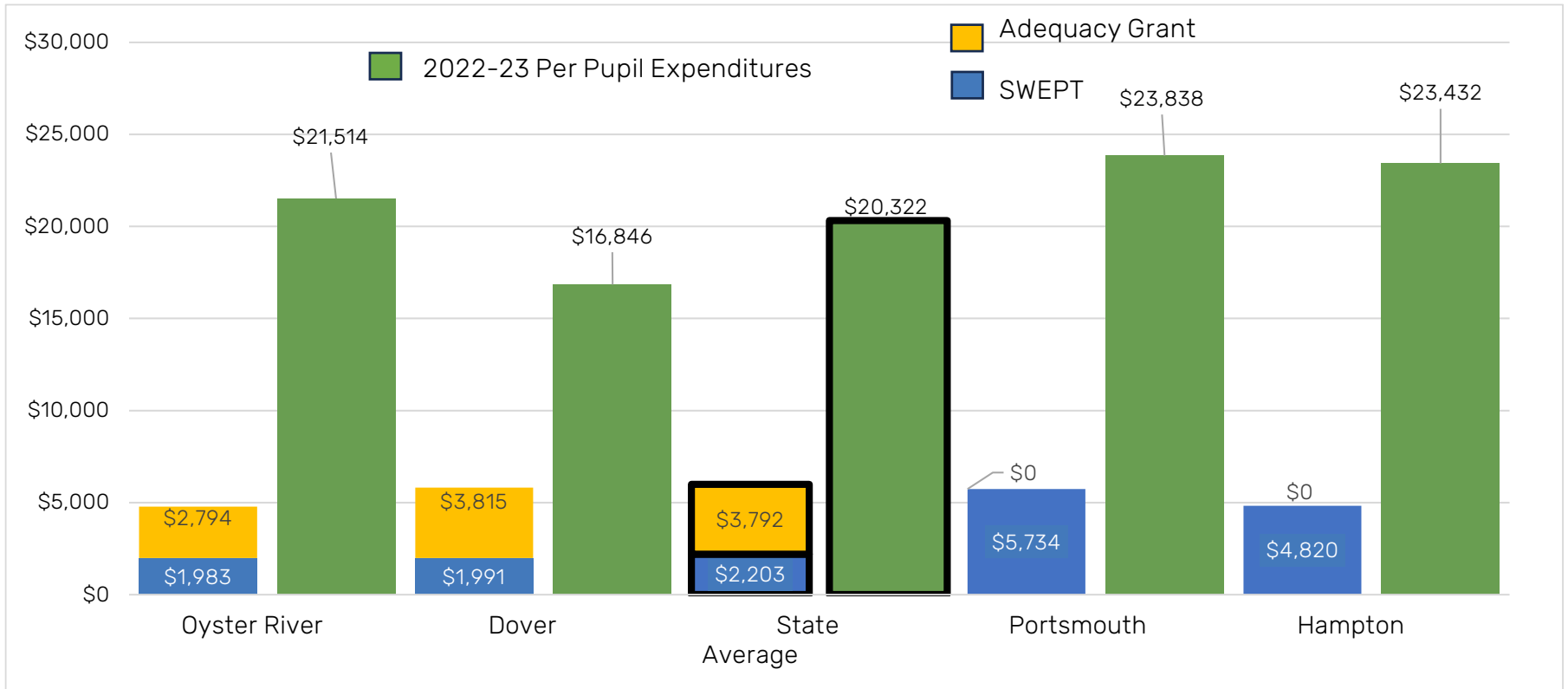
- Coalition of property wealthy towns lobbied to change SWEPT – only a local tax
 - Now, some locations have **negative** tax rates
- Courts again ruled legislature must define and pay for an adequate education in 2006 (Londonderry v. NH)
- From 2012-2022, the burden on local property tax payers to fund public education increased \$614 million (compared to the State's increase of \$47M)
- Multiple legislative commissions (2008, 2018, 2020) study the issue without significant reform

How Adequacy Aid is Currently Calculated

Every student receives \$4,100 in “Base Adequacy”

- + \$2,300 for each student eligible for free or reduced-priced lunch
- + \$800 for each student who is an English Language Learner
- + \$2,300 for each student receiving special education services
- = \$5,148 per student on average

Current State Adequacy Grants Fall Well Short of Costs Communities Face in Educating Children



What Does an “Adequate” K-12 Education Cost?

An Example

The State of New Hampshire said that, for Allenstown’s 511 students, an adequate education should cost \$2,418,121 or \$4,980 per student in 2022-23.

The Allenstown School District budget for 2022-23 was \$12,243,949 or \$24,197 per student.

So, let’s pare that budget down.....



So let's pare that budget down...

- Eliminate all busing (including special education busing)
- Eliminate all English Language Learner support
- Eliminate all special education contracted services
- Eliminate all special education appraisal services
- Eliminate all special education out-of-district placements
- Eliminate all supplies, copier machines, liability insurance, plumbing and heating repairs
- Eliminate all educational materials (including new textbooks)
- Eliminate all art, music, and PE equipment
- Eliminate all Chromebook technology and software contracts
- Eliminate all co-curricular clubs, sports, field trips, and student assemblies
- Eliminate two secretaries
- Eliminate three of 4 custodians



So let's pare that budget down...

Eliminate all school board stipends and fees

Eliminate all payments on the school building bond *(resulting in default)*

Eliminate all summer programs

Eliminate all food services

Eliminate the art teacher

Eliminate the music teacher

Eliminate the physical education teacher

Eliminate the behavior teacher

Eliminate all substitute salaries

Eliminate one of the 2 nurses

Eliminate both guidance counselors

Eliminate both street crossing guards

Eliminate technology support personnel

Eliminate the assistant principal



So let's pare that budget down...

Eliminate two of 17 special education paraprofessionals (and reduced special education coordinator to half-time)

Eliminate special education speech/language pathologist

Eliminate one of 7 special education teachers

Eliminate the reading specialist

Eliminate the special education secretary

Eliminate the library media specialist

Eliminate the speech language pathologist

Eliminate reduced library aid to half-time

Eliminate grounds maintenance (including plowing)

Eliminate SAU 53 costs (including the superintendent and staff) and fees for **audits and attorneys**



What Does an “Adequate” K-12 Education Cost?

An Example

Cut all tuition payments for 147 High School students

- Allentown budgeted \$2.2M for tuition to Pembroke Academy
- There is no way to control this line item, so it had to be cut

Budget at this point is still far above the State’s “adequacy” level

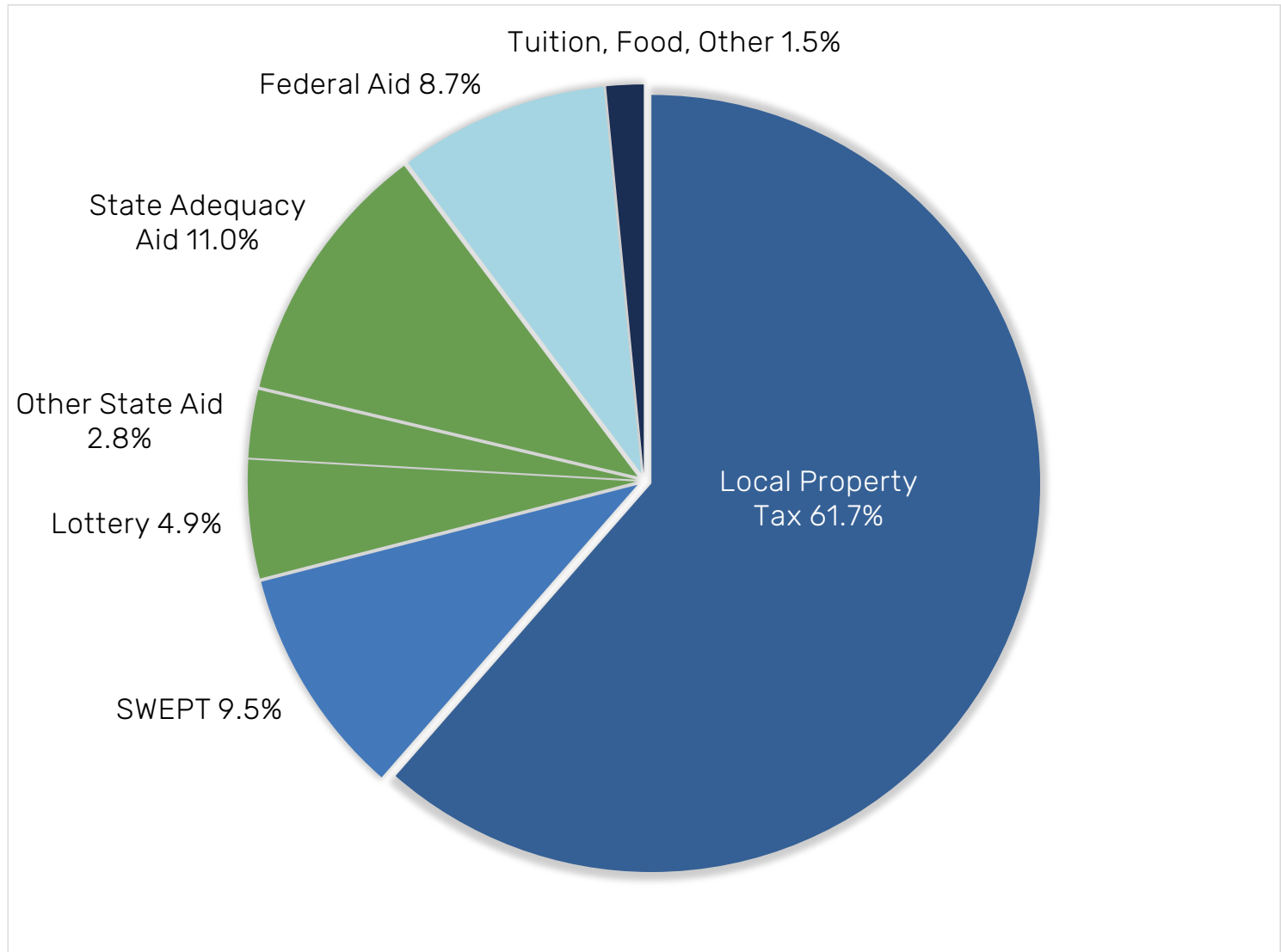
Now cut to the State’s “adequacy” level of \$2,418,121

- Nearly everything else has been eliminated, so now eliminate nearly half of the remaining teachers
- Grades K-4 would have *29 students/teacher*
- Grades 5-8 would have *38 students/teacher*
- An “adequate education” would end in the 8th grade...

How does anyone believe that this will provide an adequate education for Allentown’s 511 students?

NH Relies Overwhelmingly on Local Property Taxes to Fund Public Education

2022-2023 Revenue of NH School Districts - \$3.80 billion



Role of Property Taxes & Resulting Inequities

It's simple math.

| Property Value | Tax Rate (Per Thousand) | Revenue Raised |
|----------------|----------------------------|----------------|
| \$1,000,000 | \$10.00 | \$10,000 |
| \$400,000 | \$10.00 | \$4,000 |



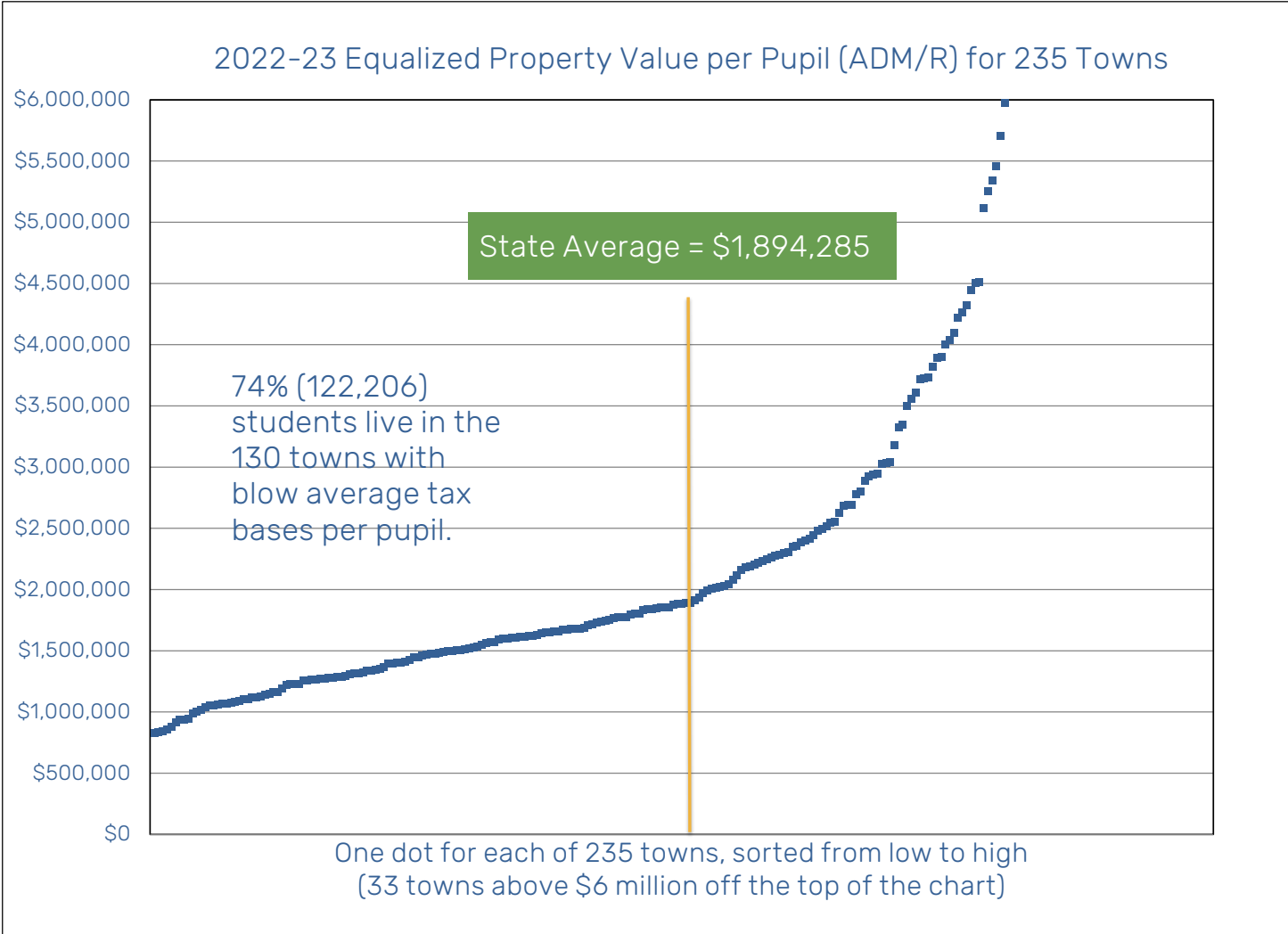
Role of Property Taxes & Resulting Inequities

It's simple math.

| Property Value | Tax Rate (Per Thousand) | Revenue Raised |
|----------------|----------------------------|----------------|
| \$1,000,000 | \$10.00 | \$10,000 |
| \$400,000 | \$25.00 | \$10,000 |

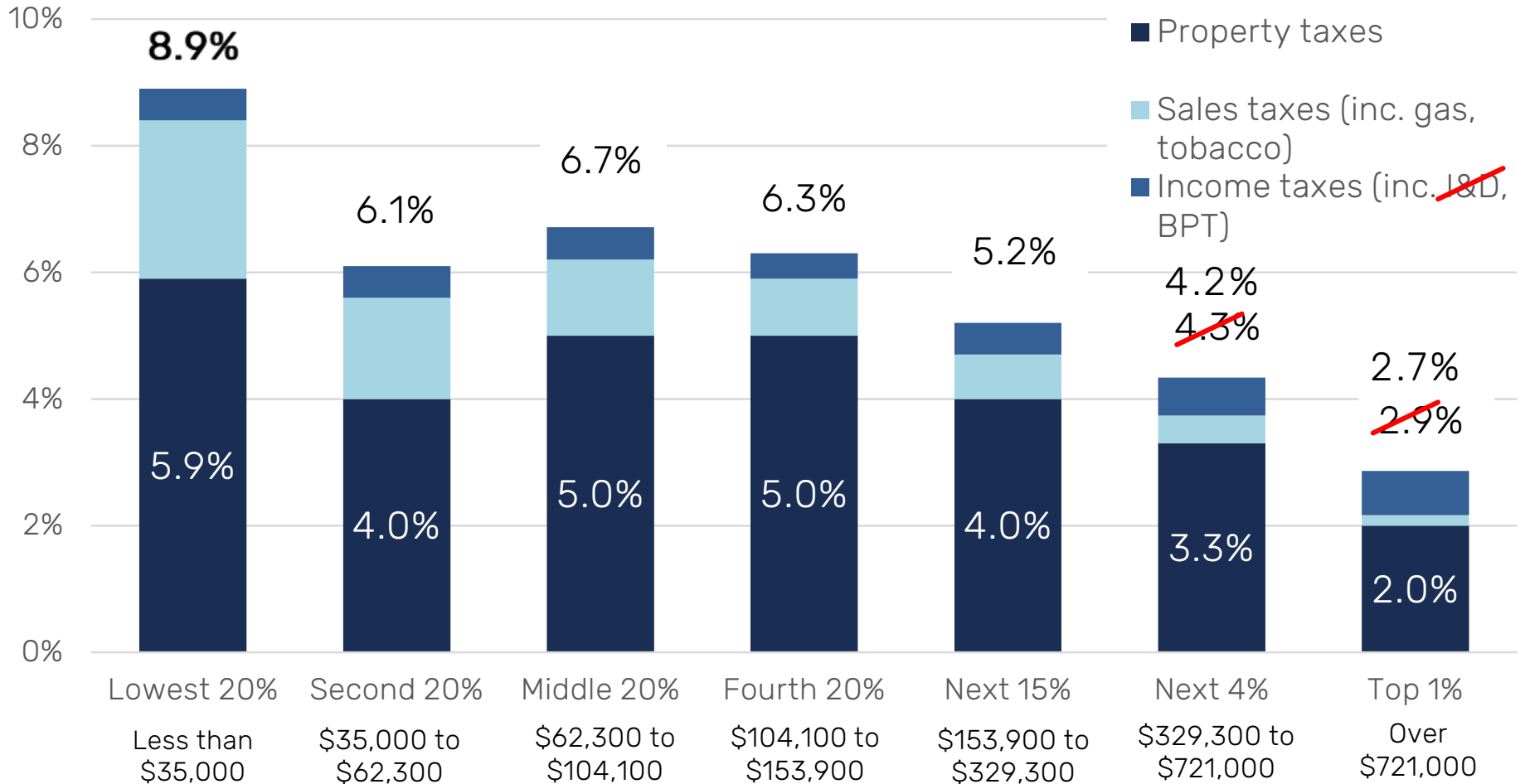


Most NH Children Attend School in Communities with Below Average Property Values



Property Tax Reliance Adds to Regressivity of New Hampshire's Tax System

Taxes as a Share of Income, by Income Group, 2024



Claremont compared to Hanover

- 26% 79% of 11th graders are proficient or above in math and 40% 90% reading
- 78% 96% of students graduate
- 39% 91% of AP test takers score a 3 or above
- Teachers make an average of \$49,823 \$78,930
- Median household income is \$46,141 \$136,992
- Education property taxes are \$12.49 \$8.14 per \$1,000 value, resulting in a \$4,372 \$2,849 on a \$350,000 home
- Only 30 miles apart

State of NH Gets Sued AGAIN

ConVal v. State of NH

Started by the Contoocook Valley School District (ConVal) in 2019. They argue that the amount of adequacy money is insufficient to provide an opportunity for an adequate education.

Other school districts representing 25% of all public school students joined: Winchester, Mascenic, Monadnock, Fall Mountain, Claremont, Newport, Hillsboro-Deering, Grantham, Oyster River Cooperative, Manchester, Windham, Derry Cooperative, Hill, Mascoma Valley Regional, Nashua, Lebanon, Hopkinton, and Plainfield.

ConVal v. State of NH Ruling

"What is the base cost to provide the opportunity for an adequate education 239 years after that fundamental right was ratified in our Constitution? The short answer is that the Legislature should have the final word, but the base adequacy cost can be no less than \$7356.01 per pupil per year and the true cost is likely much higher than that. At a minimum this is an increase of \$537,550,970.95 in base adequacy aid to New Hampshire Schools. Thus, the current allocation of \$4100 per pupil is unconstitutional."

-Decision in *ConVal v. State of New Hampshire*

ConVal v. State of NH Ruling

- Why \$7,356 per pupil?
 - \$3,981 for Teachers
 - \$901 for principals, administrative assistants, guidance counselors, librarians, technology coordinators, and custodians
 - \$430 for instructional material, technology, and professional development
 - \$1,000 for facilities operation and maintenance
 - \$750 for transportation and \$294 for nurse services

"In total, these conservative choices and overcorrections demonstrate that a base adequacy aid figure of \$7,356.01 would in actuality be far too low and would likely not survive scrutiny."



ConVal v. State of NH Ruling

"The State presented no evidence to justify the current base adequacy amount. As predicted by the Court in its prior order on summary judgment, the evidence at trial overwhelmingly established that no school could provide the opportunity for an adequate education if it had to rely solely on the base adequacy aid from the State."

-Decision in *ConVal v. State of New Hampshire*

ConVal v. State of NH Ruling

How Does This Change Adequacy Funding?

- Current law sets base adequacy at **\$4,100 per pupil**
- The ruling sets a base adequacy of **\$7,356 per pupil**
- In 2022, the actual per pupil expenditure reported by the NHDOE (including transportation) was \$21,534
- The **\$3,256** per pupil increase in base adequacy adds up to over **\$537 million in new State funding** for education.
- This is not an increase in education funding, but a shift of who is responsible.

and The State Gets Sued AGAIN

Rand v State of NH (2022)

Group of taxpayers from Plymouth, Newport, Penacook, and Hopkinton claim that their rights are being violated due to non-uniform tax rates.

Steve Rand at his family's hardware store in Plymouth, NH.





Rand v. State of NH

- Argues that because local property taxes used to fund the bulk of the State's funding obligation for public education are not uniform in rate, that is a violation of standard defined in the Claremont rulings.
- The plaintiffs challenge both base adequacy aid and differentiated aid, contending that the State's obligation should be closer to average spending in the state (roughly \$18,400 plus transportation when filed).

Rand v. State of NH Ruling on Preliminary Injunction Motion

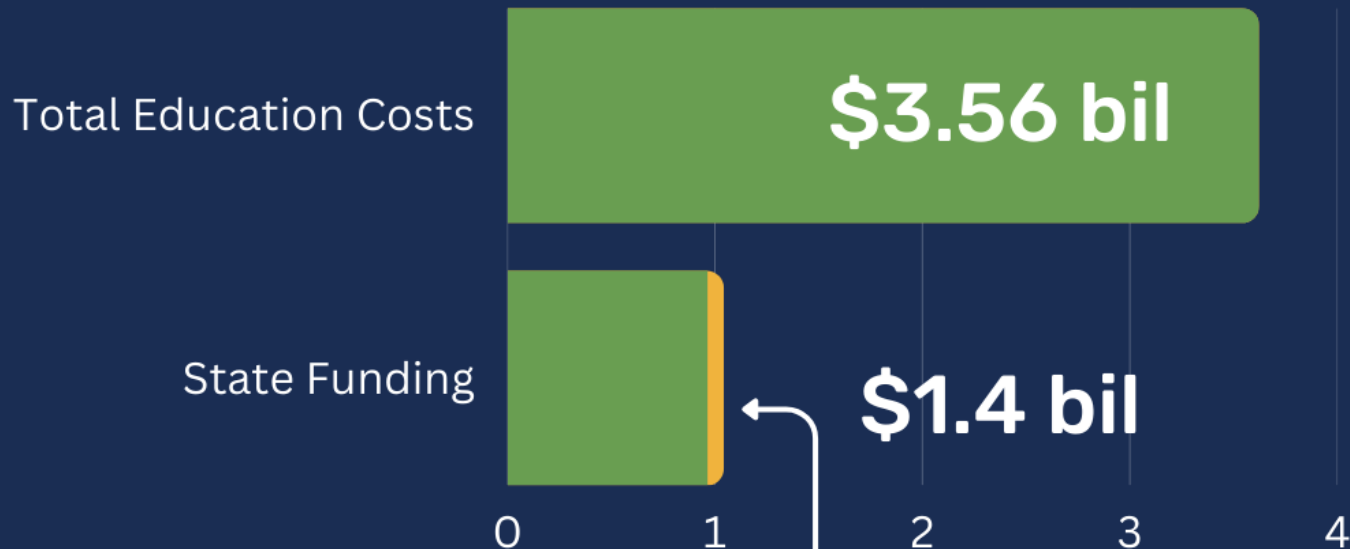
1. The State allowing municipalities to retain excess SWEPT revenues is unconstitutional.
 - Currently, 52 municipalities retain excess SWEPT, and are estimated to retain \$26 million this year.
2. The NH Department of Revenue Administration approving negative local education tax rates to offset the payment of SWEPT is unconstitutional.
 - In 2022, 19 municipalities had negative local education tax rates, resulting in only generating \$239,464 from \$282.7 million in property value.

Recent Legislative Activity

- Largest increase in past budget in years
- Ed funding was major focus of state budget process, necessary for bi-partisan support
- Increase in targeted aid
- Increased state funding for public schools by about \$157 million over the two years
- Increased targeted aid by about \$30 million in FY 2024



FY 2024 Estimated Education Funding



Orange represents the increase in funding in this budget compared to the previous formula, about \$77.6 million



Legislation Proposed for 2024

- HB 1583 – increase base adequacy to \$10,000
- HB 1656 – increase special education adequacy grant
- HB 1586 – changes to adequacy, SWEPT, and property tax relief in line with Commission to Study School Funding recommendations
- HB 1686 – Changes to SWEPT to no longer allow negative education property taxes or excess SWEPT
- HB 1670 – state pays for all special education costs
- HB 1176 – commission to study current funding of special education and identify potential other sources of funding
- HB 1482 – reinstates the Interest and Dividends tax
- HB 1675 – reduces funding based on proficiency scores



Summary

- Neither taxpayers nor students are treated equitably or fairly.
- The problem is getting worse.
- Over \$2 Billion is downshifted to local property tax payers each year.
- The current system is unconstitutional.
- The solution lies with state level lawmakers, but we need to engage with them to push for change and progress.



OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

FISCAL YEAR 2023-2024


FINANCIAL STATUS AS OF: 2/1/2024

| | Budgeted | Expended | Encumbrances | Amount Remaining | Percentage Spent |
|--------------------------------------|-------------------|-------------------|---------------------|-------------------------|-------------------------|
| | 2023-2024 | 2023-2024 | 2023-2024 | 2023-2024 | 2023-2024 |
| SALARIES: | | | | | |
| Administrator | 1,855,521 | 1,144,808 | 712,573 | (1,861) | 100% |
| Teacher | 18,511,957 | 8,647,137 | 9,452,395 | 412,426 | 98% |
| Para | 2,360,835 | 1,205,146 | 1,057,800 | 97,888 | 96% |
| Tutor | 400,455 | 208,959 | 193,432 | (1,936) | 100% |
| Custodian | 1,014,304 | 573,752 | 369,447 | 71,105 | 93% |
| Secretary | 452,777 | 273,813 | 189,516 | (10,552) | 102% |
| District Hourly | 860,099 | 539,302 | 356,156 | (35,359) | 104% |
| Maintenance | 279,076 | 166,589 | 109,984 | 2,503 | 99% |
| Drivers | 937,537 | 534,461 | 365,935 | 37,141 | 96% |
| Misc & Summer | 182,043 | 67,290 | 67,703 | 47,051 | 74% |
| Subs - Professional | 375,960 | 194,249 | 76,703 | 105,008 | 72% |
| Subs - Para | 37,100 | 12,154 | 0 | 24,946 | 33% |
| Subs - Secretary | 6,700 | 113 | 0 | 6,588 | 2% |
| O/T | 22,000 | 4,128 | 0 | 17,872 | 19% |
| Med & Dent Payback | 343,218 | 178,691 | 145,627 | 18,900 | 94% |
| TOTAL SALARIES | 27,639,582 | 13,750,592 | 13,097,270 | 791,720 | 97.1% |
| BENEFITS: | | | | | |
| Health Ins | 6,226,635 | 2,680,097 | 3,304,725 | 241,813 | 96% |
| Dental Ins | 179,651 | 79,165 | 84,861 | 15,625 | 91% |
| Life Ins | 70,965 | 39,599 | 34,600 | (3,234) | 105% |
| LTD Ins | 58,406 | 35,452 | 31,600 | (8,646) | 115% |
| FICA | 2,104,794 | 1,015,981 | 929,669 | 159,144 | 92% |
| Retirement - Non Professional | 479,077 | 301,660 | 191,836 | (14,419) | 103% |
| Retirement - Professional | 3,801,595 | 1,748,081 | 1,870,222 | 183,292 | 95% |
| Annuity | 177,746 | 100,974 | 99,993 | (23,221) | 113% |
| Tuition Reimb | 5,000 | 0 | 5,000 | 0 | |
| Unemployment Comp | 15,000 | 0 | 15,000 | 0 | 100% |
| Workers Com | 134,106 | 134,128 | 0 | (22) | 100% |
| TOTAL BENEFITS | 13,252,975 | 6,135,137 | 6,567,506 | 550,333 | 95.8% |
| ALL OTHER OPERATING EXPENSES: | | | | | |
| Mast Way | 282,194 | 203,905 | 26,976 | 51,313 | 82% |
| Moharimet | 191,791 | 112,906 | 24,690 | 54,195 | 72% |
| Middle School | 416,207 | 212,684 | 46,163 | 157,360 | 62% |
| High School | 837,940 | 409,419 | 55,978 | 372,543 | 56% |
| District | 2,933,785 | 2,803,817 | 3,811 | 126,157 | 96% |
| Transportation | 629,586 | 502,352 | 19,605 | 107,629 | 83% |
| Technology | 821,966 | 774,660 | 12,089 | 35,217 | 96% |
| Facilities | 2,566,008 | 1,958,856 | 217,473 | 389,679 | 85% |
| SPED | 2,232,850 | 1,748,615 | 834,389 | (350,153) | 116% |
| TOTAL OPERATING | 10,912,327 | 8,727,214 | 1,241,172 | 943,940 | 91.3% |
| GRAND TOTAL | 51,804,884 | 28,612,943 | 20,905,948 | 2,285,993 | 95.6% |

Comment Section:

Oyster River Cooperative School District
Nomination Form

#of Resumes Received: 1

| | |
|--------------------------|---|
| Name: | Alida Carter |
| Date: | January 30, 2024 |
| Position: | Assistant Principal ORMS |
| School for Position | <input type="checkbox"/> MW <input type="checkbox"/> MOH <input checked="" type="checkbox"/> MS <input type="checkbox"/> HS |
| Person Replacing: | Bill Sullivan |
| Budgeted Amount: | \$ 117,563 |
| Recommended Step/Salary: | \$ 117,563 |
| Interviewed By: | |
| # Interviewed: | |
| Education: | Bachelor of Science - Springfield College Masters Degree Education - University of New Hampshire ED.S - University of New Hampshire |
| Certification: | Physical Education Principal |
| Related Experience: | |
| Comments: | Alida has done an amazing job as the Interim Assistant Principal working with students and staff. She will be an even better full-time Assistant Principal. |
| Date: <u>1/30/24</u> | Authorized Signature:  |

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

Facility Use Requirements

IRS Tax Exempt Certificate shall be required to substantiate non-profit annually.

Proof of Insurance will be provided by all user annually.

When there are two events held: one in the afternoon and one in the evening - a separate fee is charged for each event, providing there is an admission fee charged for each event.

Elementary Day Care Usage Monthly Charge \$200.00

UNH will be charged in the Outside Non-Profit Category

After regular hours, weekends or holidays, custodial, kitchen and auditorium tech fees to be charged to all outside groups & non-profit w/in District. Other charges may occur for turf field, lights, vandalism, damages and any other equipment outside the use of the space requested.

The Towns of Durham, Lee and Madbury, or any approved subcommittee of said towns, will not be charged for rental or custodial.

*A minimum of one hour will be charged for all of these locations

BUILDING/GROUNDS RENTAL FEES

STAFF FEES:

| | |
|---------------------|---------------------------------------|
| Custodial Fee | \$40.00 per hr. minimum charge 3 hrs. |
| Kitchen Fee | \$40.00 per hr. minimum charge 3 hrs. |
| Auditorium Tech Fee | \$50.00 per hr. minimum charge 3 hrs. |
| Application Fee | \$25 per event |

AUDIO/VISUAL FEES:

| | |
|----------------------|--------------------------------|
| Audio/Visual | \$20.00 per day |
| Piano | \$50.00 per day |
| Tables and Chairs | \$10 per table \$1 per chair |
| Gym Floor Cover Tarp | \$800 per set up and breakdown |

SCHOOL RENTAL FEE/DAY

| <u>MOHARIMET SCHOOL</u> | <u>SEATING CAPACITY</u> | <u>Outside Groups For Profit</u> | <u>Outside Group Non Profit</u> | <u>Non-Profits w/in District</u> |
|-------------------------|---|--------------------------------------|-------------------------------------|--------------------------------------|
| Cafeteria/Stage | 298 (seating only set ups) 147 chairs allowec | \$200 | \$125 | \$0 |
| Gym | 518 (seating only set ups) 357 chairs allowed | \$500 | \$200 | \$0 |
| Cafe/Gym combined space | 816 - 504 chairs | | | \$0 |
| Kitchen | | \$100 | \$75 | \$0 |
| East Commons | 50 | \$150 | \$75 | \$0 |
| West Commons | 50 | \$150 | \$75 | \$0 |
| Library | 44 | \$200 | \$100 | \$0 |
| Classroom | 30 | \$100 | \$50 | \$0 |
| Sports Field | | \$75/hr | \$20/hr* | \$0 |
| | | *(Minimum 1 Hour) | *(Minimum 1 Hour) | |

MAST WAY SCHOOL

| | | | | |
|--------------------------|--|-------------------|-------------------|-----|
| Multi-Purpose Room/Stage | 250 (lecture style) 134 (with tables/chairs) | \$500 | \$200 | \$0 |
| Cafeteria | 225 (lecture style) 170 (with tables/chairs) | \$200 | \$125 | \$0 |
| Kitchen | | \$100 | \$75 | \$0 |
| North Commons | 40 | \$150 | \$75 | \$0 |
| Library | 44 | \$200 | \$100 | \$0 |
| Classroom | 30 | \$100 | \$50 | \$0 |
| Sports Field | | \$75/hr | \$20/hr* | \$0 |
| | | *(Minimum 1 Hour) | *(Minimum 1 Hour) | |

MIDDLE SCHOOL

| | | | | |
|--------------------------|--|-------|-------|-----|
| Recital Hall | 911 | \$850 | \$350 | \$0 |
| Gymnasium | 1128 (seating) 236 (performance) 892 | \$750 | \$350 | \$0 |
| Changing Rooms | 23 | \$50 | \$50 | \$0 |
| Adaptive PE | 18 | \$100 | \$50 | \$0 |
| Learning Commons | 330 | \$200 | \$125 | \$0 |
| Kitchen/Servery | 13/55 | \$100 | \$75 | \$0 |
| Multi-Purpose Room/Stage | 336 (lecture style) 174 (with tables/chairs) | \$500 | \$225 | \$0 |
| Library | 44 | \$200 | \$100 | \$0 |

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

KF-R1

BUILDING/GROUNDS RENTAL FEES - Revised: 6/30/22

| | | | | |
|---|--|-------------------------------------|-------------------|---------|
| Chorus/Band Rooms | 86/65 | \$225 | \$125 | |
| Classroom | 45 | \$100 | \$50 | \$0 |
| Turf Field | | \$300/hr | \$150/hr* | \$0 |
| | | *(Minimum 1 Hour) *(Minimum 1 Hour) | | |
| <u>HIGH SCHOOL</u> | | | | |
| Auditorium/stage & Music Rrr | 524 seats with 6 spots for wheelchairs | \$850 | \$350 | \$0 |
| Gymnasium | PLEASE SEE BOX BELOW | \$750 | \$350 | \$0 |
| Multipurpose Room/Stage | 242 (tables & Chairs) 519 (Lecture style) | \$500 | \$225 | \$0 |
| Locker Rooms | | \$50 | \$50 | \$0 |
| Cafeteria | 428 (lecture style) 200 (with tables/chairs) | \$200 | \$125 | \$0 |
| Kitchen | | \$100 | \$75 | \$0 |
| Library | 64 | \$200 | \$100 | \$0 |
| Music Room | 40 | \$225 | \$125 | \$0 |
| Classroom | 30 | \$100 | \$50 | \$0 |
| HS Athletic Turf Field & Track | | \$300/hr | \$150/hr* | \$0 |
| Lights for all users will be charged | | \$75/hr | \$75/hr | \$75/hr |
| | | | *(Minimum 1 hour) | |
| Baseball Field/Double Header updated 02/10/20 | | \$150 | \$125 | \$0 |
| Softball Field/Double Header updated 02/10/20 | | \$150 | \$125 | \$0 |
| Tennis Courts | | \$150/hr | \$75 | \$0 |

Audio/Visual systems are included in Auditorium but notice must be given at time of reservation.

HS Gymnasium Capacity

| | |
|----------------------------------|------|
| Bleachers closed no furnisher | 1729 |
| Bleachers closed chairs only | 1153 |
| Bleachers closed tables & chairs | 808 |
| Bleachers | 672 |
| Bleachers open & chairs | 907 |
| Bleachers open table & chairs | 636 |

Facility Use Requirements

IRS Tax Exempt Certificate shall be required to substantiate non-profit status annually.

Proof of Insurance will be provided by all users annually.

When there are two events held by one user: one event on one day and the other event the next - a separate fee is charged for each event.

Elementary Day Care Usage Monthly Charge \$200.00

UNH will be charged in the Non Profit Category

Oyster River PTO's and Oyster River Booster Clubs will not be charged for rental or custodial.

The Towns of Durham, Lee and Madbury, or any approved subcommittee of said towns, will not be charged for rental or custodial.

Facility rental fees are per day unless otherwise noted (*). All groups will be charged for staffing and other fees as applicable.

BUILDING/GROUNDS RENTAL FEES

| BUILDING/GROUNDS RENTAL FEES | | | | |
|------------------------------|---|------------|---------------------|------------------------|
| STAFFING FEES: | | Week Day | Weekend/ Holiday | |
| Custodial Fee | Minimum of 3 hour per event | 40/hr* | 60/hr* | |
| Auditorium Tech Fee | Minimum of 3 hour per event | 50/hr* | 75/hr* | |
| OTHER FEES: | | | | |
| Application Fee | Per event | \$25 | \$25 | |
| Audio/Visual | \$20.00 per day | \$20 | \$20 | |
| Outside lights | Turf Field - Track | 75/hr* | 75/hr* | |
| Gym Floor Cover Tarp | Per set up and breakdown | \$800 | \$800 | |
| Tables and Chairs | \$10 per table \$1 per chair | per item | per item | |
| FACILITY RENTAL FEES: | | | | |
| | | | | |
| MOHARIMET SCHOOL | SEATING CAPACITY | For Profit | Non Profit | Additional Information |
| Cafeteria/Stage | 298 (seating only set ups) 147 chairs allowed | \$200 | \$125 | |
| Gym | 518 (seating only set ups) 357 chairs allowed | \$500 | \$200 | |
| Cafe/Gym Combined | 816 (seating only set ups) 504 chairs allowed | \$500 | \$200 | |
| East Commons | 50 | \$150 | \$75 | |
| West Commons | 50 | \$150 | \$75 | |
| Library | 44 | \$200 | \$100 | |
| Classroom | 30 | \$100 | \$50 | |
| Sports Field | | \$75/hr* | 20/hr* | |
| | | | | |
| MAST WAY SCHOOL | SEATING CAPACITY | For Profit | Non Profit | Additional Information |
| Multi-Purpose Room/Stage | 250 (lecture style) 134 (with tables/chairs) | \$500 | \$200 | |
| Cafeteria | 225 (lecture style) 170 (with tables/chairs) | \$200 | \$125 | |
| North Commons | 40 | \$150 | \$75 | |
| Library | 44 | \$200 | \$100 | |
| Classroom | 30 | \$100 | \$50 | |
| Sports Field | | \$75/hr* | \$20/hr* | |

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT KF-R1
BUILDING/GROUNDS RENTAL FEES - Revised: 1/17/2024

| MIDDLE SCHOOL | | | | |
|--------------------------------|---|------------------------------------|------------------------------------|---|
| MIDDLE SCHOOL | SEATING CAPACITY | For Profit | Non Profit | Additional Information |
| Recital Hall | 911 | \$600 1st 3 hrs \$75/hr add'l* | \$300 1st 3 hrs \$40/hr add'l* | 3 hour minimum w/ hourly rate for additional hours |
| Gymnasium | 1128 (seating) 236 (performance) 892 | \$100/hr* | \$50/hr* | |
| Changing Rooms | 23 | \$50 | \$50 | |
| Adaptive PE | 18 | \$100 | \$50 | |
| Learning Commons | 330 | \$200 | \$125 | |
| Library | | \$200 | \$100 | |
| Chorus/Band Rooms | 86/65 | \$225 | \$125 | |
| Classroom | 45 | \$100 | \$50 | |
| Turf Field | | \$675 1st 3 hrs \$225/hr add'l* | \$360 1st 3 hrs \$120/hr add'l* | 3 hour minimum w/ hourly rate for additional hours |
| HIGH SCHOOL | | | | |
| HIGH SCHOOL | SEATING CAPACITY | For Profit | Non Profit | Additional Information |
| Auditorium/Stage & Music Room | 524 seats with 6 spots for wheelchairs | \$600 1st 3 hrs \$75/hr add'l | \$300 1st 3 hrs \$40/hr add'l | 3 hour minimum w/ hourly rate for additional hours |
| Gymnasium | PLEASE SEE BOX BELOW | \$100/hr* | \$50/hr* | |
| Multipurpose Room | 242 (tables/chairs) 519 (lecture style) | \$300 | \$150 | |
| Locker Rooms | | \$50 | \$50 | |
| Cafeteria | 200 (tables/chairs) 428 (lecture style) | \$200 | \$125 | |
| Library | 64 | \$200 | \$100 | |
| Music Room | 40 | \$225 | \$125 | |
| Classroom | 30 | \$100 | \$50 | |
| HS Athletic Turf Field & Track | | \$675 1st 3 hrs \$225/hr add'l* | \$360 1st 3 hrs \$120/hr add'l* | 3 hour minimum w/ hourly rate for additional hours |
| HS Other Fields | | \$675 1st 3 hrs \$225/hr add'l* | \$360 1st 3 hrs \$120/hr add'l* | 3 hour minimum w/ hourly rate for additional hours |
| Tennis Courts | | \$150/hr* | 75/hr* | |
| HS Gymnasium Capacity | | | | |
| Bleachers closed no furniture | 1729 | | | |
| Bleachers closed chairs only | 1153 | | | |
| Bleachers closed tables/chairs | 808 | | | |
| Bleachers | 672 | | | |
| Bleachers open & chairs | 907 | | | |
| Bleachers open table/chairs | 636 | | | |

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: BA |
| Date of Adoption: June 15, 1988 Review First Read School Board: September 5, 2012 Second Read/Adoption School Board: September 19, 2012 School Board First Read: April 5, 2017 School Board Second Read/Adoption: April 19, 2017 | Page 1 of 1 Category: Recommended |

School Board Self-Evaluation and Goal Setting

At the conclusion of each year, the Oyster River School Board shall reflect on the degree to which its goals and objectives have been accomplished. The board shall address those areas as outlined in state laws and ORCSD established Board goals.

Appendix BA-R1 Evaluation Questions

BA- R2 Individual Board Member Self-Evaluation Worksheet

INDIVIDUAL BOARD MEMBER SELF-EVALUATION WORKSHEET

Please complete the following personal assessment of your boardsmanship This individual evaluation will not be shared, but is for your review only.

The Key: 1 – Never; 2 – Occasionally; 3 – Sometimes; 4 – Frequently; 5 – Always

- ___ 1. I familiarize myself with school policies and laws which are important for meetings.
- ___ 2. I attend all School Board Meetings.
- ___ 3. I read the agenda and supporting material prior to the Board meeting.
- ___ 4. I reserve all decisions on matters until the Board is in session.
- ___ 5. I keep personal matters personal and discuss nonrelated concerns at appropriate times and places.
- ___ 6. I use the chain of command and direct questions to the superintendent when contacted by a district resident.
- ___ 7. I attend NHSBA workshops and meetings.
- ___ 8. I read school publications sent to my home.
- ___ 9. I contact the superintendent and make proper arrangements when I visit schools within the district.
- ___ 10. I am informed about community feelings toward the schools.
- ___ 11. I respect the superintendent's office and refrain from unwarranted interferences in the administrator's affairs.
- ___ 12. I believe in long-range planning and recognize that changing trends change school needs.
- ___ 13. I believe the district should place great emphasis on professional growth.
- ___ 14. I know that I have no authority as a Board member except when the Board is legally in session. Board officers have specific duties that are occasionally performed outside of Board sessions.
- ___ 15. I rely on the superintendent to provide the Board with accurate information on the school system.
- ___ 16. I take part in Board in-service and orientation programs.
- ___ 17. At no time do I speak for the full Board as an individual Board Member.
- ___ 18. I work toward mutual trust between Board members and administration and keep criticism of either to private sessions.
- ___ 19. I recognize that governance and policy duties belong to the Board and administrative duties belong to the district's administrators.
- ___ 20. I support budgetary provisions and encourage the professional growth of the superintendent.
- ___ 21. I support strong professional growth programs for all school personnel.
- ___ 22. I attend PTA, concerts, plays, athletic contests, and other school events.
- ___ 23. I am familiar with the budgeting process of the district.
- ___ 24. I am familiar with the curriculum and graduation requirements of the district.

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: CBI |
| Reviewed by Policy Committee: 1/29/14 previously CBG School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 | Page 1 of 1 |

EVALUATION OF THE SUPERINTENDENT

The superintendent is the executive head of the public schools and shall be responsible for planning and administering their affairs to statutory requirements, the regulations of the State Board of Education, and the policies of the Oyster River Cooperative School District.

The superintendent shall develop and maintain a system of public schools capably staffed to provide quality education and supportive services. The superintendent shall provide, develop, and implement the procedures to achieve educational objectives with the administrative unit.

In performance of these duties, the superintendent shall be directly responsible to the Oyster River Cooperative School Board.

The school board shall evaluate the superintendent on an annual basis by February 15 utilizing the criteria established under CBI-R. The Board shall direct the superintendent to furnish a written self-assessment which addresses the performance areas as outlined in CBI-R in a timely manner.

Through evaluation of the superintendent, the board will strive to accomplish the following:

- Clarify for the superintendent his/her role in the school system as seen by the board.
- Clarify for all board members the role of the superintendent in the light of his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the board and the superintendent.
- Develop harmonious working relationships between the board and superintendent.
- Provide effective administrative leadership for the school system.

The board will provide the superintendent with periodic opportunities to discuss superintendent/board relationships and will inform him/her at least annually of its assessment of his/her performance.

Cross Reference: CBI-R – Evaluation of the Superintendent - Procedure

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: CBI-R |
| Date: March 1, 1990 Date of Revision: May 20, 1998 Code Revision: November 18, 2009-previously CBG-R Reviewed by Policy Committee: August 7, 2013 - No Change | Page 1 of 3 |

EVALUATION OF THE SUPERINTENDENT

The superintendent, in developing his/her self-assessment report, and each board member, in providing the chair with his/her assessment of the superintendent's performance, will use the following criteria:

PERFORMANCE AREAS

Relationship with the Board

- Keeps the board informed consistently through oral and written communications on important issues and needs of the school district.
- Anticipates sensitive issues and acts proactively to minimize potential difficulties.
- Offers professional advice/recommendations on items requiring school board action or review.
- Feels free to openly express an opinion on a matter under discussion by the school board until a final decision has been reached; then implements the decision in a timely and effective manner regardless of any previously held view.
- Is knowledgeable of, adheres to, and enforces all policies and fulfills all directives of the Oyster River Cooperative School Board.
- Respects the school board's policy making authority and responsibility.
- Alerts board when new policies are needed or old policies need updating.
- Participates actively in the contract negotiations process.
- Deals with each board member equally and refrains from public criticism of board members.

Community Relations

- Keeps the community informed of school district plans, programs, and achievements.
- Demonstrates sensitivity and responsiveness to parental concerns
- Actively solicits participation by community members in the decision-making process whenever appropriate.
- Exhibits awareness of and responds to community concerns as they relate to the school district.
- Works effectively with news media.
- Accepts opportunities to attend or participate in community sponsored activities/organizations whenever possible while balancing other responsibilities or priorities.
- Fosters positive relationships and good communication with community leaders.

Staff/School Relations

- Develops sound personnel practices including, but not limited to, the assessment of staffing needs, nomination of best qualified candidates, assignment of staff, definition of duties, reviewing the evaluations of district staff, and evaluating central office administrative staff and building principals.
- Treats all personnel fairly and impartially while demanding high levels of performance.
- Adheres to all federal and state regulations that govern employment activities.
- Oversees a workable program for staff evaluation.

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EVALUATION OF THE SUPERINTENDENT (continued)

- Organizes and promotes an effective program for professional growth.
- Delegates responsibility/work effectively.
- Establishes clear performance expectations to all with whom he/she works.
- Implements goal setting as a strategy to improving classroom performance.
- Deals with personnel issues impartially and objectively, within a timely manner.
- Keeps informed of current conditions and needs at each of the buildings through good communication with administrators.
- Maintains a high visibility within the schools' facilities.
- Promotes positive morale.
- Readily accepts and abides by the mandates of district employee contracts.

Educational Leadership

- Keeps focus of education on improving student learning.
- Exhibits genuine concern for student welfare and achievement.
- Presents, coordinates and evaluates an effective measurement process for student achievement.
- Possesses awareness of innovative methods for enhancing student achievement.
- Provides leadership in the study and development of curriculum options.
- Promotes and supports efforts to establish and improve K-12 curriculum development.
- Participates with staff, board, and community in the development of educational curriculum, priorities, and opportunities.
- Requires school programs and support services to reflect sound educational practices.
- Resists pressure to take actions contrary to the best interests of students.
- Accepts proposals for educational change from inside and outside the educational community.
- Keeps informed about current developments and research in education and student learning.
- Is knowledgeable of and adheres to all applicable state and federal laws/guidelines.

Fiscal Management

- Uses well designed, user friendly and effective budget reporting procedures.
- Develops and recommends the annual budget to the school board within stated school board objectives.
- Maximizes the use of all available resources.
- Monitors the ongoing physical/financial needs of the school system.
- Provides leadership in identifying, planning, and implementing capital improvements.
- Assures that school facilities are maintained in an optimal cost effective manner.
- Regularly provides financial reports to the school board.
- Oversees the district's equipment inventory and procurement process, ensuring that bid processes are consistent and cost efficient.
- Implements and adheres to the budget as directed by the school board.
- Administers expenditures consistent with appropriations.

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| OYSTER RIVER COOPERATIVE SCHOOL BOARD | Policy Code: CBI-R |
| Date: March 1, 1990 Date of Revision: May 20, 1998 Code Revision: November 18, 2009-previously CBG-R Reviewed by Policy Committee: August 7, 2013 - No Change | Page 3 of 3 |

EVALUATION OF THE SUPERINTENDENT (continued)

Personal Qualities

- Is respected in the schools, community, and profession.
- Works well with others.
- Is suitably attired and well groomed.
- Communicates clearly and effectively.
- Is poised and effective in a crisis.
- Maintains good physical and mental health.

Goals and Objectives

- Assists the school board in the development of attainable goals and objectives.
- Develops effective programs/procedures to achieve both short and long term goals within established time frames.
- Monitors progress toward goals and informs school board.
- Establishes personal goals and monitors progress toward achievement.