

**Oyster River Cooperative School District  
REGULAR BOARD MEETING**

**March 6, 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 February 21, 2024 Regular Meeting Minutes.***
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS**
- A. District**
- B. Board**
- VI. DISTRICT REPORTS**
- A. Assistant Superintendent/Curriculum & Instruction Report(s)**
- ORHS ROBOTICS Presentation
  - Monitoring Student Growth
- B. Superintendent's Report**
- Student Senate Candidate Night
- C. Business Administrator**
- 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}**
- Revision to 02/21/24 Mast Way Maternity Leave of Absence from June 4, 2024, to the End of the Year to now state May 28, 2024, to the End of the School Year and one year Leave of Absence for the 2024-25 school year. *Motion to approve revision to 02/21/24 Mast Way Maternity Leave of Absence from June 4, 2024, to the End of the Year to now state May 28, 2024 to the End of the School Year and one year Leave of Absence for the 2024-25 school year.*
  - Moharimet Maternity Leave of Absence from June 3, 2024, to the End of the School Year and for the Beginning of the Year to November 1, 2024. *Motion to approve the Moharimet Maternity Leave of Absence from June 3, 2024, to the End of the School Year and for the Beginning of the Year to November 1, 2024.*
  - List of Polices for Second Read/Adoption – Policy GBEB – Staff Conduct with Students, Policy GCM – Professional Staff Workload and for Deletion – Policy GCG – Job Sharing/Part Time/Substitute Professional Staff Employment. *Motion to approve List of Polices for Second Read/Adoption – Policy GBEB – Staff Conduct with Students, Speakers and Programs, Policy GCM – Professional Staff Workload and for Deletion – Policy GCG – Job Sharing/Part Time/Substitute Professional Staff Employment.*
- VIII. DISCUSSION & ACTION ITEMS**
- ERate Bid for the 2024 – 25 School Year. *Motion to approve the ERate Bid for the 2024 - 25 School Year.*
  - Athletics – Girl's Hockey Cooperative – Adding Coe Brown Northwood Academy to ORCSD Cooperative Hockey Program. *Motion to approve Athletics – Girl's Hockey Cooperative – Adding Coe Brown Northwood Academy to ORCSD Cooperative Hockey Program*
  - Facilities Fees [Procedure KF-R1] – Current and Revised. *Motion to approve Facilities Fees*
- IX. SCHOOL BOARD COMMITTEE UPDATES**
- X. PUBLIC COMMENTS (*Total allotted time for public comment is 30 minutes*)**
- XI. CLOSING ACTIONS**
- A. Future meeting dates:** March 20, 2024 – Regular School Board Meeting @ 7:00 PM @ ORMS Recital Hall  
April 3, 2024 - Regular School Board @ 7:00 PM ORMS Recital Hall
- XII. NON-PUBLIC SESSION: RSA 91-A:3 II {If Needed}**  
**NON-MEETING SESSION: RSA 91-A2 I {If Needed}**
- XIII. ADJOURNMENT**
- Respectfully submitted,**
- Superintendent**

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

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

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

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

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

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

**Oyster River Cooperative School District Members:**

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

**Information Regarding Nonpublic Session**

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

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

# Oyster River Cooperative School Board

## Regular Meeting Minutes

February 21, 2024

DRAFT

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

**STUDENT REPRESENTATIVE:**

**ADMINISTRATORS PRESENT:** Suzanne Filippone, Amy Ransom, Rachael Blansett, Rebecca Noe, Shannon Caron

**STAFF PRESENT:**

**GUEST PRESENT:** Sean McKinley

**ABSENT:** Dr. Morse, Maeve Hickok (student rep.)

**o. MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING**

**I. CALLED TO ORDER at 6:30 PM by Chair Denise Day.**

**II. APPROVAL OF AGENDA**

**Tom Newkirk made a motion to approve the agenda, 2<sup>nd</sup> Matt Bacon. Motion passed 7-0.**

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

**IV. APPROVAL OF MINUTES**

**Tom Newkirk made a motion to approve the February 7, 2024 Regular Meeting Minutes, 2<sup>nd</sup> by Matt Bacon.**

Heather Smith made the following revision:

On page 2, under Noe's comments change "created" to "will be creating" so it reads "...a team led by Assistant Special Education Director Nancy Michaud that will be creating more guidelines for late work and reassessment".

Giana Gelsey made the following revision:

On page 4, under Superintendent's Report change "To the kids perspective" to "From the kids' perspective...".

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

**Heather Smith made a motion to approve the two February 7, 2024 Non-Public Meeting Minutes, 2<sup>nd</sup> by Giana Gelsey. Motion passed 7-0.**

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

**~~A. District~~**

**~~B. Board~~**

**VI. DISTRICT REPORTS**

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

Student Presentation – Safe School Conference

Counseling Director Shannon Caron introduced five of the thirty students who are representatives for the ORHS Student Mental Health Team. Siena Schaier, Eva Barth-Malone, Elise Bacon, Abby Trojan, and Paige Stehle, along with other team members, spread awareness about mental health and suicide prevention during advisory time. They present slideshows and lead discussions to teach OR students how to become aware of suicide risk factors, warning signs, and resources. They believe everyone has a responsibility in preventing suicide and by communicating with others it will help reduce the risk of suicide in a community.

The five students also attended a Safe Schools Conference with students from other schools in Southern New Hampshire and spoke about their experience. At the conference they exchanged ideas on how to improve mental

health and formed connections with like-minded peers. The high schoolers came back with several new ideas to consider at Oyster River, for example attaching a bandana or pin to a backpack to signify being a “safe space” for students. They were particularly impressed by a school’s Hope Squad, which is part of a national chapter, that hosts monthly activities and yearly events for students. They were inspired by how established and well-known the group had become to students. They gained other ideas too, such as having a room dedicated to peer counseling, using an online mental health forum for students to share stories & helpful strategies, and creating art murals to spread awareness.

Board members had the opportunity to ask questions about the conference and the student-led suicide trainings.

**~~B. Superintendent’s Report~~**

**~~C. Business Administrator~~**

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

**~~E. Finance Committee Report~~**

**~~F. Other~~**

**VII. UNANIMOUS CONSENT AGENDA**

- **Nomination of Human Resources Director with a March 4, 2024, start date.**

Amy Ransom announced the candidate for nomination, Jennifer Horton, and reviewed her credentials.

**Matt Bacon made a motion to approve the Nomination of Human Resources Director, 2<sup>nd</sup> by Giana Gelsey. Motion passed 7-0.**

**VIII. DISCUSSION & ACTION ITEMS**

UNH Survey Results – Sean McKinley

Sean McKinley of the UNH Survey Center presented the findings of the district’s Competency-Based Reporting Survey. A total of 867 community members consisting of students, parents, and staff from grades 6-10 completed the survey. Survey questions related to such topics as the middle to high school transition, understanding competency-based ratings, student progress, perceptions & practices related to competency-based rating, and professional development. Although there were positive responses across all questions from all the survey groups, there were a fair number of negative responses. Findings showed a few discrepancies between the students and adults. For example, most students felt the transition from middle to high school was very or somewhat easy, however, nearly half the parents from grades 9 & 10 felt the transition was difficult. And, while most students felt they understand what it means when they earn a competency-based rating and the teachers’ comments on how to improve that rating, staff members believed students had a slightly lower comprehension of the system. In terms of the “Meets” category, many parents and some students felt the “M” was too broad and provided little insight into a student’s proficiency.

Survey results also provided feedback about motivation. Many students and parents believe it is much harder for students to earn an “M” or “E” from some teachers than from other teachers, and several expressed frustrations with a perceived extreme difficulty or impossibility of earning an “E”. Only one-third of parents and less than half of staff members feel that competency-based reporting effectively increases student engagement and motivation. About four in ten students say that the opportunity to redo work motivates them all or most of the time to learn and produce better work.

Regarding student progress, four in ten parents check their student’s regular progress on PowerSchool once or twice a month and about the same number check less than once a month or never. There were a variety of reasons for not checking regular progress, including difficulty to access, satisfied with other reports, not informative or helpful, communicating directly with their child or it not being necessary since their child usually

succeeds. On the positive side, seven in ten parents understand their student's quarterly progress report very or somewhat well and feel the teacher comments related to competency-based learning were very or somewhat helpful. However, parents are divided on whether the progress report gives them a clear idea of their student's learning. On the contrary, staff feel that the progress reports provide clear student learning, including strengths and areas of improvement.

Overall, most staff members and parents agree that the competency-based rating system effectively gives students opportunities to relearn, revise, and reassess, makes learning goals clear, and provides students with meaningful feedback. However, one-third of responding students say that they dislike competency-based grading, and many parents would prefer a change to traditional grading, a transition, or combination of grading systems. Very few staff members say that they would like to change to traditional grading, but many would like to reform competency-based grades, establish a clearer definition of them, or have a transition or combination of systems in middle school.

Source: "Executive Summary." University of New Hampshire Survey Center, pages 1-2, February 2024.

Several board members commented on the importance of making a survey response that acknowledges parent concerns. Creating a committee and/or action plan to make improvements and address issues with motivation and inconsistency was also suggested. A few board members expressed wanting to break the survey down by grade level responses for any correlation between the 5/6 and 8/9 transition years. Overall, the board appreciates the time that was spent to complete the surveys and they value the opinions that were shared. The purpose was to see what is working for students, parents, and staff and the board will consider these findings as they move forward with district work.

List of Policies for First Read – Policy GBEB – Staff Conduct with Students, Policy IMC {R} Controversial Topics, Speakers and Programs, Policy GCM – Professional Staff Workload and for Deletion – Policy GCG – Job Sharing/Part Time/Substitute Professional Staff Employment.

Dan Klein stated the committee met with legal counsel regarding policy GBEB.

In Policy GBEB, fix the sentence flow so it is one continuous paragraph in item #5 at the bottom of the page.

In Policy IMC {R} change "Board" to "District" in line 4. This policy was removed from first read and will be brought back to the committee for revision.

**Dan Klein made a motion to approve Policy GBEB Staff Conduct with Students and GCM Professional Staff Workload for First Read, 2<sup>nd</sup> by Giana Gelsey. Motion passed 7-0.**

Policy GCG can be deleted since the positions described do not currently exist in contracts.

**Dan Klein made a motion to delete Policy GCG – Job Sharing/Part Time/Substitute Professional Staff Employment, 2<sup>nd</sup> by Matt Bacon. Motion passed 7-0.**

### School Board Self Evaluations

Each board member provided comment. Praise was given for Denise Day's leadership as Chair, Heather Smith's organization of the Superintendent Search Committee, Brian Cisneros's central work on Budget and Finance, and Dan Klein's involvement on Policy. The board worked collaboratively, and everyone brought something positive to the board. Student presentations have been a great addition and well enjoyed by members.

The following matters were raised for future consideration:

### School-Related

The elective system pre vs post-Covid, suggestion was to include sophomores again.

Middle school Competency-Based Reporting improvement/reform and a response to the survey.

Focus on transition preparation for grades 4/5 and 8/9.

Board-Related

Evenly distribute the tasks/workload among members.  
Create board secretarial duties to not rely on administration for task assignment & follow up.  
Improve mentoring for new school board members.  
Determine communication with the new superintendent.  
Follow the chain of command.  
Re-establish board member accountability & integrity.

~~IX. SCHOOL BOARD COMMITTEE UPDATES~~

**X. PUBLIC COMMENTS**

Stephanie Johnson of Lee encouraged the board to not ignore the one-third of parents who do not agree with the current preparation for middle school to high school. She doesn't agree with a system that says good enough is good enough. She urged the board to consider reform that prepares students to be successful, to do their best, and to give their best attitude & effort. She felt it is a problem if the feedback and comments are not meaningful for students and families.

**XI. CLOSING ACTIONS**

**A. Future Meeting Dates:** March 6, 2024 – Regular School Board Meeting @ 7:00 PM – ORMS Recital Hall  
March 20, 2024 – Regular School Board Meeting @ 7:00 PM– ORMS Recital Hall  
April 3, 2024 - Regular School Board Meeting @ 7:00 PM – ORMS Recital Hall

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

~~–NON-PUBLIC SESSION: RSA 91-A2 I {if needed}~~

**XIII. ADJOURNMENT:**

**Heather Smith made a motion to adjourn the meeting at 8:07 pm, 2<sup>nd</sup> by Giana Gelsey. Motion passed 7-0.**

➤ **DEIJ Workshop – Rachael Blansett ~8:00-9:00 pm**

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

Respectfully Submitted,

Karyn Laird, Records Keeper



# Student Data: Monitoring Student Growth

Update on Star Data Grades 2 – 8 and SAT's Grade 11

Winter 2024

Why do we give students assessments?

*To assess what kids know and are able to do, to inform instruction, and determine interventions where appropriate.*



## **STAR**

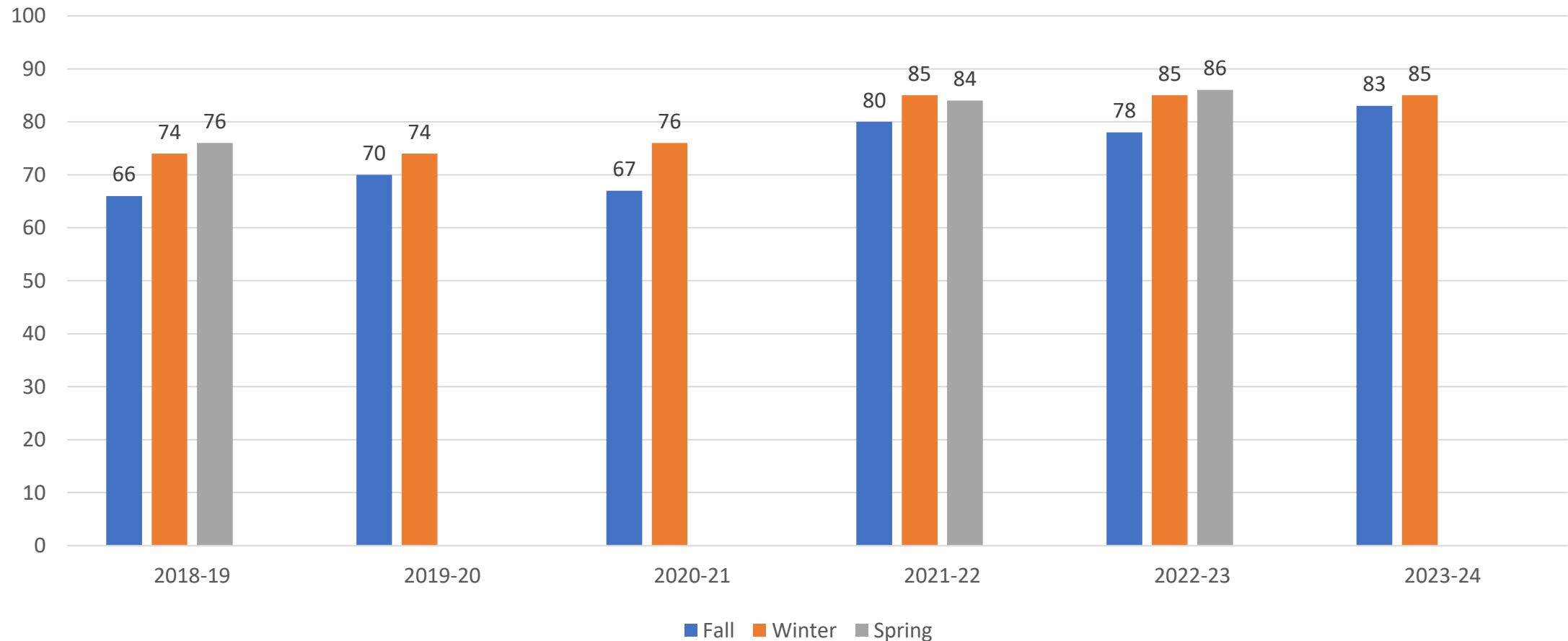
- Individual student scores are one of several measures that are used to help teachers and families understand student progress.
- Results inform MTSS Teams regarding individual student learning and progress.



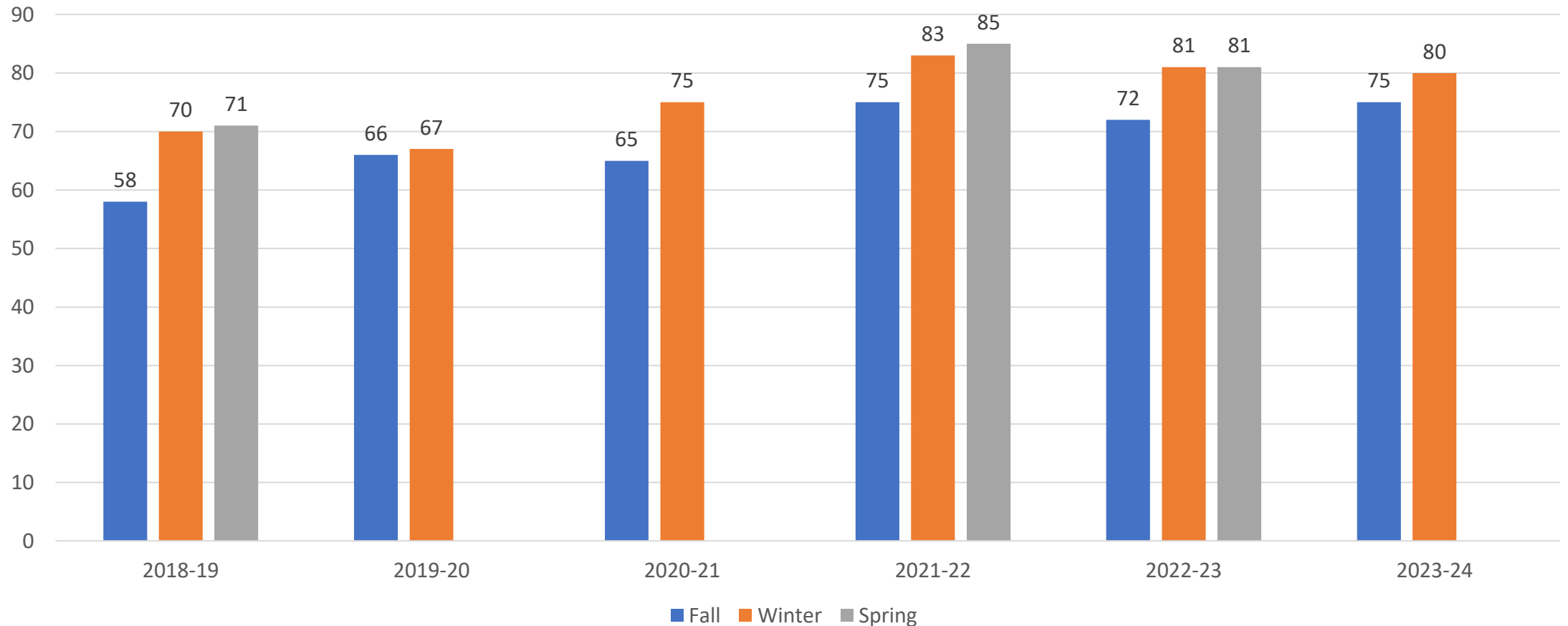
# Reminders about Star

- Fall, Winter, and Spring data includes benchmark adjustments according to expected student growth.
- Star is a computer-adaptive test that continually adjusts questions based on the child's previous response.
- The percentile rank is a norm-referenced score that provides a measure of a student's ability compared to other students in the same grade nationally.
- The Benchmark is set by the district.

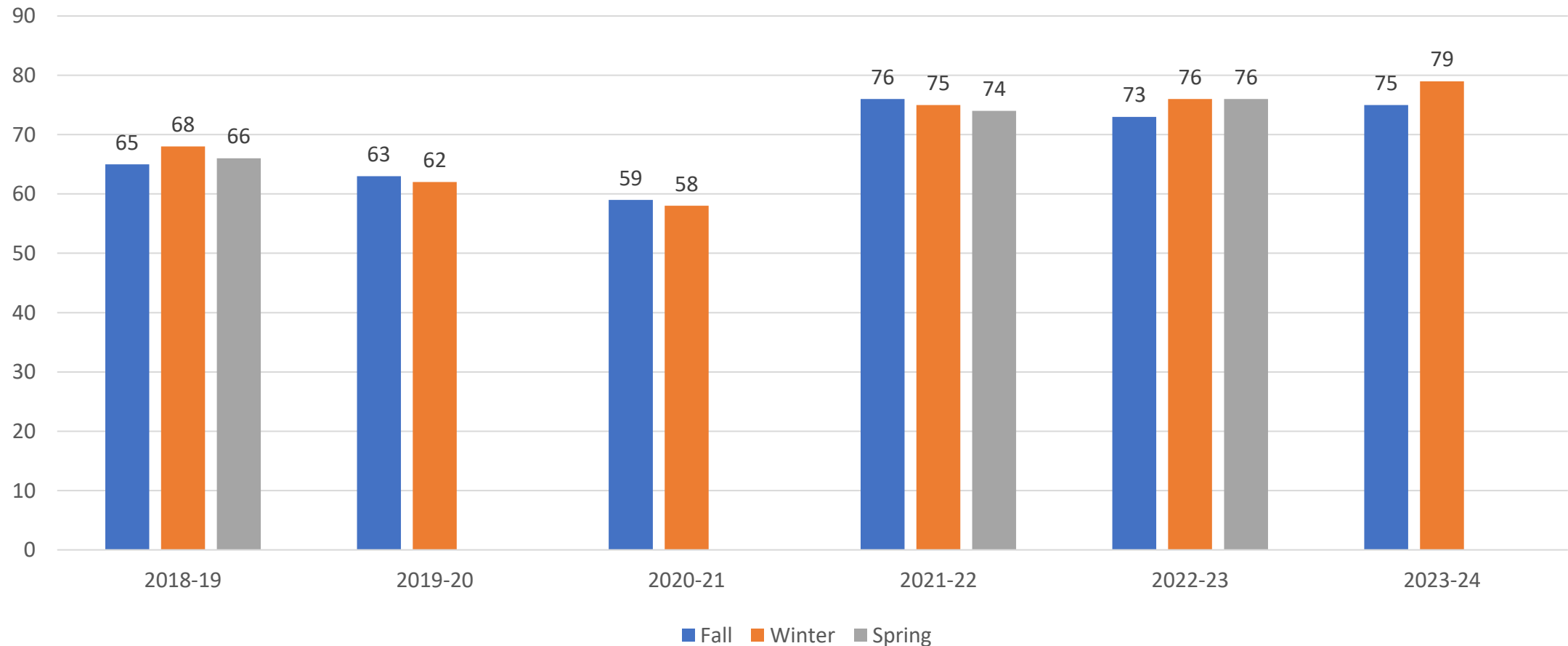
# Elementary School Star Math: Percent Proficient 2018 - 2024 (grades 2-4)



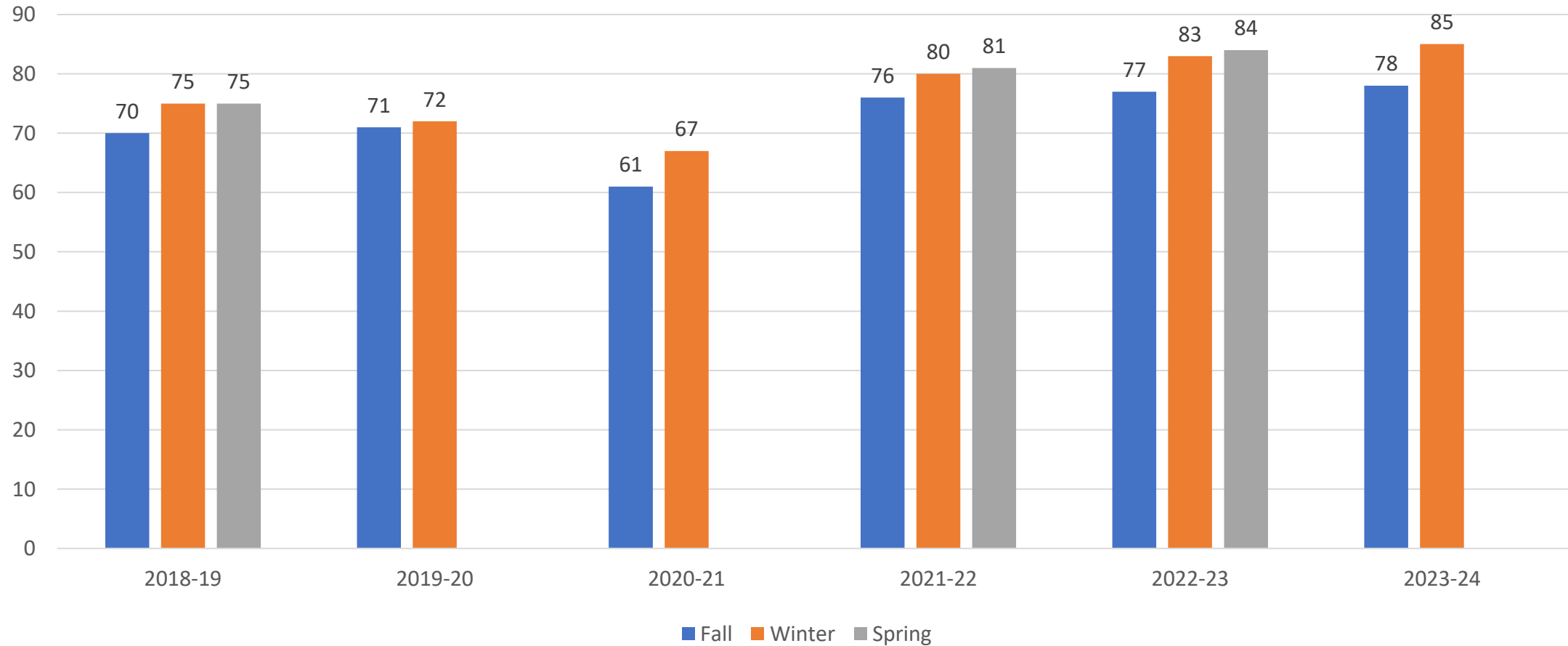
# Elementary School Star Reading: Percent Proficient 2018-2024 (grades 2-4)



# Middle School Star Reading: Percent Proficient 2018-2024 (grades 5-8)

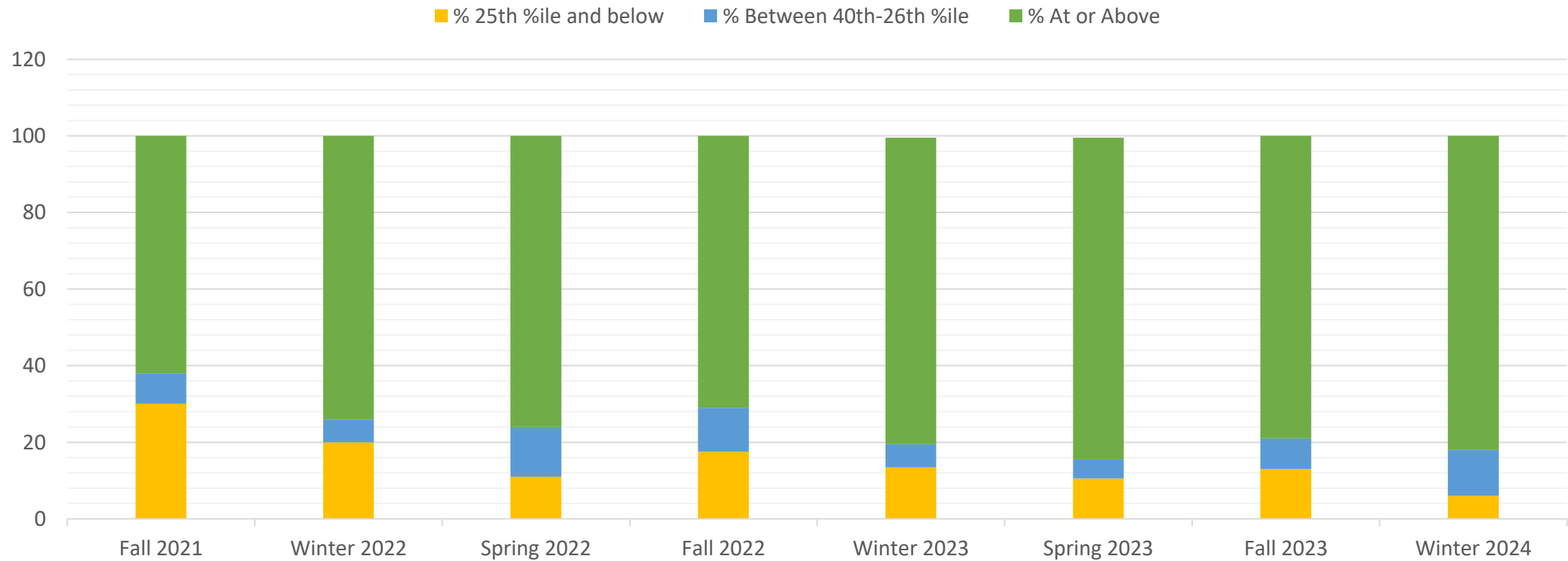


# Middle School Star Math: Percent Proficient 2018-2024 (grades 5-8)



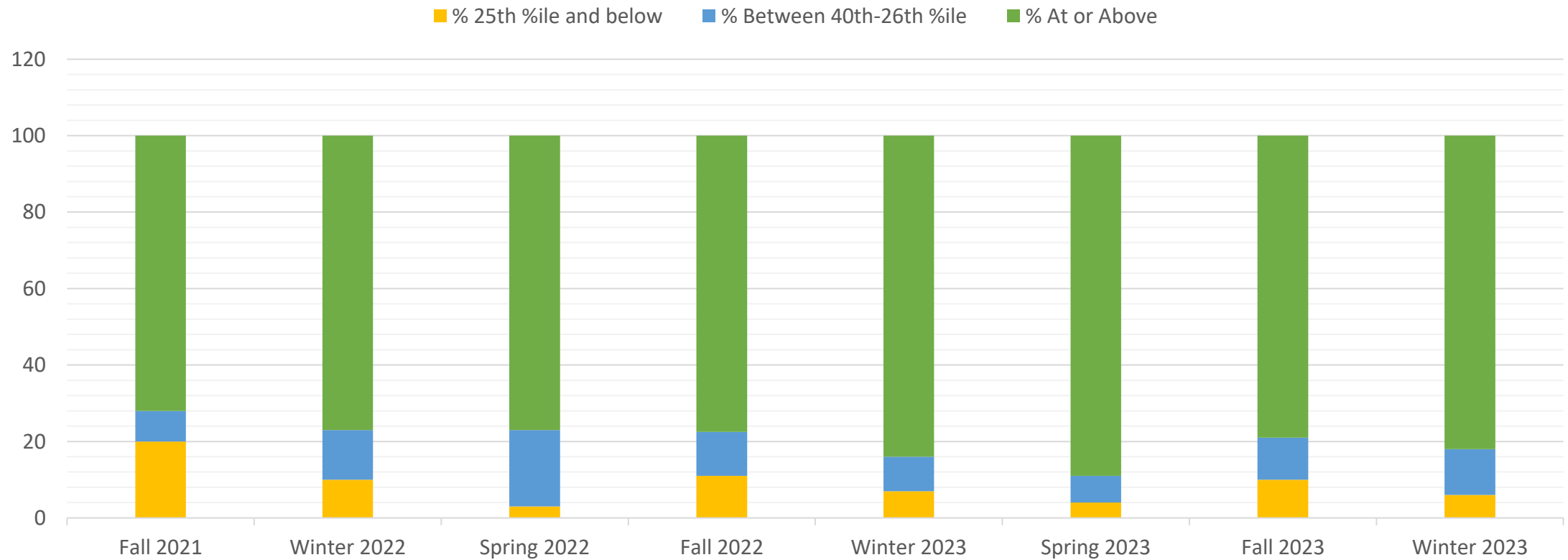
# Class of 2032 Reading – 5<sup>th</sup> grade

Star Proficiency



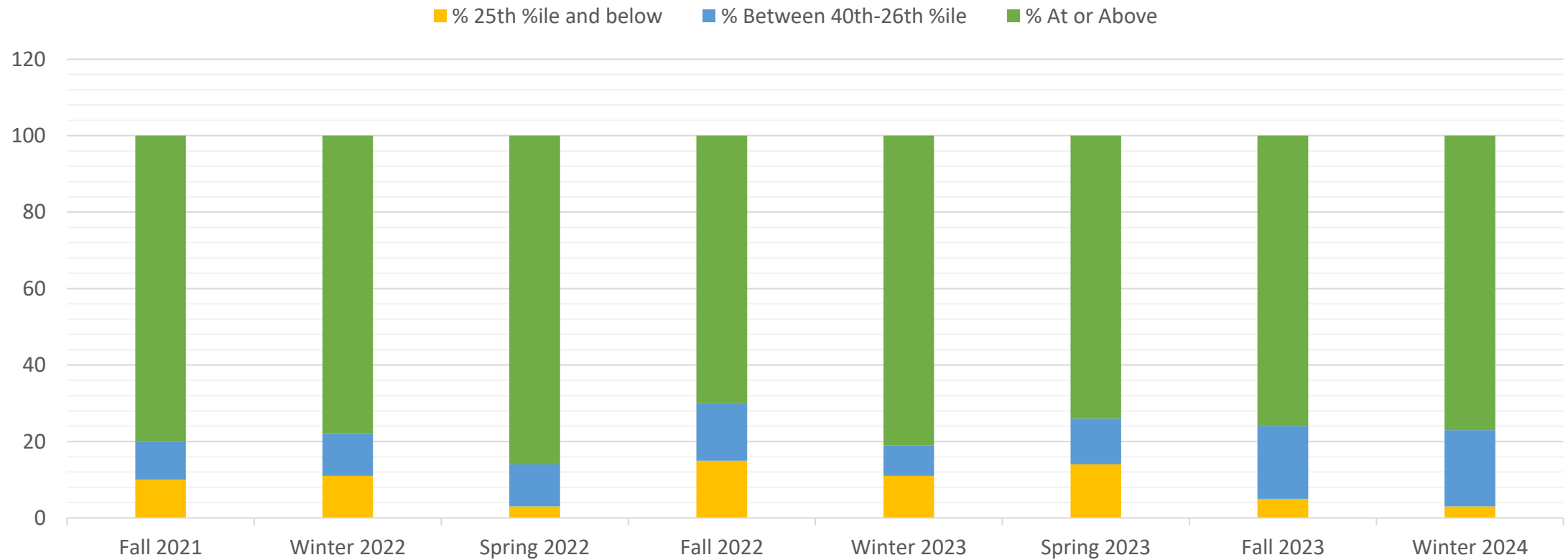
# Class of 2032 Math – 5<sup>th</sup> grade

## Star Proficiency



# Class of 2029 Reading – 8<sup>th</sup> grade

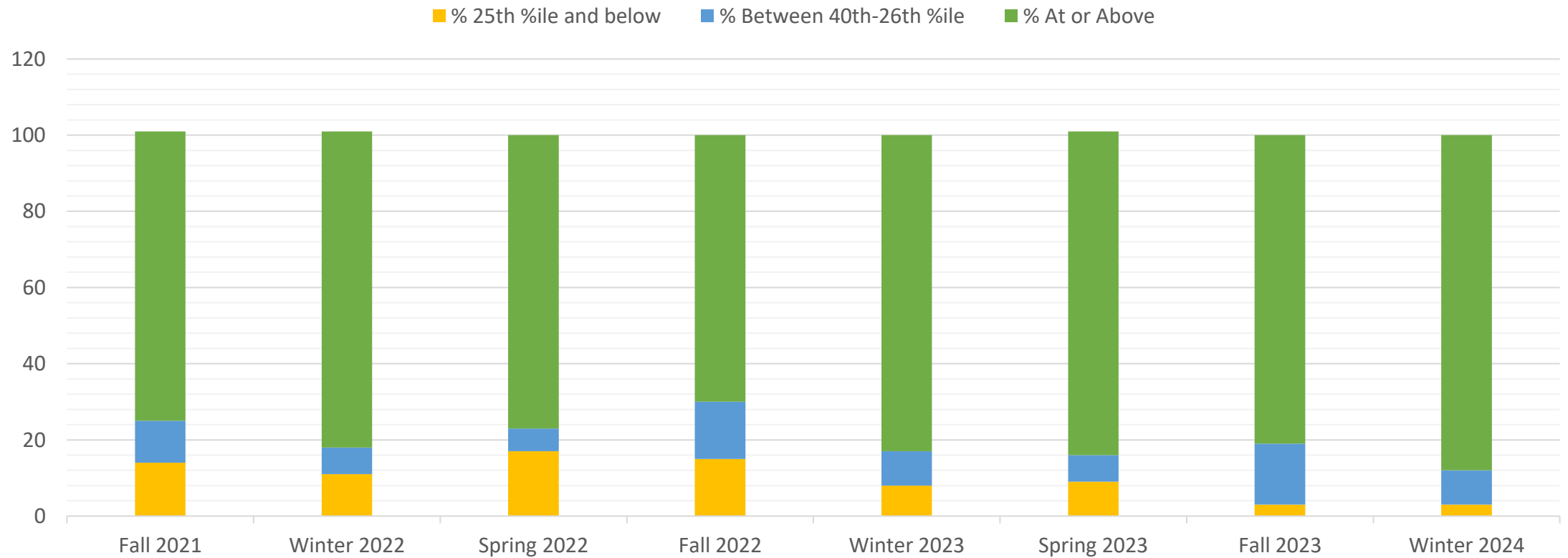
Star Proficiency





# Class of 2029 Math – 8<sup>th</sup> grade

Star Proficiency

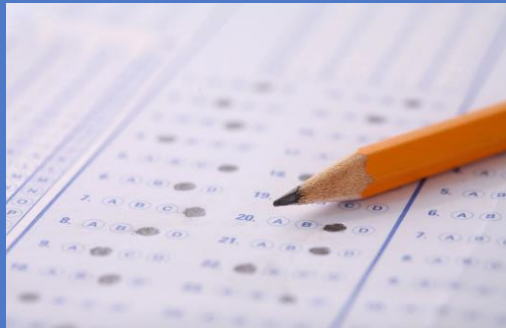


Why do we give students the SAT assessment?

“Predicts college readiness.”

The *SAT* is the NH State Assessment for all juniors.

More than 1,400 four-year colleges and universities are test optional.



## SAT

- Digital Test
- Multiple Choice
- Scores range from 400-1600
- Two section scores: (1) Reading and Writing and (2) Math  
Reading and Writing is merged into one score
- SAT is a “normed” exam  
Raw scores translate into scaled scores that fall along the standard bell curve distribution
- Starting in 2024 the test will be:
  - Shorter in length (from three to two hours)
  - Shorter reading passages and more access to calculator

## PSAT

- Beginning this school year the PSAT is a digital test

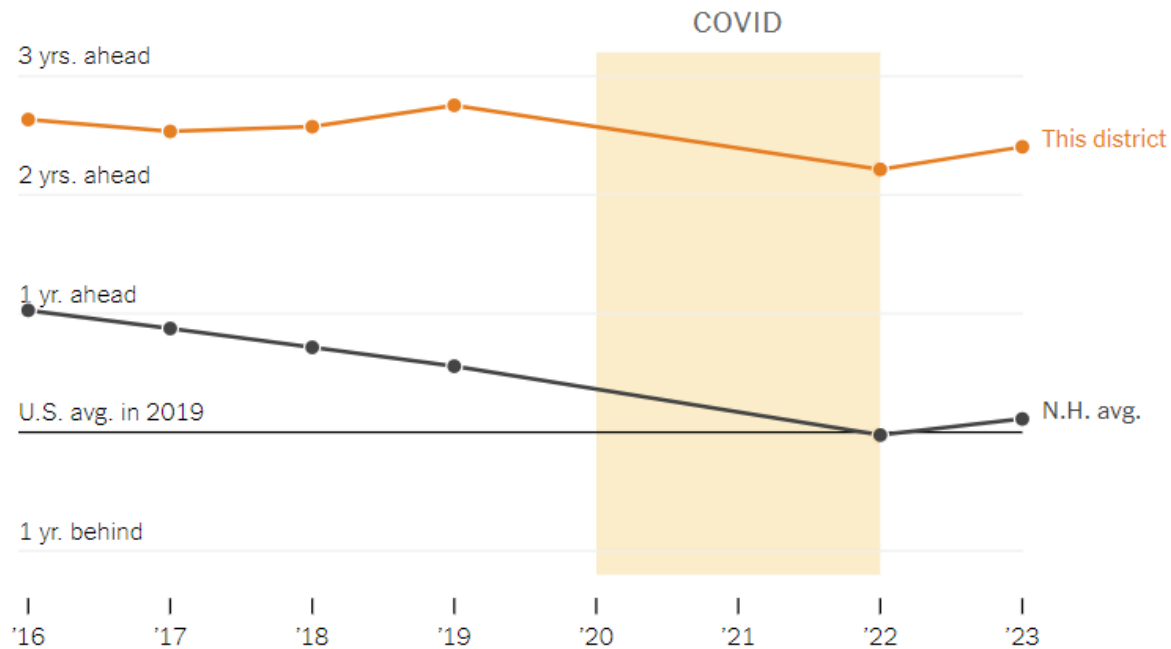
# SAT Score Comparison 2017 – 2023

April 3, 2024, SAT Day

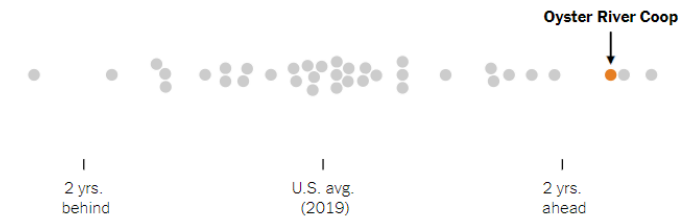
Year	Reading and Writing			Math		
	ORHS	NH	National	ORHS	NH	National
2024						
2023	557	506	488	557	488	467
2022	557	512	490	561	494	472
2021	577	531	528	566	514	523
2020	577	528	523	567	512	508
2019	580	508	479	564	516	489
2018	573	535	536	578	528	531
2017	582	524	538	588	511	533

Paris, Francesca. See How Your School District Is Recovering From the Pandemic. The New York Times. Feb. 1, 2024, [See How Your School District Is Recovering From the Pandemic - The New York Times \(nytimes.com\)](https://www.nytimes.com/2024/02/01/us/politics/school-districts-recovering-pandemic.html)

### Math test scores, 3rd grade through 8th



### 2023 math scores in New Hampshire



Note: "Covid" signifies the school years most affected by the pandemic. The U.S. average is based on districts in states with available 2023 data. State and district results are reported relative to that average. Source: The Educational Opportunity Project at Stanford University, and the Center for Education Policy Research at Harvard University

# Action Items/Goals for 2023-2024

Continue Multi Tiered System of Supports

Continue to implement Foundations as part of literacy instruction

Continue to explore progress monitoring tools for mathematics

Reassemble District MTSS Team for Evaluation of District Goals and Systems

Analyze MS and HS Reading/Writing data more fully  
*Spring/Summer 2024*

Continue to implement individualized interventions when appropriate

Work with students on sustaining focus, executive skills, and school wide expectations

Implement Eureka Squared Updated Eureka Math Program  
(grades K-5)

Proactive use of “FLEX”ible time at middle and high school



## Wendy DiFruscio

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**From:** Jaclyn Jensen  
**Sent:** Thursday, February 22, 2024 3:27 PM  
**To:** kellyann95@yahoo.com; jasonkolligs@gmail.com; violinsolo070@gmail.com; jwcolwell@gmail.com; reneebennett@gmail.com; bcisneros@comcast.net  
**Cc:** Rebecca Noe; Jim Morse; Wendy DiFruscio  
**Subject:** Student-hosted School Board Candidate Forum

Hello everyone. My name is Jaclyn Jensen and I'm the advisor of the ORHS Student Senate. The Student Senate would like to invite you all to a candidate forum on Thursday March 7<sup>th</sup> at 6:00 PM in the ORHS auditorium. The student senators have generated questions for you to respond to about your candidacy, qualifications, and vision for our district. Please let me know if you are able to attend. Thank you!

Best,

Jaclyn

Jaclyn Jensen, M. Ed.  
(she/her/hers)  
ORHS Social Studies Teacher  
ORHS Student Senate Advisor

The Right-To-Know Law provides that most e-mail communications to or from School District employees regarding the business of the School District are government records available to the public upon request. Therefore, this e-mail communication may be subject to public disclosure.

**Policies for  
First Read/Second Read/Adoption/Deletion  
SB Meeting of:**

**March 6, 2024 - Second Read/Adoption- Deletion**

Title	Code
<b>Policies for First Read</b>	
<b>Policies for Second Read/Adoption - Unanimous Consent</b>	
Staff Conduct with Students	GBEB
Professional Staff Workload	GCM
<b>Policies for Deletion/Replacement</b>	
Job Sharing/Part Time/Substitute Professional Staff Employment	GCG

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBEB
School Board First Read: November 2, 2016 School Board Second Read/Adoption: November 16, 2016 <a href="#">Policy Committee: October 12, 2023</a> <a href="#">Policy Committee Continued Review: 11/9/23, 12/14/23 &amp; 1/18/24</a> <a href="#">School Board First Read: February 21, 2024</a> <a href="#">School Board Second Read/Adoption: March 6, 2024</a>	Page 1 of 2 Category: Recommended

### STAFF CONDUCT WITH STUDENTS

The Oyster River School Board expects all staff members, including teachers, coaches, counselors, administrators and others to maintain the highest professional, moral and ethical standards in their conduct with students. For the purposes of this policy, staff members also include school volunteers.

The interactions and relationships between staff members and students should be based upon mutual respect and trust; an understanding of the appropriate boundaries between adults and students in an educational setting; and consistent with the educational mission of the schools.

#### *Prohibited Conduct*

Examples of unacceptable conduct by staff members that are expressly prohibited include but are not limited to the following:

1. Any type of sexual or inappropriate physical contact with students or any other conduct that might be considered harassment under the school board's discrimination and harassment policies;
2. Singling out a particular student or students for personal attention and friendship beyond the normal teacher-student relationship;
3. Using their position to manipulate students for reasons that are prohibited by law.  
~~for inappropriate reasons.~~
4. Sexual banter, allusions, jokes or innuendoes with students;
5. Asking a student to keep a secret;
6. Disclosing personal, sexual, family, employment concerns or other private matters to one or more students;
- ~~7. Limit social networking sites to school approved activities only~~
7. Enlisting student(s) to relay communications of a personal or non-school related nature to another student or students.
8. Maintaining personal contact with a student or students via means of communication that are not authorized by the District, ~~for communication between staff and students.~~

Before engaging in the following activities without parents, staff members will review the activity with their building principal or supervisor, as appropriate:

1. Being alone with individual students out of public view;
2. Inviting or allowing students to visit the staff member's home unless accompanied by the student's parent or with parental permission;
3. Visiting a student at home, unless on official school business (this does not preclude a staff member or ~~his/her~~ their child visiting a student's home at the parent's invitation for a social or other event;
- ~~4. Maintaining personal contact with a student outside of school by telephone, e-mail, Instant Messenger, Internet chat rooms or other technologies, or letters (beyond homework or other legitimate school business);~~
- ~~5.~~4. Exchanging personal gifts (beyond the customary student-teacher gifts); ~~and/or~~
- ~~6.~~5. Socializing or spending time with students (including but not limited to activities such as going out for meals or movies, shopping, traveling and recreational activities) outside of school-sponsored events. (This prohibition does not extend to community activities Such as church or other events where there may be incidental social contact with students.) ~~and/or~~
6. ~~Facilitating~~ meetings with a student or students off District property.



OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBEB
School Board First Read: November 2, 2016 School Board Second Read/Adoption: November 16, 2016 <a href="#">Policy Committee Review: October 12, 2023</a> <a href="#">Policy Committee Continued Review: Nov 9, 2023 + 12/14/23</a> <a href="#">School Board First Read: February 21, 2024</a> <a href="#">School Board Second Read/Adoption: March 6, 2024</a>	Page 2 of 2

STAFF CONDUCT WITH STUDENTS (continued)

In formulating this policy, the Board understands that there are circumstances when staff members and/or their children have personal relationships with the families of students outside of school. The intent of this policy is not to prohibit all social contact between staff members and families outside of school. However, because of the trust placed in school staff by the community and our schools' responsibility to protect the well-being of students, staff members are expected to be sensitive to the appearance of impropriety in their conduct with students at all times. Staff members are encouraged to discuss issues with their building administrator or supervisor whenever they are unsure whether particular conduct or a planned activity may constitute a violation of this policy.

Reporting Violations

Students and/or their parents/guardians are strongly encouraged to notify the principal (or other appropriate administrator) if they believe a teacher or other staff member may be engaging in conduct that violates this policy.

Investigation

Reports of staff conduct that represents potential violations of this policy shall be investigated in accordance with District policy.

Response

The District shall take immediate action to ensure that conduct which violates this policy is stopped.

The District shall ~~offer support~~ mental health and wellness ~~support to~~of students who are victims of conduct deemed to violate this policy. ~~by offering support through District resources.~~

~~The District shall inform impacted student's parents and guardians of all conduct found to violate this policy.~~

Staff members are required to notify promptly the appropriate building administrator or superintendent if they become aware of a situation that may constitute a violation of this policy.

Disciplinary Action

Staff violation of this policy shall result in disciplinary action up to and including dismissal. ~~Violations involving sexual or other abuse will also result in referral to the Department of Health and Human Services and may result in referral to law enforcement, in accordance with state law and the school board's policy on reporting child abuse and neglect, and state law.~~

~~Individuals whose conduct is deemed to have violated this policy and are also deemed ineligible for continued or future employment in an official capacity, shall have their ineligibility for future District employment or volunteer work clearly indicated in their personnel files and shall not be eligible for an offer of resignation.~~

~~All investigations related to this policy will adhere to Due Process.~~

~~Volunteers in District violation of this policy will be dismissed.~~

~~Violations involving sexual or other abuse will also result in referral to the Department of Health and Human Services and law enforcement in accordance with state law.~~

Dissemination

This policy shall be included in all employees, student and volunteer handbooks and located in the Policies link on the school district web site.

Cross Reference: IJOC – School Volunteers

JICK - BULLYING AND CYBERBULLYING - PUPIL SAFETY AND VIOLENCE PREVENTION

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GCM
Date of Adoption: September 1971      Previously: GCK Code and Title Change Adopted School Board: May 2, 2012 Policy Committee Review: October 12, 2016 – NO CHANGE <a href="#">Policy Committee Review: February 8, 2024</a> <a href="#">School Board First Read: February 21, 2024</a> <a href="#">School Board Second Read/Adoption: March 6, 2024</a>	Page 1 of 1 Category: Optional

## PROFESSIONAL STAFF WORKLOAD

The Oyster River School Board recognizes that a teacher's responsibility to ~~his/her~~ [their](#) students and ~~his/her~~ [their](#) profession generally entails the performance of duties and expenditures of time beyond the regular work day. ~~but that time~~ [Time](#) and work schedules can and should be established applicable to teachers during the course of their employment [in accordance with the negotiated contract](#). ~~To this end, the following circumstances beyond the control of the school system in the administration of this contract.~~

### Work Day

1. Subject to extenuating circumstances, every teacher shall be in ~~his or her~~ [their](#) school building and available for duty before the beginning of each school day at the time designated by the building administrator.
2. Each teacher shall be in ~~his/her~~ [their](#) school building and available for duty after the closing of school for a period of time which shall be sufficient to take care of those details which usually are connected with the closing of the daily session, such period of time to be designated by the building administrator.
- ~~3. Special teachers and special project teachers shall observe the same working hours as teachers of same level, i.e., elementary school, middle school, high school.~~

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GCG
Date of Adoption: November 6, 1986      Previously: GCE Consolidation of 3/Code & Title Change Adoption School Board: May 2, 2012 <a href="#">Policy Committee Review: December 14, 2023</a> <a href="#">School Board for Deletion: February 21, 2023 – First Read</a> <a href="#">School Board for Deletion: March 6, 2024 – Second Read</a>	Page 1 of 2

*JOB SHARING/PART TIME/SUBSTITUTE PROFESSIONAL STAFF EMPLOYMENT*

The board accepts the concept of job-sharing in which two or more people share a single position as long as there is no adverse effect on students' education. If granted, a job-sharing position is renewable annually, subject to evaluation and approval by the board.

The details of the sharing arrangement can be worked out among the participants and their building principal(s). Job-sharing teachers will be expected to participate in their fair share of all school activities in which a teacher normally would participate. A "fair share" shall be determined by agreement between the principal and the job-sharing teachers.

If one of the job-sharing participants is hired to substitute for another, ~~he or she~~ they will be paid the salaried rate. Should one participant vacate ~~his/her~~ their share of the position for any reason, the board may exercise any of the following options:

- a) the remaining job-sharing participant(s) will be required to assume the full-time position;
- b) the position will be filled as a full-time position by another party;
- c) the vacant part of the position will be filled by another job-sharer; or
- d) the entire position will be discontinued.

Participants will neither gain nor lose tenure as a result of participating in the job-sharing arrangement. Salary and economic benefits shall be determined using the guidelines for part-time positions.

*PART-TIME POSITIONS*

A part-time position could call for a fraction of each day during the week or from one to four whole days during the week. The need to continue part-time positions will be reviewed annually.

Teachers who hold positions established at less than full-time will work out the details of employment with the administration. The percentage of time upon which the position is based will consider actual class time, planning time, and time devoted to staff meetings and program development. A written statement of responsibilities and expectations will be established with the teacher prior to employment. The portion of a year's experience to be given for the position that year will be determined at this time.

Renomination of so-called "tenure" will be applied consistent with the State Board of Education's guidelines (to be determined). Teachers who have achieved "tenure" status through full-time positions in the Oyster River School District will retain tenure status as long as they are in the continuous employ of the district.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GCG
Date of Adoption: November 6, 1986    Previously: GCE Consolidation of 3/Code & Title Change Adoption School Board: May 2, 2012 <a href="#">Policy Committee Review: December 14, 2023</a> <a href="#">School Board for Deletion: February 21, 2024 – First Read</a> <a href="#">School Board for Deletion: March 6, 2024 – Second Read</a>	Page 2 of 2

Note: A significant change in the status of a part-time position will require re-advertising of the position. Teachers holding the position prior to the change will be notified of the change and invited to apply for the position.

The salary of part-time positions will be prorated at the percentage of time on which the position is based. Advancement on the salary schedule for satisfactory service will be based upon the position of experience credited for the position in paragraph 2.

Teachers holding part-time positions requiring fifty percent time or more will be eligible for certain economic benefits to be prorated. Teachers may choose to contribute the difference between prorated contribution of the Board and the full cost of certain benefits.

A teacher holding a part-time position, elected to a full-time position, will be placed on the salary schedule based upon the number of years of equivalent full-time experience and professional preparation. Credit will be given for accumulated sick leave.

#### *SUBSTITUTE TEACHERS*

A substitute teacher is a person who is employed for short periods of time in the absence of the regular teacher because of illness or professional duties. When possible, a substitute teacher will be fully qualified as a teacher.

Suitable programs for training, assigning, orienting, and evaluating the work of substitute teachers shall be provided by the professional staff under the direction of the school principals.

Rates of compensation for substitute teachers will be set by the Board. When a definite and lengthy period of substituting is needed, fully qualified persons will be contracted at the applicable salary on the salary schedule.

Substitute teachers will not participate in the health and welfare plans or other fringe benefits of the school district.

ORCSD uses the federal ERate program to purchase Internet service, building to building connectivity, internal cabling, firewalls, switches, wireless access points and some software and support subscriptions. Through this program the district receives a rebate on these purchases based on our free and reduced lunch numbers.

This year's bid covers wireless network upgrades for ORHS along with network management software for the equipment. Finally, it covers our subscription and support on our existing firewall.

We received two responses to our bids. One was from Omada, a New Hampshire based vendor we have used in the past and the other was from Cytranet. The response from Cytranet was very generic and did not provide the required information stated in the RFP. Since Cytranet was eliminated from the bid our ERate consultants researched the items proposed by Omada to verify that the pricing was reasonable and fair, and they concluded they were reasonable and fair. Due to this and our prior experience with Omada I would recommend we move forward with their bid.

I need a motion from the board to approve the bid from Omada for the network equipment, network management software subscription, and the firewall software and support subscription in the amount of \$146,993.75.

Respectfully submitted,

Joshua Olstad  
IT Director

Oyster River Cooperative School District



## ORCSD ATHLETICS MEMORANDUM

**TO:** DR. JAMES MORSE, ORCSD SUPERINTENDENT OF SCHOOLS  
**FROM:** ANDY LATHROP, DIRECTOR OF ATHLETICS  
**SUBJECT:** ADDITION OF COE BROWN TO GIRLS HOCKEY COOPERATIVE  
**DATE:** FEBRUARY 7, 2024

**CC:** REBECCA NOE, ORHS PRINCIPAL

This memo is to request permission to pursue the addition of Coe Brown to our cooperative girl's hockey program. The NHIAA permits up to 3 programs in a cooperative, so adding Coe Brown with ORHS and Portsmouth would be permissible under their bylaws. With the decline in numbers over the past few years between Oyster River and Portsmouth and the desire by Coe Brown to give their students an opportunity, it seems to be in the best interest of all schools. I would not expect Coe Brown's addition to significantly increase our numbers and we really don't need them to anyway. An additional 2-3 players per year (which is anticipated) would help supplement our team's roster. The Portsmouth Athletic Director has spoken with his Superintendent, and they are in favor of pursuing this option.

Below are the numbers over the past few years. While Portsmouth's numbers have increased, Oyster River's have gone down. The Portsmouth increase is due to an influx of brand-new players that due to safety reasons (skating ability) don't play in games.

2021-2022	Oyster River 13	PHS 7	<b>20</b>
2022-2023	Oyster River 14	PHS 14	<b>28</b>
2023-2024	Oyster River 9	PHS 13	<b>22</b>

There are currently no middle school girls playing hockey through ORYA, however there are a handful playing on other club teams.

Some of those athletes will choose not to play for our team and will continue with their club team. We had a freshman this year that started the season by doing both, however she decided not to continue with the high school team and focus on her club.

\* It should be noted that this year's current Oyster River/Portsmouth Girls Hockey team currently only has one freshman.

We did send some messaging out to current parents that we were approached by Coe Brown about joining our cooperative and asked for their feedback. While the number of responses received was small, it was all positive about the prospective of them joining.

With the current numbers and Coe Brown's interest in joining, I am asking for permission to move forward with the NHIAA's approval process.

## 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)	
<hr style="border: 1px solid blue;"/>				
<u>MAST WAY SCHOOL</u>				
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)	
<hr style="border: 1px solid blue;"/>				
<u>MIDDLE SCHOOL</u>				
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)		
<b><u>HIGH SCHOOL</u></b>				
Auditorium/stage & Music Rrr	524 seats with 6 spots for wheelchairs	\$850	\$350	\$0
Gymnasium	<b>PLEASE SEE BOX BELOW</b>	\$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**      **Updated 02/28/24**      **Version 2**

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**

		<b>Week Day</b>	<b>Weekend/ Holiday</b>	
<b>STAFFING FEES:</b>				
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*	
<b>OTHER FEES:</b>				
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	
<b>FACILITY RENTAL FEES:</b>				
<b>MOHARIMET SCHOOL</b>	<b>SEATING CAPACITY</b>	<b>For Profit</b>	<b>Non Profit</b>	<b>Additional Information</b>
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*	
<b>MAST WAY SCHOOL</b>	<b>SEATING CAPACITY</b>	<b>For Profit</b>	<b>Non Profit</b>	<b>Additional Information</b>
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 for 3 hrs \$225/hr add'l* \$1,200/8 hr. day Max	\$360 for 3 hrs \$120/hr add'l* \$600/8 hr. day Max	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	<b>PLEASE SEE BOX BELOW</b>	\$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 Cannot be rented seperately		\$675 for 3 hrs \$225/hr add'l* \$1,200/8 hr. day Max	\$360 for 3 hrs \$120/hr add'l* \$600/8 hr. day Max	3 hour minimum w/ hourly rate for additional hours
HS Other Fields (Grass Soccer)		\$675 for 3 hrs \$225/hr add'l* \$1,200/8 hr. day Max	\$360 1st 3 hrs \$120/hr add'l* \$600/8 hr. day Max	3 hour minimum w/ hourly rate for additional hours
Baseball*		\$120 1st 3 hrs \$800/8 hr.	\$80 1st 3 hrs \$400/8 hr.	
Softball		\$120 1st 3 hrs \$800/8 hr.	\$80 1st 3 hrs \$400/8 hr.	
Tennis Courts		\$150/hr*	75/hr*	
*Baseball Field cannot be rented if grass soccer is rented				
<b>HS Gymnasium Capacity</b>				
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			

DRAFT FY2024-2030 CIP Evaluation Criteria & Scoring Guide  
Oyster River Cooperative School District

**Baseline Criteria**

**1. Regulatory Compliance.**

Does the project cover a local, state or federal requirements to complete certain work? If yes, please provide a reference (link, etc.) to the requirement and explain how this project will meet the requirement. If yes, the project does not need to be scored on other criteria.

**Evaluation Criteria**

**1. Equity**

The goal here is to consider equity as it relates to all criteria, but we will also consider it as a separate criterion for now as we move in that direction. Consider whether and how well a project closes gaps in outcomes based on race, gender, religion, sexual orientation, and income. Also consider how residents affected by the project were engaged in developing the project.

- 3 – Project makes significant progress in closing a gap. In addition, the agency has directly and meaningfully engaged residents in the project and residents have helped shape the project.
- 2- Project makes some progress in closing a gap.
- 1- Project makes minimal progress in closing a gap.
- 0 - Project does not close a gap.

**2. Health and safety**

Assess the existing conditions and potential improvements to health and safety. Immediate threats to health and safety (including lead poisoning) should be ranked highest, but general improvements to population health are also important. This could include risk mitigation activities related to disaster preparedness and planning.

- 3- Conditions present a clear and relatively immediate threat of bodily harm (including illness) if project is not funded.
- 2- Conditions present a clear, but not immediate, health threat if project is not funded.
- 1 – The project would theoretically improve health or safety, but it is difficult to quantify the benefit.
- 0 – There is no health or safety benefit.

### 3. Asset condition

Ideally we would replace or rehabilitate all assets that have reached the end of their useful life. However, due to funding constraints we have to prioritize those which are failing or expected to soon fail. Provide an asset score.

- 3 – The asset is critical to the functioning of a system (e.g. road network, building, water network) and has failed. It must be replaced, demolished, sold, or relocated in order to keep the system/building functioning. If not addressed, it will affect other parts of the system or put other assets at risk.
- 2 – The asset has surpassed its useful life and is at risk of failure.
- 1 – The asset is nearing the end of its expected life and replacement would be prudent.
- 0 – The asset is in acceptable condition and proactive maintenance is not required

### 4. Return on investment/cost-benefit

This factor relates to an economic return on investment or cost-benefit analysis. Projects should be given credit for 1) leveraging other funds, 2) saving money (energy, emergency maintenance, or other operating costs), or 3) increasing future revenue collected by the Town. Provide a dollar amount.

- 3 – An investment in the project now will save or generate an equivalent or greater amount over the next 10-20 years, or a small investment is matched by a much larger amount that would otherwise be unavailable.
- 2 – An investment in the project now will save or generate some funds over the next 10-20 years, but not as much as the cost of the project.
- 1 – The investment has an insignificant return or the return on investment is theoretical and cannot be measured.
- 0 – The investment will not provide an economic return on investment, even theoretically.

### 5. Environmental impact

Consider whether and how this project will produce measurable improvements to the environment over the life of the project. Compliance with standards can count towards measurable improvements if they improve air/water quality or reduce greenhouse gas emissions. Mitigation measures that offset a negative impact of the project (such as mitigating stormwater runoff resulting from the improvement or planting trees to replace those lost due to the improvement) should not be counted, as they do not represent a net improvement in air or water quality but are rather reducing or offsetting negative environmental impacts of a project. Quantify the improvement.

- 3 – The project will result in significant, measurable improvements to air or water quality or measurable reductions in greenhouse gas emissions.
- 2 - The project will result in minor improvements to air or water quality or greenhouse gas emissions.
- 1 – The project has theoretical environmental benefits but they cannot be quantified.
- 0 – The project does not have any measurable environmental benefits.

**6. Efficiency and Effectiveness**

Consider whether this is the most cost-effective solution to achieve the goals of the project, and how well it achieves those goals. If this is replacing a building system, is there an overall strategy for maintaining and utilizing the building? If this is a neighborhood improvement, is this part of the neighborhood's overall strategy and vision? Is it coordinated with other improvements in the neighborhood (including private investments or development projects)? Provide the assessment of alternatives.

- 3 – This is the most cost-effective way to provide the target level of service and there has been a clear, well-documented evaluation of alternatives.
- 2 – This is the most cost-effective solution for the asset as a whole (e.g. building or neighborhood).
- 1- This is the most cost-effective solution for the immediate need (e.g. a leaking roof or unsafe intersection).
- 0 – This is not a cost-effective solution.

**7. Longevity**

Consider how long the project has been on the CIP list. Projects that have been on the longest will score the highest. This should adjust the score to make sure items do not get pushed down the list to the point where they do not get done.

- 3 – 5+ years
- 2 – 3 - 4 years
- 1- 2 - 3 years
- 0 – 1 year or less