

**Oyster River Cooperative School District
REGULAR MEETING**

April 3, 2019

OR High School - Library

7:00 PM

o. CALL TO ORDER (7:00 PM)

- I. 6:30 – 7:00 PM MANIFEST REVIEW AT EACH SCHOOL BOARD MEETING.
7:00 – 7:45 PM – ORMS Architect Report**

II. APPROVAL OF AGENDA

III. PUBLIC COMMENTS

IV. APPROVAL OF MINUTES

- Motion to approve 03/20/19 regular meeting minutes.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

- A. District**
- B. Board**

VI. DISTRICT REPORTS

- A. Assistant Superintendent/Curriculum & Instruction Report(s)**
- B. Superintendent's Report**
 - General Assurances FY 2020
 - Enrollment Update
- C. Business Administrator**
 - Bus Bid
 - FY18 Audit
- D. Student Senate Report**
- E. Other: Sustainability Report Out – Maggie Morrison & Jacqueline Bruhn**

VII. DISCUSSION ITEM

- School Board Committee Assignments
- Strategic Plan First Read

VIII. ACTIONS

- A. Superintendent Actions**
- B. Board Action Item**
 - Motion to approve bus bid.
 - Motion to nominate and approve Non-Tenured Contract Professional Staff Members as submitted by the Superintendent.
 - Motion to approve ORMS 2019/20 Leave of Absence from 8/26/19 – 1/1/2020
 - Motion to approve ORHS Spring Coaches and Volunteers
 - Motion to approve List of Policies for second read/adoption: GCBD- Sabbatical Leave

IX. SCHOOL BOARD COMMITTEE UPDATES

- A. Manifest Reviewed and Approved by Manifest Subcommittee.**

X. PUBLIC COMMENTS

XI. CLOSING ACTIONS

- A. Future meeting dates**
 - 04/17/19 – Regular Meeting – 7:00 PM ORHS Library
 - 05/01/19 – Regular Meeting – 7:00 PM **ORMS Library**
 - 05/15/19 – Regular Meeting – 7:00 PM – ORHS Library

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

NON-MEETING SESSION: RSA 91-A:2 I (a) {If Needed}

XIII. ADJOURNMENT:

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

Respectfully submitted,
Superintendent

**If you require special
communication aids,
please notify us 48
hours in advance.**

**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 special 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:

- | | |
|--------------------|----------------------------|
| • Brian Cisneros | Term on Board: 2018 –2021 |
| • Thomas Newkirk | Term on Board: 2019 - 2022 |
| • Kenneth Rotner | Term on Board: 2019 - 2022 |
| • Denise Day | Term on Board: 2017 - 2020 |
| • Michael Williams | Term on Board: 2017 - 2020 |
| • Allan Howland | Term on Board: 2018 - 2021 |
| • Daniel Klein | Term on Board: 2018 - 2021 |

Information Regarding Nonpublic Session

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

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

**Oyster River Cooperative School District
Regular Meeting**

March 20, 2019

High School

DRAFT

SCHOOL BOARD: Brian Cisneros, Tom Newkirk, Dan Klein, Michael Williams, Al Howland, Denise Day, Kenny Rotner
Student Representative: Patty Anderson and Yasmeeen Gunandar

ADMINISTRATORS: Todd Allen, Sue Caswell, Jay Richard, Suzanne Filippone, Carrie Vaich, David Goldsmith

There was one member of the public present.

I. CALL TO ORDER

By Superintendent Morse at 7:00 p.m. He opened the meeting for nominations of School Board Chair.

Election of Chair and Vice-Chair

Denise Day nominated Tom Newkirk for Chair 2nd by Brian Cisneros. Motion passed 6-0-1 with Tom Newkirk abstaining.

Tom Newkirk opened the nominations for Vice Chair. Tom Newkirk nominated Denise Day for Vice-Chair, 2nd by Dan Klein. Motion passed 6-0-1 with Denise Day abstaining and the Student Representative voting in the affirmative.

Patty Anderson introduced Yasmeeen Gunandar as the new Student Representative to the School Board for the upcoming year.

II. APPROVAL OF AGENDA

Denise Day moved to approve the agenda, 2nd by Brian Cisneros. Motion passed 7-0 with the Student Representative voting in the affirmative.

III. PUBLIC COMMENTS

Dean Rubine from Lee congratulated the Board members on their re-election and also to the District for getting everything passed.

IV. APPROVAL OF MINUTES

**Motion to approve 3/6/19 regular meeting minutes
Brian Cisneros moved to approve the March 6 meeting minutes with the following revisions, 2nd by Denise Day.**

Page 1 Paragraph 3 replace “Mallard” with “Mallory”

Page 5 At the end of paragraph 3 Insert Tom Newkirk recommended that the word internal be removed from the draft.

Motion passed 7-0 with the Student Representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

David Goldsmith, Principal of Moharimet, announced that the Pancake Breakfast will be on March 30th. This is a great time for the community to get together. There will be information there on the middle school plans. There will also be a free spaghetti dinner on April 10th followed by a presentation on the Middle School at Moharimet. The construction project will be starting on April 1st at Moharimet. They are working with everyone on safety procedures and transition plans during the project.

Carrie Vaich of Mast Way thanked everyone who attended the Spaghetti Dinner to hear about the middle School. She thanked the NHS students who helped out with childcare. She also thanked the PTO who hosted their first paint night. 72 kids attended and it was a great time. Tomorrow is Jump Rope for Heart.

Jay Richard, Principal of the Middle School, remembered Kathy Coakley who recently passed away encouraged everyone to check out the article on Foster's this week. She will be missed.

Suzanne Filippone of the High School talked about work the faculty has been doing including bystander training, and the English Department for bringing Shakespearian Play back to the High School.

B. Board

Denise Day attended a performance at the Johnson Theatre Orchestra with Will Todd and Middle School Jazz Band. It was incredible to see so many kids with such a great performer.

Al Howland announced that the Oyster River High School Orchestra will be having a fund raiser this weekend.

Al Howland discussed that on May 4th UNH is having a day of unity. This was started last year to have a change of perception during Cinco de Mayo. This is a great opportunity for the District to work with UNH.

Tom Newkirk mentioned that Mike Anderson has recently had a new book published.

Tom Newkirk mentioned that after the last meeting, they wrote a letter to NHSBA on 564 and asked them to take a neutral stand and he will keep the Board updated. They sent out the Board's letter and it has appeared in various publications around the state and that is a successful way of getting the word out.

VI. DISTRICT REPORTS

A. Assistant Superintendent/Curriculum and Instruction Reports

Todd Allen mentioned that we are in the final stages of planning the Summer Reach Program. The catalog will be out the first week of April. The Program starts the week of July 8th and runs for five weeks. Kenny Rotner noted that even though it is with Durham Towns and Recreation, any family with school age kids are welcome to participate.

B. Superintendent's Report:

Superintendent Morse reviewed the election results with the Board. All warrant articles passed. He appreciates the support that the community shows to the school system.

The Administration Team is continuing to work on plans for the middle school and community events that can be identified to discuss the proposal to make this a running dialogue over the next twelve months.

Superintendent Morse has been invited to be part of a panel on innovative school design in Boston.

He also reviewed the Strategic Plan New Middle School Modification 5 year plan and the Strategic Plan Staffing Breakdown with the Board. This will also help give a sense of what the budget impact will be as well.

C. Business Administrator:

FY19 Budget Update: Sue Caswell gave the budget update. It is in the same place as last year. Over the next couple of weeks, she will be fine tuning where we will end the year. There was a Board discussion on the budget. Sue mentioned that the District is now down three bus drivers and she also defined how teacher's sick time is defined.

Approve the MS22: Denise Day moved to approve the MS22, 2nd by Brian Cisneros. Motion passed 7-0 with the Student Representative in the affirmative.

Sue Caswell mentioned that the Board members will need to come into the office as soon as they can and sign off on the affidavit for the Mast Way Projects in front of the notary.

D. Student Representative Report: Student Representative Yasmeen Gunandar reported that the sophomores are starting their bystander training. Spring sports are starting up. The members of the Mouth of the River are in New York right now for a journalism conference.

E. Other: None

VII. DISCUSSION ITEMS

E-Rate: Josh Olstad

Josh Olstad discussed the RFP/RFQ on eRate switches. The contract was awarded to Omada for \$206,338.05 based on compatibility with current district systems and price.

Michael Williams moved to approve the contract to Omada for \$206,338.05, 2nd by Dan Klein. Motion passed 7-0 with the Student Representative voting in the affirmative.

Josh Olstad discussed the RFP/RFQ on eRate ORHS Internal Fiber Cable: Contracted awarded to ePlus for \$23,686 based on experience with vendor. Denise Day moved to approve the contact to ePlus for \$23,686, 2nd by Brian Cisneros. Motion passed 7-0 with the Student Representative voting in the affirmative.

School Board Self-Evaluation:

The Board is required annually to do a self-evaluation. The Strategic Plan and developing a plan for the middle school have been their two priorities over the past year. Brian Cisneros liked how the Board met with the Barrington school Board during a meeting and he would like to continue this annually. Al Howland mentioned the World Language Program in the elementary level and the 1:1 technology for the 9th grade students and how to move forward over the next year to develop a plan on these items.

Kenny Rotner feels that great accomplishments have been the cell phone policy and also the 1:1 program at the Middle School. He also feels that their job is easier because of the leadership team, the faculty staff and the community support and thanked everyone involved.

Patty Anderson has been very impressed with Tom Newkirk's tenacity with the gun issue bringing it back to the NHSBA. She feels that it is important.

Dan Klein feels that this Board is thoughtful and tries to find the best approaches. We live in a community that is supportive of public education and the community has been very supportive.

VIII. ACTIONS

- A. Superintendent Action:** None
- B. Board Action Items:**

Al Howland moved to accept two ORHS Letters of Resignation, ORMS Letter of Resignation, and Moharimet School Health Provider, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

Brian Cisneros moved to approve an ORMS Maternity Leave of Absence from May 2019 through the end of the year, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

Al Howland moved to elected William Leslie as ORCSD School District Clerk, Lisa Harling as ORCSD School District Treasurer, and Karen Palmer as ORCSD School District Physician for the 2019-2020 School Year, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

Motion to approve Administrator Contracts as submitted by the Superintendent. Denise Day moved to approve the Administrator Contracts as submitted by the Superintendent, 2nd by Brian Cisneros.

Motion passed 7-0 with the Student Representative voting in the affirmative.

Motion to nominate and approve Continuing Contract Professional Staff Members as submitted by the Superintendent. Al Howland moved to approve the continuing Contract Professional Staff Members as submitted by the Superintendent, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

Motion to approve 2019-2020 Superintendent's Contract: Brian Cisneros moved to approve the 2019-2020 Superintendent's Contract, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

Denise Day moved to approve Policy GCBD Sabbatical Leave, 2nd by Brian Cisneros. Motion passed 7-0 with the Student Representative voting in the affirmative.

**Denise Day moved to approve the following Policies for a second reading
Policy JICD**

D Policy TBD -Allowable Use of Funds & Adherence to Uniform Grant Guidance.

D Policy TBD – Federal Cash Management

2nd by Al Howland. Motion passed 7-0 with the Student Representative voting in the affirmative.

Accept Policy IMBD HS Credit for 8th Grade Advance Coursework:

Suzanne Filippone detailed the reasons for earning HS credit for 8th Grade Advance Coursework. This Policy also aligns with the Graduation Policy that the Board put into place last year.

Revisions:

Insert “These elective courses cannot be used to substitute for required high school courses” at the end of paragraph one. Insert “high school” before principal in paragraph three.

Paragraph 4 insert “one” before world language.

Denise Day moved to approve Policy IMBD High School Credit for 8th Grade Advance Coursework as amended, 2nd by Brian Cisneros. Motion passed 7-0.

Denise Day moved to approve Policy IMBD for a second reading and adoption, 2nd by Brian Cisneros. Motion passed 7-0.

Motion to nominate Administrators Salaries: Brian Cisneros moved to approve the Administrators Salaries, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

IX. SCHOOL BOARD COMMITTEE REPORTS:

Manifest Review and Approved by Manifest Subcommittee:

Payroll Manifest: #18: \$862,012.43, Vendor Manifest: #2 \$749,918.61

There was a brief update on Learning Management Software that allows the sharing of information and curriculum across the District. They have had two vendors come in. The difficult thing will be getting everyone to use the software. There will be training that would need to be put in place for the faculty.

Tom Newkirk reported that the Middle School Committee met and will meet again this Friday.

X. PUBLIC COMMENTS: None

XI. CLOSING ACTIONS: Future Meeting Dates: 4/3/19 Regular Meeting

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

NON-MEETING SESSION: RSA 91-A:2 I (if needed)

XIII. ADJOURNMENT:

Brian Cisneros moved to adjourn the meeting at 8:50 p.m., 2nd by Michael Williams. Motion passed 7-0.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary



Frank Edelblut
Commissioner

Christine Brennan
Deputy Commissioner

STATE OF NEW HAMPSHIRE
DEPARTMENT OF EDUCATION
101 Pleasant Street
Concord, N.H. 03301
TEL. (603) 271-3495
FAX (603) 271-1953

March 27, 2019

TO: Superintendents

FROM: Timothy Carney, Administrator
Bureau of Federal Compliance

SUBJECT: General Assurances FY 2020

The New Hampshire Department of Education (NHDOE) has developed the attached "General Assurances, Requirements and Definitions for Participation in Federal Programs" document that must be signed by all agencies and organizations that receive federal funds through the NHDOE. The federally funded education programs which flow money through the NHDOE require each applicant to file certain assurances. Some of these assurances apply to all programs and are therefore, considered "general assurances."

The submission of general assurances is required by:

- Federal regulation 34 CFR §76.301 of the Education Department General Administrative Regulations (EDGAR), which requires a general application for subgrantees/subrecipients for participation in federal programs funded by the U.S. Department of Education that meets the requirements of Section 442 of the General Education Provisions Act (GEPA).
- Applicable federal statutes.
- Applicable regulations of other federal agencies.

The NHDOE has consolidated the general assurances into one document which also now includes requirements and definitions in an effort to provide more guidance relative to implementation of the underlying assurances. NHDOE requests an annual submission for all of your Local Education Agencies (LEA's). This will simplify the collection of assurances and facilitate the requirement that the NHDOE Commissioner of Education certify to the Secretary of Education the status of all LEAs. In New Hampshire both School Districts and School Administrative Units (SAUs) are considered

General Assurances FY 2020
March 27, 2019
Page 2

LEA's. Individual program policy establishes which of these two entities may apply for federal funds. As such, both the Superintendent and the local School Board Chairperson are required to sign the certifications of the attached document.

I am requesting that you and the local School Board complete the certifications at the end of the enclosed general assurance document; initial each page in the spaces provided and return it in full to the attention of the Bureau of Federal Compliance. That office will notify the directors of all NHDOE programs approving federal funds to LEA's when they have received your assurances. The directors of the various federal programs are not to request additional copies from you, but to accept the Bureau of Federal Compliance list as the basis for determining compliance with these requirements as one item in their approval of proposals for funding. Other program specific assurances will still be requested from the LEA's by individual NHDOE programs.

Compliance with these general assurances will be subject to review by NHDOE staff during on-site federal compliance monitoring. Annual audits by CPA's in accordance with the Single Audit Act may also include compliance checks.

On the Certification page, please include the name and number of the SAU office and the name of the School District which will be applying for funds, both certifying parties are asked to execute the document, and return to the NHDOE Bureau of Federal Compliance office no later than **June 30, 2019**.

Thank you for your assistance with this initiative. This process should make it less difficult for all of us to access and use the federal funds for the purposes designated.

If you should have any questions regarding these general assurances, please contact Timothy Carney, Administrator of the Bureau of Federal Compliance at Timothy.Carney@doe.nh.gov or at 603-271-2634.

Enclosure

Mast Way School 2018-19 Enrollment Projections

As of 3/28/19

Current 2018-19 Enrollments							
	K	1	2	3	4		
6-20-2018 End of Year	71	72	75	63	72	353	
Summer Withdrawals 2018			5	5	4	14	
New 2018-19 Registrations	52	15	16	13	8	104	
October 1, 2018 Enrollment	51	84	82	82	66	365	
Enrollments 2018-19	52	16	16	13	8	105	
Withdrawals 2018-19	-1		-3	-3		-7	
Current 2018-19 Enrollment	51	87	81	81	67	367	
2018-19 Enrollment							
Teacher	Grade	K	1	2	3	4	Avg
Kennedy	K	17					17
McCormick	K	17					
Webb	K	17					
To be Placed	K						
To Withdraw	K						
Biggwither	1		22				21.75
Burke	1		22 (21)				
Desrochers	1		21				
Handwork	1		22				
To be Placed	1		0				
To Withdraw	1						
Darois	2			21 (17)			20.25
Moulton	2			19 (19)			
Stacy	2			21 (19)			
Zimar	2			20 (19)			
To be Placed	2			1 4/1 start			
To Withdraw	2			0			
Drew	3				20		20.25
Laliberte	3				20 (19)		
Paquette	3				20		
Ray	3				21 (18)		
To be Placed	3						
To Withdraw	3						
Bowden-Gerard	4					22 (21)	22.333
Buswell	4					22 (19)	
George	4					23	
To be Placed	4						
To Withdraw	4						
TOTAL		51	87	82	81	67	368
*18-19 MOH Students attending MW		0	1	8	4	4	17
*18-19 MW Students attending MOH			1				1

Moharimet Elementary School 2018 - 2019 Enrollment

Current 2018 - 2019 Enrollments						
	K	1	2	3	4	Total
End of Year 6-23-2018	50	64	68	89	81	352
Summer Withdrawals - 2018	1	2	0	2	1	6
New 2018 - 2019 Registrations	41	9	1	0	2	53
October 1, 2018 Enrollment	41	55	65	66	90	317
Enrollments 2018 - 2019 (after October 1)	2	2	0	0	1	5
Withdrawals 2018 - 2019 (after October 1)	0	1	0	0	0	1
Current 2018-19 Enrollment	43	56	65	66	91	321

2018 - 2019 Enrollment 16 classes							
Teacher	Grade	K	1	2	3	4	Avg
Chartrand	K	14					14.33
Lapierre	K	14					
Raspa	K	15					
To be Placed		0					14.333
To Withdraw		0					
Bradley	1		17				18.33
Dolcino	1		19 (18)				
Torr	1		19 (18)				
To be Placed			1 ^				18.67
To Withdraw			0				
Hoff	2			22			21.67
Jones	2			22			
Nedeau	2			21			
To be Placed				0			21.67
To Withdraw				0			
Hall	3				22		22.00
Larson-Dennen	3				22		
Schmitt	3				22		
To be Placed					0		22.00
To Withdraw					0		
Fitzhenry	4					23	22.75
Lee	4					23	
Swift	4					23	
VanLedtje	4					22	22.75
To be Placed						0	
To Withdraw						0	
TOTAL		43	56	65	66	91	321

'18-'19 MOH Students Going to Mast Way*	0	1	8	5	4	18
'18-'19 Mast Way Students Coming to MOH*	0	2	0	0	0	2

* Includes inquires and possible student not yet registered

^ Student Enrolling March 18, 2019

March 13, 2019

Oyster River Cooperative School District
Business Administrator's Office

SAU # 5
36 Coe Drive
Durham, NH 03824

(603) 868-5100 x2003
FAX (603) 868-6668
scaswell@orcsd.org

INTEROFFICE MEMORANDUM

TO: School Board
FROM: Sue Caswell
DATE: April 3, 2019
RE: Bids

This year the Transportation Department would like to replace one 2006 and one 2003 77 passenger bus, one wheelchair bus, and two vans. Lisa Huppe is recommending a lease purchase agreement for 5 years at \$18,460.91 per bus for the two 77 passenger buses. She is also recommending the replacement of our wheelchair bus with a 5-year lease purchase agreement of \$14,347.60. She has examined each of the bids and is recommending we award the bid to W C Cressey and Son Inc.

We are in the process of preparing a bid for the vans and will be back at a future meeting for your approval.

I will need a motion to approve moving forward with the lease agreements for these buses.

**OYSTER RIVER
COOPERATIVE SCHOOL DISTRICT**

Management Letter

For the Year Ended June 30, 2018

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Additional Offices:

Nashua, NH
Andover, MA
Greenfield, MA
Ellsworth, ME

To the School Committee
Oyster River Cooperative School District

In planning and performing our audit of the basic financial statements of the Oyster River Cooperative School District as of and for the year ended June 30, 2018, in accordance with auditing standards generally accepted in the United States of America, we considered the Oyster River Cooperative School District's internal control over financial reporting (internal control) as a basis for designing our auditing procedures for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the District's internal control. Accordingly, we do not express an opinion on the effectiveness of the District's internal control over financial reporting.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis.

Our consideration of internal control was for the limited purpose described in the first paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

During our audit, we became aware of other matters that we believe represent opportunities for strengthening internal controls and operating efficiency. The recommendations that accompany this letter summarize our comments and suggestions concerning those matters.

This communication is intended solely for the information and use of management, School Committee, others within the organization, and is not intended to be, and should not be, used by anyone other than these specified parties.

Melanson Heath

January 31, 2019

PRIOR YEAR RECOMENDATIONS:

1. Prepare for Single Audit Changes

Prior Year Issue:

In the prior year, we advised the District of significant new requirements related to single audits. In addition to raising the threshold for requiring a single audit from \$500,000 to \$750,000, there are new requirements of OMB's *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (UG) for single audits related to documenting certain policies and procedures.

Current Year Status:

This issue is partially resolved. The District has taken steps to review current policies and standards applicable to the new uniform guidance and is in the process of weighing revisions as needed to ensure compliance with new requirements.

Further Action Needed:

We recommend that the District continue making revisions where needed and then implement training on the revised policies and procedures to ensure staff is aware of changing regulations. This will assure compliance with the new Uniform Administrative Requirements.

2. Prepare to Implement GASB 75 for OPEB

Prior Year Issue:

In the prior year, we advised that beginning in fiscal year 2018, the District will be required to implement the Governmental Accounting Standards Board (GASB) Statement 75 *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions (OPEB)*. GASB has taken the position that OPEB is a form of compensation and the liability/expense should be recognized while the employee provides service to the government.

Current Year Status:

The District obtained an actuarial valuation for OPEB in accordance with the new GASB 75 requirements. **We consider this issue to be resolved.**

CURRENT YEAR RECOMENDATION:

3. Prepare for GASB Statements 84 and 87

GASB Statements No. 84 and 87 will apply to the District in fiscal years 2020 and 2021, respectively. Statement No. 84 address fiduciary activities and may require a change in how the District accounts for and reports these activities. Statement No. 87 addresses leases and significantly changes the accounting standards related to them, including requiring various operating leases to be reported on the District's balance sheet.

We recommend the District prepare for these accounting changes by ensuring they are aware of the pending changes. The District should also consider updating its lease accounting policy to ensure all material leases are properly identified.

Educating for Sustainability (EFS)

2018 - 2019

After School Programing

1. Created and implemented elementary level after school sustainability programing. Targeted 4th graders and created Efs curriculum centered around "personal action".

Recommendation: For 2019/2020 SY Implement model of using UNH Interns to provide Efs modules in 4th grade classrooms across a 6 week time period.

2. Re-established & grew Middle School STEC: Save The Earth Club which undertook a variety of activities including building a compost bin, recycling markers, hosting Earth Week events, raising awareness of environmental issues and more.

Recommendation: Provide 5th grade teacher Sara O'Brien a stipend for continuing to run this club. Provide UNH intern support to assist in continuing with the club's activities.

3. Supported reinvigoration of High School SUS (sustainability) Club

Recommendation: Continue to support High School science teacher Jon Bromley to keep SUS Club an active part of the high school community.

Administration

1. Continued to support efforts by Facilities department to manage three stream waste at all schools.
2. Continued to support School Nutrition Program as requested by School Nutrition Director.
3. Continued to support outdoor learning spaces at all schools as requested by teachers and in consultation with Facilities Director and School Nutrition Director.
4. Continued to support Transportation Director as well as address questions on electric vehicles including buses with support from regional working groups and utilizing UNH resources.
5. Continued to advocate for inclusion of sustainability into strategic planning process.
6. Participated in Middle School building planning process.

Additional Projects:

VEEP Project: Sustainability Coordinators attended 2 day Youth Climate Leaders Academy in Vermont in November with 6 High School students and ELO Coordinator (sponsored by Vermont Energy Education Program). Students presented to School Board in January and continued to work on waste reduction projects at the HS. ELO credit not possible this year.

Solar Field Trips: April field experience to Durham solar array for 150 4th grade students. Students learned about solar and alternative energy in a variety of modules presented by community, town and UNH partners with Sustainability Coordinator.

Service Learning at MS: Connections built between ORMS Science and Technology teachers with The Nature Conservancy to create learning opportunities around oyster restoration projects in Great Bay and possible service learning opportunities.

UNH Internships: Created 3 internship opportunities for UNH students and built connections with UNH Career Services staff.

Educating for Sustainability Further Information

[Cloud Institute Educating for Sustainability](#) and upcoming [EfS](#) events

[Philadelphia Case Study](#)

Sustainability Coordinators: Maggie Morrison & Jacqueline Bruhn

mmorrison@orcscsd.org

jbruhn@orcscsd.org

Sustainability Advisory Committee Members:

Sue Caswell, Business Administrator

Doris Demers, School Nutrition Director

Jim Rozycki, Facilities Director

Mary Ellen Webb, MW Teacher

Sarah Larsen Dennen, MOH Teacher

Cristina Dolcino, MOH Teacher

Brian Cisneros, School Board Representative

Nell Neil, Durham Community Representative

Shelly Mitchell, Durham Community Representative

John Carroll, Durham Community Representative

Barry Kaplan, Madbury Community Representative

Oyster River School Board

REQUESTS FOR COMMITTEE ASSIGNMENTS 2018 – 2019

Approved: April 4, 2018

# reps	PUBLIC MEETINGS	Thomas	Allan	Daniel	Brian	Kenneth	Michael	Denise
2-3	Facilities Committee			X		X	X	
3	Policy Committee	X				X		X

# reps	NON/MEETING NONPUBLIC	Thomas	Allan	Daniel	Brian	Kenneth	Michael	Denise
3	Negotiations -	X	X	X				

REPRESENTATIVES TO OTHER GROUPS

# reps		Thomas	Allan	Daniel	Brian	Kenneth	Michael	Denise
1	District Tech Com		X					
1	NHSBA Delegate	X						
1	Wellness		X					
1	Sustainability				X			
1	Long Range Planning							X
2	Middle School Planning*	X			X			

*This committee was not part of approval done on April 4, 2018.

Strategic Plan Summary Page

Mast Way & Moharimet

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
Multi-Tiered Systems of Support (MTSS)- Social Emotional Learning (SEL)/Mental Health	Implement chosen SEL program; Connect new SEL Screener (DESSA) to chosen program	Refine chosen SEL program; Use DESSA data to support chosen program; Provide necessary PD	Continue professional development and analysis of DESSA data to determine what should be shared. Integrate SEL program with reporting system.	Review 3 years of SEL data to determine necessary changes.		By June 2024, students K-4 will have consistent, evolving and proactive SEL instruction in classrooms and as necessary in small groups and/or 1:1 setting.
Multi- Tiered Systems of Support (MTSS)- Academic	Implement building level goals set in 19-20 to focus on academics in the areas of Math and ELA.	MW and MOH will work with MTSS Team and consultant to develop an implementation timeline for Math & ELA Tier 1-3 supports.	MW and MOH will share systems for both SEL and MTSS to refine, based upon student data.	Fully implement MTSS and SEL systems in both buildings.	Review process to date and refine MTSS system as needed.	By June 2024, students K-4 will learn and grow in a cohesive system that supports their wide variety of learning needs.
Competency Based Education (CBE)	Learn about CBE through professional development and writing science units with competency focus.	Continue learning about CBE through professional development and the continued writing of science units.	Develop and begin a schedule of competency writing for English language arts and mathematics.	Continue writing competencies ELA & mathematics.	Continue writing competencies ELA & mathematics.	By June 2024, K-4 teachers will understand how competencies support student learning and be knowledgeable of writing and evaluating competencies.

2019-2024

Strategic Plan Summary

Middle School

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
New Middle School	By September 2019, ORMS will have completed an academic program assessment and have submitted it to the architect.		Develop school opening transition plan, consider academic year calendar	Implement transition plan.		By June 2023, students will have programming that meets their needs in a new facility.
Multi-Tiered Systems of Support (MTSS)- Social Emotional Learning (SEL)/ Mental Health	SEL subgroup will review SEL assessments & programs to pilot.	Investigate & pilot evidence-based assessments & programs for SEL.	Fully implement evidence-based assessments & programs.	Review data from assessments & programs.	ORMS willfully implement and evidence-based SEL Program.	By June 2024, students will participate in a program that incorporates assessment, instruction, and support to develop and enhance their social and emotional development
Multi-Tiered Systems of Support (MTSS)- Academic	MTSS team will formalize, process & define academic support process for Bobcat time.	Investigate evidence-based programs and screenings to support academics/student performance.	Implement evidence-based programs and screenings	Review data from programs, screenings, & protocols.	Revise programs, screenings, & protocols based on data.	By June 2024, students will access systems of support (instruction, intervention, enrichment with progress monitoring) that meets their personalized learning needs through a fully implemented Multi-Tiered System of Support (MTSS).
Competency Based Education (CBE)	Staff will develop a variety of assessments to measure student achievement through curriculum competencies.	Implement teacher created assessments to measure curriculum competencies.	Establish student CBE focus group & use data to revise teacher created assessments and instruction.	Implement teacher revised CBE assessments and practices.	Continue to use data and revise CBE practices	By June 2024, students will participate in competency-based education with a greater understanding and depth to their learning to support high school aspirations.

2019 – 2024

Strategic Plan Summary Page

High School Updated 02/05/19

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5-Year Outcome
Social Emotional Learning (SEL)/Mental Health	Establish a MTSS Team process for data driven decision making, using screeners and other data (around social emotional/mental health), and map resources. Develop an MTSS process for data driven decision making and map academic resources.	Assess current evidence-based programming and staffing to ensure that tiers of support are in place to support students social emotional/mental health needs. Assess current tiers of support and programming to ensure that tiers of support are in place to meet student academic needs. Staff will develop a variety of assessments to measure student achievement through curriculum competencies.	Continue to implement evidence-based programming to ensure that systems of support are in place to support students social emotional/mental health needs. Evaluate progress of implementation to date; continue to implement supports and programming to ensure systems of support are in place to reflect student academic needs. Implement ORHS grading and reporting systems to reflect competency-based education.	Utilize team process for data driven decision making and screeners and other data (around social emotional/mental health) to ensure that interventions are implemented with fidelity Review current process and procedures for identifying students who are struggling and refine MTSS system as needed. Examine and refine competency-based education and implementation.	Establish a review and reflection cycle Establish a cycle of review and reflection for MTSS academics. Fully implement CBE program	By June 2024, students will be supported through a comprehensive SEL program. By June 2024, students will be supported through a fully implemented MTSS academic program. By June of 2024, students will have a greater understanding and depth of their learning through a fully implement CBE to support post-secondary aspirations. By June 2024, students will have a 1 to 1 program with staff and resources in place to fully maximize their learning experience.
Multi-Tiered Systems of Support (Academic)						
Competency Based Education	Competencies, reviewed, written and posted for all courses.					
Technology	Prepare classroom technology (necessary infrastructure to support). Examine staffing needed to support 1 to 1 at ORHS and provide faculty professional development to support a 1 to 1 program.	Establish a 1 to 1 program. Continue to examine infrastructure and staffing to provide support and professional development.	Continue to provide support and professional development for integration.	Examine and refine integration practices. Review professional development provided and needs.	ORHS will have a 1 to 1 program with staff and resources in place to fully utilize the program to maximize student learning.	

School District

Goal Area	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
Curriculum Leadership Structure	Establish a budget and job description for a stipend for curriculum leadership positions in 6-12 ELA, Science, SS and World Language; K-12 Art and PE and K-5 Science.	Establish a district curriculum leadership team with goals for the year and develop a budget and job description for Sustainability Coordinator K-4.	Review curricular leadership structure and make adjustments as needed. Establish and budget for a Sustainability/STEM coordinator 9-12.	Establish a sustainability/STEM position for K-4 to be shared between Moharimet and Mast Way. Review curricular leadership structure and make adjustments as needed.	Review curricular leadership structure and make adjustments as needed.	By 2024, a teacher-based curriculum support team will be in place across all curricula areas.
MTSS - SEL/Mental Health	Increase supports at each tier; Develop systems to move to proactive v. reactive supports; implement screening and data collection procedures, define criteria for support; on-going self-assessment	Refine MTSS supports/strategy; data collection of tiered interventions based on each school's individual goals; on-going self-assessment	Refinement of MTSS components using data from self-assessment	Refinement of MTSS components using data from self-assessment	Refinement of MTSS components using data from self-assessment	By 2024, student's wellness and post-secondary aspirations will be supported through a targeted, systematic MTSS Mental Health approach at each school K-12.

<p>K-12 World Language</p>	<p>Develop a budget and plan to expand World Language Instruction in French, Spanish and Chinese to grade 5</p> <p>Review and refine proficiency curriculum model in place since 2018</p>	<p>Implement 5th grade World Language plan. Review progress to date and establish a plan to provide World Language instruction in grades K-4.</p> <p>Develop schedule and budget to support K-4 expansion.</p>	<p>Begin implementation of K-4 World Language plan.</p> <p>Review 5-12 in light of K-12 model and make adjustments as needed.</p>	<p>Review progress in K-4 World Language implementation and make adjustments as needed.</p>	<p>Review K-12 World Language program and make the necessary adjustments</p>	<p>By 2024, students will have access to a fully implemented K-12 World Language Program.</p>
<p>Succession plan for district leadership</p>	<p>Conduct review of district leadership needs. Determine positions in need of internal succession plan.</p>	<p>Develop a plan for succession of Superintendent and Business Administrator.</p>	<p>School Board adopts a succession plan for Superintendent and Business Administrator.</p>	<p>New Superintendent hired as Associate Superintendent to work with current Superintendent as mentor.</p>	<p>Associate Superintendent assumes full leadership role for district.</p> <p>By mid-year new BA is hired and works with current BA as a mentor.</p>	<p>By 2024, a succession plan will be developed and approved by the School Board for the Superintendent's transition.</p>

Strategic Plan Summary Page

District Equity and Inclusion

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
K-12 Curriculum that provides students with knowledge, skills, and awareness of race, racism, equity, and inclusion	Develop K-12 equity and inclusion competencies.	Implement equity and inclusion competencies.	Review impact of equity and inclusion curriculum and offer PD to address issues identified in the review.	Provide professional development to address areas identified in 2021-22 and develop assessment program to determine student growth on equity and inclusion competencies.	Conduct comprehensive assessment of equity and inclusion curriculum and use findings to guide development of goals for 2024-2029 strategic plan.	By 2024, K-12 curriculum will be inclusive with respect to content and student experience, embracing and affirming all social identities among students and staff
Equitable and inclusive school climate	Develop specific strategies and partnerships to recruit, hire, and retain diverse staff at all levels and roles. Include goals for hiring over next four years.	Implement recruitment and hiring plan developed in year one. Explore restorative practices as a tool to address disciplinary issues within the school community.	Develop retention strategies to retain recently hired diverse staff members. Begin implementation of restorative practices.	Review hiring process and modify strategies to better promote diverse applicants. Review restorative justice practices and make adjustments as needed.	Conduct comprehensive assessment of hiring efforts, and Restorative Justice initiative and set goals for next five years.	By 2024, the ORCSD will have increased staff diversity while assuring a welcoming, inclusive environment free of harassment and discrimination
Equitable and Inclusive Co-curricular and Extra-curricular Programs	Conduct a review of current extra-curricular and co-curricular activities and organizations to identify areas in need of growth in order to provide an equitable and inclusive experience for all. Provide PD to advisors and coaches	Create assessment tools used by organizations and teams to assess student experience relative to equity and inclusion. Continue to provide PD to advisors and coaches on providing equitable	Implement use of assessment tool developed in 2020-21 in all extra-curricular and co-curricular activities. Review data gathered and make adjustments to programs to provide a more	Implement goals established in 2021-22.	Conduct comprehensive assessment of co-curricular activities to determine success in creating inclusive and welcoming programs, including athletics; set goals for next five years	By 2024, all extra- and co-curricular programs, including intersarsity and club athletics, will offer equitable and inclusive experiences for all students and staff.

<p>Family and Community Engagement on Equity and Inclusion</p>	<p>to create more equitable and inclusive programs.</p>	<p>and inclusive environments.</p>	<p>fully inclusive environment for all students and staff.</p>	<p>Community and family engagement goals at the district and building levels will be implemented.</p> <p>The Advisory Group will review progress to date and make recommendations.</p>	<p>based on assessment of co-curricular activities.</p> <p>Conduct a comprehensive assessment of family and community engagement and set goals for 2024-29 strategic planning.</p>	<p>By 2024, ORCSD will continuously engage with Durham, Lee, and Madbury residents to assure understanding and support for Equity and Inclusion goals.</p>
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Operations- Facilities

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
New Middle School	Provide public with documentation necessary for a vote on new middle school in March of 2020. Upon successful vote break ground in May 2020	Continue construction with an emphasis on Site Safety.	Construction complete by February 2022. Move into new facility. Remove useful items from current building before demo.	New building commissioned. Establish maintenance and custodial schedules.	Review and refine building systems.	By June 2024, the ORCSD will occupy and commission a new Middle School which is energy efficient and sustainable.
Enhance security measures across the district.	Build new Moharimet Entrance way / renovate existing.	Add cameras District wide. Add security at SAU / SB.	Explore window film and ground level security projects.	5-year review of safety protocols.	Explore upgrades to building access.	By June 2024, building security at all ORCSD schools will be improved.
Upgrade and improve heating and cooling at all schools.	Review current needs of all buildings related to establishing a standard for heating and cooling.	Replace failing A/C in the IT closets.	Replace and expand AC to all rooms at Moharimet.	Replace and expand AC to all rooms at MW. Investigate and propose AC options for HS.	Budget for HS AC.	By June 2024, all buildings will have a standard heating and cooling environment.
Expand parking and improve grounds	Establish operational standards for grounds and lot maintenance.	Construct HS tennis courts & increase parking at ORHS.	Establish 5 yr beautification projects.	Improve Moharimet parking lot and lighting.	Improve Mast Way parking lot and lighting.	By June 2024, upgrades will be made to district grounds, parking and lighting.
High School Auditorium Expansion			Facilities will explore design of the HS Auditorium expansion with an Architect	All contracts and work schedule will be ready in preparation for a July 2024 construction	Auditorium will be complete and ready for occupancy.	By June 2024, the High School Auditorium will be increased to house large performers and accommodate full school assemblies.

Strategic Plan Summary Page

Operations- Information Technology (IT)

Goal Area	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
Tools and Resources	Develop plan to implement 1:1 laptop program for ORHS.	Implement ORHS 1:1 laptop program.	Review and maintain 1:1 laptop program grades 5-12.	Establish replacement plan for ORMS 1:1 laptops.	Review and maintain 1:1 program grades 5-12.	By 2024, the ORCSD IT Department will evaluate and implement technology tools and resources that will be used to support academic and operational goals of the ORCSD.
Policy and Law	Review law, update district policies and procedures, and provide staff training on changes.	Review law, update district policies and procedures, and provide staff training on changes.	Review law, update district policies and procedures, and provide staff training on changes.	Review law, update district policies and procedures, and provide staff training on changes.	Review law, update district policies and procedures, and provide staff training on changes.	By 2024, the ORCSD IT Department will continue to review and implement policy and procedure to meet federal and state law.
Infrastructure	Upgrade network switches and firewalls. Assist with technology needs planning for new MS.	Replace staff computers. Copier and Printer Replacement Assist with technology needs planning for new MS.	Replace servers and storage. Assist with technology needs implementation for new MS.	Replace elementary classroom computer sets. Replace classroom desktop computers districtwide. Assist with technology needs implementation for new MS.	Maintain and update district infrastructure and computing systems.	By 2024, the ORCSD computing infrastructure will be up to date and capable of handling the needs of the district.
SAU Systems-Software	Inventory and list functions of current systems.	Determine SAU system needs for finance, HR, student management information systems.	Research & investigate program capabilities.	Narrow potential solutions and budget accordingly.	Select and recommend SAU systems.	By June 2024, software will be recommended for finance, HR, and student information management.

2019 – 2024

Strategic Plan Summary Page

Operations- School Nutrition

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
Kitchen Equipment	Prepare inventory of all kitchen equipment and create replacement plan.	Begin to replace most needed items. Review and refine list.	Budget to replace elementary equipment.	Budget to replace high school equipment.	Evaluate status of replacement plan and address area still in need.	By June 2024, all kitchens will have a capital plan for equipment replacement.
Staff Training	Staff training on how to safely prepare food for children with allergies.	Staff training on preparing local food and using fresh herbs.	Staff training on workplace safety, ergonomics	Staff training on sanitation and food safety.	Staff training on creatively using commodity foods.	By June 2024, the department will have a written training plan for all staff.
Kitchen Designs	Complete work to redesign MW serving line and HS service.	Complete construction on MW kitchen and cafeteria.	Open new MS kitchen and cafeteria; refine as needed	Review and evaluate MOH kitchen and cafeteria.	Refine any designs to ensure maximum efficiency.	By June 2024, all district schools will have efficient kitchen layouts and serving lines.

2019 – 2024

Strategic Plan Summary Page

Operations- Transportation

Goal Area	2019 – 2020	2020-2021	2021-2022	2022-2023	2023-2024	5 Year Outcome
Update Bus Fleet	Apply for alternative energy grants to replace buses and legacy grants for qualifying buses.	Investigate and pilot grant/partner opportunities for funding.	Plan for charging stations.	Construct charging stations.	Review choices and make adjustments as necessary.	By June 2024, the district will have hybrid or electric vehicles as part of the district fleet.
Student School Bus Safety Program	Investigate school bus safety program for students and present to administration	Develop and propose review of School Bus safety programs.	Implement school bus safety program for all elementary students.	Implement school bus safety program for middle school students.	Implement school bus safety program for high school students.	By June 2024, transportation will have an established bus safety program for all students(k-12).
Staff Recruitment and Pay	Develop plan to attract bus drivers.	Investigate driver pay/benefits in area to remain competitive.	Propose adjustments to maintain and increase drivers.	Review employee manual and meet with sub-committee to make adjustments.	Actively advertise and recruit.	By June 2024, transportation will have a competitive contract and be fully staffed.

2019-20 Non-Tenured Teacher List
Nomination List to Board

Updated: March 25, 2019

Last	First	School	FTE	Position	1st	2nd	3rd	4th	5th	Cont
Gianino	Melissa	MOH	1.00	Special Education			x			
Open	Position	MOH	1.00	School Health Provider						
Morley	Brittany	MOH	1.00	School Psychologist			x			
Biggwither	Rebecca	MW	1.00	Grade 1			x			
Kennedy	Francesca	MW	1.00	Kindergarten				x		
Laliberte	Susan	MW	1.00	Grade 3			x			
Leifer	Susan	MW	1.00	Technology Intergrator			x			
Ray	Katherine	MW	1.00	Grade 3			x			
Smith	Deborah	MW	1.00	Special Education				x		
Open	Position	MW	1.00	School Counselor						
Blouin	Michael	ORHS	1.00	Biology		x				
Clark	Alissa	ORHS	1.00	Special Education		x				
Ficker	Victoria	ORHS	1.00	Physical Education			x			
Goscinski	Anna	ORHS	1.00	Special Education		x				
Hughes	Kristen	ORHS	1.00	Speech & Language				x		
Jensen	Jaclyn	ORHS	1.00	Social Studies			x			
Johnson	Emily	ORHS	1.00	Speech & Language			x			
Lacasse	Adam	ORHS	1.00	Business/Computer					x	
McGrath	Scott	ORHS	1.00	Social Studies				x		
Open	Position	ORHS	1.00	World Language						
Peschel	Sean	ORHS	195 days	ELO Coordinator			x			
Open	Position	ORHS	1.00	Mathematics						
Satterfield	Alexander	ORHS	1.00	Special Education			x			
Trier	Margaret	ORHS	1.00	English				x		
Weeks	Jennifer	ORHS	1.00	English/Video Production				x		
Open	Position	ORHS	195 days	School Counselor						
Wolph	Kimberly	ORHS	195 days	School Nurse				x		

Byrne	Bernadette	ORMS	1.00	Grade 5		x				
Cahoon	Clayton	ORMS	1.00	Mathematics			x			
Cote	Rheanna	ORMS	1.00	School Counselor			x			
Derick	Jonathan	ORMS	1.00	Science					x	
Donovan	Kimberly	ORMS	1.00	Language Arts			x			
Dunn	Joseph	ORMS	1.00	World Language		x				
French	Candace	ORMS	1.00	World Language			x			
Gehling	Ruth	ORMS	1.00	Mathematics			x			
Open	Position	ORMS	1.00	Social Studies			x			
Open	Position	ORMS	1.00	Special Education						
Hird	Caroline	ORMS	1.00	Grade 5			x			
Kearney	Melissa	ORMS	1.00	Special Education		x				
Open	Position	ORMS	1.00	Speech/Lang Pathologist						
O'Brien	Sara	ORMS	1.00	Grade 5			x			
Olberg	Jarika	ORMS	1.00	Chorus					x	
Ramsdell	Laurenne	ORMS	1.00	Language Arts			x			
Open	Position	ORMS	1.00	Language Arts						
Schidlovsky	Nicholas	ORMS	1.00	World Language		x				
Viens	Nikola	ORMS	1.00	Technology Intergrator				x		
Vizzo	Michele	ORMS	1.00	Language Arts				x		



To: Dr. Jim Morse, Superintendent
From: Andy Lathrop
Date: March 26, 2019
Re: MS/HS Spring Coach Nominations

Message:

Please accept the following names for nominations for coaching their selected sports for the spring season.

Paid Positions:

Name	Position	Stipend	Years	Longevity	Total
Bobbie Burgess*	Asst. Girls Track	\$3,407	0	\$0	\$3,407
*Replacing Scott McGrath					

Volunteer Position:

Name	Position	
Chad Pomeroy	Assistant Varsity Baseball	

Oyster River Cooperative School District

COACHING NOMINATION FORM

Name of Candidate: Bobbie Burgess	School: ORHS
Position: Asst. Girls Track	Paid: <input checked="" type="checkbox"/> Non-Paid: <input type="checkbox"/>

Athletic Director Narrative:

Bobbie is a former Division 1 Track athlete at Georgetown who is now wrapping up her graduate degree at UNH (where she also participated in track). She has a wealth of knowledge in distance running and will fill a hole we have at that position.

Attachments: Reference Checks: Application:

Andrew P. Lathrop
Signature of Athletic Director

3-15-19
Date

Oyster River Cooperative School District

COACHING NOMINATION FORM

Name of Candidate: Chad Pomeroy	School: ORHS
Position: Assistant Varsity Baseball	Paid: <input type="checkbox"/> Non-Paid: <input checked="" type="checkbox"/>

Athletic Director Narrative:

Chad has tremendous amount of baseball experience to add to our program and will make a great addition to the staff. We are very fortunate that he wants to volunteer and help the program.

Attachments: Reference Checks: Application:

Andrew P. Lathrop
Signature of Athletic Director

3-14-19
Date

Policies for
First/Second Read/Adoption/Deletion
**SB Meeting of
April 3, 2019**

Title	Code
Policies for First Read	
Policies for Second Read/Adoption	
Sabbatical Leave	GCBD
Policies for Deletion/Replacement	

As a reference the March 13, 2019 policy minutes are attached to this packet.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GCBD
Date of Adoption: February 12, 1987 Policy Committee Review – No Changes – February 20, 2013 Policy Committee Review – June 8, 2016 School Board First Read: June 15, 2016 School Board Second Read/Adoption: July 13, 2016 Policy Committee: September 14, 2016 School Board Second Read/Adoption: September 21, 2016 Policy Committee Review: March 13, 2019 School Board First Read: March 20, 2019 School Board Second Read/Adoption: April 3, 2019	Page 1 of 1

SABBATICAL LEAVE

Purpose:

Sabbatical Leaves will be granted at the sole discretion of the Board for the purpose of enabling staff members to develop professionally in a manner consistent with the Individuals job assignment or Building and District goals. Proposals for sabbatical leave should be ~~either graduate study at an accredited college or university or other approved~~ educational activities which would benefit the students of our District. Applications for one of the two sabbatical plans: one full school year at one-half salary or a period up to one-half school year at full salary. In no case will more than one partial sabbatical leave request be approved per year.

As a condition of the sabbatical and in consideration of the payments made by the School District to the professional during his/her leave, the professional must file with the Superintendent an agreement which stipulates that he/she will return to the School District for at least one full year at the conclusion of his/her sabbatical leave or reimburse the School District the full amount received as salary and other economic benefits during the sabbatical leave.

Selection Committee:

Applicants will be selected by a selection committee consisting of: the superintendent (or assistant superintendent), a principal (or his/her representative) from each school, a School Board member, and one teacher from each school. Teachers will serve for three-year terms, staggered so that at least one term expires each year. Any teachers on the committee who submit an application for sabbatical leave must resign from the committee and a replacement will be chosen. Teachers will be eligible to serve on the committee after serving three years in the District. Teacher representatives to the committee will be elected by peers from their own school.

At the end of the sabbatical a written report and evaluation of the work for which the sabbatical is granted should be submitted to the committee for approval. Once approved, the committee will recommend to the Superintendent that the School Board advance the professional to the salary step on which the professional would have been placed had the leave not been taken. Post-sabbatical presentations to the committee will occur within 45 days of returning to school.

Cross Reference:

GCBD-R – Sabbatical Proposal

Policy Committee Meeting Minutes

Wednesday, March 13, 2019 @ 3:30 PM

Attendees: Denise Day, Tom Newkirk Kenny Rotner, James Morse, Todd Allen, Wendy DiFruscio

Visitors: Suzanne Filippone, Heather Machanoff

Denise called the meeting to order at 3:35 PM.

Dr. Morse opened the meeting by asking, at the request of Suzanne Filippone and Heather Machanoff, if Policy IMBD – High School Credit for 7th & 8th Grade Advanced Coursework be added to the existing agenda for immediate review and revision. This existing policy was implemented prior to the revisions made on the graduation requirement policy and the adoption of the current ELO policy and we need to bring this policy in line with current practice. Suzanne gave examples of some current situations that need to be addressed and revising the current policy will assist in bringing this policy current. Policy committee members asked questions pertaining to VLAC courses and if credit is given for these courses. It was explained that credit is given at the high school level. There was discussion on different revision options. It was determined that the existing policy will be reworded and sent to the School Board for both a first and second read/adoption at the next meeting.

Suzanne and Heather thanked the committee and left the meeting at 4:15PM.

Todd Allen explained that the next policy on the agenda GCBD – Sabbatical Leave is being brought forward for a minor change in the language, resulting from the process that was followed during last year's sabbatical leave. It was determined that the language being removed would allow the outcome of the sabbatical to benefit the students and the District. There were no additional questions and this policy will go for a first read.

Policy JLCF – Student Wellness – Todd Allen explained that the Policy Committee has worked very hard on this policy and that he discussed with them that the policy should be shortened, and the remaining portion would become the procedure. He relayed that a lot of this policy are the Federal guidelines that need to be followed. He also explained that we asked for legal interpretation as to what should be policy and what should be procedure. We were given their interpretation along with a sample policy from another NH school district. Todd explained that he will bring the information acquired and the decision of the committee back to the Wellness Committee for their input before moving forward with any type of revision. He asked if members of the Wellness Committee could come to a future meeting to provide their input. The Policy Committee agreed to wait until a future meeting.

No additional questions or comments.

Meeting ended at 4:50 PM – Next meeting April 10, 2019.

Respectfully submitted,
Wendy L. DiFruscio