

**Oyster River Cooperative School District
Regular Meeting**

April 17, 2019

High School

DRAFT

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

ADMINISTRATORS: Todd Allen, Sue Caswell, Jay Richard, Suzanne Filippone

There was one member of the public present.

I. CALL TO ORDER:

Strategic Plan Workshop: Superintendent Morse talked about the proposed changes and told the Board that this is a first reading and wanted to start a conversation on these.

The Board reviewed the strategic plans and made the following revisions during an in depth discussion:

Tom Newkirk read the following statement before the Strategic Plan Workshop discussion: The Strategic Plan anticipates a number of budgetary requests, including stipends, additional positions, and capital improvement projects. Inclusion in the strategic plan should not be taken as Board approval of these requests. Each request will have to be proposed as part of the annual budget process, and the Board will make a decision based on the merits of each request and on the impact each has on the overall budget. Kenny Rotner added that he agrees with this statement and feel it should be included in the strategic plan document.

Denise Day stated she supports Tom's proposed preliminary note. She is supportive of the initiatives but is worried about what is being asked of the voters next March. Denise is concerned that additional positions could result in a 4-5 percent increase in the operating budget, which could jeopardize the middle school bond.

Michael Williams sees that Strategic Plan as a roadmap and giving direction for the next five years.

Mast Way and Moharimet Strategic Plan revisions:

Competency Based Education 5 Year Outcome: Insert "and implement competencies as completed."

High School:

SEL Year 4: Do annual assessments. Are they effective as they want them to be? Review and correct wording that previously said “common assessment”. In multi-section classes, looking for consistency not that every classroom will have identical relearning and reassessment.

Middle School:

Middle School Dates are not consistent with the construction schedule. Review and correct wording that previously said “common assessment”.

School District:

World Language: Concerns about schedules and making sure any programs implemented are done so correctly to give the best possibility of success. How implementations are impacting the budget needs to be investigated.

K-12 World Language: Year 2: Insert “The Board will consider” before implementing. Year 3: The Board will begin to deliberate possible plans for further implementation on world language. Remove Year 5.

Communications: Remove from Strategic Plan and set aside for a Board goal instead.

Sustainability will be a standalone goal. Al Howland does not want this implemented until the program is evaluated and includes student engagement. This position is meant to replace current sustainability coordinators. This position is intended as a stipend role of a teacher in the role of sustainability coordinator with more direct day to day aspirations.

District Equity and Inclusion:

Move year five of Developing Staff comments to year 5 of using restorative justice techniques.

II. APPROVAL OF AGENDA

III. PUBLIC COMMENTS:

Dean Rubine from Lee talked about the recycling in the Town of Lee. It works well in Lee because the citizens do the sorting and they can command top dollar.

Cecile Gunn Desmond spoke in support of world languages and would like the Board to find a solution for fifth grade

Yusi Turell from Durham discussed the fifth grade for Chinese students. This is the first year that it has been during the bobcat period. They have learned that three days has worked well. She hopes that the Board continues to come up with scenarios that fully support the K-12 World Language Program.

Anita Mathur strongly advocated for a K-12 World Language Program and feels that they will be at a disadvantage if this isn't implemented. It is as important as traditional subject areas.

Elizabeth Garrish feels that starting languages as early as possible is beneficial and in the interest of the students.

Steve Wourgiotis feels that languages should be available to all students at a young age not just available after school for those who have resources.

Stephanie Johnson is in support of a K-12 World Language Program and feels it leads to increases in other subjects as well.

Andrea Birkel is in support of Implementation of world language in the schools grades K-12. She was surprised that it wasn't already offered in the District.

IV. APPROVAL OF MINUTES

Motion to approve 04/03/19 Regular Meeting Minutes:

Brian Cisneros moved to approve the April 3rd minutes, 2nd by Denise Day. Motion passed 6-0-1 with Tom Newkirk abstaining and the Student Representative voting in the affirmative.

V. ANNOUNCEMENTS

A. District: Jay Richard, Principal of the Middle School, commended 8th grade students Julia Kinsey, Ava Gruner, and Sophie Meyer. They were each awarded Gold Keys for their writing submissions for the New Hampshire Scholastic Writing Awards earlier this school year.

He also mentioned that quarter 4 started this week and that the 8th grade DC trip will be next week.

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Jay Richard also reviewed with the Board middle school professional assignments. Over the past two years the ORMS staff have been engaged in a dialogue about professional assignments. A long term strategic goal has been to promote a culture of collaboration. This year a committee was formed to advise school administration on the process of changing professional assignments for the upcoming 2019-20 year. This group had a variety of representatives from different grade levels and departments. The committee offered two recommendations which were followed.

First was to survey staff on preferred grade level and potential people that they would like to work with next year. Using this process, several staff members requested different assignments, and each of these individual requests were granted. The other recommendation was to keep at least one person with recent grade level experience on each team, this was also accomplished.

Results for the number of teachers at a new grade level: 15 out of 40. All teachers have been assigned to positions for which they are qualified to teach.

The Board discussed with Jay Richard questions about providing these teachers with enough professional development over the summer to prepare them for these changes. They also wanted to make certain that they will have enough tools and time to be prepared for their new assignments. There were also questions about why they were not apprised of these significant changes earlier in the process.

Suzanne Filippone, Principal of the High School, announced that Barb Milliken is a semi-finalist for the teacher of the year and Shawn Kelly received the Fitzwater Medallion for contributions to the Public Discourse by a journalism educator. They will also be opening and piloting a writing lab at the high school next year. Suzanne reported that tomorrow evening at 5:30 the high school is hosting a philosophical conversation around grading. It is an open conversation, and all are welcome. On May 1st there will be a reception for the ACE Program. It is remarkable to see what the students have created.

B. Board:

Brian Cisneros attended the Charlie Brown Play the third and fourth graders performed. It was a great performance.

Denise Day congratulated Shawn Kelly and the Mouth of the River for such a great job. She also echoed Suzanne's commendation of Shawn Kelly's award

Kenny Rotner added that that the Sabbatical Committee needed to be included in the Board's Committee assignments.

VI. DISTRICT REPORTS:

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

B. Superintendent's Report

Communications – Middle School – will move to a later meeting.

C. Business Administrator

D. Student Senate Report: Student Representative Yasmeen Gunandar reported on the recent various activities and awards that Oyster River students have been involved in. Yasmeen attended the Dream event where they discussed how they should have conversations around race. The Jazz Band is leaving for their trip to china tomorrow.

E. Other:

VII. DISCUSSION ITEM:

Support Staff Retirement Incentive
Strategic Plan First Read

VIII. ACTIONS:

A. Superintendent Actions: None

Diversity Committee: Superintendent Morse mentioned that they just finished an exercise with the staff that was run by NH Listens. There are real tangible results beginning to happen. They are working with the Institute of Recruitment of Teachers who are actively trying to recruit Teachers of Color. They are also trying out School Springs as a national recruitment effort.

B. Board Action Items:

Support Staff Retirement Incentive: The Board discussed the possible retirement incentive and offering it one or two per unit. Superintendent Morse is trying to provide an equitable balance comparable to the teacher retirement incentive. Al Howland feels that the retirement incentive should be used strategically when we really need it and not as a bonus.

Denise Day moved to approve one support staff retirement incentive in each of the four units, 2nd by Kenny Rotner. The motion passed 6-1 with Al Howland opposing.

IX. SCHOOL BOARD COMMITTEE UPDATES:

A. Manifest Reviewed and Approved by Manifest Subcommittee:

Payroll Manifest #20: \$924,299.86
Vendor Manifest #23: \$217,902.07

The Middle School Building Committee met with the Town of Durham. It was a very positive meeting.

Denise Day reported that the Policy committee met.

X. PUBLIC COMMENTS: None

XI. CLOSING ACTIONS

A. Future Meeting Dates: 05/01/19 – Regular Meeting – 7:00 PM – ORHS
05/15/19 – Regular Meeting – 7:00 PM – ORMS
05/29/19 – Manifest Review – 3:30 PM - SAU

XII. NON-PUBLIC SESSION: RSA 91-A:3 II
NON-MEETING SESSION: RSA 91-A:2 I (a)

XIII. ADJOURNMENT:

Brian Cisneros moved to adjourn the meeting at 9:35 p.m., 2nd by Michael Williams. Motion passed 7-0.

Respectfully yours,
Laura Grasso Dobson
Recording Secretary