



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

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

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

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

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

**Oyster River Cooperative School District Members:**

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

**Information Regarding Nonpublic Session**

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

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

**Oyster River Cooperative School District**  
**March 31, 2021 WORKSHOP MEETING**

**School Board Present:** Al Howland, Tom Newkirk, Yusi Turell, Michael Williams, Dan Klein, Denise Day, Brian Cisneros. **Student Representative:** Megan Deane

**Administrators Present:** Todd Allen, Dr. James Morse, Misty Lowe, Suzanne Filippone, Jay Richard, David Goldsmith

**Staff Present:** Janet Martel, Kim Felch

**Guest Present:**

**Called to Order at 7:00 PM by Chair Michael Williams**

**Chair Michael Williams began with his opening statement.**

Dr. Morse recapped last week's workshop meeting and goals of tonight's workshop and stated his intention to bring all-in model into voting at the School Board meeting scheduled for April 7, 2021. Dr. Morse thanked the parents of the school district for completing the surveys that were sent out and reviewed the survey results in a PowerPoint. Dr. Morse moved to discussing the goals of the All-In Model, and the pros and cons of keeping Wednesday as a re-learning day.

**Dr. Morse introduced Misty Lowe and David Goldsmith.**

Misty Lowe reviewed what a full-day model will look like for the elementary schools. She discussed the time it will take for students to re-acclimate to being in school full-time again. There will be less prep time for teachers, as most of the student work will now be done at school instead of at home. Students will be distanced at 3 feet, 6 feet during lunch and snack times because they will be unmasked; Students will be outside for recess as often as the weather permits.

David Goldsmith reviewed what remote/hybrid learning will look like at the elementary level. When looking at what the mix of morning and afternoon student populations will look like with 24 students in one room, the spacing doesn't look like what we think a classroom should look like. Some classes can combine their morning and afternoon classes, some classes need to be reorganized. He will ask teachers and families to volunteer to move teachers. Fewer students in the classroom allows for more movement in the classroom. David discussed why a hybrid student may need to change their teacher for in person learning. Students are very resilient and have been successful so far with the transition. 24 desks with three feet distancing and allowing six feet for teacher distance is a very packed classroom.

Misty discussed what classroom arrangements may look like with the current student population. First graders at Moharimet didn't need a remote teacher, if a family wants to be remote, they can transfer to Mast Way. Mast Way will stay the same at first grade. Second grade at Mast Way wants more students to be in-person, those remote student from Mast Way

and Moharimet would technically all be Mast Way. Third grade at Mast Way remote students would come back in, Moharimet is considering multi-age remote class for third and fourth grades (remote) and everything else would be the same.

David: Misty and I have looked at all options and breaking it up by grades creates the least amount of issues for all students.

Misty: Some parents felt as though they were answering unknown questions, the Transition Committee wants to let parents know who their students' teachers will be before they return.

**Dr. Morse introduced Jay Richard**

Jay Richard: Any plans the middle school is making now will most likely stay in place in the fall due to the lack of space at the middle school. There will not be additional room until the beginning of 2022 when they move to the new middle school. He wants to have remote Bobcat time once or twice a week and wants to have UA teachers in the building to provide to students. Music spaces will be a great challenge. World language staff wants to be back in the school, spacing becomes an issue, looking into all options and trying to keep it fluid. World Language is still in the talking phase now. Lunch can happen in a large outdoor tent, with 6 feet distance; coming up with a plan for movement if it rains outside. Remote coverage is appropriate currently, we will also have substitute coverage daily for two teachers (separate from remote teachers). Anticipating 90% of students to be in school, possibly 10% staying remote.

**Dr. Morse introduced Suzanne Filippone.**

Suzanne: Wants to minimize any quick and drastic changes due to the number of models already taken under this year by the high school. Student will need to be physically reintroduced to being in school, and she wants to review protocols and procedures. A lot of concern about equity to learners, but we are still monitoring the progress of students, regardless of model. If it is too hard for teachers to be equitable, they may need to split their classrooms; We will need to have more lunch periods and may need new start and end time due to busing. Classrooms may need to shift in order to ensure proper social distancing. We need to provide all CTE services. We are looking to improve signage with occupancy limits, tutorial for accessing building, and address fears or anxieties students may have with returning to school. Hopefully, a tent will be coming for the courtyard for outdoor lunch and we also will have bleachers out there.

**Dr. Morse introduced Kim Felch**

Kim Felch: We are looking at another change and transition, and we want students to feel safe, supported, cared for, and connected to have minimal impact to their mental health. We can try to focus on community and connection as they transition to seeing their classmates, relationship building may need to start again, much like when the school year starts. We need to model positive thought process as adults, focus on results and resilience to push students forward. High School students are nervous about the change from six to three feet social

distancing and are nervous about being in people's spaces. We need to be conscientious of student safety and providing staff and students a voice, is important. Using advisory programs to discuss changes, excitement, worries, and focus on the positives. Open Circle for elementary students. Most people are resilient to trauma and can build from the experience, they may just need to be aware and focus on positive. We need to identify at-risk students to help provide intervention. The more we change and the less prep time we give students, the more it will create stress for students. Remote students may become a minority.

**Misty Lowe returned to share information on behalf of Catherine Plourde.**

Misty: The goal is to minimize disruption for students with learning differences, and there will be no changes in case managers. Some students may need to change service providers, but instruction and support can continue as planned. We would like to continue Wednesdays for instruction, re-learning, and assessment, as well as additional support for students that need it. One-on-one instruction may be needed for some of these students.

**Dr. Morse stepped in to share transportation data.**

Dr. Morse: As the transportation survey was analyzed, we discovered that the numbers of students on the buses doesn't change very much. Students will need to keep their masks on and the windows open. The start times can change for schools to allow time to clean buses between runs; numbers can change but based on our current surveys the averages are good.

**Dr. Morse introduced Todd Allen.**

Todd: Depending on how we interpret the CDC metrics influences the All-In-Model and the direction we can go in. CDC says three feet in schools is okay, with some caveats. This assumes all other protocols are in place, masks are worn, maintain contact tracing, isolation quarantine, etc. Regarding the current numbers available, we are moderate currently, but keep in mind that UNH skews our numbers.

Todd discussed the Georgia Tech Risk Tracker and what our numbers could potentially look like. He presented local data and reviewed the current district data. He reviewed the local variables, and there not being a legitimate way to tease out UNH data from the Town of Durham there have been no UNH spread to the ORCSD schools

Todd: As of April 19<sup>th</sup>, all staff will have had the chance to receive the vaccine. The CDC study shows that the vaccinated person 14 days after the 2<sup>nd</sup> shot drops the spread by 40% to others that are not vaccinated. As of April 2<sup>nd</sup> 16 year old students may be able schedule their vaccines.

**Dr. Morse transferred the meeting to Michael Williams, and he called for questions from the School Board regarding elementary schools.**

Denise Day: Will class sizes stay the same if volunteers don't step up?

David Goldsmith: We'll have to see what the numbers come out to and hopefully nobody will be forced to make a move.

Michael Williams: What is the typical number of Mast Way students on Wednesday?

David Goldsmith: NE Passage at Moharimet is less than 20, but they are connecting remotely with a lot of students. Moharimet would use this time for planning.

Michael: If schools are forced to have five-day weeks, what happens to things currently offered on Wednesdays?

David: They have to stop due to staffing and lack of substitutes at elementary level.

Michael: What is the impact of school day time change based on transport needs?

David: Really the staff and teachers can move meetings to mornings instead of afternoons if needed.

Misty Lowe: A 20-minute shift is not a terrible change.

Yusi Turell: How does Wednesday impact elementary students?

David: It's a tremendous amount of work to help students get adjusted, but it will lead to a positive and smoother transition for students back to a full day.

Misty: Going from 4 half days to 4 full days is very tough, but it would be even more difficult if we went to 5 full days.

Janet Martel: It is going to be difficult blending the morning and afternoon students into one schedule again.

**Michael Williams calls for Questions from the School Board regarding the middle school.**

Denise Day: I was confused by how music is going to happen. Will it be fully remote?

Jay Richard: When students are home, they have music class, if they are in school they cannot practice music. I am currently discussing with our music staff how we can provide a music experience for students when they cannot do it in school.

Denise: If students are fully remote, can they get a full music experience?

Jay: Yes, but there is no way we can have it in the school.

Michael: Students can't do it in school?

Jay: We are discussing what different options we can provide for the music experience.

Megan Deane: There are instruments we can explore such as guitar or ukuleles where breath doesn't need to be expended.

Jay: We have such limited spacing both indoors and outdoors for these classes, we're not sure it can happen.

Yusi: Would you be able to do more if you had another tent outside?

Jay: There are great things we can do outside with the tents, but we do want to have open space for the kids too. We may need to resign music at the school for the rest of the year, but we want to plan it out more for the fall.

Dr. Morse: The problem isn't going outside, but just where the space will be for an additional tent.

Jay: The opportunity to use the bleachers is exciting too, so we can explore that option.

Dr. Morse: We need 8-10 feet between musicians and singers, so our music staff is looking into creative solutions.

Michael: Music and World Language are areas we need to understand better for next week.

Denise: Do students have a language option? Are they travelling to the classes?

Jay: We have a problem with cohorting regarding language courses. Teachers can travel to the students for other classes, but World Language teachers may have to take the students other places due to the different options.

Michael: About 1/3 of the students are in on Wednesdays. If all students come in, what happens to those Wednesday programs?

Jay: They will be different, but those 1/3 students will still be there. Students have taken to Wednesdays as more laid-back day to find extra support, and it's taken on a different atmosphere.

Dr. Morse: If the other 2/3 of students come in, there will be support offered to that many more students to help them return back to normalcy.

Yusi stated that referring to PowerPoint slide #18 for the schedule, can we discuss the schedule more?

Jay: We need a little more time to make sure these numbers are accurate, these were numbers last week and they have come down; I want to have a respectful conversations with families to see if they want to come in instead of being remote.

Yusi: What if the numbers come down but there are still students that want to be remote?

Jay: We may need to adjust the remote options available.

Dr. Morse: The nice thing about the team structure in middle school is that teachers can be more flexible to accommodate those needs. If we don't need to have a remote for a team, they can expand as needed.

**Dr. Morse calls for Questions from the School Board regarding the high school.**

Denise: Are you still considering a 50/50 model?

Suzanne Filippone: If the school Board wants to keep the 50/50 model then we can reopen and see who wants to return to that schedule.

Megan: I have spoken informally to students, and quite a few want to keep the schedule the way it is currently. Students will engage more with the current model because losing their Wednesdays is undesirable. We've had a lot of changes so another change is not wanted; I can poll students to see if they want current model or All-In and we can find real numbers.

Janet Martel to Todd Allen: With cohorting and the age of students, what are the risks of going back to school?

Todd: The risk is reduced because 16-year olds are considered adults and will start having the opportunities to get vaccinated. Increasing the population is a risk, but it will be safe with the number of people vaccinated.

Denise: We need to discuss quarantine and college visits at our meeting next week.

Dr. Morse: It is on the agenda for next week's meeting.

Suzanne: If we add Wednesdays for all kids to be in, we would not make it a blue day or white day. This impacts any type of services we are offering and makes it very difficult. We would figure out something else, but all students would be coming into school.

Tom Newkirk: If this goes into effect, when is last day of school?

Suzanne: Graduation is Friday, June 11<sup>th</sup>, everyone else is Friday, June 18<sup>th</sup>

Tom: Is that counting exams?

Suzanne: We're not sure what we're doing for the end of year, our faculty is working on it now. Last year we didn't have final exams, we didn't have traditional midterms. We had assessments, but not traditional ones.

Tom: So, seniors will have one month, everyone else five weeks with the model.

Tom to Megan (regarding the survey): Can you ask for an option for current model, one for All-In but Wednesday, and one for full 5 days.

Megan: Yes, I can do that.

Dr. Morse: As a point of clarity: Megan's survey should be clear that it is for interest gauging for additional models for students.

Michael: Despite two different surveys, parents and students answered almost exactly the same in their interests.

**Michael Williams calls for Questions from the School Board regarding SEL and Transportation.**

Yusi: It looks like the middle school and high schools would be starting earlier. Is this a temporary move?

Dr. Morse: Yes, we pushed it to 8:00 am for just this time period to allow for cleaning of buses between runs.

Michael to Dr. Morse: What should we expect for next week's meeting?

Dr. Morse: I will be bringing a K-12 proposal with World Language and music answers for the middle school. We will bring a 5-day model and allow for a lot of changes. It will be easy to change into 4-day model as well if needed.

Michael: Thoughts on Wednesdays?

Dan Klein: Can we focus on what the recommendation is and then highlight the differences?



Al Howland: We should start with a recommendation and then have a clearly defined 5-day model in case we need to go back again. If things change, we know what to do.

Dan: Then we can communicate well in advance to parents what the change will mean in a practical sense.

Dr. Morse: So, bring my recommendation, but with what we can give up?

Dan: If it's a minor detail we need to change, then we can highlight what will be different in the 5-day model. If there are substantial differences, then we can decide if it will be a different model entirely.

Dr. Morse: There will not be too many substantial differences, so it will be relatively easy to do. We will have a 5-day model just in case the governor decides that's what needs to happen.

Michael – Final thoughts from Board?  
(None)

Michael – Final thoughts from anyone else?  
(None)

Michael: I would like to start next week's meeting early for a non-public meeting.

Denise: What time for the non-public meeting. 6:30?

Michael: That would be a good idea, so we don't run out of time. We will call to order at 6:30 and start regular business at 7pm.

**Chairman Michael Williams thanked attendees for their thoughtful questions and work from last week.**

**Chairman Michael Williams adjourned the meeting at 9:04pm**

**Oyster River Cooperative School Board**  
**Regular Meeting Minutes**

**April 7, 2021**

**DRAFT**

**SCHOOL BOARD PRESENT:** Michael Williams, Al Howland, Brian Cisneros, Yusi Turell, Dan Klein, Tom Newkirk, Denise Day **Student Representative:** Megan Deane

**ADMINISTRATORS PRESENT:** James Morse, Todd Allen, Sue Caswell, Jay Richard, Misty Lowe, David Goldsmith, Catherine Plourde, Suzanne Filippone

**STAFF PRESENT:**

**GUEST PRESENT:**

**I. CALLED TO ORDER at 6:30 PM by Michael Williams**

**Chair Michael Williams moved to enter nonpublic session at 6:31 p.m. in accordance with RSA 91-A:3 II (b) - The hiring of any person as a public employee, 2nd by Denise Day. Upon roll call vote, the motion passed 7-0.**

The Board returned to ORHS Auditorium at 6:57 PM.

**Michael Williams called the meeting to order at 7:00.**

**Al Howland moved to open public hearing at 7:02 pm to discuss the ESSER II Funding, 2<sup>nd</sup> by Brian Cisneros. Motion passed 7-0, with Student Representative voting in the affirmative.**

Discussion:

Sue Caswell described ESSER II Funding, as well as how the funds must be approved by the Board to move forward.

Tom Newkirk: Does approving this motion also approve the position?

Dr. Jim Morse: Not approving the position itself, it will give us an idea of where we are. Gives us the opportunity to bring in a fourth counselor at the middle school.

**Al Howland moved to close public hearing at 7:03 pm, 2<sup>nd</sup> by Brian Cisneros. Motion passed 7-0, with Student Representative voting in the affirmative.**

**Brian Cisneros moved to authorize the superintendent to sign the ESSER II Funding Grant, 2<sup>nd</sup> by Denise Day. Motion passed 7-0, with Student Representative voting in the affirmative.**

**II. APPROVAL OF AGENDA**

**Brian Cisneros moved to approve the agenda, 2<sup>nd</sup> by Michael Williams.**

Megan Deane requested Student Representative Report be moved up before discussing All-In plan.

**Motion to approve agenda as amended passed 7-0, with Student Representative voting in the affirmative.**

**III. PUBLIC COMMENTS - None**

**IV. APPROVAL OF MINUTES**

**Denise Day moved to approve School Board Workshop Minutes from February 24, 2021, 2<sup>nd</sup> by Dan Klein**

Denise Day: Correction on p. 4, under her comment, Denise Day would like to add, "if they did not agree with the timeline for the opening"

Yusi Turell: Correction on p. 5, would like to remove "existing" from statement

**Motion to approve School Board February 24, 2021 Workshop Minutes as amended. Motion passed 7-0, with Student Representative voting in the affirmative**

**Michael Williams moved to approve School Board Workshop Minutes from March 10, 2021, 2<sup>nd</sup> by Yusi Turell.**

Yusi Turell: Correction on p. 2 – should read, “wedded to an idea” not “vetted to an idea”

Dan Klein: Heading should be changed to read “School Board Workshop Minutes” not “Additional Meeting Minutes”

**Motion to approve School Board Workshop Minutes from March 10, 2021 as amended. Motion passed 7-0, with Student Representative voting in the affirmative**

**Denise Day moved to approve School Board Regular Meeting Minutes from March 17, 2021, 2<sup>nd</sup> by Michael Williams.**

Denise Day: Correction on p. 2 – Denise did not abstain from vote for herself as Vice Chair; believes vote should have been 4-3, with Brian, Tom and Yusi voting in the negative.

Michael Williams: I went back to watch the video to be sure I had this right. For Chair, my suggestion is to strike where vote is 2-4-1 and say, “voting results were 2 in favor with Tom Newkirk and Brian Cisneros voting in favor,” in the next paragraph, “Voting results were 4 in favor with Dan Klein, Yusi Turell, Al Howland, and Michael Williams in favor, Denise Day abstain” and then for the Vice Chair, “Michael Williams asked for vote for Denise Day as Vice Chair, voting results were 4 in favor with Dan Klein, Yusi Turell, Al Howland and Denise Day in favor, After Michael Williams stated this was a majority and would not need an additional vote, Michael Williams, Tom Newkirk, and Brian Cisneros did not vote as a majority had already been declared.”

Tom Newkirk: I just had two name corrections on p. 3, it’s Liz Whaley and Dean Roger Ritvo from UNH

Yusi Turell: Correction on p. 5, clarification that “Yusi Turell suggested making April 20<sup>th</sup> a remote day, with teachers planning asynchronous lessons in case they are out sick”

**Motion to approve School Board Regular Meeting Minutes from March 17, 2021 as amended. Motion passed 7-0, with Student Representative voting in the affirmative**

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

- A. District - None**
- B. Board – None**

## **VI. UNANIMOUS CONSENT AGENDA**

Michael Williams asked the Board if there was a request to remove anything from Unanimous Consent Agenda?

Denise Day – Would like to remove the Motion to Approve Friday, June 18, 2021 as the last day of school until after we have the conversation of school reopening.

Michael Williams moved this item to Section IX – Actions.

**Michael Williams moved to approve the Unanimous Consent Agenda as amended by removing the vote for last day of school, 2<sup>nd</sup> by Denise Day. Motion passed 7-0, with Student Representative voting in the affirmative.**

## **VII. DISTRICT REPORTS**

### **E. Student Representative Report (Moved as per amended agenda)**

Megan Deane stated that students feel strongly about keeping Wednesday as a relearning day, and that the Governors’ mandate may provide flexibility as to what a 5-day All-In model looks like for the school

district. She also stressed the importance these Wednesdays have for students in all age groups and wants to advocate for the students to have that considered.

### **A. Assistant Superintendent's Report**

Todd Allen stated the registration for the REACH program opened last week and within 24 hours had reached 60% capacity and is now currently at 85% capacity. The afternoon program with Durham Parks and Recreation was filled in 24 hours.

Todd stated that UNH announced they will not have Camp Wildcat or other summer programming this year. The district is exploring the use of Mast Way to see what can be done to expand capacity. Durham Parks and Recreation is also trying to expand their programs, and combined hoping to add more camps where they can accommodate the numbers. There is currently a waiting list for additional families that may be interested.

Todd then stated the second round of vaccines for faculty and staff is taking place on April 19, and April 17 there will be a closed-pod vaccination clinic for high-school aged students from ORCSD, Barrington, Somersworth, and some private schools in Strafford County. A survey will be sent to students that are of age to receive the vaccine to gauge the potential number that would be interested, and the Strafford County Regional Health Board will send out a flyer when more details are available. Any students that are minors must have a parent present when the shot is being administered. More logistical details are still in the working stages.

### **B. Superintendent's Report**

Dr. Morse started by commending Todd Allen and Rachel Gasowski on their work with REACH and turning it into the robust program it is now. Dr. Morse also commended Todd for his relentless follow up with the Strafford Board of Health after they started discussing closed pod vaccinations for students, and for calling every day to check the status.

#### Update Assistant Superintendent Vacancy Timeline

Dr. Morse then stated there are 22 applications for the Assistant Superintendent position. The Screening Committee will bring that number down to 5 or 6 people, interviews will be set up in the upcoming weeks and the process is following the timeline put out by Dr. Morse. There will be an evening for organizational purposes, two nights of candidate interviews via Teams. Two finalists will be interviewed on-site as they are taken through the district, and the nomination will be presented at the first School Board meeting in May.

#### COVID Guidelines Update

Catherine Plourde referenced the PowerPoint and reviewed the travel guidelines regarding wearing masks, testing, and public interaction for both domestic and international travel as currently recommended by the DHHS. Catherine reviewed the newest changes in quarantine periods when students have others in the home that have been exposed to COVID-19, and that students visiting colleges will not need to quarantine. The District will be adhering closely to DHHS guidelines as it will be easier to enforce, and risk factors will continue to be monitored closely and adjusted as needed. Updated travel guidelines have been uploaded to the District website along with the various safety guidelines and office procedures.

Dr. Morse continued his report, stating that there has been an agreement reached with the Teachers' Guild regarding students returning to school. The Teachers' Guild will present the agreement to their members and it will be on the School Board's agenda for review on April 21, 2021.

Dr. Morse discussed Governor Sununu's Executive Order for students to return to school on April 19, 2021 and the difficulty it has caused the District as there are 750+ employees, teachers, and childcare workers receiving their second Moderna vaccine that day. Dr. Morse has written to the Commissioner attesting the schools cannot open on that day as the administration of the second shot is time sensitive. Strafford County Public Health reports approximately 20% of adults get ill after the second vaccination shot, and the PSATs will be administered at the high school on April 21, 2021, creating the potential to leave the District without enough faculty and staff to supervise the students for multiple days.

Chair Williams asked the Board if they had any questions.

Tom Newkirk asked if the elementary schools and the middle school would attend school as normal although the high school had PSATs.

Dr. Morse stated it was something the District could try but it would be hard without knowing the number of people that could be sick from the shot.

Denise Day stated that although many parents want their kids back in school, it would be terribly unfair to ask teachers to come back if they are not at their full potential, and that she is in favor of starting kids back at school later in the week.

Denise Day asked what would happen if the District refused the Governor's order.

Dr. Morse stated that he had spoken to the lawyers and nothing would happen to the School Board Members or the schools, but that he could be subject to a fine and up to a year in jail. He has yet to hear from the Commissioner on whether or not the Governor will support the decision to start later in the week.

Denise Day asked if Suzanne had enough staff to support administering the PSATs.

Suzanne Filippone stated she had enough staff and they were still trying to determine where the students would take the exam to accommodate the proper distancing.

Brian Cisneros stated that a lot of schools are in the same situation with waiting for the second shot, and that the order is giving us a little more leeway this time.

Yusi Turell stated the 19<sup>th</sup> and 20<sup>th</sup> are obvious days off but is concerned regarding the elementary school students. She is worried of the potential side effects of the students having a 5-day weekend, coming back for two days, and then being out on vacation for 9 days.

Michael Williams asks if Dr. Morse would like to proceed with follow ups from the previous meeting.

Dr. Morse stated he revisited Megan Deane's report last week to answer Dan Klein's question regarding the advantages and disadvantages of Wednesday as re-learning days. The information was included in the Board's packets and he left it up to the Board whether or not they wanted to revisit that topic.

Dr. Morse stated Jay Richard has been working with music staff regarding options to offer music in the middle school, and that the specialized PPE for this to happen would cost thousands of dollars.

#### All-In K-12

Jay Richard stated he has been working with Jarika Olberg and the music staff to determine how the students will participate in music. Currently the options are to do music outside or move the students up to the high school.

Megan Deane stated that on April 22<sup>nd</sup> there will be student musicians at the coffee house and that only 50 tickets would be sold to keep the seating numbers low.

Dr. Morse stated that he was initially unsure if students would be able to have direct instruction from World Language teachers due to students all taking different languages and having to cross paths, and was excited Jay had come up with a solution.

Jay Richard stated the solution was for the students to cohort by Team, and travel to the appropriate teacher on the team.

Dr. Morse praised Jay's tenacity, and stated Catherine Plourde and the school nurses would continue to monitor the health reports each week.

Jay Richard stated he has consulted closely with Catherine and the nursing staff to create a plan everyone felt comfortable with.

Dr. Morse moved to discuss the issue of how to interact with remote students if they lose the advantage of having Wednesdays for re-learning. He credited Suzanne and Jay with creating remote office hours at the end of each instructional day for students as an alternative to relearning Wednesdays.

Jay Richard stated the office hours would be daily from 2:35 PM to 3:05 PM, and teachers will be able to reach out to those students if they need extra help.

Dr. Morse invited Suzanne Filippone up to the podium to discuss update on Wednesdays.

Suzanne stated there are a few different ideas she is working on with the faculty, as they are working with a few different schedules the students may have. Due to the different schedules they may need to block off time to ensure kids and faculty have time for lunch.

Dr. Morse invited Todd Allen to the podium

Todd thanked Lisa for her problem solving with the transportation and busing issues in the district. He stated that the district currently has 16 buses and 16 vans and will need a minimum 40 minutes between runs to clean the buses. He discussed the adjusted start and end times for the schools to help keep the number of students on the buses low.

Michael Williams called for questions from the Board.

Denise Day asked when the expected deadline was to get information from parents via survey.

Todd Allen stated they are reaching out to families to have information by Monday so Lisa can finalize the bus routes.

Yusi Turell asked if there is an advantage to families handling their own transportation if they are on the fence regarding busing or driving.

Dr. Morse stated that there is a big advantage and that many other districts are having this problem as well as there is no way to provide social distancing on a bus. Drivers will keep windows open for circulation, students and drivers will wear masks, but any parent that can help with transportation would be greatly appreciated.

Tom Newkirk stated the most crucial decision is whether or not Wednesday, April 21 is a remote day.

Denise Day stated she will not support the vote for Wednesday (4/21) to be an all-in day, as it is not fair to our teachers or kids. Stated the best way for the students to return will be for Wednesday as an asynchronous day.

Yusi Turell asked what others thought about the 21<sup>st</sup>.

Brian Cisneros stated he supports being in on Wednesday.

Al Howland stated he was conflicted with trying to follow the Governor's orders with the return, but on Tuesday (4/20) we would need to find out what is going on with the staff and where we stand. It's not ideal but we have 48-hours for emergency.

Denise Day stated that Monday (4/19) is a professional development day and will not count toward the 48 hours.

Michael Williams stated Thursday is best for students.

Dan Klein stated it makes sense to plan for Wednesday (4/21) off, but also does not want to plan for uncertainty. If we can plan for something with certainty, we should do it and plan for a Thursday start

Yusi Turell proposed a remote day with a plan for an asynchronous backup to allow students to have 3 days for the week, and there will be no need to worry about teachers being sick, and it holds instructional time while offering teachers flexibility.

David Goldsmith stated that from an elementary perspective, every process needs to be practiced and reviewed to transition kids back into school, and that we should want teachers in as much as possible.

Yusi Turell proposed the idea of having a half remote day or hybrid day.

David Goldsmith stated this would be yet another thing teachers would have to plan for, with never having a remote, asynchronous, half day it could build inconsistency for students.

Yusi Turell asked if this was something that could be done for the middle school or high school since they are used to these types of days.

Al Howland stated it would be difficult to plan a completely different setup for only one day.

Suzanne Filippone stated that if the high school is to have classes on that Wednesday, it would be a remote super bobcat day of some kind where kids are remotely shifting through their teachers. She stated she was unsure what that would look like.

Dr. Morse asked what will happen if we have a significant number of staff out.

Suzanne stated nobody would be able to greet the students because the administrators will all be administering the PSATs.

Yusi Turell asked what the downsides are of switching weeks with blue and white days.

Suzanne Filippone stated that with only seven weeks left, it will be challenging moving forward with curriculum, and there are also services that students are receiving on Wednesdays due to IEPs, and kids will need to be pulled from classes for their services.

**Tom Newkirk made a motion to vote for an All-in Model beginning on Thursday, April 22<sup>nd</sup>, with the exception of the Sophomores going in for the PSATs on Wednesday, April 21<sup>st</sup> – 2<sup>nd</sup> by Denise Day**

Discussion:

Yusi Turell asked for clarification on vote if she feels Wednesday should be asynchronous.

Michael Williams stated it will be an amendment to the motion, or a separate motion after the vote.

Dr. Morse stated it will be an amendment to the current motion.

**Yusi Turell called for an amendment to the motion of All-in in-person day to start on Thursday, April 22<sup>nd</sup> in addition to Wednesday, April 21<sup>st</sup> being asynchronous for elementary schools, default to remote for middle and high school, with teachers developing asynchronous backups if teachers cannot work that day. There was No 2<sup>nd</sup>**

**Michael Williams put the original motion to vote; Motion passed 6-1, with Student Representative voting in the affirmative, with Brian Cisneros voting in the negative.**

Yusi Turell asked to clarify if the change in start date added additional days onto the end of the year.

Dr. Morse clarified it will not.

Dr. Morse ended his report by discussing the Equity, Justice, and Anti-Racism Committee meeting and the Asian-American families from the community that attended to represent the community. Dr. Morse stated it was the most moving meeting we've had, and that he is proud of the District and of the leadership it has taken in providing a positive experience in our schools and on campus.

### **C. Finance Committee Report**

Al Howland stated that in January a charge was put forward to the finance committee to look for funding in the budget for hiring more paraprofessionals, as well as wanting to give something back to the community from the fund balance. Al stated that next week there will be a meeting to discuss where the committee is, and they will bring back a recommendation of where they think the money should be distributed. Al also asked for the committee to reflect on what they did and did not do well and put forth a timeline on the budget process for the fall.

### **D. Business Administrator Report**

Sue Caswell stated the Finance Committee will be meeting next week to view the budget and see if there are extra funds and what they suggest we do with them.

**E. Student Representative:** moved to beginning of District Report Section.

**F. Other: None**

## **VIII. DISCUSSION ITEMS**

### Last Day of School moved from Unanimous Consent Agenda

Michael Williams asked for clarification that Friday, June 18, 2021 will be the last day of school.

Dr. Morse answered yes.

**Denise Day moved to approve Friday, June 18, 2021 as the final day for this school year, 2<sup>nd</sup> by Brian Cisneros. Motion passed 7-0, with Student Representative voting in the affirmative.**

### School Board Committee Assignment Requests

**Tom Newkirk moved to approve committee assignments as presented, 2<sup>nd</sup> by Yusi Turell. Motion passed 7-0, with Student Representative voting in the affirmative.**



## **IX. ACTIONS**

### **A. Superintendent Actions: None**

### **B. Board Action Items**

#### List of Policies

Denise Day asks to remove policy ACA – Racism, as changes were made, and the Policy Committee has not reviewed them. The Policy Committee will review at their meeting on April 8, 2021 and bring them to the next School Board Meeting for a first read.

Dr. Morse explained the purpose of the R procedures and that they are a place holder to ensure we are circling back to them.

Denise Day stated she had changes on the policy BEDB: In paragraph 2, the word “in” appears twice; In paragraph 3 – do we still distribute agenda items to the media?; In second to last paragraph: should say “the meeting” and not “future meeting”

Brian Cisneros recommends the Unanimous consent Agent be moved to the end of meetings so as to not pull items out.

Michael Williams advised not to do that due to public attending meeting and wanting to see the important stuff.

Al Howland stated that not too many things will be pulled unless they are smaller.

Dr. Morse stated the Unanimous Consent Agenda is newer to the body, but it can be moved until we find where it works best.

Brian Cisneros stated he likes having the Unanimous Consent Agenda.

The Board agreed to move Unanimous Consent Agenda below District Reports on future meeting agendas, as well as Action Items under Discussion Items.

Michael Williams asked if the Board wanted to vote on the Agenda tonight or see changes integrated first?

Brian Cisneros stated first read.

**Denise Day moved to approve Policy BBAA – School Board Member Authority for first read, 2<sup>nd</sup> by Tom Newkirk. Motion passed 7-0, with Student Representative voting in the affirmative.**

**Denise Day moved to approve Policy BDD – Board Superintendent Relationship for a first read, 2<sup>nd</sup> by Dan Klein. Motion passed 7-0, with Student Representative voting in the affirmative.**

**Denise Day moved to approve Policy BEDB & R & R<sub>1</sub> – Agenda Preparation/Format/Agenda Request for first read.**

Dr. Morse asked Michael Williams if the Board could vote first and second read for this item, as the Body At Large has already fed the changes.

Michael Williams stated that he wanted to see the changes integrated prior to voting for a second read.

**Denise Day's made a motion to approve Policy BEDB & R & R<sub>1</sub> – Agenda Preparation/Format/Agenda Request for first read, 2<sup>nd</sup> by Michael Williams. Motion passed 7-0, with Student Representative voting in the affirmative.**

#### **X. SCHOOL BOARD COMMITTEE UPDATES**

##### **Manifest Reviewed and Approved by Manifest Committee:**

Denise Day and Dan Klein reviewed the manifest.

Payroll Manifest #21 - \$967,750.31

Vendor Manifest #22 - \$2,550,423.81

Michael Williams asked if there were any other School Board updates.

Yusi Turell stated that regarding our Equity, Justice, and Anti-Racism Committee meeting, it was very moving to hear their stories, and it was moving to hear how we can include Asian and Pacific Islander history and contributions into our curriculum. Others came forward to say they wanted to help sharing the history with the community. Yusi extended a formal invitation to the Board members for a forum to discuss the history and contribution of different groups within this racial group, at a soon-to-be-determined date. We want to learn and support members of our community.

Michael Williams stated the Communication Committee met last week and discussed district communications, and that currently the expert portion of committee is tying the two proposed actions together and should have updates for the Board in May.

Finance Committee is meeting next weeks and will provide updates at the next School Board Meeting.

#### **XI. PUBLIC COMMENTS: None**

#### **XII. CLOSING ACTIONS:**

- A. Future Meeting Dates: April 21, 2021 – Regular Meeting – 7:00 PM ORHS Auditorium
- May 5, 2021 – Regular Meeting – 7:00 PM – ORHS Auditorium
- May 19, 2021 – Regular Meeting – 7:00 PM – ORHS Auditorium

#### **XIII. NON-PUBLIC SESSION RSA 91-A:3 II (b) – Held at the beginning of the meeting NON-MEETING SESSION: RSA 91-A:2 {If Needed}**

#### **XIV. ADJOURNMENT:**

**Al Howland moved to adjourn the meeting at 9:18 PM, 2<sup>nd</sup> by Brian Cisneros; Motion passed 7-0, with Student Representative voting in the affirmative.**

Respectfully Submitted,  
Alexa Fusilier  
Recording Secretary

Oyster River Cooperative School Board  
Non-Public Meeting Minutes: April 7, 2021

**Michael Williams moved to enter nonpublic session at 6:31 p.m.in accordance with RSA 91-A:3 II (b) -The hiring of any person as a public employee, 2nd by Denise Day. Upon roll call vote, the motion passed 7-0.**

School Board Attendees:

Michael Williams  
Al Howland  
Brian Cisneros  
Yusi Turell  
Dan Klein  
Tom Newkirk  
Denise Day

Administrators Present:

Dr. James Morse, Superintendent

**6:31 p.m. - nonpublic session began in ORHS music room**

The Board reviewed the Amended Guild Memorandum of Agreement.

There were no motions during nonpublic session.

**The Board returned to ORHS Auditorium at 6:57 PM.**

Policies for  
 First/Second Read/Adoption/Deletion  
**SB Meeting of**  
**April 21, 2021**

Title	Code
<b>Policies for First Read</b>	
<b>Policies for Second Read/Adoption - Unanimous Consent</b>	
School Board Member Authority	BBAA
Board Superintendent Relationship	BDD
Sustainability Policy	ECFA
<b>Policies for Deletion/Replacement</b>	
<b>Policies in Process</b>	

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BBAA
School Board First Read: May 20, 2015 School Board June 17, 2015 - Request for Public Hearing School Board (Public Hearing): August 19, 2015 School Board Second Read/Adoption: October 7, 2015 Policy Committee Reviewed: 4/13/16, 4/19/17 – No Change Policy Committee Annual Review: April 11, 2018 – No Change Board Annual Review: May 6, 2020 – No Change <a href="#">Policy Committee Review: April 2, 2021</a> <a href="#">School Board First Read: April 7, 2021</a> <a href="#">School Board Second Read/Adoption: April 21, 2021</a>	Page 1 of 2 Category: Recommended

### SCHOOL BOARD MEMBER AUTHORITY

The authority of individual Oyster River Cooperative School Board members is limited to participating in actions taken by the School Board as a whole when legally in session. School Board members shall not assume responsibilities of administrators or other staff members. The School Board or staff shall not be bound in any way by any action taken or statement made by any individual School Board member or group of School Board members except when such statement or action is pursuant to specific instructions and official action taken by the School Board consistent with policies BDB and BDF.

#### Delegation

A Board member may be delegated authority by the Board to take action outside a proper Board meeting only as one of the following: 1) an officer of the Board, 2) a member of a Board subcommittee, 3) a member of an advisory committee. 4) a Board Liaison to another committee or organization, or 5) for a specific task. Except for officers, all other delegations shall be appointed by the Chairperson of the Board and approved by proper vote of the Board.

#### Subcommittees:

The Board may form subcommittees from its own membership to facilitate the work of the Board. Subcommittees may be standing committees that serve continuously for a specific topic, or they may be special or ad hoc committees that serve for a specific task and are then dissolved. Such subcommittees will be comprised of up to three Board members. All Board subcommittees are subservient to the Board as a whole and will have study and review functions as assigned to them by proper motion of the Board. Subcommittees will report their findings and recommendations to the full Board which will take action as a whole. Subcommittees may also take action that have been previously authorized by the full Board or are inherent in their Board approved charge. It is not the intent of any sub-committee to ever have the authority to work outside or instead of the authority of the full Board. The Board retains the right to dissolve a subcommittee at any time.

[The standing committees of the ORCSD School Board are: Negotiations, Policy and Finance.](#)

All Board subcommittees are themselves public bodies under the Right-to-Know law and must comply fully with that law and all related policies equally as the Board itself.

#### Liaison

Board members may occasionally serve as Board liaison to other committees or organizations, both school and community based, for the purpose of reciprocal communication and reporting back to the Board. No more than two Board members may be delegated as liaison to the same committee or organization. Public access to the meetings and records of such committees or organizations is determined by how the Right-to-Know law applies to that committee or organization. Communications and reports involving the liaison with the Board shall be consistent with the Right-to-Know law and all related policies.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BBAA
School Board First Read: May 20, 2015 School Board June 17, 2015 Request for Public Hearing School Board (Public Hearing): August 19, 2015 School Board Second Read/Adoption: October 7, 2015 Policy Committee Reviewed: 4/13/16, 4/19/17 – No Change Policy Committee Annual Review: April 11, 2018- No Change Board Annual Review: May 6, 2020 – No Change <a href="#">Policy Committee Review: April 2, 2021</a> <a href="#">School Board First Read: April 7, 2021</a> <a href="#">School Board Second Read/Adoption: April 21, 2021</a>	Page 2 of 2 Category: Recommended

**Specific Task**

An individual Board member may occasionally be delegated by the Board to perform a specific task. The motion to delegate a task to a Board member must include detailed instructions and be for a specific and limited time so that administrators, staff, other Board members and the public are fully aware of when a Board member is performing a task. If an original timeline is not met no new motion will be required but the Board member so tasked must keep the Board informed. All communications or actions related to the delegated task involving any other Board member must be at a proper Board meeting. A delegated task must not be used to circumvent the spirit of the Right-to-Know law.

This policy affects public access to the Board and the public’s Right to Know. To protect that right, this policy requires a public hearing before it may be revised. Further, this policy may not be suspended except by a two-thirds vote at a public meeting. The Board must always fully comply with the letter and spirit of the Right-to-Know law that may not be suspended. This policy will be reviewed by the Board annually.

**Legal references:**

- RSA 91-A:2, Meetings Open to Public
- RSA 91-A:2-a, Communication Outside Meetings
- N.H. Code of Administrative Rules-Section Ed. 303.01, Substantive Duties of School Boards

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BDD
Adoption by School Board: October 3, 2012 Policy Committee Review: September 11, 2019 School Board First Read: September 18, 2019 School Board Second Read/Adoption: October 2, 2019 <a href="#">Policy Committee Review: April 2, 2021</a> <a href="#">School Board First Read: April 7, 2021</a> <a href="#">School Board Second Read/Adoption: April 21, 2021</a>	Page 1 of 1

### BOARD SUPERINTENDENT RELATIONSHIP

The Oyster River Cooperative School Board believes that policy-making is a primary function of the School Board and that the execution of those policies is the primary function of the Superintendent.

Delegation by the Board of its executive powers to the Superintendent provides freedom for the Superintendent to manage the schools within the Board's policies and frees the Board to devote its time to policy-making and appraisal functions.

The Superintendent is responsible for the administration of Board policies, the execution of Board decisions, the operation of school programs, [and](#) for keeping the Board informed about school operations and issues.

Cross Reference: BDD-R – Superintendent's Job Description

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ECFA
First Read School Board: May 15, 2013 Second Read/Adoption School Board: June 5, 2013 <a href="#">Review Policy Committee: February 11, 2021</a> <a href="#">School Board First Read: February 17, 2021</a> <a href="#">School Board Second Read: March 17, 2021</a> Return to Policy: March 11, 2021 & April 8, 2021 <b>School Board Second Read/Adoption: April 21, 2021</b>	Page 1 of 1

## ENVIRONMENTAL SUSTAINABILITY POLICY

The Oyster River Cooperative School District (ORCSD) ~~strives~~ is committed to reducing our environmental footprint through the education and development of environmental stewardship through sustainable practices. These sustainable practices for environmental sustainability encompassing renewability, substitution, adaptability, interdependence and institutional commitment in the areas of food, energy, transportation, school curriculum, facilities, land use, and community outreach. The ORCSD School Board directs the School District to:

1. Use our shared natural resources efficiently and effectively;
2. Identify opportunities to Rreuse, reduce, recycle, ~~or~~ and repurpose, ~~or refuse the use of energy and~~ waste;
3. Promote practices that explicitly demonstrate the importance and connections between health and sustainability;
4. ~~Facilitate and increase the awareness that sustainability is affected by social, economic, and cultural elements/factors (e.g. racial injustice, food insecurity, wealth distribution);~~
4. Facilitate the understanding that sustainability, equity, and justice issues are inextricably linked and combine environmental, social, economic, and cultural factors in complex and dynamic ways;
5. Increase awareness of environmental **and social** justice issues – for example, access to healthy food and affordable **available** clean energy, exposure to pollution and waste, housing, transportation, and global systems for resource extraction and industrial production.
- 5.6. ~~Incorporate effects of environmental impact, societal costs; and~~
- 5.6. Work only (?) with stakeholders vendors, organizations, and individuals who model, promote, and improve the District’s sustainability practices; and
- 6.7. Educate the District on information and practices of sustainable living **in order to incorporate sustainability education in the District’s curriculum more effectively present such as:** current curricula topics, scientific data, practices, technologies, advocacy, and career opportunities.



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

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INTEROFFICE MEMORANDUM

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TO: Dr. Jim Morse and OR School Board  
FROM: Todd Allen, Assistant Superintendent  
Kimberly Felch, K-12 Counseling Director  
DATE: April 15, 2021  
RE: Additional Middle School Counseling Position

As a district student mental health has been an area of focus for many years. The current strategic plan sets the following goal.

**“By 2024, student’s wellness and postsecondary aspirations will be supported through a targeted, systematic MTSS Mental Health approach at each school K-12.”**

The ESSER II funds accepted by the Board at the last meeting provide an excellent opportunity to move closer toward achieving this goal. ESSER funds are intended to support school districts in meeting needs caused by the pandemic. Supporting student and staff mental health is one of the targeted focus areas for this funding. Adding a 4<sup>th</sup> counselor at the middle school level will expand our capacity to meet student needs caused by the pandemic and beyond.

Throughout the pandemic, there is a reoccurring worry for our children’s mental health and well-being. As a district we need to plan for the return to school and the impact this pandemic has had on our children. Federal data reports a nationwide surge of kids in mental health crisis during the pandemic. “Roughly 6% of U.S. Children, ages 6 through 17, are living with serious emotional or behavioral difficulties, including children with Autism, severe anxiety, depression and trauma related conditions.”

Children go into crisis and end up boarding in emergency rooms until inpatient beds become available in a psychiatric hospital. As of April 13<sup>th</sup>, there were 21 NH children in emergency departments waiting on psychiatric beds. The CDC reports “from April 2020 to October 2020, hospitals across the U.S. saw a 31% increase in the proportions of mental health emergency visits for children ages 12 – 17.” With few outpatient services for children and fewer available in-person clinicians, there are long waiting lists for mental health supports. Families can wait up to 2 months before getting an intake appointment. This leads to children coming to school without the community mental health support that they need to cope and be available for learning. Due to the pandemic, many students have had little to no mental health support in over a year. To best serve our adolescent students we need to take some steps to meet these needs.

Currently at ORMS, there is one school psychologist and 3 school counselors. Data collected over the last two springs have shown that counselors spend most of their time working directly with students. In most cases counselors are responding to daily crisis. As a district our goal is to create a multitiered system of support to ensure all students’ social and emotional needs are being met (MTSS). The district strategic plan sets the goal for an MTSS Behavioral Health team to be up and running by 2024. Given the pandemic, the rise of mental health disorders in children and the lack of community mental health services, the counselors are often spending their days managing crisis. The addition of a counselor will provide many benefits to the SEL needs of all ORMS students, but most of all it will provide the staffing that is required to provide students with a targeted, systematic and coordinated support and intervention system with a mental health approach:

- Tier 1 programming: Grade level counselor: SEL in the classroom, parent support groups, school-wide programs, and data collection
- Increase of tier 2 personalized services: group counseling (specific needs), individual counseling
- Time for program development: Data driven Comprehensive SEL programs

- On call counselor system (Currently not realistic with 3 counselors)
- Reduction of disciplinary issues
- Reduction of truancy
- More college and career readiness programming

There are many barriers that get in the way of a child's education. Counselors provide the skills, services, and resources to ensure equitable access to an education. Middle schoolers are at a pivotal point of deciding their identity, figuring out their strengths, and finding their passion to be life-long learners. With reduced caseloads, counselors have a greater opportunity to get to know each student, evaluate the areas that they need to work on, grow their strengths, and motivate each student for success. Counselors will be able to provide vital connection so that each student will be able to have a safe person to go to for support, and a counselor will be readily available to support them.

An addition of a counselor at the middle school will really open up the opportunity for an on-call system similar to the high school. The on-call counselor will ensure that all students immediate needs are addressed. This will lend to more availability for counselors to work on programming needs while the immediate needs are being addressed. An on-call counselor can assist with morning transitions to school, truancy issues, and any other emergencies.

In conclusion, the additional counselor at the middle school will help address the community concerns for students SEL needs and provide additional mental health supports. Throughout the last few years, the work that has been done to create a system of support for the mental health of students has identified the additional support of a school counselor.

Budgeted Amount for position:

Total Salary, payroll taxes and benefits= \$82,000

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

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INTEROFFICE MEMORANDUM

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TO: OR School Board  
FROM: Dr. Jim Morse, Superintendent  
DATE: April 15, 2021

RE: Fall Planning

Dear Board Members,

It is time to start thinking about the Fall of 2021. I would like guidance from the Board on April 21, as to the information you would like regarding a decision on the opening of school in the Fall of 2021.

As we approach the closure of this school year, it is natural to think about the opening of the next. As I talk with my colleagues, superintendents across the state are anticipating a normal pre-pandemic opening to school in the Fall 2021. Parents are already making inquiries about the fall so it would help to be able to provide a definitive answer.

I think positive predictor for the fall, in terms of parents' interest to opening normally, is the dramatic change in the number of remote students as we approach the opening on April 22.

### **Remote Students K-8 Down Dramatically**

Mast Way has approximately 60 remote students, Moharimet has about 30 remote students, and Oyster River Middle School has around 31 remote students. I qualified each number because these numbers change daily, but they all represent a massive reduction in remote students from the fall. Parents are sending a clear message that they want the children back in school. I predict the number of remote children will decrease yet again as we prepare for the fall.

The ORHS student population still has a significant percentage of students remote, about 22%, but I believe this number will drop precipitously come fall.

### **Vaccinations**

Our ORHS students 16 -18 will be vaccinated April 16. Pfizer has applied for emergency authorization to provide vaccines to 12-15 year, hopefully before school starts in the fall. This will contribute to a willingness for parents to send their children back to school.

### **Inequitable Class Sizes**

We have gone from two teachers per grade K-4 to one teacher per grade K-4 serving remote students. Class sizes of students returning are large while remote classes are far smaller creating disproportionate class sizes. Normally principals work to equalize class loads for the benefit of our students. Having a remote option prevents them from doing so.

### **Best Use of Faculty & Staff**

We need to maximize the use of our faculty and staff. If we have disproportionate class sizes, our teachers, support staff, and students are disadvantaged. Teachers who have 22 in their classrooms vs a teacher who has 7 remote students cannot provide the same level of service. Support staff who normally support small groups are limited to one at a time.

Hands-on programming is severely limited in what they can offer, and music has been especially impacted by being remote. We do not have the staff to run both a remote model and a traditional model concurrently.

### **Efficient Use of Buses**

As you're aware, Lisa Huppe has been generating hundreds of bus routes per week to address the transportation needs of our students due to the pandemic. Every week a unique cadre of students are generated by the principals, forwarded to her, where she builds schedules for the following week. Parents cannot simply call and have their child ride without a week's prior notice. A return to a normal, pre-pandemic schedule will eliminate these customized schedules, allow her to generate predictable runs that parents can send their children on via a simple phone call to her office.

### **School Nutrition**

The pandemic has decimated the School Nutrition program financially. We anticipate a \$250,000 loss this school year. Doris runs one of the finest school nutrition programs in the state. She has made a small profit for the past five years. Her program has received rave reviews from parents and students alike. A return to normal will put the school nutrition program back on a solid financial footing and allow it to fully serve the students of our district.

**Finally**, the pandemic was incredibly disruptive, unpredictable and nerve racking for our families, staff, and students. I believe a return to our traditional model in the fall will serve our families, students, and staff best. The sooner we can project our intentions for the fall, the better for our families, students, and staff.

Thank you.

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

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INTEROFFICE MEMORANDUM

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TO: OR School Board  
FROM: Dr. Jim Morse, Superintendent  
DATE: April 15, 2021  
  
RE: HB544 Petition

New Hampshire businesses are taking a stand of opposition on the House Bill 544 and are looking for support of other New Hampshire businesses to get involved by signing a petition.

With all of the work that the District has done and continues to do on antiracism, I support this endeavor.

Thank you.



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## Business Values DEI

New Hampshire Businesses for Social Responsibility stands in opposition to House Bill 544, An Act Relative to the propagation of divisive concepts. Our vision, *New Hampshire will thrive when we engage the power of business and our people to build a sustainable and prosperous state for all*, inspires us to stand together to achieve our best. The ambiguous language of HB 544 may appear to be supportive of diversity, equity and inclusion (DEI), but its intent is to restrict businesses that contract with the state and organizations receiving funding from the state, from offering DEI training to employees as they deem appropriate.

We know that diversity and inclusion build workplace cultures that thrive because of the innovative ideas and supportive environment that are built on inclusion. We invite businesses around the state to sign onto this letter and raise your voice in

support of DEI training and in **opposition** to the restrictions within HB 544.

**Add your business as a signatory to the following letter ...**

An Open Letter Opposing House Bill 544 to:

State Representatives

State Senators

Governor Christopher T. Sununu

New Hampshire businesses have been challenged on many levels throughout the pandemic, but the resiliency, loyalty and creativity of our employees have been the critical factors in our ability to survive. We believe that if enacted HB 544, An Act Relative to the propagation of divisive concepts, will have a chilling impact on our workplaces and on the business climate in New Hampshire, and we raise our voices in opposition to it. Our experience has shown that:

- Diverse and inclusive work environments support innovative thinking and problem solving. We value the opportunities that arise from different perspectives and open-minded inquiry. The success of New Hampshire businesses depends on the ability to attract diverse generational, gender and racial employee groups at all levels within our organizations and to do so, we must constantly work to create an environment that makes all our employees feel empowered in their roles.
- Our businesses, large and small, have seen that inclusive work environments dramatically increase employee retention, which directly impacts our financial bottom line. And yet inclusive work environments must be fostered, including enabling open and honest discussions about racism and sexism, implicit bias and how we can eliminate structural racism.
- As a geographically small state, we constantly compete with neighboring states to attract the best talent. Creating the image that New Hampshire is regressive and intolerant puts us at an economic disadvantage.
- We value each of our employees and their diverse backgrounds. We strive to foster an environment that lifts the human spirit to achieve their fullest potential within our workplaces and our communities. This bill would diminish our ability to do so.

House Bill 544 is antithetical to all of these principles. The now-rescinded federal executive order that this bill seems to emulate was rightly opposed by business groups including the US Chamber of Commerce. HB 544 would not only harm the ability of New Hampshire businesses to be competitive, it would severely harm the state's image as business-friendly, since it stifles the ability of organizations who do business with the state to foster diverse workforces as they see fit.

It is important to explore, inquire and learn from our past as we move to the future. We cannot shy away from Diversity, Equity and Inclusion training. It is critical to our understanding and ability to build strong workplaces.

We believe that New Hampshire is poised to thrive as we emerge from the pandemic. HB 544 works to stymie our businesses' brand image, our innovative spirit and economic opportunities. We believe that HB 544 disadvantages our businesses and tarnishes New Hampshire's future.

We strongly urge you, our elected representatives, to protect the state, its people, and its businesses from this dangerous and damaging legislation.

**Bolded text indicates >100 employees**

36 Creative	<b>Dartmouth-Hitchcock Health</b>	<b>MegaFood</b>	Resilient Buildings Group, LLC
603 Forward	Davis Pinney Inc.	Meridian Congregational Church	<b>ReVision Energy</b>
900 Degrees	Deep Blue Compass	Mindful Making & Design	Reis & Kirkland PLLC

ABLE NH	Dimentech, LLC	<b>Monadnock Food Co-op</b>	Richardson Media Group
<b>Adimab, LLC</b>	DMS Remodelers	Morneau Law	Rights & Democracy NH
AGG Consulting	Dover Children's Home	NAMI New Hampshire	Rippleffect Consulting LLC
Alexandra Chan Photography	Educating for Good	Natural Dharma Fellowship	Rocket Science Rowing
Allgood Strategies LLC	Erin McCabe Wellness	Neighborhood Access	Rooted by Stacey, LLC
Altus Engineering	Fat Peach Farm, LLC	NeighborWorks Southern NH	RSG
<b>Amoskeag Health</b>	<b>Fidelity Investments</b>	New Directions Collaborative	Sarah K. Benning Studios
Amy Conley Music	Forteng Designs	New Futures	Shaheen & Gordon, P.A.
Anastasia's Table, LLC	Frontyard Law, PLLC	New Hampshire Audubon	<b>Sheehan Phinney</b>
<b>Appalachian Mountain Club</b>	Gale River Motel	New Hampshire Business Committee for the Arts	Sheldon Pennoyer Architects
Arts in Reach	Garland Mill	New Hampshire Businesses for Social Responsibility	Shtudy
Atlantic Media Productions	Gibson's Bookstore	New Hampshire Center for Nonprofits	Slingshot Ent.
Backyard Concept, LLC	Global Citizens Circle	New Hampshire Charitable Foundation	SOS Recovery Community Organization
Ballantine Partners, LLC	Global Round Table Leadership	New Hampshire Community Loan Fund	South Central Public Health Network
Beechleaf Design	Granite Backcountry Alliance	New Hampshire Legal Assistance	<b>Southern New Hampshire University</b>
Bill Maddocks Consulting	Granite Bay Connections	New Hampshire Psychiatric Society	<b>St. Joseph Hospital</b>
Blasty Bough Brewing Company	Granite Outdoor Association	New Hampshire Public Health Association	Sterndale Strategic LLC
<b>Boloco</b>	Granite State Oral Surgery, PLLC	New Hampshire Womens Foundation	<b>Stonyfield Organic</b>
Bona Fide Green Goods	Granite United Way	New Hampshire Youth Movement	Stratus Telecom LLC
Brewbakers	<b>Greater Seacoast Community Health</b>	New Sky Productions	<b>Sunrise Labs</b>
Brown & Company Design	<b>Hanover Co-op Food Stores &amp; Auto Service Centers</b>	<b>NFI North</b>	Sunset Hill Educational Institute
Bruss Construction Management	<b>Harvard Pilgrim Health Care Foundation</b>	<b>Nixon Peabody</b>	Sustainable Futures Consulting
Business Decision Services	Henry Whipple House	<b>Norris Cotton Cancer Center</b>	Synchrony Advisors, LLC
<b>C &amp; S Wholesale Grocers, Inc.</b>	Homefree, LLC	<b>Northeast Delta Dental</b>	The Cohen Center for Holocaust & Genocide Studies
Caldwell Law	Hvizda Realty Group	Northroad Wood Signs	The Collector's Eye
Canterbury Center Bed & Breakfast LLC	Hypersoft, Inc.	Northwood Congregational Church	<b>The Duprey Companies</b>
Capitol Area Public Health Network	<b>Hypertherm, Inc.</b>	Organizational Ignition	The Edgewood Centre
Carroll County Coalition for Public Health	Image 4	Owl & Pen LLC	The Front Door Agency
Cayena Capital	JLA Analytics, LLC	Partnered Success College &	The Nutrition Counseling



Management, LLC		Life Skills Coaching	Center
Center for Women & Enterprise	JSA Design	Penumbra	<b>The University of New Hampshire</b>
Centrus Digital	John Benford Photography LLC	PeopleSense Consulting	<b>Timberland</b>
Chapel+Main Brewpub	Lakes Region Community Developers	Perform Well	T.L. Hill Group
Cheshire County TV	League of Conservation Voters	Performance Imaging, Inc.	TOP Wellness Inc.
<b>Cheshire Housing Trust</b>	<b>Lucky's Coffee Garage</b>	<b>Petersen Engineering</b>	<b>Tufts Health Plan &amp; Tufts Health Plan Foundation</b>
<b>Cheshire Medical Center</b>	Luminta, LLC	Placework	United Way of Greater Nashua
Clean Water Action	Mack Hill Riding Academy LLC	Prince Communications	<b>Velcro USA Inc</b>
<b>Colby-Sawyer College</b>	Mainstay Technologies	Prince Communications	W.S. Badger & Company
Conservation Law Foundation	MAKE Architects	Proximity Lab	<b>Worthen Industries</b>
Convergent Technical Solutions LLC	<b>Mascoma Bank</b>	Rain for the Sahel and Sahara	Yahso Jamaican Grille
Cornerstone Financial Planning	MasterPeace Massage	Rakowsky Meditation	YWCA New Hampshire
Cornerstone Tree Care	MAYO Design	READ TO ME Literary Arts	
CUP OF JOE	<b>McLane Middleton, PA</b>	Reaching Higher NH	

[Add your company to this letter](#)

*carnevale*

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## Year End Fund Balance Options

As of April 1st, the current fund balance is \$2,782,405. This included the additional personal requested for the approved models, the new grandstands, the balance of the middle school bond, and the Health Trust refund. There are some items that have not been encumbered and additional obligations that need to be subtracted from the current balance to provide the year end balance.

### Not Encumbered Items and Obligations

#### **Not Yet Encumbered**

<b>Coaches and Advisor Stipends</b>	<b>\$103,000.00</b>
<b>Additional Staff for Reopening</b>	<b>\$9,500.00</b>
<b>Substitues</b>	<b>\$35,000.00</b>
<b>Miscellaneous</b>	<b>\$250,000.00</b>

The miscellaneous line includes propane and fuel costs and will be refined over the next few weeks.

#### **Obligations**

<b>Tax Rate Offset</b>	<b>\$400,000.00</b>
<b>School Nutrition Deficit</b>	<b>\$250,000.00</b>
<b>Technology Costs</b>	<b>\$164,000.00</b>
<b>Retirement Incentives/Sick Day Paybacks</b>	<b>\$600,000.00</b>
<b>Music Needs</b>	<b>\$157,000.00</b>
<b>Middle School Solar</b>	<b>\$150,000.00</b>

The school nutrition deficit has been reduced from \$400,000 to \$250,000. Lunches are currently free and reimbursed with federal money. The hope is that increased participation over the remainder of the school year will further reduce the deficit. The technology cost are for the switches and equipment for the Middle School. The music needs are a piano for the middle school performance space. Jim has located a showroom model that is listed at \$157,000.

Current fund balance minus not encumbered and obligations equals \$663,905. This figure will become more exact over the next few weeks. The Board will have several options on how to use the balance.

## Staffing

Jim is adding information for additional staffing positions to the the April 21 meeting packet. At the last Board meeting, he raised the idea of adding a middle school councilor. He suggested that ESSER funds provide 100% of the funding the first year and 50% of the funding for the second year. After the second year, the position would be completely locally funded.

A second staffing need is for the Mandarin program. There are currently around 100 students participating in the program, and it is staffed by the Confucius Institute. That arrangement will end July 1. Jim has looked into using a nonprofit to provide staffing. The Finance Committee discussed the district funding staffing for the program, and felt this was more consistent with other world language offerings. To pay for this, it was suggested that 180,000 of CIP work shift from the 21-22 budget to the current budget

## Fund Balance Options

The Finance Committee discussed three options for the year end fund balance.

1. Money could be returned to the cooperative communities.
2. Money could be used to replenish the emergency funds.
3. Money could be used to complete projects in the CIP.

The committee discussed adding money back to the emergency funds and threw out \$250,000 as a starting point.

Jim Rozycki informed the committee that many districts in the state are working on improving their HVAC systems, and it would be nearly impossible to speed up replacing air handlers at Mohariemet. He did have other projects that could be moved forward, but needed Board direction on a budget.

The committee felt it needed direction from the Board on the staffing proposals to get a clear picture of the year end balance. This would allow us to come back to the Board in May with options and recommendations.



**Susan Caswell**  
**Business Administrator**

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ORCSD  
36 Coe Drive  
Durham, NH 03824  
Tel. (603) 868-5100  
Fax (603) 868 6668  
scaswell@orcsc.org

TO: Oyster River School Board  
FROM: Sue Caswell, Business Administrator  
DATE: April 21, 2021  
RE: Bus Bids/Lease

We have funds in the 2021-22 budget to support the lease purchase of 2 new buses. We received bids from three vendors. The results of this bid are included with your agenda materials. I also included the status of our current leases on all transportation vehicles.

Lisa Huppe is recommending 2 Thomas buses from WC Cressey with a 5-year lease for \$19,743,.17 per bus. This lease agreement would be with Mercedes-Benz Financial Services USA LLC. Details of the lease are also included with your agenda material.

I will need a motion to approve awarding the bid to WC Cressey to lease/purchase 2 77 passenger Thomas buses.

Oyster River Cooperative School District  
RFP-RFQ Summary

Name of RFP/RFQ: 77 Seat School Bus RFP

Timeline:

- Release of RFP/RFQ to bidders: Wednesday, March 3, 2021
- Classified ad ran in Fosters: Saturday, March 6, 2021
- Posted on website: Wednesday, March 3, 2021
- Posted in the SAU Office: Thursday, March 4 2021
- RFP/RFQ due dates and opening date: Thursday, March 25, 2021, at 12pm
- Date contract awarded: April 7, 2021
- Projected date of completion

Contract awarded to:

Project was awarded to \_\_\_\_\_ based on \_\_\_\_\_

Summary of bids:

Vendor	Bid Amount	Required	Additional	Comments
Dattco Sales & Service	\$95,065			
W.C.Cressey & Son, Inc.	\$91,799			
Anderson Bluebird Bus Sales of NE	\$92,269			

Jos

Person completing this form:

Print name Lisa Huppe, Transportation Director

Signature \_\_\_\_\_ Date \_\_\_\_\_

# DAIMLER

Daimler Truck Financial

April 13, 2021

Mercedes-Benz Financial Services USA LLC, is pleased to offer the following proposal to finance the acquisition of various vehicles by Oyster River SUSD NH.

Lessee: Oyster River SUSD  
Issue Type: Tax-exempt installment financing of various equipment, subject to annual appropriation  
Equipment Type: (1) New Thomas Bus  
Amount Financed: \$91,799.00

	<b>Option 1</b>	<b>Option 2</b>
<b>Term:</b>	3 yrs/annual/Advance	5 yrs/annual/Advance
<b>Rate:</b>	4.23%	3.77%
<b>Payment:</b>	\$31,876.39	\$19,743.17

The Quoted Interest Rate assumes the Lessee designates the lease as "Bank-Qualified" pursuant to Section 265(b) of the IRS Code.

Subject to credit qualification and based on the terms described above, MBFS is quoting the Interest Rates as shown in the tables provided above. This quote and the Interest Rates stated herein expires as of the Date shown on this pricing quote and shall have no effect on any prior documentation signed by the parties. This pricing quote is not a commitment and is subject to credit approval by MBFS; credit qualification based on the terms of the transaction; verification of eligibility for tax-exempt financing; and mutually agreeable documentation executed and submitted to MBFS for funding. Any subsequent pricing quote, Commitment Letter or documentation executed by the parties will supersede and replace this pricing quote.

No changes in federal or applicable state or local tax law, regulations, case law, rulings, or other interpretations by the Internal Revenue Service that would affect any Federal, State of Local tax benefits are assumed in determining the above Quote.

**LEGAL OPINION:** The Lessee's Counsel shall furnish MBFS with an opinion covering this transaction and the documents used herein. This Opinion shall be in a form and substance satisfactory to MBFS.

This rate expires on May 13, 2021

I look forward to working with you on this transaction.

Sincerely,

**Gwen Gordon**  
Daimler Truck Financial

	Transportation Leases												
Lessor	Description	Start date	Term	Annual \$	2018	2019	2020	2021	2022	2023	2024	2025	2026+
Wells Fargo Finance	3 Buses	8/1/17	5 years	55,355	55,605	55,355	55,355	55,355	55,355				
WCC Leasing	1 Thomas Minotour	6/20/18	3 years	18,585	18,585	18,585	18,585						
MBFS	2 Thomas	8/17/18	5 years	37,725		37,725	37,725	37,725	37,725	37,725			
Santander	4 Ford Transits-\$12,000 Deposit		4 years	40,562			40,562	40,562	40,562	40,562			
MBFS	2 Thomas 77 passenger, 1 Thomas Minotour	8/20/19	5 years	51,650			51,650	51,650	51,650	51,650	51,650		
MBFS	2 Buses	7/1/20	5 years					38,846	38,846	38,846	38,846	38,846	
New Lease	2 Buses	7/1/21							39,486	39,486	39,486	39,486	39,486
Total					74,190	111,664	203,876	224,137	263,623	208,269	129,982	78,332	39,486

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

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INTEROFFICE MEMORANDUM

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TO: OR School Board  
FROM: Dr. Jim Morse, Superintendent  
DATE: April 15, 2021  
RE: Chinese Program Update

**Chinese Program**

**The Dilemma**

The current Chinese Program in the District has been funded through the Confucius Institute (CI) at UNH. The University is ending its relationship with CI on July 1<sup>st</sup>. This poses a serious dilemma for Oyster River since CI currently funds three Chinese language teachers. The program currently serves 60 students at ORMS, 36 students at ORHS and an elementary after school program.

**A Soft Money 'Fuzzy' Possible Solution**

Yige Wang has been the UNH CI intermediary with OR. He has been an amazing advocate and is concerned we will lose the Chinese Language Program without grant fund support. He has proposed a unique solution for Oyster River, one that no other school in the country would have to my knowledge. He is proposing that the district form a sister school relationship with Chengdu University who will receive funding through a Chinese Non-Profit, which then can be used to provide funding for two teachers in Oyster River.

The upside is we use non-taxpayer funding for the program. The downside is relying on soft money that may or may not be there year in and year out.

**Is now the time for a Permanent Solution?**

Fund the program ourselves. We have nearly 100 students participating in our Chinese Language Program. If we use current class loads as an estimate of need, minus the elementary afterschool program, then we would need one, possibly two Chinese language teachers, depending on how well a person could be shared between the middle school and the high school.

The upside is that students taking Mandarin will have certainty that the program will exist year to year without relying on soft money. The downside is finding a way to fund the program locally.

**How could we fund a permanent solution?**

When reviewing the fund balance for this school year we have several choices:

1. Increase the \$600,000 commitment we have made to the towns,
2. Return funds to our Emergency Fund as authorized by the voters,
3. Add Projects that were cut to our approved capital plan
4. Use some of the fund balance to permanently fund Chinese Language Teachers, or
5. Some combination of 1-4

**How Does this fit into our Strategic Plan related to World Language?**

Before the pandemic, ORHS World Language Teacher, Leslie Ayers, was on sabbatical, and worked with Todd and her fellow World Language teachers to build a proposal for a K-12 program. If the Board decides to commit to a K-12 World Language Program this may impact the thinking on how best to utilize any additional language teaching positions.

It would be important for the Board to have the K-12 World Language presentation again, on May 5, to place this request in context.



Policies for  
 First/Second Read/Adoption/Deletion  
**SB Meeting of**  
**April 21, 2021**

Title	Code
<b>Policies for First Read</b>	
Racism & Anti-Racism	ACA
School Board Member Ethics	BCA
Board-Employee Communications	BHC
Agenda Preparation/Format/Agenda Item Request	BEDB & R, R1
<b>Policies for Second Read/Adoption - Unanimous Consent</b>	
<b>Policies for Deletion/Replacement</b>	
<b>Policies in Process</b>	

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ACA
School Board First Read: June 6, 2018 School Board Second Read/Adoption: June 20, 2018 <b>School Board First Read: April 7, 2021 &amp; April 21, 2021</b>	Page 1 of 1

## ORCSD Racism and Anti-Racism Policy

~~The ORCSD School Board adopts this stand-alone racism policy specifically to denounce racism and in effort to continually work towards ending racism becoming anti-racist to promote equity and fostering social justice an appreciation for all within the ORCSD community.~~ The Oyster River Cooperative School District (ORCSD) policy on racism is both a denouncement of racism and a public commitment to continually support social justice and equity for all in the ORCSD community by **becoming anti-racist.** We recognize this is a journey and that staff and students will be at different phases of that Journey, however, we are committed to this critical work as we aspire to be an inclusive and equitable school system.

**“...being anti-racist requires persistent self- awareness, constant self-criticism and regular self-examination.”**

Ibram X Kendi, HTBAAR

Racism in any form is not acceptable nor will it be tolerated in the ORCSD. Racism can take many forms including implicit bias, as well as personal, cultural and institutional racism.

1. ~~Implicit Bias is unconscious favoritism of prejudice against a people or a particular race that influences one's daily actions or perceptions. Due to the pervasive undercurrent of racism we all have implicit bias.~~
2. ~~Personal racism is an expression of racist attitudes and or behaviors directed at an individual based on that person's perceived physical traits, ancestry, genetics and social or cultural traits such as: the use of derogatory language, racist jokes, names calling, mistreatment, deliberate avoidance, threats, and or acts of physical violence to a person.~~
3. ~~Cultural racism is the willful acceptance of cultural stereotypes of different ethnic groups or population groups that manifest in an expression or personal racism inflicted on members of those groups.~~
4. ~~Institutional racism is systemic racism that occurs in covert and subconscious ways across institutions, and which adversely impacts specific ethnic groups through targeted discrimination based solely upon race.~~

~~The ORCSD is committed to battling racism from K-12 being anti-racist and to effectively addressing counteract racism that may occur in and on any school facility or school property or at any school event.~~

The ORCSD is committed to being anti-racist by counteracting expressions of racism that may occur on District property or at any District event.

The ORCSD has identified ~~ways to battle~~ **steps to take that support anti-racism and to confront racism in all forms.** ~~the three identified forms of racism.~~ They include, but are not limited to, the following:

1. ~~Educate and teach about stereotyping. Stereotypes can be~~ **are** destructive to and undermine the learning environment that ORCSD seeks to foster for all **staff and** students. Inform ORCSD students about stereotyping and the negative consequences ~~that can occur by participating in or perpetuating stereotypical jokes.~~ **and that by not intervening when stereotypes occur, one is complicit in the face of injustice.**

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ACA
School Board First Read: June 6, 2018 School Board Second Read/Adoption: June 20, 2018 <b>School Board First Read: April 7, 2021 &amp; April 21, 2021</b>	Page 1 of 1

2. Educate students that combatting racial bias involves more than inter-personal behavior. It involves recognizing, and working to change systems including, but not limited to banking, health care, education, food security and availability, an incarceration that perpetuate racial inequality.

~~2.3b.~~ Educate and instill appreciation in the students of ORCSD of the contributions of all people to the building of the United States, and about racism, its history and its negative effects on society and individuals. **Responding to the role racism has played and is playing, the District will teach the history of racism and its negative effects on society and the individual.**

~~34.3e.~~ Encourage ~~Expect that staff and~~ students to be role models against hate language, and speech in any form. All members of the ORCSD community are expected to intervene when witnessing discrimination in any form. If someone who sees or experiences discrimination is uncomfortable in the moment, they are encouraged to report the incident to someone in authority

~~5.3d.~~ Educate and remind all students and staff to think before you speak, words can hurt especially racially charged words. Educate about microaggression which is indirect, subtle or unintended language against marginalized groups. Microaggression is an act of racism. ~~Educate students that combatting racial bias involves more than inter-personal behavior. It involves recognizing, and working to change systems (banking, health care, education, food security and availability, incarceration, and poverty as well as others) that perpetuate racial inequity.~~

~~5.3f.~~ Educate and Teach how culture and race enhance and enrich life. Encourage all citizens in the ORCSD community not to be passive if they witness discriminatory language or behavior. Encourage them to: Be an Ally of Change—Dare to Make a Difference. Speak up and speak out. ~~All members of the ORCSD community are expected to intervene when witnessing discrimination in any form. If someone who sees or experiences discrimination is uncomfortable in the moment, they are encouraged to report the incident to someone in authority.~~

~~6.3a.~~ Educate and teach how culture and race enhance and enrich life. Educate and bring awareness to all members of the ORCSD about the role of all people, their cultures as and contributorsions to global citizenship. extended beyond food and festivities.

In teaching, emphasize how culture and race enhance and enrich life. Across the District community, promote awareness of the contributions all people and cultures make to global citizenship.

Additional language suggestions from another Board member:

~~7.~~ The ORCSD seeks to develop most qualified faculty possible. This can be enhanced by Embracing hiring practices that recruit from diverse candidate groups. The District recognizes that this recruiting requires us to go beyond traditional/typical local postings for teaching faculty positions to make working in Oyster River attractive to all candidates specifically including minority candidates.

The ORCSD will develop-use metrics which objectively measure equity in delivery of services, disciplinary action, and other relevant characteristics and report on these annually in the Annual Report of the District. The metric used will be the annual report to the Office of Civil Rights.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ACA
School Board First Read: June 6, 2018 School Board Second Read/Adoption: June 20, 2018 <b>School Board First Read: April 7, 2021 &amp; April 21, 2021</b>	Page 1 of 1

**This policy will be reviewed every year that ends in an odd number to ensure that it is under continuous review.**

Cross Reference:

ACA-R1 – Racism Definitions

ACA-R2 – Curriculum Review

ACA-R3 – Professional Development

AC – Non-Discrimination/Equal Opportunity

JICK – Bullying/Cyberbullying – Pupil Safety & Violence Prevention

JBAB & R - Transgender

*Next Steps*

- ~~1. Share with the students sub-group on Feb. 3<sup>rd</sup>~~
- ~~2. Full Committee Feedback from the Community Committee on Tuesday Feb. 9<sup>th</sup>~~
- ~~3. Bring to the Policy Committee as review on Feb. 11<sup>th</sup>~~
- ~~4. Bring to the full School Board for 1<sup>st</sup> read March 17<sup>th</sup>~~
- ~~5. Bring to full Board for 2<sup>nd</sup> read April 7<sup>th</sup>~~
- ~~6. Write the procedures to support the policy once adopted by the School Board~~

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BCA
Review First Read School Board: September 5, 2012 Second Read/Adoption School Board: September 19, 2012 Correct clerical oversight reviewed by Board: March 6, 2013 Policy Committee Review – No Changes – August 19, 2015 Policy Committee Review: June 13, 2018 School Board First Read: June 20, 2018 School Board Second Read/Adoption: July 18, 2018 <a href="#">Policy Committee Review: April 2, 2021</a> <a href="#">School Board First Read: April 21, 2021</a>	Page 1 of 1 Category: Recommended

### SCHOOL BOARD MEMBER ETHICS

Each board member shall comply with the following ethical provisions:

1. Attend all regularly scheduled Board meetings, insofar as possible, and become informed concerning issues to be considered at those meetings.
2. Make decisions only after full discussion at public Board meetings; render all decisions based on the available facts and my independent judgment, and refuse to surrender that judgment to individuals or special interest groups.
- ~~3.~~ ~~Seek systematic communications with students, staff, and members of the community.~~
43. Work respectfully with other Board members to achieve the educational goals of the school district by encouraging the free expression of opinions by all Board members.
54. Communicate to other Board members and the Superintendent expressions of public reaction to Board policies and school programs.
65. Be informed about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by my state and national school board associations.
76. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff.
87. Respect the confidentiality of information that is privileged under applicable law or is received in confidence or executive session.
- ~~9.~~ ~~Do not take positions on social media before discussion and action by the Board.~~
108. Recognize that no individual member has authority to speak or act for the entire Board, except as specifically designated to do so by Board action. As such, Board members should clearly articulate that positions taken are clearly their own and not the position of the full Board.
119. Recognize that final Board actions will be supported by all members of the Board; take no action that will compromise the Board or administration; and refrain from actions which undermine or compromise official Board action.
1210. Display and demonstrate courtesy and decorum toward fellow Board members at all public meetings and in all public statements.
1311. Engage in respectful, public discourse and ~~refrain from do not disparaging-disparage-~~ individuals on the basis of their gender, sexual orientation, and other personal differences and affiliations toward fellow Board members and participants.
1412. Avoid being placed in a position of conflict of interest, and refrain from using my Board position for personal or partisan gain.
1513. Work with the other Board members to establish effective Board policies and foster a relationship with the District administration toward the effective implementation of those policies and management of the District operations, personnel and facilities.
1614. Understand the chain of command and refer problems or complaints to the proper administrative office per applicable School Board policies.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: BEDB
Date of Adoption: October 17, 2007 REVISED: 09/17/08, 09/22/2010, 6/6/12 SB First Read: August 17, 2011 SB Second Read Adoption: September 7, 2011 Policy Review: May 11, 2016 w/BEDB-R School Board First Read: May 18, 2016 School Board Second Read/Adoption: June 1, 2016 Policy Committee Review: April 2, 2021 & April 8, 2021 <a href="#">School Board First Read: April 7, 2021 &amp; April 21, 2021</a>	Page 1 of 1

## AGENDA PREPARATION AND FORMAT

### Agenda Preparation and Dissemination

The Superintendent, in consultation with the Board Chair, and/or Vice-Chair shall prepare an agenda for each meeting of the Board. Board members, school staff, students, organizations and members of the public may submit written requests to the Board through the Chair or the Superintendent for items to be placed on the agenda. The Chair, Vice Chair and Superintendent shall make the final decision regarding placement of items on the agenda. Their request must be received a minimum of seven days prior to the meeting at which the organization or individual wishes the item to be addressed by the Board in order to be considered for placement on the agenda. In addition It is the exception, during the meeting, that Board members may request that an item be placed on a future agenda. The Chair and Superintendent shall make the final decision regarding placement of items on the agenda. The reason for such an exception should be an emergency. Otherwise, a request for an agenda addition should follow normal procedure as noted below.

Every Board member has the authority to request an item be added to the agenda. The process for doing so is outlined in BEDB-R1. The Chair and Vice-Chair in consultation with the Superintendent shall determine when it is best to add the requested item, in order to balance the workload of the Board.

The agenda will be distributed to Board members, ~~the media,~~ and designated school-affiliated organizations no later than 72 hours prior to a regular meeting or workshop/informational meeting of the Board and, as soon as possible in the event of a special or emergency meeting. Copies of the agenda will be posted and/or available at the Superintendent’s Office, at each school and on the district website. Anyone desiring additional information regarding an agenda item should direct inquiries to the Office of the Superintendent. Copies of the agenda will also be available at the Board meeting.

### Additions and Adjustments to the Agenda during the Meeting

In general, it is the Board’s intent that meeting agendas be set in advance and that the regular agenda format be followed. However, it is understood that there may be occasions when it is necessary to add items or otherwise adjust the agenda. After the meeting has been called to order, the Superintendent or Board members may recommend adjustments to the agenda of a regular meeting.

Any Board member who wishes to add, remove, or change an item to the agenda may offer a motion to that effect. Such a motion shall require a second to proceed to a vote.

All additions, deletions and changes to the agenda must be approved by a majority vote of the Board members present and voting and if approved will then be added to ~~a future~~ the meeting. If possible, please give advanced notice of changes to the Superintendent and Board chair.

In order to facilitate its business, the Board Chair may adjust the agenda by changing the order of business by consensus of the Board.

Cross Reference:

BEDB-R – Agenda Format

[BEDB-R1 – Board Agenda Item Request](#)

Oyster River Cooperative School District  
REGULAR MEETING

Date Oyster River High School, Library Time

- o. CALL TO ORDER (~~6:30 PM~~) **7:00 PM**
- I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING
- II. APPROVAL OF AGENDA
- III. PUBLIC COMMENTS **(Total allotted time for public comments is 30 minutes)**
- IV. APPROVAL OF MINUTES
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS
  - A. District
  - B. Board
- VI. DISTRICT REPORTS
  - A. Assistant Superintendent/Curriculum & Instruction Report(s)
  - B. Superintendent’s Report
  - C. Business Administrator
  - D. Student Senate Report
  - E. Finance Committee
  - F. Other:
- VII. UNANIMOUS CONSENT AGENDA (Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote.)
- VIII. DISCUSSION & ACTION ITEMS
- ~~VIII. ACTIONS~~
  - ~~A. Superintendent Actions~~
  - ~~B. Board Action Items~~
- IX. SCHOOL BOARD COMMITTEE UPDATES
- X. PUBLIC COMMENTS **(Total allotted time for public comments is 30 minutes)**
- XI. CLOSING ACTIONS
  - A. Future meeting dates:
- XII. NON-PUBLIC SESSION: RSA 91-A:3{If Required}  
NON-MEETING SESSION: RSA 91-A2 {If Required}
- 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:**

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

**Information Regarding Nonpublic Session**

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

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



AGENDA ITEM #: \_\_\_\_\_

DATE: \_\_\_\_\_

## BOARD AGENDA ITEM REQUEST

*The purpose of this form is to provide each Board member an equitable opportunity to have items placed on a future agenda. The member can expect a response indicating when the item will appear for Board discussion.*

REQUESTED BY:

AGENDA ITEM:

PRESENTED BY:

BRIEF AGENDA DESCRIPTION:

Description of the agenda item; reason for the request, ~~supporting documents~~

~~RELATED POLICY ADDRESSED (If Known)~~

LEGAL OPINION: {If Needed} will be sought by the Superintendent

FINANCIAL IMPLICATIONS: {If Known Any} ~~The member may need support from the Business Manager as to estimated cost & cost center~~

SUGGESTED ACTION OR RECOMMENDATIONS: To be returned by the Chair to the Member requesting the information with an estimate of when the item might appear on a future agenda.

DRAFT MOTION:

*The Oyster River Cooperative School Board does hereby (USE SAME WORDING AS IN THE AGENDA DESCRIPTION)*

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BHC Previously BID
Review Policy Committee: January 15, 2014 School Board First Read: April 2, 2014 Back to Policy: May 14, 2014 School Board Second Read/Adoption: June 4, 2014 <a href="#">Policy Committee Review: April 8, 2021</a> <a href="#">School Board First Read: April 21, 2021</a>	Page 1 of 1 Category: Optional

### **BOARD-EMPLOYEE COMMUNICATIONS WITH THE BOARD**

The primary line of communication between the Oyster River School Board and school staff is through the [Superintendentsuperintendent](#). Staff will address all concerns at the building/department level to their principal or director, then the assistant superintendent or business administrator and finally to the superintendent. The superintendent is responsible for keeping school staff informed about the Board's goals, initiatives and concerns. The superintendent is also responsible for keeping the Board informed about activities in the schools and input from school staff regarding issues of concern. School employees should have the same rights as other speakers to address the Board on issues before it.

This policy shall not be used to circumvent the formal grievance procedure agreed to in the master agreement between the Board and he Guild.

It is understood that Board members and staff share a keen interest in the schools and in education generally, and it is expected that they may discuss educational trends and issues of interest in the schools on an informal basis. However, all parties should keep in mind that individual Board members have no authority to act, [and have no authority to speak for the Board, unless authority to do so by the majority of the Board](#), except when they are convened in a legal meeting of the Board. Staff are expected to use the communication channels provided through Board policies and other means to address specific complaints or issues of interest.

Cross Reference: BBA – Board Member Authority  
BG – Board Policy Development  
BEDH – Public Participation at Board Meetings  
KI – Visitors to the Schools