

Oyster River Cooperative School District
REGULAR MEETING

June 1, 2022

Oyster River High School Library

7:00 PM

6:30 PM NON-PUBLIC SESSION: RSA 91-A3 II (c)

- Naming of Facility.

o. CALL TO ORDER 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 comment is 30 minutes*)

IV. APPROVAL OF MINUTES

- Motion to approve 5/18/22 Regular and Non-Public Meeting Minutes.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

B. Board

VI. DISTRICT REPORTS

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

- High School Dress Code – Student Presentation

*** COVID Metric Update – Catherine Plourde**

B Superintendent’s Report

- Student Representative Recognition and Appreciation
- DEIJ Coordinator - *Motion to approve the DEIJ Coordinator Position as presented by the Superintendent.*

C. Business Administrator

- FY22 Budget Update/Fund Balance
- FY24 Budget Calendar

D. Student Representative Report (Olivia Gass)

E. Finance Committee Report

Other:

VII. UNANIMOUS CONSENT AGENDA {Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote}

- Guild Nominations for the 2022-23 School Year. *Motion to approve the submitted Guild nominations for the 2022-23 school year.*
- ORMS Maternity Leave of Absence from September 26, 2022 – End of January 2023. *Motion to approve the ORMS Maternity Leave of Absence from September 26, 2022 to the End of January 2023.*
- List of Policies for second read/adoption: JBAB – Transgender and Gender Expression, IMBA – Distance Education, JFCB – Care of School Property. *Motion to approve the list of policies for second read/adoption.*

VIII. DISCUSSION & ACTION ITEMS

- ORHS Director of Counseling Nomination. *Motion to approve the ORHS Director of Counseling Nomination as presented.*
- Board Goals for 2022-23

IX. SCHOOL BOARD COMMITTEE UPDATES

X. PUBLIC COMMENTS (*Total allotted time for public comment is 30 minutes*)

XI. CLOSING ACTIONS

A. Future meeting dates:

June 8, 2022 – Communication Board Workshop – ORHS Library
 June 15, 2022 - Regular Board Meeting – ORHS Library
 July 6, 2022 – Manifest Meeting – 3:30 PM SAU Conference Room
 July 20, 2022 – Regular Board Meeting – MS Recital Hall
 August 3, 2022 – Regular Board Meeting – MS Recital Hall

XII. NON-PUBLIC SESSION: RSA 91-A:3 II C

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

XIII. ADJOURNMENT:

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

**Respectfully submitted,
Superintendent**

Public wishing to attend our regular meetings need to arrive between 6:30 and 7:00 as everyone will need to participate in a health screening to enter the Library. The doors will be locked at 7 p.m.

**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 |
| • Daniel Klein | Term on Board: 2021 - 2024 |
| • Yusi Turell | Term on Board: 2021 - 2024 |
| • Matthew Bacon | Term on Board: 2022 - 2025 |
| • Heather Smith | Term on Board: 2022 - 2025 |

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 Board

Regular Meeting Minutes

May 18, 2022

DRAFT

SCHOOL BOARD PRESENT: Michael Williams, Denise Day, Brian Cisneros, Heather Smith, Matt Bacon, Yusi Turell

STUDENT REPRESENTATIVE: Olivia Gass

ADMINISTRATORS PRESENT: Suzanne Filippone, Jay Richard, Rebecca Noe, Sue Caswell

STAFF PRESENT:

GUEST PRESENT:

ABSENT: James Morse, Dan Klein

CALLED TO ORDER at 7:00 PM by Michael Williams

II. APPROVAL OF AGENDA

Brian Cisneros moved to approve the agenda as presented, 2nd by Denise Day. Motion passed 6-0.

III. PUBLIC COMMENTS

None provided

IV. APPROVAL OF MINUTES

Denise Day moved to approve the Regular Meeting May 4th, 2022 Regular Meeting Minutes, 2nd by Brian Cisneros.

Denise Day submitted the following revisions:

On page 3 under Kindergarten update add "Denise asked if Mast Way would be able to accommodate the increase in students without hiring another teacher. Misty Lowe stated that they might need to move faculty around. Dr. Morse stated that if another teacher was needed, one would be hired."

On page 4 under the Finance Committee update, in the first sentence switch wording so it reads "NH Electric Co-op" and insert "electric bus" so that it reads "discussion with NH Electric Coop to find out how their electric bus program works."

Denise Day and Michael Williams submitted the following revision:

On page 5, under School Hours/Start Times strike "The Board agreed a discussion point for a future agenda item would be revisiting the conversation of switching the high school and elementary start times to achieve a later start time for adolescents" and replace with "Matt Bacon inquired about switching start times to have the elementary schools start before the middle and high schools. Michael Williams suggested that there was enough interest among the board to include this as a discussion topic at a future meeting."

Denise Day and Heather Smith submitted the following revision:

On page 3 under Superintendent's Report, strike "Senior Olivia Gass is the first Barrington student to graduate from ORHS" and replace with "Senior Olivia Gass is the first Barrington student to serve as the Student Representative on the School Board."

Motion passed with correction 6-0 with the student representative voting in the affirmative.

Denise Day moved to approve the Non-Public Meeting Minutes, 2nd by Heather Smith. Motion passed 6-0 with the student representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

Rebecca Noe of ORHS reported that on May 13th she received notice of continuing accreditation from NEASC (New England Association of Schools and Colleges). A few highlights from the commission's report include:

- Involvement of all stakeholders in the review and revision of core values and beliefs about learning and 21st century skills.
- The use of targeted personalized learning strategies based on individual learning needs.
- The use of feedback to look at counseling programming and improving services.

She was excited to report that Will Johnson and Dillon Labonte took part in the UNH Community Changemaker Challenge. Dillon was awarded 1st place for his "120 Minute Movement" project, which emerged from his work in the Design Thinking Seminar pilot course ran by John Bromley. The course engages students in their unique interests, passions, and skills as they seek to contribute to a problem that they identify.

B. Board

On May 6th, the district welcomed Senator Shaheen. She received a tour from 6th grade students who did a fantastic job filling in for students who were absent and normally conduct tours. Brian Cisneros was glad she could come and thanked her for attending.

Yusi Turell attended the May 12th "Wear Red for Ed" event aimed to promote public education and thanked the community for their support and involvement.

Denise Day stated the recent ORHS musical was very well done and congratulated the students.

VI. DISTRICT REPORTS**A. Assistant Superintendent/Curriculum & Instruction Report(s)**Middle/High School Students Robotics Presentation

Lead advisor Michael Hawley of ORHS and advisors John Silverio and Jason Duff of ORMS introduced the 2022 student robotics teams. They explained the history of the program and shared the season's successes with the school board. The middle school VEX IQ robotics program, comprised of fifty-six students in 6th, 7th and 8th grade, advanced three of their fifteen teams to the World Championship in Dallas, TX. Several robotics members shared aspects of their experience with the school board. One student said their team originally had no desire to compete. He said they knew of one another from the soccer field, but they had to learn how to work together as a robotics team and in the end, they made it to Worlds. Another student shared that it took months of hard work using trial-and-error and rebuilding over and over in the engineer building process. Another student spoke about a part of the competition that involved collaborating with another team. They partnered with teams from other parts of the United States, Canada, and Turkey. Speaking the same language posed a new challenge while collaborating on a global level. Jason Duff said the ORMS program was dominate across all of New England earning six out of eleven awards during weekend events. He credited the students for doing all the work and thanked Jay Richard for the building space and materials, and the parents for their time and support. Since 2017 ORMS has participated in three World Championships.

Michael Hawley and HS team members of the ORHS First Robotics team shared their experiences building and competing. In a student created power-point, members spoke about the competitive and cooperative nature they face; business aspects, such as corporate fundraising and partnerships; and 21st century work-life skills including leadership, communication, and computer programming. At playoffs 20 students represented ORHS, which was not only impressive in terms of qualifying but also due to the team's small size facing off against teams with 100 members. Michael Williams asked what would make the program better, and the response was although the students appreciate the space they have, it would be helpful to have a bigger space for building larger machines. It was recognized that Robotics is entirely volunteer, and parent driven, and while it is not a sport, it is also more than a club. Advisors and students stated that creating a distinction for the club would allow for better connections, field trips, resources, funding, space, and recognition. Administrators are looking into how to move

the teams forward, so they are supported in a bigger capacity. Michael Williams thanked all the staff, parents and students involved and congratulated the teams on their accomplishments and successes.

B. Superintendent's Report

Catherine Plourde told the listening audience that there continues to be an uptick in COVID cases and reported the following data:

Mast Way – 34 positive cases (8 faculty, 26 students, 53 in quarantine)
Moharimet – 33 positive cases (7 faculty, 24 students, 34 in quarantine)
ORMS – 41 positive cases (7 faculty, 34 students, 43 in quarantine)
ORHS – 74 positive cases (11 faculty, 63 students, 74 in quarantine)
Districtwide (SAU, Facilities, Transportation) – 8 positive cases (9 in quarantine)

Catherine explained that the amount of quarantine cases in the elementary schools is related to the fewer numbers of vaccinations among younger ages. COVID cases affecting the district wide employees resulted in transportation cancelling some of the bus runs. She thanked Lisa Huppe and the bus drivers for their troubleshooting and the families for their understanding. Within the school buildings she said faculty are covering each other daily and everyone, including administrators, are pitching in to keep the schools open. Although it is a lot of work, she believes they can make it to the end of the school year. Catherine wanted everyone to be mindful that we are still in a health crisis with impacts on local hospitals.

While mask wearing is optional, Yusi Turell wondered if a stronger message about choosing to wear masks would be beneficial to the district at this time. Catherine said with everything open publicly, people gathering, and holding playdates outside of school, she is not convinced mask wearing will bring down the current spike unless masks are worn consistently in public too. She does not want to send a message that could potentially cause a complaint or a violation to the district.

Acknowledgement of 2022 Retirees

Suzanne Filippone recognized the following 2021-22 Teacher Retirees and their years of service to the district: Pamela Felber, 31 years; Kathleen Ameduri, 26 years; Whitney Burke, 16 years; Susan Jackson, 12 years; Mary Beaton, 22 years; Esther Ott, 22 years

Brian Cisneros applauded all the teachers for their years of service and gave a special thanks to Pam Felber for delivering a phenomenal music program and Kathleen Ameduri for her incredible job working with special education students.

Strategic Plan Update: Technology

Technology Director Josh Olstad provided an update highlighting the new middle school and its technology rich building, the replacement of firewalls that had been previously delayed, and the success of the first round of student laptops purchased for the 1:1 program. Josh stated they plan to continue using Dell computers and any issues that surfaced have since been fixed in the newer model they will be using. He believed that overall damage had been fairly low with most issues surfacing during the pandemic. Since servicing was delayed, what could have been quick fixes turned into bigger issues. He stated the chip shortage continues to impact getting parts in a timely manner.

Heather Smith shared a concern with the role of tech integrators and wanted to be sure their time was not spent too much on troubleshooting computers, and that they had time to fulfill their roles in the classroom integrating technology.

C. Business Administrator

No report given.

D. Student Representative Report

Olivia Gass thanked the Robotics Teams for their presentations and congratulated them on their accomplishments. She provided the following updates to the end of the year events, which some have been moved to due to COVID mitigation:

May 26th - Prom

June 24th - World Language Honor Society Inductions

June 31st - Underclassmen Awards

June 1st - Art Show

June 2nd - National Honor Society Inductions

June 3rd - Spring Fling (social event)

Olivia spoke about Senior Week, which includes a semi-formal dinner for students only, student elections, graduation on June 10th (rain date June 11th) and Project Graduation on June 10th, which will take place that night no matter if the rain date is used.

E. Finance Committee Report

No report given; committee will meet next week.

F. Other: None

VII. UNANIMOUS CONSENT AGENDA

Michael Williams asked the Board if any items needed to be discussed separately and there were no concerns.

Guild Nominations for the 2022-23 School Year.

Michael Williams made a motion to approve the submitted Guild Nominations for the 2022-23 School Year, 2nd by Brian Cisneros. Motion passed 6-0 with student representative voting in the affirmative.

VIII. DISCUSSION & ACTION ITEMS

Laptop Lease Approval

Josh Olstad stated the devices at the middle and elementary schools need replacements and all paraeducators need to be issued a laptop. Regarding the current lease that will end soon, he is considering the buyout option which would allow the school to purchase laptops that are still in good shape for \$1 to be used as spares or as an opportunity to sell.

Brian Cisneros made a motion to approve the Dell laptop lease as presented, 2nd by Denise Day.

The cost, just under \$180,000, was confirmed as the amount budgeted.

Motion passed 6-0 with the student representative voting in the affirmative.

School Bus Lease

Sue Caswell stated they received two bids. She noted that interest rates are 9% higher than last year and production times are three months longer. The proposed bid includes two buses with a 5-year lease.

Brian Cisneros made a motion to approve the W.C. Cressey & Sons, Inc. school bus lease as presented, 2nd by Denise Day. Motion passed 6-0.

Board Goals for 2022-23

The Board held a discussion about the items they would like to see in the 2022-2023 goals. Some themes that surfaced in the discussion include the following:

DEIJ/Sustainability/Capstone - look at the impact of the new DEIJ coordinator position and sustainability teacher leaders (after being chosen) to see how they are working, expand the scoring and measuring of programs' efficacy to include students' feelings, continued support of the Capstone Program and real-world experimental learning

Tech Integration – look at the balance between curriculum and personnel and ensure direct classroom time is available to integrators

World Language – examine the decline of the French program as students transition from the middle school to the high school, revisit world language at the elementary schools

Curriculum & Grading – identify what vertical and horizontal alignment looks like K-12, allow for teachers to have time and resources to advance instruction and collaborate with one another

SEL – Look at risky behavior to support children better

Superintendent Search – Create a timeline and process for Dr. Morse's transition including a strategy for a superintendent search

Prioritization – Prioritize the goals for 2022-23

Michael and Suzanne will work on developing the wording for the goals and further discussion will occur at the next meeting.

Request to recognize ORCSD nurses with honorarium

In a recent memo Dr. Morse recognized that all staff worked hard during the COVID-19 Pandemic, however, more was expected of the nurses in a different capacity. They worked beyond the contract days, in the evenings and on the weekends to support students, staff and families. Many school systems paid their nurses additional monies out of Federal ESSER Funds; however, our district did not receive as much Federal aid. Dr. Morse recommended the nurses be paid \$5,000 each as an honorarium for their tireless efforts.

Denise Day made a motion to support request for honorarium, 2nd by Brian Cisneros.

Yusi Turell inquired about the cost, which will be \$5,000 per nurse at a total of \$35,000, and Brian Cisneros acknowledged there was enough money in the general funds.

Motion passed 6-0 with student representative voting in the affirmative.

List of Policies for first read: JBAB – Transgender and Gender Expression, IMBA – Distance Education, JFCB – Care of School Property.

Denise Day acknowledged that the JBAB policy was a compilation of work done by the DEIJ committee, students and faculty, and Dr Morse.

Denise Day made a motion to approve the list of policies for first read: JBAB – Transgender and Gender Expression, IMBA – Distance Education, JFCB – Care of School Property, 2nd by Brian Cisneros. Motion passed 6-0 with the student representative voting in the affirmative.

IX. SCHOOL BOARD COMMITTEE UPDATES

The Manifest Committee met and approved the following.

Vendor Manifest#25 \$446,986.69

Payroll Manifest #23 \$909,223.78

Board members thanked everyone who turned out to meet the candidates for the DEIJ coordinator position on Monday and Wednesday. The finalists met with administration, faculty, students, parents & the public. The hiring committee will review stakeholder's responses and may make a nomination to the Board at the next meeting.

X. PUBLIC COMMENTS

None provided

XI. CLOSING ACTIONS

- A. Future Meeting Dates:** June 1, 2022 Regular Board Meeting – ORHS Library
June 15, 2022 Regular Board Meeting – ORHS Library

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

Naming of Facility

Michael Williams made a motion to go into Non-Public Session at 9:04 pm, 2nd by Brian Cisneros. Upon roll call vote, the motion passed 6-0.

NON-MEETING SESSION: RSA 91-A2I {If Needed}

XIII. ADJOURNMENT:

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

The School Board returned to public session at 9:30PM.

Heather Smith moved to adjourn the meeting 9:31 PM, 2nd by Brian Cisneros. Motion passed 6-0.

Respectfully Submitted,
Karyn Laird, Records Keeper

Oyster River Cooperative School Board
Non-Public Meeting Minutes: May 18, 2022

Chair Michael Williams moved to enter nonpublic session at 9:04 p.m. in accordance with RSA 91-A:3 II (c) – Matters which, if discussed in public, would likely affect adversely the reputation of any person, other than a member of the public body itself, unless such person requests an open meeting, 2nd by Brian Cisneros. Upon roll call vote, the motion passed 6-0.

School Board Attendees:

Michael Williams
Brian Cisneros
Denise Day
Matthew Bacon
Heather Smith
Yusi Turell

Administrators Present:

Dan Klein - Absent

9:05 p.m. - nonpublic session began

The Board had a discussion pertaining to naming of a facility.

There were no motions during nonpublic session.

The Board returned to public session at 9:30 PM.

Dress Code Committee

Process:

An initial meeting took place in June 2021 in conjunction with the Student Senate. A committee formed at the beginning of the 2021 school year. The first meeting occurred on September 23, 2021. The committee regularly met September through May 2022.

Dress Code Committee Members:

Maeve Hickok (10)

Delaney Nadeau (10)

Charlotte Merritt (12)

Greg Caron (9)

(Four other students were involved periodically)

Mr. Milliken

Mr. McCann

Mrs. Noe

Goals:

- To revise the current dress code. Current policy has not been revised in many years.
- To involve both student and adult voices in the process.

Actions taken:

- Discussed the purpose of having a dress code
- Reviewed current dress code
- Researched dress codes in other area school districts
- Created a rough draft of a revised code
- Sought face to face feedback from students
- Surveyed ORHS staff (53 responded)
- Surveyed ORHS parents (56 responded)
- Surveyed ORHS students (180 responded)
- Shared a draft proposal with ORHS staff for input
- Presentation to the school board will take place on June 1, 2022

DRAFT Proposal

Dress for Success

Goal:

To create a set of standards for school-appropriate clothing that is equitable and specific enough to maximize clarity and minimize subjective judgement. We seek to design practices that align with our mission statement and help us to create a safe, nurturing environment for all. We desire a practice that recognizes the uniqueness of each individual and allows for individual expression.

ORHS is a place of work and learning. How we dress reflects the culture and climate of our school. Understanding and following a practice by students for professional and school-appropriate clothing for various situations is a life skill.

An additional goal is to develop a practice that clearly delineates how any potential infractions should be handled so that the clothing protocols are consistently and fairly applied to all. No one should be publicly singled out or be made to feel ashamed.

The committee recognizes that any clothing protocol is part of a culture and current norms of society, and as such, needs to be reviewed periodically.

The Protocol:

No student should be affected by clothing enforcement because of racial identity, sex assigned at birth, gender identity or expression, sexual orientation, ethnicity, cultural or religious identity, household income, body size/type, or body maturity.

Students **Must** Wear:

- Shirt
 - Clothing that covers most of the midriff (waist) area
- Bottom: pants/sweatpants/shorts/skirt/dress/leggings
- Shoes

Students **May** Wear:

- Clothing that expresses their self-identified gender
- Religious attire without fear of discipline or discrimination
- Hats (including religious headwear)
- Hoodie sweatshirts
- Fitted pants, including leggings, yoga pants and "skinny jeans"

- Pajamas
- Ripped jeans (as long as underwear is not exposed)
- Clothing with commercial or athletic logos provided they do not violate the "cannot wear" section below.

Students **Cannot** Wear:

- Clothing or accessories with images or language depicting or advocating violence or the use of alcohol or drugs
- Clothing or accessories with images, symbols, or language that are derogatory or create a hostile or intimidating environment towards any group of people or any protected class
- Clothing or accessories that have vulgar or inappropriate images, symbols, or language associated with said images or symbols
- Visible underwear (straps of undergarments worn under clothing are not a violation)
- Bathing suits
- Helmets or headgear -*clothing article/accessories* -that obscure the face (except as a religious observance)
- Excessively short skirts or shorts (buttocks must be covered)
- Clothing that exposes nipples, or abdominal sides

Enforcement Protocol:

The school clothing protocol needs to be applied equally to all students.

- Staff member calls the front office to alert them to a possible protocol infraction.
- Staff member gives the student a hall pass to go to the main office during the passing time. The pass will have a checklist for the staff member to record what part of the practice is in question.
- An administrator will assess the referral and have a conversation with the student about the attire policy and the part of the policy in question. Together they will create a plan for how to return to class and how to avoid this issue in the future

Consequences:

- First referral: conversation with student, review attire policy – provide alternative clothing if needed. Record in Power School – which does not go on an official transcript.
- Second referral - verbal warning, record in Power School and contact parents.
- Third referral – Administrator will follow consequence continuum in the student handbook.

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 40

Name:	Rachael Blansett
Date:	May 27, 2022
Position:	DEIJ Coordinator
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input type="checkbox"/> HS <u>SAU</u>
Person Replacing:	New Position
Budgeted Amount:	Budgeted Salary \$95,000-\$105,000
Recommended Step/Salary:	\$95,000 (Pro-rated to August 1, 2022 start date)
Interviewed By:	DEIJ Committee consisting of Administrators, Teachers, Support Staff, Students, Community Members
# Interviewed:	6
Education:	Iowa State University - Masters of Education in Student Affairs - May 2018 Grand Valley State University - Bachelor of Science in Communications
Certification:	Not Applicable
Related Experience:	Diversity & Inclusion Fellow - President's Office - Sterling College Resident Director - Residential Life - University of California, Berkeley Hall Director - Residence Education - University of Michigan NH Listens Fellow - Carsey School of Public Policy - UNH Anti-Racism Task Force Member - Mt. Desert Island HS DEI Oversight, Accountability & Resource Team Advisor & Strategic Initiative Implementation Task Force Member - President's Office - Sterling College
Comments:	Rachael has a collegiate experience in DEIJ work. The interview process included a screening committee made up of teachers, students, community members, Board members, parents, and administration. Fifteen people were involved a this stage. Of the six interviewed, two were chosen as semi-finalists. Stage II involved meetings with each staff, the full DEIJ committee, and the community. Comment cards were distributed, and Suzanne shared them with me upon my return. Stage III was a 2.5-3 hour conversation with me on a wide range of topics. At every stage Rachael was the clear choice of the majority. Suzanne reviewed the recommendations, and I made a few phone calls; Rachael comes highly recommended. She is a product of these times and I believe will provide the support for teacher outlined in the job description. She will be an advocate for marginalized students and and asset to administration. Since public school DEIJ personnel are still quite rare, Rachael will need to transition into this new role over the 2022-23 school year. Based upon my time with her, I believe she is up to the task.
Date: <u>5-31-22</u>	Authorized Signature: <u>[Signature]</u>

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

Revised 5/7/09, 9/12/11 to include HQT Status, 7/17/15, 7/10/19

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
FISCAL YEAR 2021-22
FINANCIAL STATUS AS OF:**

5/18/2022

	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022
SALARIES:					
Administrator	1,656,714	1,457,440	192,275	6,999	100%
Teacher	17,256,113	12,405,315	4,508,370	342,428	98%
Para	2,119,817	1,671,948	360,370	87,499	96%
Tutor	234,761	209,813	38,580	(13,632)	106%
Custodian	883,764	737,135	91,835	54,794	94%
Secretary	416,808	366,803	47,431	2,574	99%
District Hourly	835,237	711,950	88,169	35,118	96%
Maintenance	213,270	209,974	46,817	(43,521)	120%
Drivers	786,045	712,876	165,145	(91,976)	112%
Misc & Summer	166,263	67,647	52,952	45,664	73%
Subs - Professional	302,400	400,066	18,596	(116,262)	138%
Subs - Para	37,100	24,755	8,007	4,338	88%
Subs - Secretary	6,700	825	0	5,875	12%
O/T	24,500	10,594	0	13,906	43%
Med & Dent Payback	332,288	312,199	25,594	(5,505)	102%
TOTAL SALARIES	25,271,780	19,299,340	5,644,141	328,299	98.7%
BENEFITS:					
Health Ins	6,106,664	3,979,654	1,664,837	462,173	92%
Dental Ins	173,121	120,865	50,652	1,604	99%
Life Ins	64,309	47,689	20,326	(3,706)	106%
LTD Ins	53,249	39,813	17,354	(3,918)	107%
FICA	1,930,174	1,423,865	435,014	71,295	96%
Retirement - Non Professional	462,381	386,143	47,497	28,741	94%
Retirement - Professional	3,744,295	2,762,027	974,935	7,333	100%
Annuity	164,151	133,653	32,622	(2,124)	101%
Tuition Reimb	5,000	2,100	0	2,900	
Unemployment Comp	15,000	2,143	0	12,857	14%
Workers Com	149,211	91,661	0	57,550	61%
TOTAL BENEFITS	12,867,555	8,989,613	3,243,237	634,705	95.1%
ALL OTHER OPERATING EXPENSES:					
Mast Way	269,325	215,485	29,191	24,649	91%
Moharimet	173,731	135,305	32,983	5,443	97%
Middle School	391,710	252,019	64,041	75,650	81%
High School	752,917	540,932	149,083	62,902	92%
District	3,118,019	2,586,641	15,554	515,824	83%
Transportation	610,437	562,746	7,585	40,106	93%
Technology	707,191	741,810	1,064	(35,683)	105%
Facilities	2,774,178	2,428,016	409,207	(63,045)	102%
SPEd	1,972,774	1,965,453	280,099	(272,778)	114%
TOTAL OPERATING	10,770,282	9,428,407	988,807	353,068	96.7%
GRAND TOTAL	48,909,617	37,717,360	9,876,185	1,316,072	97.3%

Comment Section: Healthtrust Premium Holiday in District Operating expenses = \$523,119
 ESY teacher savings \$29,155
 Summer school teacher savings \$18,160
 MS nursing para savings \$23,614
 New para hirings since October have reduced budget savings on that line

Mentor and DI:J stipends are encumbered
 Green team stipends not encumbered \$15,000

Oyster River Cooperative School District
School Administrative Unit #5
36 Coe Drive
Durham, New Hampshire 03824

Budget Process Calendar

Budget Year 2023-24

APPROVED BY School Board:

September: School Board Finance Committee Meeting 5:30 PM – SAU Conference Room

September: School Board Goals FY24 Budget

Superintendent Department Reviews*:

Oct. 4 – MW/MOH @ 10:00/Facilities @ 1:00, **Oct 5** -Transportation @ 1:00/Technology @ 2:30, **Oct. 6** – MS @ 11:00/HS @ 1:00, **Oct 11** – Food Service @10:00/SAU/District and Special Ed. (1:00)

*All meetings will be held at the SAU Office.

October Guaranteed Maximum Rates Set for Health Insurance

October 24 Draft Budget Distribution

October 27 Workshop session with Board 8:00 – 1:00 Town of Durham Council Chambers
First overview of 2023-24 Budgets by each Principal and Departments of District:

Mast Way

Moharimet

Oyster River Middle School

Oyster River High School

District/SAU

Information Technology

Special Education/Grants

Facilities

Transportation

Food Service

November 15 Adequacy Funding Estimates Released

November 15 Finance Committee Meeting 5:30 PM – SAU Conference Room

November 16 Regular Board Meeting Budget Discussion

November 17 Budget Workshop with Board 7:00 PM - MS Recital Hall

December 7 Regular Board Meeting Set Budget, 7:00 PM - Middle School Recital Hall

January Town Budget Forum –Durham Town Hall – 7:00 PM

January 10 Public Hearing- 7:00 PM – MS Recital Hall

January Town Budget Forums – Madbury Town Hall – 7:00 PM

January Town Budget Forums –Lee Safety Complex - 6:30 PM

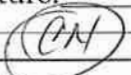
February 7 First Session/Deliberative Session 7:00 PM - Middle School Recital Hall

March 7 Second Session/Voting by Ballot

Town dates subject to change.

Oyster River Cooperative School District
Nomination Form

#of Resumes Received: 22

Name:	Christopher Milner
Date:	5/18/22
Position:	Music Teacher
School for Position	<input checked="" type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input type="checkbox"/> HS
Person Replacing:	Pam Felber
Budgeted Amount:	BA+30/Step 15 ~ \$85,063
Recommended Step/Salary:	BA/Step 8 ~ \$57,104
Interviewed By:	Misty Lowe, Felicia Sperry, Deb Hastings, Erin Handwork, Sarah Kuhn, Beth Struthers.
# Interviewed:	6 interviews
Education:	UNH Bachelor of Music
Certification:	NH Certified Experience Educator
Related Experience:	Music Teacher, Birch Hill Elementary, Nashua Music Teacher, Seacoast Academy Music, No. Hampton Music Teacher, Seacoast Learning Collaborative
Comments:	Chris is an enthusiastic alumni of ORCSD. He spoke highly of his own educational experience and noted that is what led him to become a music educator.
Date: <u>5-18-22</u>	Authorized Signature: <u>Misty Lowe</u> 

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

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 16

Name:	Joseph Belakonis
Date:	5.19.2022
Position:	Special Education Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Alissa Clark (one year position)
Budgeted Amount:	\$71,801
Recommended Step/Salary:	MA 8/\$62,189
Interviewed By:	Melissa Jean, Andrea Biniszkievicz, Stephanie Kadden, Kim Donovan, Dan Chick, Kristen Hughes, Karen VanDyke, Catherine Plourde, Suzanne Filippone, Rebecca Noe
# Interviewed:	9
Education:	M.Ed General Special Education (K-12), Franklin Pierce University B.S. Psychology (Concentration Criminal Justice), Endicott
Certification:	Special Education Teacher 1900
Related Experience:	Special Education Teacher, Dover Middle School Special Education Teacher, Farmington School District Paraeducator, Rochester Middle School
Comments:	Mr. Belakonis has taught in both middle school and high school settings. This is a second career for him and he has been able to draw from past professional leadership experience in his teaching role. He is child-centered and appreciates the sense of team that exists in special education. He has experience in direct instruction, co-teaching and supervising paraeducators. Mr. Belakonis is bringing a strong background to ORHS having taught in a variety of grade levels.
Date: _____ <small>05.19.2022</small>	Authorized Signature: _____


REQUIRED Attachments:

- Resume
 3 Letters of Recommendation
 Copy of Certification

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 16


Name:	Joseph Pratt
Date:	5.19.2022
Position:	Special Education Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Estie Ott
Budgeted Amount:	\$92,706
Recommended Step/Salary:	MA 8/\$62,189
Interviewed By:	Melissa Jean, Andrea Biniszkiwicz, Stephanie Kadden, Kim Donovan, Dan Chick, Kristen Hughes, Karen VanDyke, Catherine Plourde, Suzanne Filippone, Rebecca Noe
# Interviewed:	9
Education:	M.Ed Curriculum and Instruction, Plymouth State Univ. Graduate Teaching Certificate in K-12 General Special Education, Granite State College B.S. Environmental Health and Safety, Keene State College
Certification:	Special Education Teacher 1900
Related Experience:	Special Education Teacher, Bedford High School Alpine Ski Coach, Bedford High School
Comments:	Mr. Pratt has been teaching in a high school setting for the past seven years. He has co-taught in science classes as well as provided direct instruction to students. He has led meetings, participated in professional learning communities, has strong collaborative and communication skills, and he has a coaching background in skiing. We are pleased to recommend Mr. Pratt for this position.
Date: <small>05.19.2022</small>	Authorized Signature: 

REQUIRED Attachments:

Resume 3 Letters of Recommendation Copy of Certification

Oyster River Cooperative School District
Nomination Form

#of Resumes Received: 21


Name:	Katherine McKay
Date:	5/17/22
Position:	Mast Way Special Education Teacher (ERR)
Person Replacing:	Kathleen Ameduri
Budgeted Amount:	\$85,063
Recommended Step/Salary:	MA 6/\$57,386
Interviewed By:	Kathleen Ameduri, Misty Lowe, Francesca Kennedy, Andrea Binischkiewicz, Brian Ryan, Catherine Plourde, Suzanne Filippone
# Interviewed:	4
Education:	UNH (Bachelors): Major Political Science and Spanish, Minor: Disability Studies UNH (Masters): Major: Early Childhood and Special Education. Minor: Assistive technology
Certification:	NH 1900 General Special Ed, 1912 Early Child Education
HQT Status	
Related Experience:	Case manager Hamstead Central School Case Manager Middleton Elementary School Various ESY positions
Comments:	Love of working with students with more intensive needs. Background in behavior, autism, developmental disabilities, and more. Assistive technology degree. Experience with a similar program including overseeing 8-10 paraeducators. Lifelong learner.
Date: <u>05/19/2022</u>	Authorized Signature: 

REQUIRED Attachments:
 Resume 3 Letters of Recommendation Copy of Certification

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 14

Name:	Jan Keravich
Date:	5.19.2022
Position:	Special Education Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input checked="" type="checkbox"/> MS <input type="checkbox"/> HS
Person Replacing:	Susan Jackson
Budgeted Amount:	\$87,304
Recommended Step/Salary:	MA 13/\$74,204
Interviewed By:	Melissa Jean, Andrea Biniszkiwicz, Stephanie Kadden, Kim Donovan, Dan Chick, Kristen Hughes, Karen VanDyke, Catherine Plourde
# Interviewed:	9
Education:	M.Ed. Special Education, Lesley B.S. Health and Fitness for Special Productions, Russell Sage College
Certification:	Special Education Teacher 1900 Intellectual and Developmental Disabilities 1833
Related Experience:	Special Education Teacher and Long Term Substitute Teacher, ORMS Job Skills Teacher, CARD NE Special Education Teacher, Portsmouth School District
Comments:	Ms. Keravich brings a tremendous skill set to ORMS. She has been a long term substitute for various special education positions for the past two years at ORMS. Prior to this she worked with students with disabilities in community settings and as a special education teacher for 11 years in the Portsmouth School District. Ms. Keravich is a highly respected professional at our middle school. She has a wealth of knowledge, is child-centered, and takes initiative. We are so pleased to nominate Ms. Keravich for a full time position.
Date: _____ <small>05.19.2022</small>	Authorized Signature: 


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

Revised 5/7/09, 9/12/11 to include HQT Status, 7/17/15, 7/10/19

Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 17

Name:	Rebecca Loiselle
Date:	5.31.2022
Position:	Special Education Teacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Alexander Satterfield
Budgeted Amount:	\$62,803
Recommended Step/Salary:	MA 4/\$52,579
Interviewed By:	Kathleen Ameduri, Misty Lowe, Francesca Kennedy, Andrea Binisczkiewicz, Brian Ryan, Catherine Plourde, Suzanne Filippone, Melissa Jean
# Interviewed:	10
Education:	K-12 Special Education Certification, Plymouth State University M.Ed. Applied Behavior Analysis, Endicott College B.A. Social Work, University of New Hampshire
Certification:	General Special Education 1900
Related Experience:	Special Education Teacher, Idlehurst Elementary School Autism Program Coordinator, William White Educational & Behavioral Consulting Services Clinical Instructor, Birchtree Center
Comments:	Ms. Loiselle has been teaching for the past three years in the Somersworth School District. Her M.Ed. in Applied Behavioral Analysis is a wonderful addition to her teaching credential. She has worked with students of all ages as a teacher and in programmatic and instructor roles. She is very committed to individual student programming and engaging parents. We are pleased to recommend Ms. Loiselle for a position at ORHS in the special education department.
Date: _____ <small>05.31.2022</small>	Authorized Signature: 

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

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
June 1, 2022 - Unanimous Consent

Title	Code
Policies for First Read	
Policies for Second Read/Adoption - Unanimous Consent	
Transgender and Gender Expression	JBAB
Distance Education	IMBA
Care of School Property	JFCB
Policies for Deletion/Replacement	
Policies in Process	
Policy Development System/Policy Adoption/Policy Review and Evaluation	BGA/BGB/BGC
Discipline Polices to be reviewed	JICK, JIDD
Care of School Property Procedure - Working document	JFCB-R

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: JBAB
Policy Committee Review: July 8, 2015 School Board First Read: July 15, 2015 Back to Policy: August 5, 2015 School Board Second Read/Adoption: August 19, 2015 Policy Committee: 4/14/22 & 5/12/22 School Board First read: May 18, 2022 School Board Second Read/Adoption: June 1, 2022	Page 1 of 1 Category: Optional

TRANSGENDER AND GENDER NONCONFORMING EXPRESSION

It is the goal of the [The Oyster River Cooperative School District \(ORCSD\) is committed to](#), as always to fostering a learning environment that is safe, [equitable](#), and free from discrimination, harassment and bullying as well as to assist in the educational and social ~~integration~~ [inclusion and acceptance of transgender and all students and their gender nonconforming expression students](#) in our schools. [The ORCSD is committed to being accepting to all gender expressions by counteracting expressions of bias that may occur on District property or at any District event.](#) ~~This policy is intended to be interpreted in light of applicable federal and state laws and regulations, as well as Board policies, procedures and school rules.~~

This policy is not intended to anticipate every possible situation that may occur, since the needs of particular students, and families [may differ](#) ~~depending on the student's age and other factors~~. In addition, the programs, facilities and resources of each school also differ. Administrators and school staff are expected to consider the needs of students on a case-by-case basis, and to utilize this policy and other available resources ~~as appropriate~~.

[Oyster River Cooperative School District works to ensure that all students have a safe, equitable, and welcoming educational environment. As with other protected classes, it is important for the District to build awareness and acceptance of the existence of transgender and varying gender expression.](#)

~~The term "transgender" is an umbrella term for an individual whose gender identity or expression is different from that traditionally associated with their assigned sex at birth. A student will be considered transgender if, at school, they consistently assert a gender identity or expression different from that traditionally associated with assigned sex at birth. This includes students who identify as transgender, or who are gender nonconforming. This involves more than a casual declaration of gender identity or expression, but it does not necessarily require a medical diagnosis.~~

Cross Reference:

JBAB – R Transgender and Gender Nonconforming – Procedure – [Existing to be deleted and recreated.](#)

Legal Reference:

RSA 354-A:2, XIV-c

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IMBA
Review by Policy Committee: December 10, 2020 Returned to Policy Committee: May 13, 2021 School Board First Read: May 19, 2021 & June 10, 2021 Back to Policy Reviewed by S. Filippone, R. Noe, S. Peschel to Policy 04/14/22 Policy: April 20, 2022 - Back to Policy 05/12/22 School Board First Read: May 18, 2022 School Board Second Read/Adoption: June 1, 2022	Page 1 of 2 Category: Priority

Distance Education

The [Oyster River Cooperative School](#) Board encourages students to take full advantage of distance education opportunities as a means of enhancing and supporting their education. Distance education means correspondence, video-based, internet/online-based or other similar media that provides educational courses ~~as a means~~ to fulfill curriculum requirements. ~~Such opportunities will be implemented under the provisions set forth in Policy IHBH, Extended Learning Opportunities and Policy IHBI, Alternative Learning Plans.~~ Distance education courses other than VLACS, offered by Oyster River High School will require students to meet similar district and graduation competencies as required by the school for students enrolled in courses offered by the school.

Virtual Learning Academy Charter School (VLACS) is a high school approved by the State of NH. VLACS courses require prior approval but are independent ~~self-paced~~ courses that the student is responsible for completing.

The Oyster River Cooperative School Board approves of Oyster River High School working with school districts who may cooperate to share delivery of distance education courses [for credit](#). Students who wish to participate in distance education outside of ORCSD are able to do so upon approval by the school principal or designee. ~~and with the development of an Alternative Learning Plan (IHBI)~~

If the course is to be taken for credit, then ~~either~~ Policy IMBC, (Alternative Credit Options,) ~~or IHBI, Alternative Learning Plans~~ IHBH, (Extended Learning Opportunities) may apply, ~~and IFK, (Graduation,)~~ will apply. ~~Students must have distance education courses approved by the school principal or designee ahead of time prior to the start of school in order to receive credit.~~

~~The written approval of the building principal is required before a district student enrolls in an online or virtual course that is intended to become part of their educational program. — Students applying for permission to take an online course must complete prerequisites and provide teacher/counselor recommendations to confirm the student possesses the maturity level needed to function effectively in a distance education learning environment.—~~

Approved distance education courses [offered by a local education agency](#) must satisfy both state and local standards; be delivered by staff licensed in the state where the course originates; and contain provisions for feedback and monitoring of student progress. [Credit courses will require students to meet similar academic standards as required by the District.](#)

~~Educators may supervise the learning and progress, grading of assignments, and assessment and testing of no more than the ORCSD School Board advised in-person class size. The district requires that a syllabus, including prerequisites, specific learning goals/activities, student evaluation criteria, and teacher responsibilities be submitted for review before the course is approved.~~

Students earning credit for distance education courses shall participate in all assessments required by the statewide education improvement and assessment program. ~~Credit courses will require students to meet similar academic standards as required by the District.~~

~~Students taking approved online courses must be enrolled in the district and must take the courses during the regular school day at the school site, unless the administration has granted approval for remote access based on special circumstances. — Online courses may be taken in the summer under the same conditions as during the school year.~~

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IMBA
Review by Policy Committee: December 10, 2020 Returned to Policy Committee: May 13, 2021 School Board First Read: May 19, 2021 & June 10, 2021 Back to Policy Reviewed by S. Filippone, R. Noe, S. Peschel to Policy 04/14/22 Policy: April 20, 2022 Back to Policy 05/12/22 School Board First Read: May 18, 2022 School Board Second Read/Adoption: June 1, 2022	Page 2 of 2 Category: Priority

Distance Education

~~The principal will assign a teacher to monitor student progress, grading of assignments, and testing. One teacher may supervise no more than ten students participating in distance education courses.~~

Approved distance education courses must comply with all federal and state statutes pertaining to student privacy and to public broadcasting of audio and video. Confidentiality of student record information will be maintained throughout the process. This includes information shared between school district representatives and the virtual school or online teacher, information shared between the school district or online teacher with students and parents, and information shared between school district representatives, the virtual school or online teacher and others.

The school district will provide safeguards for students participating in online instruction activities, and Policy JICL, (School Computer and Internet Use,) will apply.

Credit for the course is not recognized until an official record of the final grade, or course competency completion has been submitted to the principal or designee. ~~with feedback from the online teacher.~~

Students who violate any part of the policy or engage in any other activity that school authorities consider inappropriate are subject to disciplinary action consistent with Board policies and the student handbook.

Funding – Unless otherwise recommended by the Superintendent, under ordinary circumstances students or their parents/guardians are responsible for all related expenses including tuition and textbooks. The District may pay the fee for expelled students who are permitted to take courses in alternative settings. If paid by the District and the course is not completed, the student must reimburse the District for the expenses.

Cross Reference:

~~_____ [IHBI – Alternative Learning Plans](#)~~

[IHBH – Extended Learning Opportunities](#)

~~_____ [IMBC – Alternative Credit Options](#)~~

~~_____ [IFK - Graduation](#)~~

[JICL - School Computer and Internet Use](#)

Legal References:

Ed 306.04(a)(12), Distance Education

Ed 306.22, Distance Education.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: JFCB
Date of Adoption: October 19, 1988 Dates of Revision: October 18, 1995, August 4, 1999 Policy Review: April 10, 2019 School Board First Read: May 1, 2019 School Board Second Read/Adoption: May 15, 2019 Policy Committee: May 12, 2022 School Board First Read: May 18, 2022 School Board Second Read/Adoption: June 1, 2022	Page 1 of 1

CARE OF SCHOOL PROPERTY BY STUDENTS

Oyster River students will be held responsible for proper care and return of ~~any~~ all school property issued to them.

In response the principal is directed to take such steps as are necessary to recoup the loss.

Cross Reference: [JFCB-R – ORCSD Care Program](#)
ECAC – Vandalism
EDC – Authorized Use of School Owned Materials _____
JICL – Student Computer and Internet Use
KF - R – Use of School Buildings and Facilities
KFA – Public Conduct on School Property

Oyster River Cooperative School District
Nomination Form

#of Resumes Received: 8

Name:	Shannon Caron
Date:	5/17/22
Position:	Director of Counseling
Person Replacing:	John Webb
Budgeted Amount:	\$102,960
Recommended Step/Salary:	99,000
Interviewed By:	Rebecca Noe, Mark Milliken, Mike McCann, Shawn Kelly, Lisa Hallbach, Kim Sekera, Sean Peschal, Sherri Ficker, Catherine Plourde, Kim Feich, Felicia Sperry, Melissa Jean, Andy Lathrop, Kim Cassamus, Jason Baker, and Suzanne Filippone.
# Interviewed:	4
Education:	Bachelor of Science, Family Studies, University of Connecticut Master Of Science, School Counseling, Central Connecticut State University Certificate of Advanced Graduate Study, Educational Leadership, Plymouth State University
Certification:	Experienced Educator Certificate: Principal and School Counselor
HQT Status	
Related Experience:	11 years as a school counselor 2 years as a Counseling team leader 2 years as Associate Principal 2 years Student Interventionist Experience: Master schedule, Critical Incident Response Team, MTSS District Leadership Team, NEASC
Comments:	Shannon impressed all the hiring committee teams from the district level to the classroom level. Her experience with MTSS, student interventions, the college process, and programming for the classroom will all be a great benefit to ORHS. She is well-prepared, communicates clearly, and looks for the positive outcome in every situation. It is clear she is student-centered and will match well with our community where the uniqueness of every member is valued. Students and staff will find great value in having her as part of the ORHS team.
Date: <u>5/17/22</u>	Authorized Signature: <u>Rebecca Noe</u>

REQUIRED Attachments:

■ Resume ■ 3 Letters of Recommendation ■ Copy of Certification