

**Oyster River Cooperative School District  
REGULAR MEETING**

**July 20, 2022** **Oyster River Middle School Recital Hall** **7:00 PM**

**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 6/15/22 Regular Meeting Minutes.

**V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS****A. District****B. Board****VI. DISTRICT REPORTS****A. Assistant Superintendent/Curriculum & Instruction Report(s)**

- Update on Reach Program
- Update on Summer Faculty Professional Development

**B Superintendent's Report**

- Enrollment Update
- Middle School Update

**C. Business Administrator****D. Student Representative****E. Finance Committee Report**

- Electric Buses

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

- Motion to affirm hiring of the high school World Language – Spanish Teacher. *Motion to affirm the hiring of the World Language Spanish Teacher.*
- Motion to affirm the hiring of the high school Computer Science Teacher. *Motion to affirm the hiring of the high school Computer Science Teacher.*
- Motion to approve ORMS Maternity Leave of Absence from November 7, 2022 through the End of the Year. *Motion to approve ORMS Maternity Leave of Absence from November 7, 2022 through the End of the Year.*
- Listed Policy for second read/adoption: JLCJA – Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation. *Motion to approve the listed policy for second read/adoption.*

**VIII. DISCUSSION & ACTION ITEMS**

- School Nutrition Program price increases. *Motion to approve the School Nutrition Program price increases.*
- Communication Position
- School Camera Access by Law Enforcement during a crisis
- 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:** August 3, 2022 – Regular Board Meeting – MS Recital Hall  
August 17, 2022 – Regular Board Meeting – MS Recital Hall  
August 31, 2022 – Manifest Meeting – 3:30 PM SAU Conference Room

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

- Consideration of matters relating to the preparation for and the carrying out of emergency functions, including training to carry out such functions, developed by local or state safety officials that are directly intended to thwart a deliberate act that is intended to result in widespread or severe damage to property or widespread injury or loss of life.

**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

**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**

**June 15, 2022**

**DRAFT**

**SCHOOL BOARD PRESENT:** Denise Day, Brian Cisneros, Heather Smith, Matt Bacon, Yusi Turell, Dan Klein

**ABSENT:** Michael Williams,

**STUDENT REPRESENTATIVE:** Paige Burt

**ADMINISTRATORS PRESENT:** Dr. Morse, Jay Richard, Rebecca Noe, Misty Lowe, David Goldsmith, Catherine Plourde.

**ABSENT:** Sue Caswell, Suzanne Filippone

**STAFF PRESENT:**

**GUEST PRESENT:**

**CALLED TO ORDER at 7:00 PM by Denise Day**

Denise welcomed new student representative, Paige Burt, to the Board. Paige introduced herself as a rising senior, DEIJ committee member, and varsity athlete. She announced the Boy's Tennis won State Championships and reviewed the remainder of the year including ½ day finals and ½ day "reading" days.

**I. APPROVAL OF AGENDA**

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

**Dr. Morse proposed adding a short presentation introducing the DEIJ Coordinator to take place prior to Public Comment.**

**Brian Cisneros proposed removing Facility Naming from the Discussion & Action Items.**

**Motion as amended passed 6-0.**

**II. VIDEO & SUPERINTENDENT about DEIJ & WEBSITE**

Dr. Morse stated he had a conversation with Rachael Blansett, the new DEIJ Coordinator, on Monday because his written announcement and communication introducing her as the new hire was not acceptable. Dr. Morse created a video to give Rachael the opportunity to reintroduce herself and speak to the concerns that have been raised by the community.

[Click here to view Dr. Morse and Ms. Blansett's video](#)

A full video transcript is available at the district website. Talking points from the video included Rachael's homelife and value of education; her interview process and stellar references; the DEIJ work she's done up to date; her current work on a Maine school's anti-racism taskforce; her curriculum focuses to help marginalized groups; podcasts created during her time in grad school; her efforts to reappropriate language that historically shamed; and her commitment to building relationships & networks within the community.

Dr. Morse presented the additions that have been made to the school district website. He shared links to DEIJ community work, the DEIJ vision & goals, a petition from the community, a FAQ's page, the DEIJ job description approved by the Board, the completed and adopted job description and his welcome notice announcing the new DEIJ hire to the community.

Dr. Morse also shared how proud he is being the superintendent of the district where work is done on a regular basis to help every learner be engaged. He acknowledged a time when the district was entirely focused on academics, and they were not reaching a population of students that were disconnected from school. A new focus to include Social and Emotional Learning (SEL) was added into the curriculum to reach marginalized students. He spoke about the Special Education departments very tangible success and the institution of 68 Hours of Hunger, led by the school nurses to provide food, jackets, shoes, and clothing to students. Dr. Morse said although there were many reasons to be proud of the accomplishments, the first student suicide hit the district hard and revealed a gap. Actions were put in place to address students that were idealizing by increasing counseling services, psychological staff, and workshops. After acknowledging that transgender students were not feeling supported by the school the first transgender policy was put into place. Similarly, reactions to issues involving race gave way to realizing more support was needed around equity and inclusion. And today, the reality is a teacher's contract can be pulled for teaching divisive concepts. In describing where the district has been and where it is now, Dr. Morse concluded with thoughts that circled back to Ms. Blansett's hire. He stated he and Rachael know that podcasts and vulgar language cannot be part of the school system. Dr. Morse explained that he does not use social media in the employment process. He said as a public employer he does not have the right to know a candidate's age, marriage, or health issues. The district is, however, required to conduct criminal record checks. Dr. Morse stated he is absolutely supportive of Rachael, the DEIJ committee received her extremely well, and he believes she will be amazing support for the teachers.

### **III. PUBLIC COMMENTS**

Joshua Harwood of Lee thanked Dr. Morse for showing the video and updating the website. He stated he has concerns as a parent in the district. Joshua shared thoughts about his experiences growing up in poverty and in the Marine Corps interacting with a mix of people. His concern is for the district presenting one directional view that can turn into indoctrination and resentment. He urged Dr. Morse and the board to be transparent and include the parents.

Deb Edwards of Lee shared that she is a Hispanic, single mom from Panama. In being a Christian, she feels like a minority in a district that is predominately liberal and progressive. She showed concern for parents knowing what is going on with their children, specifically around gender choice in the school without parent involvement. She felt there should be an option to opt-in or out regarding these conversations and stated children are too young to make those kinds of decisions. Regarding inclusion and equity, Deb pointed out that spiritual children may want to be prayed for during the school day and suggested having a non-denominational chaplain available. She thanked the board for everything they do.

Jill Piparo of Lee stated her support of a licensed drug and alcohol counselor. She also shared her opinions regarding the DEIJ conversation stating she was disturbed to see Rachael's podcasts and Instagram posts. She stated the podcasts are relevant and stated a new podcast was posted two weeks ago. Jill stated she is embarrassed as a parent of kids that go to school here and felt money would have been better spent training staff. She stated it is Rachael's thoughts that worry her, not her language.

Darren Keller of Lee shared that his wife is an immigrant, and his kids are bi-racial. He said they came to the school district for the educational opportunities, such as robotics and mandarin. He said he did not come here to get dragged into ugly partisan politics. He felt that Dr. Morse's video was a textbook example of sweeping an issue under the rug.

Michelle Nathan-Hannon of Lee expressed how incredible the new middle school is with shared space, a common learning area and a sense of grade level community created by design. In contrast, she stated the special education resource room is isolated downstairs from all the other classrooms. She said the space is drab with no team colors and no easy access to counselors, occupational therapists, or physical therapists, and more importantly peers. She said it is a contrast to the old middle school and the elementary school's inclusion of

special education. Michelle stated the new building segregates an already marginalized group of students and encouraged Dr. Morse and the board to find a way to put the students back in their community upstairs.

Shawna Coppola of Madbury spoke on behalf of the Equity and Justice group by reading their statement of support. She expressed how thrilled they are with Rachael's hire. Her statement also encouraged those in opposition to sit with their discomfort and use it as a crucial means to reexamine why they are against measures of diversity and inclusion.

Jim Toth of Durham expressed his concerns for the hiring process as a professional having worked in human resources. He provided statistics from various employment sources stating that 94% of employers do background checks, 70% do social media checks and 54% eliminate candidates because of provocative and inappropriate social media content. Jim's concerns are what will be done in this position behind closed doors.

Jeff Berlin of Durham stated he has no kids in the district but if he did, he would pull them out. He commented on Rachael's shirt worn in social media posted by the school magazine. He asked if we want kids to think being a whore is good and if the word should be reappropriated. Jeff stated he went to school at Oyster River and did not feel race and discrimination issues existed then or now. He is shocked that the school feels they need a coordinator.

Janet Perkins-Howland of Durham shared her pride in the DEI hire. She stated she is so glad it has come to pass and sees talking about the issues as a way to move forward. Janet felt the reactions of the community present a good first topic on what makes Oyster River a welcoming community or not. She urged people to use the discomfort they are feeling to grow.

Kathy Collins of Durham felt grateful for the position and wished there were more support for it. She cited national examples of crime to emphasize the necessity of the position and felt the funds were well spent. She asked those in opposition if Rachael did not have the social media posts, how would they feel about her.

#### **IV. APPROVAL OF MINUTES**

**Brian Cisneros moved to approve the June 1st, 2022, Regular Meeting Minutes, 2<sup>nd</sup> by Matt Bacon.**

The board had no revisions to the minutes.

**Motion passed 6-0.**

**Brian Cisneros moved to approve the June 1<sup>st</sup>, 2022, Non-Public Meeting Minutes as written, 2<sup>nd</sup> by Matt Bacon. Motion passed 6-0.**

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

##### **A. District**

Rebecca Noe of ORHS congratulated Paige Burt on being selected as the new school board student representative. She reported that graduation went really well and congratulated all the 2022 graduates. Recently the 8<sup>th</sup> graders from ORMS and thirty-seven 8<sup>th</sup> graders from Barrington attended a high school orientation and National Honor Society students shared advice with the up-coming class. Last night's Fall Sports meeting was well attended, and families learned about sports and several clubs being offered at the high school.

Rebecca provided the following dates and events to take place late summer:

August 17 – Counseling 101 Info

August 18 – Application 101 (How to apply to jobs and colleges) & Introduction to HS for Parents at 6 pm.

August 25 – Freshmen Orientation 8:30-12:00 pm to include tours, speeches, and activities.

Yusi Turell asked if there would be an on-line option for Freshmen Orientation for those who already have vacation plans. Rebecca stated that the nature of the orientation would not fit into an on-line option, however, a

student can visit the school anytime Monday-Thursday and families can contact the office to receive orientation materials.

## **B. Board**

Yusi Turell read a letter to the board and listening audience addressing her feelings regarding the DEIJ position and interview process, the announcement of the hire, and the recent reactions from the town among other statements of opinion.

[Click here to read her letter](#)

## **VI. DISTRICT REPORTS**

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

#### Middle and High School Schedules

Jay Richard of ORMS and Rebecca Noe of ORHS shared their collaborative plans and schedules for the upcoming school year. Both schools will alternate and align blue and white days. There will be cross building attendance of students and staff for accelerated courses and music classes.

Rebecca stated that the high school will have 80-minute blocks with the addition of a FLEX period on white days.

Jay stated his appreciation in collaborating with Rebecca. His plans include instituting FLEX, Bobcat time, and advisory to provide continuity between the schools. Rebecca and Jay aligned periods for middle school students attending a HS class, so they do not miss other class time. Jay shared that the upcoming 5<sup>th</sup> graders are very excited about having World Language.

Regarding lunches, Rebecca said there will be three lunches determined by discipline, which is down from the past four due to COVID spacing measures. Jay stated he plans to open the year with three lunches: 5<sup>th</sup> grade, 6/7<sup>th</sup> grade, and 8<sup>th</sup> grade for transition purposes and then they will eventually go to two lunches after Fall. To accommodate the larger numbers, lunches will be broken down into 15-minute segments alternating eating and recess.

Denise Day asked how students get to the HS and Jay stated they currently take a bus, but students may be able to bike or walk with the closer proximity between the schools. Heather Smith confirmed with Jay that there will be students transitioning between the schools in the Fall.

Dr. Morse commended Rebecca and Jay for aligning master schedules, which is the first time for the district.

#### Reach/Summer Faculty Professional Development

Since Suzanne Filippone was absent, the report on summer professional development will be provided at a later time.

#### ORMS Plans for Building Grand Opening Update

The ORMS Grand Opening will be held on Tuesday, August 23<sup>rd</sup> from 11:00-1:00 under the solar canopy. Jay Richard stated the event is open to every parent and community member across the district. State officials have been invited, as well as Durham, Lee and Madbury town dignitaries. Companies involved with the construction will also be in attendance. Details of the event are still being worked out, but plans include speeches, a ribbon cutting ceremony and student involvement.

The board asked to include former board members Al Howland, Tom Newkirk and the wife and daughter of the late Kenny Rotner.

#### COVID Metric Update

Catherine Plourde stated last week was the last of the SASS testing. She reported that numbers are down a bit, but there are still students and staff missing the last week of school. Catherine stated that SASS testing will most likely not be returning in the Fall since federal funding is ending. They will continue to have a relationship with UNH and if they feel there is a need for PCR testing to open back up, they will have a conversation. Testing held in the nurse's office will also be fading out for the next school year since home testing kits are readily available.

Yusi Turell thanked Catherine for all her work throughout the year in collecting and reporting the COVID metrics and providing updates from the state and various health organizations.

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

Dr. Morse shared that a student is working on their Eagle Scout Badge and has requested to rebuild the walking bridge. A fundraiser is being organized to raise money for the project.

### Recognition of Jim Rozycki's 9 years of Service to the District

Dr. Morse stated that losing Jim Rozycki is a big loss to the district. He praised his nine years of hard work and dedication to transforming the district saying that every building was touched and transformed by Jim.

### MS Blasting Update

Dr. Morse explained that during the MS blasting phase a considerable amount of ledge was revealed, which was more than an anticipated and unused MS construction funds will need to go toward the removal.

### Safety Plan

Dr. Morse stated that safety plans were reviewed by the police chiefs in an effort to continuously review and improve planning. The district is looking into allowing limited surveillance to the police during a state of emergency. Legally they would be prohibited from turning the cameras on at any point of the day and surveillance would only be permitted during a crisis. Dr. Morse has sent the plans to the state for review.

### Fall Enrollment

Misty Lowe of Mast Way and David Goldsmith of Moharimet provided an update on enrollment numbers for Fall. Misty stated that Mast Way is in great shape for enrollment, and they are not in need of any new hires at the time. Two grades she is watching are 2<sup>nd</sup> and 4<sup>th</sup> since numbers are high; however, currently there is not a need to share students across the elementary schools.

David Goldsmith stated that overall enrollment numbers for Moharimet are lower for next year since the exiting 4<sup>th</sup> grade was high. Two grades he is watching are K and 3<sup>rd</sup> since they are close to the limit, but there is no need to share families across the schools yet. David reminded families that school assignments will be given out in August.

Denise Day said since enrollment varies year to year, she continues to advocate for all Kindergarten classes to be in one building. It would eliminate families switching across schools when classroom numbers are too high.

## **C. Business Administrator**

### District Treasurer

#### **Brian Cisneros made a motion to appoint the District Treasurer, 2<sup>nd</sup> by Dan Klein.**

Heather Smith inquired about the treasurer's role. Dr. Morse explained that it has historically been a position in New Hampshire required by the state. The treasurer cuts the checks and signs them, and Brian added it is part of checks and balances since no one in the SAU has that authority.

In a memo from Business Administrator Sue Caswell, it was acknowledged that Lisa Harling is stepping down from her role as the District Treasurer after 20 plus years. Sue recommended appointing Karl Van Asselt, current treasurer for the Town of Durham, for the Treasurers Position stating he understands the role of the position.

**Motion passed 6-0.**

**D. Student Representative Report**

Paige Burt provided her report at the beginning of the meeting during her introduction.

**E. Finance Committee Report**

An update will be provided after next week's meeting.

**F. Other:** None

**VII. UNANIMOUS CONSENT AGENDA**

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

Guild Nominations for the 2022-23 School Year

Superintendent Authorization for Hiring During the Summer

List of Policies for first read: JLCA – Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation

**Brian Cisneros made a motion for approval the guild nominations, superintendent authorization for hiring during the summer, and the list of policies for first read, 2<sup>nd</sup> by Matt Bacon. Motion passed 6-0.**

**VIII. DISCUSSION & ACTION ITEMS**

Current High School .50 FTE Biology Position increase to 1.0 FTE and LDAC

Principal Noe requested the half time biology position be increased to full time to restore a needed biology class and to offer Jon Bromley's Design Thinking course, which falls under the district's Vision of a Graduate. It was also discussed that the current Licensed Alcohol and Drug Counselor (LADC) resigned to the private sector for higher hourly rates. Currently \$28k has been allocated for the LADC position.

In a memo, Dr. Morse requested that \$70k of undedicated funds under the Health Insurance Line be transferred to the Science position in the amount of \$28,210 and the LADC position in the amount of \$41,790.

Dr. Morse stated that incident numbers reported by administration, Officer Nicolosi, ORMS and Quick Tips justify a need for the LDAC position, especially given how marijuana has become more legal and acceptable to society and the use of mushrooms, prescription pills and acid are prevalent. Dr. Morse stated that a full time LADC is rare to find, and the field is very specialized.

Board members discussed the use of the undedicated funds. Yusi Turell agreed money should go to the Science position and suggested a half of the remainder go to the Professional Development fund to cover denied teacher requests for summer work and the rest to attract an LADC counselor. Dr. Morse stated that \$22K would not be a large enough sum to cover summer professional development and it is not a stronger need. Denise Day showed concern for next year's budget funds. The board wondered if doubling the budget and advertising the position might attract a person that will work the same or slightly more than the previous officer.

**Yusi Turell made a motion to transfer \$28,210 from Health Insurance to increase the .5 FTE Biology position to 1.0 FTE, 2<sup>nd</sup> by Brian Cisneros. Motion passed 6-0.**

**Yusi Turell made a motion to transfer \$41,790k from Health Insurance to the LADC account, 2<sup>nd</sup> by Brian Cisneros. Motion passed 6-0.**

ORMS Interim Director of Student Services Nomination.

Catherine Plourde discussed a memo outlining changes to positions in the Special Education Administration. Brian Ryan and Andrea Biniszkiwicz requested to shift to part-time positions and their requests were honored. Brian will work part-time at Moharimet while Andrea will work part-time at Mast Way. The shift opened an



interim position for Assistant Director of Student Services at ORMS and Catherine nominated Moharimet's School Psychologist, Brittany Prendergast to the interim one-year position. Brittany has recently earned her certification in Special Education Administration and the opportunity will support her growth and development. Catherine nominated Kathy Secinaro for the interim position as Moharimet School Psychologist. All interim positions will be for one year to evaluate the part-time model. If the interim positions do not work out, Brian, Andrea and Brittany will have the opportunity to return to their previous full-time positions.

**Brian Cisneros made a motion to approve the ORMS Interim Director of Student Services Nomination, 2<sup>nd</sup> by Heather Smith. Motion passed 6-0.**

Moharimet Interim School Psychologist Nomination.

**Heather Smith made a motion to approve the Moharimet Interim School Psychologist Nomination, 2<sup>nd</sup> by Yusi Turell. Motion passed 6-0.**

Facility Naming – Removed from the agenda.

District Involvement in election information.

It was discussed that the town uses different systems than the school to present election information. As a result, it is confusing and difficult for townspeople to locate candidate information pertaining to school elections. Denise Day asked for input from the board prior to the policy committee writing a draft. Brian Cisneros offered to help since he has prior experience. Board members should send their ideas to Dr. Morse who will also be researching what other districts do. Dr. Morse stated it will be important that the board remain unbiased.

**Matt Bacon made a motion to begin the process for district involvement in election information, 2<sup>nd</sup> by Brian Cisneros. Motion passed 6-0.**

Board Goals for 2022-23

**Yusi Turell made a motion to table Board Goals for 2022-23, 2<sup>nd</sup> by Brian Cisneros. Motion passed 6-0.**

## **IX. SCHOOL BOARD COMMITTEE UPDATES**

Manifest Committee reviewed the following Manifests.

Vendor Manifest #27 S751,877.10

Payroll Manifest #25 \$1,172,429.41

Brian Cisneros announced the Finance Committee will meet on Tuesday and Denise Day announced the next Policy Committee meeting will be held on September 8<sup>th</sup>.

**X. PUBLIC COMMENTS** None provided

## **XI. CLOSING ACTIONS**

**A. Future Meeting Dates:**  
 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 {If Needed}

**NON-MEETING SESSION:** RSA 91-A:2 I {If Needed}

## **XIII. ADJOURNMENT:**

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

**Heather Smith moved to adjourn the meeting at 9:29 pm, 2<sup>nd</sup> by Brian Cisneros. Motion passed 6-0.**

Respectfully Submitted,  
 Karyn Laird, Records Keeper

**Mast Way Elementary School 2022-2023  
Enrollment Projections 7/6/22**

Enrollments							
		K	1	2	3	4	Total
22-23 Enrollments		66	65	59	65	65	320
New Registrations 22-23 or VLAC		3				1	4
Projected Withdrawal							
Anticipated 22-23 Enrollment		<b>69</b>	<b>65</b>	<b>59</b>	<b>65</b>	<b>66</b>	<b>324</b>

Anticipated 2022-2023 Enrollment							
18 classes							
Teacher	Grade	K	1	2	3	4	Avg
Jorgansen	K	18					17.25
Buswell	K	16					
Kennedy	K	18					
McCormick	K	17					
To Be Placed/VLACS		0					
To Withdraw		0					0.000
Freeman	1		16				16.25
Anctil	1		16				
Desrochers	1		17				
Handwork	1		16				
To Be Placed/VLACS			0				
To Withdraw							
Moulton	2			20			19.67
Paquette	2			19			
Spinelli	2			20			
To Be Placed/VLACS							
To Withdraw							
Biggwither	3				16		16.25
Zimar	3				17		
Drew	3				16		
Laliberte	3				16		
To Be Placed/VLACS					0		
To Withdraw					0		
Bowden-Gerard	4					22	22.00
Henry	4					22	
Stacy	4					22	
To be Placed/VLACS						0	0.00
To Withdraw						0	
	<b>TOTAL</b>	69	65	59	65	66	<b>324</b>
	<b>GRAND TOTAL</b>	69	65	59	65	66	324
	<i>Grade</i>	<i>K</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	

## Moharimet Elementary School 2022-2023 Enrollment Projections

Enrollments							
		K	1	2	3	4	Total
22-23 Enrollments		55	66	51	63	52	<b>287</b>
New Registrations 22-23 or VLACS		0	0	1	0	0	<b>1</b>
Projected Withdrawal			1		1		
Anticipated 22-23 Enrollment		<b>55</b>	<b>65</b>	<b>52</b>	<b>62</b>	<b>52</b>	<b>286</b>

Anticipated 2022-2023 Enrollment							
17 classes							
Teacher	Grade	K	1	2	3	4	Avg
Lapierre	K	19					18.33
Larson-Dennen	K	18					
Raspa	K	18					
To Be Placed/VLACS		0					0.000
To Withdraw							
Dolcino	1		15				16.25
Hubbard	1		16				
Ray	1		17				
Pavlik			17				
To Be Placed/VLACS							
To Withdraw			1				
Allen	2			17			17.00
Jones	2			16			
Nadeau	2			18			
To Be Placed/VLACS				1			
To Withdraw							
Fitzhenry	3				20		20.67
Schmitt	3				21		
Torr	3				21		
To Be Placed/VLACS							
To Withdraw					1		
Joosten	4					17	17.33
Randall	4					17	
Van Ledtje	4					18	
To be Placed/VLACS						0	
To Withdraw							
	<b>TOTAL</b>	<b>55</b>	<b>66</b>	<b>52</b>	<b>63</b>	<b>52</b>	<b>288</b>
	<b>GRAND TOTAL</b>	<b>55</b>	<b>65</b>	<b>52</b>	<b>62</b>	<b>52</b>	<b>286</b>
	<i>Grade</i>	<i>K</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	

**ORMS**  
**2022 - 23 Enrollment**  
**July 20, 2022**

<b>5<sup>th</sup> Grade</b>	<b>156</b>
<b>6<sup>th</sup> Grade</b>	<b>160</b>
<b>7<sup>th</sup> Grade</b>	<b>160</b>
<b>8<sup>th</sup> Grade</b>	<b><u>156</u></b>
<b>Total</b>	<b>632</b>

## Oyster River High School 2022 - 2023 ANTICIPATED Enrollment August 2022

Town of Residence	9	10	11	12	Total
Barrington	46	42	49	34	171
Durham	78	91	79	78	326
Lee	58	57	55	57	227
Madbury	29	36	25	27	117
Attending from Out of District *	0	0	0	0	0
<b>TOTAL</b>	<b>211</b>	<b>226</b>	<b>208</b>	<b>196</b>	<b>841</b>

Homeschooled Students	0	0	2	1	3
-----------------------	---	---	---	---	---

2021 - 2022 Enrollment	9	10	11	12	Total
October 1, 2021 Enrollment	223	211	202	226	<b>862</b>
June 9, 2022 Enrollment	<b>221</b>	<b>204</b>	<b>195</b>	<b>220</b>	<b>833</b>

2022 - 2023 New Enrollments	9	10	11	12	Total
From New Hampshire Public School	3	4	0	0	<b>7</b>
From New Hampshire Private School	6	1	0	0	<b>7</b>
From Out-Of-State School	1	1	0	1	<b>3</b>
From Out-Of-State Country	2	1	2	0	<b>5</b>
From VLACS	0	0	0	0	<b>0</b>
Formerly Homeschooled	0	0	1	0	<b>1</b>
<b>TOTAL</b>	<b>12</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>23</b>

2022 - 2023 Withdrawals	9	10	11	12	Total
Attending In-State Public School	0	0	0	0	<b>0</b>
Attending In-State Private School	1	0	0	0	<b>1</b>
Attending Out-Of-State School	0	1	0	0	<b>1</b>
Attending Out-Of-Country School	0	0	0	0	<b>0</b>
VLACS	0	0	0	0	<b>0</b>
Homeschooled	0	0	0	0	<b>0</b>
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>

# Highland Electric Fleets

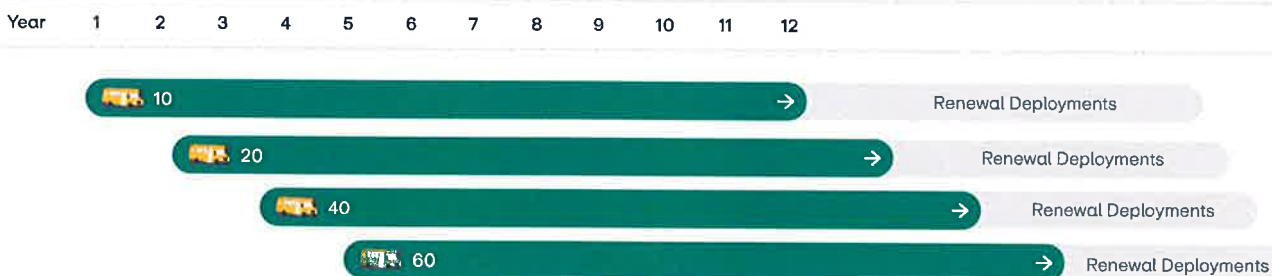
## Upgrade Over Time

### Transition your fleet to electric at a pace that works for you.

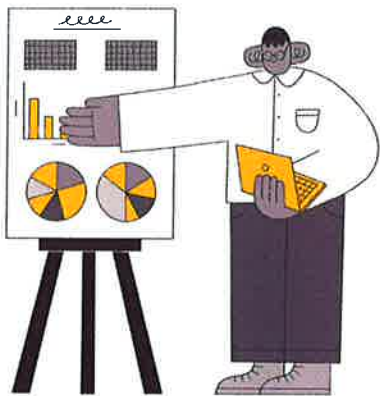
Highland custom builds each Electric Fleet Subscription to match the needs and existing turnover of your fleet. In this example, Highland deploys 130 buses over 4 years, with renewals at the end of each buses useful life.

#### Sample Deployment Schedule

Electric Fleet Subscriptions feature staggered deployments to match the existing turnover of your fleet.



## A Simpler, Faster, and Cheaper Way to Go Electric



Highland's public/private partnership model unlocks speed, scale, and economic efficiency for communities ready to enjoy the benefits of fleet electrification today. Your community retains full control of fleet operations, while Highland takes responsibility for buying, deploying, charging, and maintaining the buses and charging infrastructure.

## Real Fleets, Real Results

### MCPS Case Study



Montgomery County, Maryland partnered with Highland to electrify 326 of its school buses by 2024. Supported by funding from the Maryland Energy Administration, this project represents the largest single procurement of electric school buses in North America.

For more information, please contact:

Jason@highlandfleets.com | 401-624-2172

highlandfleets.com



# Highland Electric Fleets

## What's an Electric Fleet Subscription?

Highland's all-inclusive plans include everything to electrify your fleet for a flat annual fee.



Buses

+



Chargers

+



Fleet & Charge Management

+



Training

+



Maintenance Costs

=

A fully charged electric fleet at the start of every school day.

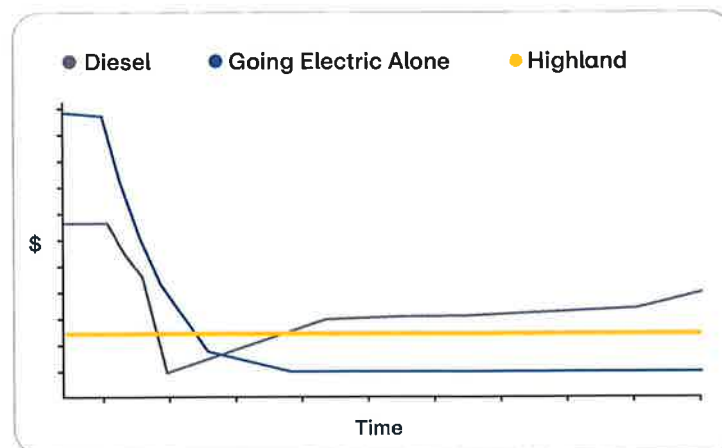
## We Equip and Serve Your Team

With Highland, your transportation team is still in the driver's seat. Your fleet operates from your depot, with your drivers, and your mechanics. Highland arranges and pays for everything else: vehicles, chargers, electricity, and maintenance costs.

Responsible Category	Design	Build	Finance	Charge	Operate	Maintain
Highland	H	H	H	H		H
District						

## A Budget-Neutral Solution

Electrifying has high initial costs, but lower operating costs over time. Highland flattens this cost curve for your community, enabling you to enjoy the benefits of an electric fleet within your existing budget today.



Oyster River Cooperative School District

Nomination Form

#of Resumes Received: 8

Name:	Kate Heaney
Date:	June 1, 2022
Position:	SpanishTeacher
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Mary Beaton
Budgeted Amount:	<b>\$85,063</b>
Recommended Step/Salary:	<b>MA/Step 3 \$50,177</b>
Interviewed By:	Mike McCann, Tom Hausmann, Wendy Gibson, Heidi Sant
# Interviewed:	<b>4</b>
Education:	Bachelor of Arts English Teaching and Spanish Master of Arts in Teaching English and Spanish
Certification:	English Education and Spanish
Related Experience:	Souhegan High School Spanish Teacher Fulbright Program -Gijon Spain Substitute teaching
Comments:	Kate is a positive, energetic teacher with experience from middle school through high school. She is certified in both teaching English and Spanish and she is eager to become immersed in the Oyster River community. She coached field hockey at ORHS in 2018-2019.
Date: <u>June 1, 2022</u>	Authorized Signature: <u>Rebecca Noe</u>

<b>REQUIRED Attachments:</b>		
<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: 5

Name:	Paul Gregoire
Date:	July 7, 2022
Position:	Business Teacher/Computer Science
School for Position	<input type="checkbox"/> MW <input type="checkbox"/> MOH <input type="checkbox"/> MS <input checked="" type="checkbox"/> HS
Person Replacing:	Heather Healy
Budgeted Amount:	<b>\$81,863</b>
Recommended Step/Salary:	<b>MA/Step 11 \$69,399</b>
Interviewed By:	Rebecca Noe, Mike McCann, Mark Milliken, Cathi Stetson
# Interviewed:	<b>3</b>
Education:	Masters Education Leadership - Southern NH University Bachelors in Business Administration & Management - University of New Hampshire
Certification:	Business Educator Certificate FAA Part 107 UAS Operator License (pending) FAA Private Pilot's License
Related Experience:	7 years at Winnacunnet High School - comprehensive business teacher and baseball coach. Business system analyst for over 5 years Field Property catastrophe adjuster Field Property claims representative
Comments:	Paul has taught a variety of business, graphic design, and marketing classes. He brings real world experience and a student-centered approach to teaching. He has started electives that have high student interest like an aviation course "Intro to Flight" where he also connected interested students with an ELO to attain pilot certification if desired.
Date: <u>July 7, 2022</u>	Authorized Signature: <u>Rebecca Noe</u>

<b>REQUIRED Attachments:</b>		
<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**  
**July 20, 2022 – Unanimous Consent**

Title	Code
<b>Policies for First Read</b>	
<b>Policies for Second Read/Adoption – Unanimous Consent</b>	
Emergency Plan for Sports Related Injuries and Additional Protocols for Athletics Participation	JLCJA
<b>Policies for Deletion/Replacement</b>	
<b>Policies in Process</b>	
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: JLCJA
Review by Policy Committee: June 9, 2022 School Board First Read: July 15, 2022 School Board Second Read/Adoption: July 20, 2022	Page 1 of 2 Category: Priority

## EMERGENCY PLAN FOR SPORTS RELATED INJURIES AND ADDITIONAL PROTOCOLS FOR ATHLETICS PARTICIPATION

The Oyster River Cooperative School District high school Athletic Director in consultation with the building Principal, the Athletic Trainer, Director of Student Services and high school nurse, ~~established~~ shall establish and maintain a “Sports Injury Emergency Action Plan” (at times referred to in this policy as the “Plan”) for responding to serious or potentially life-threatening injuries sustained from sports or other school sponsored athletic activities. The Sports Injury Emergency Action Plan shall:

- a. Document the proper procedures to be followed when a student sustains a serious injury or illness while participating in school sponsored sports or other athletic activity;
- b. List the employees, team coaches, and licensed athletic trainers in each school who are trained in first aid or cardiopulmonary resuscitation;
- c. Identify the employees, team coaches, or licensed athletic trainers responsible for carrying out the emergency action plan;
- d. Identify the activity location, address, or venue for the purpose of directing emergency personnel;
- e. Identify the equipment and supplies and location thereof needed to respond to the emergency;
- f. Identify the location of any automated external defibrillators and personnel trained in the use of the automated external defibrillator; and
- g. Document policies related to cooling for an exertional heat stroke victim consistent with guidelines established by the American College of Sports Medicine and the National Athletic Trainers’ Association.

**A. Dissemination of Sports Injury Emergency Action Plan.** The Sports Injury Emergency Action Plan shall be posted within each school and disseminated to, and coordinated with, pertinent emergency medical services, fire department, and law enforcement.

**B. Written Protocols and Procedures were develop as described below** will include:

1. Hydration, Heat Acclimatization and Wet Globe Temperature – protocols relating to hydration, heat acclimatization and wet bulb globe temperature as established by the American College of Sports Medicine and the National Athletic Trainers’ Association;
2. Student Medical History – procedures for obtaining student-participant medical information for each student athlete will be obtained prior to engaging in sports. Such information must include:
  - a. injury or illness related to or involving any head, face, or cervical spine;
  - b. cardiac injury or diagnosis;
  - c. exertional heat stroke;
  - d. sickle cell trait;
  - e. asthma;
  - f. allergies; or
  - g. diabetes.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy: JLCJA
Review by Policy Committee: June 9, 2022	Page 2 of 2
School Board First Read: July 15, 2022	Category: Priority
School Board Second Read/Adoption: July 20, 2022	

**EMERGENCY PLAN FOR SPORTS RELATED INJURIES AND ADDITIONAL PROTOCOLS  
FOR ATHLETICS PARTICIPATION**

Access, filing, and confidentiality of student-participant medical information shall be managed in accordance with the Family Educational Rights and Privacy Act (FERPA), and the Health Insurance Portability and Accountability Act (HIPAA).

3. **Student Return to Play** - Procedures governing a student to return to play after a sports or illness related injury pertaining to this policy are in addition to the return to play provisions specific to head injuries set forth in Board policy JLCJ – (Concussions and Head Injuries,) and copies of the procedures must be maintained at the SAU office and available to the Department of Education and public upon request.
- C. **Annual Review and Update.** The Superintendent and/or designee shall assure that the Sports Injury Emergency Action Plan, and all procedures and protocols adopted pursuant to this policy are reviewed no less than annually and updated as necessary. Copies of the updated Plan and procedures will be posted on the District website under School Board Policies Section J – Students.
- D. **Inclusion of Sports Injury Emergency Action Plan with Emergency Response Plan.** The Sports Injury Emergency Action Plan shall be included with each school’s annual Emergency Response Plan set forth in Board policy EBCA – (Emergency Plans.)

Cross Reference:

- EBCA – Emergency Plans
- JLCE – Emergency Care and First Aid
- JLCJ – Concussions and Head Injuries

Legal References:

- 20 U.S.C. §1232g, Family Educational Rights and Privacy Act (FERPA)
- 34 C.F.R. Part 99, Family Educational Rights and Privacy Act Regulations
- RSA 200:40-c, Emergency Plan for Sports Related Injuries



To: Oyster River School Board  
 From: Doris Demers, DTR, SNS  
 Date: July 13, 2022  
 Re: Oyster River Child Nutrition Program Price increase request for FY 23

We are honored to have supplied meals at no cost to parents since the start of the Covid-19 pandemic. Throughout this period, when other districts cut back on menu items, our menu quality remained high, and we managed to fulfill our planned menu with limited substitutions throughout the past year. Unfortunately, with supply chain issues and labor shortages, our food costs have increased at an alarming rate. Also, our Child Nutrition Staff were given a much-deserved mid-year wage increase to make our program more competitive with other places of employment. We were able to hire and fill open positions and were at full staff by May 1<sup>st</sup> with some well-experienced new team members.

To meet the goal of a balanced budget in the coming school year, our meal prices must be increased. I am suggesting an increase of .25 for all paid meals to meet that goal and not have to increase again next year.

Currently, our meal prices are:

Grade	Breakfast	Lunch	Milk
K-4	\$1.25	\$2.75	.50
5-8	\$1.25	\$3.00	.50
9-12	\$1.50	\$3.25	.50

The proposed price increase would be:

Grade	Breakfast	Lunch	Milk
K-4	\$1.50	\$3.00	.50
5-8	\$1.50	\$3.25	.65
9-12	\$1.75	\$3.50	.65

We serve local farm-fresh milk at both the middle and high school as it is important to ensure that students are drinking more milk. Milk contains three of the four nutrients of concern. These nutrients are Calcium, Potassium, and Vitamin D. Fiber is the fourth nutrient, however, milk contains no fiber but is rich in the other three nutrients.

Our Child Nutrition team works very hard. Please review the chart below that outlines the monthly breakdown of last year's totals. Oyster River Nutrition Staff served **72,348** breakfast meals and **199,222** lunch meals. That comes to an average of 407 breakfasts and 1,120 lunches per day, which shows a significant increase over the past years, especially for breakfast. This was mainly due to the free meals for all students. We sincerely hope that after so many have enjoyed our food over the pandemic era, families will continue to support our program now that this much needed benefit has ended.

Month	Breakfast	Lunch
July	2,474	3,160
August	1,014	1,049
September	4,086	22,994
October	6,566	22,500
November	6,280	19,258
December	5,459	16,753
January	6,694	18,081
February	4,926	14,805
March	10,047	25,149
April	8,234	18,871
May	9,784	23,301
June	6,784	13,301
<b>Total Meals</b>	<b>72,348</b>	<b>199,222</b>

Plans for FY 23:

- More Vegetarian/Vegan foods available
- More ethnic recipes
- Continued Farm to School efforts
- The return of Community Dinners

Thanks to the Board, our supportive administrators and community for allowing me to be a part of this amazing program for the last ten years. I am looking forward to the upcoming school year!

## **ORCSD Communications Specialist Job Description**

### **Purpose:**

The Communication Specialist uses specialized knowledge and skills obtained through education and experience to implement, maintain, and manage internal and external communication efforts with a focus on effectiveness and engagement for all community members.

**Reports to:** Superintendent

### **Essential Functions:**

- Support a culture of excellent communications across Oyster River Cooperative School District that will increase efficiency and engagement for all community members.
- Promote, publicize, and archive Oyster River Cooperative School District activities and successes in the improvement of learning, teaching and student achievement through all communication platforms and area media outlets including print, imagery, and video.
- Coordinate and monitor communications between the school district and community including social media where appropriate.
- Serve as a contact for media inquiries and requests for information. Disseminate information in response to media inquiries.
- Develop and maintain relationships with the local media, including newspaper and electronic outlets.
- Assist school personnel and school organizations in planning and publicizing school related events or activities.
- Assist with a variety of district events including List events here.
- Provide creative support for internal and external communication efforts including print publications, web sites, electronic communication, community engagement, media, and video productions.
- Provide support to district staff as needed related to the use of communication platforms in the district.
- Assist in the production and distribution of regular and special school district publications (i.e. community staff newsletters, Board of Education meeting briefs, calendars, informational brochures, handbooks, directories, maps, good news notices, etc.)
- Attend off-hours district meetings and events to gather information and media for publication.
- Prepare information packets as necessary for school district stakeholders.
- Perform other related duties, as assigned, for the purpose of ensuring an efficient and effective communication program.

### **Skills Required:**

- Strong organization, communication, and interpersonal skills.
- Demonstrated skills in writing and editing.
- Demonstrated ability to work independently.
- Ability to work with diverse stakeholder groups.

- Demonstrated success in implementing strong communication campaigns.
- Thorough knowledge of media operations.
- Experience with web design, publication, and graphic design.
- Extensive knowledge of social media and emerging communication platforms.
- Competencies in desktop publishing skills and graphic production and design (Experience with Adobe Creative Suite programs including Premiere Pro, Photoshop, Illustrator, and InDesign)
- Experience with gathering and editing video.
- Ability to adapt to emerging technologies.
- Possess problem solving skills and reasoning ability.
- Ability to work with students, staff, parents, and community members in a positive manner.
- Ability to build and maintain relationships with colleagues that supports a cooperative work environment.

### **Supporting Materials:**

Please submit publicly available web links to the requested work samples within your application:

1. At least one item demonstrating your experience and proficiency in graphic design.
2. At least one example of a website you have created and/or managed, along with a written statement summarizing your specific role and duties.
3. At least one item demonstrating your experience and proficiency in video production.

### **Qualifications:**

Experience in journalism, communications, public relations, graphic design, or related field.

Bachelor's degree in English, journalism, communications, public relations, or related field preferred.

**Terms of Employment: XXX Days**

**Opening Salary Range (based on experience): XXX**