

Oyster River Cooperative School Board

Regular Meeting Minutes

August 3, 2022

DRAFT

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

STUDENT REPRESENTATIVE:

ADMINISTRATORS PRESENT: Dr. Morse, Suzanne Filippone, Sue Caswell, Misty Lowe, David Goldsmith, Jay Richard, Rebecca Noe, Josh Olstad

STAFF PRESENT: Rachael Blansett

GUEST PRESENT: Amy Sterndale

ABSENT:

CALLED TO ORDER at 7:00 PM by Michael Williams

II. APPROVAL OF AGENDA

Michael Williams moved agenda item "School Camera Access by Law Enforcement During a Crisis" to non-public session.

Brian Cisneros moved to approve the agenda as amended, 2nd by Heather Smith. Motion passed 7-0.

III. PUBLIC COMMENTS – None provided

IV. APPROVAL OF MINUTES

Brian Cisneros moved to approve the July 20th, 2022, Regular and Non-Public Meeting Minutes, 2nd by Matt Bacon. Motion passed 6-0-1 with Yusi Turell abstaining.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District –

Misty Lowe of Mast Way and David Goldsmith of Moharimet let families know that teacher placements will be emailed on Monday, August 8th. Both schools are open for tours and the PTO is providing opportunities to welcome kindergartners and new families to the district.

Jay Richard of ORMS said the building has been busy with a variety of events including the summer program during the day and basketball at night. For a culminating activity, the summer program students will finish building two animal habitats with Wildlife Encounters, one for a Grey Wolf and one for an African Crested Porcupine. Jay said the playground is under construction and should be completed in two weeks. He thanked Bauen for changing the fencing near the building to be more conducive for the summer foot traffic, commenting that their flexibility demonstrates another reason why it has been great working with them. He let families know that the class placements will be live in PowerSchool on Monday, August 8th. The ORMS Grand Opening will be held on August 23rd at 11:00 and will feature a piano performance by an eighth grader, music from a band assembled by Sarah Kuhn, refreshments and building tours following the closing comments. Jay also reminded the community that 1935 memento bricks are still available, even if you did not reserve one, and to contact the front office if you are interested.

Rebecca Noe of ORHS let the parents of upcoming seniors know that Project Graduation 2023 is starting up and they can find more information by joining their Facebook page. Regarding upcoming dates, Rebecca clarified that the Counseling 101 event on August 17th is aimed toward freshmen to provide familiarity with counselors and the building, the Application 101 event on August 18th is for any student seeking college or job application support by attending a session 8-11am or 11-3pm, the Introduction to High School night at 6pm on August 18th is

for any grades & families, and the Freshmen Orientation on August 25th is for all in-coming 9th graders to participate in a scavenger hunt, tours led by members of the National Honor Society as well as other introductory activities.

B. Board – None provided

VI. DISTRICT REPORTS

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

Restorative Practices/Strategic Plan

Suzanne Filippone presented a slideshow presentation on restorative practices backed by research aimed to strengthen school culture. She explained that restorative practices, such as developing social connections in a community, creating a trusting and respectful school environment, and valuing empathy and accountability, will help build a positive school climate with an impact on the entire community. As a result, students make positive choices in a safe and stimulating environment where they can take risks, feel valued and be seen and known. In the school environment restorative practices include positive communication, problem solving, restorative circles, advisory, and a social emotional learning curriculum, all of which are actively occurring in the district with more practices to come. Another important component is restorative justice, which is a response to discipline with the goal to help and support students to change their choices and behavior. This non-exclusionary response favors not removing a student for an extended period, such as a suspension or expulsion, and re-integrating them to continue credit learning and offering support to help change their behavior. Data shows that student removal for an extended period can result in higher absenteeism, “willful defiance,” and higher dropout rates. New Hampshire statute has changed to limit suspensions, and as a result the school board has adjusted the district’s disciplinary policy. Currently, school buildings are adjusting their codes of conduct to reflect changes in the state law and school policy, and to reflect restorative practices. These will be available at the next school board meeting. Suzanne concluded with next steps of offering summer training and education with leadership, counseling, and staff and online opportunities that will be available to teachers during the school year.

Board members discussed the process of student communication and problem solving and wanted to be sure that the victim feels comfortable addressing the offender in sensitive circumstances and choose not to if they wish. Yusi Turell suggested offering community workshops on restorative practices believing that families would enjoy and benefit from them. Also, regarding building codes of conduct, Suzanne clarified for the board that they will not be the same across buildings, but they will be similar and details such as drop off and pick up procedures will vary. Matt Bacon asked if students will be prepared for conduct changes as they transition from one building to another, and Suzanne said that after the codes of conduct are finalized administrators will talk about how to inform the transitioning students of any new or different expectations.

B. Superintendent’s Report

On behalf of Nutrition Director Doris Demers, Dr. Morse shared her request to approve school funds in the amount of \$2,506.24 to cover the costs of reduced breakfast and lunch for families. Heather Smith asked if the funds were coming from the district or nutrition budget, and Michael Williams confirmed they cannot come from the nutrition budget and must come out of the operating budget.

Denise Day made a motion to cover the cost for reduced meals, 2nd by Brian Cisneros. Motion passed 7-0.

Summer Projects Update [Jasmine Daniels-Interim Facilities Director]

Since the new interim facilities director, Jasmine Daniels, could not attend tonight’s meeting, Dr. Morse provided the following updates. At ORHS the tennis courts should be done the third week of September, the middle school boilers pulled from the old building have been moved over to the high school, three of the six air conditioners have been installed in the science wing while the remaining three will not be operational until mid-September due to manufacturing and delivery delays, and the creation of a new nurse’s suite and conference room are in-progress. At Moharimet the installment of the air handlers is underway and the retaining wall between the large

slide and entrance to the playground is slated to begin mid-August with both projects expected to be complete for the opening of school. At Mast Way, a new door between the library and computer lab will be installed next week.

DEIJ Transition Plan – Draft

Dr. Morse and board members welcomed new DEIJ coordinator Rachael Blansett to the district, and she introduced herself. Dr. Morse went over the draft transition plan he created with Rachael and Suzanne. The first six months will largely be an orientation period for Rachael to get to know everyone. She will meet with administrators, faculty, staff, and students in large and small group sessions. Rachael will conduct an assessment with staff to identify areas of need to help guide professional development. She will also introduce herself to the broader community and begin work to help the district collaborate, learn, and grow.

In addition to the orientation period, the draft transition plan provides a month-by-month framework that includes such items as forming public events/forums with the DEIJ Committee, creating press releases, working with School Leadership around Holiday season and equity, and meeting with others in similar positions throughout the state.

Denise Day felt the plan looked great and seemed reasonable, stating it would be important to be flexible to needs that arise. Upon asking what her opinion was of the plan, Rachael said it is realistic for the first six months and it will allow her to meet and form relationships with different groups and stakeholders. Michael Williams is interested in seeing where the needs are the greatest in the district.

ORCSD Care [Optional Insurance Plan Coverage] {Informational only}

IT Director Josh Olstad reviewed the ORCSD Care Plan, which will be an optional program that covers district issued laptops, iPads, chargers, and cases against loss, theft, or accidental damage from day of distribution through the last day of school. Previously, parents were charged as items became broken, but this plan will provide an opportunity to opt-into a coverage program at a nominal fee of \$20 per student and \$20 to reenroll.

Coverage includes the following: cost of parts and labor to repair device, replacement of lost/damaged cord or case, and cost to replace device if lost, damaged or stolen. However, not included in the coverage is cosmetic damage that does not affect the function of the equipment; damage that is reckless, abusive, willful, or intentional; or a damaged device that has been serviced by anyone other than ORCSD. Examples of costs with labor *without* ORCSD Care for **iPads** are \$100 for screen, \$75 for audio port, \$30 for case and \$300 for full replacement. Examples of costs with labor *without* ORCSD Care for **laptops** are \$250 for screen, \$50 for keyboard, \$40 for AC Adaptor and \$450 for full replacement.

Josh explained that payments will be made through the Titan on-line lunch store and families that receive free and reduced lunch will automatically be enrolled at no cost. This information will not be disclosed, and it will remain confidential within the Titan system that is overseen only by Doris Demers. Josh also discussed the repairs they have been witnessing noting that screens have been the biggest issue. Each year \$10k is budgeted for repairs and this year the cost was exceeded just in buying parts and did not include staff work time. Since there was a substantial increase in damage during the pandemic, partly because devices could not be worked on immediately and one problem led to more, the district felt creating the care plan will prevent large repair bills in exchange for a low opt-in coverage cost.

Dan Klein is glad the district will be offering the coverage and hopes that enrollment in the program provides an easier solution. Yusi Turell agreed, stating the expectation is it will not be a financial burden and it will provide the realization that there are costs in technology maintenance and repairs.

C. Business Administrator – None provided

D. Student Representative Report – None provided

E. Finance Committee Report – None provided

F. Other: None provided

VII. UNANIMOUS CONSENT AGENDA

Chair Michael Williams asked if any items needed to be discussed separately and there were no objections from the board.

- Motion to approve the nomination of ORHS Department Heads and Activity Stipends for 2022-23.
- Motion to approve the nomination of ORMS Activity Stipends for 2022-23.
- Motion to approve the nomination of the Mast Way & Moharimet Elementary School Activity Stipends for 2022-23.

Michael Williams made a motion to approve the 2022-2023 ORHS Department Heads & Activity Stipends, the ORMS Activity Stipends and the Mast Way & Moharimet Elementary School Activity Stipends, 2nd by Brian Cisneros. Motion passed 7-0.

VIII. DISCUSSION & ACTION ITEMS

Hiring of the high school LADC Position

Dr. Morse announced that the Licensed Alcohol and Drug Counselor (LADC) position was posted as a contracted job and as a district position, and they received an applicant with 5 years of experience seeking district employment. The applicant agreed to a market value of \$75k plus benefits and a 194-day contract, which will fall under the category of a non-union wage. Dr. Morse said he was super impressed, and felt it was a gift to find an experienced candidate with a masters in behavior and a license in drug and alcohol. He said that it will be possible for the LADC to provide some work at the middle school on an as needs basis, while most of their time will be spent at the high school.

Brian Cisneros made a motion to approve hiring of the high school LADC Position, 2nd by Denise Day. Motion passed 7-0.

Communication Position

Amy Sterndale let the board know that she conducted a market analysis of a communication position and talked to several communication employees working in the education field. She felt that \$70k was a reasonable offer and would attract a good group of candidates.

Board members discussed the funding, and it was acknowledged that \$50k was budgeted and additional money from undesignated funds could be added to the position to offer \$70k plus benefits. Some board members had reservations using undesignated funds since the district recently added two positions and costs are rising in the economy. A 100% vs an 80% position was discussed, but Amy felt working less than full-time would mean taking some of the work responsibilities out of the description. Based on feedback from the field, Amy stated that summertime is critical for planning and laying out the year, and for that reason a year-round position would be ideal. She also said that based on the last board meeting and the new revisions to the job description that she is certain this person could be a leader in communications providing help with annual trainings and serving as a resource to anyone in the district.

Heather Smith made a motion to approve the Communication Position, 2nd by Brian Cisneros.

Denise Day stated that she will approve the position up to \$70k for the salary.

Motion passed 7-0.

Update on School Camera Access by Law Enforcement during a crisis – Moved to non-public session

IX. SCHOOL BOARD COMMITTEE UPDATES

Manifest Committee reviewed the following Manifests.

Vendor Manifest FY 2022 #30 \$60,420.86

Vendor Manifest FY23 #3 \$1,926,257.96

Payroll Manifest #1 \$187,289.38

Payroll Manifest #2 \$342,338.83

X. PUBLIC COMMENTS None provided

XI. CLOSING ACTIONS

A. Future Meeting Dates: August 17, 2022 - Regular Board Meeting – MS Recital Hall 7:00 PM
August 31, 2022 – Manifest Meeting – SAU Conference Room 3:30 PM
September 7, 2002 – Regular Meeting – MS Recital Hall 7:00 PM

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.

Michael Williams made a motion to enter Non-Public Session at 8:39 PM, 2nd by Brian Cisneros. Motion passed 7-0 by roll call vote.

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

XIII. ADJOURNMENT:

Brian Cisneros made a motion to adjourn the meeting at 9:13 PM, 2nd by Heather Smith. Motion passed 7-0.

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

Respectfully Submitted,
Karyn Laird, Records Keeper