

Oyster River Cooperative School District  
ABRIDGED REGULAR MEETING

October 4, 2023

ORMS – Recital Hall

6:00 - 7:00 PM

O. MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING

I. CALL TO ORDER 6:00 PM

II. APPROVAL OF AGENDA

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

IV. APPROVAL OF MINUTES Motion to approve 09/20/23 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)~~

~~B. Superintendent’s Report~~

- ~~• October 1 Enrollment~~

~~C. Business Administrator~~

~~D. Student Representative {Maeve Hickok}~~

~~E. Finance Committee Report~~

~~F. Superintendent Search Committee~~

~~G. Other:~~

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

- List of Policies for Second Read. Motion to approve List of Policies for Second Read/Adoption: IHAM-Health Education & Exemption From Instruction, JJIB-A – Spectator & Parent Expectations, GCBD & R – Sabbatical Leave & Proposal, JLCE – Emergency Care and First Aid – Current w/Narcan Language.
- Appoint Catherine Plourde as the FY24 Affirmative Action Officer. Motion to appoint Catherine Plourde as Affirmative Action Officer.
- ORHS Leave of Absence from September 2023 through January 2024. Motion to approve ORHS Leave of Absence from September 2023 through January 2024.

VIII. DISCUSSION & ACTION ITEMS

- NH DOE Required Critical Shortage Letter signed by the Superintendent. Motion to authorize the Superintendent to sign the required NH DOE Critical Shortage Letter.
- Barrington Tuition Rate for FY25. Motion to approve the Barrington Tuition Rate for FY25.
- Draft Budget Goal. FYI for October 20th Action
- Appoint a Survey Committee. Motion to appoint a survey committee.

~~IX. SCHOOL BOARD COMMITTEE UPDATES~~

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

XI. CLOSING ACTIONS

A. Future meeting dates: October 18, 2023 – Regular School Board Meeting @ 7:00 PM Mast Way Cafeteria  
October 26, 2023 – Board Budget Workshop @ 8:00 AM – Durham Council Office  
November 1, 2023 – Regular School Board Meeting @ 7:00 PM – ORMS Recital Hall

~~XII. NON-PUBLIC SESSION: RSA 91 A:3 H {If Needed}~~

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

XIII. ADJOURNMENT

Respectfully submitted,  
Superintendent

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

**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:**

- |                             |                            |
|-----------------------------|----------------------------|
| • Denise Day, Chairperson   | Term on Board: 2023 – 2026 |
| • Matthew Bacon, Vice Chair | Term on Board: 2022 - 2025 |
| • Brian Cisneros            | Term on Board: 2021 –2024  |
| • Daniel Klein              | Term on Board: 2021 - 2024 |
| • Thomas Newkirk            | Term on Board: 2023 - 2024 |
| • Heather Smith             | Term on Board: 2022– 2025  |
| • Giana Gelsey              | Term on Board: 2023 - 2026 |

**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:

- 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.
- The hiring of any person as a public employee.
- 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.
- 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.
- 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**

**September 20, 2023**

**DRAFT**

**SCHOOL BOARD PRESENT:** Denise Day, Brian Cisneros, Dan Klein, Heather Smith, Matt Bacon, Tom Newkirk, Giana Gelsey

**STUDENT REPRESENTATIVE:** Maeve Hickok

**ADMINISTRATORS PRESENT:** Dr. Morse, Suzanne Filippone, Catherine Plourde, Amy Ransom, Shannon Caron, Rebecca Noe

**STAFF PRESENT:** Sean Peschel, Adam Lacasse

**GUEST PRESENT:**

**ABSENT:**

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

**II. APPROVAL OF AGENDA**

**Heather Smith made a motion to approve the agenda as written, 2<sup>nd</sup> by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.**

**III. PUBLIC COMMENTS – None provided.**

**IV. APPROVAL OF MINUTES**

**Brian Cisneros made a motion to approve the September 6<sup>th</sup>, 2023 Regular Meeting Minutes, 2<sup>nd</sup> by Heather Smith.**

**Tom Newkirk submitted the following revision:**

On page 4, change “brining” to “bringing” so it reads “...bringing the total loss...”

**Giana Gelsey made the following revision:**

On page 5 under “Discussion on School Board Goals” insert “and students” in the second line so it reads, “...Giana Gelsey suggested including a few parents and students as another stakeholder on the committee.”

**Denise Day made the following revision:**

On page 5 under “Discussion and Action Items” change the NHSBA meeting start time from “11:30 am” to “10:30 am.”

**Motion passed with correction 7-0 with the student representative voting in the affirmative.**

**V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS**

**A. District**

Rebecca Noe of ORHS announced that freshmen will be traveling to the UNH Browne Center on either 9/29 or 10/2 based on their advisory. Students will participate in team building activities as part of the EPW curriculum. Open House will be on 10/5 at 6 pm. Parents will follow their child’s schedule to see classrooms and meet teachers. National Honor Society members will be available to help parents navigate the school. Juniors can sign-up to take the PSATs, which are voluntary and will be held on 10/25. Interested students should reach out to the counseling office for information. Picture retake will be on 10/27.

**B. Board**

Tom Newkirk made the request to include “Appoint a Survey Committee” as an agenda item for the next board meeting.

Giana Gelsey recently attended a state Board of Education meeting as a public member. She said a vast majority of teachers, school board members, and education groups voiced in opposition to PragerU. Despite repeated testimony stating it was not appropriate for public education, the Board approved PragerU's online financial literacy course. Giana stated this will be an on-going concern since it takes away local school board control and presents a true danger to education.

Dr. Morse agreed the district will have to pay attention to how it reacts to options going in front of students that are not quality programs. He said as a district we have an impact on the 306 revisions. He acknowledged Durham resident and former NH Board of Education member Fred Bramante who has been diligent in listening to teachers and parents across the state. Dr. Morse gave a shout out to Fred for bringing integrity to the process.

Denise Day shared her excitement in receiving a Parent Square account as a community member. She thanked Josh, Gen, and everyone else involved.

## **VI. DISTRICT REPORTS**

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

Assistant Superintendent Suzanne Filippone announced that the October 6<sup>th</sup> Teacher Workshop will include faculty trainings in suicide prevention, CPR, and CPI.

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

Dr. Morse shared that he traveled to a superintendent's workshop in San Antonio, and it was one of the best he's attended in his career. A pre-survey of district needs and interests tied superintendents to vendors of relevant product. He appreciated the rich dialogue that was exchanged and the interesting seminars he attended.

#### Covid Protocols {Catherine Plourde}

Catherine Plourde reviewed Covid protocols, which are similar to those followed in spring. A small change is that in days 6-10 upon returning to school, mask wearing is strongly recommended, not required. The state governor no longer gives public schools the authority to enforce mask wearing or to shut down because of Covid. Dr. Morse explained that a teacher who gets Covid has the option to work their 5 days of isolation remotely if they feel well enough. In this instance, a substitute will be in the classroom to monitor students and the teacher/specialist will provide the content virtually.

Catherine said the district is reporting illnesses to the CDHC for tracking cases of noroviruses. Monitoring of any illness is based on data nurses are required to provide. Normal colds, flu, and strep have resurfaced and it is recommended that everyone follow good hygiene practices. Free Covid tests are still available through the school and many insurance companies are still covering them. Although the district is not tracking COVID numbers, it was noted there have not been large amounts of staff and students out. Principal Noe stated that global absence at the high school is no higher than usual.

Giana Gelsey urged mask wearing while exhibiting cold symptoms to decrease transmission of illness to fellow students and for the good of the public health.

**C. Business Administrator** – None provided.

### **D. Student Representative Report**

Maeve Hickok shared that the recent career and college planning session was well attended, and she let students know that the writing center offers college essay help. For sports highlights, Girls' volleyball is undefeated. At the Bobcat Invitational Girls' cross country came in first and Boys came in third. This weekend is the Manchester Invitational Cross Country tournament. In other updates, the Student Senate is planning for the mental health panel and *Mr. Bobcat*, an annual pageant show, has been renamed *Bobcat* to be more inclusive.

Dr. Morse applauded the name change.

**E. Finance Committee Report** – The next meeting is Wed. Sept. 27<sup>th</sup> at 6 pm.

## F. Superintendent Search Committee

Heather Smith reviewed the screening committee structure and asked for approval.

**Tom Newkirk moved to approve the structure of the screening committee for the superintendent search as presented, 2<sup>nd</sup> by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.**

Heather let the board know that the in-person focus group date previously planned for Oct. 3<sup>rd</sup> was submitted to the SAU as Oct. 4<sup>th</sup>. She did not catch the error until after the spaces were reserved and the communication was publicized at all levels. NESDEC was able to accommodate the Oct. 4<sup>th</sup> date, so the only conflict is the school board meeting that night.

Denise Day did not feel the focus group should conflict with the school board meeting. She presented the following options to the board: an action only meeting from 6-7 pm on Oct. 4<sup>th</sup>, move the board meeting to Tues., Oct. 3<sup>rd</sup>, or move forward with the focus group and board meeting occurring at the same time.

Brian Cisneros favored a 6-7 pm meeting on Oct. 4<sup>th</sup> since he cannot attend on Oct. 3<sup>rd</sup>.

Amy Ransom stated that Manifest could be moved to 5:30 pm on Oct. 4<sup>th</sup> or they could meet at the SAU at an earlier time.

**Denise Day made a motion to move the October 4<sup>th</sup> regular school board meeting to a start time of 6 pm as an action only meeting, 2<sup>nd</sup> by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.**

G. Other: None

## VII. UNANIMOUS CONSENT AGENDA

- **Nomination of District Truant Officers for the 223-24 school year.**

**Denise Day made a motion to approve the unanimous consent agenda as presented, 2<sup>nd</sup> by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.**

Dr. Morse thanked Durham, Lee, and Madbury for providing an SRO and Truant Officer from each community. He stated what an honor it is to have three officers since some districts struggle to get one.

## VIII. DISCUSSION & ACTION ITEMS

Advanced Programming at the High School {Rebecca N., Shannon C., Sean P. Adam L.}

Dr. Morse introduced high school Counseling Coordinator Shannon Caron, Extended Learning Opportunities Coordinator Sean Peschel, and Business teacher Adam Lacasse stating that because of their hard work, our district gives kids so many choices and pathways. If our district doesn't offer a course, the high school works hard to find it or help students create it.

In the presentation "Expanding & Enhancing the ORHS Student Academic Experience," Shannon Caron explained that the school's "Choice Model" aims to enhance and individualize student education through an elective system, heterogeneous rosters, student interests and student voice. She said the elective system is always expanding and designing based on the interests of students, which is determined through surveys. Last year, students were polled for their interest in various social studies topics and this year they will do the same for science. Based on the survey results, Genocide and Religion became new course offerings this year. Dynamic groupings allow students to attend a class based on their interest rather than level. Shannon said this model allows any student who is curious about a topic to take a class to see if they are really interested in it.

Adam Lacasse spoke about the Running Start/Early College/Dual Enrollment options that offer college coursework and credits. He thanked several teachers that have taken the time and energy to become accredited to teach courses that transfer to UNH or provide credits from Southern New Hampshire University (SNHU) and Great Bay Community College. He said AP courses can be about passing the test for some students, and about demonstrating competencies of standards for others depending on their interest or college path. Adam thanked the school board for their support of these offerings, as well as the family, friends, and teachers K-12 that all play a role in supporting students.

Shannon described the UNH CATS Program which stands for “Challenging Academically Talented Students” through accelerated opportunities. After students have exhausted all the required classes in the high school, students can attend UNH classes. Currently, the UNH math classes are very popular with many students taking advantage of a tuition-free first course and a reduced rate second course. Shannon said that the high school works in collaboration with the middle school so advanced math students can take high school level math classes. This often leads to students accessing the CATS Program when they attend high school.

Advanced Placement (AP) Courses are recognized through CollegeBoard, and the high school has a long list of AP classes they continue to expand. In fact, AP Precalculus was a new offering this year. If the school doesn’t offer an AP class, students can create one through the Extended Learning Opportunity (ELO), which is led by Sean Peschel. An after-school Mandarin class is a course that is being piloted this year as an ELO.

Sean is also the coordinator for the Career Technical Education (CTE) classes, which includes programs at Dover, Somersworth, and Rochester. Currently, 83 ORHS students are enrolled in CTE classes, and the popularity of this program is growing each year. Unfortunately, this is causing more waitlists than prior years. Some programs are offered at only one location, while others overlap locations. In this instance, there is flexibility for selecting the location that best suits the student. Centers collaborate to put a student in the right environment where they will be most successful.

Dr. Morse commented that a thought for future growth is to offer certain programming at our high school in the form of “Mini CTEs” in the areas we have the ability to teach. This could help with waitlists for popular programs.

Sean spoke more about ELOs, which is when a student expands their learning by creating a course. This option is presented to students when they are seeking a course or topic the school don’t offer. ELOs, however, are not used to replace an existing course. ELOs present a variety of possibilities, including independent coursework, advanced studies, career exploration, internship, and peer instructor opportunities. Students will identify and meet competencies for the course they are creating. A ½ credit course requires 4-5 competencies and a 1 credit course requires 8-10 competencies. For example, after taking Pottery 1 & 2, if a student wants to take Pottery 3 and the school doesn’t offer it, they can create it as an ELO ½ or 1 credit course. It was noted that ELOs are used to meet the elective category of credits, not the required graduation course credits.

Board members thanked the presenters for their presentation and for providing a rich and diverse program of studies to our students. Several board members asked questions about program specifics and the following are key points from the discussion:

- The CATS program is not strictly math or academic, students interested in music courses should contact the UNH music department for audition requirements.
- Post-Covid it was determined that students were missing essential skills, and the sophomore electives were revamped to meet this need. Juniors and seniors get priority, and sophomores are still given choice within certain subjects and can select electives that are not full.
- Freshmen have the least number of options since they receive foundational courses. EPW is strongly recommended for 9<sup>th</sup> grade, but if a language, music, art or computer class conflicts, EWP can be delayed to 10<sup>th</sup> grade.
- Credits for Running Start courses are awarded by Great Bay College, and they can transfer to over 175 schools across the state. Dual enrollment classes are awarded credit by SNHU. The CATS program awards UNH credits to students who attend a UNH class after exhausting the class offerings at the high school.

Dr. Morse stated that what was once a limited choice model is now unlimited possibility and that is because of the support of the community. He gave credit to the history of the district’s staff and thanked the progressive high school administration for allowing OR to be unique in its course offerings. It’s the plethora of choices that attracts families to the district.

#### List of Policies for First Read.

Denise Day suggested adding the sentence “A full year sabbatical will be at half salary” to the end of the first paragraph in the Sabbatical Leave policy.

Tom Newkirk suggested rewording a question on the Sabbatical Application, so it asks the teacher to explain how the sabbatical enhances their ability to provide student learning. He felt a sabbatical can be classroom focused

between a teacher and students and it doesn't have to focus on enhancing a department or the entire school. Dr. Morse agreed it is worth changing a question to tie a teacher sabbatical to student learning. Suzanne will work with the Sabbatical Committee to reframe the question based on Tom's suggestion.

Dan Klein noted that on the front page of their policy packet it incorrectly lists the polices as "second read" instead of "first read."

All board members are invited to submit policy suggestions, considerations, or questions to Dr. Morse or Wendy DiFruscio. Denise let the board know that they don't have to be on the Policy Committee to review policy and suggest modifications. Policies are reviewed on a chronological basis and currently all policies are being reviewed for pronouns.

Heather Smith pointed out that number 2 on the Spectator and Parent Expectations policy lists spectators and number 5 leaves them out. She was concerned it could be a loophole. Dr. Morse explained that the policy was derived based on what student's wrote under athletic director Andy Lathrop's guidance and the committee wanted to honor their wording. After discussion, board members agreed that adding "other spectators" to number 5 would clear up any confusion, and it wouldn't take away from the students' voice.

In the Health Education and Exemption From Instruction policy's third paragraph Giana Gelsey changed "curriculum" to "curricular." She asked why the phrase "sufficient to meet state requirements for health education" was crossed out and Dr. Morse said it was redundant since any assignment must meet state requirements.

**Tom Newkirk made a motion to approve List of Policies for First Read: IHAM – Health Education & Exemption From Instruction, JJIB-A – Spectator & Parent Expectations, GCBD & R – Sabbatical Leave & Proposal, JLCE – Emergency Care and First Aid – Current w/Narcan Language, 2<sup>nd</sup> by Matt Bacon. Motion passed 7-0 with the student representative voting in the affirmative.**

#### Procedure KF-R1 Facility Fees.

KF-R1 Facility Fees was approved at the Aug. 16<sup>th</sup> School Board meeting, confirmed by Matt Bacon.

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

The Manifest Committee met and completed the following manifests.

Payroll Manifest # 6 Total is \$715,499.43

Payroll Manifest # 6.1 Totals \$715,271.02 & \$228.41

Vendor Manifest # 7 Total is \$1,181,690.53

**X. PUBLIC COMMENTS –** None provided.

#### **XI. CLOSING ACTIONS**

**A. Future Meeting Dates:**     October 4, 2023 - Regular School Board Meeting @ 6:00 PM MS Recital Hall  
  October 18, 2023 – Regular School Board Meeting @ 7:00 PM Mast Way Cafeteria  
  October 26, 2023 – Board Budget Workshop @ 8:00 AM – Durham Council Office  
  November 1, 2023 – Regular School Board Meeting @ 7:00 PM MS Recital Hall

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

- Superintendent Evaluation

**Denise Day made a motion to enter into non-public session at 8:51 pm in accordance with RSA 91-A:3 II (c) for the Superintendent's Evaluation, 2<sup>nd</sup> by Brian Cisneros. Motion passed by roll call vote.**

#### **XIII. ADJOURNMENT:**

**Heather Smith made a motion to adjourn the meeting at 9:24 pm, 2<sup>nd</sup> by Dan Klein Motion passed 7-0.**

Respectfully Submitted,

Karyn Laird, Records Keeper

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

Oyster River Cooperative School Board  
Non-Public Meeting Minutes: September 20, 2023

**Denise Day moved to enter nonpublic session at 8:51 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, 2<sup>nd</sup> by Brian Cisneros. Upon roll call vote, the motion passed 7-0.**

School Board Attendees:

Denise Day  
Brian Cisneros  
Matt Bacon  
Heather Smith  
Dan Klein  
Tom Newkirk  
Giana Gelsey

Administrators Present:

**8:51p.m. - nonpublic session began.**

The Board had a discussion pertaining to the Superintendent's evaluation.

There were no motions during nonpublic session.

**The Board returned to public session at 9:23 PM.**



Policies for  
 First/Second Read/Adoption/Deletion  
**SB Meeting of**  
**October 4, 2023 - Second Read/Adoption**

Title	Code
<b>Policies for First Read</b>	
<b>Policies for Second Read/Adoption - Unanimous Consent</b>	
Health Education and Exemption From Instruction	IHAM
Spectator & Parent Expectations & <i>{Procedure-For Board Information}</i>	JJIB-A & <i>{R}</i>
Sabbatical Leave & <i>{Proposal-For Board Information}</i>	GCBD & <i>{R}</i>
Emergency Care and First Aid – Current w/Narcan Language	JLCE
<b>Policies for Deletion/Replacement</b>	
<b>Policies in Process</b>	
Discipline Polices to be reviewed	JIDD
Website Accessibility and Grievance	KEE

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IHAM
Policy Committee Review: May 9, 2018 School Board First Read: May 16, 2018 School Board Second Read: June 6, 2018 <a href="#">Policy Committee Review: September 14, 2023</a> <a href="#">School Board First Read: September 20, 2023</a> <a href="#">School Board Second Read/Adoption: October 4, 2023</a>	Page 1 of 1 Category: Priority

## HEALTH EDUCATION AND EXEMPTION FROM INSTRUCTION

Consistent with Department of Education requirements, health education, including instruction about ~~parts of the body~~ [anatomy](#), reproduction, and related topics, will be included in the ~~instructional program curriculum~~.

Instruction must be appropriate to grade level, ~~or~~ course of study, and development of students and must occur in a systematic manner. Parents/guardians will have the right ~~to inspect~~ and review health ~~instruction materials curriculum~~ which will be made reasonably accessible to parents/guardians and others to the extent practicable.

Parents/guardians who wish to review ~~or inspection health and physical education curricular~~ materials may arrange a meeting with the Principal to review the materials.

Parents and legal guardians shall be notified by e-mail, ~~or~~ other written means, ~~website/social media postings or phone call~~, not less than two (2) weeks in advance of use of the curriculum course material to be used for instruction of human ~~sexuality or human growth and development or~~ sexual [health](#) education, that the material is available for ~~inspection review~~ at the school. The notice will identify and provide contact information for the member of staff or faculty whom a parent or guardian should contact to arrange an opportunity to ~~inspect review~~ the curriculum course material.

### Opt-Out Procedure and Form

Parents/guardians who do not want their child to participate in a particular unit of health ~~or sex~~ education instruction for religious reasons, ~~religious objections~~, or personal values are allowed to have their child opt-out of such instruction. Students over eighteen years of age can also choose to opt-out.

Parents/guardians who wish to have their child opt-out of such instruction are required to complete the district opt-out form and state the ~~particular~~ unit of curriculum in which the student is not to participate. Any student who is exempted by request of the parent/guardian under this policy may be given an alternative assignment ~~sufficient to meet state requirements for health education~~. The alternative assignment will be provided by the health education teacher in conjunction with ~~the~~ Principal.

Opt-Out-Forms are available from either the Principal or the District ~~Online~~ [Web](#)s Site.

Opt-out requests must be submitted annually and are valid only for the school year in which they are submitted.

In accordance with federal Protection of Pupil Rights statute, as a School District that receives federal Department of Education funds, the Superintendent shall develop procedures to allow parent/guardian of a student to ~~inspect review~~ any instructional material used as part of the educational curriculum for the student. The procedures will provide reasonable access to instructional material within a reasonable period of time after the request is received.

### Cross Reference:

IHAM-R – Health and Sex Education Exemption: Opt-Out Form

### Legal References:

*NH Code of Administrative Rules, Section Ed 306.40, Health Education Program*  
*RSA 186:11, IX-b, Health and Sex Education*  
*RSA 186:11, IX-c & IX-e – Notice to Parents/Guardian Required*  
[Appendix IHAM-R, Health Education Opt-Out Form](#)

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: <b>JJIB-A</b>
Draft to Policy Committee: September 14, 2023 <b>School Board First Read: September 20, 2023</b> <b>School Board Second Read/Adoption: October 4, 2023</b>	Page 1 of 1

### Spectator and Parent Expectations

The public is invited to attend Oyster River Cooperative School District athletic contests for the purpose of supporting all participants (~~athlete's~~ **athletes** and coaches) regardless of the school they represent. In particular, spectators are expected to **model positive** ~~be role models for students and to provide positive model~~ of behavior that contributes to the value of the athletic experience.

Should school administrators observe behaviors that ~~is~~ **are** contrary to the language above, they have the authority and discretion to remove any spectator who do not comply with expected rules of conduct.

Therefore, when attending competitive events, spectators are expected to:

1. Respect the purpose of the competition and act in the role of support for all of the athletes, coaches and officials;
2. Refrain from angry or abusive language or actions toward any adult or student participant or other spectators;
3. Refrain from coaching or giving instructions from the stands to players participating in the game. Positive encouragement and praise for good play is always welcome;
4. Refrain from any act that creates a danger for participants or spectators;
5. Refrain from any act that could be considered taunting, heckling or berating of participants, **other spectators**, officials, or coaches;
6. Refrain from approaching any member of the coaching staff or game personnel before, during or after the game for the purpose of issuing a complaint, voicing of concerns or to make negative comments. **Anyone wishing to address concerns** ~~Please wait 24 hours before making any contact~~ **are expected to wait 24 hours before doing so.** This includes in person conversations, phone calls or email communication.

### Penalties for Inappropriate Conduct

**Spectators who engage in any behavior listed above, may be asked to leave the premises, and may be excluded from future events. The administrator in charge of the event may seek the assistance of law enforcement authorities, if necessary, to remove or exclude a spectator deemed to be in violation of these rules of conduct. Law enforcement may remove anyone who is disrupting an event or creating an unsafe environment or damaging public property.**

Cross Reference:

JJA – Student Activities, Clubs and Organizations  
 JJIB – Interscholastic Athletics  
**JJIB-A-R – Spectator and Parent Expectations – Procedure**  
**Student-Athlete/Parent Handbook**

Legal Reference:

Title IX Guidelines  
 NHIAA Rules and Regulations

## Spectator and Parent Expectations – Procedure

~~Oyster River Cooperative School District options for athletic spectator and parent expectations for addressing misbehavior:~~

**Administrators have the discretion to implement any of the following in any order:**

- Verbal warning(s)
- ~~Second verbal warning~~
- Request that spectator leave that game:
  - a. If spectator refuses - police will be called to remove spectator
- If same spectator misbehaves at any other game:
  - a. They will immediately be asked to leave
  - b. If police are called – spectator will lose privilege to attend all games for the remainder of the season, **academic year or permanently.**
- ~~If, at the administrators' discretion misbehavior is significant enough they may implement 4b.~~

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GCBD
Policy Committee: September 14, 2016 School Board Second Read/Adoption: September 21, 2016 Policy Committee Review: March 13, 2019 School Board First Read: March 20, 2019 School Board Second Read/Adoption: April 3, 2019 <a href="#">Policy Committee Review: September 14, 2023</a> <a href="#">School Board First Read: September 20, 2023</a> <a href="#">School Board Second Read/Adoption: October 4, 2023</a>	Page 1 of 1

## SABBATICAL LEAVE

### Purpose:

Sabbatical Leaves will be granted at the sole discretion of the Board for the purpose of enabling staff members to develop professionally in a manner consistent with the Individuals job assignment or Building and District goals. Proposals for sabbatical leave should be educational activities which would benefit the students of our District. ~~Applications for one of the two sabbatical plans: one full school year at one half salary or a period up to one half school year at full salary. In no case will more than one partial sabbatical leave request be approved per year. Sabbaticals may be granted for two ½ year or one full year and one ½ year. A full year sabbatical will be at half salary.~~

As a condition of the sabbatical and in consideration of the payments made by the School District to the professional during ~~his/her~~ their leave, the professional must file with the Superintendent an agreement which stipulates that ~~he/she~~ they will return to the School District for at least one full year at the conclusion of ~~his/her~~ their sabbatical leave or reimburse the School District the full amount received as salary and other economic benefits during the sabbatical leave.

### Selection Committee:

Applicants will be selected by a selection committee consisting of: the superintendent (or assistant superintendent), a principal (or ~~his/her~~ their representative) from each school, a School Board member, and one teacher from each school. Teachers will serve for three-year terms, staggered so that at least one term expires each year. Any teachers on the committee who submit an application for sabbatical leave must resign from the committee and a replacement will be chosen. Teachers will be eligible to serve on the committee after serving three years in the District. Teacher representatives to the committee will be elected by peers from their own school.

At the end of the sabbatical a written report and evaluation of the work for which the sabbatical is granted should be submitted to the committee for approval. Once approved, the committee will recommend to the Superintendent that the School Board advance the professional to the salary step on which the professional would have been placed had the leave not been taken. Post-sabbatical presentations to the committee will occur within 45 days of returning to school.

### Cross Reference:

GCBD-R – Sabbatical [Process & Proposal](#)



**Sabbatical Proposal Process**

Name \_\_\_\_\_ Date \_\_\_\_\_

Sabbatical Title \_\_\_\_\_

*“Sabbatical leaves will be granted at the sole discretion of the Board for the purpose of enabling staff members to develop professionally in a manner consistent with Individual, Building and District goals.”*

**Sabbatical Application Process**

- Determine eligibility: members of the ORCSD Teachers Guild with six consecutive years of teaching at ORCSD.
- Review School Board Policy G CBD and Teachers Guild Contract *Sabbatical Leave*.
- Complete the application form (see page 2).
  - Please remember to consult with your building principal at the beginning of the application process.
  - As a reminder, building principal signatures are part of the application process.
- Return completed application to Wendy DiFruscio by January 15<sup>th</sup>.
- The selection committee will meet and discuss all applications. Follow-up interviews or presentations may be requested.
- The selection committee and superintendent shall make recommendations to the School Board by February 15<sup>th</sup>.
- Notification of approved sabbaticals will be made by March 15 and professionals selected must accept or reject by April 1<sup>st</sup>.



**Sabbatical Application**

Name \_\_\_\_\_ Date \_\_\_\_\_

Sabbatical Title \_\_\_\_\_

Length of Sabbatical \_\_\_\_ Full Year \_\_\_\_ Half Year (If half year which half? \_\_\_\_\_)

School \_\_\_\_\_

Grade Level/Subject \_\_\_\_\_ Years Taught in District \_\_\_\_\_

Have you received a sabbatical before? \_\_\_\_\_ If so when? \_\_\_\_\_

Building Principal Signature: \_\_\_\_\_

This application will be reviewed by the Sabbatical Committee but are discoverable under Right to Know.

Using this page as your cover please complete the application in a Word document and return to Wendy DiFruscio by January 15<sup>th</sup>.

Sabbatical leave projects should be both specific and reasonable for the duration of the leave.

Please explain any preliminary work that you engaged in to determine the focus of your project. What evidence is there to support the need for this work?

1. What is the essential question or problem of practice that your project is centered around?
  - a. What is the essential question or problem of practice that your project is centered around?
  - b. Was there any preliminary work to determine the project?
  - c. How is it relevant to Oyster River?
  - d. Does it have the potential to present collaboration and discourse with others?
  - e. Does it reflect "big ideas" occurring at ORCSD and/or in education?
2. Project Overview and Timeline (Summarize the project)
  - a. Scope of the work.
  - b. What is the timeline for actions?
  - c. Who will be engaged in the project?
  - d. How does the work align with the scope of your role? Is it unique and beyond the scope of their role?
3. Benefits to ORCSD - Explains the potential short term and long-term benefits for the ORCSD.
  - a. What needs does this project address for Oyster River?
  - b. Who will be impacted?
  - c. How will they be impacted?
4. Aligned with Goals – Explain how this proposal is aligned with district, building, or individual goals.
5. Evaluation of Project – Explain how you will determine/measure the success of the work.
6. Longevity of Impact - Describe possible long-term impacts that the project could have on the district (students, staff, community, etc.).
7. Sharing – Describe the process to share your work with others once completed.

*\*Scope of impact will be considered of both students and staff.*

*Note: Board policy states that at the end of the sabbatical a written report and evaluation of the work for which the sabbatical was granted should be submitted to the committee for approval. Once approved, the committee will recommend to the Superintendent that the School Board advance the professional to the salary step on which the professional would have been placed had the leave not been taken. Post-sabbatical presentations to the committee will occur within 45 days of returning to school.*

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: JLCE
Policy Committee Review: November 8, 2017 School Board First Read: November 15, 2017 School Board Second Read/Adoption: December 6, 2017 <a href="#">Policy Committee Review: September 12, 2023</a> <a href="#">School Board First Read: September 20, 2023</a> <a href="#">School Board Second Read/Adoption: October 4, 2023</a>	Page 1 of 1 Category: Priority  <div style="border: 1px solid black; padding: 5px; display: inline-block;"><b>Current Version</b></div>

### **EMERGENCY CARE AND FIRST AID**

The Oyster River Cooperative School Superintendent, in consultation with school health personnel, will ensure that procedures are implemented in the schools to provide for emergency care and first aid for students, school staff and visitors who are injured or become ill at school.

Appropriate staff will receive an orientation regarding the District's emergency care and first aid procedures, and each school will have designated staff who have received first aid and CPR training. Emergency cards will be maintained for all students.

Minor injuries and illnesses should be referred to the school nurse or other designated school staff for treatment. Treatment will be provided within the school in accordance with applicable laws and Board policies. In the event of a serious injury or illness, the individual may be transported to a health facility.

Parents will be informed when their child is injured or becomes ill at school, and appropriate records will be kept by the school nurse.

#### *Naloxone/Narcan and Opioid Antagonists:*

The Board authorizes the District to obtain, store and administer naloxone/Narcan and/or other opioid antagonists for emergency use in schools.

The school nurse or other properly trained staff member may administer such medication in emergency situations. Opioid antagonists will be available during the regularly scheduled school day. They may be available at other times at the discretion of the Superintendent.

The Superintendent **or designee** is authorized to procure such medication on behalf of the District.

All such medication will be clearly marked and stored in a secure space in the school nurse's office or other appropriate location. The school nurse is responsible for storing the medication consistent with the manufacturer's instructions and Board policy JLCD and District procedures JLCD-E & E1.

~~Local law enforcement and emergency medical service personnel will be notified if such medication is administered by the District.~~

**Cross Reference:** JLCD- E & E1 Administering Medications to Students Parent Request Form/Physician Medication Order

#### Legal References:

- RSA 200:40, Emergency Care
- RSA 200:40-a, Administration of Oxygen by School Nurse
- RSA 200:44-a, Anaphylaxis Training Required
- RSA 200:54, Supply of Bronchodilators, Spacers or Nebulizers
- RSA 200:55, Administration of Bronchodilator, Space or Nebulizer
- Ed 306.04(a)(21), Emergency Care For Students And School Personnel
- Ed 306.12, School Health Services



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

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INTEROFFICE MEMORANDUM

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TO: ORCSD School Board  
FROM: Jim Morse, Superintendent  
DATE: September 27, 2023  
RE: Affirmative Action Officer 2023-24

I would like to nominate Catherine Plourde to be the Affirmative Action Officer for the 2023-24 school year.

Thank you.



**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT**

**Office of the Superintendent**

**36 Coe Drive**

**Durham, New Hampshire 03824**

**Telephone# 603-868-5100**

**Facsimile# 603-868-6668**

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**COPY**

October 4, 2023

NH Department of Education  
25 Hall Street  
Concord, NH 03301-3860

Re: Critical Shortage – Critical Science

New Hampshire Statutes require the State Board of Education to approve areas of critical teacher shortage across the state. State Board Rule projects public school teacher shortages in specific subject areas for the next school year.

Per RSA 189:39a “Notwithstanding a determination of critical staffing shortages made by the department of education, a superintendent, with the approval of the local school board, may determine that a critical staffing shortage exists in one or more specific teaching areas within the school district.”

In accordance with state statute, the School Board of Oyster River Cooperative School District, identifies Critical Shortage Subject Area in Computer Science for the District for the 2023-24 School Year.

Sincerely,

Dr. James C. Morse, Sr.  
Superintendent

# OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

SAU # 5

36 Coe Drive

Durham, New Hampshire

To: Oyster River School Board  
 Dr. James Morse, Superintendent

From: Amy Ransom, Business Administrator

Date: October 4, 2023

Subject: Barrington Tuition Rate for 2024-25

The Tuition Agreement we have with the Barrington School District requires that we notify them in October of the tuition rate for the next year. The current rate is \$19,230. The new rate is determined by the percentage change of the actual difference in appropriation operating cost of the Oyster River High School in the prior fiscal year. We have calculated the percentage change to be 2.54%. Therefore, the tuition rate for Barrington students for the 2024-25 school year will be \$19,718. The details of this calculation are:

Barrington Tuition calculation						
Data from MS 22 forms (excludes transportation and food service)						
Date on MS 22 form====>	2018	2019	2020	2021	2022	2023
Budget year====>	18-19	19-20	20-21	21-22	22-23	23-24
Function	High School	High School	High School	High School	High School	High School
Regular Programs	6,538,332.00	6,735,114.00	6,984,552.00	7,377,318.00	7,615,521.00	7,747,074.00
Special Programs	2,380,665.00	2,424,934.00	2,422,538.00	2,596,840.00	2,473,371.00	2,385,128.00
Vocational Programs	17,236.00	30,000.00	35,000.00	35,000.00	70,000.00	100,000.00
Other Programs	543,968.00	618,204.00	575,955.00	584,804.00	620,634.00	647,626.00
Student Support Services	1,497,548.00	1,715,277.00	1,901,223.00	1,983,439.00	2,084,655.00	2,195,412.00
Instructional Staff Services	303,698.00	311,545.00	337,029.00	344,798.00	307,596.00	330,727.00
School Board	47,179.00	44,015.00	44,387.00	57,171.00	79,289.00	64,044.00
Other Executive Admin	455,918.00	481,666.00	484,608.00	533,200.00	572,215.00	623,892.00
School Admin Services	656,750.00	676,251.00	710,304.00	748,451.00	759,629.00	766,648.00
Business	223,731.00	234,709.00	244,918.00	262,561.00	252,772.00	264,871.00
PPO & M	1,782,264.00	1,883,795.00	1,984,862.00	1,662,878.00	1,626,868.00	1,747,998.00
Support Services	488,792.00	535,312.00	578,261.00	609,136.00	641,540.00	664,280.00
	14,936,081.00	15,690,822.00	16,303,637.00	16,795,596.00	17,104,090.00	17,537,700.00
	1.81%	5.05%	3.91%	3.02%	1.84%	2.54%