

Oyster River Cooperative School District
REGULAR MEETING

November 17, 2021

Oyster River High School Library

7:00 PM

6:30 PM NON-MEETING SESSION: RSA 91-A2 I (a)

- Strategy or negotiations with respect to collective bargaining: ORAA & ORESPA

o. CALL TO ORDER 7:00 PM

I. 6:15 – 6:30 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 11/03/21 Regular Meeting Minutes.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

B. Board

VI. DISTRICT REPORTS

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

***COVID Metric – Catherine Plourde**

- o SASS/Adult COVID Testing

B Superintendent’s Report

- Middle School Transition Dates {Jay Richard}
- Update Community Survey

C. Business Administrator

- 2022/23 Budget Revenue Overview

D. Student Representative Report (Olivia Gass)

E. Finance Committee Report

- FY23 Budget Discussion

F. Other:

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

- ORHS/ORMS Winter Coach and Volunteer Nominations

VIII. DISCUSSION & ACTION ITEMS

- ORESPA & ORAA Negotiated Agreements.
Motion to approve the ORESPA Negotiated Agreement for the office personnel and custodians for the ensuing 4 years from 2022 – 2026 and the ORAA Negotiated Agreement for the administrators and directors for the ensuing 3 years from 2022 – 2025.
- Schedule Public Hearing on Policy BHE – School Board Use of Email for December 1st meeting.

IX. SCHOOL BOARD COMMITTEE UPDATES

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

XI. CLOSING ACTIONS

A. Future meeting dates: November 18, 2021 Budget Workshop – ORHS Library {If Needed}
December 1, 2021 Regular Board Meeting – ORHS Library
December 15, 2021 Regular Board Meeting – ORHS Library

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

NON-MEETING SESSION: RSA 91-A2 I (a) {Moved to Beginning of meeting 6:30 PM}

III. ADJOURNMENT:

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

**Respectfully submitted,
Superintendent**

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

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

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

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

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

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

Oyster River Cooperative School District Members:

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

Information Regarding Nonpublic Session

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

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

Alternative Public Comment for School Board Meetings

October 1, 2021

The School Board adopted the requirement for all individuals at school board meetings to wear face coverings at the September 15 meeting. We will continue to invite public comment at board meetings. For those who would like to offer public comment and choose not to attend the school board meeting in person, public comment may be submitted by email and will be read at the school board meeting provided it meets these requirements:

- Must be submitted to and received by wdifruscio@orcsd.org by 3:00 pm on the day before the school board meeting. Comments received after this deadline will be held for the following meeting.
- Must include "Public Comment for School Board Meeting" or similar text in the subject line or first line of the body of the email. Other communications will be considered emails to the board and will be distributed to the school board but not read aloud in the meeting.
- Must be no longer than 300 words as counted by Microsoft Word, Outlook, or a similar tool.
- Must identify the sender's name and address. The sender's name and town of residence will be read with the comments. The SAU office may reply to request additional identifying information if the sender's identity and address are not clear.
- Senders must be residents of Oyster River towns or Barrington, NH only.

Those submitting public comment should not expect an immediate or direct reply. The public comment portion of the school board meeting is not a time of discussion with or amongst the school board.

If more than 10 comments are received for one meeting, only the first 10 comments will be read aloud at the meeting. If your comment is not read, it is shared with all School Board members, and placed in a communications notebook as part of the public record.

These provisions apply only to regular school board meetings (not workshop meetings, public hearings, the Annual Meetings of the District, or committee meetings) and will end when mask requirements for board meetings end.

Oyster River Cooperative School Board
Regular Meeting Minutes

November 3, 2021

DRAFT

SCHOOL BOARD PRESENT: Michael Williams, Denise Day, Brian Cisneros, Tom Newkirk, Dan Klein, Al Howland, Yusi Turell

STUDENT REPRESENTATIVE: Oliva Gass

ADMINISTRATORS PRESENT: Jim Morse, Suzanne Filippone, Sue Caswell, Catherine Plourde, Jay Richard, Rebecca Noe

STAFF PRESENT:

GUEST PRESENT: Brigitte Herz- One World Language

ABSENT:

I. CALLED TO ORDER at 7:00 PM by Michael Williams

II. APPROVAL OF AGENDA

Brian Cisneros moved to approve the agenda as written, 2nd by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.

III. PUBLIC COMMENTS

Dr. Morse reminded the listening audience that residents of Oyster River and Barrington school districts are welcome to provide comment for up to three minutes per speaker. Remote comments can also be provided via email.

Shawna Coppola of Madbury stated her full support for a DEIJ coordinator. She felt a coordinator will positively impact students, staff & faculty in many ways, including the development of a critical consciousness. Shawna shared that learning about underrepresented identities can awaken feelings of guilt and shame in a person, which can in turn lead to new activism.

Alexander Fenton, 9th grade ORHS student, shared his personal experiences undergoing three brain surgeries. He stated that his headaches are worsened by wearing a mask and asked the school board to stop forcing him to wear one.

Bruce Fenton of Durham stated his case against wearing masks, which included his opinions about science and politics. He asked the school board to voluntarily pledge to wear masks while in the community or resign.

Janet Perkins Howland of Durham spoke in favor of a DEIJ coordinator position. She encouraged the board to look at a coordinator as a means of providing training to staff and community members. Janet believed there is no quality education without equity and hopes the board will consider funding a coordinator as a top priority.

Dennis Harrington, former long-time educator and principal of Moharimet, stated his support for the One World proposal. He recalled a personal time in which he didn't understand his Polish friends, and this gave him new concern for the future of children around language and communication. He advocated for schools to provide an early start to learning a second language.

Dr. Morse read the electronic comment provided by Anita Mathur of Durham. She spoke about her involvement in helping to coordinate the afterschool Mandarin offering at the elementary school. She hoped the district can implement a proficiency-based language program and provide students with three choices of languages. Anita would like to see Mandarin offered during the school day, but if it is not, she'd like it to continue to be offered after school.

IV. APPROVAL OF MINUTES

Denise Day moved to approve the October 20, 2021 Regular Meeting Minutes, 2nd by Yusi Turell.

Denise Day submitted the following revision:

On page 2 Brenda and Brittany should be Carina Dolcino and Brittany Prendergrast.

Yusi Turell submitted the following revisions to a paragraph on page 4:

On line 1 add "she believes" in front of "talking to model". One line 2 add the phrase "at first" in front of "is not the best fit" and remove the phrase "they believe". In line 2 replace the word "lend" with "lead". In line 3 add the phrase "While the events still need to be planned" at the beginning of the sentence and replace both "will" with "could". In line 4 remove the phrase "all to which" and add the word "both events" to the end of the sentence.

Vote on motion to approve the October 20, 2021 Regular Meeting Minutes with corrections passed 7-0 with the student representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

Jay Richard of ORMS announced there are 117 days left until the new middle school opens. He stated that last Friday staff and students toured the new building, and he witnessed a lot of eagerness and anticipation from everyone. He thanked the board for providing this exciting new opportunity to them.

Rebecca Noe of ORHS announced important dates coming up at the high school including a Coffee House in the courtyard on the 4th, Q1 closing on the 5th, and report cards being released on the 15th. She shared about her recent advisory visits where a lot of strong relationships are being built and her interaction with the DEIJ club where students are sharing ideas for how to celebrate the approaching holidays.

B. Board

Denise Day told the board she toured the new middle school and described it as a proud moment for our district.

VI. DISTRICT REPORTS

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

Suzanne Filippone spoke about the two-day Restorative Practices Conference that she is attending along with Catherine Plourde, Mark Milliken, Mike McCann, Kim Felch, and John Webb. They have learned more about how to leverage their resources and how to implement restorative practices. Suzanne reported they've had rich conversations about school culture and climate and felt the conference is meshing well with district goals around MTSS, ESOL and building a positive climate with the community.

COVID Metric

Catherine Plourde referred to the COVID metric stating that Strafford County is still in a substantial transmission rate for new cases, which includes a 7.3% rate of new positive cases. She explained there is an issue with the

state data not updating so reliable transmission data for the state is not available at the time. Catherine reported that hospitalization is down from 89% to 85.5%. As far as staffing capacity, she stated all schools are struggling to fill absences which is compounded by a lack of substitutes. Catherine stated that staff and administrators continue to cover classes and she appreciates everyone chipping in to make this work.

SASS/Adult COVID Testing

Catherine reported a small increase in surveillance testing. Within the district there are over 500 students and staff being tested weekly on Wednesdays, which continues to demonstrate a lot of success in this program. Catherine stated there have been a couple positive cases detected in both the surveillance testing and the symptomatic testing.

Superintendent's Report

Dr. Morse told the listening audience that he is committed to providing the vaccination to the elementary age students for parents who are interested. He is waiting for guidance, and he will update parents in a letter tomorrow.

Dr. Morse reported that negotiations finished with the ORESPA Guild, and he will bring the contract to the next meeting. He felt that having one major contract out of the way was good news.

Communication Survey by UNH Update

Dr. Morse announced that the parent communication survey went out today. He asked Michael Williams if it was their intent for it to go to the broader community, which Michael confirmed yes. Dr. Morse stated he will look into it and get back to them with a memo.

Elementary World Language Update

Dr. Morse spoke about the long journey it has been in creating and expanding a foreign language program. He introduced the One World program, that he suspects the Guild will support, explaining it will be part of a rotation that won't interrupt the school day nor lengthen the day. The K-4 cost is estimated at \$80,920, however, there is an option of breaking the cost up over two years by introducing K-2 one year and 3-4 the following year. Dr. Morse shared that while he dreamed of a 3-day program, this 1-day approach is still highly effective. One World representative Brigitte Herz affirmed that the program is an invaluable opportunity that builds that bridge to the future.

The board raised questions about language options, whether students and families would have the option to choose the language, and how many languages would be offered over a year and what spaces would be used.

Dr. Morse stated a multi-day program poses lots of structural pieces. The One World model will allow the gift of time to research Tom Newkirk's questions and evaluate whether they want another proposal or to continue with One World. Dr. Morse believed that for the time, it provides a quality option that is not just doing something.

Bridget stated that choosing one language and sticking to that language for the year yields the best results. She explained the One World focus areas by grade span:

K-2: communication, no reading and writing since students are still learning English and phonetics

3-5: full communication phrases and learning the written word

Middle school: adding grammar instruction

Bridget explained that the district can look at their goal for a graduate and work backwards to write a curriculum that can be adjusted as needed.

Tom Newkirk commented that it is extraordinary accomplishment to have K-12 language whether it's in its final stage or not, and it feels good to take a step forward and put value in our education.

Dr. Morse's recommended teaching Spanish, as well as Mandarin either in or after school.

Yusi Turell felt a language can permeate through the school in assemblies and on the walls to reinforce learning. She encouraged offering two languages, Spanish and Mandarin.

Oliva Gass wondered if over time fewer languages were offered if some of the current HS language choices would go away. She felt Spanish, French, and Mandarin are important languages for students to learn.

B. Business Administrator:

Budget Update FY22

Sue Caswell did not have any concerns for the budget, stating that everything is in align similar to other years.

C. Student Representative Report

Olivia Gass shared that they've had an Amazing Fall sports season. To wrap it up the boys and unified soccer teams will have their championship games this weekend, and since the CC girls won states and the boys received 4th, both teams will be going to the World of Champions. Oliva stated the Barrington Tour night went well and she felt honored to speak at it. She provided a dress code committee update stating that students are currently reviewing other school's guidelines to look at the language they use.

Dan Klein commended Olivia and the girls' soccer team for putting their best into the season, expressing how proud they should feel for giving it their all.

D. Finance Committee Report

None

E. Other:

None

VII. UNANIMOUS CONSENT AGENDA

Michael Williams pulled out EEAEA for a separate motion.

Michael Williams moved to approve GBCD – Background Investigation & Criminal History Record Check, EEAE – School Bus Safety Program for second read/adoption, ORHS Activity Stipend Replacement Nomination, ORHS Teacher Letter of Resignation, and ORHS Maternity Leave of Absence March 2022 – End of School Year, 2nd by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.

Michael Williams affirmed the change of the EEAEA title to School Bus Driver Requirements.

Michael Williams moved to approve Policy EEAEA - School Bus Driver Requirements, 2nd by Denise Day. Motion passed 7-0 with the student representative voting in the affirmative.

VIII. DISCUSSION & ACTION ITEMS

360° Process for Superintendent Evaluation

Denise Day began the discussion stating she liked all the questions but showed concern for future boards in terms of work, time to distribute surveys and get all the responses back, and the process to get anonymity to names.

Michael Williams replied that the intention is to use an online survey that will hopefully cut down on manual data and work.

A concern was raised about having other schools' superintendents judge the internal job of our superintendent and if this would be complicated. Dr. Morse stated he'd like to have feedback from his peers.

Michael Williams credited Brian Cisneros, Tom Newkirk and Dr. Morse with the work that was accomplished. He acknowledged some documents say, "over last year" and some don't, he clarified that they all should have been the same by removing "over the last year".

The board and Dr. Morse discussed whether to include the phrase "over the last year" for rating the superintendent.

Tom Newkirk moved to approve the 360° Process for Superintendent Evaluation as presented, 2nd by Dan Klein. Motion passed 7-0 with the student representative voting in the affirmative.

FY23 Budget Discussion

Michael Williams had the board review the summary of requested positions sheet. He provided time for Dr. Morse and Sue Caldwell to share any changes, for the board to ask clarification and for the members to share their thoughts about prioritizing the requested positions. Members spoke and shared opinions.

Brian Cisneros asked for the budget to be discussed at the end of the next meeting during the discussion and action items.

Al Howland asked Dr. Morse if the prioritized spending list changes regarding the suggestion of the One World program. Dr. Morse confirmed the change asking that One World Language program, whether it's K-2 or K-4, be placed after the DEIJ position.

The board discussed sticking to or going above the 4.1% increase goal and how that would translate to tax increases. The consensus was the board feels they should be true to their word, especially following the town's past approval of the bond

Yusi Turell and Tom Newkirk discussed holding a workshop to clarify the different demands and expectations of a DEIJ coordinator. They talked about the job description being complex and if they should devise some norms to rationalize the need and spending. Al agreed pointing out that it's the biggest position as far as spending, but the least defined.

The requested licensed drug and alcohol position was discussed with clarification regarding both the \$80,000 cost and contracting vs hiring. It was mentioned that the position could be shared among the schools.

Brian Cisneros wanted the board and the listening audience to be clear that everything on the list can't be afforded and tough decisions will need to be made.

Michael Williams pointed out that it could be a lot worse, and they've accomplished a lot already in one year. The list of requests doesn't include what's already been done, which includes a K teacher, 2 language teachers, 2 custodians and an increase in substitute pay. He also reminded the board they are not making any dire decisions, such as cuts to positions in academics or sports.

Al Howland said the Finance Committee will meet to create a packet that outlines what is realistic sticking to the 4.1% increase. He will report back at the November 17th meeting.

IX. SCHOOL BOARD COMMITTEE UPDATES

The Manifest Committee met and completed the following manifests.

Payroll Manifest #9 Total is \$1,681,692.96

Vendor Manifest #10 Total is \$2,461,269.73

Denise Day announced the Policy Committee will be meeting on November 18th to address email communication, which will be ready for discussion at the December meeting.

Yusi Turell announced that the timeline for the two DEIJ events has changed with a goal of February to hold the first event.

Al Howland announced the Sustainability Committee met and the faculty hasn't said what they'll do for semester two. Maggie will be finishing her building level role at the end of this semester and it's uncertain who will step up in her role. In the meeting they discussed the waste audit, transportation, and the possibility of using the \$5-7K left over to hire a slightly paid volunteer to help. They are looking toward next year regarding facilities and the educational component. The next meeting will be November 9th.

Tom Newkirk announced that the first Sabbatical Committee meeting with Suzanne Filippone will be held in December.

X. PUBLIC COMMENTS

None

XI. CLOSING ACTIONS

- A. Future Meeting Dates:** November 16, 2021 Finance Committee – SAU Conference Room
November 17, 2021 Regular Meeting – ORHS Library
November 18, 2021 Budget Workshop – ORHS Library {If Needed}

XII. NON-PUBLIC SESSION: RSA 91-A:3 II {Not Needed}

NON-MEETING SESSION: RSA 91-A2 I {Moved to beginning of meeting at 6:30}

XIII. ADJOURNMENT:

Brian Cisneros moved to adjourn the regular meeting at 9:07pm, 2nd Michael Williams. Motion passed 7-0 with the student representative voting in the affirmative.

Respectfully Submitted,
Karyn Laird
Records Keeper

ORMS Transition Memorandum

TO: Dr. Morse and ORCSD School Board
FROM: Jay Richard
DATE: 11/17/21
RE: ORMS Transition Plan for Approval

Summary:

This is the ORMS transition timeline for school board consideration and approval. This timeline was created with the ORMS Task force, which included representation from all staff groups and facility staff. I am requesting three professional days for all staff without students February 16th-18th.

Monday February 14th

- Student orientation tours of the new ORMS (all learning spaces).

Tuesday February 15th

- Last student day at old ORMS (think last day of school).
- Learning activities based on ORMS history.

Wednesday February 16th {Requested Professional Day}

- Prepare for physical and emotional departure.
- All staff complete departure from Old ORMS.
- All staff materials/supplies moved to the new ORMS.
- Materials and supplies that have been staged will be moved to classrooms.
- Cafeteria and custodial staff transition to the new ORMS.
- Parents encouraged to get familiar with student drop off and pick up.
- Staff will begin to familiarize with the flow of the building and student procedures.

Thursday February 17th {Requested Professional Day}

- All staff supplies/materials are moved to respective classrooms.
- Staff start prep of classrooms.
- Test new technology, network, phones and Wi-Fi.
- Acclimate to new surroundings, security (keys/badges) and emergency procedures.
- Cafeteria staff provide lunch for staff to test and familiarize with new café equipment.
- Staff will begin to familiarize with the flow of the building and student procedures.
- Parents encouraged to get familiar with student drop off and pick up.

Friday February 18th {Requested Professional Day}

- Final classroom prep for student arrival on Monday February 28th (first day of school).
- Teachers and staff complete classroom set up.
- Cafeteria staff provide lunch for staff to test and familiarize with new café equipment.
- Finalize student and staff procedures for the first day of school in new ORMS.
- Parents encouraged to get familiar with student drop off and pick up.

ORMS Staff meeting welcome with Dr. Morse, Bauen Corp., LBA and ORCSD School Board on February 18th at 11:00 with Lunch at 11:30.

Monday February 28th

- First day for students in the new ORMS (first day of school). Celebration planning is in process with staff and student task forces.

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

INTEROFFICE MEMORANDUM

TO: OR School Board
FROM: Dr. Jim Morse
DATE: November 9, 2021
RE: Community Survey Update

In discussions with Dr. Andrew Smith, of the UNH Survey Center, the staff/parent survey is underway and will close next Wednesday, November 17. There is a possibility of an extension if the number of returns is deemed too low.

The broader community version of the survey is being developed/modified this week. There is no comprehensive mailing list on the school side related to broad outreach to the community. Dr. Smith recommended a push to web survey. UNH will develop language for a post card with a QR code to go to every address in the district. The post card will direct recipients to the survey with a link and QR code.

The district will assume responsibility for this mailing. Wendy will check on the resident lists from each town and contact the printer to print the cards.

As noted earlier, Dr. Smith will modify the survey to meet our needs related to a broader community and will share their draft with Michael Williams, Amy Sterndale, and myself. We will be responsible for finalizing the survey. Development for the community version will only take several days.

As I write this memo, UNH Survey Center has received 285 responses from parents/guardians and 44 from staff. They will be sending out several reminders between now and the closing date of November 17.

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

INTEROFFICE MEMORANDUM

TO: OR School Board
FROM: Jim Morse, Superintendent & Susan Caswell, Business Administrator
DATE: November 10, 2021
RE: Suggestions for Adjustments to the 22-23 Proposed School Budget

Bringing the 22-23 school budget to 4.1% apportionment impact is a larger challenge than expected. This is largely due to the inflation rate currently at 5.4%. The Board wanted to make sure current employees did not lose ground with wages with a special commitment to hourly staff who were already falling behind surrounding systems. I would summarize this commitment as taking care of our own before adding new positions.

A second obstacle was the inclusion of five positions in the budget that had not been there when we developed the 21-22 budget: two Chinese language teachers and a kindergarten position. I also included the additional two middle school custodial positions in the first draft.

Finally, ESSER funds were used to hire 3 tutor positions, 2 at the middle school and 1 at the high school. Those funds end and administration has requested they shift to local funding in 22-23.

When we developed the 21-22 budget, we considered using other revenue sources to keep the apportioned amount to 3%. Fortunately, the fund balance was large enough to cover the amount we intended to use to keep this at 3%. This creates a revenue shortfall for this year.

Suggestions for moving forward:

REVENUE

1. Use \$300,000 of the Trust Funds to offset the cost of the tennis courts this year.
2. Use \$500,000 of the Emergency funds, if necessary, just as we did this year.
3. Use Benefits Trust Fund to offset emergency funds.

EXPENSES

4. Shift 1 of the proposed tutors to ESSER Funds, recognizing it will have to be reconsidered when developing the 23-24 budget. The furniture money will be captured in the current budget.
5. Cut a Speech Assistant position, saving \$42,000.
6. We believe we can use funds in the current budget to buy the financial software upgrade to save \$70,000.
7. Cut the furniture line in the proposed budget, saving \$25,000.

REMINDER

8. Recognize the Guaranteed Maximum on Health Insurance may be lower in April/May which will allow the Board to consider additional positions.
9. Reminder that state adequacy funds will be released on November 15, which may help us.



ORHS ATHLETICS
55 Coe Drive
Durham, NH 03824
603-868-2375 x1105
603-868-1355 Fax

OYSTER RIVER HIGH SCHOOL ATHLETICS DEPARTMENT

To: Dr. James Morse, Superintendent
From: Andy Lathrop, Athletic Director
Date: 11/4/21
Re: 2021-22 HS/MS Winter Coach and Volunteer Nominations

Message:

Please accept the following names for nomination to coach their selected sports this upcoming winter season.

High School/Middle School Volunteer Positions:

Craig Randall	Boys Hockey
Daryn Gladstone	Ski Team
Alex Foster	Boys Basketball
Chris Lacasse	Boys Basketball
Emily Meyer	Girls Basketball
Kim Strout	Wrestling
Annie Lewis	Girls Basketball

Paid Positions:

Name	Team	Stipend	Years	Longevity	Total
Jack Canny	Boys JV Hockey	\$3,509	3	\$75	\$3,584
Peter Harwood	Boys Varsity Ice Hockey	\$5,399	4	\$75	\$5,474
D Ellis Mueller	Boys Varsity Hockey Asst.	\$2,159	4	\$75	\$2,234
Jamie Long	Girls Varsity Ice Hockey	\$5,399	9	\$300	\$5,699
Scott Barton	Girls Varsity Hockey Asst.	\$2,159	1	\$0	\$2,159
Nicole Toye	Girls Indoor Track	\$3,740	2	\$0	\$3,740
Nick Ricciardi	Boys Indoor Track	\$3,740	19	\$375	\$4,115
William Reeves	Swimming	\$3,740	28	\$375	\$4,115
Lewis Atkins	Boys Varsity Basketball	\$5,399	1	\$0	\$5,399
Larry Bornheimer	Boys Varsity Basketball Asst.	\$2,159	0	\$0	\$2,159
Zach Lewis	Boys JV Basketball	\$3,509	0	\$0	\$3,509
Nicole Casimiro	Girls Varsity Basketball	\$5,399	4	\$75	\$5,474
Celeste Best	Girls Varsity Basketball Asst.	\$2,159	1	\$0	\$2,159
Erin Mullenix	Girls JV Basketball	\$3,509	5	\$150	\$3,659
Jimmy Flynn	Boys Reserve Basketball	\$2,700	2	\$0	\$2,700
Alex Satterfield	Unified Basketball	\$2,078	1	\$0	\$2,078

Middle School Paid Positions:

Name	Team	Stipend	Years	Longevity	Total
Sunny Sadana	Boys 7 th Grade Basketball	\$2,492	5	\$150	\$2,642
David Geschwendt	Girls 7 th Grade Basketball	\$2,492	6	\$150	\$2,642
Jason Duff	Boys 8 th Grade Basketball	\$2,492	7	\$225	\$2,717
Randi Margey	Girls 8 th Grade Basketball	\$2,492	0	\$0	\$2,492

Sincerely,

Andy Lathrop
 Director of Athletics
 Oyster River Cooperative School District



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Daryn Gladstone

Coaching Position: Coed Alpine skiing

HS MS

Number of Years as ORCSD Coach: 2

Number of Years of Coaching Experience: 8

Summary of Professional Experience:

I have been an avid skier for over 40 years and a competitive ski racer for the last 18 years. I have coached and taught skiing to kids who just learned to walk to adults in there 70's and 80's. Teaching beginners how to ski and seasoned vets to polish off there form and improve race times. Skiing is an exciting sport and I enjoy sharing it with others and helping them improve and help share the fun.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Kimberly Strout

Coaching Position: Head Wrestling Coach

HS MS

Number of Years as ORCSD Coach: 1

Number of Years of Coaching Experience: 20

Summary of Professional Experience:

As a high school wrestling coach of independents I facilitate matches for our athletes with other coaches and tournament coordinators. Coach 6 days a week. Coordinate our season with Portsmouth High Coaches. Work with Track Wrestling by inputting the athletes matches for the season. Participate in all coaches meetings.

Education:

High School Diploma, Dover NH
College courses, Granite State College, NH
First Aid, AED, and CPR Certified
NFHSLearn Courses
Recognized NFHS Coach Certificate

About:

I have been working with athletes for over 20 years in different stages and ages. I have coached from 3 years old up to College. Some of the sports I have helped coach at a recreation level are: tennis, track and field, cross country, soccer, flag football, t-ball, baseball, basketball and wrestling. In 2015 I started coaching wrestling at the high school level and got my certification. In 2019 I helped get UNH's College Club team back up and running and then handed it over to another coach.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Jack Canny

Coaching Position: Boys' Junior Varsity Ice Hockey

HS MS

Number of Years as ORCSD Coach: 2

Number of Years of Coaching Experience: 20+

Summary of Professional Experience:

Oyster River High School, Durham NH 2019 -
Head Coach, Boys' Junior Varsity Hockey

Trumbull CT High School 2004-2009
Head Coach, Girls' Ice Hockey

Joel Barlow High School, Redding CT 1999 – 2002
Assistant Coach, Boys' Ice Hockey

Oyster River Youth Hockey Assn., Durham NH 1989 – 1996
Skating Instructor, Learn to Skate, Intermediate, Advanced programs

Greater Bridgeport Youth Ice Hockey Assn., Bridgeport CT 1996 – 2007
Head Coach, Squirrels, Pee Wee, Bantam, Midget boys teams
Head Coach, Girls U17, U19 teams
Skating Instructor, Learn to Skate and Intermediate programs
Skating Instructor, Girls introductory to intermediate



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Peter Harwood

Coaching Position: Boys Varsity Ice Hockey - Head Coach

HS MS

Number of Years as ORCSD Coach: 4

Number of Years of Coaching Experience: 11

Summary of Professional Experience:

Oyster River High School - Varsity Boys Ice Hockey - Head Coach - 2017-Present

St. Thomas Aquinas High School - Varsity Boys Ice Hockey - Head Coach - 2015-2017

Oyster River High School - Varsity Girls Ice Hockey - Assistant Coach - 2014-2015

St. Thomas Aquinas High School - JV Boys Ice Hockey - Head Coach - 2010-2014



Oyster River Cooperative School District
Coaching Nomination Summary Form
School Board Meeting Date:

Name of Coach: D. Ellis Mueller

Coaching Position: Boys Varsity Ice Hockey - Assistant Coach HS MS

Number of Years as ORCSD Coach: 4 **Number of Years of Coaching Experience:** 11

Summary of Professional Experience:

Oyster River High School - Varsity Boys Ice Hockey - Assistant Coach - 2017-Present

St. Thomas Aquinas High School - Varsity Boys Ice Hockey - Assistant Coach - 2015-2017

St. Thomas Aquinas High School - JV Boys Ice Hockey - Assistant Coach - 2011-2015



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: James Long

Coaching Position: Girls Varsity Ice Hockey

HS MS

Number of Years as ORCSD Coach: 14

Number of Years of Coaching Experience: 25

Summary of Professional Experience:

Started the program I believe in 2004 with Burns Foley. The program started as a club sport and I believe in 2007-2008 season we were recognized by the NHIAA. I have been the only head coach for the program. The program to date has not won any state championships but we have been very competitive and been to the finals twice.

I have had the privileged of coaching many girls over the years and one of my greatest joys is watching them develop and coming together as a team. There is something special about the girls who play ice hockey.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Nicole Toye

Coaching Position: Girls Indoor Track

HS MS

Number of Years as ORCSD Coach: 3

Number of Years of Coaching Experience: 10

Summary of Professional Experience:

Barnstable High School Boys Track Coach - 2001

UNH Grad Asst to Men's/Women's Track & Cross country - 2002-2004

Oyster River Youth Association Track Volunteer - 2014

ORYA Track Program Director - 2015

Girls on the Run Program Director - 2016-2017

Boys Run for fun Program Director - 2018-2019

ORHS Girls Cross Country Coach - 2019-current



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Nicholas Ricciardi

Coaching Position: Head Indoor Track Coach

HS MS

Number of Years as ORCSD Coach: 19

Number of Years of Coaching Experience: 19

Summary of Professional Experience:

I began coaching at Oyster River in the spring of 2003 as an assistant. I became the Head Coach for both indoor and outdoor track shortly thereafter. This spring will begin my 19th season coaching at Oyster River. In that time I have been lucky enough to coach 76 individual state champions, 20 State Relay team champions, 4 team championships (Boys Indoor 2007, 2011, 2020, Girls indoor 2019) along with numerous other 2nd Place finishes at the State Meets. Many of those athletes setting divisional and state records in the process.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Bill Reeves

Coaching Position: Head Swimming Coach

HS MS

Number of Years as ORCSD Coach: 27

Number of Years of Coaching Experience: 27

Summary of Professional Experience:

I have been coaching ORHS swimming and diving since 1994.
I have coached the team to many state championships and numerous state records.
Many of our swimmers have gone on to swim in college after high school.
We also welcome all athletes from the experienced to the novice.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Lewis Atkins

Coaching Position: Head Boys Basketball Coach

HS MS

Number of Years as ORCSD Coach: 1

Number of Years of Coaching Experience: 16

Summary of Professional Experience:

See attachment



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Larry Bornheimer

Coaching Position: Basketball Coach

HS MS

Number of Years as ORCSD Coach: 2

Number of Years of Coaching Experience: 12

Summary of Professional Experience:

I have been coaching high school basketball for 12 years at the varsity level.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date: 11/17/21

Name of Coach: Zach Lewis

Coaching Position: Boys JV Basketball

HS MS

Number of Years as ORCSD Coach: 5

Number of Years of Coaching Experience: 10

Summary of Professional Experience:

I have been coaching for 10 years. I most recently was an assistant coach for Great Bay Community College. Before that I was the head JV coach and the lead Varsity assistant for Oyster River High School. I also worked with Integrity Hoops for two years. My first coaching job was an assistant coach for an ORYA All-Star team.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Nicole Casimiro

Coaching Position: Girls' Varsity Basketball

HS MS

Number of Years as ORCSD Coach: 12

Number of Years of Coaching Experience: 12

Summary of Professional Experience:

2010-2011 Assistant 7th grade girls basketball coach and Middle School Track Coach
2011-2012 Assistant Girls' Varsity and JV basketball coach
2012-2013 7th grade girls' basketball coach
2013-2015 7th grade boys' basketball coach
2015-2016 Assistant Varsity and JV Basketball Coach
2016 - present Varsity Girls' Basketball Coach



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Celeste Best

Coaching Position: Girls Basketball Varsity Assistant

HS MS

Number of Years as ORCSD Coach: 2

Number of Years of Coaching Experience: 24

Summary of Professional Experience:

ORHS Girls Varsity Coach 1999-2003

Hoop Mountain Basketball Coach 2000-2016

NH Shooting Stars AAU Coach 1997-2003

Barrington Recreation Basketball Coach 2016-2021



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: ERIN MULLENIX

Coaching Position: GIRLS BASKETBALL- JV

HS

MS

Number of Years as ORCSD Coach: 5

Number of Years of Coaching Experience: 5

Summary of Professional Experience:

I have been coaching the girls JV program here at ORHS for 5 years as well as assisting the Varsity Coach during that time.



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: James Flynn

Coaching Position: Boys Basketball Head Reserve Coach



HS



MS

Number of Years as ORCSD Coach: 3

Number of Years of Coaching Experience: 4

Summary of Professional Experience:

John J Flynn Insurance Agency: 2019- Currently

Boys Head Reserve Coach Oyster River HS 2020- Currently

Journeyman Basketball 2020- Currently

Boys Assistant Varsity Coach Oyster River HS 2019-2020

Bachelor Degree in Business Management from Westfield State University 2019

As A Player

4 Year Varsity Basketball at Holy Name Central Catholic, Worcester MA

2 Years Quinsigamond Community College, Worcester MA (Student Athlete of the year 2017)



Oyster River Cooperative School District

Coaching Nomination Summary Form

School Board Meeting Date:

Name of Coach: Alex Satterfield

Coaching Position: Unified Basketball

HS MS

Number of Years as ORCSD Coach: 4

Number of Years of Coaching Experience: 10

Summary of Professional Experience:

Unified Sports includes students of various capabilities. The aim of Unified Sports is to create a competitive environment across a variety of team sports, allowing for every athlete to contribute. I feel strongly that each, and every person, has value. My goal is to expand the ability of each of my athletes, as well as to re-enforce the importance of being a part of a team. This means to not only care for yourself, but also one another. It means to push each other physically, and form lasting bonds and friendships. Throughout life, it is important to embrace our differences, while also being kind, and learning how to work with one another.

I have coached Unified Sports, including soccer, basketball, volleyball, and track and field, across three different schools for the past 10 years. I have also coached a traveling unified team to compete in various volleyball tournaments in Kentucky, Utah and Arizona.

I consider myself to be approachable, and my athletes feel comfortable asking how to best support the team dynamic. This, along with my positive attitude, leadership and adaptability help determined the success of this program.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: BHE <i>Previously BHEA</i>
Date of Adoption: July 20, 2011 , Code Change-Adopted School Board: May 2, 2012 Recently Adopted – No Changes: October 24, 2012 School Board/Superintendent Revision: January 13, 2014 & March 31, 2015 Annual Review Policy Committee: April 19, 2017-No Change Annual Review Policy Committee: April 11, 2018-No Change Board Annual Review: May 6, 2020 – No Change Annual Review Policy Committee: December 10, 2020 Board Annual Review: May 5, 2021	Page 1 of 1 Category: Recommended

SCHOOL BOARD USE OF EMAIL

~~The Right-to-Know law does not apply to isolated conversations between individual Board members outside of public meetings, unless those conversations were planned or intended for the purpose of discussing matters related to official business and the Board made decisions during them. However, the Right-to-Know law, specifically RSA 91-A:2-a and 91-A:1, also requires that “communications outside a meeting ... shall not be used to circumvent the spirit and purpose of” the law, namely to facilitate “the greatest possible public access to the actions, discussions and records” of the Board. To that end, all communications outside of a meeting among any 2 or more Board members, with exception of Board Committees and leadership, including but not limited to electronic mail (email) shall be limited to scheduling meetings and distributing information from the Superintendent.~~

~~A quorum of the Board will not use email or any other form of communication either simultaneously or sequentially to discuss or act upon a matter or matters over which the School Board has supervision, control, jurisdiction or advisory power. Use of email by School Board members should conform to the same standards of judgment, propriety, and ethics as other forms of School Board related communication. School Board members shall comply with the following guidelines when using email in the conduct of School Board responsibilities:~~

- ~~A. The School Board shall not use email as a substitute for discussions or deliberations at School Board meetings or for other communications or business properly confined to School Board meeting.~~
- ~~B. School Board members should be aware that email and email attachments received ~~or~~ regarding school business ~~are to be regarded as may be~~ public records which may be inspected by any person upon request, unless otherwise made confidential by law.~~
- ~~C. School Board members should avoid reference to confidential information about employees, students, or other matters in email communications because of the risk of improper disclosure. School Board members should comply with the same standards as school employees with regard to confidential information.~~
- ~~D. When using email for School Board business, School Board members will use their District assigned email addresses.~~

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

Legal Reference:

RSA 91-A:2-A, Communications Outside Meetings

Cross Reference:

- BHE-R- School Board Use of Email Procedure
- GBJ- Personnel Records
- JRA – Student Records & Information
- JICL – Student Computer & Internet Use
- GBEF & R- Employee Computer & Internet Use