

Oyster River Cooperative School District
REGULAR MEETING

December 1, 2021

Oyster River High School Library

7:00 PM

o. CALL TO ORDER 7:00 PM

I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING

Ia. PUBLIC HEARING: Policy BHE – School Board Use of Emails.

II. APPROVAL OF AGENDA

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

IV. APPROVAL OF MINUTES

- Motion to approve 11/17/21 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

C. Business Administrator

D. Student Representative Report (Olivia Gass)

E. Finance Committee Report

F. Other:

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

VIII. DISCUSSION & ACTION ITEMS

- 2022-23 School Calendar Draft for First Review.
- Finalize 2022-23 School Year Budget. *Motion to Approve 2022-23 School Year Budget.*
- FY23 Default Budget. *Motion to Approve FY23 Default Budget.*
- Draft 2022 Budget Warrant Articles. *Motion to Approve 2022 Warrant Articles.*
- List of Policies for First Read: BHE – School Board Use of Emails, IB – Academic Freedom, GBI – Staff Participation in Political Activities. *Motion to Approve List of Policies for a First Read.*

IX. SCHOOL BOARD COMMITTEE UPDATES

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

XI. CLOSING ACTIONS

A. Future meeting dates: December 15, 2021 Regular Board Meeting – ORHS Library 7:00 PM
December 29, 2021 Manifest – SAU Conference Room 3:30 PM
January 5, 2022 Regular Board Meeting – ORHS Library 7:00 PM

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

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

- Strategy or negotiations with respect to collective bargaining.

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.

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 <u>School Board First Read: December 1, 2021</u>	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

Oyster River Cooperative School Board
Regular Meeting Minutes

November 17, 2021

DRAFT

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

STUDENT REPRESENTATIVE: Oliva Gass 7:23 Arrival

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

STAFF PRESENT:

GUEST PRESENT:

ABSENT:

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

II. APPROVAL OF AGENDA

Michael Williams requested the following changes to the agenda: a special recognition to occur before public comment, the student representative's report to be given upon Olivia's arrival, and the business and finance reports to be given together at the end upon Brian Cisneros's arrival.

Tom Newkirk moved to approve the agenda as presented to the board, 2nd by Yusi Turell. Motion passed 6-0.

Special Recognition

Lisa Huppe announced that NHSTA (NH School Transportation Association) along with NH DOT recognized 8 ORCSD bus drivers with the Safe Driving Award, which is awarded in 5-year increments. She was proud to say a total of 44 district bus drivers were nominated, making up 18% of the state's drivers. On behalf of Lisa Huppe and Dr. Morse, the 8 recipients were congratulated for their dedication to safety and professional service to our community. Our district proudly recognized the following bus drivers and their dedicated years of service: Marion Henry – 40 years, Thomasina Baxter – 40 years, Barbara Evans – 30 years, Janet Deon – 30 years, Lisa Huppe – 30 years, Joseph Pauline – 15 years, William Harless – 15 years, and Sarah Brooks – 5 years.

III. PUBLIC COMMENTS

Haley Wicklein of Durham thanked the board for their positive conversations around a K-4 language program. She commented that conversations and literature choices in grades K and 1 have been inclusive and diverse, and thanked the teachers, staff, and administration for including this work.

Jana Petrikova of Lee thanked the board for working on sustainability initiatives and gave a special thanks to Yusi Turell for her involvement. She spoke about the need for worldwide sustainability, as well as her support for a DEIJ coordinator to give children a better future.

Alexander Fenton of Durham and an ORHS student asked the board to revoke the mask mandate. He spoke about the importance of personal choice and health, and he stated his opinion that mask wearing has negative effects on mental health and learning. He urged the board to let mask wearing be a choice of parents and students.

Shelly Mitchell of Durham, a founding member of the sustainability committee and serving as Durham rep, gave her full support of a DEIJ coordinator. She encouraged the board to incorporate the United Nations' goals in the work of the DEIJ coordinator.

Shannon Brown of Durham thanked the staff and teachers for their efforts to mitigate negative COVID experiences. She expressed her support for DEIJ work and for adding a coordinator position that moves inclusion forward. She would like to see the position serve each student and cautioned against it being one that creates further division, particularly in politics.

Kate Zimar of Lee emailed her public comment in support of the One World language proposal. She stressed the importance of early language learning to lay the foundation for future proficiency and to create a culture of respect.

IV. APPROVAL OF MINUTES

Denise Day moved to approve the November 11, 2021 Regular Meeting Minutes as written, 2nd by Tom Newkirk. Motion passed 6-0.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

Rebecca Noe of ORHS commended the entire *Rumors* cast for their recent performances. Not only did they do an extraordinary job acting, but within 24hrs the play was moved from outdoors to indoors. She said the cast had to learn new choreography and put in a lot of extra work the last two days.

Board

Denise Day shared that the play was awesome, and it was wonderful to be back at the first ORHS coffee house. She encouraged everyone to read the Student Voice magazine.

Yusi Turell shared that she observed John Bromley's capstone class as they were identifying problems to tackle, as well as the efforts of Celeste Best in guiding students to be change makers. She said it was impressive and a benefit to the high school.

Tom Newkirk recognized the boys' soccer team. He stated in their defeat they supported and comforted each other, exemplifying class act behavior.

VI. DISTRICT REPORTS

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

Suzanne Filippone spoke about the Saturday, November 20th vaccination clinic for ages 5-11 being held with Barrington at Oyster River High School. She instructed families to enter through the gym entrance to access the clinic in the gymnasium. She told the listening audience that an email would be sent home that night with information about when to attend according to age. She told families with multiple children to attend at a time convenient for them. Suzanne thanked McGregor, Barrington School District, and all the nurses and volunteer

teachers involved with the clinic. She reminded everyone that the clinic was only for ages 5-11 and it would not be offering boosters to other ages.

COVID Metric

Catherine Plourde referred to the COVID metric stating that Strafford County is reporting positive cases in the moderate range, close to substantial. She reported the transmission rate is up causing hospitals to be extremely stretched. She encouraged families to use urgent care due to a lack of space in the ER from the recent spike.

Catherine reported that staff compacity continues to be a district wide issue compounded by a lack of substitutes. She said every day continues to be tricky as schools navigate finding enough coverage.

SASS/Adult COVID Testing

Catherine stated that contract tracing is still occurring locally, and that Dr. Megan Harvey recommends not only using good masks, but always wearing a mask. With holidays approaching it is encouraged that families get a COVID test prior to travel and/or entering large gatherings.

Catherine reported that the SASS testing is going very well with over 500 participants. She stated there is no testing next Wednesday due to the holiday, with no reschedule date. She said that nurses are doing a high level of symptomatic testing and that parents are thankful this opportunity. There are times parents cannot find a testing site or are charged a large amount for testing at urgent care. She reminded the listening audience that Fox Run Mall has a testing site that may be quicker than the school. Catherine also reminded parents to be very patient when contacting our district nurses. Extra phone calls and emails slows down the process since the nurses' priority is to attend to sick students prior to answering calls and emails.

B. Superintendent's Report

Dr. Morse told the board that the ORMS move in date is approaching and the staff will need to pack, move, unpack, and set up classrooms, which is an exciting process but also a big process. He asked Jay Richard how many days left.

Middle School Transition Dates

Jay Richard told the board he is down to 103 days before the big move. He has been preparing since summer with the goal of students to not have to miss school. Jay stated that February 28th is the first day students can get into the new ORMS and requested approval from the board to hold 3 professional development days to prepare. He asked the board to consider the cafeteria staff needing to learn new equipment and staff needing to orientate, all while being respectful to the construction crew that will continue to perform testing. Jay asked the board to approve February 16, 17, and 18 as professional development days.

Denise Day made a motion to approve February 16th, 17th, and 18th as professional development days for ORMS staff to move into the new middle school. Dan Klein 2nd the motion.

Dan Klein asked if additional volunteers were needed to which Jay responded he is not sure yet.

Jay stated the three days will extend the student's vacation time with no remote instruction. Dr. Morse pointed out the three days will not affect the school calendar nor the district's required school days.

The vote was 6 in favor with the student representative voting in the affirmative.

Update Community Survey

Dr. Morse reported that the community survey has been going very well. Next, the survey will go out to students and staff, followed by the broader community. He is excited about this comprehensive outreach across three towns, which includes every home receiving a postcard with a QR code and link to the survey.

C. Business Administrator – moved to the end of the meeting

2022/23 Budget Revenue Overview

D. Student Representative Report

Olivia Gass shared that she attended the Mouth of the River Coffee House and the performers, art & magazine were all amazing. She also attended the fall play. She said it went really well and it was great to see a performance live. She reported that Unified Soccer won state championship and Boys' Soccer were runners up. She informed the board that both student government and senate are planning projects, and NHS is planning a food drive with proceeds to go to the cancer society. Olivia felt quarter one went very well overall.

E. Finance Committee Report – moved to the end of the meetingFY23 Budget Discussion

F. Other: Nothing reported.

VII. UNANIMOUS CONSENT AGENDA

Dan Klein asked for the policy of approving coaches to remove board level discussion. He stated the policy requires approval of coaches by administration and felt a school board approval was overcomplicating the process and slowing it down. Dan was in favor of allowing administration to hire coaches in a timelier fashion and asked the policy committee to revisit and eliminate the school board approval.

Michael Williams agreed stating that approval was occurring after the fact in some cases.

Rebecca Noe clarified that swimming had started, but alpine skiing and basketball had not. Dan Klein pointed out that the official basketball season had not started but skills and drills practices had begun.

Tom Newkirk moved to approve ORHS/ORMS Winter Coach and Volunteer Nominations, 2nd by Denise Day. Motion passed 4-0-2 with the student representative voting in the affirmative and Michael Williams and Dan Klein abstaining.

Dan Klein made a motion to instruct the policy committee to revisit GEA and explore the removal of the school board from the process, 2nd by Michael Williams. Motion passed 5-0-1 with the student representative voting in the affirmative and Dan Klein abstaining.

VIII. DISCUSSION & ACTION ITEMSORESPA & ORAA Negotiated Agreements

Dr. Morse updated the board with the agreed upon ORESPA contract changes, some of which include an increase in the custodial probationary period and a 5% pay increase which keeps it in line with inflation and provides an attractive employment opportunity.

Michael Williams moved to approve ORESPA, 2nd by Denise Day. Motion passed 6-0 with the student representative voting in the affirmative.

Michael Williams thanked Dr. Morse, Sue Caswell, Al Howland & Brian Cisneros for their work on the budget.

Dr. Morse spoke about positive dialogue back and forth with ORAA to reach their contract changes, some of which include a 4% pay increase and additional contributions to their 403b.

Al Howland moved to approve ORAA, 2nd by Denise Day. Motion passed 6-0 with the student representative voting in the affirmative.

Schedule Public Hearing on Policy BHE – School Board Use of Email for December 1st meeting.

Denise Day told the board the policy committee would be reviewing the BHE policy at tomorrow night's meeting and it would be ready for public hearing on December 1st.

Denise Day moved to approve Policy BHE – School Board Use of Email for public hearing at the December 1st meeting, 2nd by Tom Newkirk. Motion passed 6-0 with the student representative voting in the affirmative.

IX. SCHOOL BOARD COMMITTEE UPDATES

Denise Day announced that thanks to Heather Smith the Long-Range Planning Committee (LRPC) has been resurrected to provide projected student enrollment data. A pandemic baby boom predicts increasing future enrollment at the elementary school, and next year's largest class is projected to be the first grade. The committee will be working on projections for middle school and high school, which will be part of a presentation to the board in the early spring.

Yusi Turell asked for a Sustainability Committee update. Al Howland stated the meeting was pushed out to November 30th and noted that contrary to some public belief, the board is not stepping back in sustainability. He pointed out that the transferring of boilers was a thought-out plan in terms of improving efficiency.

VI. DISTRICT REPORTS – moved here**C. Business Administrator**2022/23 Budget Revenue Overview

Michael Williams outlined the budget timeline as follows: the board would hold a workshop tomorrow night, adopt the budget on Dec. 1st or 15th, hold a public hearing in January, have deliberations in February and hold a vote in March for public approval. Sue & Michael explained the recent state released information which included state grant money for Durham, Lee & Madbury, the cost of adequate education according to the state and district, as well as the property tax rates, all of which translate to the amount of money towns get one year but may not get the next year. They explained that these special factors are ones that cannot be controlled and that is why they do their best to be conservative with the budget.

E. Finance Committee ReportFY 23 Budget Discussion

Al Howland stated that after last night's finance meeting, they determined that the budget is coming in at the targeted 4.1% cap, however, it is facing a loss of \$515,867 from the 20-21 MS24 fund balance, and a loss of \$140,000 in projected state revenue resulting in an overall budget revenue decline of \$534,867. Another factor affecting the budget was the increasing cost of wages of hourly employees. The finance committee suggested the use of emergency, capital improvement, and benefits stabilization funds to offset this and reduce the potential tax impact. Al reminded the board of the positions that had already been included in the budget, including the middle and high school Mandarin teachers, an elementary teaching position, two custodians for the middle school, as well as money for tennis courts. Al explained that the finance committee looked at the current and proposed budgets and discussed possible budget shifts to open funding for yellow sheet additions. The result was \$165,000 in possible budget shifts that were identified and \$37,000 was added to the Fund 10 balance to provide \$202,000 for new spending. The finance committee's yellow sheet recommendations for the board were based on direct impact of students and included the MTSS positions in the form of two tutors and an elementary math/science specialist.

The board discussed concerns over using fund balance money, using any remaining health trust rebate from this year to offset next year, and examined other ways of moving money around, such as using the current budget for financial software, and cutting money from next year's budget for a speech assistant or cafeteria furniture. Brian Cisneros stated the most conservative route would be no budget shifts, no yellow sheets, and waiting until spring. He reminded the board that they asked the committee to identify how much money could be freed up and the bottom-line amount, without exceeding the 4.1% cap, is \$202,000.

Yusi Turell felt grateful for the finance committee managing the money so conservatively, boldly, and strategically.

The board members discussed their feelings of which yellow sheet items were priority, some of which included a DEIJ coordinator and the One World K-4 language program.

Michael Williams stated that tomorrow night a budget workshop would be held to discuss proposals for additions and cuts. Although workshops are not normally recorded and streamed to the public, this one would be an exception and available tomorrow night. He stated there would be no public comment or actions, but any materials presented would be available online for the public to view.

X. PUBLIC COMMENTS: None given.

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 {Not Needed}

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

XIII. ADJOURNMENT:

AL Howland moved to adjourn the regular meeting at 8:52pm, 2nd Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

Respectfully Submitted,
Karyn Laird
Records Keeper

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

2022-2023 SCHOOL CALENDAR

School Board Approved – TBD

Deliberative Session: February 7, 2023*

Voting Day: March 8, 2023

*Subject to Change

AUGUST/ SEPTEMBER 2022					
M	T	W	Th	F	
TW	TW	TW	▲		2
X	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

S(21)
T(24)

OCTOBER 2022					
M	T	W	Th	F	
				TW	
3	4	5	6	14	
X	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

S(19)
T(20)

NOVEMBER 2022					
M	T	W	Th	F	
	1	2	3	4	
*7	TW	9	10	X	
14	15	16	17	18	
21	22	X	X	X	
28	29	30			

S(17)
T(18)

DECEMBER 2022					
M	T	W	Th	F	
				1	2
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
X	X	X	X	X	

S(17)
T(17)

JANUARY 2023					
M	T	W	Th	F	
X	3	4	5	6	
9	10	11	12	13	
X	17	18	19	20	
TW	24	25	*26	27	
30	31				

S(19)
T(20)

8/29, 8/30, 8/31 Teacher Workshop Days
 9/1..... 1st Day for All Students
 9/5..... Labor Day Observance
 9/6..... 1st Day Preschool
 9/25-9/26..... Rosh Hashanah Observed
 10/4-10/5..... Yom Kippur Observed
 10/7..... Teacher Workshop -
 (Parent/Teacher Conference Gr K-4)
 10/10..... Indigenous Peoples' Day

11/8..... Teacher Workshop
 (Due to State General Election)
 11/11..... Veterans' Day Observed
 11/23 - 11/25... Thanksgiving Recess
 12/26 - 1/2..... Holiday Recess

1/16..... Martin Luther King Day
 1/23..... Teacher Workshop

2/20 - 2/24 Winter Recess
 4/24 - 4/28.....Spring Recess

5/26..... Teacher Workshop
 5/29..... Memorial Day

TBD..... ORHS Graduation
 6/22..... With 5 Built In - Snow Days

△ First Day of School for Students
 △ Last Day of School - **Early Dismissal**
 (unless more than 5 make-up days are
 required)

TW Teacher District Workshop Days
 (no school for students)

X School Closed – Holiday/Vacation/No
 School Day

* End of Quarter

SD Snow Days (5 Built in)

Anticipated last day for students is 6/23. The
 calendar allows for five school cancellation
 days. If less or more than five days are needed to
 cover cancellations, the schedule will be
 adjusted accordingly.

September 13, 2021 – State Primary

FEBRUARY 2023					
M	T	W	Th	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
X	X	X	X	X	
27	28				

S(15)
T(15)

MARCH 2023					
M	T	W	Th	F	
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	

S(23)
T(23)

APRIL 2023					
M	T	W	Th	F	
3	4	5	*6	7	
10	11	12	13	14	
17	18	19	20	21	
X	X	X	X	X	

S(15)
T(15)

MAY 2023					
M	T	W	Th	F	
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	TW	
X	30	31			

S(21)
T(22)

JUNE 2023					
M	T	W	Th	F	
			1	2	
5	6	7	8	9	
12	13	14	15	SD	
SD	SD	SD	SD/▲		

S(11)
T(11)

178 Student Days

185 Teacher Days



Appropriations

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
Instruction					
1100-1199	Regular Programs	\$20,135,881	\$688,479	\$0	\$20,824,360
1200-1299	Special Programs	\$6,910,569	\$251,502	\$0	\$7,162,071
1300-1399	Vocational Programs	\$35,000	\$0	\$0	\$35,000
1400-1499	Other Programs	\$746,001	\$48,974	\$0	\$794,975
1500-1599	Non-Public Programs	\$0	\$0	\$0	\$0
1600-1699	Adult/Continuing Education Programs	\$0	\$0	\$0	\$0
1700-1799	Community/Junior College Education Programs	\$0	\$0	\$0	\$0
1800-1899	Community Service Programs	\$0	\$0	\$0	\$0
Instruction Subtotal		\$27,827,451	\$988,955	\$0	\$28,816,406
Support Services					
2000-2199	Student Support Services	\$4,606,411	\$196,651	\$0	\$4,803,062
2200-2299	Instructional Staff Services	\$1,117,732	(\$106,150)	\$0	\$1,011,582
Support Services Subtotal		\$5,724,143	\$90,501	\$0	\$5,814,644
General Administration					
0000-0000	Collective Bargaining	\$0	\$0	\$0	\$0
2310 (840)	School Board Contingency	\$0	\$0	\$0	\$0
2310-2319	Other School Board	\$145,976	\$59,888	\$0	\$205,864
General Administration Subtotal		\$145,976	\$59,888	\$0	\$205,864
Executive Administration					
2320 (310)	SAU Management Services	\$0	\$0	\$0	\$0
2320-2399	All Other Administration	\$1,435,562	\$30,343	\$0	\$1,465,905
2400-2499	School Administration Service	\$2,021,005	\$19,447	\$0	\$2,040,452
2500-2599	Business	\$670,395	(\$73,030)	\$0	\$597,365
2600-2699	Plant Operations and Maintenance	\$4,263,849	\$325,959	\$0	\$4,589,808
2700-2799	Student Transportation	\$2,215,047	(\$56,317)	\$0	\$2,158,730
2800-2999	Support Service, Central and Other	\$1,555,303	(\$79,214)	\$0	\$1,476,089
Executive Administration Subtotal		\$12,161,161	\$167,188	\$0	\$12,328,349
Non-Instructional Services					
3100	Food Service Operations	\$28,000	\$0	\$0	\$28,000
3200	Enterprise Operations	\$0	\$0	\$0	\$0
Non-Instructional Services Subtotal		\$28,000	\$0	\$0	\$28,000



Appropriations

Account	Purpose	Prior Year Adopted Budget	Reductions or Increases	One-Time Appropriations	Default Budget
Facilities Acquisition and Construction					
4100	Site Acquisition	\$1	\$0	\$0	\$1
4200	Site Improvement	\$1	\$0	\$0	\$1
4300	Architectural/Engineering	\$1	\$0	\$0	\$1
4400	Educational Specification Development	\$1	\$0	\$0	\$1
4500	Building Acquisition/Construction	\$418,852	\$0	\$0	\$418,852
4600	Building Improvement Services	\$1	\$0	\$0	\$1
4900	Other Facilities Acquisition and Construction	\$1	\$0	\$0	\$1
Facilities Acquisition and Construction Subtotal		\$418,858	\$0	\$0	\$418,858
Other Outlays					
5110	Debt Service - Principal	\$1,285,000	(\$115,000)	\$0	\$1,170,000
5120	Debt Service - Interest	\$1,194,028	\$280,342	\$0	\$1,474,370
Other Outlays Subtotal		\$2,479,028	\$165,342	\$0	\$2,644,370
Fund Transfers					
5220-5221	To Food Service	\$829,351	(\$5,301)	\$0	\$824,050
5222-5229	To Other Special Revenue	\$641,000	\$0	\$0	\$641,000
5230-5239	To Capital Projects	\$0	\$0	\$0	\$0
5251	To Capital Reserve Fund	\$0	\$0	\$0	\$0
5252	To Expendable Trusts/Fiduciary Funds	\$0	\$0	\$0	\$0
5253	To Non-Expendable Trust Funds	\$0	\$0	\$0	\$0
5254	To Agency Funds	\$0	\$0	\$0	\$0
5310	To Charter Schools	\$0	\$0	\$0	\$0
5390	To Other Agencies	\$0	\$0	\$0	\$0
9990	Supplemental Appropriation	\$0	\$0	\$0	\$0
9992	Deficit Appropriation	\$0	\$0	\$0	\$0
Fund Transfers Subtotal		\$1,470,351	(\$5,301)	\$0	\$1,465,050
Total Operating Budget Appropriations		\$50,254,968	\$1,466,573	\$0	\$51,721,541



Reasons for Reductions/Increases & One-Time Appropriations

Account	Explanation
2320-2399	Benefits increases
2500-2599	Personnel restructuring savings
2200-2299	Benefit election savings
1400-1499	Contractual, benefits increases
2310-2319	Benefit increases
2600-2699	CIP
1100-1199	Contractual, benefits increases
2400-2499	Benefits increases
1200-1299	Special education required services
2000-2199	Contractual, benefits increases
2700-2799	Benefit election savings
2800-2999	Benefit election savings

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT THE
STATE OF NEW HAMPSHIRE
2022
SCHOOL WARRANT**

To the Inhabitants of the Oyster River Cooperative School District of Durham, Lee, and Madbury qualified to vote upon District affairs:

You are hereby notified to meet at the Oyster River High School in said district on the 8th day of February 2022, at 7:00 o'clock in the evening for Session I of the Annual School District Meeting for discussion of Articles 3 through 6 and for any amendments thereto. Warrant articles whose wording is prescribed by law shall not be amended and no warrant article shall be amended to eliminate the subject matter of the article at Session I.

Official ballot voting for school district officers (articles 1 and 2) and on articles 3-6 will occur at town polling locations on Tuesday, March 8, 2022:

Town of Durham	Oyster River High School	7:00 am to 7:00 pm
Town of Lee	Lee Transfer Station {via drive-in only}	7:00 am to 7:00 pm
Town of Madbury	Madbury Town Hall	11:00 am to 7:00 pm

ARTICLE 1: To choose a Moderator for the coming year.

ARTICLE 2: To choose two At Large School Board members for the ensuing three years.

ARTICLE 3: Shall the District raise and appropriate as an operating budget, not including appropriations by special warrant article and other appropriations voted separately, the amount set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$xx,xxx,xxx. Should this article be defeated, the operating budget shall be \$xx,xxx,xxx (Default Budget) which is the same as last year with certain adjustments required by previous action of the District or by law; or the District may hold one special meeting in accordance with RSA 40:13, X, and XVI to take up the issue of the revised operating budget only. *The School Board recommends this appropriation. (Majority vote required)*

Note:

Fund 10 = \$xx,xxx,xxx (regular operating budget); Fund 21 = \$xxx,xxx (expenditures from food service revenues); Fund 22 = \$xxx,xxx (expenditures from federal/special revenues); Fund 23 = \$xx,xxx (expenditures from pass through funds).

ARTICLE 4: Shall the District vote to approve within the provisions of New Hampshire RSA 273-A:3 the cost items included in the collective bargaining agreement reached between the Oyster River Educational Support Personnel Association and the Oyster River School Board which calls for the following increases in salaries and benefits at the current staffing levels:

2022 – 2023	\$ 86,981
2023 – 2024	\$ 75,527
2024 – 2025	\$ 77,505
2025 – 2026	\$ 81,588

and further to raise and appropriate the sum of \$ 86,981 for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increases in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? *The School Board recommends this appropriation. (Majority vote required)*

ARTICLE 5: Shall the District vote to approve within the provisions of New Hampshire RSA 273-A:3 the cost items included in the collective bargaining agreement reached between the Oyster River Para-Educators and Support Staff and the Oyster River School Board which calls for the following increases in salaries and benefits at the current staffing levels:

2022 - 2023	\$
2023 - 2024	\$
2024 - 2025	\$
2025 - 2026	\$

and further to raise and appropriate the sum of \$ xx,xxx for the 2022-2023 fiscal year, such sum representing the additional costs attributable to the increases in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? *The School Board recommends this appropriation. (Majority vote required)*

ARTICLE 6: Shall the District vote to raise and appropriate the sum of \$125,000 to be added to the Facilities Development, Maintenance, and Replacement Trust which was established in March of 2017. This sum to come from June 30 fund balance available for transfer on July 1. *The School Board recommends this appropriation. (Majority vote required)* No amounts to be raised from taxation.

Given under our hands at said Durham NH this ____ day of January 2022:

Michael Williams, Chairperson

Denise Day, Vice-chair

Thomas Newkirk

Allan Howland

Brian Cisneros

Daniel Klein

Yusi Turell

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
December 1, 2021

Title	Code
Policies for First Read	
School Board Use of Emails	BHE
Academic Freedom	IB
Staff Participation in Political Activities	GBI
Policies for Second Read/Adoption - Unanimous Consent	
Policies for Deletion/Replacement	
Policies in Process	
Distance Education	IMBA
Policy Development System/Policy Adoption/Policy Review and Evaluation	BGA/BGB/BGC
Discipline Polices to be reviewed	JICD, JICH, JICK, JIC, JIDD

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 <u>School Board First Read: December 1, 2021</u>	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

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: IB
Date of Adoption: November 30, 1998 Date of Revision: November 9, 1999 First Read to SB: September 21, 2011 Second Read/Adoption to SB: October 5, 2011 Review by Policy Committee: September 10, 2014 First Read School Board: September 17, 2014 Second Read/Adoption School Board: October 1, 2014 Policy Committee Review: October 13, 2021 & Nov. 18, 21 School Board First Read: December 1, 2021	Page 1 of 1 Category: Optional

ACADEMIC FREEDOM

~~The Oyster River Cooperative teacher is entitled to freedom in the classroom in discussing his/her assigned subject matter or current issues, makes every effort to be accurate, should exercise appropriate restraint, and respect the opinions of others.~~

“Academic freedom” is the opportunity of educators and students to study, investigate, present, interpret, and discuss facts and ideas relevant to the curriculum and course being taught, giving consideration to the maturity level of the students.

The Oyster River School District supports academic freedom for their teachers.

Teachers should be accurate, show respect for the opinions of others, and at all times comply with Board Policy GBI – Staff Participation in Political Activities, regarding staff political activities and speech.

Nothing in this policy should be construed to prohibit the (i) teaching of historical subjects, including for instance, discrimination, (ii) discussions related to current events, or (iii) efforts to promote equity and/or inclusion.

Cross Reference:

- IMC – Controversial Topics, Speakers and Programs
- AC – Nondiscrimination/Equal Opportunity
- ACE – Nondiscrimination on the Basis of Handicap/Disability
- ACE-R – Special Education Procedural Safeguards Handbook

[GBI – Staff Participation in Political Activities {When adopted}](#)

Legal References:

[RSA 193:40 Prohibition on Teaching Discrimination](#)

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBI
Review to Policy Committee: August 25, 2011 Policy Committee Review: October 13, 2021 & Nov. 18, 2021 School Board First Read: December 1, 2021	Page 1 of 1 Category: Optional

STAFF PARTICIPATION IN POLITICAL ACTIVITIES

The Oyster River School Board recognizes that employees of the school district have certain civic rights. Employees, as citizens, have a right to engage in political activities. Nevertheless, this right to engage in political activities may be reasonably conditioned by the School Board as an employer. This policy defines the types of conduct that are not permitted.

Employees will not advocate their personal political views or engage in political activities defined in this policy during hours of official employment. Employees will not ~~exploit~~ use students in any way to promote their personal political views. Employees will not misrepresent their political views as those of the school division. Examples of activities that are not permitted include:

1. Representing personal political views as those of the school district; employees should always take adequate precautions to distinguish between their personal political views and those of the school district.
2. Interfering with colleague's exercise of political and citizenship rights and responsibilities; and
3. Using school district privileges, school division resources, including but not limited to the District e-mail system or working time to promote political candidates or for partisan political activities.

It is the intent of this policy that political activities be narrowly defined to mean only "partisan political activities." Partisan political activities would include the posting of political circulars or petitions, collection and/or solicitation of campaign funds, solicitations for campaign workers and other activities of a clearly partisan nature, including those activities relating to local, state, or federal elections.

Nothing in this policy is to be construed as precluding discussion of contentious viewpoints, including discrimination, in current events or historical subjects, or conducting mock elections, debates, conventions or similar simulated political activities, where such discussion or the activity is primarily intended as part of a larger course of academic instruction, as an educational experience.

District employees as public employees have a full right to publicly discuss and give opinions as an individual on their own time on all matters concerning any government entity and its policies. This policy recognizes public employee freedom of expression as set forth in RSA Chapter 98-E and other law and is intended to address only employee speech when the employee is engaging in his or her work as an employee and is speaking in furtherance of the employee's official duties.

Legal Reference:

RSA 193:40, Prohibition on Teaching Discrimination
[RSA Chapter 98-E Public Employee Freedom of Expression](#)