

Oyster River Cooperative School District
REGULAR BOARD MEETING

December 6, 2023

ORHS – Library

6:00 PM

- O. MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING
- I. CALL TO ORDER 6:00 PM
- II. APPROVAL OF AGENDA
- III. PUBLIC COMMENTS *(Total allotted time for public comment is 30 minutes)*
- IV. APPROVAL OF MINUTES *Motion to approve November 15, 2023, and November 29, 2023, Regular Meeting Minutes.*
- V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS
 - A. District
 - B. Board
- VI. DISTRICT REPORTS
 - A. Assistant Superintendent/Curriculum & Instruction Report(s)
 - B. Superintendent’s Report
 - Hate Speech Parent Meeting
 - Re-statement of Board’s Decision of the FY25’ District Budget.
 - Overview of Barrington Tuition Agreement
 - C. Business Administrator
 - D. Student Representative {Maeve Hickok}
 - E. Finance Committee Report
 - F. Superintendent Search Committee
 - G. Other:
- VII. UNANIMOUS CONSENT AGENDA *{Requires unanimous approval. Individual items may be removed by any Board Member for separate discussion and vote}*
- VIII. DISCUSSION & ACTION ITEMS
 - 2024-25 School Calendar for First Review.
 - FY 25’ Default Budget *Motion to approve FY25’ Default Budget.*
 - Draft 2024 Warrant Articles. *Motion to approve 2024 Warrant Articles.*
 - List of Policies for First Read: JLCE – Emergency Care and First Aid, JJIF – Athletic Policy – Sanctioning of Sports, ACN – Lactation Accommodations. *Motion to approve List of Policies for First Read: JLCE – Emergency Care and First Aid, JJIF – Athletic Policy – Sanctioning of Sports, ACN – Lactation Accommodations.*
- 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 20, 2023 - Regular School Board Meeting @ 7:00 PM - ORMS Recital Hall
January 3, 2024 - Regular School Board Meeting @ 7:00 PM – ORMS Recital Hall
January 10, 2024 – Public Budget Hearing - @ 7:00 PM – ORMS Recital Hall
January 17, 2024 – Regular School Board Meeting @ 7:00 PM – ORMS Recital Hall
- XII. NON-PUBLIC SESSION: RSA 91-A:3 II (b)
 - The hiring of any person as a public employee.

NON-MEETING SESSION: RSA 91-A2 I {If needed}
- XIII. ADJOURNMENT

Respectfully submitted,
Superintendent

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

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

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

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

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

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

Oyster River Cooperative School District Members:

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

Information Regarding Nonpublic Session

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

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

Oyster River Cooperative School Board

Regular Meeting Minutes

November 15, 2023

DRAFT

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

STUDENT REPRESENTATIVE: Maeve Hickok

ADMINISTRATORS PRESENT: Dr. Morse, Suzanne Filippone, Catherine Plourde, Amy Ransom, David Goldsmith, Misty Lowe, Bill Sullivan, Rebecca Noe, Josh Olstad

STAFF PRESENT:

GUEST PRESENT:

ABSENT:

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

Denise gave a big thank you to everyone on the Superintendent Search Committee and for all the hours they've put in.

II. APPROVAL OF AGENDA

Brian Cisneros made a motion to approve the agenda as written, 2nd by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.

III. PUBLIC COMMENTS – Individuals were given 3 minutes to speak per public comment policy.

Julie Kelley of Durham, member of the Integrated Waste Management Advisory Committee (IWMAC), facilitator of the OR Sustainability Scholarship, and parent of OR graduates, shared her sustainability initiative which aligns with policy ECF and ECFA-R. She is working to make the on-site school events sustainable and has started with sports banquets. A letter sent to sports boosters requesting the use of reusable linens, large jugs of water in place of single use bottles, and bins for composting and recycling was supported by Athletic Director Andy Lathrop and Child Nutrition Director Meredith St Onge. The soccer team was in favor of a sustainable banquet, which was held at the middle school with 250 attendees. However, the compost and recycling bins were not available at the event and all compostable goods went in the trash. Julie asked the board for their help to make the initiative work and be more effective.

Nell Neal of Durham, Chair of IWMAC and retired teacher, works closely with Public Works to reduce trash in our community. She said signs have been placed around town to deliver sustainability messages, such as "Eliminate Single Use Plastics," and she invited the listening audience to attend the movie screening *Microplastics Madness* at the Durham Public Library on November 28th at 6:30 pm. The film depicts how fifth graders researched the effects of harmful microplastics and took action to eliminate all single-use plastic in their cafeteria. Nell supports Julie's proposed initiative for school sustainability. She said it will help educate students and hopefully lead to sustainability practice as standard practice.

Brian Turnbull of Durham stated his support for a full-time music teacher for the strings program. He felt the number of students exceeded the workload for a single teacher. In lieu of repeated comments from other community members, he asked for anyone in support of a full-time strings teacher to raise their hand. Approximately twenty audience members raised their hand.

Lyndsay Boysen of Durham thanked the board for being supportive of music education. Speaking as a parent and college music teacher, she felt strongly that an additional full-time position would allow continued growth, more ability to differentiate, and ensure the vision and growth of the program.

IV. APPROVAL OF MINUTES

Heather Smith made a motion to approve the November 1st, 2023, Regular Meeting Minutes, 2nd by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.

Heather Smith made a motion to approve the November 1st, 2023, Non-Public Meeting Minutes, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative abstaining.

~~V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS~~

~~A. District~~

~~B. Board~~

VI. DISTRICT REPORTS

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

~~B. Superintendent's Report~~

C. Business Administrator

FY24 Current Budget Update

Amy Ransom informed the board that the FY24 budget report is as expected, and an updated report of positives and negatives across the district will be provided at the next meeting.

D. Student Representative Report {Maeve Hickok}

Maeve Hickok announced that Volleyball won States and the Girls XC earned 2nd place at the New England's Championship. On Friday, 11/19 the undefeated Portsmouth ClipperCats will play Bedford who is also undefeated. The fall play *Arsenic & Old Lace* will hold performances on Nov. 16th, 17th & 18th at 7 pm with an additional 2 pm matinee on Saturday. The Mental Health Matters Panel will take place on 11/20 at 6:00 pm and a Parent Forum on Hate Crime will take place on 11/27 at 6:30 pm, both events will be held in the high school auditorium.

~~E. Finance Committee Report~~

F. Superintendent Search Committee

Heather Smith provided an update to the Superintendent Search Committee. To date it has created a screening profile based on remote and in person focus groups, established a screening committee, and conducted candidate interviews. She is very pleased with the outcome of the process so far. The Screening Committee has selected finalists, whose names have not been made public yet, and in December there will be "Meet the Candidate" opportunities. Information about the candidates, campus visits, and public forums will be publicized later this month. Heather reviewed dates for the search timeline, noting that a new superintendent will be appointed by the end of December. She thanked all the members of the Superintendent Search Committee including Brian Cisneros, Tom Newkirk, Catherine Plourde, Wendy DiFruscio, Rebecca Noe, Rachael Blansett, Carina Dolcino, Kristen Hughs, Shawn Kelly, Tyler Patria, Elise Bacon, Debby Curran, Kelly Ickes, and Todd Selig. She acknowledged the committee for being trusting, candid, thoughtful, and curious during the screening process. She said they reflected the district very well and did the district a huge service. Heather also acknowledged Pam Purser for greeting the candidates and Tim Kenaley for providing food.

~~G. Other:~~

VII. UNANIMOUS CONSENT AGENDA – There were no requests to discuss items separately.

- Mast Way Maternity Leave of Absence from November 2023 through March 4, 2024.
- ORHS Maternity Leave of Absence from approximately May 20, 2024, through End of Year.

Denise Day made a motion to approve the Unanimous Consent Agenda as presented, 2nd by Heather Smith. Motion passed 7-0 with the student representative voting in the affirmative.

VIII. DISCUSSION & ACTION ITEMS

FY25 Draft Budget

Dr. Morse credited Amy Ransom for laying out several options for the FY25 budget. He let the board know they are intended to be conversation starters and other options can still be created and considered.

Amy said she was just notified of the state adequacy funding, which will be in the amount of \$33K. Based on meetings with administration and the finance committee, seven options were read aloud. Giana Gelsey made a request for the numbers to be projected on the screen for the audience to see. A slideshow was not available but will be at future meetings.

Board members discussed the budget options, and the following key points were made:

- Giana pointed out that none of the options excluded the Mast Way cafeteria expansion. She visited the space and said there are non-functioning circular tables in a section of the cafeteria and wondered about utilizing the space better with rectangular tables. She pointed out that an expansion would reduce the size of the parking lot and would require constructing a new fire lane. Denise Day felt the project was important and personally thought it should remain. Dan Klein agreed with Giana that there could be options without the Mast Way expansion. Dr. Morse will get rough numbers for redirection of the parking lot and suggested that future budgets include bigger parking lots.
- Denise asked if any item came out of the budget should it be the AC in the high school Multi-Purpose Room (MPR). Giana said she favored the AC installation since the MPR is where the strings students practice, and their instruments are sensitive to heat.
- Denise suggested reducing options based on board and community comment. Tom Newkirk suggested removing options that didn't include a full-time strings teacher and behavior health counselor. Brian Cisneros agreed and said the \$33K in state funding makes a huge difference. The board removed options that didn't include both positions.

Concluding the discussion, Chair Denise Day requested new budget options that include the following: \$500k from the trust fund, the strings teacher, and the behavioral health counselor with and without the Mast Way cafeteria expansion and the high school MPR air conditioning. Further discussion will continue at the November 29th budget meeting.

~~IX. SCHOOL BOARD COMMITTEE UPDATES~~

X. PUBLIC COMMENTS – None provided.

XI. CLOSING ACTIONS

A. Future Meeting Dates: November 29, 2023 – Budget School Board Meeting @ 6:00 PM – ORMS Recital Hall
 December 6, 2023 – Regular School Board Meeting @ 7:00 PM – ORHS Library
 December 20, 2023 – Regular School Board Meeting @ 7:00 PM – ORMS Recital Hall
 January 3, 2023 – Regular School Board Meeting @ 7:00 PM – ORHS Recital Hall

XII. NON-PUBLIC SESSION: RSA 91-A:3 II {If needed}
NON-MEETING SESSION: RSA 91-A2 I {If Needed}

XIII. ADJOURNMENT:

Heather Smith made a motion to adjourn the meeting at 8:04 pm, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

- Superintendent Search ~ NESDEC Workshop [8:00 PM]

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

Respectfully Submitted,
 Karyn Laird, Records Keeper

INTEROFFICE MEMORANDUM

TO: School Board
FROM: James Morse, Superintendent
DATE: December 1, 2023
RE: Renewal of Barrington Tuition Agreement

The Barrington tuition agreement has worked well for both Oyster River and Barrington. The original goals of the agreement continue to work in favor of both school systems. The two primary goals were,

- 1.) to continue to offer rich and diverse programming at ORHS by ensuring the student/teacher ratio remains reasonable, and
- 2.) to increase revenue from sources other than the local taxpayer. The good news for both systems is that Barrington wishes to extend the agreement for another ten years.

Ten years ago, Oyster River High School had 'empty' seats in a very large building. The district was facing the very real possibility of high school teacher layoffs due to the lack of students. Such layoffs would have limited course offerings and fundamentally changed how the high school operates.

We reached out to several area towns including Barrington to see if any were willing to enter into a tuition agreement. Barrington was willing, to enter into a tuition agreement. We have grown from 35 students to over 180 students with an upper limit of 200 students. Ten years later, Oyster River High School is about to face a similar decline in students so renewing the agreement makes sense. It also makes sense to increase the upper limit so as resident student enrollment declines Barrington student enrollment can increase.

Barrington is satisfied with the current wording of the agreement. However, in conversations with Barrington Superintendent Deannah Rae, I recommended we add a minor tweak in the contract language of establishing a tuition cap by adding the following language, "the tuition cap should not exceed the prior year cost per pupil on the DOE 25." During the initial years of the agreement, Barrington was receiving a discounted cost for tuition, but as the years have gone by, Barrington pays much closer to our actual cost. Adding the language above would keep their tuition cost closer to our true costs, with the understanding they would never exceed our tuition cost.

In summary, Barrington students have been very successful at ORHS. They 'blend' in with resident students in all aspects, academically, socially, and athletically. ORHS students have been welcoming and benefit both academically and socially. I highly recommend that the Board support the continuation of this agreement for another ten years and send a warrant to the voters asking for their support.

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

INTEROFFICE MEMORANDUM

TO: School Board
FROM: Suzanne Filippone, Asst. Superintendent
DATE: November 29, 2023
RE: 2024- 2025 Draft of School Calendar

After meeting with superintendents from Rochester, Dover, Somersworth, and Barrington we have drafted our proposed calendars for the 2024 - 2025 school year.

Per RSA 188-E:1 a there may not be more than 10 instructional days following Labor Day on which calendars do not align.

In the current proposed draft calendar, the ORCSD calendar has two conflicting days with Rochester, two conflicting days with Dover, and eight conflicting days with Somersworth.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

DRAFT

2024-2025 SCHOOL CALENDAR

DRAFT

School Board Approved – TBD

Deliberative Session: February, 2025*

Voting Day: March , 2025

*Subject to Change

S(22)
T(24)

AUGUST/ SEPTEMBER 2024				
M	T	W	Th	F
TW	TW	▲	29	X
X	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

S(21)
T(22)

OCTOBER 2024				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	TW
X	15	16	17	18
21	22	23	24	25
28	29	30	31	

S(16)
T(17)

NOVEMBER 2024				
M	T	W	Th	F
				1
4	TW	6	7	8
X	12	13	14	15
18	19	20	21	22
25	26	X	X	X

S(15)
T(15)

DECEMBER 2024				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
X	X	X	X	X
X	X			

S(20)
T(21)

JANUARY 2025				
M	T	W	Th	F
		X	2	3
6	7	8	9	10
13	14	15	16	17
X	21	22	23	24
TW	28	29	*30	31

8/26, 8/27..... Teacher Workshop Days
8/28 1st Day for All Students
8/29..... 1st Day Preschool

8/30 – 9/2..... Labor Day Observance

10/11..... Teacher Workshop
10/14..... Indigenous Peoples' Day

11/5 Teacher Workshop -
(Parent/Teacher Conference Gr K-8)

11/11..... Veterans' Day Observed
11/27 - 11/29... Thanksgiving Break

12/23 - 1/1..... Winter Break

1/20..... Martin Luther King Day
1/27 Teacher Workshop

2/24 - 2/28..... February Break

3/14..... Teacher Workshop

4/28 – 5/2..... April Break

5/23 Teacher Workshop
5/26..... Memorial Day

TBD..... ORHS Graduation
6/24..... With 5 Built In - Snow Days

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

TW Teacher District Workshop Days
(no school for students)

X School Closed – Holiday/Vacation

* End of Semester One

SD Snow Days (5 Built in)

Anticipated last day for students is 6/24. 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.

FEBRUARY 2025				
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)

MARCH 2025				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	TW
17	18	19	20	21
24	25	26	27	28
31				

S(20)
T(21)

APRIL 2025				
M	T	W	Th	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
X	X	X		

S(19)
T(19)

MAY 2025				
M	T	W	Th	F
			X	X
5	6	7	8	9
12	13	14	15	16
19	20	21	22	TW
X	27	28	29	30

S(18)
T(19)

JUNE 2025				
M	T	W	Th	F
2	3	4	5	6
9	10	11	12	13
16	17	SD	SD	SD
SD	SD/▲			

S(12)
T(12)

178 Student Days

185 Teacher Days

OTHER RECOGNIZED 2024-25 HOLIDAY

Independence Day	July 4, 2024
Muharram [Al Hijrah New Year] (Islamic)	July 8
Janmashtami (Hindu)	August 26
Labor Day	September 2
Mawlid al-Nabi [birthday of Mahammad] (Islamic)	September 27#
Rosh Hashanah [New Year] (Jewish) <i>Designated non-workday for observers +</i>	October 2 -October 4*
Navaratri/Dussehra (Hindu)	October 3
Yom Kippur [Day of Atonement] (Jewish) <i>Designated non-workday for observers +</i>	October 11–October 12*
Sukkot [Feast of Tabernacles] (Jewish)10/17 & 10/18 <i>Designated non-workday for observers</i>	October 16-October 23*
Shemini Atzeret (Jewish) <i>Designated non-workday for observers +</i>	October 23- October 24*
Simchat Torah (Jewish) <i>Designated non-workday for observers +</i>	October 24 – October 25*
Indigenous Peoples Day	October 14
Diwali (Hindu)	October 31
Veterans Day	November 11
Thanksgiving Day	November 28
Native American Heritage Day	November 29
Hanukkah [Chanukah] (Jewish) +	December 25- January 2
Christmas	December 25
New Year's Day	January 1, 2025
Orthodox Christmas (Christian Orthodox)	January 7
Martin Luther King Day	January 20
Lunar New Year	January 29
President's Day	February 17
Maha Shivaratri (Hindu)	February 25
Beginning of Ramadan (Islamic)- <i>evening of February 28 – March 29 +</i>	March 1#
Ash Wednesday (Christian)	March 5
Beginning of Lent (Christian Orthodox)	March 5
Purim (Jewish) +	March 13 - March 14
Holi (Hindu)	March 14
Lailat al-Qadr (Islamic)	March 27#
Eid al-Fitr [End of Ramadan] (Islamic)	March 29#
Ramanavami (Hindu)	April 6
Passover [Pesach] (Jewish) <i>April 12 & 13, 18 & 19 Primary obligation days +</i>	April 12-20*
Good Friday (Christian)	April 18
Easter (Christian)	April 20
Memorial Day	May 26
Shavuot (Jewish) <i>Designated non-workday for observers +</i>	June 1-3*
Eid al-Adha (Islamic)	June 16#
Juneteenth	June 19

* These holidays (or dates within holidays) are designated non-work (observance) days.

Some of these dates are not fixed to a calendar but based on the actual sighting of the moon & therefore there may be some variance by day.

+ Begins at sunset of first date

<https://councilofpresidents.org/2022-2023-holiday-observance-calendar>

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

INTEROFFICE MEMORANDUM

TO: School Board
FROM: Amy Ransom, Business Administrator
DATE: December 1, 2023
RE: FY25 Budget

After the budget meeting on November 29, the FY25 budget was approved at 4.2%. The FY25 District Budget is listed under District Reports on the agenda as a re-statement of the Board's decision. In terms of the Default FY25 budget amount, this information will be provided to you at the December 6 meeting. This information will be given to you as a dollar amount but will not be on the form that you are accustomed to receiving.

In addition, the Draft Warrant Article will also be given to you with the appropriate language needed, but at this time without the dollar amounts listed.

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT THE STATE
OF NEW HAMPSHIRE
2024
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 Middle School in said district on the 6th day of February 2024, at 7:00 o'clock in the evening for Session I of the Annual School District Meeting for discussion of Articles 3 through 8 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 through 6 will occur at town polling locations on Tuesday, March 12, 2024:

Town of Durham	Oyster River High School	7:00 am to 7:00 pm
Town of Lee	Lee Public Safety Complex	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 three School Board members one each for Durham, Lee and Madbury 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 Intervention and Tutors Association and the Oyster River School Board which calls for the following increases in salaries and benefits at the current staffing levels:

2024-2025	\$xx,xxx
2025-2026	\$xx,xxx
2026-2027	\$xx,xxx

and further to raise and appropriate the sum of \$ xx,xxx for the 2024-2025 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 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.

ARTICLE 6: Shall the District vote to approve an extension to the existing approved tuition agreement between the Oyster River Cooperative School District and Barrington School District, as negotiated by the School Board which provided for an initial term beginning on July 1, 2015 and ending on June 30, 2025 to now renew as of July 1, 2024 to June 30, 2033, and with the term to be extended from year to year provided that on June 30, 2029 and thereafter this contract may be terminated by either party after providing 4 years prior written notice of the date of termination, and further to authorize the School Board to submit the Agreement to the State Board of Education for approval pursuant to RSA 194:22, and to authorize the School Board to take such other and further acts necessary to give effect to this article, including the adoption of minor amendments to the Agreement, from time to time during its term, without further action by the School District Meeting.

Note:

The tuition cap should not exceed the prior year cost per pupil on the DOE25.

ARTICLE 7: Shall the District establish an Artificial Turf Field Replacement Expendable Trust under the provisions of RSA 198:20-c, for replacing the District's Artificial Athletics Turf Fields, and raise and appropriate up to \$125,000 for this purpose with such amount to be funded from the year-end undesignated fund balance, and further, to name the School Board as agents to expand from the Artificial Turf Field Replacement Trust.

ARTICLE 8: Shall the District establish a non-lapsing Athletic Field Revolving Fund in accordance with RSA 194:3-c to be funded by receipts from the use of the District's athletic fields for the purpose of maintaining and replacing the athletic funds. Further to raise and appropriate the sum of one dollar (\$1.00). Withdrawals from the revolving fund will be made on an annual basis as needed.

Given under our hands at said Durham NH this _____ day of January 2024:

Denise Day, Chairperson

Matthew Bacon, Vice-chair

Brian Cisneros

Daniel Klein

Heather Smith

Thomas Newkirk

Giana Gelsey

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
December 6, 2023 - First Read

Title	Code
Policies for First Read	
Athletic Policy – Sanctioning of Sports	JJIF
Emergency Care and First Aid	JLCE
Lactation Accommodations	ACN
Policies for Second Read/Adoption - Unanimous Consent	
Policies for Deletion/Replacement	
Policies in Process	
Discipline Polices to be reviewed	JIDD
Website Accessibility and Grievance	KEE

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: JJIF
Draft to Policy Committee: March 13, 2013 First Read School Board – May 1, 2013 Second Read/Adoption School Board: June 5, 2013 Policy Committee: October 12, 2023 School Board First Read: December 6, 2023	Page 1 of 2

Athletic Policy-Sanctioning of Sports

The Oyster River School Board recognizes the value of athletic participation to the development of well-rounded students. Significant evidence exists to show that students who participate in interscholastic sports perform better academically than those who do not. The Oyster River School Board promotes athletic participation in the belief that successful athletic programs promote individual and team potential by helping to develop high standards of competence, character, civility and citizenship for student-athletes.

The following definitions are guidelines the District will use to identify the process whereby the School Board adopts an athletic program as a school extracurricular activity and accepts some level of responsibility for coordinating and supporting the activity. There are three levels of sanctioning:

- A. •—Level 1 Club sport.** This is the first level of sanctioning. The school district, through its administration, hires and evaluates coaches and arranges scheduling (practice and interscholastic), transportation, fields. The club itself or an affiliated booster organization is responsible for all associated costs and will meet with athletic director to set up a financial budget and other arrangements. Transportation may or may not be funded

- B. •—Level 2 School sport.** This is the second level of sanctioning. The School District assumes the responsibilities listed above for a club sport. In addition, at the Board’s discretion, through their vote, it also pays for varsity, junior varsity and middle school (if any) coaches, officials, game managements costs and [facilities cost fields \(except ice hockey and turf field rentals, where the costs may be shared between the district and the affiliated booster organization\)](#). All additional costs associated with the program will be paid through booster organizations or individual families [involved](#). Transportation may or may not be funded.

- C. Level 3 School-sponsored sport.** This is the final level of sanctioning. The School Board, at the Board’s discretion, through their vote, assumes all the responsibilities listed above for a school sport. In addition, the school district pays for some or all of the activity’s uniforms and equipment. The level of responsibility for uniforms and equipment may vary from activity to activity depending on the costs involved and the individual agreement between the school district and any affiliated booster organization that shares costs for the activity. The school district does not normally pay costs (except coaches and insurance costs) associated with teams other than varsity and junior varsity, reserve and middle school teams. Transportation may or may not be funded.

The Decision Process:

Decisions on sanctioning are made by the School Board based on the advice of the athletic director and building principal. In all cases, the athletic director consults with the principal and superintendent prior to presentation to the School Board.

Factors for Consideration. In making sanctioning decisions, the athletic director and the School Board shall consider the following factors on a case-by-case basis:

- A.** Is the sport in compliance with Title IX and other statutory guidelines?
- B.** Is there a gender equity issue that would be addressed by the addition of a new activity?
- C.** Is there a feeder system at lower grade levels indicative of community, family, and athlete support of the activity?
- D.** Is the activity sponsored by the New Hampshire Interscholastic Athletic Association?
- A.E.** How many students would likely participate in the sport and sustain the numbers for many years?
- B.F.** Are there qualified coaches able and willing to coach?
- C.G.** Are there facilities for practicing and playing that can be used without undue hardship to existing teams?

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Athletic Policy-Sanctioning of Sports

- H. What is the particular level of logistical and financial support expected from the school? In particular, what would the total cost to the district be per student projected to participate in the program?
- I. What is the timeline or potential for the sport to want to upgrade within our sport sanctioning levels?
- J. Is there student capacity to add additional sports?
- K. Can the program be added and co-exist with existing programs?
- L. Is the program being advocated by students?
- M. In no case will negotiated stipends be exceeded.

Cross Reference:

JJA - Student Activities, Clubs and Organizations

Legal Reference:

**Title IX Guidelines
NHIAA Rules and Regulations**

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Emergency Care and First Aid

All Oyster River Cooperative School personnel have responsibilities in connection with injuries and emergencies occurring in school and at school-sponsored events, which may be classified as follows: (1) administering first aid; (2) summoning medical assistance; (3) notifying administration; (4) notifying parents; and (5) filing accident/injury reports.

School personnel must use reasonable judgment in handling injuries and emergencies. ~~Caution should be exercised not to minimize or maximize any injury or illness.~~ All personnel will be trained to understand the proper steps to be taken in the event of an injury or emergency.

The Superintendent will ensure that at least one other person on staff, aside from the school nurse, has current first aid and cardiopulmonary certification (CPR). If the school nurse or licensed practical nurse is not available, the person(s) who have current first aid and CPR certification is authorized to administer first aid and CPR as needed.

The school will obtain at the start of each school year emergency contact information of parents/ guardians for each student and staff member.

The school physician, school nurse, or specially trained staff members shall assist in the treatment of injuries or emergency situations. Such individuals have the authority to administer oxygen in case of a medical emergency, if available and if appropriate. This authorization extends to administering oxygen to students without prior notification to parents/guardians.

The school nurse or other designated personnel may administer other medications to students in emergency situations, provided such personnel has all training as is required by law. Such medication may also be administered in emergency situations if a student's medical action plan has been filed and updated with the school district to the extent required by law.

Consistent with state law, the school nurse may maintain a supply of asthma related rescue medication and the emergency medication eEpinéphrine. The school physician, if any, the school nurse, or specially trained staff members may also administer eEpinéphrine to any student in case of a medical emergency, if appropriate. This authorization extends to administering eEpinéphrine without prior notification to parents/guardians. The school nurse or other designated personnel may administer or make available to self-administer a bronchodilator, spacer, or nebulizer to a student who has been diagnosed with asthma for use in emergency or other situations as determined by the school nurse.

The district will maintain all necessary records relative to the emergency administration of medication and will file all such reports as may be required under Board policy JLCD, (Administering Medications to Students) or applicable laws or regulations.

The District makes it possible for parents/guardians to subscribe to student accident insurance at low rates. This program is offered each year during September. The District does not provide student accident insurance.

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Records related to the emergency administration of any medication under this policy shall be made and maintained by the school nurse as provided in Board policy JLCD and District procedures JLCD-E & E1. (Parent Request Form/Physician Medication Order)

The school nurse will follow other first aid reporting protocols, as may be determined by other Board policy or administrative directive.

Naloxone/Narcan and Opioid Antagonists:

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

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

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

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

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

Legal References:

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

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Lactation Accommodation

Oyster River Cooperative School District (ORCSD) recognizes that human milk is the optimal food for growth and development of infants. It is the policy of the District to provide a room or other private location for employees who wish to express human milk ~~or breast/chest feed~~ at work for up to one year. ~~Lactation accommodations will be provided to employees for as long as they desire.~~ In addition, the District will provide a reasonable amount of break time to accommodate employees.

No employee will be discriminated against for lactation activities as provided in this policy, and reasonable efforts will be made to assist employees in meeting their infant feeding goals while at work or school.

Notice and Planning

Employees should contact the building principal at least two weeks before the need for accommodations arises. When ordinary accommodations (see below) will create undue hardship to the operations of the building, the District will work with the employee to find other acceptable accommodations. Such other accommodations may include a change in work/class assignments, or schedules. When acceptable accommodations are unattainable, the building principal or other administrator should consult with the District Superintendent. Plans should be revisited upon request, or at least every three months, with adjustments made to the accommodations for breaks as needs change.

Breaks

A reasonable amount of break time will be provided to employees who want to express human milk. ~~Or feed their infant.~~ If possible, the break time should coincide with the employee's break time, ~~if not possible,~~ employees will be paid during these times.

Suitable Private Area

The District will make a reasonable effort to provide employees with a private room or other location. This space must not be a bathroom and should be private and in close proximity to the employee's work area. Ideally,

1. The space will have a door that locks. If this is not possible, a room can be made private by placing a message on the door that the room is in use.
2. Drawing blinds or curtains, covering windows without curtains, or setting up a portable partition.
3. The space should be clean and comfortable, equipped with an electrical outlet, and contain comfortable seating and a table or other flat surface.
4. It should also be located near a sink with running water for hand washing and cleaning of equipment.
5. Employees shall maintain the area and keep it clean for the next user.
6. The area will be cleaned regularly by district staff assigned to that duty.

Storage

A hygienic and secure location will be available for employees to store human milk.

Notification/Education

This policy shall be printed or summarized in applicable employee and student handbook. For employees, if the handbook is not provided at the time of hire, then the District will provide a copy of this policy at the time of hire.

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Lactation Accommodation

Atmosphere of Acceptance

Lactation should not constitute a source of discrimination in employment or in access to employment. It is prohibited under this policy to harass an employee or exercise any conduct that creates an intimidating, hostile or offensive working environment. Any incident of harassment of an employee will be addressed in accordance with the District policies and procedures for discrimination and harassment.

Cross Reference:

- Policy AC – Non-Discrimination, Equal Opportunity
- Policy ACAB – Harassment and Sexual Harassment of School Employees
- Policy GBEB – Staff Conduct with Students Policy JIC – Student Conduct Legal

References:

- 20 U.S.C 1681, et seq Title IX Education Amendments of 1972
- 42 U.S.C 2000gg Pregnant Worker Fairness Act (“PWFA”)
- 42 U.S.C 218d Pump for Nursing Mothers Act (“PUMP Act”)