

Oyster River Cooperative School District
REGULAR MEETING

December 15, 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

II. APPROVAL OF AGENDA

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

IV. APPROVAL OF MINUTES

- Motion to approve 12/1/21 Regular Meeting Minutes.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

- A. District**
- B. Board**

VI. DISTRICT REPORTS

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

- Assessing and Monitoring Student Growth – Part 1 of 3

***COVID Metric – Catherine Plourde**

- o SASS/Adult COVID Testing

B Superintendent’s Report

C. Business Administrator

- FY22 Budget Update

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}*

- ORMS Maternity Leave of Absence for March 2021 through the end of the 2021 – 22 school year. *Motion to Approve ORMS Maternity Leave of Absence from March 2021 through the end of the year.*
- ORMS Activity Stipend Nomination for Jazz Band. *Motion to Approve ORMS Activity Stipend for Jazz Band.*
- ORHS Winter Coach Nomination for Diving. *Motion to Approve ORHS Winter Coach Nomination for Diving.*
- List of Policies for Second Read/Adoption: BHE – School Board Use of Emails, IB – Academic Freedom, GBI – Staff Participation in Political Activities. *Motion to Approve List of Policies for a Second Read/Adoption.*

VIII. DISCUSSION & ACTION ITEMS

- 2022-23 School Calendar Draft for Second Review.
- ORPaSS Negotiated Agreement. *Motion to Approve ORPaSS Negotiated Agreement for para-educators and school nutrition employees for the ensuing 4 years from 2022-2026 upon ratification by the ORPaSS union.*

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 29, 2021 Manifest – SAU Conference Room 3:30 PM
January 5, 2022 Regular Board Meeting – ORHS Library 7:00 PM
January 11, 2021 Public Budget Hearing – ORHS Auditorium

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.

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

December 1, 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, Misty Lowe, David Goldsmith

STAFF PRESENT:

GUEST PRESENT:

ABSENT:

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

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

Denise Day moved to open the public hearing at 7:00 PM, 2nd by Tom Newkirk. Motion passed 7-0 with the student representative voting in the affirmative.

Denise Day stated that the proposed changes will bring the policy into compliance with the Right to Know Law.

Tom Newkirk moved to close the public hearing at 7:01 PM, 2nd by Brian Cisneros. Motion passed 7-0 with the student representative voting in the affirmative.

II. APPROVAL OF AGENDA

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

III. PUBLIC COMMENTS

Zoe Selig of Durham, an ORHS junior and member of the DEIJ committee, gave her full support for a DEIJ coordinator. She would like teachers to be supported so they are not worried about going about teaching diversity, equity, and inclusion in a wrong way. She felt it was important that students become well rounded individuals that are educated on social expectations to form relationships with all people. Zoe believed a coordinator could help achieve this.

Lauren Selig of Durham announced it was the week of Hanukah. She shared that it is a very different holiday than Christmas stating it is a story about fighting for justice and standing up against oppression. She said there is misinformation shared about holidays and felt there should be more efficient and effective ways to understand other groups of people.

Bruce Fenton of Durham told the board he didn't feel they would listen to any science or statistics he could offer about mask wearing. He raised the topic of diversity and asked the board to acknowledge that he has different political opinions. He told the board it is not their role or right to tell him how to make health decisions for himself or his son. He stated that in his opinion the mask is a political symbol.

IV. APPROVAL OF MINUTES

Denise Day moved to approve the November 17, 2021 Regular Meeting Minutes, 2nd by Tom Newkirk.

Denise Day submitted the following revisions:

On page 2, change the publication to Mouth of the River. On page 4 under Unanimous Consent, it should read that Denise Day abstained and Dan Klein voted in favor of the motion.

Page 2 of 6

Rebecca Noe submitted the following revision:

On page 4 in the sentence “Rebecca Noe clarified that swimming had started...” it should read “alpine skiing would start the 22nd, and all other sports officially start the 29th.”

Michael Williams submitted the following revisions:

At the bottom of page 3, insert “Motion passed” before the report of the vote.

On page 4, the motion should include the word “Sports” in between “Winter” and “Coach”.

On page 4, the motions for ORESPA and ORAA contracts should read “to approve ORESPA contract for 4 years as presented” and “to approve ORAA contract for 4 years as presented”.

On top of page 5 the motion should read “Denise Day moved to schedule a public hearing on December 1, 2021 regarding changes to policy BHE, School Board Use of Email”.

On page 5 add “Brian Cisneros arrived” before section VI. District Reports.

Yusi Turell had the following correction:

On page 2 the spelling should be “Jon” instead of “John”.

Brian Cisneros submitted the following revision:

On page 6 the sentence change “Brian Cisneros” to “Al Howland” so it reads “Al Howland stated the most conservative route would be no budget shifts, no yellow sheets, and waiting until spring”.

Vote on motion to approve the November 17, 2021 Regular Meeting Minutes with corrections passed 7-0 with the student representative voting in the affirmative.

V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS

A. District

David Goldsmith of Moharimet provided a Year of the Artist update stating in September a school-wide bulletin board led to a conversation about how expansive art is, in October a community art project led to all students creating feathers for a collaborative art display and in November they explored how art can make change in the world. Students will participate in a December bookmaking project to learn about different styles of books and in the spring, they will use them to communicate about their learning. David credited the teachers for providing enriching art connections throughout the students’ entire day.

Misty Lowe of Mast Way publicly thanked parent Mr. Hale for his interest in a school playground gaga pit which led to a creation of one, in which Jim Rozycki went above and beyond to provide. She spoke about “We Deliver” a new school-wide mail system created to enhance communication and connection across the building. Misty thanked speech pathologist Amy Leone for her hard work in creating the school-wide directory and Amy’s father for his craftsmanship in building a traditional style mailbox. She also shared that 4th grade students are giving speeches and holding elections to be a part of the Student Leadership group, a means for students to make a positive impact on the school.

Jay Richard of ORMS announced that the middle school has also started the tradition of Bobcat of the Week that began at the high school this year. Staff members Caroline Hird, Laurene Ramsdell and Joe Dunn received recognition and a premium parking spot at the school, and three ORMS students were highlighted. Regarding the school playground fundraiser, Jay told the listening audience that any donation is appreciated. While plaques are \$250, a smaller donation in any amount is welcomed. The countdown continues with 89 days left until the new ORMS opens!

Rebecca Noe of ORHS shared that the Student Athletic Leadership Team is working hard on planning Winterfest, which will be another opportunity for students to come together as a community. It will be held outside similar to the Pep Rally Day held at the beginning of the year, and will provide a variety of fun activities for students to participate in.

B. Board

Tom Newkirk congratulated Catherine Plourde for being selected as a finalist for Special Education Administrator of the Year. He praised her tremendous support and extraordinary efforts to the school district. Tom announced he is not running for the At-Large seat in March. He has enjoyed serving on the board for the past 10 years and is happy to talk to anyone interested in the position.

Al Howland stated his 1-year fill-in on the board will be over in March and the open seat will return to a 3-year experience.

VI. DISTRICT REPORTS**A. Assistant Superintendent/Curriculum & Instruction Report(s)**

Suzanne Filippone announced that a presentation on Student Growth will take place at the next school board meeting as the first of a 3-part series. A focus will be made on academics and social emotional learning.

COVID Metric

Catherine Plourde shared metrics for the past two weeks citing an increase in cases from last week to this week. Strafford county is in substantial level with 897.2 new cases per 100,000 and a percent positive rate of 11.5%. Data for transmission rate is currently not reliable. She stated that staffing capacity continues to be inefficient since the sub pool has not increased and there have been only a few new hires of paraeducators.

Catherine explained that contact tracing proves to be inefficient because of the time it is taking. She said parents are delaying the reporting of symptoms and asked for parents to please inform the school as soon as a child has symptoms. While the Fox Run Mall testing site is a good option, it is currently experiencing a post-holiday influx and delays in results. She stressed to parents if they can't get a test or are waiting too long for results, they should call the school nurses to schedule a test. Catherine stated the goal is to keep as many students in school as possible and waiting at home for four or more days to receive test results is not good.

SASS/Adult COVID Testing

Catherine stated the SASS testing returned this week and there are plenty of PCR tests available from UNH. The state already ran out of home test kits they were providing, so she said to reach out to the district for support.

Denise Day asked if the vaccine clinic had happened to which Catherine responded yes, on November 20th which 331 vaccinations were given to ages 5-11. She thanked Chris Lemeline from McGregor for helping to streamline the event. It was fast, there was no waiting, and it was a great success. The second shot will be given on December 11th and if you missed the first clinic you can still attend to get the first shot. If you are in quarantine but want the shot, a team will go out to your car to administer it. Catherine said it will be interesting to see the impact of fully vaccinated students after the winter break.

B. Superintendent's Report

Dr. Morse commended Catherine and Suzanne for their steadfast work and communication while he was away.

Dr. Morse explained factors for whether a classroom, team or section of the school goes remote, primarily looking at whether there is staff healthy enough to educate. He stated there is no magic number or standard metric since every situation presents unique circumstances at the building levels. Dr. Morse said he must analyze situations as they occur, look at staffing capacity, and how significant the number is of students out. He said to expect an uptick in positive cases over the next few weeks coming out of Thanksgiving and again after winter break. Currently there are more positive cases and more quarantines since the beginning of school and COVID. He attributes it to people wanting to be social and expects this increase to be a national, state, and local trend. Dr. Morse reiterated it is not an easy decision to decide when to go remote and he plans to use every resource available to keep schools open and if schools should go remote, he will inform the board and the community. Regarding current students being home sick or quarantining, the schools will provide work based on the building, such as providing schoolwork at the elementary level or accessing Schoology for middle and high

school. While some services may be provided remotely, there will not be live education. Dr. Morse thanked all the district's nurses, especially Cheryl and Mike at the middle school.

The board raised questions about vaccinations, quarantining and the protocol for number of days out for positive Covid tests and exposure. Regarding quarantining, Catherine stated that fully vaccinated students do not have to quarantine after exposure. Unvaccinated students with no symptoms may quarantine for up to 20 days, and unvaccinated who develop symptoms, who then become positive then quarantine for 10 days. All positive COVID cases will quarantine for 10 days.

Brian Cisneros asked if there is any violation from the DOE if a whole team is sent home. Dr. Morse stated if the vast majority is still in school, they are meeting the state standard. If the any school does go remote, there is a schedule already prepared to pivot and get the necessary school hours in.

C. Business Administrator: Sue Caswell – No report given

D. Student Representative Report

Olivia Gass shared that a lot is being planned by the various groups and committees at the high school. Currently the Student Senate is holding a food drive and the Student Athletic Leadership Team is working on the details of the winter event.

E. Finance Committee Report – No report given

F. Other: None

VII. UNANIMOUS CONSENT AGENDA – None

VIII. DISCUSSION & ACTION ITEMS

2022-2023 School Calendar Draft for First Review

Dr. Morse explained in the draft of the School District Calendar the February break is not at the end of the month because we are aligning with school vocational centers where 70 of our students attend. He will be meeting with administrators for further discussion and will be advocating to go back to the traditional week taken off. However, he is very uncomfortable with holding a break when CTE students would have to miss 5 days of their program. Dr. Morse stated it is still a work in progress.

Denise Day referenced a letter written by Zoe Selig that offered different tips for being sensitive to other holidays. She wondered about the district recognizing a holiday from each major religion of Jewish, Islam and Hindu. It was concluded that a list of other holidays and remembrances will be acknowledged on the back of the calendar, and Dr. Morse will distribute Zoe's letter to the board and the community.

Finalize 2022-23 School Year Budget

Michael Williams referred to handouts created by Al Howland and himself outlining the final budget options. Al explained on his handout that all four options come in at the targeted 4.1% cap. Dr. Morse noted that \$50,000 came out of the contracted services account since those contracted services will not be needed the following year.

Brian Cisneros asked if contracted services will be going up in the next few years to which Catherine responded that Strafford Learning Center won't go up more than 3% and it meets most of the district's needs.

Brian asked in terms of DEIJ work if there was a correlation with services. Catherine replied that DEIJ work compliments special education, specifically regarding social/emotional learning. There is an overlap between disability and mental health and understanding the diversity of our student population. DEIJ work is important to help foster connections and relationships for students who feel they don't identify with others due to their academic and/or social disabilities.

Brian Cisneros commented that a writing interventionist will provide measurable results of student progress but wondered if DEIJ work can provide similar measurable results. Catherine responded yes, it is measurable, and they have baseline data for both mental health issues and students facing issues with inclusiveness, diversity, and equity.

Tom Newkirk stated he is in support for a DEIJ coordinator/director but felt the authority the person would have is murky. He felt the range of skill set being asked for is diverse and it is not clear what the primary need for the position is nor what they want the person to do.

Dan Klein stated he shares Brian's concerns and appreciated Tom's clarity on the need to better define the position. He stated that the DEIJ work is going on, teachers are taking it on voluntarily in the morning and after school, and he worries about the burden and strain it has on them. Dan felt that if we didn't address this need in a formal way than the taxing on teachers will increase.

Denise Day stated her appreciation for Michael's work on the budget table and felt that a 50% DEIJ coordinator with delayed hiring until mid-year was a good compromise. It would allow time to define parts and talk to faculty and parents while still acknowledging the importance of the issue.

Michael Williams agreed with Tom and Dan about the job description not being done. He felt more work is needed on the job description at the board level.

Yusi Turell questioned the value of hiring a DEIJ coordinator mid-year stating there is a clear need to put one in place immediately. She felt they could tighten the job description but not delay the process.

Al Howland pointed out that the community forum hasn't happened yet to provide the information about where we are and where we are going.

Brian Cisneros thanked Michael for the options, and stated he'd like to take less money out of the emergency funding, and for that reason is happy with plan B. He stated he can't support a DEIJ coordinator this year, especially considering inflation.

Dr. Morse stated a DEIJ position is desperately needed pointing out that people are tirelessly working to support the district's strategic plan. Since DEIJ work is in the strategic plan, he felt there needs to be someone to guide it. He stressed that teachers need support and help since they are volunteering their time before and after school for this cause.

Michael Williams explained the positions proposed and why the district would or would not benefit from them.

Denise Day moved to approve option D as presented, 2nd by Al Howland.

Olivia Gass asked if the relationship with NH Listens would continue for the first 6 months prior to the DEIJ coordinator beginning, to which Dr. Morse confirmed yes.

Vote on motion to approve option D as presented failed, 3-4 with Dan Klein, Yusi Turell, Michael Williams and Brian Cisneros voting in the negative.

Michael Williams announced a 5-minute recess at 9:05 PM at which time student representative Olivia Gass left for the evening. The meeting resumed at 9:10 PM.

The board returned and continued discussion of the DEIJ coordinator position. Dan Klein stated that this has been one of the toughest budgets, and to not start a DEIJ coordinator at the beginning of the year troubles him. He believed the next progression in the support of teachers is to not only invest in the work they've done, but also alleviate the burden of the work.

Michael Williams shared that the eloquent and passionate testimony from students affects his stance.

Tom clarified with Sue Caswell that the projected \$900,000 spent from emergency funds is more likely to be \$400,000-500,000.

Yusi Turell moved to approve option C as presented, 2nd by Dan Klein. Motion passed 6-1 with Brian Cisneros voting in the negative.

Michael Williams moved to approve the 2022-23 School Year Budget as presented, 2nd by Al Howland. Motion passed 7-0.

FY23 Default Budget

Sue Caswell stated the budget primarily included changes due to retirement and salary changes that occur yearly.

Brian moved to approve the FY23 Default Budget, 2nd by Denise Day. Motion passed 7-0.

Draft 2022 Budget Warrant Articles

There were no questions or comments.

Denise Day moved to approve the 2022 Warrant Articles for first read 2nd by Tom Newkirk. Motion passed 7-0.

List of Policies for First Read: BHE – School Board Use of Emails, IB Academic Freedom, GBI Staff Participation in Political Activities

Denise Day made a motion to approve the list of policies for first read: BHE – School Board Use of Emails, IB – Academic Freedom, GBI – Staff Participation in Political Activities for first read, 2nd by Tom Newkirk.

Discussion:

Yusi Turell questioned the history of Policy IB, to which Denise Day stated there is no significant change rather it is to bring it up to date.

Vote on motion to approve the List of Policies for first read: BHE – School Board Use of Emails, IB – Academic Freedom, GBI – Staff Participation in Political Activities passed with a vote of 7-0.

IX. SCHOOL BOARD COMMITTEE UPDATES

The Manifest Committee met and completed the following manifests.

Payroll Manifest #11 Total is \$1,467,282.12

Vendor Manifest #12 Total is \$2,310,999.24

Al Howland shared that the Sustainability Committee met, and it was Maggie Morrison’s last meeting. They discussed the operational and curricular sides moving forward. He commended Maggie and the stakeholders of the community for doing a great job.

Dr. Morse asked for board approval to compose a well-deserved appreciation letter to Maggie.

Al Howland moved to approve an appreciation letter to Maggie Morrison, 2nd by Yusi Turell. Motion passed 7-0.

Denise Day announced the Policy Committee will meet next week and will be looking at discipline policies that have significant law changes.

Al Howland stated the Negotiation Committee met yesterday and will meet next week.

X. PUBLIC COMMENTS: None

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) {Not Needed}

- Strategy or negotiations with respect to collective bargaining.

XIII. ADJOURNMENT:

Tom Newkirk moved to adjourn the meeting at 9:36 pm, 2nd Brian Cisneros. Motion passed 7-0.

Respectfully Submitted,
Karyn Laird, Records Keeper

A top-down view of a garden bed with dark soil. A person wearing a grey, textured sweater is tending to rows of young green lettuce plants. The plants are arranged in neat rows, and the person's hands are visible as they work with the foliage.

Assessing and Monitoring Student Growth

Academic and SEL with a
Multi-Tiered System of Support (MTSS)

Three Part Series



PART 1 – ACADEMIC
MTSS, DECEMBER



PART 2 – SEL MTSS-B,
JANUARY



PART 3 – INTERVENTIONS,
FEBRUARY

Context and Reminders

- ◆ 2020-2021 Instructional Time was impacted regardless of the extraordinary efforts by students and teachers
- ◆ Standardized Testing was not “standard” in 2020-2021
- ◆ Fall tests taken when students were beginning their transition back
- ◆ Increased focus on the “whole child” (SEL and Trauma Informed Practices)
- ◆ We are still learning and teaching during a pandemic

Using points of information to understand our students.

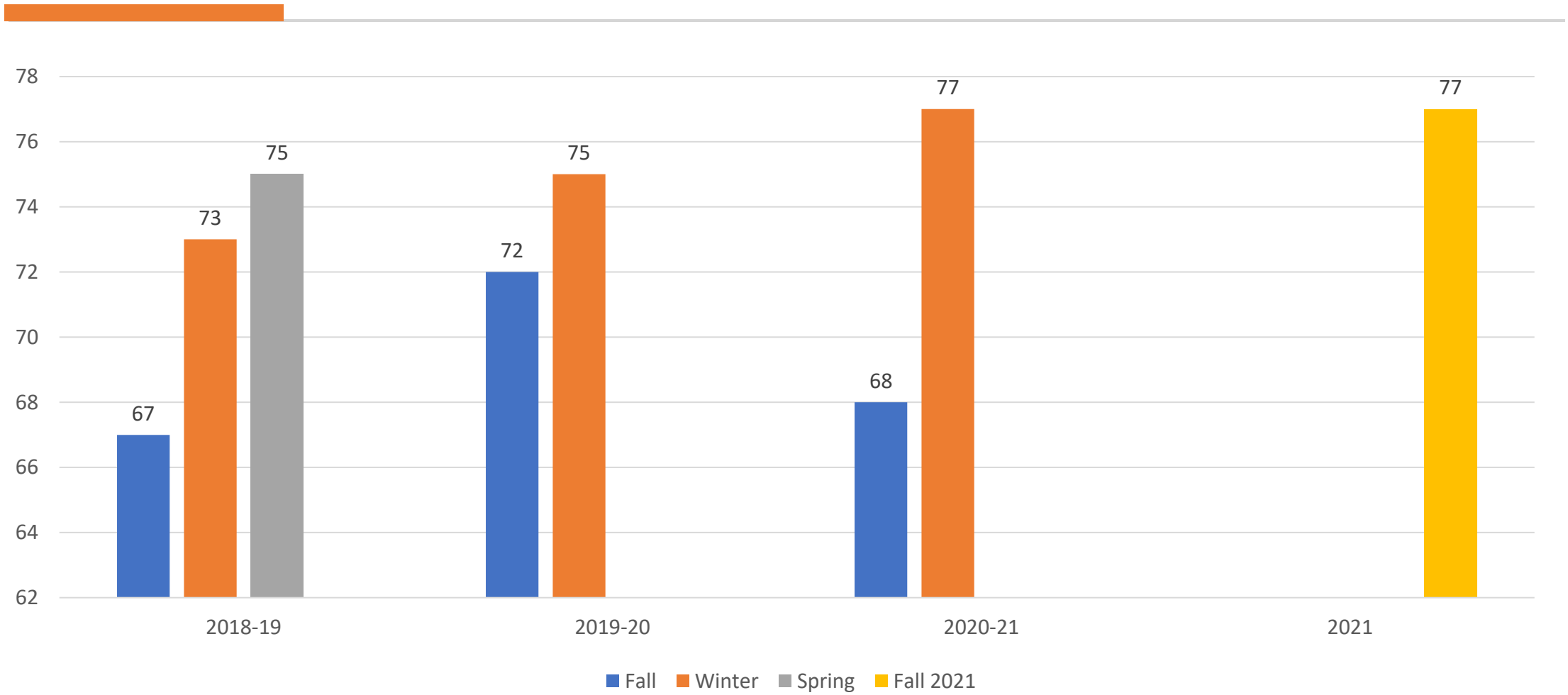
- ◆ Quantitative Data such as STAR only tells us part of their learning and knowledge stories.
- ◆ In examining this quantitative data we want to celebrate our students learning and growth, while remembering it is not the only point of data that we use to understand our students.
- ◆ Our work to improve our practices and the student experience is never complete.

Why do we give students assessments?

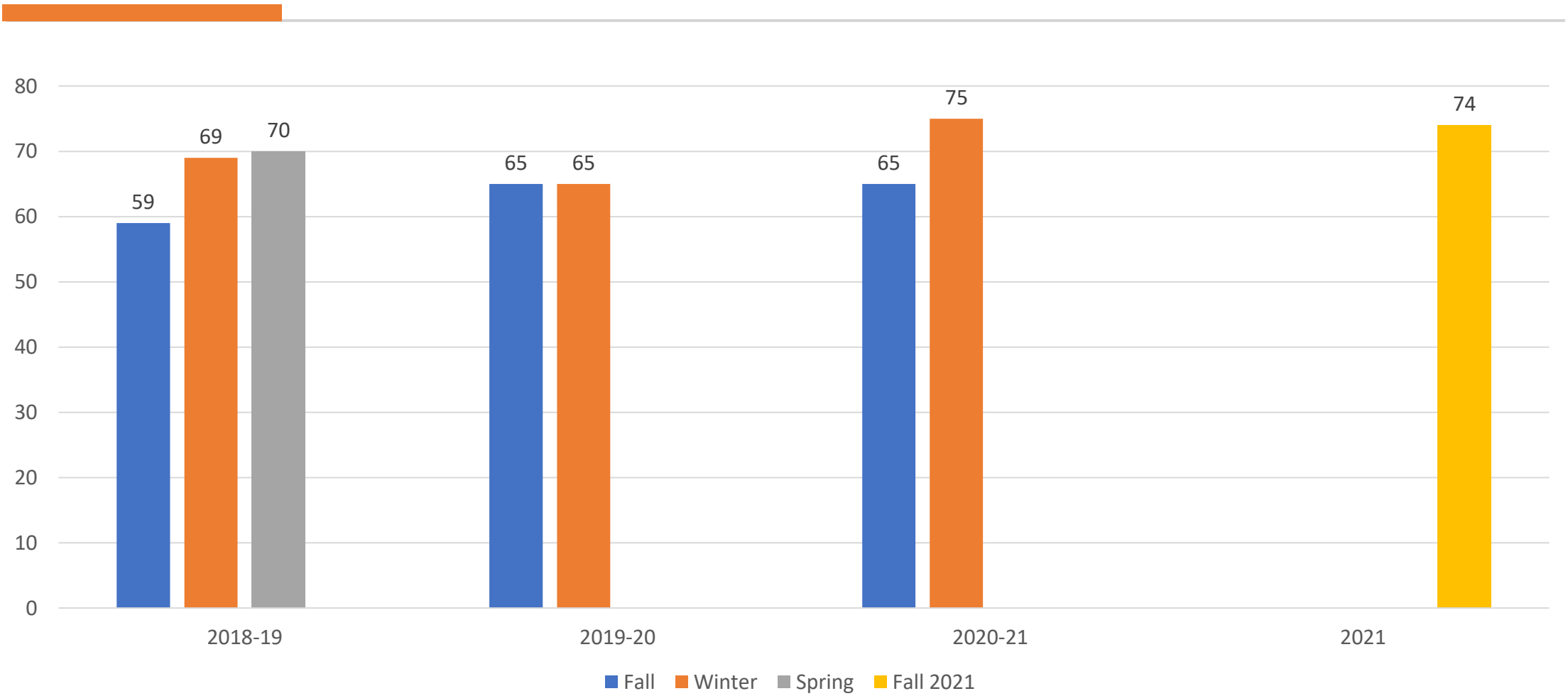
To assess what kids know and are able to do, to inform instruction, and determine interventions where appropriate.

- ◆ STAR, PSAT and other internal assessments (SAS and SAT is mandated by the State)
 - ◆ Acadience (DIBELS), Classroom Summatives, etc.
- ◆ Internal assessments are given to offer baseline information to support work with MTSS and student learning, to measure progress throughout the year, and to make instructional decisions
- ◆ Progress monitoring assessments are given such as classroom formatives, Acadience, ALEKS, etc.
- ◆ State Assessments are given for state data collection requirements
- ◆ Acadience K-1 - Administered this fall and will be again in the winter - reporting out will happen in the spring when we have more data on student progress

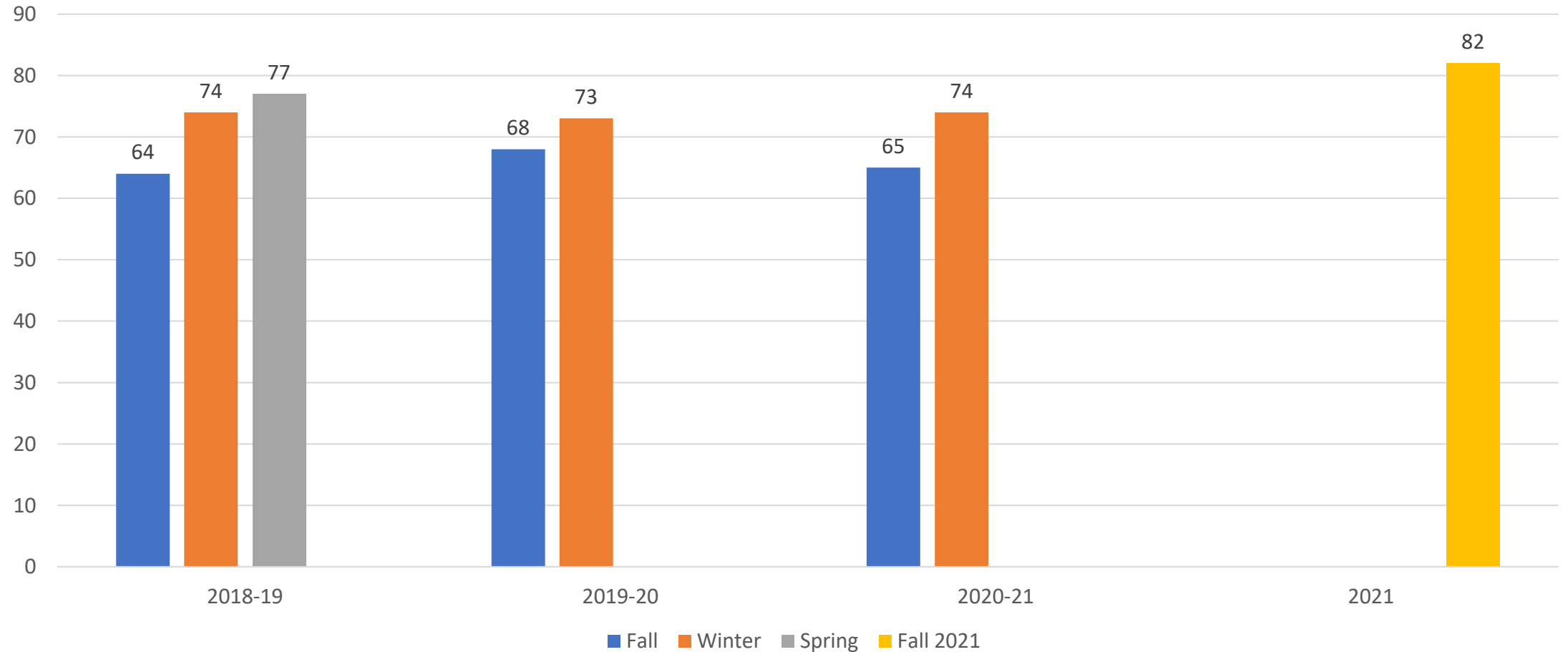
Mast Way Star Math: Percent Proficient 2018-2021



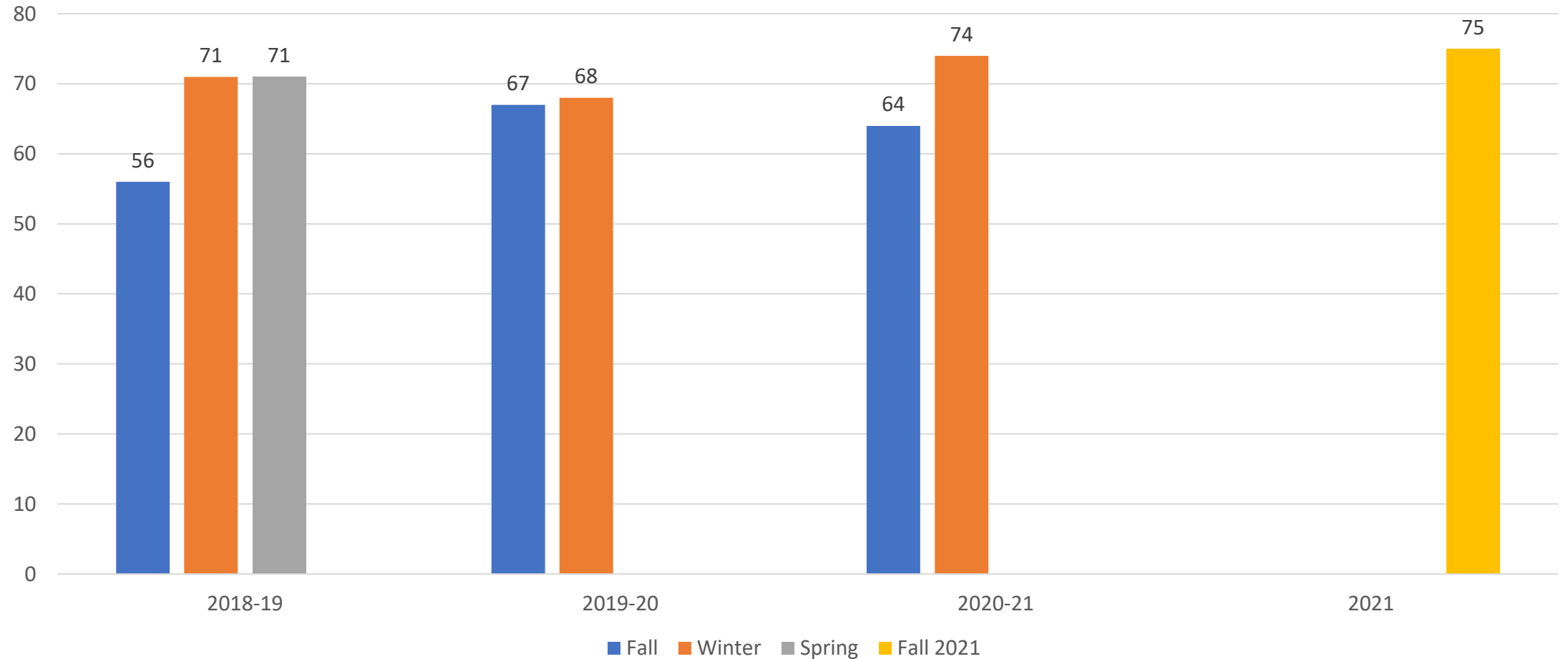
Mast Way Star Reading: Percent Proficient 2018-2021



Moharimet Star Math: Percent Proficient 2018-2021



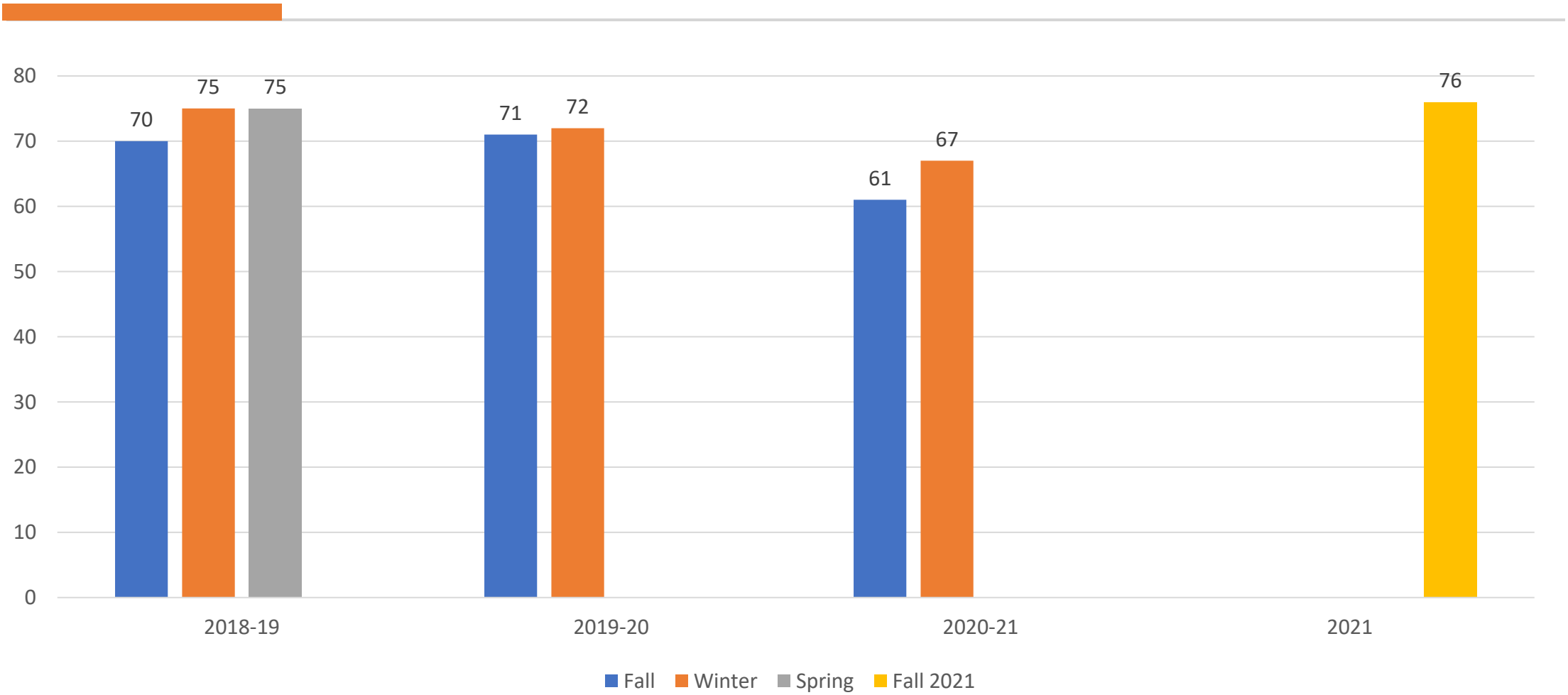
Moharimet Star Reading: Percent Proficient 2018-2021



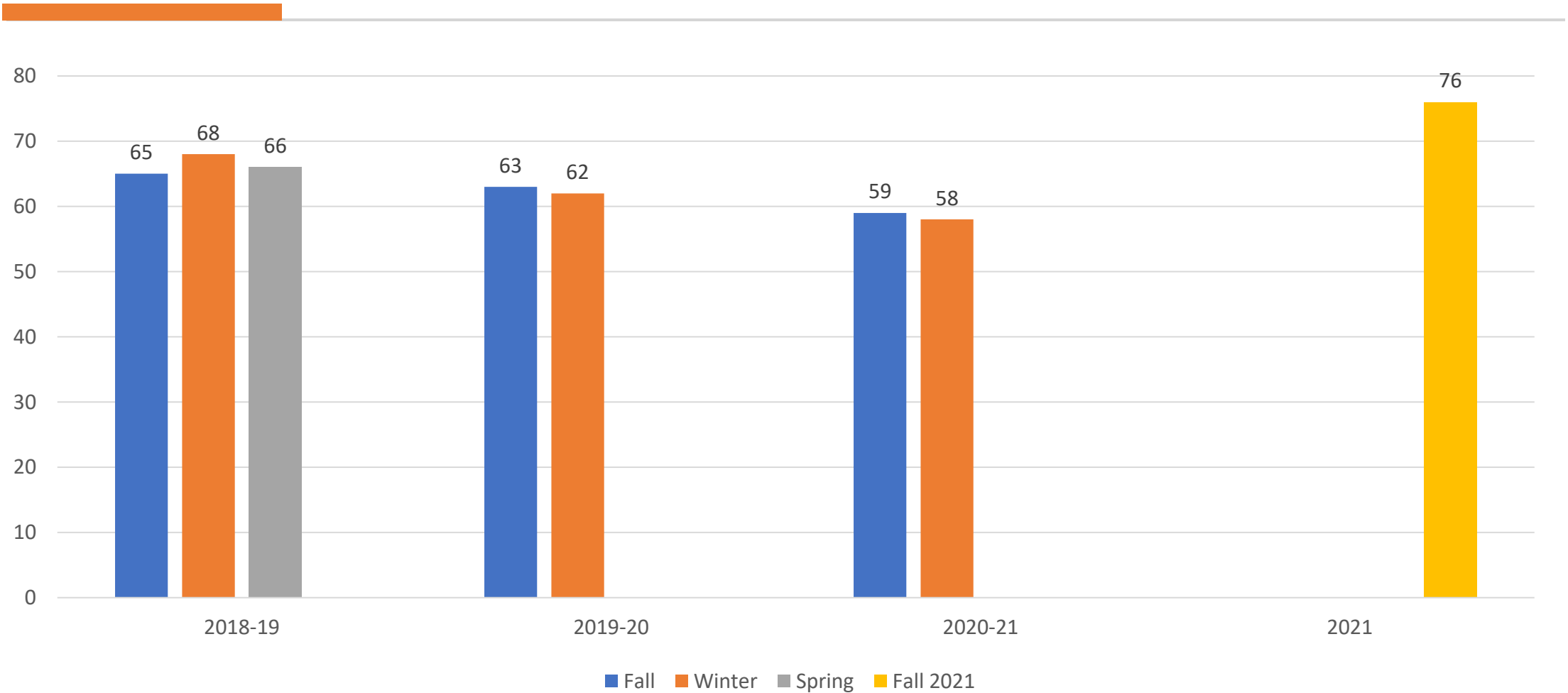
Deeper Dive into The Data

Grade	At or Above Proficiency (Between 41st-100%ile)	Below Oyster River (Benchmark Between 40th-26th %ile)	Below Oyster River (Benchmark 25th %ile and below)
Second Grade	Reading 62% Math 71%	Reading 8% Math 8%	Reading 30% Math 20%
Third Grade	Reading 78% Math 85%	Reading 11% Math 7%	Reading 11% Math 8%
Fourth Grade	Reading 83% Math 81%	Reading 7% Math 12%	Reading 10% Math 7%

Middle School Star Math: Percent Proficient 2018-2021



Middle School Star Reading: Percent Proficient 2018-2021



Deeper Dive into The Data

Grade	At or Above Proficiency (Between 41st-100%ile)	Below Oyster River Benchmark (Between 40th-25th %ile)	Below Oyster River Benchmark (25th %ile and below)
Fifth Grade	Reading 80% Math 76%	Reading 10% Math 11%	Reading 10% Math 14%
Sixth Grade	Reading 75% Math 71%	Reading 14% Math 16%	Reading 11% Math 14%
Seventh Grade	Reading 73% Math 72%	Reading 14% Math 15%	Reading 13% Math 13%
Eighth Grade	Reading 75% Math 87%	Reading 11% Math 8%	Reading 14% Math 6%

Voluntary Fall Testing at ORHS

Junior Class

PSAT NMSQT

	Reading/ Writing	Math	Total
Fall 2021 (Class 2023)	571	547	1118
Fall 2020 (Class of 2022)	550	523	1074
Fall 2019 (Class of 2021)	570	553	1124
Fall 2018 (Class of 2020)	568	548	1116

STAR will be administered next month at the High School

Other forms of data examined for both Academic and Social Emotional Learning (SEL)

Looking at the whole child.

- ◆ Formative and summative assessments
- ◆ Attendance
- ◆ Nurse Visits
- ◆ Risk Assessments
- ◆ Trends in Behaviors

STAR will be given again in the Winter and Spring.



What does the data tell us?

- ◆ Our students were impacted, as were others nationally, by the pandemic and interruptions to instruction
- ◆ Our MTSS School Based Teams are necessary to make informed and targeted interventions to support student learning and growth
- ◆ Our MTSS School Based Teams are responding to a higher number of behaviors and risk assessments
- ◆ Our students are “brilliant and resilient” and are “in need of continued academic and emotional support”

Three Part Series



PART 1 – ACADEMIC
MTSS, DECEMBER



PART 2 – SEL MTSS,
JANUARY



PART 3 – INTERVENTIONS,
FEBRUARY

**OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
FISCAL YEAR 2021-22
FINANCIAL STATUS AS OF: 12/7/2021**

	Budgeted	Expended	Encumbrances	Amount Remaining	Percentage Spent
	2021-2022	2021-2022	2021-2022	2021-2022	2021-2022
SALARIES:					
Administrator	1,656,714	695,842	951,373	9,499	99%
Teacher	17,256,113	4,663,725	12,138,152	454,236	97%
Para	2,119,817	638,134	1,356,396	125,287	94%
Tutor	234,761	74,219	161,446	(904)	100%
Custodian	883,764	336,913	471,393	75,458	91%
Secretary	416,808	163,068	253,830	(90)	100%
District Hourly	835,237	338,717	534,825	(38,305)	105%
Maintenance	213,270	87,714	157,591	(32,035)	115%
Drivers	786,045	251,276	482,847	51,922	93%
Misc. & Summer	166,263	43,967	7,439	114,857	31%
Subs - Professional	302,400	129,777	81,242	91,381	70%
Subs - Para	37,100	6,685	14,654	15,761	58%
Subs - Secretary	6,700	825	0	5,875	12%
O/T	24,500	580	0	23,920	2%
Med & Dent Payback	332,288	116,423	226,042	(10,177)	103%
TOTAL SALARIES	25,271,780	7,547,865	16,837,230	886,685	96.5%
BENEFITS:					
Health Ins	6,106,664	1,600,413	4,110,995	395,256	94%
Dental Ins	173,121	48,386	115,382	9,353	95%
Life Ins	64,309	18,663	50,073	(4,427)	107%
LTD Ins	53,249	15,640	42,452	(4,843)	109%
FICA	1,930,174	556,538	1,294,315	79,321	96%
Retirement - Non Professional	462,381	179,887	255,710	26,784	94%
Retirement - Professional	3,744,295	1,049,444	2,674,336	20,515	99%
Annuity	164,151	47,413	109,610	7,128	96%
Tuition Reimb.	5,000	2,100	0	2,900	
Unemployment Comp	15,000	412	0	14,588	3%
Workers Com	149,211	91,661	0	57,550	61%
TOTAL BENEFITS	12,867,555	3,610,557	8,652,873	604,125	95.3%
ALL OTHER OPERATING EXPENSES:					
Mast Way	269,325	84,904	42,215	142,206	47%
Moharimet	173,731	80,046	32,792	60,893	65%
Middle School	391,710	132,830	64,050	194,830	50%
High School	752,917	276,956	160,540	315,421	58%
District	2,993,019	1,494,190	8,383	1,490,446	50%
Transportation	610,437	382,954	18,090	209,393	66%
Technology	707,191	642,005	22,850	42,336	94%
Facilities	2,774,178	1,309,800	452,599	1,011,779	64%
SPED	1,972,774	918,552	1,136,462	(82,240)	104%
TOTAL OPERATING	10,645,282	5,322,237	1,937,981	3,385,064	68.2%
GRAND TOTAL	48,784,617	16,480,659	27,428,084	4,875,874	90.0%

Comment Section:

Healthtrust Premium Holiday in District Operating expenses = \$673,466
 ESY teacher savings \$ 29,155
 Summer school teacher savings \$ 18,160
 Co-curricular stipends not encumbered \$ 70,422
 Coaches stipends not encumbered \$149,711
 Green team stipends not encumbered \$ 15,000

Office of the Principal
Oyster River Middle School
1 Coe Drive, Durham, NH 03824
868-2820

INTEROFFICE MEMORANDUM

TO: Dr. Morse
FROM: Jay Richard
DATE: 12/15/21

RE: Nominations for ORMS Stipends

Please nominate the following individual for their stipend activity during the 2021-22 school year.

Thank you.

Name	Activity	Stipend	Years	Longevity	Total
Jacob Boulay	Jazz Band	\$2,492	0	\$0	\$2,492



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 Nomination

Message:

Please accept the following name for nomination to coach their selected sport this upcoming winter season.

Paid Positions:

Name	Team	Stipend	Years	Longevity	Total
Lynn Santosuosso	Diving Coach	\$2,160	0	\$0	\$2,160

Sincerely,

Andy Lathrop
Director of Athletics
Oyster River Cooperative School District

Oyster River Cooperative School District

COACHING NOMINATION FORM

Name of Candidate: Lynn Santosuosso	School: ORHS
Position: Diving Coach	Paid: <input checked="" type="checkbox"/> Non-Paid: <input type="checkbox"/>

Athletic Director Narrative:

Lynn is a very experienced Diving Coach, having served in that capacity from 2004-2019 here at ORHS. After a short hiatus, we are lucky to have learn to return to her previous post. She brings an incredible amount of knowledge to share with our divers on the swim team.

Attachments: Reference Checks: Application:

Andrew P. Lathrop
Signature of Athletic Director

11/29/2021
Date

Policies for
 First/Second Read/Adoption/Deletion
SB Meeting of
December 15, 2021 - Unanimous Consent

Title	Code
Policies for First Read	
Policies for Second Read/Adoption - Unanimous Consent	
School Board Use of Emails	BHE
Academic Freedom	IB
Staff Participation in Political Activities	GBI
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 School Board First Read: December 1, 2021 School Board Second Read/Adoption: December 15, 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

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 School Board Second Read/Adoption: December 15, 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 School Board Second Read/Adoption: December 15, 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](#)

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

2022-2023 SCHOOL CALENDAR

School Board Approved – TBD

Deliberative Session: February 7, 2023*

Voting Day: March 7, 2023

*Subject to Change

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

S(19)
T(22)

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

8/30, 8/31, 9/1 Teacher Workshop Days
 9/2..... No School Day
 9/5..... Labor Day Observance
 9/6..... 1st Day for All Students
 9/7..... 1st Day Preschool
 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
 6/24..... With 5 Built In - Snow Days

Please refer to page 2 for other recognized holidays.

△ 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 6/24. 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.

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	
				*7	
3	4	5	6	14	
10	11	12	13	21	
17	18	19	20	28	
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	16	
17	SD	SD	SD	SD	
SD/▲					

S(13)
T(13)

178 Student Days

185 Teacher Days

OTHER RECOGNIZED 2021-22 HOLIDAY

Orthodox Christmas (Christian Orthodox)	January 7-9
Lunar New Year	January 22
Maha Shivaratri (Hindu)	February 18
Beginning of Lent (Christian Orthodox)	February 22
Ash Wednesday (Christian)	February 22
Purim (Jewish)	March 7
Holi (Hindu) <i>Begins evening of March 7 – evening of March 8</i>	March 8
Beginning of Ramadan (Islamic)- <i>evening of March 23 – April 21</i>	March 23
Ramanavami (Hindu)	March 30
Passover [Pesach] (Jewish) <i>April 6-7, 12-13 Primary obligation days</i>	April 6-13
Good Friday (Christian)	April 7
Easter (Christian)	April 9
Orthodox Good Friday (Christian Orthodox)	April 14
Orthodox Easter (Christian Orthodox)	April 16
Lailat al-Qadr (Islamic)	April 17
Eid al-Fitr [End of Ramadan] (Islamic)	April 21
Shavuot (Jewish) <i>Designated non-work day for observers</i>	May 26-27
Juneteenth	June 19
Eid al-Adha (Islamic)	June 29 – July 2
Independence Day	July 4
Muharram [Al Hijrah New Year] (Islamic)	July 19 – August 17
Rosh Hashanah [New Year] (Jewish)	September 26 -27
Navaratri/Dussehra	September 26–October 5
Yom Kippur [Day of Atonement] (Jewish)	October 5
Mawlid al-Nabi [birthday of Mahammad] (Islamic)	October 8
Sukkot [Feast of Tabernacles] (Jewish)	October 10-16
Shemini Atzeret (Jewish)	October 17-18
Simchat Torah (Jewish)	October 18
Diwali (Hindu)	October 24
Native American Heritage Day	November 25
Hanukkah [Chanukah] (Jewish)	December 19-26