

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

Policy Committee Meeting

March 11, 2021 3:30 PM

SAU - Conference Room

Agenda

I. Call to Order

- ACA – Racism Policy {Returned by School Board for further action}
- ECFA – Sustainability Policy {Returned by Board for further action}
- Three Policies from November 12th Policy meeting omitted from December 16th Board meeting for first read.
 - JLCJ – Concussions & Head Injuries
 - GEA – Hiring of Coaches
 - DGA – Authorized Signatures.

Next Meeting: April 8, 2021

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ACA
School Board First Read: June 6, 2018 School Board Second Read/Adoption: June 20, 2018 Policy Committee Review: February 11, 2021 Return Policy Committee: March 11, 2021	Page 1 of 1

ORCSD Racism Policy

~~The ORCSD School Board adopts this stand alone racism policy specifically to denounce racism and in effort to continually work towards ending racism becoming anti-racist to promote equity and fostering social justice an appreciation for all within the ORCSD community. "...being anti-racist requires persistent self- awareness, constant self-criticism and regular self-examination."~~

Ibram X Kendi, HTBAAR

The Oyster River Cooperative School District (ORCSD) policy on racism is both a denouncement of racism and a public commitment to continually support social justice and equity for all in the ORCSD community by becoming anti-racist.

Racism in any form is not acceptable nor will it be tolerated in the ORCSD. Racism can take many forms:

1. **Implicit Bias is unconscious favoritism or prejudice against a people of a particular race that influences one's daily actions or perceptions. Due to the pervasive undercurrent of racism we all have implicit bias.**
2. Personal racism is an expression of racist attitudes and or behaviors directed at an individual based on that person's perceived physical traits, ancestry, genetics and social or cultural traits such as: the use of derogatory language, racist jokes, names calling, mistreatment, deliberate avoidance, threats, and or acts of physical violence to a person.
3. Cultural racism is the willful acceptance of cultural stereotypes of different ethnic groups or population groups that manifest in an expression or personal racism inflicted on members of those groups.
4. Institutional racism is systemic racism that occurs in covert and subconscious ways across institutions and which adversely impacts specific ethnic groups through targeted discrimination based solely upon race.

~~The ORCSD is committed to battling racism from K-12 being anti-racist and to effectively addressing counteract racism that may occur in and on any school facility or school property or at any school event.~~

The ORCSD is committed to being anti-racist by counteracting expressions of racism that may occur on District property or at any District event.

The ORCSD has identified ~~ways to battle~~ **steps to take that support anti-racism and to confront racism in all forms.** ~~the three identified forms of racism.~~ They include, but are not limited to, the following:

- 1..c. Educate and teach about stereotyping. Stereotypes ~~can be~~ **are** destructive to and undermine the learning environment that ORCSD seeks to foster for all **staff and** students. Inform ORCSD students about stereotyping and the negative consequences ~~that can occur by participating in or perpetuating stereotypical jokes.~~ **and that by not intervening when stereotypes occur, one is complicit in the face of injustice.**
- 2..b. ~~Educate and instill appreciation in the students of ORCSD of the contributions of all people to the building of the United States, and about racism, its history and its negative effects on society and individuals.~~ **Responding to the role racism has played and is playing, the District will teach the history of racism and its negative effects on society and the individual.**

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- ~~3...e.~~ Encourage ~~Expect that staff and~~ students to be role models against hate language and speech in any form.
- ~~4...d.~~ Educate and remind all students to think before you speak, words can hurt—especially racially charged words. Educate about microaggression which is indirect, subtle or unintended language against marginalized groups. Microaggression is an act of racism.
- ~~5...f.~~ Educate and Teach how culture and race enhance and enrich life. Encourage all citizens in the ORCSD community not to be passive if they witness discriminatory language or behavior. Encourage them to: Be an Ally of Change—Dare to Make a Difference. Speak up and speak out. All members of the ORCSD community are expected to intervene when witnessing discrimination in any form. If someone who sees or experiences discrimination is uncomfortable in the moment, they are encouraged to report the incident to someone in authority.
- ~~6...a.~~ Educate and teach how culture and race enhance and enrich life. Educate and bring awareness to all members of the ORCSD about the role of all people, their cultures as and contributors to global citizenship. extended beyond food and festivities.
- In teaching, emphasize how culture and race enhance and enrich life. Across the District community, promote awareness of the contributions all people and cultures make to global citizenship.

Additional language suggestions from another Board member:

The ORCSD will develop metrics which objectively measure equity in delivery of services, disciplinary action, and other relevant characteristics and report on these annually in the Annual Report of the District.

The ORCSD seeks to develop most qualified faculty possible. This can only be achieved by embracing hiring practices that recruit from diverse candidate groups. The District recognizes that this recruiting requires us to go beyond traditional/typical local postings for teaching faculty positions to make working in Oyster River attractive to all candidates specifically including minority candidates.

This policy will be reviewed every year that ends in an odd number to ensure that it is under continuous review.

Cross Reference:

- AC – Non-Discrimination/Equal Opportunity
- JICK – Bullying/Cyberbullying – Pupil Safety & Violence Prevention

Next Steps

- ~~1. Share with the students sub-group on Feb. 3rd~~
- ~~2. Full Committee Feedback from the Community Committee on Tuesday Feb. 9th~~
- ~~3. Bring to the Policy Committee as review on Feb. 11th~~
4. Bring to the full School Board for 1st read **March 17th**
5. Bring to full Board for 2nd read **April 7th**
6. Write the procedures to support the policy once adopted by the School Board

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: ECFA
First Read School Board: May 15, 2013 Second Read/Adoption School Board: June 5, 2013 Review Policy Committee: February 11, 2021 School Board First Read: February 17, 2021	Page 1 of 1

ENVIRONMENTAL SUSTAINABILITY POLICY

The Oyster River Cooperative School District (ORCSD) ~~strives~~ [is committed to reducing our environmental footprint through the education and development of environmental stewardship through sustainable practices. These sustainable practices for environmental sustainability](#) encompassing renewability, substitution, adaptability, interdependence and institutional commitment in the areas of food, energy, transportation, school curriculum, [facilities, land use,](#) and community outreach. The ORCSD School Board directs the School District to:

- Use [our shared natural](#) resources efficiently and effectively;
- [Reuse, reduce, recycle, ~~or~~ repurpose, or refuse the use of](#) energy and waste;
- [Promote practices that explicitly demonstrate the importance and connections between health and sustainability;](#)
- [Facilitate and increase the awareness that sustainability is affected by social, economic, and cultural elements/factors \(e.g. racial injustice, food insecurity, wealth distribution\);](#)
- ~~[Incorporate effects of environmental impact, societal costs; and](#)~~
- [Work ~~only \(?\)~~ with ~~stakeholders~~ vendors, organizations and individuals who model, promote, and improve the District's sustainable practices; and](#)
- Educate the District on information and practices of sustainable living [in order to more effectively present current curricula topics, scientific data, practices, technologies, advocacy, and career opportunities.](#)

Cross Reference: ECFA-R – Environmental Sustainability Policy – Procedure
BDF – Advisory Committee to the Board

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: JLCJ Category: Priority
Policy Committee: June 11, 2014 Back to Policy Committee: July 9, 2014/August 6, 2014 First Read School Board: August 20, 2014 Second Read/Adoption: September 3, 2014 Policy Committee Review: 12/10/20 & 03 11 21	Page 1 of 2

Concussions and Head Injuries

The Oyster River School Board recognizes that concussions and head injuries are commonly reported injuries in children and adolescents who participate in sports and other recreational activities. The Board acknowledges that the risk of catastrophic injuries or death is significant when a concussion or head injury is not properly evaluated and managed. The Board recognizes that the majority of concussions will occur in "contact" or "collisions" sports. However, this policy applies to the safety of all District students.

Academic Issues in Concussed Students

In the event a student is concussed, regardless of whether the concussion was a result of a school-related or non-school-related activity, school District staff should be mindful that the concussion may affect the student's ability to learn. In the event a student has a concussion, that student's teachers and administrators should be notified. Teachers should report to the school nurse if the student appears to have any difficulty with academic tasks that the teacher believes may be related to the concussion. The school nurse will notify the student's parents and treating physician. Administrators and District staff will work to establish a protocol and course of action to ensure the student is able to maintain his/her academic responsibilities while recovering from the concussion.

Section 504 accommodations may be developed in accordance with applicable law and Board policies.

Consistent with the National Federation of High School (NFHS) and the New Hampshire Interscholastic Athletic Association (NHIAA), the District will utilize recommended guidelines, procedures and other pertinent information to inform and educate coaches, youth athletes, and parents/guardians of the nature and risk of concussions or head injuries, including the dangers associated with continuing to play after a concussion or head injury.

Annually, the district will distribute a head injury and concussion information sheet to all parents/guardians of student-athletes in competitive sport activities prior to the student-athlete's initial practice or competition.

For purposes of this policy, "student-athlete" means a student involved in any intramural or competitive sports program, sponsored by ORCSD conducted outside the regular teaching day between schools in grades 4 through 12, including all NHIAA sanctioned activities, or any other District-sponsored sports or activities as determined by the Board or administration. All coaches, including volunteers, will complete training as recommended and/or provided by NHIAA, New Hampshire Department of Education and/or other pertinent organizations. Additionally, all coaches of competitive sport activities will comply with NHIAA recommended procedures for the management of head injuries and concussions.

For purposes of this policy, "head injury" means injuries to the scalp, skull, or brain caused by trauma, and shall include a concussion which is the most common type of sports-related brain injury.

Athletic Director or Administrator in Charge of Athletic Duties

Updating: Each spring, the athletic director or designee shall review any changes that have been made in procedures required for concussion and head injury management or other serious injury by consulting with the NHIAA or the District's on-call physician, if applicable. If there are any updated procedures, they will be adopted and used for the upcoming school year.

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Concussions and Head Injuries

Identified Sports: Identified sports include all NHIAA-sanctioned activities, including cheer/dance squads, and any other district-sponsored sports or activities as determined by the district.

Coach Training: All coaches shall undergo training in head injury and concussion management at least once every two years by one of the following means: (1) through viewing the NHIAA sport-specific rules clinic; or (2) through viewing the NHIAA concussion clinic found on the MHSA Sports Medicine page at www.mhsa.org.

Parent Information Sheet: On a yearly basis, a concussion and head injury information sheet shall be distributed to the student-athlete and the athlete's parent/guardian prior to the student-athlete's initial practice or competition. This information sheet may be incorporated into the parent permission sheet that allows students to participate in extracurricular athletics.

Coach's Responsibility: A student-athlete who is suspected of sustaining a concussion or head injury or other serious injury in a practice or game shall be immediately removed from play.

Administrative Responsibilities: The Superintendent or his/her designee will keep abreast of changes in standards regarding concussion, explore staff professional development programs relative to concussions, and will explore other areas of education, training and programs.

Removal From Play and Protocol For Return To Play

Any coach, official, licensed athletic trainer, or health care provider who suspects that a student-athlete has sustained a concussion or head injury in a practice or game shall immediately remove the student-athlete from play. A student-athlete who has been removed from play shall not return to play on the same day or until he/she is evaluated by a physician, physicians' assistant in consultation with a physician, or nurse practitioner and receives medical clearance and written authorization from the aforementioned health professionals to return to play. The student-athlete shall also present written permission from a parent/guardian to return to play. The athletic director will then review and make the final decision if the athletic student can return to play. In the event of multiple concussions, the athletic trainer will speak with the medical providers to ensure family and students understand all risks for continuation.

Concussion Awareness and Education

To the extent possible, the Board encourages the administration to implement concussion awareness and education into the District's physical education and/or health education curriculum. The administrative decision will take into account all relevant considerations, including time, resources, access to materials, and other pertinent factors.

Legal References

- RSA 200:49, Head Injury Policies for Student Sports
- RSA 200:50, Removal of Student-Athlete
- RSA 205:51, School Districts; Limitation of Liability
- RSA 200:52, Definitions

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HIRING OF COACHES

Selection Process

Notices of all Oyster River Cooperative School District vacancies for athletic coach positions will be posted at the school and will be advertised as necessary, to be determined by the Superintendent.

All open positions will be advertised. The athletic director and/or principal will screen applications for appropriate qualifications, competencies, and experience. The athletic director and principal will conduct interviews. The athletic director and principal will check references. The Superintendent will make the recommendation for hire to the School Board for approval each year.

All persons approved by the Board for coaching positions will be subject to criminal background checks, consistent with Board Policies GBCD and IJOC. Persons who have been selected for coaching positions may be hired on a conditional basis, pending a successful completion of the criminal records check.

Coaches Eligibility

Persons selected for coaching positions must meet the "Coaches Eligibility" criteria established by the New Hampshire Interscholastic Athletic Association (NHIAA). Coaches must also receive ongoing and continuing education and training as required or recommended by NHIAA.

Additionally, persons selected for coaching positions must be at least 21 years of age, have a valid driver's license and have at least a high school diploma.

Compensation

Coaches will be compensated at the rate established in the district's operating budget and/or collective bargaining agreement, if applicable.

Continuation and Dismissal

All coaching positions will be for one season only. The athletic director and principal will make re-appointment proposals for the following season. The recommendation for re-appointment will be made by the Superintendent and forwarded to the School Board for approval.

A coach may be dismissed from his/her duties at any time for unprofessional conduct, violation of School Board policies, violation of expectations and responsibilities, and/or any unethical behavior that places students in danger or places the District in an unprofessional light.

Code of Ethical Conduct

Coaches are required to adhere to all school board policies relative to codes of conduct, behavior, and expectations. Additionally, coaches are required to adhere to all standards of sportsmanship established in School Board policies and/or by NHIAA.

Violation of any code of conduct may result in immediate termination and/or dismissal.

Legal References:

RSA 189:13-a, School Employee and Volunteer Criminal History Records Check
<http://www.nhiaa.org/PDFs/2147/coacheseligibility.pdf>

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT	Policy Code: DGA
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AUTHORIZED SIGNATURES

The Superintendent is directed to create internal controls to ensure that contracts, checks and other official documents are accurate, authorized and signed by the appropriate persons and that necessary actions are taken to prevent mistakes, fraud, embezzlement and District liability, and to comply with applicable state or federal laws and regulations.

In general, the Superintendent or his/her designee may sign documents on behalf of the District or the Board. When a signature of one Board member is required, the Chair, or in his/her absence, the Vice Chair, is authorized to sign on behalf of the Board. Other District personnel and District officials (e.g., Treasurer, school nurses, etc.) ~~are~~ can be authorized to sign documents or instruments on behalf of the District or School Board as required by any statute, regulation, or Board policy or as directed by the Superintendent.

Execution of a document on behalf of the District or the Board is indication by the person so signing that the document is accurate, has been adequately approved by the Board or other District personnel as appropriate and necessary, and is in the best interest of the District.

Cross Reference:

DFA: Investments

DK - Manifest

Legal References:

RSA 197:23-a, Treasurer's Duties

RSA 294-E, Uniform Electronic Transfers Act