

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

Policy Committee Meeting

September 10, 2020 3:30 PM

SAU Conference Room

Agenda

I. Call to Order

- FBB – Enrollment Projections
- FF – Naming of Facilities
- FL – Retirement of Facilities
- GBA – Equal Opportunity Employment
- GBB – Employment Involvement in Decision Making
- GBE – Employee Rights and Responsibilities
- GBEBA – Staff Dress Code

**Next Meeting:** October 8, 2020

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: FBB
Review/First Read School Board: December 5, 2012 Second Read/Adoption: December 19, 2012 Policy Committee Review: September 10, 2020	Page 1 of 1 Category: Recommended

## ENROLLMENT PROJECTIONS

Oyster River Cooperative School Enrollment projections will be prepared on an annual basis under the direction of the Superintendent.

Cross Reference:

FL: Retirement of Facilities

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: FF
Reviewed by Policy Committee: 2/4/14 School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014 <u>Policy Committee Review: September 10, 2020</u>	Page 1 of 1 Category: Optional

## NAMING OF FACILITIES

### District Buildings/Facilities:

In the naming of Oyster River Cooperative School District buildings/facilities, the board will defer to the superintendent and administration. The source of funding will be a consideration and the School Board will have final approval.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: FL Category: Optional
Date of Adoption: June 29, 1988 Review First Read School Board: December 5, 2012 Second Read/Adoption: December 19, 2012 Policy Committee Review: September 10, 2020	Page 1 of 1

## RETIREMENT OF FACILITIES

Oyster River Cooperative School District facilities will be considered for closing study if any of the following conditions apply:

1. The building is inadequate by virtue of age, condition, size of site, or other overriding limitations and cannot reasonable and economically be brought up to the current educational standards.
  
2. District needs/enrollment are no longer sufficient to warrant the use of buildings.

A closing study of such a facility may be authorized by the Board following all appropriate legal requirements of the State of New Hampshire.

**Cross Reference:**

- FL-R Retirement of Facilities - Procedure
- FBB – Enrollment Projections

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: FL-R
Date of Adoption: June 29, 1988 Review First Read School Board: December 5, 2012 Second Read/Adoption: December 19, 2012 <u>Policy Committee Review: September 10, 2020</u>	Page 1 of 1

## RETIREMENT OF FACILITIES – Procedure

A closing study will include direct involvement by those communities considered in the study and will be concerned with the following factors:

1. Review of the in-depth demographic studies and groupings, and consideration of alternatives.
2. Age and current physical condition of the building, its operating systems and program facilities.
3. Adequacy of site, location, access, surrounding development, traffic patterns, and other environmental conditions.
4. Reassignment of children, including alternative plans, according to Board policy.
5. Transportation factors including numbers of children bused, time, distance and safety.
6. Alternate uses of the building.
7. Costs/savings
  - a. Personnel
  - b. Plant operation
  - c. Transportation
  - d. Capital investment
  - e. Alternate use
8. Continuity of instructional and community programs.

### Cross Reference:

FL – Retirement of facilities  
FBB - Enrollment Projections

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBA
Reviewed/Revised School Board First Read: 2/6/12 School Board Second Read/Adoption: March 13, 2013 Policy Committee: September 10, 2020	Page 1 of 1 Category: Recommended

## EQUAL OPPORTUNITY EMPLOYMENT

The Oyster River Cooperative School District will recruit and consider candidates without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability. When there are opportunities for promotions and qualifications are equal, consideration will be given first to employees.

The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability, except for reasons related to ability to perform the requirements of the job.

Inquires, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

This policy of non-discrimination is applicable to all persons employed or served by the district. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

**Legal Reference:**

RSA 354-A:7, Unlawful Discrimination Practices

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBB
Date of Adoption: June 15, 1988 Review/Revised School Board First Read: 2/6/13 School Board Second Read/Adoption: March 13, 2013 Policy Committee Review: September 10, 2020	Page 1 of 1 Category: Optional

### EMPLOYEE INVOLVEMENT IN DECISION-MAKING

The Oyster River Cooperative School District Superintendent shall establish channels for open communications with employees for ideas regarding the operation of schools.

The Superintendent may involve professional and support staff employees for the ready inter-communication of ideas regarding the operation of the schools. He/she will consider with care the counsel given by employees when appropriate, and shall inform the Board of all such counsel in presenting reports of administrative action and in presenting recommendations for Board action.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBE
Date of Adoption: September 21, 1988      Previously: GBCC Code and Title Change-Adopted School Board: May 2, 2012 Reviewed/Revised School Board First Read: 2/6/13 School Board Second Read/Adoption: March 13, 2013 <u>Policy Committee Review: September 10, 2020</u>	Page 1 of 1 Category: Recommended

### EMPLOYEE RIGHTS AND RESPONSIBILITIES

All Oyster River Cooperative staff members have a responsibility to and shall make themselves familiar with, and abide by, the laws of the state as these affect their work, the policies of the board, and the regulations designed to implement them.

All staff members shall carry out their assigned responsibilities. The first responsibility of the instructional staff is the education of the student in accordance with Board policies and NH statute.

Also, essential to the success of school operations and the instructional program are the following specific responsibilities, which shall be required of all personnel:

1. Promptness in attendance at work.
2. Support and enforcement of policies of the board and regulations of the school district.
3. Diligence in submitting required reports promptly at the times specified.
4. Care and protection of school property.
5. Concern and attention toward their own and the board's legal responsibility for the safety and welfare of students.

The Board expects its staff members to provide research based exemplary instruction and will respect all employee rights established by law, Board policy, and collective bargaining agreements, if applicable.



OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: GBEB A
Date of Adoption: September 1971 Code and Title Change-Adopted School Board: May 2, 2012 Previously: GBCB School Board First Read: September 18, 2013 School Board Second Read/Adoption: November 6, 2013 Policy Committee: September 10, 2020	Page 1 of 1 Category: Recommended

### STAFF DRESS CODE

The expectation that Oyster River Cooperative School District staff appearance or dress shall be professional in accordance with their job assignment and cognizant of OSHA standards.

Legal Reference:

OSHA Standards