

**Oyster River Cooperative School District**

**November 16, 2016**

**Oyster River High School**

**6:30 p.m.**

**SCHOOL BOARD MEMBERS:** Denise Day, Sarah Farwell, Dan Klein, Kenny Rotner, Maria Barth, Al Howland, and Student Representative Troy LaPolice  
Not Present: Tom Newkirk

**ADMINISTRATORS:** Superintendent Dr. James Morse, Sue Caswell, Todd Allen, Jay Richard, Catherine Plourde, Dennis Harrington

There were three members of the public present

**I. CALL TO ORDER:**

6:30 – 7:00 p.m. Manifest Review/Approval at each School Board meeting.

**II. APPROVAL OF AGENDA** Kenny Rotner moved to approve the Agenda, 2<sup>nd</sup> by Maria Barth. Motion passed 6-0 with the Student Representative voting in the affirmative.

**III. PUBLIC COMMENTS:** None

**IV. APPROVAL OF MINUTES:**

**Motion to approve 11/2/2016 Regular Meeting Minutes:**

**Kenny Rotner moved to approve the November 2, 2016 meeting minutes, 2<sup>nd</sup> by Al Howland**

**Revisions:**

**Page 2 Brian Cavanaugh Paragraph replace “face” with “fact” and replace “that” with “to”**

**Page 3 Denise Day paragraph after Caple insert “and the cast”**

**Page 4 second sentence insert “be added” after “science”**

**Page 4 Student Senate Report insert “Ireland” after “Northern”**

**Page 5 Paragraph 6 delete “and the Student Senate”**

**Page 6 Add the following before the motion for Option 6 Start Time:**

**Kenny Rotner thanked the community for all their input both positive and negative. He also praised his fellow Board Members for all of their concerns and suggestions, who are in support of a change in start time. He will not vote in favor of this because change is hard for everyone and he believes that the timeframe is too quick for this and that next year could require an additional change. The science is totally clear and does not dispute that, but science also has a lot of impact for afterschool activities as well. Our District is unique in that so many are involved in extracurricular activities. We need to look at the structure of the day and be creative and also work on the homework issue.**

**Student Representative, Troy Lapolice concurs with Kenny's thoughts on the homework issue, as well as the structure of the day and hopes that a creative outcome can be reached.**

**Page 8 3<sup>rd</sup> paragraph 4<sup>th</sup> line: Replace "Guidance" with "Counseling"**

**Kenny Rotner moved to postpone the approval of the meeting minutes until the proposed late start time discussion was reported in more depth, 2<sup>nd</sup> by Maria Barth. Motion passed 6-0 with the Student Representative voting in the affirmative.**

**APPROVAL OF MANIFESTS:**

Updated Vendor Manifest from November 2: Vendor Manifest #10 \$819,258.14

Payroll Manifest #10 \$947,136.77

Vendor Manifest #11 \$158,436.31

**V. ANNOUNCEMENTS, COMMENDATIONS AND COMMENTS:**

**A. District:**

Dennis Harrington of Moharimet reported that the volunteers of parents and students cut 7 cords of wood that were donated by Eversource and O'Ryan Tree Service. Dennis introduced and recognized student Andrew McEwan who was one of the biggest leaders last week.

Dennis Harrington announced that the Taste of Moharimet will be tomorrow evening from 5:30- 7:30.

**B. Board:**

Kenny Rotner mentioned that last week there was a film "Screenagers" showing at the high school about technology and its impact on adolescents. The movie introduced food for thought and he would like to see a future agenda item on the use of electronic and technology devices in the school. Kids are bringing devices to schools and they need to develop a strategy. Al Howland was also on the panel of technology and he noted that there was a student on the panel and her perspective and reflections were great.

Student Representative Troy LaPolice reported that the Northern Ireland students visit was a success. They reported that Oyster River was the most welcoming school they visited. They got to see how their day to day life varies from Oyster River students. It was a great experience.

The Student Senate have been discussing cell phones and electronic use at the school.

Maria Barth referenced daylight savings time. She would find it interesting if we could have a report on tardiness comparing before daylight savings time and after daylight savings time.

Maria is in favor of a survey of parents about any bullying on the buses. Maria is referring to subtle bullying that hasn't previously been reported. Superintendent Morse asked if surveying the bus drivers would shed light on any subtle bullying that might be going on.

Denise Day commended the entire administrative team for preparation work prior the budget workshop.

## **VI. DISTRICT REPORTS:**

### **A. Assistant Superintendent/Curriculum and Instruction Report:**

Todd Allen reported on November 3<sup>rd</sup> the Science Standards Next Generation Science was approved. Todd reported that during the teacher workshop a lot of work was accomplished on the science standards. Other accomplishments included: work on Social Emotional learning Group, competencies, and Math strategic goal.

### **B. Superintendent:**

Superintendent Morse noted that the Superintendent's Newsletter has been distributed. It was included in Friday updates and has been distributed to the towns. He has continued to meet with Moharimet staff and identified the characteristics of the next principal and will be crafting questions.

### **C. Business Administrator:**

Sue Caswell discussed the Orchard Drive bid review. They plan to put it out to bid with a due date of the second week of January. The minimum bid will be \$300,000.

### **D. Student Senate Report:**

Student Representative Troy LaPolice discussed the cell phone policy. They would like to share their thoughts with the Board. One of the senators proposed a community dinner to promote unity. Superintendent Morse suggested that he coordinate the effort with Doris Demers. Discussed the possibility of senators being responsible for a group of students such as the US Senate is.

**E. Other: Crisis Response Plan:**

Todd Allen and Heather Machanoff discussed School Board Goal #5: Engage the Community in a dialogue about the mental health and wellness of our student population and develop a K-12 Trauma Action Plan for School Board Review.

Progress to Date:

July 2016: Post Traumatic Stress Management and Psychological First Aid Training with Dr. Robert Macy of the International Trauma Center

September 2016: Change Direction Campaign event

October 2016: Connect Gatekeeper Training

November 2016: Connect "Train-the-Trainer" Training

Future Events: Connect Gatekeeper Training, YRBS themed event

Crisis Plan Development:

Review of many school district crisis plans: Exeter, Pembroke, Nashua, Salem, Bow to name a few

Direct advice from Dr. Macy and the ITC and Ann Duckless of NAMI-NH

Incorporation of the existing ORHS Crisis Plan

Draft review by the Mental Health Wellness Committee

Draft review by the ORCSD Leadership Team

The ORCSD Crisis Plan will be integrated with the District Emergency Response Plan

Crisis Plan Highlights:

Overarching District level trauma response team made up of many of our District mental health professionals

Building level plans to be personalized by each building and level

Breakdown of initial response in first three days following a traumatic event

Crisis response checklist template created

Incorporation of "Orientation Meeting" concept from Dr. Macy

Resources readily available: communication scripts, self-care handouts, etc.

Next Steps:

Adaption of building level template for each building

On-going review process

Practice of crisis response protocol at each building

Jay Richard noted that the school counselors are very involved with students that were impacted by the suicide at the Middle School last year.

The Board thanked them for their report and the steps that they are initiating.

## **VII. DISCUSSION ITEMS:**

Service Building Solar Project: Jim Rozycki updated the Board on the project of installing solar panels on the roof of the service building. The District has been approached by several vendors over the last few years with various solar options. We have had several emails from community members asking us why we have not moved forward with any solar proposals. The intent is to start small and see what incentives/grants might be available next year to look at other buildings. Mast Way School is currently being reviewed. This project will also be used as a teaching tool for students.

ReVision energy is a company that has been involved in several projects involving school districts, companies, and municipalities and are aware of the associated issues, processes, and regulations.

The service building roof has significant sun exposure to provide an optimum 2,600 KWH/year given the orientation and size of this roof.

Due to the lack of tax incentives available to non-profit organizations, the Purchase Plan Agreement seems to be a “win-win” situation for the District. The PAA would be a 20 year agreement and is based upon ReVision Energy financing the project therefore requiring no up-front costs or citizen vote. This makes reaching a decision before the PUC sets new rates more realistic.

The PAA requires the District to only pay for the metered electricity. Installing a metered set-up provides an opportunity for students to collect, interpret, and analyze electricity data.

**Kenny Rotner moved to approve the service building project as presented, 2<sup>nd</sup> by Maria Barth. Motion passed 6-0 with the Student Representative voting in the affirmative.**

### **Retirement Incentive:**

Superintendent Morse discussed a potential retirement incentive with the Board. The Teacher’s Guild surveyed the staff. Their survey resulted in twenty-one staff members indicating that they were interested in retirement if an incentive was offered.

The purpose of such incentives is to benefit the employee and the District. Although 21 teachers have indicated an interested in retiring. It would place a hardship on the District to allow that many teachers to retire in a single year. It makes the most sense to continue to make such decisions annually. Enrollment decline K-8 is a concern and if retirements coincide with enrollment decline, then layoffs can be minimized, if not avoided. He is recommending that the Board consider five retirees.

There will be approximately 339 students in Moharimet for 2017-18. If this is the case, there will be one less teacher needed next year at Moharimet. An elementary retirement would result in a net loss of one teacher with no layoff. The District will save the full salary and benefits of the retiring teacher which is likely to be in the \$100,000 area.

Another example would be the retirement of a staff member who ultimately would be replaced say at the high school level. Savings would come from the difference in salary between the retiring faculty member and her/his replacement.

The Proposal:

1. Establish one impact areas: K-12
2. We count years of service in the District
3. Anyone considered must be NH Retirement eligible

The process would be to recognize retirees from Kindergarten-Grade 12, then add the years of service in District with their age and the faculty with the highest numbers would be chosen for the retirement incentive.

Faculty who wish to be considered for the retirement incentive must indicate in writing their intent to retire no later than December 30, 2016. The intent would be binding unless the staff member does not make it on the incentive list, at which point they may rescind their intent to retire.

**Al Howland moved to offer the proposed incentive and keeping it uncapped, 2<sup>nd</sup> by Dan Klein.**

The Board had a discussion on how this can be fiscally prudent. They questioned if they are creating an artificial cycle. Superintendent Morse mentioned that the bell curve is skewed to the right. 75% of the staff are in the top tier. The Board discussed if perhaps there would be retirements in the District without the proposed incentive.

**Maria Barth moved to postpone the proposed retirement incentive until the next meeting where there is a full board, 2<sup>nd</sup> by Sarah Farwell. Motion passed 4-1-1 with Kenny Rotner abstaining, Al Howland opposing and the Student Representative voting in the affirmative.**

**Draft of the 2017 Warrant:**

Sue Caswell reviewed the proposed draft 2017 warrant articles with the Board. She added that there may be an additional article to clean up some of the warrant articles. There will be a change to Warrant Article 4 from Facilities Development Capital Reserve to the Benefit Stabilization Fund.

The Board will review again at the next meeting.

**VIII. ACTIONS:**

**A. Superintendent Action Items:** None

**B. Board Action Items:**

**Kenny Rotner moved that the following Policies be postponed until there is a discussion on the Extending Learning Opportunity Coordinator 2<sup>nd</sup> by Maria Barth**

<b>Alternative Learning Plan</b>	<b>IHBI</b>
<b>Interdisciplinary Credit during Graduation</b>	<b>IKAA</b>
<b>Graduation</b>	<b>IKF</b>
<b>High School Graduation Competencies</b>	<b>ILBAA</b>
<b>High School Credit for 7/8 Grade</b>	
<b>Advanced Course Work</b>	<b>IMBD</b>

**Motion passed 6-0 with the Student Representative voting in the affirmative.**

**Al Howland moved to approve Policy GBEB for adoption 2<sup>nd</sup> by Dan Klein. Motion passed 6-0 with the Student Representative voting in the affirmative.**

**IX. SCHOOL BOARD COMMITTEE UPDATES:** None

**X. PUBLIC COMMENTS:**

Dean Rubine of Lee mentioned Scoliosis. Between the Middle School and the High School there are approximately 10 girls diagnosed. He is asking the Board to look into the numbers and possibly to revive the screenings in the District.

**XI. CLOSING ACTIONS**

**A. Future Meeting Dates:** 11/30/16 Manifest Review 6:30 p.m. Budget Workshop 7:00 p.m.  
12/7/16 Regular School Board Meeting  
12/21/16 Regular School Board Meeting

**XII. NON-PUBLIC SESSION: RSA 91-A:3 II (if needed):** None  
**NON-MEETING SESSION: RSA 91-A2 (if needed):** None

**XIII. ADJOURNMENT**

**Maria Barth moved to adjourn the meeting at 9:00 p.m., 2<sup>nd</sup> by Dan Klein. Motion passed 6-0 with the Student Representative voting in the affirmative.**

Respectfully yours,

Laura Grasso Dobson  
Recording Secretary