

**Oyster River Cooperative School District
REGULAR MEETING**

December 17, 2014

ORHS – C124

6:30 PM

- o. CALL TO ORDER (6:30 PM)**
- I. 6:30 – 7:00 PM MANIFEST REVIEW/APPROVAL AT EACH SCHOOL BOARD MEETING**
- II. PUBLIC COMMENTS**
- III. APPROVAL OF MINUTES**
 - Motion to approve: 12/03/14 regular minutes.
- IV. ANNOUNCEMENTS AND COMMENDATIONS**
 - A. District**
 - B. Board**
- V. DISTRICT REPORTS**
 - A. Assistant Superintendent/Curriculum & Instruction Report(s)**
 - B. Superintendent’s Report**
 - C. Business Administrator**
 - D. Student Senate Report**
 - E. Other:**
- VI. DISCUSSION ITEMS**
 - Superintendent Evaluation
 - Warrant Article
- VII. ACTIONS**
 - A. Superintendent Actions**
 - B. Board Action Items**
 - Motion to approve Warrant Articles
 - Motion to make recommendation on proposed resolutions to NHSBA
- VIII. SCHOOL BOARD COMMITTEE UPDATES**
- IX. PUBLIC COMMENTS**
- X. CLOSING ACTIONS**
 - A. Future meeting dates:** 1/7/15, 1/21/15 regular meetings
1/5/15 Town Budget Forum – Lee Safety Complex 6:00 PM
1/12 14 Town Budget Forum – Durham Town Hall – 7:00 PM
1/14/15 Public Bond & Budget Hearing
1/19/15 Town Budget Forum – Madbury Town Hall – 7:00 PM
- XI. ADJOURNMENT**
- XII. NON-PUBLIC SESSION: RSA 91-A:3 II (a)**
 - Superintendent Evaluation

NON-MEETING SESSION: RSA 91-A:2 I {If Needed}

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

**Respectfully submitted,
Superintendent**

**If you require special
communication aids, please
notify us 48 hours in
advance.**

**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). The comment section of the agenda should not exceed three (3) minutes unless extended by the Chair. Occasionally, the Board may "suspend its rules" to allow visitor participation at the time an issue of specific interest is being addressed.

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 special 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:

- | | |
|------------------|----------------------------|
| • Maria S. Barth | Term on Board: 2012 – 2015 |
| • Thomas Newkirk | Term on Board: 2013 - 2016 |
| • Kenneth Rotner | Term on Board: 2013 - 2016 |
| • Sarah Farwell | Term on Board: 2014 - 2017 |
| • Denise Day | Term on Board: 2014 - 2017 |
| • Allan Howland | Term on Board: 2012 - 2015 |
| • Edwin Charle | Term on Board: 2012– 2015 |

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.

Oyster River Cooperative District

Regular Meeting

December 3, 2014

DRAFT

SCHOOL MEMBERS PRESENT: Tom Newkirk, Maria Barth, Ed Charle, Al Howland, Kenny Rotner, Denise Day, Sarah Farwell, and Student Representative Stephanie Schiavo

ADMINISTRATORS PRESENT: Superintendent Morse, Todd Allen, Sue Caswell, Jay Richard, Carrie Vaich, Dennis Harrington

There were five members of the public present

I. CALL TO ORDER: By Tom Newkirk at 6:30 to review manifests

II. PUBLIC COMMENTS: Bill Hall supports the athletic fields. He thinks that it is important to be enthusiastic about the schools. He thinks that the time has come for the fields.

III. APPROVAL OF MINUTES:

Motion to approve November 19th Regular Minutes:

Al Howland moved to approve the November 19th minutes, 2nd by Denise Day. Amendments: The voting on page three 6-0-1 should read instead of 6-1-0. Page 2 second paragraph should read "his morale" instead of "the moral. Motion with the amendments approved 7-0.

APPROVAL of MANIFESTS:

Payroll Manifest: #12: \$1,190,257.27

Vendor Manifest: #118,937.71

IV. ANNOUNCEMENTS AND COMMENDATIONS

A. District: Todd Allen of the high school mentioned that five stringed instrument players were named to the All State Festival. He also commended the MS/HS Bridge Club that won the North American Youth Swiss Teams Tournament this past weekend. The first major presentation of the Athletic Fields was held this week. There is website for more information: www.orbobcats.com.

Jay Richard of the Middle School reported that there is a Youth Night Out tomorrow evening. The Book Fair is currently going on at the school. The

Holiday Bazaar is also this weekend. The Middle School Concert is tomorrow evening.

Carrie Vaich of Mast Way noted that on December 8th will be the Winter Concert at the high school at 7:00 p.m. The 3rd Grade Ellis Island simulation is December 18. This is a great event. The Expression Sessions are December 19th and December 22nd.

Dennis Harrington of Moharimet noted that Science Friday will conclude this Friday. Tomorrow they will be planning a series of events leading up to the Smarter Balanced Assessments.

B. Board: Denise Day attended the presentation on the Field Upgrades this week. She wanted to thank those involved. It was very thorough and well done.

Tom Newkirk reported that the National Council of Teachers met a couple of weeks ago and the Oyster River Teachers were very well represented.

V. DISTRICT REPORTS

A. Assistant Superintendent/Curriculum and Instruction Reports: Carolyn Eastman reported that the K-5 Math Committee has started to work on the second part of the evaluation of different resources for staff, students and the quality of resources available. They are hoping to make the final decision in March.

B. Superintendent's Report: None.

C. Business Administrator: Budget Update: Sue Caswell reviewed the budget status with the Board. She noted that they are pretty close to where we were last year.

D. Student Senate Report: The Student Senate is currently looking at the block days at the high school.

VI. DISCUSSION ITEMS

Distinguished Service Award Recipient: Superintendent Morse noted that this is being brought to the Leadership Team and will be bringing a nominee to the Board for approval.

Warrant Article Update: The Board discussed the proposed draft warrant article with the Superintendent and the Business Administrator. The Board asked questions about the wording of Article 3 pertaining to the Renovation and Construction of Athletic Fields at Oyster River High School. The \$500,000 that will need to be fundraised will be used to fund lights, bleachers and dug outs for the baseball and softball fields.

Al Howland moved to have the duration of the athletic field bond be ten years, 2nd by Denise Day. Motion approved 7-0.

There was a Board discussion on the remaining proposed Warrant Articles. The Business Administrator and the Superintendent will bring this back to the next meeting for further review.

Mini Retirement Incentive Update and Approval: There are eight teachers who have expressed interest in this incentive. Superintendent Morse reported that they had originally thought there was room for three in this incentive, but after discussion with the Business Administrator, he is recommending that the Board authorizes all eight retirements.

Kenny Rotner suggested that exit interviews be conducted for these teachers retiring early as their feedback is very valuable.

Kenny Rotner moved to approve the mini retirement incentive for the eight teachers with sincere gratitude for their service, 2nd by Al Howland. Motion passed 7-0.

Bus/Lease Purchase: Lisa Huppe spoke about options for leasing 2-3 buses. This year we have experienced numerous breakdowns with vehicles making it difficult to cover routes. Adding these buses will hopefully assure we have enough working vehicles and spares to meet all the District demands.

After receiving three quotes, the best quote is \$16,995.51 per bus for a five year lease.

Al Howland moved to approve the Lease of three buses for five years from International, 2nd by Denise Day. Motion approved 7-0.

Mast Way Parking Lot Drainage Solution: Jim Rocycki presented the Mast Way Parking Lot Drainage Solution to the Board. He reviewed the timeline of the Mast Way Parking Lot with the Board. Once the easement is in place with the Lee Congregational Church, they will be presenting this solution to the Lee Planning Board and Community.

He detailed the proposed rain garden solution and answered Board questions and concerns.

ACTIONS

Superintendent and Board Actions:

Motion to approve the list of Policies:

Kenny Rotner moved to approve Policy IHAK Character and Citizenship Education and Policy IHAH World Language Program for a first reading, 2nd by Denise Day. Motion passed 7-0.

Kenny Rotner moved to delete Policy ECB for Deletion, 2nd by Al Howland. Motion approved 7-0.

SCHOOL BOARD COMMITTEE UPDATES:

Ed Charle noted that the Sustainability Committee had an interesting presentation from the Sustainability Committee from Foss Manufacturing regarding possibilities of recycling the plastic bottles in the schools.

PUBLIC COMMENTS:

David Taylor of Durham noted that Page 2 of the November 19th draft minutes needs to have the attendees and the time the meeting ended.

Maria Barth moved to include the time and attendees for the nonmeeting at the last meeting, 2nd by Al Howland. Motion approved 7-0.

CLOSING ACTIONS:

Future Meeting Dates: December 17th and January 7th

ADJOURNMENT

Maria Barth moved to adjourn the meeting at 9:00 p.m., 2nd by Al Howland. Motion approved 7-0.

Respectfully yours,

Laura Grasso Dobson
Recording Secretary

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: CBI
Reviewed by Policy Committee: 1/29/14 previously CBG School Board First Read: March 5, 2014 School Board Second Read/Adoption: April 2, 2014	Page 1 of 1

EVALUATION OF THE SUPERINTENDENT

The superintendent is the executive head of the public schools and shall be responsible for planning and administering their affairs to statutory requirements, the regulations of the State Board of Education, and the policies of the Oyster River Cooperative School District.

The superintendent shall develop and maintain a system of public schools capably staffed to provide quality education and supportive services. The superintendent shall provide, develop, and implement the procedures to achieve educational objectives with the administrative unit.

In performance of these duties, the superintendent shall be directly responsible to the Oyster River Cooperative School Board.

The school board shall evaluate the superintendent on an annual basis by February 15 utilizing the criteria established under CBI-R. The Board shall direct the superintendent to furnish a written self-assessment which addresses the performance areas as outlined in CBI-R in a timely manner.

Through evaluation of the superintendent, the board will strive to accomplish the following:

- Clarify for the superintendent his/her role in the school system as seen by the board.
- Clarify for all board members the role of the superintendent in the light of his/her job description and the immediate priorities among his/her responsibilities as agreed upon by the board and the superintendent.
- Develop harmonious working relationships between the board and superintendent.
- Provide effective administrative leadership for the school system.

The board will provide the superintendent with periodic opportunities to discuss superintendent/board relationships and will inform him/her at least annually of its assessment of his/her performance.

Cross Reference: CBI-R – Evaluation of the Superintendent - Procedure

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: CBI-R
Date: March 1, 1990 Date of Revision: May 20, 1998 Code Revision: November 18, 2009-previously CBG-R Reviewed by Policy Committee: August 7, 2013 - No Change	Page 1 of 3

EVALUATION OF THE SUPERINTENDENT

The superintendent, in developing his/her self-assessment report, and each board member, in providing the chair with his/her assessment of the superintendent's performance, will use the following criteria:

PERFORMANCE AREAS

Relationship with the Board

- Keeps the board informed consistently through oral and written communications on important issues and needs of the school district.
- Anticipates sensitive issues and acts proactively to minimize potential difficulties.
- Offers professional advice/recommendations on items requiring school board action or review.
- Feels free to openly express an opinion on a matter under discussion by the school board until a final decision has been reached; then implements the decision in a timely and effective manner regardless of any previously held view.
- Is knowledgeable of, adheres to, and enforces all policies and fulfills all directives of the Oyster River Cooperative School Board.
- Respects the school board's policy making authority and responsibility.
- Alerts board when new policies are needed or old policies need updating.
- Participates actively in the contract negotiations process.
- Deals with each board member equally and refrains from public criticism of board members.

Community Relations

- Keeps the community informed of school district plans, programs, and achievements.
- Demonstrates sensitivity and responsiveness to parental concerns
- Actively solicits participation by community members in the decision-making process whenever appropriate.
- Exhibits awareness of and responds to community concerns as they relate to the school district.
- Works effectively with news media.
- Accepts opportunities to attend or participate in community sponsored activities/organizations whenever possible while balancing other responsibilities or priorities.
- Fosters positive relationships and good communication with community leaders.

Staff/School Relations

- Develops sound personnel practices including, but not limited to, the assessment of staffing needs, nomination of best qualified candidates, assignment of staff, definition of duties, reviewing the evaluations of district staff, and evaluating central office administrative staff and building principals.
- Treats all personnel fairly and impartially while demanding high levels of performance.
- Adheres to all federal and state regulations that govern employment activities.
- Oversees a workable program for staff evaluation.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: CBI-R
Date: March 1, 1990 Date of Revision: May 20, 1998 Code Revision: November 18, 2009-previously CBG-R Reviewed by Policy Committee: August 7, 2013 - No Change	Page 2 of 3

EVALUATION OF THE SUPERINTENDENT (continued)

- Organizes and promotes an effective program for professional growth.
- Delegates responsibility/work effectively.
- Establishes clear performance expectations to all with whom he/she works.
- Implements goal setting as a strategy to improving classroom performance.
- Deals with personnel issues impartially and objectively, within a timely manner.
- Keeps informed of current conditions and needs at each of the buildings through good communication with administrators.
- Maintains a high visibility within the schools' facilities.
- Promotes positive morale.
- Readily accepts and abides by the mandates of district employee contracts.

Educational Leadership

- Keeps focus of education on improving student learning.
- Exhibits genuine concern for student welfare and achievement.
- Presents, coordinates and evaluates an effective measurement process for student achievement.
- Possesses awareness of innovative methods for enhancing student achievement.
- Provides leadership in the study and development of curriculum options.
- Promotes and supports efforts to establish and improve K-12 curriculum development.
- Participates with staff, board, and community in the development of educational curriculum, priorities, and opportunities.
- Requires school programs and support services to reflect sound educational practices.
- Resists pressure to take actions contrary to the best interests of students.
- Accepts proposals for educational change from inside and outside the educational community.
- Keeps informed about current developments and research in education and student learning.
- Is knowledgeable of and adheres to all applicable state and federal laws/guidelines.

Fiscal Management

- Uses well designed, user friendly and effective budget reporting procedures.
- Develops and recommends the annual budget to the school board within stated school board objectives.
- Maximizes the use of all available resources.
- Monitors the ongoing physical/financial needs of the school system.
- Provides leadership in identifying, planning, and implementing capital improvements.
- Assures that school facilities are maintained in an optimal cost effective manner.
- Regularly provides financial reports to the school board.
- Oversees the district's equipment inventory and procurement process, ensuring that bid processes are consistent and cost efficient.
- Implements and adheres to the budget as directed by the school board.
- Administers expenditures consistent with appropriations.

OYSTER RIVER COOPERATIVE SCHOOL BOARD	Policy Code: CBI-R
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EVALUATION OF THE SUPERINTENDENT (continued)

Personal Qualities

- Is respected in the schools, community, and profession.
- Works well with others.
- Is suitably attired and well groomed.
- Communicates clearly and effectively.
- Is poised and effective in a crisis.
- Maintains good physical and mental health.

Goals and Objectives

- Assists the school board in the development of attainable goals and objectives.
- Develops effective programs/procedures to achieve both short and long term goals within established time frames.
- Monitors progress toward goals and informs school board.
- Establishes personal goals and monitors progress toward achievement.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT
THE STATE OF NEW HAMPSHIRE
2015
SCHOOL WARRANT

To the Inhabitants of the Oyster River Cooperative School District of Durham, Lee, and Madbury qualified to vote upon District affairs:

You are hereby notified to meet at the Oyster River High School in said district on the 3rd day of February 2015, at 7:00 o'clock in the evening for Session I of the Annual School District Meeting for discussion of Articles 3 through 7 and for any amendments thereto. Warrant articles whose wording is prescribed by law shall not be amended and no warrant article shall be amended to eliminate the subject matter of the article at Session I.

Official ballot voting for school district officers (articles 1 and 2) and on articles 3-7 will occur at town polling locations on Tuesday, March 10, 2015:

Town of Durham	Oyster River High School	7:00 am to 7:00 pm
Town of Lee	Lee Safety Complex	7:00 am to 7:00 pm
Town of Madbury	Madbury Town Hall	11:00 am to 7:30 pm

ARTICLE 1: To choose a Moderator for the coming year.

ARTICLE 2: To choose three School Board members, one each from Durham, Lee and Madbury for the ensuing three years.

ARTICLE 3: Shall the District raise and appropriate the sum of \$2,500,000 for the renovation and construction of athletic fields and a track at Oyster River High School, and to authorize the issuance of not more than \$1,700,000 of bonds or notes in accordance with the provisions of the Municipal Finance Act (RSA Chapter 33) and to authorize the School Board to issue and negotiate such bonds or notes and to determine the term and rate of interest thereon; and in addition to raise and appropriate the additional sum of \$36,833 for the first year's principal and interest payment on the bonds or notes, and \$300,000 to come from an expendable trust fund for this purpose, and another \$500,000 through fundraising, and authorize the School Board to apply for, accept and expend federal, state or other aid which may be available for the project and to comply with all laws applicable to the project and take any other action necessary to carry out this vote. *The School Board recommends this appropriation. (A three-fifths (3/5) ballot vote required).*

Explanation: Warrant article 3 asks Oyster River taxpayers to approve a bond of up to \$1.7M over a (10) year period to fund the costs for an athletic facility upgrade project at the high school. This project will include an 8 lane all-weather track, an artificial turf rectangular playing field and reconfigured baseball and softball fields. The estimated total cost of the project is \$2.5 million. An artificial turf field will improve drainage allow for much greater utilization of the field and the reconfiguration of our baseball and softball fields will allow for multi-use play. Assuming the \$1.7 million bond is approved by the voters, the remaining \$800,000 for the project has been/will be privately fundraised. The Friends of Oyster River Track (FORT) have already fundraised \$300,000 which will be used to fund the construction of the 8 lane all-weather track. An additional \$500,000 will need to be fundraised for lights, bleachers and dug-outs for the baseball and softball fields. The project will proceed regardless of meeting this goal but with less amenities.

ARTICLE 4: Shall the District vote to approve within the provisions of New Hampshire RSA 273-A:3 the cost items included in the collective bargaining agreement reached between the Oyster River Bus Driver's Association (ORBDA) and the Oyster River School Board which calls for the following increases in salaries and benefits at the current staffing levels:

2015-2016	\$ 69,147
2016-2017	\$ 21,726
2017-2018	\$ 21,274

and further to raise and appropriate the sum of \$69,147 for the 2015-2016 fiscal year, such sum representing the additional costs attributable to the increases in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? *The School Board recommends this appropriation. (Majority vote required)*

ARTICLE 5: Shall the District vote to approve within the provisions of New Hampshire RSA 273-A:3 the cost items included in the collective bargaining agreement reached between the Oyster River Paraprofessionals and Support Staff (ORPaSS) and the Oyster River School Board which calls for the following increases in salaries and benefits at the current staffing levels:

2015-2016	\$	135,624
2016-2017	\$	121,343
2017-2018	\$	84,600

and further to raise and appropriate the sum of \$135,624 for the 2015-2016 fiscal year, such sum representing the additional costs attributable to the increases in salaries and benefits required by the new agreement over those that would be paid at current staffing levels? *The School Board recommends this appropriation. (Majority vote required)*

ARTICLE 6: Shall the District vote to create an expendable trust fund under the provisions of RSA 198:20-c, to be known as the benefit stabilization fund, for the purpose of offsetting unexpected increases in various benefits in which the principal and interest may be appropriated and expended. Furthermore, to raise and appropriate a sum up to \$ 200,000 to be added to the benefit expendable trust fund, with such amount to be funded from the year-end undesignated fund balance surplus and to name the School Board as agents to expend from this fund. *The School Board recommends this appropriation. (Majority vote required)*

Explanation: This fund if established would be a reserve fund to be used in the event of major or unexplained increases in benefit costs. The funds to support this would come from year end surplus and not impact the tax rate. The School Board would be agents of this fund so any expenditure would need prior approval from the School Board.

ARTICLE 7: Shall the District raise and appropriate as an operating budget, not including appropriations by special warrant article and other appropriations voted separately, the amount set forth on the budget posted with the warrant or as amended by vote of the first session, for the purposes set forth therein, totaling \$ 40,759,297 distributed as follows: Fund 10 = \$ 39,454,621 (regular operating budget); Fund 21 = \$ 643,676 (expenditures from food service revenues); Fund 22 = \$ 600,000 (expenditures from federal/special revenues); Fund 23 = \$ 61,000 (expenditures from pass through funds)? Should this article be defeated, the operating budget shall be \$ xx,xxx,xxx (Default Budget) which is the same as last year with certain adjustments required by previous action of the district or by law; or the district may hold one special meeting in accordance with RSA 40:13, X, and XVI to take up the issue of the revised operating budget only. *The School Board recommends this appropriation. (Majority vote required)*

Given under our hands at said Durham NH this ____ day of January 2015:

Thomas Newkirk, Chairperson

Allan Howland, Vice-chair

Kenneth Rotner

Maria Barth

Edwin Charle

Denise Day

Sarah Farwell

Oyster River Cooperative School District

2015-2016 REVISED BUDGET BY LOCATION as of 11/12/14

	2013-2014	2014-2015	2015-2016		
	<u>EXPENDED</u>	<u>APPROVED</u>	<u>PROPOSED</u>	<u>DIFFERENCE</u>	
MAST WAY	2,990,676	3,042,077	3,101,175	59,097	
MOHARIMET	3,391,824	3,420,834	3,553,332	132,497	
MIDDLE SCHOOL	6,470,748	6,610,018	6,783,884	173,867	
HIGH SCHOOL	7,174,807	7,328,340	7,546,137	217,807	
SAU/ADMN	2,866,592	3,082,000	3,056,321	-25,680	
TRANSPORTATION	2,018,498	2,159,985	2,105,902	-54,085	
TECHNOLOGY	835,052	929,019	1,087,861	158,842	
FACILITIES	3,230,797	3,521,294	3,708,502	187,204	
SPECIAL EDUCATION	<u>7,833,934</u>	<u>8,287,884</u>	<u>8,411,606</u>	<u>123,715</u>	
TOTAL	<u>36,812,928</u>	<u>38,381,451</u>	<u>39,354,720</u>	<u>973,264</u>	2.54%

Retirement Reductions (6)	<u>120,000</u>
SUBTOTAL	<u>853,264</u>

Yellow Sheets (Additions)	IT Support Technician (1.0 FTE)	55,000
	Math Teacher (.6 FTE*)	40,340
	Science Teacher (.4 FTE)	43,297
	World Language (.4 FTE)	34,255
	Technology Para (.4 FTE *)	11,009
	Strings Music Tutor	20,000
	Early Childhood	<u>16,000</u>
		219,901

GRAND TOTAL	<u>1,073,165</u>	2.80%
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OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 10/07/14

Name of Administrator Making Request: Joshua Olstad

School: Districtwide

Title/Position Requesting: IT Support Technician

Purpose:

The position would be an entry level position to provide support directly to staff and teachers. The support provided would be for both hardware and software.

Cost Associated with Request: \$55,000/Salary & Benefits

Justification:

As we have added more and more technology to the district we have had to start dedicating staff to specific technologies. In order to address issues in a timely fashion an additional staff member is needed. This position would be dealing with the day to day work orders submitted by staff. By adding this position I expect the average time it takes to close a work order to decrease.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 10/07/14

Name of Administrator Making Request: Todd Allen

School: High School

Title/Position Requesting: Math teacher

Purpose:

To make the math lab teaching position a full-time certified instructor in order to give us more flexibility in meeting student needs.

Cost Associated with Request: \$40,340/Salary & Benefits

Justification:

Due to increased enrollment and the expanding from 3 years to 4 years of math as a high school graduation requirement in NH this position is necessary. Additionally, making the Math Lab position a certified teacher allows us to individualize more to meet student needs.

Source: Barrington Tuition Funds

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 10/07/14

Name of Administrator Making Request: Todd Allen

School: ORHS

Title/Position Requesting: Science Teacher

Purpose:

One additional full time science position.

Cost Associated with Request: \$43,297/Salary & Benefits

Justification:

Without the addition of another full time staff:

1. Marine and Astronomy (or some other year long elective) would likely be cut, which could impact up to 40-50 juniors and seniors looking to add to their science education
2. Class sizes would have to be maintained at or above the district policy of 22: large classes in biology an issue because of freshman population, in chemistry large classes are an issue from a pedagogical standpoint as well as safety, in other course it minimizes the amount of authentic inquiry that can be done (i.e., forensics, environmental science, anatomy and physiology).
3. At present we have just on physics teacher teaching a double block of AP physics and 3 of regular physics. These classes are at or above district guidelines.
4. We are working towards expanding and/or developing new classes that focus on STEM education; without a new staff person, we don't have the space/time to offer this type of course.

Staffing Considerations

1. At present we only have one physics teacher. Physics signups this year, but we will have difficulty staffing the extra class. (4 general physics, 1 AP Physics which is taught as a double period).
2. We are working on developing the EOS curricula. Due to high levels of sign-ups for this class, more sections of the course are required. We need to think seriously about staffing needs for this course.
3. Maintaining small class sizes is an essential part of our program and has been identified by the community (see the Strategic Plan) as an important goal. At present, our foundational science courses (Biology, EOS, chemistry) are easily hitting max class size guidelines. As foundational classes, we believe minimizing class size is crucial.

Source: Barrington Tuition Funds

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 10/07/14

Name of Administrator Making Request: Todd Allen

School: High School

Title/Position Requesting: .4 FTE world language

Purpose:

To meet class size guidelines in all World Language courses and to absorb the higher numbers in Fr 1 and 2 and Spanish 1-2 caused by changing student population.

Cost Associated with Request: \$34,255/Salary & Benefits

Justification:

Our student population has increased by 6% this year and is anticipated to continue to grow in the coming year. This increase has been predominantly in the freshman and sophomore years which has caused enrollments in our beginning level classes to grow significantly. In Spanish and French 1 and 2 we are meeting and exceeding the class size guidelines.

Source: Barrington Tuition Fund

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 10/07/14

Name of Administrator Making Request: Dennis Harrington

School: Moharimet

Title/Position Requesting: Technology Paraprofessional

Purpose:

Currently we rely on the District IT staff and our tech mentors for all of our support needs. I recommend that we hire a technology paraprofessional and eliminate the tech mentors.

Cost Associated with Request: \$11,009

Justification:

Equity of services to children district wide. Coaching for Adults.

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 11/12/14

Name of Administrator Making Request: Dr. James Morse

School: ORMS/ORHS

Title/Position Requesting: Strings Music Tutor

Purpose:

The district anticipated 40 string students when creating the strings program. To date 76 students have enrolled in strings, a major accomplishment for a brand new program. To accommodate all students, a contracted service provider was obtained for the strings instructor. Given that enrollment is likely to go up as middle school students move to the high school, we recommend adding \$20,00 to the proposed 2015-16 budget to continue the music tutor position.

Cost Associated with Request: \$20,000

Justification:

OYSTER RIVER COOPERATIVE SCHOOL DISTRICT

BUDGET REQUEST FORM

Budget Fiscal Year: 2015-2016

Date: 11/12/14

Name of Administrator Making Request: Todd Allen

School: High School

Title/Position Requesting: Early Childhood Education Teacher

Purpose:

In order to provide a dual credit college opportunity for our students we have contracted with SLC to provide Child Development 1 and Child Development 2 at ORHS. This course is offered under Project Running Start through Great Bay Community College. Student's who complete this course sequence are eligible to receive 3 college credits as well as 1 credit toward high school graduation.

Cost Associated with Request: \$16,000

Justification:

This is a long standing and successful program that provides an additional course offering to our students that provides another pathway for students to choose. Many of the students in this program go on to major in early childhood education in college.



Phone: (603) 228-2061
or (800) 272-0653
Fax: (603) 228-2351

<http://www.nhsba.org>

Board of Directors

Dr. Anthony Pastellis
President, Rochester

John Falconer
1st Vice-President, Colebrook

Don Austin
2nd Vice-President, Somersworth

Jack Widmer
Immediate Past President, Gov. Wentworth

To: NHSBA Member School Board Chairs
From: Ted Comstock, Executive Director and General Counsel
Date: November 21, 2014
RE: NHSBA Resolutions for 2015

I am pleased to enclose copies of the newly Proposed Resolutions for 2015, the Proposed Continuing Resolutions, and the NHSBA Policies, Resolutions, and Statements of Belief Manual. Here's a preview of the role that each will play in the 2015 Delegate Assembly.

2015 NHSBA Delegate Assembly

The Proposed Resolutions include Continuing Resolutions of the Association, which have been previously adopted, as well as newly proposed resolutions for 2015 submitted by member school boards. Please include these Proposed Resolutions as an item on your school board agenda to help your board's delegate identify how to represent your school board at the NHSBA Delegate Assembly. This year's Delegate Assembly will be held on Saturday, January 10, 2015, from 9:45a – 3:00p at the Center at Triangle Park (formerly the LGC) in Concord. The NHSBA Resolutions will instruct our efforts as we work with the Legislature in the upcoming Session.

The Policies, Resolutions and Statements of Belief Manual contains standing resolutions of the Association that have been adopted for at least three continuous years. This Manual has previously been sent to you when the "Call for Resolutions" went out in August. We encourage you to review the Manual prior to the Delegate Assembly. The Manual can be accessed on the NHSBA website, www.nhsba.org, and will be available at the Delegate Assembly. There will be no action on any of the standing resolutions contained in the Manual, unless specifically brought to the floor by action of the Assembly.

Registration information for the NHSBA 2015 Delegate Assembly is enclosed and is also posted on the NHSBA Web site (www.nhsba.org/calendar.asp). Also enclosed is the schedule for the day, which includes great morning sessions on the most critical and timely issues facing school boards in our State. Please register your Delegate early to attend this most important conference. I look forward to seeing you there!

cc: School District Superintendents

Executive Director
Dr. Theodore E. Comstock
sklesq@aol.com
NH School Boards Association
25 Triangle Park Drive, Suite 101
Concord, NH 03301



2015 NHSBA DELEGATE ASSEMBLY

It is time for the 2015 NHSBA Delegate Assembly. This meeting informs the NHSBA legislative efforts for the next year, and allows your Board an opportunity to vote on statewide issues. We need at least one delegate from each NHSBA member board to attend the Delegate Assembly. Alternate delegates are welcome and encouraged to attend as well. There is **NO** cost to attend this event!

Phone: (603) 228-2061
or (800) 272-0653
Fax: (603) 228-2351

<http://www.nhsba.org>

Board of Directors

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1st Vice-President, Colebrook

Don Austin
2nd Vice-President, Somersworth

Jack Widmer
Immediate Past President, Gov. Wentworth

Date: Saturday, January 10, 2015*
Hot Topics: 9:45 am – 12:15 pm
Lunch: 12:15 – 1:15 pm
Delegate Assembly: 1:30 – 3:00 pm
Place: Center At Triangle Park (formerly the LGC)
25 Triangle Park Drive
Concord, NH 03301

You can register online @ www.nhsba.org/calendar.asp

Or complete the registration below and fax it to NHSBA, Attn: Terry by Monday, January 5th, 2015. The fax number is: 603-228-2351.

**Delegate Name:

District:
SAU:

Address:
City/State/Zip:

Phone: Email:

**Alternate Delegate Name:

Phone: Email:

The proposed resolutions were mailed to member boards and SAU offices on 11/21/14. We ask that each delegate review the resolutions prior to the Assembly.

Call 603-228-2061 with any questions.

We look forward to seeing you on January 10th!

*In case of weather emergency or cancellation the NHSBA Delegate Assembly will take place on Saturday, January 24, 2015 at the Center At Triangle Park (formerly the LGC).

Executive Director
Dr. Theodore E. Comstock
sklesq@aol.com
NH School Boards Association
25 Triangle Park Drive, Suite 101
Concord, NH 03301

**SCHEDULE FOR THE 2015 NHSBA
DELEGATE ASSEMBLY AND "HOT TOPICS" SESSIONS**

Saturday – January 10, 2015

Center At Triangle Park (formerly the LGC)

Concord, NH

9:45a-10:00a

Welcome/Overview of the Day

Dr. Anthony Pastelis, NHSBA President

Theodore Comstock, Esq., NHSBA Executive
Director

10:00a – 12:15p

"Hot Topics" Sessions:

Session 1- 10a-10:45a

Effective School Board Meetings:

This session will address various legal issues and best practices for conducting an effective school board meeting, including setting the appropriate agenda, techniques to ensure that your meeting is run smoothly, the role played by the board chair, how to address controversial topics in an even-handed manner, and how to manage public comments in a way that is both fair to the public and sensitive to the board's agenda.

Barrett Christina, NHSBA Staff Attorney

Session 2- 10:45a-11:30a

Best Practices In School Board Leadership:

Learn what the Berlin School Board, the 2014 NHSBA School Board of Excellence, does to focus a bright light on community engagement and effective board governance.

Berlin School Board Members

(over)

Session 3- 11:30a-12:15p

Goal-Setting/Strategic Planning:

Does your board set annual goals? Are those goals consistent with a long range plan?

This session is designed to guide you through the process of goal-setting, and how that should synch with a strategic plan. You will learn what effective goal-setting looks like, as well as discover what an effective strategic plan process incorporates.

Mark Dolan, NHSBA Strategic Planning Specialist

12:15p-12:30p

Break

12:30p - 1:15p

Working Lunch

A Preview of the 2015 NH Legislative Session

The 2015 NH Legislative Session has begun, with the state budget taking center stage. This session will provide you key insights about budget issues, with a focus on education funding programs. You will also get an insider look at other key legislative issues that will likely emerge during the 2015 Session.

Dean Michener, NHSBA Director of Governmental Affairs

1:15p-1:30p

Break

1:30p - 2:00p

NHSBA Business Meeting

2:00p -3:00p

2015 NHSBA Resolutions Review/Adoption

3:00p

Adjourn

New Hampshire School Boards Association

Proposed Continuing Resolutions for 2015

For consideration by the 2015 NHSBA Delegate Assembly – January 10, 2015

✓ Re-adoption Recommended by NHSBA Board of Directors

Education Funding:

1. NHSBA supports the state funding of a percentage of adequacy aid for home education students who attend public schools in New Hampshire. The funding percentage should be prorated based on the percentage of the day that home education students are attending classes in public schools. (2014)

Local Control and School District Autonomy:

2. NHSBA supports state and federal legislation that affirms the responsibility for education resides with the states, which have delegated to local school boards the power and authority to adopt policies, establish priorities, and provide accountability to direct the operation of the schools, including the school system's mission and goals, organization, budget, program, curriculum and services, all essential to the daily operation of schools, consistent with state laws and regulations. (2014)
3. NHSBA supports local boards and their responsibility for establishing the structure, accountability, advocacy and delivery of instruction within their local district. This includes statutory changes that affirm this managerial policy confided exclusively to public employers. Specifically, governing bodies have the right to determine standards for evaluation, compensation, selection, layoff and retention, discipline, assignment and transfer, and other traditionally accepted managerial rights so as to continue public control of governmental functions. (2013)
4. NHSBA supports legislative affirmation of the management right associated with teacher evaluation that is an integral component of the requirement that school boards adopt a teacher evaluation policy. Further, NHSBA supports involving teachers and principals by allowing a reasonable opportunity to comment on draft school board evaluation policy, understanding that the school board has the sole prerogative to adopt a local policy it deems appropriate. (2014)

Accountability:

5. NHSBA supports legislation to amend the State Common Core Testing that will begin in the school year 2014-2015 to allow special education students be tested at their grade level ability rather than their placement of their current school grade. (2013)

New Hampshire School Boards Association

Proposed Resolutions for 2015

For Consideration by the 2015 NHSBA Delegate Assembly – January 10, 2015

Proposed Resolutions Submitted by Member School Boards

**Proposals include NHSBA Board of Directors
Recommendations To the NHSBA Delegate Assembly**

Each proposed resolution submitted by a member school board shows:

- The proposed resolution as submitted by the member school board;
- The rationale as submitted by the member school board;
- A brief description by NHSBA of the current situation;
- A brief statement by NHSBA on the impact of the proposed resolution;
- A brief review and analysis by NHSBA of the proposed resolution;
- A recommendation by the NHSBA Board of Directors. Possible Board of Directors recommendations are: Adopt the proposal as submitted, Not Adopt the proposal, or Adopt Alternative Amended Language as proposed by the NHSBA Board of Directors.

6. **RESOLUTION SUBMITTED BY SAU #83: FREMONT SCHOOL DISTRICT**

Proposed Resolution:

"Any education or SAU policy or procedure required by legislation of the NH Legislature will expire in 5 years and cannot be renewed without full public hearings, debate and re-enactment by said legislature. And all Rules and Regulations stipulated by the NH Dept. of Education must first be submitted to the NH Legislature for final approval and will also expire in 5 years and cannot be renewed without the consent of the NH Legislature."

Stated Rationale:

"The NH Legislature and NH State Board of Education continue to promulgate new legislation, rules and regulation requiring additional policy making and expense to local SAUs often completely irrespective to previous legislation, rules and regulations enacted by the NH Legislature and/or promulgated by the NH Board of Education. Implementing and monitoring these new policies and procedures distracts from the SAUs' main function, and that is to educate our children."

NHSBA Response

Current Situation:

NH RSA 541-A, Administrative Procedure Act, governs the rulemaking process, providing procedures for notice of proposed rules, public hearing and comment, legislative review by the Joint Legislative Committee on Administrative Rules (JLCAR), and ultimately final adoption. No rule may currently be effective for a period of longer than 10 years (541-A:17). Provision is made for extension and re-adoption of existing rules. The rulemaking process requires a proposal to identify the federal or state statute being addressed (541-A:3-a), a fiscal impact statement (541-A:5) and assurance the rule does not violate NH's constitutional prohibition on unfunded mandates in part I article 28-a (541-A:6). Specific allowance is also provided to allow, "Any interested person may petition an agency to adopt, amend, or repeal a rule." (541-A:4)

Resolution Impact:

The proposed resolution would change the duration of any rule, decreasing it from 10 to 5 years. Current law (541-A) already provides for notice, public hearings and debate, and review by JLCAR when an agency proposes to re-adopt, or amend, any current rule. The current process requires the state agency (Department of Education) to give notice of any proposed rule or re-adoption, followed by a public hearing and comment period. The final wording of the proposal then goes to the legislature (JLCAR) for review. JLCAR can approve or file an objection, which must then be addressed by the agency prior to final adoption.

Review and Analysis:

Rulemaking authority is granted to the agencies to provide needed specificity and detail for implementation of statutes. The process was undertaken recently to revise our Minimum Standards for Public School Approval, which became effective this past August. These new standards required various technical

changes to local board policy in such areas as attendance, school safety, student records, harassment and bullying, distance education, alternative means of earning credits, air quality and graduation competencies. Shortening the current 10-year time period seems appropriate, allowing for more timely review of policy decisions.

✓ **Alternative Adoption Recommended by NHSBA Board of Directors**

· NHSBA supports the adoption of statutory language requiring that any statute or New Hampshire Department of Education rule, which mandates the adoption of local school board policies, will expire after five years; and that such statute or rule cannot be renewed without full public hearings, debate and re-authorization by the New Hampshire Legislature. All rules and regulations stipulated by the New Hampshire Department of Education must be submitted to the full New Hampshire Legislature for final consent and approval.

7. **RESOLUTION SUBMITTED BY SAU #83: FREMONT SCHOOL DISTRICT**

Proposed Resolution:

"IDEA requires the Federal Government to pay 40% of the average daily tuition for students meeting the conditions of services under IDEA. Since that time the maximum reimbursement on average has been less than 40% and in recent years has averaged as little as 17%. Be it resolved that members of the National School Board Association enjoin in a class action suit against the Federal Government and its appropriate agencies as well as the US Congress to require full reimbursement to all member SAUs for the entire shortfall of reimbursement since the enactment of IDEA."

Stated Rationale:

"Since the provision of Special Education is required by law, SAUs are required to fund the requirements of the program often at the cost of providing other services and programs or raising taxes. An increasingly untenable position in the current economic situation. Not only that, but the Rule of Law is a founding principal of our Republic, and it is unconscionable that our government willfully ignores the statutory requirements that it makes for itself. A lawsuit would not only possibly provide remedy to a long standing injustice, it would also serve notice to the US Congress and the Federal government that it can no longer ignore the statutory requirements of funding all laws and regulations for which such reimbursements are required."

NHSBA Response

Current Situation:

The Individuals with Disabilities Education Act (IDEA) is the nation's federal special education law that ensures public schools serve the educational needs of students with disabilities. IDEA requires that schools provide special education services to eligible students as outlined in a student's Individualized Education Program (IEP). IDEA requires every state to issue regulations that guide the implementation of the federal law within the state. At a minimum, state regulations must provide all of the protections contained in IDEA. Some states, including NH, have additional requirements that go beyond the federal law. While the debate at the time referred to funding 40%, IDEA is not "fully funded."

In the IDEA legislation, Congress set a maximum target for the federal contribution to special education spending equal to 40 percent of the estimated excess cost of educating children with disabilities. Thus, if the program were "fully funded," states would receive their maximum grants, calculated at 40 percent of the national average per pupil expenditure times the number of children with disabilities. Under the act, the count of children with disabilities cannot exceed 12 percent of the state's total school population.

Resolution Impact:

Given the language of the IDEA statute (see bolded above), the proposed legal action would likely not be successful. Both national and state advocacy efforts have focused on this issue for a long time. NHSBA Perennial Resolution IX:A, dating back to 1990, calls for Congress to appropriate funds to pay 40% of the cost of implementing IDEA. Of equal importance is Perennial Resolution IX:B,

also calling for full funding of IDEA, but moving it from the discretionary side of the budget to being mandatory.

Review and Analysis:

Despite long-standing efforts to increase the level of funding, neither political party has been willing to realistically address this issue. Past efforts included a proposal to increase the funding amount gradually over 10 years to reach full funding. Similar efforts to move the issue to mandatory funding within the federal budget have not been successful with either party. Both NSBA and NHSBA continue to annually advocate on behalf of this issue.

✓ Adoption Not Recommended by NHSBA Board of Directors

8. **RESOLUTION SUBMITTED BY SAU #49: GOVERNOR WENTWORTH REGIONAL SCHOOL DISTRICT**

Proposed Resolution:

"NHSBA urges Congress and the State legislature to pass legislation that establishes a positive and safe media environment for children, resulting in less accessibility to children and youth to the violent content in video games, movies, and television, and provides new sources of revenue and/or initiates programs to educate parents and children on the negative effects of violent media content."

Stated Rationale:

"Extensive research dating back to the early 1970s indicates that media violence can contribute to aggressive behavior, desensitization to violence, nightmares, and fear on the part of children and youth. The National Institute of Mental Health, American Academy of Pediatrics, American Medical Association, American Academy of Child and Adolescent Psychiatry and the American Psychological Association issued a joint statement on the negative impact of media violence on children. The Federal Bureau of Investigation submitted a report on shootings in schools that stated that violence is a risk factor. The Federal Communications Commission released a report on violent television programming and its effect on children stating there is strong evidence that exposure to media violence can increase aggressive behavior in children. In recent years the research on this topic has provided more compelling scientific evidence that media violence impacts children's aggression. Certainly schools are in the position of dealing with the negative effects of aggression in the education environment. From a public policy point of view it is time for school boards to take a stand to reverse this alarming trend."

NHSBA Response

Current Situation:

Most local school boards currently address this issue through local policy and efforts to inform parents. Avoiding the use of violent media sources during the school day can be accomplished by local board policy and/or administrative action by the superintendent or principal. NHSBA currently provides model policies in such areas as pupil safety and violence prevention, school district social media websites, public information programs, wellness policies, and school district internet access for students.

Resolution Impact:

NHSBA is sympathetic to this issue and while it has historically been left to local school district policy and parental involvement, legislative action may be appropriate. While most violent media (games and television) are accessed after school, efforts to inform parents and reduce this exposure will benefit our youth.

Review and Analysis:

NHSBA supports local districts in their efforts to accomplish these goals along with appropriate legislation that reduces such violent content.

✓ **Adoption Recommended by NHSBA Board of Directors**

9. **RESOLUTION SUBMITTED BY SAU #15: HOOKSETT SCHOOL DISTRICT**

Proposed Resolution:

"NHSBA supports new legislation which will allow the amendment of RSA 91-A, to allow tuition contract negotiations to be covered under what can be discussed in non-public session."

Stated Rationale:

"This modification would allow a school board the ability to discuss and develop tuition contract negotiation strategies in a non-public session, preserving the strategies within minutes to be shared after a contract has been signed and negotiated."

NHSBA Response

Current Situation:

RSA 91-A, Access to Governmental Records and Meetings, stipulates that, "Public bodies shall not meet in nonpublic session, except for one of the purposes set out in paragraph II." (91-A:3, I) Those purposes identified are: (a) dismissal, promotion, or compensation of any employee or the discipline of any employee; (b) hiring of any employee; (c) matters that would likely affect adversely the reputation of any person, other than a board member; (d) consideration of the acquisition, sale or lease of property; (e) consideration of pending claims or litigation; (f) consideration of applications by the adult parole board; (g) consideration of security related issues; (h) consideration of applications by the business finance authority; (i) consideration of matters related to emergency functions; and (j) consideration of confidential information exempt from public disclosure in an adjudicative proceeding.

Resolution Impact:

The proposed addition to law would allow school boards to discuss and develop strategies for negotiating tuition contracts between sending/receiving districts. Such practice is already allowed for contract negotiations with employee unions. Board discussion of strategy or negotiations with respect to collective bargaining is not considered a "meeting" (91-A:2, I (a)).

Review and Analysis:

This is particularly timely given the change in enrollment patterns among districts and competition to establish tuition agreements. NHSBA understands the unique and confidential nature of negotiations, whether it is to establish the terms of an employee contract or the terms of agreement and cost for tuitioning students to another school district. Strategies involved, and the associated proposals, should have the same protections and confidentiality. Full disclosure will occur once the tuition contract receives agreement.

✓ **Alternative Adoption Recommended by NHSBA Board of Directors**

NHSBA supports legislation amending RSA 91-A to allow school boards to consider, discuss, strategize and negotiate student tuition contracts confidentially, consistent with applicable provisions of RSA 91-A.

10. **RESOLUTION SUBMITTED BY SAU #55: TIMBERLANE REGIONAL SCHOOL DISTRICT**
Proposed Resolution:

"NHSBA supports the concept of retirement plans for public employees. NHSBA specifically supports the idea of NH Legislature revamping the NH public pension system to make it a defined contribution plan instead of the current defined benefit type plan in order to ensure its long-term stability to the taxpayers."

Stated Rationale:

"Defined benefit plans across the USA are underfunded by over \$1 trillion and increasingly are financially unsustainable by the taxpayers. In NH alone, underfunded public employee retirement liabilities have risen year-on-end to almost \$3,500 per capita in 2011. A defined contribution plan offers taxpayers some long-term relief and offers public employees the ability to own their retirement funds immediately and to direct their own retirement investments to meet their own goals. Under such plan, the state's liabilities end once the employer contributions are deposited into the employee's accounts. Thus, there can be no unfunded liability to the system. This gives the state, counties, cities and towns budget certainty because there is a set amount that goes into the employee's accounts and that figure does not change based on what happens in the market. Such certainty is critical for local and state government to be able to hire more teachers, police officers and firefighters. An added benefit is that the funds would travel with the employees when they change jobs. Defined contribution plans have been adopted in several other states across the country (Michigan 1996 and Rhode Island 2011). What this shows is that not only is it possible to create and implement a defined contribution plan for government employees, but that it works and can be done well."

NHSBA Response

Current Situation:

The New Hampshire Retirement System (NHRS) is a contributory public employee defined benefit pension plan funded by investment returns and both employee and employer contributions. NHRS provides benefits to its eligible members and their beneficiaries upon retirement, disability, or death. NHRS retired members receive a lifetime pension. Although benefits are funded by member contributions, employer contributions and trust fund assets, NHRS computes benefits on the basis of members' Average Final Compensation and years of Creditable Service. Unlike a defined contribution plan, NHRS benefits provided to members are not dependent upon the amount of contributions paid into NHRS or the investment return on trust fund assets.

Resolution Impact:

The proposed resolution would change the current defined benefit program to a defined contribution plan. This would shift much of the risk associated with funding retirements from the employer to the employee. Public employer obligation would cease when the employee retires, and the employee's benefit would consist of the funds existing in their retirement account. Depending upon the plan adopted, administration and management of those funds could remain

with NHRS (or some similar organization), or provide more/less discretionary control to the employee (owner of the account).

Review and Analysis:

While there has been much discussion of shifting from defined benefit to defined contribution plans, relatively few governments have actually done so. Post-2008 changes have been to establish either hybrid plans or cash balance plans, rather than stand-alone defined contribution plans. Changes are driven by a desire to avoid future unfunded liabilities and transfer risk to participants. In NH, several legal questions remain unresolved, such as which employees can have the plan changed: only new hires, new hires and those not vested, all employees?

Assuming some current employees remain in the defined benefit program, there is a transition cost associated with closing the plan. Previous NH legislative efforts to change the plan were stalled when actuaries identified a transition cost of \$1.2 billion in increased unfunded liability. The state's actuary noted that keeping a significant flow of new employees into the defined benefit plan will eliminate the increase in unfunded liability because the pool of assets in the plan would remain sufficient for the assumed rate of return to continue.

It is also important to note that the unfunded liability accounts for more than half of the total cost, exceeding the 'normal' cost of the current benefit. Employers are paying down the unfunded liability over a 30-year period; 24 years remain for it to be paid in full by 2039. This cost will continue to exist and must be paid regardless of any change in the plan. The current 'normal cost' alone is less than most defined contribution plan scenarios.

√ Alternative Adoption Recommended by NHSBA Board of Directors

NHSBA supports legislation to strengthen the financial health and stability of NHRS, including any potential transition to a cost-saving plan such as hybrid or cash balance plans, based on sound actuary analysis.

11. RESOLUTION SUBMITTED BY NHSBA BOARD OF DIRECTORS

Proposed Resolution:

"NHSBA supports the efforts of the National School Boards Association to provide more local governance and flexibility by working with federal officials to ensure passage of all federal legislation and regulations consistent with this goal."

Stated Rationale:

"Increasingly, the U.S. Department of Education has encroached on local school board governance. NSBA is seeking passage of federal legislation that will ensure that greater flexibility and governance be restored to local school boards during the ESEA reauthorization. This Resolution seeks to support those efforts."

Current Situation:

Historically, the primary responsibility for public education has properly resided with the states which, in turn, have delegated substantial authority to local educational agencies, which are governed by locally elected school boards. As the school district's governing body, local school boards establish the district's mission and goals, organization and structure, budget and priorities, program, curriculum, extracurricular activities, and other services relating to student health and safety, allowing for the essential day-to-day operations of schools. However, in recent years, many new regulations, rules, grant conditions, or directive guidance materials, have been promulgated by the U.S. Department of Education and State Education Departments. These regulations and rules have negatively impacted the flexibility and control that school boards have traditionally implemented at the local level.

As an example, NH statutes required local boards to adopt a teacher evaluation policy, giving boards the sole and exclusive authority. In 2013, the Department of Education asserted that a statutory revision (HB 142), implementing inclusive language requiring "involvement" of teachers and principals, was necessary for the State to be granted a federal waiver from NCLB requirements.

Resolution Impact:

The resolution seeks to affirm the managerial role of school boards as the policy-maker of the district.

Review and Analysis:

NHSBA has a long history of supporting local control and school board oversight and responsibility for the structure and accountability of education within their district. The proposal is focused on providing the House and Senate committees that oversee education with better information regarding the local impact of the U.S. Department of Education's activities. It will also underscore the role of Congress as the federal policy-maker in education and through its representative function, to ensure that the decisions that are made at the federal level will best support the needs and goals of local school systems and the communities they serve as they meet the federal interest and goals in education.

✓ **Adoption Recommended by NHSBA Board of Directors**

*New Hampshire
School Boards Association*

*Policies, Resolutions
and
Statements of Belief
Manual*

January 2014

**By Procedure Adopted Unanimously at Delegate Assembly, November 4, 2006
And Following Action of the January 11, 2014 Delegate Assembly**

**New Hampshire School Boards Association
25 Triangle Park – Suite 101
Concord, NH 03301
603/228-2061 • www.nhsba.org**

Overview of Action Taken at the 2006 Delegate Assembly

The resolutions contained herein have been adopted for three consecutive years by a vote of the Delegate Assembly. Such resolutions become a continuing commitment of the Association and part of this document, *Policies, Resolutions and Statements of Belief Manual*. This practice is based on the proposal adopted unanimously at the 2006 Delegate Assembly on November 4, 2006:

Whereas **NHSBA** takes consistent positions on certain issues that repeatedly come before the Delegate Assembly as re-adopted resolutions, and
Whereas these issues deserve special recognition for their continued importance as long-standing positions,
Be it therefore resolved that any resolution adopted for at least three continuous years be moved to the **NHSBA** Policies, Resolutions and Statements of Belief Manual.

**RESOLUTIONS QUALIFYING FOR INCLUSION IN THE
POLICIES, RESOLUTIONS AND STATEMENTS OF BELIEF MANUAL**

<u>SECTION</u>	<u>TOPIC</u>	<u>PAGE</u>
I	School Choice	1
II	Education Funding	1
III	Health Care Funding	3
IV	Charter Schools	3
V	Local Control and School District Autonomy	3
VI	School Safety	5
VII	Accountability	5
VIII	State Board of Education	6
IX	Federal Legislation	7
X	Public Pension System	9

Perennial Resolutions of the New Hampshire School Boards Association

I - School Choice

- I:A• NHSBA supports the utilization of public education funds solely for public school purposes as determined by the local school boards. (1991)

- I:B• NHSBA urges the NH Legislature and Congress to oppose any efforts to subsidize elementary or secondary private, religious or home schools with public tax dollars. Specifically, NHSBA opposes the creation of vouchers, tax credits and tax subsidies that in any form are targeted to the tuition or expenses for non-public K-12 schools. Rather than diverting scarce tax dollars away from our public school classrooms, NHSBA urges the NH Legislature and Congress to support improvements in our public schools and meet current funding obligations and promises, benefiting the vast majority of America's children who are educated daily in our public schools. (2005)

II - Education Funding

- II:A• NHSBA proposes that the state fully fund all state education aid formulas before the funding of any other state obligation. (1994)

- II:B• NHSBA supports reducing the threshold for determining the local share of a catastrophic aid special education placement to 2 times the state average elementary and secondary costs of general education. (1998)

- II:C• NHSBA supports the appropriation of at least \$50 million each fiscal year to fully fund, per RSA 198:15-a, IV, the state's Building Aid Program. This program has effectively created local and state partnerships in financing school building improvements that benefit all students of New Hampshire, and which should be considered a significant part of fulfilling the State's constitutional duty to provide an adequate education to all children. *(First Adopted in 2000 – Revised in 2014)*

- II:D• NHSBA supports a continual review of all costs associated with providing the opportunity for an adequate education, including costs associated with facilities, and increasing the state commitment to reflect actual costs incurred. Any additional revenue raised by the state to meet this obligation shall be dedicated solely for the purpose of fully funding a constitutionally adequate education for all students in the state. *(First Adopted in 2000 – Revised in 2014)*

II:E• NHSBA proposes that the state develop an equitable and sustainable tax plan dedicated solely to education for the purpose of fully funding a constitutionally adequate education for all students in the state. (2002)

II:F• NHSBA opposes the dramatic and unpredictable changes in educational funding each year – often with solid information only coming to the school districts after the balloting or school district meetings are done.

The NHSBA opposes any new educational funding legislation, passed and enacted by the Legislature, which takes effect any earlier than the next biennium. School boards cannot be expected to work with legislation passed after the budget cycle for the following year is completed. (2005)

II:G• *Replaced by Resolution II:D in 2014.*

II:H• NHSBA supports a required kindergarten program as part of a comprehensive K-12 curriculum offering, with concurrent state kindergarten funding. (*First Adopted in 2003 – Revised in 2014*)

II:I• *Replaced by Resolution II:N in 2014.*

II:J• The NHSBA opposes any constitutional amendment that vacates the spirit and intent of the Claremont and Londonderry lawsuits and attempts in any way to limit or redirect funding in a manner that is contrary to the New Hampshire Supreme Court's ruling and present interpretation of the New Hampshire Constitution. (2008)

II:K• NHSBA opposes transfer of the responsibility to provide and fund a free and appropriate education (FAPE) for special education students from resident districts to attending districts when a non-resident student is placed in a district by a parent. (2008)

II:L• *Replaced by Resolution II:C in 2014.*

II:M• NHSBA opposes the recent change in statute that decreases the state share of local employer retirement costs. NHSBA calls for the immediate return of the state share of local employer retirement costs for teachers, police and fire to 35% for fiscal years 2010 and 2011, as well as maintaining this commitment

in the future. (2010)

II:N• NHSBA opposes legislation that would directly or indirectly divert state costs or responsibilities to local school districts, including unfunded state aid programs (e.g. catastrophic aid and building aid), and the state share of retirement contributions. (2011)

II:O• Should the special education mandates of the state of New Hampshire exceed the federal special education requirements, then the state of NH should fully fund those mandates that exceed federal requirements to the local school districts. (2009)

II:P• NHSBA supports amending New Hampshire's special education statute so that only the state legislature, not the state board of education via rulemaking or any other process, decides when it is appropriate for state law to exceed federal law. (2010)

III - Health Care Funding

III:A• NHSBA supports a statewide effort to work with legislative bodies to address the spiraling costs associated with health care benefits borne by the school districts in New Hampshire. (2005)

IV – Charter Schools

IV:A• NHSBA proposes that for any charter school authorized by the State Board of Education, state aid entitlements under RSA 198:42 should be paid directly to the charter school from state funds which are separate from local district grants. (2006)

IV:B• NHSBA proposes that the State Department of Education develop evaluation and accountability criteria for the state's charter schools to ensure their financial stability as well as sound educational objectives. (2006)

V - Local Control and School District Autonomy

V:A• NHSBA supports legislation to lower the mandated 2/3-majority vote for passing a bond article to 60% for all school districts. (1997)

- V:B**• NHSBA supports the continued ability for Cooperative School Districts to adopt apportionment formulas based on locally determined factors. (2000)
- V:C**• *Deleted in 2014.*
- V:D**• NHSBA supports amending current law to allow school districts to establish a non-lapsing contingency fund to meet the cost of unanticipated expenses. (2001)
- V:E**• NHSBA supports legislation that allows local governing bodies to indicate their recommendation on any warrant article, in addition to those recommendation requirements already specified in the municipal budget law, RSA 32. (2006)
- V:F**• The NHSBA supports the NH Legislature amending the “SB 2” process to allow a legislative body to specifically vote by a supermajority of 60% on a Warrant Article to create and fund a program that would then continue beyond the single year and its costs would be included as part of the following years default budget. (2008)
- V:G**• NHSBA opposes any change in statute implementing an “Evergreen Clause” in all negotiated contracts. Evergreen clauses mandate the continuation of any pay plan after the expiration of a contract when a successor agreement has not been reached. Any such provision exceeds previous standards and usurps local control, significantly tipping the balance of negotiations. *(First adopted in 2009 – Revised in 2014)*
- V:H**• NHSBA opposes any mandated teacher salary schedule requiring all districts in the state to pay salaries based on a common state schedule. (2009)
- V:I**• NHSBA supports local control provided in NH statutes and rules that allow local school districts the authority to make their own decisions in defining a school calendar that complies with both the spirit and the letter of the law. *(First adopted in 2009 – Revised in 2014)*
- V:J**• NHSBA supports new legislation or administrative rules that impose penalties against school district employees who breach their employment contracts. (2011)
- V:K**• NHSBA opposes any branch of New Hampshire government adopting or supporting curriculum standards that usurp state’s rights and de-emphasize

and limit local control of curriculum and local school board oversight. (2011)

V:L• NHSBA supports legislation to allow local school districts to retain a percentage of their year-end unreserved fund balance in the same manner as local municipal governments. (2011)

VI - School Safety

VI:A• NHSBA supports legislation which excludes public schools from being designated as neutral ground for visitation purposes for children of parents undergoing a divorce procedure by legal or other administrative orders. (1998)

VI:B• NHSBA supports efforts to enact legislation which would require notification to school districts of restraining orders related to a student's behavior. (1999)

VI:C• NHSBA supports legislative action to remove the unfunded mandated provisions of RSA 193-F, Pupil Safety and Violence Prevention. The imposition of these new mandates and their related financial costs, without additional state funding, violates the New Hampshire Constitution, Part First, Article 28-a. (2011)

VII - Accountability

VII:A• NHSBA believes that all components of state testing (English Language Arts, Writing Prompt, Mathematics, Science, and Social Studies) should continue to be given annually at the end of the school year with appropriate and immediate steps being taken to ensure that these test results are received by school districts no later than the following July 1. Valid data to assess school performance relies on measuring individual student progress: NH should adopt gain score or value-added measures as the principal means for determining AYP. If NH does not adopt gains-score or value-added measures as the principal means for determining AYP, then annual testing should take place at the beginning of the school year so that information may be used instructionally during the year. (1998)

VII:B• NHSBA supports the inclusion of only students who have enrolled in a district continuously for the previous school year in the numbers calculated for AYP as defined by NCLB. (2005)

VII:C • NHSBA supports a review of NH's accountability and performance measures as well as standards established for the NH state assessment program. (2009)

VIII - State Board of Education

VIII:A • NHSBA calls on the State Board of Education to continuously monitor all teacher training programs at New Hampshire colleges and universities to assure that such institutions are offering quality and relevant training programs preparing individuals for careers as teachers and/or administrators in New Hampshire's public schools. (*First adopted in 1998 – Revised in 2014*)

VIII:B • NHSBA proposes that the Department of Education develop and maintain a database of available grants and other funding mechanisms to assist local school districts in their grant writing efforts and funding of locally determined programs. (2002)

VIII:C • NHSBA urges the State Board of Education to conduct a statewide study of the "traditional" school calendar utilized by most public school districts in New Hampshire and to issue a summary report of its findings, conclusions and recommendations. (2003)

VIII:D • NHSBA urges the NH State Board of Education to adopt Standards of NH School Approval which emphasize qualitative standards rather than quantitative standards. (2003)

VIII:E • *Replaced by Resolution II:H in 2014.*

VIII:F • NHSBA supports the development and implementation of poverty indicators for Title I eligibility, which best reflect the current distribution of children from low income families in the public schools across the State and maximizes the number of districts eligible for Title I funds. (2003)

VIII:G • NHSBA supports the concept and duties of the State Board of Education as established in RSA 21-N:10-11. In its capacity to review all programs, advise on goals and hear appeals, the State Board of Education should have the authority to appoint the Commissioner of Education as well as confirm the Deputy Commissioner and division directors nominated by the Commissioner of Education. (2005)

VIII:H • NHSBA opposes the changes in student assessment at the state level which are resulting in fewer content and skill areas tested, especially the loss of the writing assessment. Basing assessment decisions on availability of funding rather than on what is best for the students of New Hampshire is not something that NHSBA can support. (2005)

VIII:I • NHSBA supports a compulsory attendance age of eighteen (18), along with flexibility to utilize alternative options that allow students to continue a program of study to complete their high school education. (*First adopted in 2006 – Revised in 2014*)

VIII:J • NHSBA supports a Department of Education funded study on the impact on performance of extended learning opportunities and those extended learning opportunities' relationship to the funding formula. (2009)

IX - Federal Legislation

IDEA

IX:A • NHSBA urges the U.S. Congress to appropriate funds to pay 40% of the cost of implementing IDEA, and to fully fund any additional requirements in the area of special education and to provide financial impact statements. (1990)

IX:B • Since its original enactment in 1975, the Individuals with Disabilities Education Act (IDEA) has played a pivotal role to assure that students with disabilities receive the services they need for their success. NHSBA supports and applauds the efforts and goals encompassed by IDEA's mission.

As our Congress considers the reauthorization of IDEA, NHSBA believes attention should be directed at components of the program that are moving away from the original mission of educating children to a mission that involves a wider range of functions. NHSBA believes that for special education to achieve its potential in today's environment, several areas should receive attention. NHSBA proposes that federal reauthorization of IDEA address these specific priority concerns in the following areas:

- federal funding - Congress should fully fund the federal share of IDEA as a mandatory program;

- teacher recruitment and retention - federal law should create and encourage incentives for new teachers seeking special education certification;
- administration and paperwork - federal law should ease the current complex paper trail aimed at documenting compliance as well as allowing greater flexibility in the IEP process;
- due-process hearings - federal law should provide for adequate notice of issues and good-faith mediation
- related services - federal law should identify the financial role of other governmental units rather than fix all costs for related services on the narrow portion of the tax base that just serves education;
- private placements - federal law should focus on whether a substantive deprivation of educational opportunities exists in the public setting before consideration of private placement;
- safe learning environment - federal law should allow local school district personnel the flexibility and discretion to make appropriate discipline determinations that are in the best interests of all students when it comes to disciplining children with disabilities;
- over identification - federal law should clarify the definition of those disabilities that can result in over identification. (2002)

No Child Left Behind

IX:C• The New Hampshire School Boards Association (NHSBA) supports and applauds the stated objectives of the federal No Child Left Behind Act. While welcoming the interest of the federal government in joining school boards in the effort to improve public education, NHSBA objects to several key provisions in NCLB that are unworkable, too costly and inconsistent with effective efforts to raise student achievement. Specifically, NHSBA supports amendments to NCLB and revisions to Department of Education regulations that will provide full funding as well as flexibility in order to address the barriers facing local educational agencies (LEAs) in the successful and effective implementation of NCLB, including:

- provide federal funding consistent with the levels authorized for education programs and the expanded information systems that are needed;
- permit alternative methodology for determining AYP targets and progress for students with disabilities, and for students with limited English proficiency;
- authorize alternative assessments for students with limited English proficiency and for students with disabilities beyond that of "significant cognitive disability", and provide flexibility to states as to the number of students whose alternative assessments may be counted for AYP purposes;

- allow students with disabilities to take tests at their actual reading level and then include their scores for calculation with the corresponding grade level;
- provide states more flexibility in measuring AYP in smaller districts with small subgroups. In calculating AYP, students identified in more than one group may be represented in the count for each group as an equal fraction totaling one student, ensuring that a small number of students are not over-represented.
- provide states flexibility to adopt gain score or value-added measures for determining AYP;
- provide for waivers and extensions for LEAs in meeting the qualification requirements for teachers and paraprofessionals;
- when public funds under Title II, Part A are provided by LEAs to private school children, teachers, and other educational personnel for educational services on an equitable basis and in a timely manner, those private schools should be held to the same accountability standards that apply to public schools;
- ensure that the current law and subsequent revisions recognize that education is primarily a state and local responsibility.

If the Congress and the Department of Education do not make the proposed revisions to NCLB and its regulations, then Congress should suspend implementation of the relevant aspects of the law until the changes are made. (2003-2009)

X – Public Pension System

X:A • NHSBA supports the continuing existence of the New Hampshire Retirement System (NHRS). The NHRS should be strong, secure, solvent, and fiscally sustainable. To achieve this goal, NHSBA supports legislation that will strengthen NHRS's solvency, including legislation to change how an employee's average final compensation is determined. NHSBA supports a calculation using an average of the highest five years for all employees retiring after July 1, 2016. NHSBA further supports legislation requiring that all NHRS rate increases, above those attributable to the \$2.4 billion unfunded liability agreed to by public employers in 2007, be shared equally between employees and employers. (2011)