

Oyster River Cooperative School District

December 21, 2016

Oyster River High School

6:30 p.m.

SCHOOL BOARD MEMBERS: Tom Newkirk, Denise Day, Sarah Farwell, Dan Klein, Kenny Rotner, Maria Barth, Al Howland, and Student Representative, Troy LaPolice

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

There were three members of the public present

I. CALL TO ORDER:

6:30 – 7:00 p.m. Manifest reviewed and signed.

APPROVAL OF MANIFESTS:

Payroll Manifests #13: \$941,755.51

Vendor Manifests #14: \$145,449.75

II. APPROVAL OF AGENDA: Tom Newkirk recommended revising the order on VII Discussion Items:

School Board Representative to Attend Resolution Workshop

Retirement Incentive Participation Update

Report on Needed Staffing

2017-2018 Draft Budget Proposal

Draft 2017 Warrant Article

Draft 2017-18 School Calendar

Kenny Rotner moved to approve the agenda with the above revisions, 2nd by Denise Day. Motion passed 7-0 with the Student Representative voting in the affirmative.

III. PUBLIC COMMENTS: None

IV. APPROVAL OF DECEMBER 7, 2016 REGULAR AND NONPUBLIC MEETING MINUTES:

Denise Day moved to approve the December 7th meeting minutes, 2nd by Al Howland

Revisions:

Page 3 Replace Paragraph 7 “Weichert” with “Wiechert”

Page 3: At the end of paragraph four insert” “They will use IMET to evaluate different programs.”

Page 4: Section C last paragraph insert “Special Ed” before trust funds

**Page 1: In Section I change “would” to “who”
Motion passed 7-0 with the Student Representative voting in the affirmative.**

Al Howland moved to approve the December 7, 2016 Nonmeeting Minutes, 2nd by Denise Day.

Revision:

Please add: Superintendent Morse discussed his self-reflection and then he left the meeting. The Board discussed the Superintendent’s Evaluation.

The motion passed 7-0.

V. ANNOUNCEMENTS, COMMENDATIONS and COMMENTS

A. District:

B. Board: Denise Day commented on the write up outside each teacher’s classroom describing their background and where they went to college. She thinks this is a great idea.

Kenny Rotner mentioned that the nurses in the District have done a lot of work putting together food baskets and gifts for children for the holidays to make sure they have gifts to open and food for the holidays.

VI. DISTRICT REPORT

A. Assistant Superintendent/Curriculum & Instruction Report: None

B. Superintendent’s Reports: Superintendent Morse commended the Music Staff for doing a great job with the winter music concerts. There were seven concerts and they were inspiring.

C. Business Administrator: Sue Caswell noted that the default budget is higher than the proposed budget.

D. Student Senate Report: Student Representative Troy LaPolice reported that he attended Board Policy Committee with three other senate members regarding cell phone usage and got great feedback on what they presented.

E. Other: None

VII. DISCUSSION ITEMS

School Board Representative to Attend NH Resolution Workshop: Kenny Rotner moved to authorize Maria Barth to vote on the Boards behalf at the NH Resolution Workshop, 2nd by Denise Day. Motion passed 7-0.

Retirement Incentive Participation Update: Superintendent Morse presented an update on the proposed retirement incentive with the Board:

2017/18 Anticipated Retirement List:

ORHS	World Language	Average \$20,000
MOH	Special Ed	Average \$20,000
ORHS	Psychologist	Average \$ 5,000
ORMS	Grade 8 Language Arts	Average \$20,000
ORMS	Grade 7 S.S.	Average \$20,000
MW	Kindergarten	Average \$20,000
ORMS	Grade 6 Math	Average \$20,000
ORMS	Life Skills	\$95,241
ORMS	Special Ed	Average \$20,000
MOH	Grade 3	Average \$20,000
ORMS	Grade 7 LA	Average \$20,000
ORHS	Nurse	Average \$20,000
ORMS	Counselor	Average \$20,000
MOH	Grade 2	Average \$20,000

Total: \$340,241

MW	Kindergarten	\$ 80,000
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Total Savings:	\$260,241
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Kenny Rotner asked about two positions that would be open in the Language Arts Department at the Middle School if this incentive proposal gets approved. Jay Richard noted that by doing this early in the year, there will be time to search and attract replacement teachers.

Denise Day wants to make sure that we are not limiting our options to Bachelor level staff.

Kenny Rotner moved to approve the retirement incentive as outlined above, 2nd by Denise Day. Motion passed 7-0.

Report on Needed Staffing:

Superintendent Morse biggest concern was to alleviate pressure at the high school and to able to keep algebra classes at the middle school and to also address the 20-25% increase in strings enrollment.

Heather Machanoff and Suzanne Filippone presented the High School Budget Goals to the Board:

Increase student choice and options for individualized learning paths
Provide additional health and wellness supports
Over the next few years the majority of the growth will be in the ninth and ten grades.
Option for individual path ways

Staffing Needs:

Accommodate the ninth and tenth grade growth as well as plan for future years.

Elective classes are full to capacity
Intro to Art, Basic Wood, Culinary Arts, Computer Essentials 3D design Adobe, World Drumming, Piano Merchandizing and Intro to Business
ORHS needs to reduce study hall numbers as a result of scheduling

In a recent survey students expressed interests in courses such as nutrition, culinary arts, engineering, criminology/law and computers (all of these are considered elective courses)

Suzanne and Heather discussed with the Board the difficulties of scheduling at the high school. Tom Newkirk asked if students were taking classes without a study hall wouldn't that increase their homework load? Heather replied that 9th graders are encouraged to have a study hall in their schedule.

There was a conversation about the Math Lab at the High School. Kenny Rotner suggested the possibility of staffing it with grad students similar to how they are used at the Middle School in the Music Department.

Priority Proposed Positions at the High School:

ELO Coordinator	\$98,500
Music Program addition of 12 hours	\$15,000

1.0 FTE Teacher	\$73,182
Math Tutor to Math Teacher	\$18,992
Increase of 0.2 FTE to existing business position	\$34,567
Contract Service STEM/STEAM	\$20,000
Total	\$260,241

Other Proposed Positions:

Technology Integrator	\$80,000
School Psychologist 10 extra days each school	\$10,062
Full Time Speech and Language Pathologist	\$33,683
Change in ESOL Service Delivery	\$25,989
LNA or CNA	\$55,000
Auditorium Technical Director	\$ 5,000
Assistant Athletic Director – Middle School	\$ 6,000
Total	\$215,734

The Board talked to Heather and Suzanne about the above proposed priority positions. The 1.0 FTE Teacher position would be in the discipline needed once enrollment and schedules are determined.

Kenny Rotner moved to approve the .2 business position, the contract STEM/STEAM position, and the FTE 1.0 teacher be approved. The FTE 1.0 position to be approved with the stipulation that specifics of the teachers role come back to the board for approval. There was no second to the motion and the motion failed.

The ELO Position: Heather spoke to the Board and said that the Mental Wellness initiative has tasked the Counseling Department and the need for this position has grown. The process to select competencies and develop a plan with the students and internships in the community will be time consuming. Students want to take advantage of extended learning opportunities. Without the development of this position, what can be offered to students would be limited.

Sarah Farwell mentioned that other Districts have an ELO as a part time position.

Al Howland moved to add the priority staffing items as a slate and be included in the budget and to have the 1.0 FTE come back to the Board for approval, 2nd by Denise Day:

ELO Coordinator	\$98,500
Music Program addition of 12 hours	\$15,000
1.0 FTE Teacher	\$73,182
Math Tutor to Math Teacher	\$18,992
Increase of 0.2 FTE to existing business position	\$34,567
Contract Service STEM/STEAM	\$20,000

The motion passed 6-1 with Sarah Farwell opposing.

Kenny Rotner discussed the need for the addition of the LNA or CNA position for \$55K in the District. The nurses responsibilities are ever growing and this should also be a priority position to be filled.

2017-2018 Draft Budget Proposal:

Tom Newkirk discussed the two proposed options before the Board:

Option 1: 3.0% impact or Option 2: 3.25 % impact.

Al Howland feels that Option 1 with a 3.0% impact is the best option because it will have the least impact on the towns.

Al moved to approve Option 1 which will have the impact at 3.0%, 2nd by Tom Newkirk. The Board talked about delaying this decision until January 4th.

Maria Barth moved to postpone this motion until January 4th, 2nd by Denise Day. Motion passed 7-0.

Draft 2017 Warrant Article:

Sue Caswell reviewed the Draft Warrants and the explanations to the Board:

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

Article 2: To choose two at-large School Board members for the ensuing three years.

Article 3: 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 Teacher's Guild and the Oyster

River School Board which calls for the following increases in salaries and benefits of the current staffing levels:

2017-2018:	\$527,076
2018-2019:	\$568,708
2019-2020:	\$587,169

and further to raise and appropriate the sum of \$527,076 for the 2017-18 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?

Article 4: Shall the District raise and appropriate up to \$200,000 to be added to the Benefit Stabilization Fund, with such amount to be funded from the year-end undesignated fund balance.

Explanation: This fund was established for offsetting unexpected increases in benefit costs. The timing and unpredictability of increases in benefit costs make it difficult for the Board to adjust budgets to account for higher than anticipated increases. This fund allows the board to access funds to offset the increase allowing them the time to adjust in other areas. Since we anticipate utilizing some of these funds in this budget cycle we are asking for funds to replenish this account.

Article 5: Shall the District discontinue the Track Fund District Support created in 1998. Said funds, with accumulated interest to date of withdrawal, are to be transferred to the District's general fund.

Article 6: Shall the District establish a Facilities Replacement, Development and Maintenance Trust under the provision of RSA 198:20c for maintaining, repairing and updating the District's buildings, grounds and equipment, and raise and appropriate up to \$18,503 for this purpose with such amount to be funded from the year-end undesignated fund balance, and further to name the School Board as agents to expend from the Facilities Replacement, Development and Maintenance Trust, and further to discontinue the following funds:

The School Board Capital Replacement Fund created in 2011 up to \$13,000
The School Building Maintenance Fund created in 1995 up to \$5,500 and
The Athletic Facilities Fund created in 2009 up to \$3.00

Said funds with the accumulated interested to date of withdrawal are to be transferred to the District's general fund.

Denise Day suggested change the name of the fund to the Development Maintenance and Replacement Trust.

Explanation: The District currently has three separate funds to address building needs. This article will consolidate these existing funds into one fund.

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 sessions for the purposes set forth therein totaling \$43,732.372. Should this article be defeated, the operating budget shall be \$42,641,737 (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 40:12, X and XVI to take up the issue of the revised operating budget only.

Draft 2017-18 School Calendar: Will not be taking action this evening

VIII. ACTIONS

A. Superintendent Actions: None

B. Board Action Items:

Kenny Rotner moved to approve the following slate of volunteer coaching positions, 2nd by Denise Day.

Matt Carrico	Swimming and Diving Coach
Ella Cedarholm	Swimming and Diving Coach
Stephanie Gentile	Girls Basketball and Lacrosse
Erin Mullenix	JV Girls Basketball
Darnell Saravong	Boys Basketball

Motion passed 7-0

Al Howland moved to approve Terrill Covey Boys Reserve Basketball Coach, 2nd by Maria Barth. 7-0.

IX. SCHOOL BOARD COMMITTEE UPDATES:

Tom Newkirk reported that the Wellness Committee met and gave updates.

X. PUBLIC COMMENT: None

XI. CLOSING ACTIONS:

A. Future Meeting Dates:

01/04 Regular Board Meeting
01/09 Superintendent with Durham Town Council Budget Update
01/11 Budget Public Hearing – 7:00 p.m. ORHS Auditorium
01/18 Regular Board Meeting

XII. NON-PUBLIC SESSION RSA 91-A:3 II (a)

• **Superintendent's Evaluation**

Kenny Rotner moved to enter into nonpublic session under RSA 91-A:3 II (a) Superintendent's Evaluation at 9:15 p.m., 2nd by Denise Day. Upon roll call vote they entered nonpublic session.

By general consensus the Board agreed to re-enter public session at 9:59PM.

XIII. ADJOURNMENT:

Maria Barth made a motion to adjourn at 10:00 PM. 2nd by Dan Klein. Motion Passed 7-0.

Respectfully Submitted,
Laura Grasso Dobson
Recording Secretary