

## Oyster River Cooperative School District

### Regular Meeting

April 2, 2014

6:30 p.m.

**School Board Members:** Tom Newkirk, Al Howland, Denise Day, Sarah Farwell, Ed Charle, Kenny Rotner, and Student Representative Maegan Doody  
Not Present: Maria Barth

**Administrators:** Superintendent James Morse, Sue Caswell, Jay Richard, and Todd Allen

There were five members of the public present.

**I CALL TO ORDER** by Chair Tom Newkirk at 6:30 for a Review of Manifests.

#### **II PLEDGE OF ALLEGIANCE**

**III PUBLIC COMMENTS:** None

**IV APPROVAL OF MINUTES:** The Minutes of March 19<sup>th</sup> will be approved at the next meeting.

#### **APPROVAL OF MANIFASTS:**

VM #21=\$636,920.94

PM #22=\$1,099,190.63

#### **V ANNOUNCEMENTS AND COMMENDATIONS**

**A District:** Todd Allen reported that the High School Robotics Team made it into the finals from their competition last weekend. The One Act Play Team competed in the NH Festival last week and performed very well. It speaks very well of the Drama Department. Oliver, the Spring Musical, will be performed in May.

Superintendent Morse commended Maria Barth and Carolyn Eastman for all their work on Project 68 Hunger. This is an initiative that they have both exceeded in their roles. This is a tri-community initiative.

**B. Board:** Sarah Farwell thanked Maria Rossi for her work on the High School Art Night. It was a fantastic fundraiser for the high school arts.

Denise Day thanked Moharimet for a wonderful pancake breakfast on Saturday morning.

## **DISTRICT REPORTS**

**A Assistant Superintendent/Curriculum and Instruction Report:** None

**B Superintendent's Report:** Superintendent Morse spoke of the .4 World Language Teacher position that was originally cut in the budget process. It needs to be re-instated. There are 71 new students taking French next year. This also raises the issue of budgeting early in the process.

**C Business Administrator: Budget Update:** Sue Caswell updated the Board on where the budget stands. She will be coming to the Board at an upcoming meeting with a wish list of items funded by the fund balance for the Board's review.

**D Student Senate Report:** The election for class officers for next year is coming up. The candidates will have to do an essay and have an interview. The class officers went to Skowhegan High School and looked at their advisory system.

**E Other:** Superintendent Morse commended Cindy Buchon who is the Bus Driver who got into an accident on Monday in the awful weather. Because of her thoughtful and great defensive driving, no students were harmed.

## **VII DISCUSSION ITEMS**

### **School Board Committee Assignments:**

#### **Proposed Committee Assignments:**

Communication Committee: Al Howland, Sarah Farwell, Kenny Rotner

Policy Committee: Kenny Rotner, Maria Barth, Denise Day

Negotiations Committee: Tom Newkirk, Al Howland Transportation: Denise

Day Paraprofessional: Ed Charle

#### Representatives to Other Groups:

District Technology Committee: Sarah Farwell

NHSBA Delegate: Maria Barth

Strategic Planning Committee: Kenny Rotner

Wellness Committee: Maria Barth  
Sustainability Committee: Ed Charle  
Advisory Budget Committee: Al Howland  
Long Range Planning Committee: Denise Day

**Kenny Rotner moved to approve the above committee assignments, 2<sup>nd</sup> by Al Howland. Motion passed 6-0 with the Student Representative voting in the affirmative.**

**Administrator's Salary Comparison:** Superintendent Morse discussed this at the last meeting. He presented comparable administrative salaries in other comparable districts to the Board. The ORAA has met with the ORCS Negotiation Team to discuss the salary scale that would place all principles, assistant principals, and directors within an appropriate range based upon market factors, internal integrity and job responsibilities. The goal of the ORAA is that all administrators' salaries be in the upper quartile of the state.

In order to bring salaries to appropriate levels, it will take two years and an equity account. A cost of living adjustment is inadequate to adjust for the lack of adequate compensation. The recommended salary scale adjusts the administrative salary scale over a two year period applies the pay equity fund and brings salary and benefit consistency to administrations.

Proposed Administrators/Directors Salary Schedule 2014-15: Year One:

Assistant Superintendent	\$104,000	\$109,000	\$114,000	\$112,125
HS Principal	\$100,000	\$105,000	\$110,000	\$104,935
MS Principal	\$ 95,000	\$100,000	\$105,000	\$100,399
Business Administrator	\$ 95,000	\$100,000	\$105,000	\$ 97,045
Elementary Principals	\$ 91,000	\$ 96,000	\$101,000	\$102,303
				\$ 98,838
Special Education Director	\$ 95,000	\$100,000	\$105,000	\$ 94,965
Ass. Principals HS/MS	\$ 81,000	\$ 86,000	\$ 91,000	\$ 88,264
				\$ 85,000
				\$ 83,752
Guidance Director HS	\$ 78,000	\$ 83,000	\$ 88,000	\$ 82,000
Asst Sped Directors	\$ 71,600	\$ 77,300	\$ 83,100	\$ 83,054

				\$ 70,000
IT Director	\$ 71,600	\$ 76,600	\$ 81,600	\$ 73,927
Athletic Director MS/HS	\$ 66,000	\$ 71,000	\$ 76,000	\$ 70,000
Food Service Director	\$ 50,000	\$ 55,000	\$ 60,000	\$ 58,262
Accounting Director	\$ 55,000	\$ 60,000	\$ 65,000	\$ 53,500
Transportation Director	\$ 44,000	\$ 49,000	\$ 54,000	\$ 49,794

Proposed Administrators/Directors Salary Schedule 2015-16: Year Two:

	Low	Medium	High	Proposed
Assistant Superintendent	\$106,080	\$111,180	\$116,280	\$114,369
HS Principal	\$102,000	\$107,100	\$112,200	\$108,034
MS Principal	\$ 96,900	\$102,000	\$107,100	\$103,407
Business Administrator	\$ 96,900	\$102,000	\$107,100	\$102,986
Elementary Principals	\$ 92,820	\$ 97,920	\$103,020	\$104,349
				\$100,815
Special Education Director	\$ 96,900	\$102,000	\$107,100	\$100,864
Asst. Principals MS/HS	\$ 82,620	\$ 87,200	\$ 92,820	\$ 90,030
				\$ 87,700
				\$ 85,427
Guidance Director HS	\$ 79,560	\$ 84,660	\$ 89,760	\$ 84,640
Asst. Sped Directors	\$ 73,032	\$ 78,846	\$ 84,762	\$ 84,715
				\$ 73,900
IT Director	\$ 73,032	\$ 78,846	\$ 84,762	\$ 76,906
Athletic Director MS/HS	\$ 67,320	\$ 72,420	\$ 77,520	\$ 72,900
Food Service Director	\$ 52,000	\$ 56,100	\$ 61,200	\$ 59,427
Accounting Director	\$ 56,100	\$ 61,200	\$ 66,300	\$ 56,070
Transportation Director	\$ 44,880	\$ 49,980	\$ 55,080	\$ 50,790

**Al Howland moved to approve the ORAA Salary Schedule, 2<sup>nd</sup> by Denise Day.**

**Al Howland moved to amend the motion to authorize the Superintendent to offer a contract up to two years and to adjust the SPED Director Salary, 2<sup>nd</sup> by Kenny Rotner. Motion on the amendment passed 6-0 with the Student Representative voting in the affirmative.**

**The amended motion passed 6-0 with the Student Representative voting in the affirmative.**

## **VIII ACTIONS**

**Motion to approve Red Cross Agreement for ORHS as a Community Shelter: Denise Day moved to approve the Red Cross Agreement for ORHS as a Community Shelter, 2<sup>nd</sup> by Al Howland. Motion approved 5-0 with the Student Representative voting in the affirmative.**

**Motion to nominate and approve Continuing Contract and Other Professional staff members as submitted by the Superintendent: Al Howland moved to approve the continuing contract and other professional staff members as submitted by the Superintendent and include the World Language .4 position by Gwendolyn Gibson, 2<sup>nd</sup> by Tom Newkirk. Motion passed 5-0-1 with Kenny Rotner recusing himself and the Student Representative voting in the affirmative.**

**Motion to approve the Building Level Administrator Contracts: Al Howland moved to approve the Building Level Administrator Contracts, 2<sup>nd</sup> by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.**

**Motion to approve Central Office Administrator Contracts as recommended by the Superintendent: Kenny Rotner moved to approve the Central Office Administrator Contracts as recommended by the Superintendent, 2<sup>nd</sup> by Al Howland. Motion approved 6-0 with the Student Representative voting in the affirmative.**

**Motion to approve the Central Office Director Contracts as recommended by the Superintendent: Kenny Rotner moved to approve the Central Office Director Contracts as recommended by the Superintendent, 2<sup>nd</sup> by Al Howland. Motion approved 6-0 with the Student Representative voting in the affirmative.**

### **Motion to approve ORHS Spring Coach and Volunteers:**

#### Volunteer Positions:

Jennica Lagore	Softball Coach
Nick O'Neill	Softball Coach
Megan Spellman	Softball Coach
Sara Page	Softball Coach

Lesha Crotty	Girl's Lacrosse
Alexander Bahl	Boy's Lacrosse Coach
Rye Morrill	Boy's Lacrosse Coach
Jeremy Bourgeois	Baseball Coach

Paid Positions:

Emma Smith	JV Girls Lacrosse	\$2,556
Nicole LaChance	MS Softball	\$2,069

**Kenny Rotner moved to approve the above ORHS Spring Coaches and Volunteers, 2<sup>nd</sup> by Al Howland. Motion approved 6-0 with the Student Representative Voting in the Affirmative.**

**ORMS Clubs:**

MS Math Counts	Ruth Gehling	\$2,294
Outing Club	Sunny Sadana	\$ 651
Science Club	Michelle Martin	\$ 651
MS News	Jennifer Snow	\$1,034
MS Musical .5	Julia Widelski	\$ 630
MS Musical .5	Cindy Douglas	\$ 518
MS Jazz Band	David Ervin	\$2,677
MS Club	Jesse Parent	\$ 576
MS Club	Greg Daigle	\$ 576
After School Games	Susan Mathison	\$ 576
After School Games-	Nellie Dinger	\$ 576
MS Club	Sue Bissell	\$ 576

**Al Howland moved to approve the slate of ORMS Clubs above, 2<sup>nd</sup> by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.**

**Policies:**

**Student Transportation Services EEA: Al Howland moved to approve Policy EEA for a first reading, 2<sup>nd</sup> by Denise Day.**

**Kenny Rotner moved to amend the policy to add in: The purpose of providing transportation to and from school for students in the Oyster River District is to maximize the opportunity for public school education for the children of the District. The determination of transportation policies and regulations is based on the following three concerns: 1 The safety and well-being of children. 2 To minimize the time elapsed between leaving home for the student's designated school and arriving home after school. 3. The cost of the District. The Oyster River Cooperative School District will provide pupil transportation services consistent with applicable law. 2<sup>nd</sup> by Al Howland. The amendment passed 6-0 with the Student Representative voting in the affirmative. The motion to approve the policy as amended passed 6-0 with the Student Representative voting in the affirmative.**

**Board Employee Communications BHC: Kenny Rotner moved to approve Policy BHC for a first reading, 2<sup>nd</sup> by Al Howland.**

**Kenny Rotner moved to amend Policy BHC. There was no second on the amendment and Kenny Rotner withdrew his amended motion.**

After an in depth discussion on Board Communication **The original motion passed 6-0 with the Student Representative voting in the affirmative.**

A reminder that a first read is not a binding action by the Board but rather a discussion. It will go back to the Policy Committee and come back to the Board for a second reading.

**Suspension of Policies BGF: Kenny Rotner moved to approve Policy BGF for s a first reading, 2<sup>nd</sup> by Al Howland.**

Kenny Rotner proposed amending the Policy to read:

**The policies of the Oyster River Cooperative School Board are subject to suspension only upon a 2/3 vote of the entire Board membership at a meeting.**

**Al Howland moved to approve the Policy as amended by Kenny Rotner, 2<sup>nd</sup> by Kenny Rotner. Motion passed on the amendment 6-0 with the Student Representative voting in the affirmative.**

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

**Policy KHB Advertising in the Schools: Al Howland moved to approve Policy KHB for a first reading, 2<sup>nd</sup> by Denise Day. Denise moved to amend the policy to add:**

**Will be implemented congruent to with the District Wellness and Sustainability Policy.**

**The school may, upon approve of the Superintendent, accept financial or equipment resources in return for recognition of the donor at the athletic venue during that athletic season.**

**The school may, upon approve of the superintendent or designee, accept financial or equipment resources in return for short term or permanent recognition of the donors Short term recognition will be accepted by the principal or athletic director with superintendent approval for a limited period of rime during a District event. Any permanent recognition of a donor will require school approval, 2<sup>nd</sup> by Al Howland. Motion on the amendment passed 6-0 with the Student Representative voting in the affirmative.**

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

**Teacher Performance and Evaluation System Policy GCO: Kenny Rotner moved to approve Policy GCO for a first reading, 2<sup>nd</sup> by Al Howland. Kenny Rotner moved to amend Policy GCS to state: A committee will be formed including teachers and principals in order to derive a meaningful teacher performance and evaluation system, 2<sup>nd</sup> by Al Howland. Motion to approve the amendment passed 6-0 with the Student Representative voting in the affirmative. Motion to approve the original motion passed 6-0 with the Student Representative voting in the affirmative.**

**Student Fund Raising Activities Policy JJE: Al Howland moved to approve Policy JJE for adoption, 2<sup>nd</sup> by Kenny Rotner. Motion passed 6-0 with the Student Representative voting in the affirmative.**



**Emergency Care and First Aid JLCE: Al Howland moved to approve Policy JLCE for approval, 2<sup>nd</sup> by Ed Charle. Motion passed 5-01 with Kenny Rotner recusing and the Student Representative voting in the affirmative.**

**Policy KCD Gifts to School: Al Howland moved to approve Policy KCD Gifts to School for adoption, 2<sup>nd</sup> by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.**

**Policies CBI, FF, IKA, JEAB and KF: Ed Charle moved to approve Policy CBI Evaluation of the Superintendent, Naming of Facilities FF, Grading System IKA, Student Assignment JEAB, Use of Building and Facilities KF for adoption, 2<sup>nd</sup> by Al Howland. Motion approved 6-0 with the Student Representative voting in the affirmative.**

## **IX SCHOOL BOARD COMMITTEE UPDATES**

Ed Charle reported that the Sustainability Committee has been meeting regularly and will be presenting to the Board in May.

**X PUBLIC COMMENTS:** William Hall in Durham spoke about building the cafeteria in Moharimet. He is concerned about the size of the cafeteria and would like to see it increased. William noted that the high school renovation did not have a Clerk of the Works.

Dean Rubine of Lee referred to the Policy of Suspending Policies and questioned the 2/3 requirement if it is for the whole Board or the Board members in attendance.

David Taylor of Durham noted that the high school renovation did indeed have a Clerk of the Works.

## **XI CLOSING ACTIONS**

A good portion of the next meeting will be dedicated to discussing Board Goals.

Denise Day would like to hear about the Alumni Survey that was conducted on a future meeting agenda

Page 10  
April 2, 2014

Draft

**Future Meeting Dates:** April 16 and May 5

**Al Howland moved to adjourn the meeting at 8:32 PM, 2<sup>nd</sup> by Kenny Rotner. Motion approved 6-0 with the Student Representative voting in the affirmative.**

Respectfully yours,

Laura Grasso Dobson  
Recording Secretary