

Oyster River Cooperative School District Board Meeting
Regular Meeting - REVISED

June 3, 2015

Middle School

6:30 pm

I. CALL TO ORDER: by Tom Newkirk at 6:30 for Manifest Review

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

ADMINISTRATORS: Superintendent James Morse, Sue Caswell, Todd Allen, Jay Richard, Carolyn Eastman, Dennis Harrington, Carrie Vaich, and Catherine Plourde

Kenny Rotner said a few words on the loss of Lou Mroz who retired from the High School last year. He was a great educator and asset to the District. He loved to teach and inspire his students while developing a connection with them.

II. PUBLIC COMMENTS: Dave Hawley from the Oyster River Teachers Guild spoke. He requested the Board reconsider the vote for the last day of school to be a half day for students.

Kenny Rotner moved to add to the discussion tonight to make the recommendation for the last day of school to be a half day for students, 2nd by Dan Klein. Motion passed 7-0 with the student representative voting in the affirmative.

III. APPROVAL OF MINUTES:

Motion to approve the 5/14/15 workshop minutes and 5/20/15 regular minutes:

Denise Day moved to accept the May 14th workshop minutes, 2nd by Al Howland.

Revisions: Page 4: Replace STAR with STEM

Motion to approve the minutes with the above revision passed 7-0 with the Student Representative abstaining.

Denise Day moved to accept the May 20th minutes, 2nd by Al Howland.

Revision: Page 5 Section 6E insert “and ORMS”. Motion with the above revision passed 7-0 with the Student Representative voting in the affirmative.

APPROVAL OF MANIFESTS:

Payroll Manifest #25: \$1,133,312.20

Vendor Manifest: #24: \$586,941.96

IV. ANNOUNCEMENTS AND COMMENDATIONS:

A. District:

Todd Allen appreciates the support they have received for Lou Mroz. Monday night was the NHS Induction. The Senior Art Show is this evening and it is very impressive work.

Jay Richard attended Scholar Leaders Dinner in Manchester. Today was Living History Day at the Middle School. Service Palooza was very successful this year. It was a great day.

Carrie Vaich of Mast Way announced that tomorrow evening will be the Art Gallery. Each student will have at least one piece chosen and on display at the school.

Acknowledgement of the middle and high school staff retiring June 2015.

Superintendent Morse commended the following list of retirees:

Middle School:

Thomas Bonaccorsi – Grade 8 Science

Michelle McInnes – Grade 6 Math

Alan Nasberg - Music

High School:

Amy McPhee: Physical Education

The Principals and the Guild honored the retirees and the Board thanked them for their service.

B. Board:

Al Howland mentioned that last night was the fifth grade concert. There were so many kids involved and it is a sign of a great, strong program.

Denise Day was at the High School Art Show. It's wonderful at this time of the year to see the great job the kids are doing and thank you to the faculty for all their hard work.

Tom Newkirk noted that the Musical "Fame" was excellent at the high school. This District is rich with everyone involved with extra-curricular activities.

V. DISTRICT REPORTS:

A. Assistant Superintendent/Curriculum and Instruction Reports: Carolyn Eastman introduced the Math Committee members who gave the Eureka Math Presentation.

What information was used that led to a decision:
IMET – Instructional Materials Evaluation Tool.
Quality rubric that was created by the committee.
Half day grade level meetings to discuss resources.
Visitations by several committee members to schools using Everyday Mathematics and Eureka.
Representatives from both companies visited ORCSD to answer questions.

The Decision:
Mathematics committee met to debrief meetings with the representatives
17 person committee voted by ballot.
Math committee met to discuss next steps for implementing the new resource:
Eureka Mathematics

What is Eureka Mathematics?
Eureka Math is a complete, PK-12 curriculum and professional development platform. It follows the focus and coherence of the Common Core State Standards and carefully sequences the mathematical progressions into expertly crafted instructional modules.

Eureka Math is based on the theory that mathematical knowledge is conveyed most clearly and effectively when it is taught in a sequence that follows the "story" of mathematics itself.

Next Steps for Support:

Materials:

All Classrooms will receive:

Printed teachers and students materials.

Online teacher subscription.

Classroom kits of manipulatives.

Professional Development opportunities:

Half day for grade level teams to meet and examine materials together.

ORCSD is hosting a Eureka Summer Institute June 23 & 24.

Independent study and summer work options.

Online PD through Eureka online.

There was a question and answer dialogue with the Math Committee and the Board. They will be informing parents of the change in the Math Program in a parent letter and in the newsletters. There will also be information on where parents can go to learn about the Program.

The Board thanked the Committee for all their work and effort they put into this new program.

B. Superintendent's Report:

Teacher Absenteeism with Guild Leadership: Dave Hawley, Brendan Whalen and Superintendent Morse presented the Teacher Absenteeism Report.

The Teacher Guild and Superintendent have discussed and implemented plans since 2012 to address teacher absenteeism:

The Guild and Administrators have discussed absenteeism issues since 2012.

The Guild has addressed the issue with membership.

The Board negotiated a reduction in personal days during the last round of negotiations.

Principals have been actively engaged in addressing absenteeism with individual staff.

The Office of Civil Rights requests data of school systems every other year. The focus being staff who are absent ten plus times a year.

The Teacher Guild and Superintendent have discussed and implemented plans since 2012 to address teacher absenteeism.

The Guild has addressed the issue with membership. The Board negotiated a reduction in personal days during last round of negotiations. Principals have been actively engaged in addressing absenteeism with individual staff.

The 2010/11 and 2011/12 data reports indicate teacher absenteeism above ten days was:

2010/11: 64%

2011/12: 47%

We now believe the data was entered incorrectly. The data was not to include professional development time per OCR regulation. We believe it did, overstating teacher absence.

The data when correctly entered for 2012-2015 combined with actions taken by Guild, School Board, Superintendent and Principals has resulted in the following change:

2012/13 40.4%

2013/14 32.5%

2014/15 13.9%

The efforts of the Guild, School Board and Administration have had a dramatic effect on teacher absenteeism. The trend data demonstrates clearly that when all parties work together it results in a positive outcome, fewer teacher absenteeism ten days and above.

Smarter Balanced Testing Guild Leadership: Superintendent Morse and Todd Allen reported that there was a large number of parents who have been sending letters refusing to have their children tested for Smarter Balanced testing.

C. Business Administrator:

Budget Process Calendar: Sue Caswell presented the 2016-17 Budget Calendar to the Board.

August 19th School Board goals FY17 Budget

Superintendent Department Reviews:

MS/HS – September 28

MOH/MW - September 29

Facilities/Technology - September 30

Transportation/Food - Service: October 5

SAU/District - October 6

Special Education – October 7

November 2: Draft Budget Distribution

November 5: Workshop with Board: 8:00-1:00 Town of Lee Safety Complex

November 12: Budget Workshop with Board

November 18: Regular Board Meeting Board Discussion

December 9: Budget Workshop with Board

December 16: Regular Board Meeting Set Budget, Approval of Warrant Articles

January 4: Town Budget Forums – Lee Safety Complex

January 11: Town Budget Forum Durham Town Hall

January 13: Public Hearing

January 18: Town Budget Forum – Madbury Town Hall

February 3: First Session/Deliberative Session

March 8: Second Session

Al Howland moved to approve the Budget Process Calendar, 2nd by Dan Klein. Motion approved 7-0 with the Student Representative voting in the affirmative.

D. Student Senate Report: Caroline Wilson announced that they are preparing for elections this week. They are also in the process of making changes to Spirit Week and to make it a safer and more positive environment.

E. Other: Teacher Evaluation: Todd Allen and Committee.

The Committee presented the ORCSD Professional Evaluation Committee:

Steps of Evaluation Process:

Goal Setting.

Supervision.

Summative Evaluation.

Oyster River Standards of Best Practice: Setting Goals.

Six Domains of Best Practice:

Curriculum planning and preparation for learning;

Classroom Management;

Delivery of Instruction;
Monitoring, Assessment and Follow-up;
Family and Community Outreach;
Professional Responsibilities.

Year End Meeting With Supervisor:
Professional staff will have the opportunity to give input into summative evaluation in the form of a year-end self-reflection.

The summative evaluation will focus on progress toward meeting goals and performance relative to the “OR Standards of Best Practice”

What is Different in the New Model?
Use of “ORCSD Standards of Best Practice”
Addition of walkthrough observations.
Observation sequence and style of observation.
One of your three professional goals needs to be supported by data.

Future Work of the Committee:
Seek guild membership support of committee’s work.
Present to the School Board for approval.
Provide training in the fall to assist professional staff with this new process.
Merge the evaluation plan with the professional growth plan.

Al Howland moved to approve Teacher Evaluation System, 2nd by Kenny Rotner. Motion approved 7-0 with the Student Representative voting in the affirmative.

VI. DISCUSSION ITEMS:

Board Goal #3 for 2015-16

Kenny Rotner discussed that last night the working group in the fields committee met. The sustainability component put forward two alternatives. Nothing is as easy or as perfect as it looks. One alternative is coconut husk, a second alternative is cork fill, thermo plastic polymer, Nike grind. This will be a charge of that subcommittee to evaluate these possible alternatives. He urged the Board to let this working group do their research and come up with an alternative solution in a report.

Kenny Rotner moved to amend the motion to end the sentence at turf field, and delete “constructed with materials that exclude tire crumb rubber.” 2nd by Maria Barth. The amendment passed 6-1 with Maria Barth opposing and the student representative voting in the affirmative.

The amended motion passed 7-0 with the Student Representative voting in the affirmative.

VII. ACTIONS:

Expenditure for the funding of the scholarships: Kenny Rotner moved to approve the expenditure for the funding of the scholarships, 2nd by Al Howland. Motion passed 7-0 with the Student Representative voting in the affirmative.

Rescind previous vote of last day of school and make June 19th half day for students and full day for teachers. Denise Day moved to have the last day of school, June 19th, be a half day for students and a full day for teachers, 2nd by Al Howland. Motion passed 7-0 with the Student Representative voting in the affirmative.

Nomination for the middle school chorus position: Al Howland moved to accept the nomination for the middle school chorus position, 2nd by Maria Barth. Motion approved 7-0 with the Student Representative voting in the affirmative.

Motion to approve ORMS Science Teacher: Kenny Rotner moved to approve the ORMS Science Teacher, 2nd by Maria Barth. Motion passed 7-0 with the Student Representative voting in the affirmative.

Motion to approve the Mast Way Library Media Specialist: Kenny Rotner moved to approve the Mast Way Library Media Specialist, 2nd by Denise Day. Motion approved 7-0 with the Student Representative voting in the affirmative.

Motion to approve Moharimet Grade 1 Teacher: Kenny Rotner moved to approve the Moharimet Grade 1 Teacher, 2nd by Denise Day. Motion approved 7-0 with the Student Representative voting in the affirmative.

The Board had a discussion of the advantages and value of hiring less experienced teachers.

Policies for Second Read/Adoption:

Policy JLCF - Student Wellness Page 10 for language change

Policy IHCD - Advanced Coursework/Advanced Placement Coursework

Policy IK - Earning of Credit

Denise Day moved to approve the above policies for adoption, 2nd by Al Howland. Motion approved 7-0 with the Student Representative voting in the affirmative.

VIII. SCHOOL BOARD COMMITTEE UPDATES:

Denise Day reported that the LRPC is meeting tomorrow evening.

Kenny Rotner reported that the Athletic Fields Committee - Communication Subcommittee will be working with the grassroots organic parents that have already organized. The Sustainable Design Subcommittee is looking at drainage and fill. The Finance Subcommittee is working on how the project is presented in a budgetary sense.

IX. PUBLIC COMMENTS: Dean Rubine from Lee discussed the teacher salary steps. The two unwritten policies class sizes at 18 and “hiring the best” are two different items that need to be looked at and reviewed.

Janet Perkins-Howland from Durham thanked the Administrators for all their hard work. They are dedicated and put in a lot of hours.

Kenny Rotner asked for information on how the budget formula tax rate works for the communities. How Durham’s TIF and valuation effects the three towns.

X. CLOSING ACTIONS:

A. Future Meeting Dates: 6/17/15 Regular Meeting 7/1/15 Manifest

XI. NON-PUBLIC SESSION/NON-MEETING SESSION: None.

XII. ADJOURNMENT:

Maria Barth moved to adjourn the meeting at 9:45 p.m., 2nd by Al Howland. Motion approved 7-0 with the Student Representative voting in the affirmative.

Respectfully yours,
Laura Grasso Dobson
Recording Secretary