

Oyster River Cooperative School District

January 20, 2016-REVISED OR High School Library 6:30 p.m.

SCHOOL BOARD MEMBERS: Tom Newkirk, Al Howland, Kenny Rotner, Denise Day, Sarah Farwell, Maria Barth, Dan Klein

ADMINISTRATORS: Superintendent Dr. James Morse, Sue Caswell, Todd Allen, Jay Richard, Mike McCann, Carrie Vaich, Corey Parker, and Catherine Plourde

There were 13 members of the public present.

I. CALL TO ORDER: by Tom Newkirk 6:30 – 7:00 Manifest Review

II. PUBLIC COMMENTS:

Jeannie Sowers, Rachel Higginbottom and Brad Cavanaugh spoke and urged the Board to take action on the later start times. They feel it is an important matter for the students in the District.

III. APPROVAL OF MINUTES: Motion to approve minutes of the January 6, 2016 meeting:

Maria Barth moved to approve the minutes of January 6th with the below revisions, 2nd by Al Howland. Motion passed 7-0.

Page 2 Denise Day add “in Fosters” at the end of her comment.
Page 6 first paragraph replace “unused” with “used”

Kenny Rotner moved to approve the nonpublic minutes as written from January 6th, 2nd by Al Howland. Motion passed 7-0.

Approval of Manifests:

Vendor Manifest #16: \$546,376.27
Payroll Manifest #16: \$815,622.50

IV. ANNOUNCEMENTS AND COMMENDATIONS

A. District:

On February 9th, New Hampshire Primary Day, Todd is recommending a two-hour delay start at the high school only that day. This would allow the educational process to remain streamlined and avoid any disruptions.

Maria Barth moved to delay the start time by two hours on February 9th at the high school, 2nd by Denise Day. Motion approved 7-0.

B. Board: Denise Day commended Doris Demers for putting on the community dinner and all those who organized the “Bag It Presentation”. Tom Newkirk was really encouraged by the Middle School Teachers for their work on the competencies and reporting.

Sarah Farwell would like the District to revisit how we share progress reports and report cards with parents. She would like to know how many families are not using the parent portals. This will be placed on the agenda for a future discussion item.

V. DISTRICT REPORTS:

A. Assistant Superintendent/Curriculum and Instruction Report:

Todd Allen reported that the K-5 teachers are working on the mid-year reports and they will be available on the parent portal on January 29th at 4:00 PM.

The Middle School staff has been working on developing their competency and reporting format. He is requesting it be an agenda item for a meeting in March for a report. It is very impressive work.

B. Superintendent Report: Superintendent Morse reported that there was an amazing turnout for the Kindergarten Forum. The parents were appreciative of the Board’s direction. A database has been created for parents to enter in their address and it will tell you what elementary school district you are in.

All the town’s budget meetings have been completed.

C. Business Administrator Report: None

D. Student Senate Report: None

E. Other: Health Insurance Presentation – Lisa Duquette

Agenda:

What are pools and how do they set rates?

Pooled Risk Management:

HealthTrust

Schoolcare

Interlocal Trust

Not Insurance Companies

Owned and governed by members

Risk spread across all participating groups resulting in stability over time

How do Public Pools Work:

Funding:

Public employers-school districts, towns paying premiums

Employee contribution

Third party administrator (Anthem, Cigna, etc.) process claims:

Claims paid by the pool

Purchase stop-loss insurance to protect against large claims

Offer value added services such as COBRA and retiree administration, education, etc.

Provide comprehensive wellness programs.

What is Driving Costs?

Fee for service design of healthcare

Age and health status of population

More expensive new technologies and prescription drugs

Legacy plan designs

Physicians pressured to provide excess care to prevent litigation

Health care reform

Options to Mitigate Rising Health Costs:

Employers, employees and pools must work together to seek win-win solutions

- Establish a benefits study committee

- Analyze claims utilization data to identify cost drivers

Streamline benefit offerings for ease of administration and education

Analyze premium cost share and incentivize lower cost benefit offerings.

Implement new medical and prescription plan designs:

Promote consumerism through lower up front premiums and higher cost at time medical service is delivered.

High deductible health plans with HRA or HSA

Incentive to utilize high quality, cost-effective providers

Support and encourage Health behavior changes through participation in wellness programs

Health assessment and biometric screening

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Exercise and education, etc.

Lisa stressed that without change the quality health care benefits currently provided by school districts are not sustainable. Employers and employees taking an active role in managing plan costs can improve the overall health of employees and reduce medical trend costs.

The Board had a question/answer discussion with Lisa and thanked her for her presentation.

Start Times: Tom Newkirk thought that they should discuss a road map for start time deliberations. Some things to think about are: What information do we need? What is our timeline for making a decision?

They discussed having community forums at each school because it affects each school in the District. The conversation and concerns will be different at the elementary school level versus the middle school or high school level.

The Board also discussed the possibility of a flex time schedule at the high school. This would give better curriculum choices as well as when to start the day.

Superintendent Morse is recommending a Board workshop with the Administrators to discuss different options. After the workshop, the Communication Committee may be charged with some forums with the public. The Board set a workshop date for Monday, February 8th at 6:00 p.m.

Sabbatical Leave: The Board has received two requests for Sabbatical Leave for next year. The applications are well done. Todd Allen would like the committee to create and define a process for the future. There has not been any funding in next year's budget for sabbatical leave. There are questions on how to look at the process of applying for the leave and the dates for applying. The process needs to be clear because the contract as it stands is very vague. The Board had a discussion on sabbatical leaves. There is currently no funding in the budget for them.

Al Howland moved that the Board does not approve the two sabbatical leave requests but that the committee develops a process by where future requests could be fairly judged, 2nd by Dan Klein. Motion passed 6-1 with Sarah Farwell opposing.

Forming a Cooperative Football/Ice Hockey Team with Portsmouth

Dr. Morse, Todd Allen and Corey Parker had meet with the Portsmouth superintendent and his team to discuss the possibility of forming a coop with them.

Football discussion goes back three years and at that time it was decided that starting a football program was not the right thing for ORCSD, and it is not in the best interest for ORCSD to have its own football program. Coop teams combine enrollment of both schools. Most schools were not interested because it would push them up a division.

In order to form a coop team both School Boards would have to come to an agreement and then would need to apply to NHIAA which will only accept applications for the fall of 2017. NHIAA Director encourages ORCSD and Portsmouth to apply now.

Cost of this coop? Who is responsible?

Portsmouth would assume administrative role for football and if 50 students participate it would be \$1,000 per individual. If more students, then it would be less.

Oyster River would assume administrative role for ice hockey and the cost would be based on number of students participating.

A lengthy discussion ensued. Denise Day asked if we could vote on the two proposals separately and the Board was told yes. It was a coincidence that they were brought forth at the same time. Questions raised as to what would happen if a student could not pay. Corey explained that they would find a way to fund it, they are never going to turn someone away.

VII. Actions

A. Superintendent Actions: None

B. Board Action Items:

Al Howland moved to adopt the FY17 Budget for the deliberative session, 2nd by Denise Day. Motion approved 7-0.

Al Howland moved to approve the Default Budget, 2nd by Denise Day. Motion approved 7-0.

Al Howland moved to approve the Warrant Articles for the deliberative session, 2nd by Denise Day. Motion approved 7-0.

Al Howland moved to approve the MS26, 2nd by Denise Day. Motion approved 7-0.

Denise Day moved to approve ORHS Advisors and Winter Volunteers, 2nd by Dan Klein. Motion approved 7-0.

Denise Day moved to approve the ORHS Overnight Field Trip, 2nd by Al Howland. Motion approved 7-0.

VII. School Board Committee Updates: None

IX. Public Comments

Willie Ouellette – spoke about coaching ORYA football program. Was disappointed at the end of the season knowing that there is no football program. Would like to get whatever program we can get with Portsmouth whether 1, 2 or 5 years.

Kate McMannus – spoke about coming from a district that went through changing the start time and how important it is to educate the population. Board approved a working group of parents, teachers, and students from every school involved.

David Taylor stated that the Right-to-Know law has changed so the policy needs to be updated.

X. Closing Actions

A. Future Meeting Dates:

2/3/16 – Annual Session I – Deliberative – 7:00 PM ORHS

2/10/16 - Regular School Board HS Library 7:00 PM

2/16/16 – Candidates Night – ORHS C-120

2/17/16 – Manifest Review – ORHS C-120

XI. NON-PUBLIC SESSION: RSA 91-A:3 II (a) – Superintendent Evaluation

Kenny Rotner made a motion to enter nonpublic session at 9:45 PM, 2nd by Sarah Farwell under RSA 91-A:3 II (a) to discuss the Superintendent's Evaluation. Upon Roll Call motion approved 7-0.

Denise Day made a motion to re-enter public session at 9:55 PM, 2nd by Maria Barth. Motion approved 7-0.

XII. ADJOURNMENT

Maria Barth made a motion to adjourn at 9:56 PM, 2nd by Sarah Farwell. Motion passed 7-0.

Respectfully Submitted,
Laura Dobson