

## **Oyster River Cooperative School Board**

**Regular Meeting**

**Draft**

**April 27, 2011      Oyster River High School Auditorium      7:00 p.m.**

BOARD MEMBERS PRESENT:      Henry Brackett, Jocelyn O'Quinn, Ann Wright, Jim Kach, Krista Butts, Megan Turnbull, and Ann Lane  
Student Representative: Cody Jacobsen

ADMINISTRATORS PRESENT:      Superintendent Colter, Meredith Nadeau, Danielle Bolduc, and Sue Caswell

There were over 400 visitors present

**Krista Butts moved to enter into public session at 7:15 p.m., 2<sup>nd</sup> by Jim Kach. Motion approved 7- 0.**

**Henry Brackett moved to discuss item "VII B Plans for filling the principal vacancy" to after the Guild signing followed by public comments, 2<sup>nd</sup> by Ann Wright. Motion approved 6-1 with Krista Butts against the motion.**

### **PRELIMINARY ACTION ITEMS**

**Guild – CBA Signatures 2011 -2014** There was a signing ceremony for the Teacher's Guild Collective Bargaining Agreement. The Board thanked JoAnn Portalupi and Jennifer Rief for all their hard work on this process.

Henry Brackett read a statement of the process to the public: Before we begin this discussion, he wanted to address the following items:  
The Board has the power to vote down the Superintendent nomination.  
The Board was only presented one candidate to consider by the Superintendent.  
The Board's vote was not a vote for an interim candidate.  
This was not a political vote with Board members aligning based on political party and the vote was not predetermined. The non-public session contained a lengthy and thoughtful discussion

There have been many requests by the public for additional information about the Board's decision to reject the Superintendent's nomination for a high school principal. The Board's discussion regarding this matter occurred in a

non-public session under RSA91-A: 2, II (b) relating to the “hiring of any person as a public employee”. The decision regarding whether to hire a principal falls within that provision and is therefore not subject to public disclosure.

**Plans for Filling the High School Principal:** Henry Brackett asked any Board member that rejected the nomination of the candidate if they would like to speak or reconsider their vote. No one spoke or reconsidered their vote.

**Ann Lane moved to assemble a new search committee for the high school principal commencing in the fall, 2<sup>nd</sup> by Krista Butts.**

Krista Butts read correspondence from Ben Hillyard suggesting the use of an educational consultant in their high school principal search. Jim Kach noted that the Board Policies must be followed to ensure transparency.

Superintendent Colter referenced Policies GCC-R and GCC. He also referenced the hiring procedures that were adopted in 2006 and 2009. These procedures are somewhat different than the policies. He suggested that the Principal Search Committee stay intact moving forward with a possible new search.

Jim Kach feels that since the ad hoc committee has completed its task it should be dissolved. Megan Turnbull noted that due to the tighter time frame, a hiring professional should be considered and the current strict time frame may not work.

The Board discussed a new search committee and who is responsible for appointment the committee members. It was determined that the committee will be the responsibility of the Superintendent. Superintendent Colter mentioned that at the end of the search process only a qualified candidate will be nominated.

**Ann Lane withdrew her above motion. Krista Butts withdrew her 2<sup>nd</sup>.**

**Megan Turnbull moved to create a core search committee comprised of three school board members and the Superintendent to engage a search firm and then work with a broader committee comprised of community stakeholders, 2<sup>nd</sup> by Jocelyn O’Quinn.**

The broader committee will be present during interviews.

Superintendent Colter wants to establish criteria for a high school principal. He noted that this was discussed by the previous search committee which included two school board members.

Superintendent Colter also mentioned that the composition of was roughly the same as the search for the Middle School and Elementary Principals.

**Megan Turnbull moved to amend the motion to replace “community stakeholders” with “staff, students, community members, and administration.”**

**The vote to amend the motion above passed 6 – 1 with Krista Butts voting against.**

**The above motion was passed 5 – 2 with Ann Wright and Krista Butts voting against.**

Board Members Nomination for the Core Search Group: Ann Lane, Ann Wright and Krista Butts volunteered for this group. Ann Wright withdrew her name and Henry Brackett volunteered in her place. This nomination passed 7 – 0.

**Krista Butts moved to have the interview process and deliberations one evening and to hold the nominations and elections the next evening, 2<sup>nd</sup> by Henry Brackett. Motion approved 7 – 0.**

**PUBLIC COMMENTS:**

Richard Laughton, the District Moderator, ran the public comments portion of the evening.

Marti Gooze, a resident of Durham, appreciates all the hard work that the Board does. She noted the School Board Policy on hiring and everyone must respect it. The Policy works to guide us and it is hard to change it midstream. She would also love for the civility to return to the District.

Mike Lane of Durham encouraged civility and the freedom of speech in the District.

Denise Day of Durham wanted to know what happens to the leadership at the high school on July 1<sup>st</sup> when Laura Rogers is gone.

Lou Mroz of Durham is very concerned about what is happening in the District. He spoke of the search thus far. He feels that the District has taken a hit in the paper. He is not in favor of an education consultant.

Wally Mosier of Lee feels that the community needs to get back on track. Rules, ethics, and collective goals need to be held in the highest regard. He also noted that over 400 community members signed a petition registering disapproval of the School Board's rejection of the nominated candidate. He strongly urged the Board to reconsider their vote.

Constantine Engalicheu of Madbury feels that the Board's vote needs to be respected. He spoke about the student's walkout last week.

Lynn Moody of Lee thinks that the Board has given a lack of respect to the volunteers who participated in this search. She detailed the search process and the hours that the volunteers dedicated to this cause.

Lynn Castonguay of Durham would like to see the toxic environment go away and civility return to their District. The School Board members are elected officials in the District.

Paula Roy of Durham is really disappointed that tax dollars are going to be spent on a consulting firm.

Stephanie Adams of Lee noted that hiring a principal is just part of the problem. Laura Rogers and the World Language teachers were treated rudely at a recent School Board meeting. She feels that the School Board should not be managing the teachers and the Administration.

Kay Morgan of Durham mentioned that it is hard to know how the next search committee is going to proceed if they did not vote for the last nominee. Where

is the District going to get the funds to hire a consultant for this search process?

Mary Beaton of Durham requested that the School Board does not disregard Superintendent Colter and the professionals in the Districts advice. She read the first portion of a letter on behalf of the high school staff communicating their concerns about the School Board's recent decision not to hire Superintendent's nomination for Principal.

Wendy Gibson of Durham continued to read the last portion of the letter on behalf of the high school staff.

Jane Pollard of Durham thanked the Board and the search committee for all their time. She does not feel the need for an educational consultant search committee.

Jillian Eddy a student of Lee noted that the student body is most affected by the School Board's actions.

Ethan Hawkins, a student at the high school, reported that the students planned the walkout on their own without any adults. He feels that the Board should reconsider another vote and that on the next search committee students need to be represented.

Sven Wiberg, a student from Durham feels that the Board should reconsider their vote.

David Eisenberg of Durham discussed the price of an educational consultant. He feels that we already have a search committee that already works and that the Board is not listening to the Superintendent.

Griffen Sinclair who is a high school student feels embarrassed that we turned down the nominated candidate.

Peter Dube, a high school student, feels that the School Board has wasted the committee and candidates time.

Lauren Selig of Durham feels that Cody Jacobsen should be included in the core search group. She feels that the commitment of working together to achieve our goal has been lost. The Board's decision has been made. How do we move forward from here? She thinks that the District needs to restore civility.

Lucy Turrell of Durham is frustrated by the School Board's decision. She is encouraging the Board to have a strategic vision.

Seth Fiermonti of Durham criticized the Board for the PR handling of their actions. He thinks that the Board did not have their decision made going into the voting process because the outcome was 4 – 3.

Daniel Day of Durham is embarrassed by the School Board's decision not to hire the nominated candidate.

Calvin Jarvis of Durham noted that the School Board members are elected members of our community. He has confidence that they will find a principal for our high school. This community needs to take democracy and civility seriously.

Catherine Meredith of Lee feels that the student's walkout was showing democracy. She thanked Superintendent Colter and Ann Wright because she thinks that they heard the students.

Marina Slavin of Durham thinks that the community will emerge as a solid unit.

Lucy Gardner of Durham thinks that the School Board does not have to rubber stamp the principal candidate that the Superintendent nominates.

John Collins of Lee noted that he has apologized to the Board in a public letter. He also thinks that the Board owes Justin Campbell an apology.

David Taylor, a student at the high school, mentioned that the student walkout was a student planned event.

Paul Gasowski of Lee thinks that the School Board serves as an oversight group and needs to let the administration do their job.

Emily Perazenk of Durham noted that the School Board needs to be role models in the community.

JoAnn Portalupi of Lee: The Board pushed a discussion and made a decision before they heard from the public. That certainly is not listening to the people that they represent.

David Taylor of Durham wants to know what is going to be different with this search from the last search. This is a power grab and the Board is trying to do the Superintendent's job. The Board does not know their best practices.

Ben Hillyard of Durham would like to see a consultant help the District recover from this situation.

Christine Watts from Durham: Please allow the School Board to do their job and if people do not agree with them then please run for office in the next election.

Ethan Stewart of Madbury: The students can't vote so the School Board needs to represent the students. Please let the Superintendent do his job and support his nominations.

William Hall of Durham is pleased to that the School Board is considering a consultant.

Ben Belanger of Lee does not feel the need for an educational consultant. Please let the search committee and the Superintendent work on this process of selecting a candidate.

**BOARD COMMENTS:** Krista Butts announced that the Deliberative Session is going to be February 7, 2012 at 7:00 p.m and encouraged everyone to attend.

Ann Wright noted that the Board's action have a direct and indirect impact on the community. She hopes that the Board works at better communication and be better visionaries.

Megan Turnbull thanked the public for their correspondence. She encouraged continued involvement from the community. They need to focus on community values.

Jocelyn O'Quinn is interested in continuing to work on a strategic plan. It is very difficult to pick a leader if the District does not know where they are going.

Cody Jacobsen mentioned that the walkout was student organized and planned. He also feels that the Board should have heard the public comments this evening before a motion was made.

Henry Brackett thanked the public for all their correspondence and comments.

**A Announcements: District:** None

**Board Announcements:** None

**B. Correspondence:** There were 75 emails and letters of correspondence that was sent to the Board recently. Most of the correspondence referred to the committee search and the recent School Board vote not to hire the Superintendent's nomination.

**C. Commendations:** Jim Kach commended the Oyster River Robotics Team for their innovation and creativity. He was very impressed with all their work.

Ann Wright commended Mast Way and Moharimet third and fourth grade students for their work on Seussical the Musical. She is also proud of the high school students in their show of protest for standing up for what they believe in on April 14<sup>th</sup>.

Megan Turnbull commended the Search Committee for all their hard work and dedication. She also commended the Moharimet Breakfast organizers. It is a wonderful event.

Ann Lane thanked Sue Caswell and the Food Service Committee for all their work in the Director search.

**D. Approval of Minutes:** This item has been pushed to the next meeting.

**E. Approval of Manifests:**

VM#41=\$548,334.72 – 4/7/11

VM#42=\$184,892.16 – 4/15/11

VM#43=\$24,310.42 – 4/18/11

PR#21=\$860,094.80 – 4/15/11

**REPORTS**

**A Superintendents Reports:** Superintendent Colter suggested the possibility of restructuring the meetings so that the first meeting of the month is a business meeting and the second meeting of the month is a workshop format. This would allow for more interaction and exchange of ideas.

Superintendent Colter thanked everyone for all their hard work during April break.

He would like to set up a meeting with the Chair and Vice Chair to meet with the Teachers Guild. They will meet next Wednesday at 3:30.

Superintendent Colter commended the students for their walkout on April 14<sup>th</sup>. They provided a model of democracy.

**B. Business Administrators Report:** Sue Caswell announced that they have hired Andrea Tran as the new Director of Food Service. She will start on July 1<sup>st</sup>. Sue thanked the Search Committee for their work.

**C. Student Senate:** None

**D. Curriculum/Instruction – Adequate Yearly Progress:** This item has been moved to the next meeting.

**SCHOOL BOARD COMMITTEES:** This item has been moved to the next meeting.

**DISCUSSION ITEMS**

**A Special Model at the Middle and High School:** This item has been moved to the next meeting.

**ACTION ITEMS:**

**A Retirement Incentive:** The Board had a discussion with Sue Caswell on a potential retirement incentive offering for the teachers. The District would offer a one-time payment of \$20,000 for twenty or more years of service at ORSCD or \$15,000 for service between 10 and 19 years. The Board debated this early retirement incentive possibility.

**Ann Wright moved to offer a retirement incentive to a limited number of teachers and administrators. This is a unilateral offer, not an invitation to the Teacher’s Guild to negotiate a retirement incentive. This would only move forward if they have a letter stating that the Guild waives the right to negotiate this one-time only benefit, 2<sup>nd</sup> by Krista Butts. This motion passed 4 – 3 with Ann Lane, Jocelyn O’Quinn and Jim Kach voting against.**

**Henry Brackett moved to authorize up to \$200K to be put towards this incentive, 2<sup>nd</sup> by Ann Wright. Motion passed 5 – 2 with Ann Lane and Jocelyn O’Quinn voting against.**

**Clarification of New Scholarship: Krista Butts moved that we the undersigned members of the Oyster River Cooperative School District authorize the creation of and deposit of funds in to the Trust to be named the Ann Eble Murdoch Memorial Nursing Scholarship fund in the amount of funds obtained through donations for the specific purpose of providing scholarships per the dictates of the Trust Fund document, 2<sup>nd</sup> by Henry Brackett. Motion approved 7 – 0.**

**D. Appointment of Two Community Members to the Advisory Budget Committee: Henry Brackett nominated Lisa Allison and Leslie Martin to the Advisory Budget Committee, 2<sup>nd</sup> by Krista Butts. Motion passed 7 – 0.**

**E. Membership to Sustainability Study Committee:**

- John Carrol UNH
- Sara Cleaves UNH
- Michelle Chapman UNH
- Marti Gooze Durham
- Shelley Mitchell Durham

Paul Gasowski	Lee
Charles Cox	Lee
Barry Kaplan	Madbury
Karen Larson	Madbury

**Krista Butt moved to appoint the above names to the Sustainability Study Committee, 2<sup>nd</sup> by Ann Wright. Motion approved 7 – 0.**

**PUBLIC COMMENTS:** John Collins of Lee apologized to the Board. He urged the Board to have a open and honest debate about the culture of this District.

Jennifer Rief of Durham is not in favor of hiring a consultant. She would like the Board to look at the NHSBA. The Board is already a member and they have a wealth of information. She encouraged the Board to seek out a consultant that has no ties to the District in order to be a neutral factor in the decision making process.

Denise Day of Durham feels that the Board needs to have a plan in place for July 1<sup>st</sup> when Laura Rogers is gone.

### **CLOSING ACTIONS**

**A. Agenda Planning – Setting/Review of Future Agenda Item List**

**B. Future Meeting Dates:** 5/11, 5/25, 6/8, 6/22

**Upon roll call vote, Henry Brackett moved to adjourn the meeting at 11:45 p.m., 2<sup>nd</sup> by Jim Kach. Motion approved 7 – 0.**

Respectfully yours,

Laura Grasso Dobson  
Recording Secretary

