

**FAIRBANKS NATIVE ASSOCIATION &
FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT**

**Implementation Agreement to the
Mediation Agreement of February 1987**

This implementation agreement is between the Fairbanks North Star Borough School District (the school district) and the Fairbanks Native Association, Inc. (FNA). FNA is recognized through resolution by Doyon, Limited as representing the educational interests of Alaska Native/American Indian students attending schools in the Fairbanks North Star Borough School District.

The purpose of this agreement is to implement the mediation agreement, acknowledge current issues, and strengthen relationships between the parties. Nothing in this agreement should be taken as an admission of wrongdoing by either party. Rather both parties recognize a need to communicate in order to address and progress on matters of mutual concern.

- 1) FNSBSD The school district will employ an equal employment opportunity (EEO) officer to report to the superintendent, with defined duties in the EEO job description regarding implementation of items in this agreement. Copies of the mediation and implementation agreements will be distributed to and discussed with all administrators and building principals at the beginning of the school year. The agreements will also be posted to the school district's website.

- 2) FNSBSD The EEO officer shall prepare an affirmative action plan annually that identifies the hiring goals for Alaska Native and American Indian hire, especially for the job categories of administrators, teachers and support staff. The EEO officer will provide a report on the hiring goals to FNA and may meet each semester with FNA to provide progress reports on Alaska Native/American Indian hire. The affirmative action plan is available at the EEO office for review and copying.

- 3) FNSBSD The school district will continue to provide the opportunity for Alaska Native/American Indian administrators, teachers, aides, and tutors to collaborate jointly on professional development for the benefit of Alaska Native/American Indian students. The school district will consider incorporating Alaska Native/American Indian-based curriculum materials during the curriculum revision cycle.
- 4) FNSBSD The school district will continue to address issues of cultural sensitivity by offering all school personnel opportunities to participate in courses, workshops, and trainings on issues of racism, diversity and cultural sensitivity, including the Alaska Cultural Standards for Students.
- 5) FNSBSD The human resources department will conduct the initial screening and review the secondary screening for administrative applicants to ensure equal application of screening criteria. FNA shall receive by fax or e-mail courtesy copies of all administrative vacancy announcements when they are posted.
- 6) FNSBSD The school board will annually conduct a work session with FNA regarding mutually identified concerns of the Alaska Native/American Indian community.
- 7) FNSBSD The school district will continue to recruit Alaska Native/American Indian administrators, teachers, tutors, and other classified Alaska Native/American Indian employees in the schools and take steps to permit opportunity for them to serve as positive role models to Alaska Native/American Indian students enrolled in the district.
- 8) FNSBSD The school district will increase efforts to promote multicultural awareness and communication between Alaska Native/American Indian students, the school board, staff, other students and parents.

- 9) FNSBSD The school district will annually disseminate to FNA and other Alaska Native/American Indian organizations a list of district accomplishments that have positively affected the Alaska Native/American Indian community.

- 10) FNSBSD The school district will work to attain the annual measurable objective (AMO) in language arts and mathematics each school year until 2013-14, when 100% proficiency is attained. The school district will report progress on Alaska Native/American Indian students each school year and will seek to maximize parent involvement through school-parent-student compacts.

- 11) FNA FNA will continue to assist the school district in securing Alaska Native/American Indian parent involvement in principal screening committees from the attendance area(s) of the specific school(s) under consideration, when possible. If no parent is available, FNA shall appoint an interested Alaska Native/American Indian to serve on the screening committee.

- 12) FNA FNA will encourage Alaska Native/American Indian parents, community members and organizations to become involved in and participate in the school district and education programs.

- 13) FNA FNA will work closely with school district administration to foster a positive working relationship and a positive image of the school district in the Alaska Native/American Indian community, immediately and ongoing.

- 14) FNA FNA will work with other Alaska Native/American Indian organizations and the school district's human resources department to compile databases of qualified Alaska Natives/American Indians with type A and type B certifications, as well as those qualified in other employment categories within the school district.

- 15) FNA FNA will endeavor to supply the school district with a list of names, phone numbers and addresses of Alaska Native/American Indian people who can serve as cultural resource persons in the district's schools, if such people authorize release of such information.

The parties agree that:

1. The school district superintendent and the FNA executive director will meet yearly with the dean of the school of education and the chancellor at the Fairbanks campus of the University of Alaska to discuss educational needs and concerns of the Alaska Native/American Indian community, including 1) the educational advancement of classified employees, and 2) the importance of placing Alaska Native/American Indian students in district schools for student teaching.
2. The school district will have Alaska Native Education (ANE) tutors, school counselors, and dropout prevention counselors provide orientation to rural students newly enrolled in the district to inform them of school requirements, resources and activities. FNA will work with the school district to identify available programs or resources to assist with rural student transition.
3. The school district, with the support of FNA, will work to increase the attendance rate for Alaska Native/American Indian students by one additional day each quarter.
4. The school district, with the support of FNA, will work to reduce the drop out rate for Alaska Native/American Indian students.
5. The school district, with the support of FNA, will work to increase the number of Alaska Native/American Indian students who successfully complete their high school education.
6. They will cooperate in securing resources to implement this agreement.
7. They will encourage and promote Alaska Native/American Indian culture activities for elementary and secondary students with emphasis on leadership at the middle school and high school levels.
8. They will continue to encourage and support Alaska Native/American Indian youth in identifying potential careers, including careers in education.

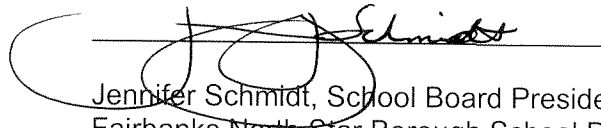
- 9. They will meet in April 2007, November 2007, April 2008, and then annually for the purpose of proposing and reviewing desired steps and measurable goals, reviewing issues of concern, reviewing the implementation of this agreement, to provide all requested reports, and to make mutually agreeable revisions of the implementation agreement according to current needs.
- 10. They will jointly produce a report on the progress of the implementation agreement provisions made by the school district and FNA, after the conclusion of the school year.
- 11. The school district and FNA will work together to improve crisis intervention services that are within the scope of the current crisis intervention program for Alaska Native/American Indian students within the district.

This document is for the purpose of implementing the mediation agreement dated February 1987 and to acknowledge the advancement in relations between the parties and progress on the employment and education interests stated.

Agreed to this 20th day of February, 2007 by:



Steve Kakaruk, President
Fairbanks Native Association



Jennifer Schmidt, School Board President
Fairbanks North Star Borough School District