

MEDIATION AGREEMENT

This agreement is between the Fairbanks North Star Borough School District, hereafter referred to as the "school district", and the Fairbanks Native Association, Inc., hereafter referred to as "FNA". FNA is recognized through resolution by Doyon, Limited as representing the educational interests of Native students attending schools in the Fairbanks North Star Borough School District. The term "Native", as used here, refers to Alaska Natives and Native Americans.

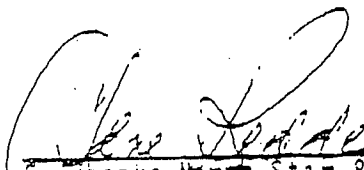
The purpose of this agreement is to resolve outstanding issues and to strengthen relationships between the parties. Nothing in this agreement should be taken as an admission of wrongdoing by either party. Rather both parties recognize a need to communicate in order to address and resolve matters of mutual concern. This agreement is the result of mediation between the parties and not the result of duress, coercion, or undue influence.

1. The school district will establish and employ an Equal Employment Opportunity Officer who will report directly to the superintendent (an appropriate budget will be provided), by the start of the 1987-88 school year.
2. The school district will review and revise the Affirmative Action goals for the employment of Native administrators, teachers and support staff, immediately and ongoing.
3. The school district will review and revise as appropriate its Affirmative Action Plan, immediately and ongoing.
4. The school district personnel office will conduct the initial and secondary screening for administrative applicants to ensure Affirmative Action, immediately and ongoing.
5. The school district will reactivate the Minority Task Force with clearly established goals to address concerns of the minority communities by June 1, 1987.
6. The school district will continue to recruit Native teachers and take steps to permit the opportunity for these teachers to serve as positive role models to Native students enrolled in the district, immediately and ongoing.
7. The school district will encourage the University of Alaska, Fairbanks (UAF) to develop and expand an Urban Cross-Cultural Education program (X-CED) by March 1, 1987.
8. The school district will participate in a joint approach between the UAF Department of Education, the UAF Career Planning and Placement Office and FNA to increase the number of UAF Native students who do their student teaching in district schools, by June 1, 1987.

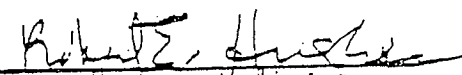
9. The school district will encourage and promote Native cultural clubs and activities with emphasis at the middle, junior and senior high school levels, immediately and ongoing.
10. The school district will promote the reception of rural students enrolled in the district schools in a manner similar to the hospitality and extension of friendship shown foreign exchange students, immediately and ongoing.
11. The school district will increase efforts to promote multicultural awareness and communication between Native students and the district's Board of Education, staff, students and parents, immediately and ongoing.
12. The school district will compile and disseminate a list of district accomplishments which have positively affected the Native community by April 1, 1987.
13. The school district will review the recommendations of the Alaska Native Education Program's report entitled, "Preliminary Descriptive Review of Alaska Native Students in the Fairbanks North Star Borough School District," (January, 1987), immediately.
14. FNA will support the school district in establishing and employing an Equal Employment Opportunity Officer, immediately and ongoing.
15. FNA will assist in securing Native parent involvement in principal selection committees from the attendance area(s) of the specific school(s) under consideration, immediately and ongoing.
16. FNA will assist in securing Native representation on the school district's Minority Task Force, immediately and ongoing.
17. FNA will encourage Native parents, community members and organizations to become involved in and participate in district schools, ongoing.
18. FNA will acknowledge and relay to other Native organizations and the Native community at large the district's list of positive accomplishments by April 1, 1987.
19. FNA will work closely with the administration and the Board of Education to foster a positive working relationship and a positive image of the school district in the Native community, immediately and ongoing.
20. FNA will give the school district personnel office the names of qualified Natives with Type A and Type B Certifications as well as in other employment categories within the district, ongoing.
21. FNA will encourage the UAF to develop and expand an Urban Cross-Cultural Education program (X-CED) by March 1, 1987.

22. FNA will participate in a joint approach between the UAF Department of Education, the UAF Career Planning and Placement Office and the school district to increase the number of UAF Native students who do their student teaching in Fairbanks schools by June 1, 1987.
23. FNA will supply the school district with a list of names, phone numbers and addresses of Native people who can serve as resource persons in the district schools, ongoing.
24. FNA will work with the school district Staff Development Program to assist in developing multicultural awareness for the district's teachers and other employees, immediately and ongoing.
25. FNA will provide assistance in developing and maintaining Native cultural clubs and activities in the schools, immediately and ongoing.
26. FNA will develop a program for encouraging Native youth to consider careers in educational fields, ongoing.
27. FNA will file for dismissal without prejudice of its pending lawsuit against the school district and will withdraw its complaints with the U.S. Department of Education, Office of Civil Rights; the U.S. Office of Federal Contract Compliance; and the Alaska Human Rights Commission. It is understood that the FNA is free to reinstitute the suits and complaints if in their judgment, the school district has failed to achieve its affirmative action goals relating to Native school administrators. However, before such action is taken, the joint Mediation Monitoring Committee (described in #28 below) shall be given every opportunity to resolve the matter.
28. The parties agree to establish a joint Mediation Monitoring Committee, convened by the mediator from the U.S. Department of Justice, to meet periodically for the purpose of reviewing the implementation of this agreement, recommending revisions of its contents according to current needs and renewing working relationships. The mediator will convene a meeting of the Committee in June, 1987 for the purpose of reviewing initial progress achieved. This Committee will also respond, as called upon, to assist in the resolution of any unforeseen or urgent incident.

SIGNATORIES


 Fairbanks North Star Borough
 School District


 Fairbanks Native Association, Inc.

Witnessed by: 
 Robert Hughes, Mediator
 U. S. Department of Justice
 Community Relations Service
 Date: 2/17/87