

Fairbanks North Star Borough School District
Policy Review Committee

Monday, May 11, 2015
5:00 – 6:30 P.M.

Room 341 - Administrative Center

AGENDA

- I. Call to order**
- II. Roll call**
- III. Adoption of agenda**
- IV. Approval of minutes from the March 30, 2015 and April 27, 2015 meetings**
- V. Public Comment**
Public comments on items are limited to three minutes per person. People on the sign-up list will be called first. If there is time, people who did not sign up may address the committee. A person testifying must state their name and address for the record.
- VI. Old Business**
 - A. School Board Policy 811 *Employee and Volunteer Use of Electronic and Social Media Communication***
- VII. New Business**
- VIII. Comments**
- IX. Adjourn**

If you are unable to attend the meeting, please contact Bernice Creek, 452-2000 ext. 11394 or e-mail bernice.creek@k12northstar.org



IV. Minutes

March 30, 2015

&

April 27, 2015



Fairbanks North Star Borough School District

Policy Review Committee

Monday, March 30, 2015

5:30 – 7:00 P.M.

Meeting Minutes – **DRAFT**

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I. Call to order

The meeting was called to order at 5:40 p.m. Audio recording available online at:
<http://www.k12northstar.org/boe/meeting-minutes>

II. Roll call

Present:	Sue Hull	Scott Calder	Connie Clooten
	Randy Pitney	Ruth Post	Sonja Ramstad
	Bett Schaffhauser		

Absent:	Colby Freel	Brooke Haley	Maureen Meeks
	Tessa Weeden		

III. Adoption of agenda

Mr. Calder moved to adopt the agenda as submitted. (0:59)

Ms. Ramstad seconded.

No objection. Motion carries.

IV. Approval of minutes from the January 26, 2015, meeting (1:22)

Mr. Calder moved to approve the minutes from January 26, 2015 meeting.

Ms. Ramstad seconded.

No objection. Motion carries.

V. Public Comment

Public comments on items are limited to three minutes per person. People on the sign-up list will be called first. If there is time, people who did not sign up may address the committee. A person testifying must state their name and address for the record.

Rhonda Driscoll – PE teacher at Hutchison High School (2:30)
774 Wanda Drive #B, Fairbanks, AK

Ms. Driscoll spoke in favor of maintaining the policy as it is. The information provided through physical education courses are life-long lessons to include good citizenship and sportsmanship, along with an introduction to a variety of activities.

Becky Williams – Parent of student athlete (14:05)
PO Box 10359, Fairbanks, AK

Ms. Williams spoke in favor of changing the policy to allow students to waive the full PE credit for athletes. Her son participated in hockey and was on a NCAA track which requires specific courses to qualify. If students can waive the PE credit this will enable them to take courses they need to participate in college athletics.

1 Ms. Hull closed public testimony.
2

3 **VI. New Business (19:50)**
4

5 **A. School Board Policy 984 Graduation Requirements**
6

7 **Mr. Calder moved to forward School Policy 984, Graduation Requirements, to the board**
8 **for consideration with administrative changes. (19:58)**

9 **Ms. Ramstad seconded**
10

11 Ms. Hull asked to reopen public testimony, no objections from the committee.
12

13 Dawn LaFleur - PE teacher at Tanana Middle School (21:51)
14 1123 Shannon Drive, Fairbanks, AK
15

16 Ms. Lafleur spoke against changing the language in the current policy. Athletics is a team
17 approach and PE courses emphasis the total student. Coaches know their sport but do not
18 educate the whole student. When students feel strong about themselves, they excel in all
19 parts of their lives. Students get a sampling of a number of sports by taking PE courses and
20 carries through their whole life.
21

22 Ms. Hull closed public testimony and discussion was continued by the committee on Policy
23 984. (35:12)
24

25 Discussion:

- 26 • Input was requested from District PE teachers by the administration prior to the
27 scheduled February 2015 meeting
- 28 • Ms. Schaffhauser indicated she did not know the number of students in the district that
29 apply to NCAA.
- 30 • Test out option was brought up and the timeline to implement in our school district was
31 discussed.
- 32 • Class size numbers from the class size report presented to the school board in
33 December 2014 were read into the record.
- 34 • Two seasons of a sport count for one semester (1/2 credit) of PE waived.
- 35 • This will probably affect a small group of students that will need/want to waive the full
36 PE credit.
- 37 • Ms. Hull list of concerns/thoughts:
 - 38 ○ Top thing is meeting the needs of students. Out students have six courses per
39 day, Mat-Su has seven and some districts in the lower 48 have eight courses
40 per day. Our students lose the ability to take the extra elective courses that may
41 be needed for NCAA eligibility or the Performance Scholarship.
 - 42 ○ Needs to be personalized. Not one size fits all and courses need to be flexible
43 to meet the needs of individual students. Not all students take advanced
44 courses and there is a need for technical courses.
 - 45 ○ PE is an important course and we aren't looking at changing the graduation
46 requirement in affect, but we need to make the program fit the needs of all
47 students.
 - 48 ○ Students can receive outside credit in a number of different ways through a
49 variety of activities outside the school environment.

- 1 ○ In other large districts in Alaska (Anchorage and Mat-Su), students are allowed
2 to waive this credit through a test out system. The test out option is part of state
3 law and will eventually be offered for all course requirements.
- 4 • Students must complete the full season, complete the required paperwork and receive
5 approval in order to waive PE credit.
 - 6 • The district is currently in the process of developing test and procedures for students to
7 test out of courses.
 - 8 • If a student “waives” the PE credit by participating in athletic activities, they still must
9 meet the graduation requirement for the number of credits required to graduate. This
10 allows student athletics to take elective courses where they would normally be taking
11 PE classes.
 - 12 • PE classes offer students the opportunity to learn interaction and diversity by mixing
13 with students that they would not be involved with on a specific team.
 - 14 • A written test would be required in addition to participating in six seasons of a sport in
15 order to waive the 1.5 credits.
 - 16 • Main complaint from parents is that students don’t have time in their schedules to take
17 the necessary electives to qualify for NCAA or the Performance Scholarship.

18 **Ms. Hull called the question (1:17:05)**
19 **Forward School Policy 984, Graduation Requirements, to the board for consideration**
20 **with administrative changes.**

21 **Vote: Yeah: 4 Nay: 2**

22 **Motion carries.**

23

24 **VII. Information**

25 **A. School Board Policy 811 Usage of Electronic Communication and Social Media**
26 **by Staff**

27 **VIII. Comments**

28 **IX. Adjourn (1:21:30)**

29 **Ms. Post moved to adjourn the meeting.**

30 **Mr. Calder seconded.**

31 **No objection.**

32 **Motion carries.**

33

34 **Meeting adjourned at 6:58 pm.**

35

36 Next Meeting: Monday, April 27, 2015, 5:00 – 6:30 pm

37 ADC Room 341



Fairbanks North Star Borough School District
Policy Review Committee

Monday, April 27, 2015
5:00 – 6:30 P.M.

Meeting Minutes – **DRAFT**

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I. Call to order

The meeting was called to order at 5:05 p.m. Audio recording available online at:
<http://www.k12northstar.org/boe/meeting-minutes>

II. Roll call

Present:	Sue Hull	Scott Calder	Connie Clooten
	Colby Freel (5:25 pm)	Maureen Meeks	Ruth Post (telephonic)
	Sonja Ramstad	Bett Schaffhauser	Tessa Weeden
Absent:	Brooke Haley	Randy Pitney	

III. Adoption of agenda

Mr. Calder objected to the fact that the agenda and PRC packet were not available prior to meeting. Ms. Schaffhauser apologized for not having the packet available. In order to present the administrative changes for policies, a number of people are involved and the revisions were not received until right before the meeting time. The content of the policy before the committee was supplied at the last meeting with an updated version included for this meeting. At this meeting the administration is looking for comments and feedback from the committee to see if we are on the right track with Policy 811.

Mr. Calder made a point of order referring to the Open Meeting Act and that it seems impossible that with the packet just being provided, that there should not be any actions allowed in the meeting.

Ms. Meeks moved to accept the agenda so we can continue on with our mission. (5:46)
Ms. Ramstad seconded.
Ms. Hull: With no objections we will continue.

IV. Approval of minutes from the March 30, 2015 meeting

Minutes will be approved at next meeting of the PRC committee per point of order from Mr. Calder.

V. Public Comment (6:48)

Public comments on items are limited to three minutes per person. People on the sign-up list will be called first. If there is time, people who did not sign up may address the committee. A person testifying must state their name and address for the record. No public comment was offered.

VI. New Business (6:53)

A. School Board Policy 811: Usage of Electronic Communication and Social Media by Staff

Ms. Schaffhauser discussed the differences between the policy that was in the March 30, 2015, packet and the policy that is before the committee today. The policy is needed to guide employees and volunteers in appropriate electronic communication with students and their parents. Nationally there are incidents of improper use of social media by employees/volunteers as it relates to contact with students.

Ms. Schaffhauser read a number of facts relating to social media's rapid growth. She also read a number of different scenarios that have happened across the country where staff have engaged in improper electronic communication which lead to abusive relationships with students.

1 Types of social media include the following:
2 Facebook
3 Twitter
4 Instagram
5 Snap Chat
6 Other social media platforms to include: Tumbler, Ask FM, Vine, Kick

7
8 Colby Freel arrived at 5:25.

9
10 Discussion: (22:04)

- 11 • The question was raised is there a need for social media in the classroom. Social media platforms are
12 used in the classroom by teachers to engage students in lessons, also social media is used to
13 communicate between teachers/coaches and students to relay information.
- 14 • Line 6 of the policy (Purpose) the first line needs to be a full sentence.
- 15 • Policy 811.2:
 - 16 ○ A: line 17, comma after “therefore,” therefore, using available technology enhances learning;
17 also add “therefore, using available technology **may** enhance learning”
 - 18 ○ B: lines 19-20, “including ~~the~~ engagement in constructive, tactful communication.”
 - 19 ○ C: line 27, “via electronic means does not ~~lessen the~~ **have a lesser** standard for the content of
20 the message.”
 - 21 ○ D: First sentence is awkward and needs to be reworded. Mr. Calder asked about requiring
22 families to own technology they may not believe in or have the means to have and how this
23 affects them. Ms. Hull pointed out this policy is to address the staff’s appropriate use of
24 communication and that there may be a way to insert that the district need to provide alternative
25 means of communication.
 - 26 ○ E: No changes
 - 27 ○ F: No changes
 - 28 ○ G: No changes
 - 29 ○ H: The question was raised is it true that staff member have “no reasonable expectation of
30 privacy?” Ms. Schaffhauser said this is a true statement. A private chat may not remain private
31 because it is on social media; friends of friends may be able to see what is written.
 - 32
 - 33 H: Line15, “Staff members are ~~on notice~~ **should be aware** there is no reasonable expectation
34 of privacy with ...” Administration will work on acceptable language.
 - 35 ○ I: Definitions – Perspective note that this includes social media that may not yet exist.

36 **VII. Comments**

37 **VIII. Adjourn (52:06)**

38 **Mr. Calder moved to adjourn the meeting.**

39 **Ms. Meeks seconded.**

40 **No objection.**

41 **Motion carries.**

42
43 Meeting adjourned at 5:56 p.m. At this time there are no more meetings scheduled for the 2014-15
44 school year and the schedule for the 2015-16 school year have not been set.

VI. Old Business:

- A. **School Board Policy 811** *Employee and Volunteer Use of Electronic and Social Media Communication*

SCHOOL BOARD POLICY

811 Staff Member Employee and Volunteer Use of Electronic and Social Media Communications with Students

811.1 Purpose

The Fairbanks North Star Borough School District hereby establishes its policy pertaining to ~~staff member~~ employee and volunteer use of electronic and social media communications with students. This policy informs ~~staff members~~ employees and volunteers, especially those who work directly with students, to be aware of and avoid the risks associated with electronic communication and participation in social media. The policy and ~~implementing~~ administrative regulations are intended to assist ~~staff members~~ employees and volunteers in avoiding such risks.

811.2 Policy

- A. The school board recognizes communication is an essential element of the learning process. The school board believes using available technology enhances communication (Cross reference School Board Policy 800.2: Technology); therefore, using available technology may enhance learning.**
- B. All employees are held to a professional standard in their conduct toward students, parents, guardians, co-workers, and members of the public, including engagement in constructive, tactful communication. (School Board Policy 543 Ethical and Professional Conduct) Electronic communication is held to the same professional standard of conduct as more traditional face-to-face, verbal, or written communication.**
- C. Teachers and staff Employees and volunteers must understand the importance of establishing and maintaining the proper boundaries in communications with students. (See Guidelines in the *Defining Staff-Student Boundaries Brochure*) <http://www.k12northstar.org/doc/11712> ~~Communication occurring via electronic means does not have a lesser standard for the content of the message.~~ The same standard for appropriate content applies to electronic and social media communication.**
- D. When using electronic communication and social media to communicate with students and their families, ~~staff members~~ employees and volunteers are required to do so in a manner that:**
 - 1. is consistent with responsible and professional use;**
 - 2. does not interfere with efficient and effective operation of the district;**

- 1 3. does not impede the ability of the ~~staff member~~ employee or volunteer to
- 2 perform his or her official duties effectively;
- 3 4. does not interfere with relationships with superiors or coworkers;
- 4 5. does not compromise the safety and well-being of students;
- 5 6. will be in compliance with individual sites' terms of use and privacy
- 6 policies;
- 7 7. recognizes the school district's student web protection parameters which
- 8 limit student access during school hours (see SBP 802.23 Unsuitable
- 9 Material Filters); and
- 10 8. provides equitable communication by alternative methods to those
- 11 students without technology.

12
13 ~~Staff members~~ Employees must prevent harm and avoid potential harm to

14 students that unrestricted electronic communications between employees and

15 students with ~~staff members~~ could cause. This policy is not intended to directly

16 address students' responsible use of electronic communication. (See SBP 802 for

17 Student Use Policy)

- 18
19 E. This policy applies without regard to whether such use occurs during work or
- 20 nonworking hours, without regard to whether it occurs on or off district property
- 21 or at district sponsored events, and without regard to whether district or personal
- 22 equipment is used.
- 23
24 F. The superintendent shall develop an administrative regulation to implement this
- 25 policy. The administrative regulation shall be reviewed periodically and revised
- 26 as needed in order for it to evolve to reflect emerging social media technologies.
- 27
28 G. This policy supplements, and does not replace, other district policies. Electronic
- 29 communications remains subject to all applicable district policies, including but
- 30 not limited to nondiscrimination and harassment, sexual misconduct,
- 31 telecommunications access, staff ethics, confidentiality, and professional and
- 32 ethical conduct standards.
- 33
34 H. ~~Staff members~~ Employees and volunteers should be aware and are hereby
- 35 informed there is no reasonable expectation of privacy with respect to electronic
- 36 communication and social media. Any content posted online may be discovered
- 37 or reported to the district. For example, the district may discover information as a
- 38 result of its own efforts to monitor its online reputation, as a result of an
- 39 investigation or complaint, or other legitimate reason. The district reserves the
- 40 right to monitor electronic communications conducted using district equipment,
- 41 systems or network. The district will handle information received or discovered in
- 42 accordance with the district's policies and procedures. Electronic and social

1 media communication found to violate law, policy, regulation, guidelines or rules
2 may result in corrective or disciplinary action, up to and including termination.
3

4 I. The district may examine incidents of staff's employee's and volunteer's
5 inappropriate electronic and social media communication according to the
6 following factors:

- 7 1. whether the staff employee or volunteer knowingly and directly initiated
8 communication with students for non-school related matters,
9 2. whether the staff employee or volunteer intended or intentionally
10 disregarded the possibility that students would see his or her postings,
11 and
12 3. whether the nature of the communication itself reflected a) inappropriate
13 staff-employee-student communication, such as discussion of sexually
14 suggestive or sexually explicit topics, or b) unprofessional communication
15 that has negatively impacted the employee's or volunteer's ability to
16 perform his or her job responsibilities effectively, such as discussions that
17 speak derogatorily about students, parents, supervisors or colleagues.
18

19 J. Definitions:
20

- 21 1. Electronic communication shall mean, but not be limited to,
22 any communication that is sent by, delivered by, received by, or that
23 otherwise uses: a) e-mail; b) instant messaging; c) text message; d)
24 telephone, including cellular or mobile phone or smartphone; e) social-
25 media site; f) the Internet; or g) any other similar technology.
26 2. Online conduct shall mean: a) the transmission of any electronic
27 communication; and b) the publication of any content via social media.
28 3. Social media shall mean forms of electronic communication through which
29 users create online communities to share information, personal messages,
30 ideas, photographs, videos and other content.

31 Legal reference: Professional Teaching Practices Commission Code of Ethics (20 AAC
32 10.020 – 20AAC 10.030)

33 Guidelines: *Defining Staff-Student Boundaries Brochure*