

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION
FAIRBANKS, ALASKA

Regular Meeting

MINUTES

June 2, 2015

Vice President Dominique called the meeting to order at 7:00 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. Superintendent Dr. Gaborik led the Pledge of Allegiance.

Vice President Dominique read the district's mission statement: *"Our mission is to provide an excellent and equitable education in a safe, supportive environment so all students can become productive members of a diverse and changing society."*

Present:

Wendy Dominique, Vice President
Allyson Lambert, Treasurer
Sue Hull, Member
Michael O'Brien, Member
Sean Rice, Member
Larry Rice, Base Representative
Sidney Zemp, Post Representative
Kobe Rizk, Student Representative

Absent:

Heidi Haas, President
Lisa Gentry, Clerk

Staff Present:

Dr. Karen Gaborik, Superintendent of Schools
Lisa Pearce, Chief Financial Officer
Sandy Kowalski, Assistant Superintendent of Elementary Education
Shaun Kraska, Interim Assistant Superintendent of Secondary Education
Traci Gatewood, Executive Director of Human Resources
Dave Norum, Executive Director of Facilities Maintenance
Kathie Wassmann, Executive Director of Special Education
Peggy Carlson, Executive Director of Curriculum & Instruction
Melanie Hadaway, Acting Director of Alternative Instruction & Accountability
Katie Sanders, Director of Library Media Services
Dan Domke, Director of Career Technical Education
Heather Rauenhorst, Director of Grants & Special Projects
Sharon Tuttle, Executive Assistant to the Board

Others:

Jill Dolan, Assistant Borough Attorney

PRELIMINARY ITEMS

Special Presentation [0:01:15]

Colonel Zemp and Colonel Rice presented Sharon Tuttle, executive assistant to the school board, with a certificate of appreciation and commander coins in appreciation of her service to them and the school board during their tenure on the board.

2015 Alaska FFA State Champions [0:05:34]

In April, Fairbanks students competed in leadership and career development events, participated in community service projects, and attended workshops as part of the 2015 Alaska FFA State Conference. Walt Armstrong, North Pole High School FFA sponsor, and Cheryl Sanders, Hutchison High School FFA sponsor, presented the 2015 FFA state champions in their respective events.

Amy Whitney Lilli Rice Makayla Hutchings Daisy Herrman	1 st Place – Veterinary Science	Hutchison High
Amy Whitney Lilli Rice Troy Whiteside	1 st Place – Marine Technology	Hutchison High
Matthew Chase	1 st Place – Agricultural Technology and Mechanical Systems Highest Individual Score	North Pole High
Agustin Pineda	1 st Place – Job Interview Highest Individual Score	North Pole High
Amy Whitney	1 st Place – Veterinary Science Highest Individual Score 1 st Place – Marine Technology Highest Individual Score	Hutchison High

Patricia Behring Teacher of the Year Award [0:10:57]

Heather Demario, West Valley High School teacher, was selected by National History Day (NHD) as the Patricia Behring Teacher of the Year state winner. Teachers selected for the award have shown outstanding creativity, commitment, and inspiration in developing student interest in history. Maida Buckley, UAF adjunct assistant professor, made the presentation.

2015 Alaska History Teacher of the Year [0:20:01]

Nicole Sarrazin-Strong, Barnette Magnet School teacher, was selected by the Gilder Lehrman Institute of American History as the 2015 Alaska History Teacher of the Year. Dana Evans, Barnette principal, and Maida Buckley, UAF adjunct assistant professor, made the presentation.

Fairbanks Principals' Association's (FPA) 2015 Elementary Principal of the Year [0:28:21]

Badger Road Elementary School Principal Dan File was selected as the Fairbanks Principals' Association's 2015 Elementary Principal of the Year. Michael Angaiak, Anne Wien Elementary School principal, made the presentation.

Fairbanks Principals' Association's (FPA) 2015 Secondary Principal of the Year [0:36:30]

North Pole High School Interim Principal Annie Keep-Barnes was selected as the Fairbanks Principals' Association's 2015 Secondary Principal of the Year. Tori Brannan, Salcha Elementary School interim principal, made the presentation.

Board Recognition: Military Representatives [0:43:51]

The board presented certificates of appreciation to Eielson Representative Colonel Larry Rice and Fort Wainwright Representative Colonel Sidney Zemp, who would both be leaving the school board due to reassignment. Board members shared their appreciation for Colonel Rice and Colonel Zemp's service to the country and the school board.

Board Diversity Committee (BDC) Annual Report [0:48:20]

Ava Vent, Board Diversity Committee member, presented the annual report of the Board Diversity Committee (BDC). The committee's work for the year included a resolution identifying October as Lesbian, Gay, Bisexual, and Transgender History Month, the Workforce Diversity Action Plan, a resolution in honor of Traditional Tribal Chiefs, and improving identification of military connected students. Committee recommendations included the creation of an additional

Board Diversity Committee (BDC) Annual Report (continued)

student ethnicity report in which each student identifying in the two or more ethnicities category would be counted in each category identified, and conducting an achievement gap analysis by school to include analysis by race and ethnicity, socioeconomic status, and English Language Learners.

BOARD QUESTIONS/COMMENTS

Board members voiced their appreciation to the Board Diversity Committee for their service and work, especially as it related to the achievement gaps.

AGENDA [0:55:05]

HULL MOVED, RICE SECONDED, TO ADOPT THE AGENDA WITH CONSENT ITEMS.

The following consent items were moved:

accepted the award from the Fairbanks North Star Borough in the amount of \$294,737, for the Ryan Middle School Art project, per Fiscal Note 2015-43.

accepted the award from the Fairbanks North Star Borough in the amount of \$600,000, for the Ryan Middle School Equipment project, per Fiscal Note 2015-44.

accepted the grant award (\$24,673) and Amendment 1 (\$8,007) from the Alaska Department of Education and Early Development for the Fresh Fruit and Vegetable Program (total award of \$32,680), per Fiscal Note 2015-45.

accepted Amendment 4 (\$10,000) and Amendment 5 (\$20,000) from the Alaska Department of Education and Early Development for the Statewide Professional Development program, per Fiscal Note 2015-46.

accepted Amendment 1 in the amount of \$94,998 from the U.S. Department of Education via the Alaska Department of Education and Early Development for the Carl D. Perkins grant program, per Fiscal Note 2015-47.

accepted the Monthly Management Reports for April 2015.

approved the minutes from the regular meetings on March 24, April 7, May 5, and May 12; the special meetings on March 25 and May 12; and the work session on May 4, 2015, as submitted.

approved Resolution 2016-02: Establishing Signatory Authorities to conduct the necessary business activities of the district.

awarded IFB 15-F0015 for a Metal Cutting Shear, Heavy Duty, to Airgas - Norpac Inc. for \$32,000.

awarded IFB 16-R0001 for Bulk Fuel Dispensed into School District and Borough Storage Tanks, Keep Full Basis to Sourdough Fuel for \$1,732,269.58.

approved Budget Transfer 2015-141: InfoSnap Program for \$31,900.

approved Hutchison High School's request to raise funds to send students to the SkillsUSA National Competition in Louisville, Kentucky, June 21-27, 2015, where students will represent the state in the national competition, at no cost to the district.

Consent Agenda (continued)

approved West Valley High School's request to raise funds to send its girls' basketball team to San Diego, California, December 26-31, 2015, to participate in the Surf 'n Slam Tournament, at no cost to the district.

accepted the gift of \$17,114 from Kinross Fort Knox to the school district for the purchase of ten automated external defibrillators (AEDs) for athletic practices and competitions in the district.

accepted the gift of \$2,776 from the Badger Road PTA to Badger Road Elementary School for the purchase of a school kiln.

accepted the gift of \$1,000 from the Eielson Officers' Spouses' Club to Crawford Elementary School for the purchase of music, cello cases, and bows for the school's music program.

accepted the gift of \$2,450 from the Interior Entrepreneur Lions Club to Ben Eielson Junior-Senior High School to support the school's DECA program.

accepted the gift of \$1,128.68 from the Fairbanks Inaugural Ball 2015 to Lathrop High School for JROTC expenses.

accepted the gift of \$17,614.23 from the Lathrop High School Wrestling Booster Club to Lathrop High School to support the school's wrestling program.

accepted the gift of \$10,177.64 from the LHS Boys' Basketball Booster Club to Lathrop High School to support the school's boys' basketball program.

approved the Personnel Action Report for the period May 4-21, 2015.

acknowledged the Personnel Information Report for the period May 4-21, 2015.

acknowledged the Superintendent's Budget Transfer Report for June 2, 2015.

acknowledged the Board's Reading File.

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 3 AYES (L. RICE, ZEMP, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES
(S. RICE, O'BRIEN, HULL, LAMBERT, DOMINIQUE)

PUBLIC COMMENT ON NONAGENDA ITEMS [1:01:00]

Randy Griffin, PO Box 73653, suggested the school district and/or schools be added to the Permanent Fund Dividend (PFD) Pick, Click, & Give campaign. Mr. Griffin had tried to donate his PFD to the state's general fund, but that wasn't an option and he ended up donating it to UAF. He thought the Pick, Click, & Give campaign would be a convenient way for people to help schools.

Tammy Smith, 2118 South Cushman, FEA president, noted it was her last board meeting as FEA president. Ms. Smith thanked the board for all their work during her presidency. She appreciated the board's acknowledgment when there were challenges and issues to address. It wasn't that way in all districts – for the board to have a relationship with the association. She encouraged the board to continue to reach out to the association. Ms. Smith had learned a lot and appreciated the work of everyone in the district. Everyone wanted the same result – what was best for kids.

Mrs. Lambert left the meeting at 8:08 p.m. due to illness.

OLD BUSINESS

Policy 935.26: Provision of Transportation Services (Second Reading) [1:07:53]

The administration forwarded a new charter school transportation policy, drafted to comply with revised statute AS 14.09.010 and regulation 4 AAC 27.057 regarding charter school transportation. The borough legal department vetted the proposed policy. There were no changes from first reading.

Board Priority: *Provide educational options to families and students.*

HULL MOVED, O'BRIEN SECONDED, TO APPROVE SECOND READING, PUBLIC HEARING, AND ADOPTION OF POLICY 935.26: PROVISION OF TRANSPORTATION SERVICES.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

None

ADVISORY VOTES. 3 AYES (ZEMP, RIZK, L. RICE)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

NEW BUSINESS

Charter School Report & Contract Renewal: Watershed Charter School [1:09:44]

The proposed 2015-16 contract for Watershed Charter School was included in the board agenda. The contract language was unchanged from the current year. After Watershed Charter School representatives presented their annual report to the school board, the administration recommended next year's contract be approved.

Board Priority: *Provide educational options to families and students.*

RICE MOVED, O'BRIEN SECONDED, TO APPROVE THE 2015-16 CHARTER SCHOOL CONTRACT BETWEEN WATERSHED CHARTER SCHOOL INC. AND THE FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT.

Jarrod Decker, head teacher, and Lisa Beattie, middle school math and science teacher, presented the report. It had been a year of big transitions for the charter school, as the founder of the school retired at the end of last school year, and Mr. Decker, assumed the role of head teacher. The staff had worked on aligning curriculum and addressing gaps. A dress code policy was developed by a sixth grade student, which the charter school adopted. There had been some minor changes in the terms of the Academic Policy Committee. The staff was also exploring options for offering an after school program, in addition to their existing after school club options.

Despite all the transitions, Watershed Charter School enjoyed a very successful year. The staff continued to focus on student learning and academic success while still adhering to the foundational values of place-based education and meaningful outdoor experiences the school was built upon.

PUBLIC COMMENTS

None

Charter School Report & Contract Renewal: Watershed Charter School (continued)

BOARD QUESTIONS/COMMENTS

Board members had questions and commented on the lack of diversity at the charter school, an issue the school would continue to address. Challenges facing the school in regards to enrollment diversity was the lack of available student openings – this year only 12 open slots out of 200 students, the lottery system, accepting siblings, busing transportation, and accepting students of APC members. If the school utilized busing and shuttle transportation approximately 30 minutes of instructional time would be lost to accommodate the busing times – either having to start earlier or later – an option the school was not willing to make. It was suggested the school expand its selection process of APC members. The school would continue to work on looking at ways to expand its diversity including car pools, an after school program, and wider recruitment. Other questions were in regards to APC terms, the APC recruitment process, class looping, and the balance of male and female students.

Board members expressed their appreciation for the report and the work of the charter school's staff.

ADVISORY VOTES. 3 AYES (L. RICE, ZEMP, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Charter School Report & Contract Renewal: Star of the North Secondary Charter School

[1:36:36]

The proposed 2015-16 contract for Star of the North Secondary Charter School was included in the agenda. The contract language was unchanged from the current year. After Star of the North Secondary Charter School representatives presented their annual report to the school board, the administration recommended next year's contract be approved.

Board Priority: *Provide educational options to families and students.*

O'BRIEN MOVED, HULL SECONDED, TO APPROVE THE 2015-16 CHARTER SCHOOL CONTRACT BETWEEN STAR OF THE NORTH SECONDARY CHARTER SCHOOL INC. AND THE FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT.

Craig Kind, Career Education Center (CEC) head teacher, introduced Diana Childs, who would assume the position of head teacher at the North Pole Academy campus from Bao Do, who had decided to move back to the classroom in order to spend more time with his family. The North Pole Academy served students in grades 7-12 and CEC served students in grades 11-12. The student populations at both campuses were different than the normal brick and mortar schools – students needed more flexibility in instruction, extra support, extended deadlines, and increased guidance. The dropout rate was high, especially at CEC, but the students enrolling at CEC were already at high risk for dropping out. Another concern was the issue of students aging out before completing their graduation requirements. Each year, staff continued to look for ways to reach students and make them succeed.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Board members asked about the attendance rates, the carrot versus the stick rewards, tying the Options program to the charter school, CTE opportunities, the school's intersession program, and the importance of making connections with students.

Charter School Report & Contract Renewal: Star of the North Secondary Charter School (continued)

The school was looking at how to get students to look at their attendance in a more practical manner – trying to attach productivity to attendance – a student had to be in school to get work done. The staff was looking at relating attendance to a more practical real world environment – such as a time card environment that might be used in a job.

Board members thanked the staff for their passion and work on behalf of students. Board members noted how much they enjoyed the intersession graduations.

ADVISORY VOTES. 3 AYES (RIZK, L. RICE, ZEMP)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(HULL, RICE, O'BRIEN, DOMINIQUE)

Policies 811 – 811.2: Employee and Volunteer Use of Electronic and Social Media Communications (First Reading) [2:05:44]

An administrative committee drafted proposed language for new policies addressing employee and volunteer electronic and social media communication. Borough legal vetted the proposed policies. The Policy Review Committee forwarded the policies to the school board for first reading.

Board Priority: *Provide a safe learning environment.*

HULL MOVED, RICE SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICIES 811 – 811.2: EMPLOYEE AND VOLUNTEER USE OF ELECTRONIC AND SOCIAL MEDIA COMMUNICATIONS.

Bett Schaffhauser, EEO director, was unable to attend the meeting. Kathy Port, curriculum coordinator, presented Ms. Schaffhauser's report. The rights of school employees with regard to online speech was a national debate. One perspective was the policy should restrict employees' undesirable online activity and prevent inappropriate relationships between teachers and students. The opposite perspective was that punishing and prohibiting employees' use of social media might violate employees' constitutional rights to free expression. The focus should be on the regulation of conduct, rather than the mode of communication, via it emailing, texting, or social media platform.

The purpose of the policy was for the school district to state the balance between protecting constitutional rights, maintaining teachers and other school employees as role models, and preventing inappropriate employee-student relationships. The policy provided guidelines for employees and stipulated that responsible use of social media was consistent with the terms of the Technology Use Agreement that employees signed upon receiving an email account and computer. The guidelines followed the professional standards as defined in school board policy regarding ethical/professional conduct and would help staff and volunteers avoid communication that would interfere with the efficient and effective operation of the school district, avoid communication that would impede an employees' performance of official duties, avoid communication that would interfere with the relationships of co-workers or superiors, and avoid communications that compromised the safety and well being of students.

The policy also provided employee notice of the factors the school district would use in examining an alleged violation of the policy in making a determination if corrective or disciplinary action was warranted. The factors considered would be whether the employee or volunteer knowingly and directly initiated the inappropriate communication, whether there was intention for students to see the inappropriate postings, and whether the nature of the communication itself was inappropriate or unprofessional.

Policies 811 – 811.2: Employee and Volunteer Use of Electronic and Social Media Communications (First Reading) (continued)

The facts and circumstances of electronic communication were too broad to specifically cover every possible situation in policy. The administrative regulations would require employee training which would be the opportunity for the dissemination of current trends and court cases regarding employment actions related to social media usage in public education. The policy applied to volunteers and employees, so every reference to employee included volunteers.

PUBLIC COMMENTS

Tammy Smith, 2118 South Cushman, FEA president, voiced her desire the policy be very clear for employees. Ms. Smith thought the policy could use some clarifications. She understood student safety was the district's number one concern, but there needed to be balance with an employee's right to free speech. Ms. Smith noted some parts of the policy seemed subjective and open to interpretation. She appreciated the opportunity to review the policy before second reading in the fall.

Irene Matheis, 2118 South Cushman, ESSA president, agreed with Ms. Smith's comments regarding the social media policies. Ms. Matheis wanted to know when and how staff and volunteers would be notified about the policy.

Board members thanked Ms. Smith and Ms. Matheis for their comments and asked to have their associations' concerns and comments submitted to the administration in writing so they could be considered for second reading.

Mrs. Hull noted the Policy Review Committee had also voiced concern about how staff and volunteers would be notified about the new policies.

Craig Kind, PO Box 322, CEC head teacher and district parent, thought the policy should set the guidance for the administrative regulations. Mr. Kind saw the official use of social media as a means of extending instruction in the classroom, as well as it being used as an extension of one's personal life outside the classroom, such as through Facebook. He thought there should be some guidance and recognition of the two facets, noting the extension of personal social media could be tricky. Mr. Kind suggested the board take a step back and define how the district wanted to deal with the two different aspects of social media.

BOARD QUESTIONS/COMMENTS

Board members expressed concern about some of the subjective language of the policy, such as how employee speech would be judged, specifically the statement in Policy 811.2, I.2., "such as discussions that speak derogatorily about students, parents, supervisors, or colleagues." Board members were interested in protecting employees' constitutional right to speak derogatorily about work conditions. It was noted the Policy Review Committee had voiced similar concerns regarding the subjective aspects of the policy and the definition of inappropriate, derogatory, and other subjective terms. Jill Dolan, assistant borough attorney, stated there would be times when an employee might complain about wage conditions or other employee work terms, but suggested it would be best to address situations with specific examples of what was and was not allowed in the administrative regulations.

Board members agreed with Ms. Dolan; the policy should be general with the specifics outlined in the administrative regulations. Board members objected to the example included at the end of the section in Policy 811.2, I.2. They suggested including examples in the administrative regulations – which should be clear in how situations would be addressed.

Policies 811 – 811.2: Employee and Volunteer Use of Electronic and Social Media Communications (First Reading) (continued)

O'BRIEN MOVED, HULL SECONDED, TO REMOVE THE LANGUAGE AT THE END OF SECTION I. 2. IN POLICY 811.2, "SUCH AS DISCUSSIONS THAT SPEAK DEROGATORILY ABOUT STUDENTS, PARENTS, SUPERVISORS, OR COLLEAGUES" AND END THE SECTION AFTER THE WORD "EFFECTIVELY."

ADVISORY VOTES. 3 AYES (L. RICE, ZEMP, RIZK)
AMENDMENT CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Board members were in general agreement the balance between keeping students safe and maintaining the right to free speech for staff was difficult; it was a very murky area. Social media could be a very useful tool in extending the classroom but there needed to be guidelines regarding appropriate and inappropriate use. It was noted there were cases where a district was held liable for a personal comment made by a staff member. It could be challenging for staff to have to think about what they posted, but it was necessary to protect students and the district. Ms. Dolan noted there was value in Mr. Kind's comments regarding extending the classroom and believed the administration's intent was to provide guidance between extending the classroom and what could and could not get a staff member in trouble in regards to their employment when not acting as an agent of the district.

Board members wanted the policy to be clear that staff communications with students needed to be appropriate. Board members were not interested in taking away the right to free speech for staff. They were hopeful the administration, union leadership, and others would be monitoring the implementation of the policy as it moved forward.

The board voted on the main motion as amended.

ADVISORY VOTES. 3 AYES (ZEMP, RIZK, L. RICE)
MAIN MOTION AS AMENDED CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(O'BRIEN, HULL, S. RICE, DOMINIQUE)

7-8 English/Language Arts (ELA) Materials Adoption [2:39:51]

The 7-8 English/Language Arts (ELA) materials under consideration for adoption were provided to the school board at the May 12, 2015 meeting. The administration recommended adoption of *Study Sync*, McGraw Hill Education, Grades 7-8, 2014.

Board Priority: *Student learning is at the center of everything we do.*

S. RICE MOVED, O'BRIEN SECONDED, TO ADOPT THE *STUDY SYNC*, MCGRAW HILL EDUCATION, GRADES 7-8, 2014 AS THE 7-8 ENGLISH/LANGUAGE ARTS MATERIALS.

Peggy Carlson, executive director of curriculum and instruction presented a brief staff report.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

None

ADVISORY VOTES. 3 AYES (RIZK, L. RICE, ZEMP)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Adoption of the 2016-2017 & 2017-2018 School Calendars [2:43:08]

The administration presented the 2016-2017 and 2017-2018 proposed calendars at the April 21, 2015 meeting. The proposed calendars were put out for public comment. Based on the input received, the administration moved the October 2016 and October 2017 parent teacher conferences to include October 31, as to minimize disruption to instruction. The administration recommended adoption of the proposed 2016-2017 and 2017-2018 calendars, as submitted.

Board Priority: *Student learning is at the center of everything we do.*

O'BRIEN MOVED, HULL SECONDED, TO ADOPT THE 2016-2017 AND 2017-2018 SCHOOL DISTRICT CALENDARS.

Dr. Gaborik noted the calendar input received covered a wide spectrum of areas, but one area that was consistently mentioned was to move parent-teacher conferences to include Halloween, so as to lessen disruptions.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

It was clarified Halloween was October 31 of each year.

ADVISORY VOTES. 3 AYES (ZEMP, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Educator Evaluation System Adoption [2:47:01]

Updates regarding the Educator Evaluation System were presented at the March 24 and April 7, 2015 meetings.

Board Priority: *Student learning is at the center of everything we do.*

HULL MOVED, S. RICE SECONDED, TO ADOPT THE EDUCATOR EVALUATION SYSTEM.

Superintendent Dr. Karen Gaborik, Peggy Carlson, executive director of curriculum and instruction, and Tammy Smith, FEA president, provided a staff report on the Educator Evaluation System. Dr. Gaborik expressed her appreciation to Ms. Smith for the work she had done on the evaluation system. While Ms. Smith was at the end of her tenure as FEA president, she would serve as the chair to the Teacher Rights Committee.

Included in the board packet were copies of the certified staff evaluation instrument, process flow charts, and the evaluation summary form. The goal of the evaluation system, which was based on the Danielson model, was to improve student learning through teacher quality. Once the Educator Evaluation System process project was completed, it would increase student achievement and staff professional development. The process and work of the committee was based on student achievement.

Work on the evaluation system would continue as the program was implemented. The committee was working hard to be cognizant of the intent and consequences of each portion of the process. Conversations with principals would continue.

At 9:56 p.m., [2:55:40]

HULL MOVED, RICE SECONDED, TO SUSPEND THE RULES AND CONTINUE THE MEETING TO 10:30 P.M.

Asking for and hearing no objection, Vice President Dominique continued the meeting.

Educator Evaluation System Adoption (continued)

The educator evaluation was posted on the curriculum website. Principals would receive training on the evaluation document and process when they returned in the fall and staff would receive training at their buildings.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Board members asked about the parent input form and process. The administration explained it was still being developed and currently was being sent to schools for feedback. Public input was also being solicited. There was concern from the board that there was not a lot of notification to the public regarding the request for input. It was suggested the form be distributed more widely and to all parents. Mrs. Hull stated she would contact PTAs to get the word out. The form would be finalized by July 1.

Board members asked about the process for achieving evaluation ratings. Some members had heard concerns from teachers regarding the rating levels. The administration noted that even the most excellent teachers were not usually excellent in every area. The process would force staff to take a harder look at their teaching. There were three levels of rating: distinguished, proficient, and basic. Ratings were based upon an objective rubric which administrators would use in determining rating levels. Most teachers would be proficient and was what the district wanted. It was noted there was nothing wrong with being rated proficient. In the Danielson model, proficient was a very good teacher. Distinguished level was a very high level. There would be teachers with areas of distinguished, proficient, or basic. The committee and administration recognized the new process might be difficult until staff learned more about it.

Board members had questions regarding how a teacher could dispute a rating. The administration was still finalizing the process, but teachers had five working days to address concerns and could provide evidence from the rubric.

Board members expressed their appreciation for the work the committee had done and would continue to do.

ADVISORY VOTES. 3 AYES (L. RICE, ZEMP, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

2017 Capital Improvement Plan List [3:16:12]

The Alaska Department of Education and Early Development (DEED) required a board approved Capital Improvement Plan (CIP) be submitted annually by September 1 in order to be considered for state grant funding. The administration submitted the CIP for approval by the school board.

Board Priority: *Maintain excellent school facilities and manage capital improvement projects.*

HULL MOVED, RICE SECONDED, TO APPROVE THE 2017 CAPITAL IMPROVEMENT PLAN LIST.

Dave Norum, executive director of facilities management, reviewed the CIP list. Due to budget concerns, some projects had been reassessed and moved up or down on the list. The final phase of Barnette Magnet School's renovation was still at the top of the list. Some projects, like roofing projects, had been moved up because it was thought the projects might have a better chance of being funded. New roofs would also help with energy costs.

2017 Capital Improvement Plan List (continued)

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

A concern was raised about holes in Tanana Middle School's flooring. Mr. Norum explained the school had some moisture that had come up through the floor tiles but believed the holes had been repaired. Board members asked if there had been any other funding considerations found to complete Barnette's renovation. Mr. Norum stated nothing had been determined yet.

Board members appreciated the administration reviewing the projects and strategically moving them up and down on the list.

ADVISORY VOTES. 3 AYES (RIZK, L. RICE, ZEMP)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(HULL, S. RICE, O'BRIEN, DOMINIQUE)

At 10:27 p.m., [3:26:29]

RICE MOVED, HULL SECONDED, TO SUSPEND THE RULES AND
CONTINUE THE MEETING TO 11:00 P.M.

Asking for and hearing no objection, Vice President Dominique continued the meeting.

FY15 – FY19 Fairbanks North Star Borough School District Strategic Plan Adoption [3:26:46]

In conclusion of a semester of strategic planning, which included community and staff input, the FY15 – FY19 Fairbanks North Star Borough School District Strategic Plan was before the school board for adoption.

Board Priority: Develop long-term sustainability of overall district operations.

O'BRIEN MOVED, HULL SECONDED, TO ADOPT THE FY15 – FY19
FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT STRATEGIC
PLAN.

Dr. Gaborik noted the principal and management team input for the board's consideration.

Colonel Rice left the meeting at 10:28 p.m.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Board members were generally pleased with the strategic plan, making only a few minor revisions.

Amendment #1:

HULL MOVED, RICE SECONDED, TO AMEND THE STUDENT CENTERED
CORE VALUE LANGUAGE TO READ, "CENTER EVERYTHING WE DO ON
THE STUDENT AND STUDENT LEARNING" AND AMEND THE HIGH
EXPECTATIONS CORE VALUE LANGUAGE TO READ, "MAINTAIN HIGH
EXPECTATIONS AND EDUCATIONAL OPPORTUNITIES TO INSPIRE HIGH
ACHIEVEMENT."

FY15 – FY19 Fairbanks North Star Borough School District Strategic Plan Adoption (continued)

The board voted on the first amendment.

ADVISORY VOTES. 2 AYES (ZEMP, RIZK)
AMENDMENT #1 CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Amendment #2:

HULL MOVED, O'BRIEN SECONDED, TO AMEND THE LANGUAGE OF THE SECOND BULLET UNDER WEAKNESSES AND CHALLENGES FROM, "LACKING PARENT INVOLVEMENT" TO "INCONSISTENT PARENT INVOLVEMENT" AND TO AMEND THE LANGUAGE OF THE LAST BULLET UNDER THREATS FROM, "LOSS OF UNIVERSITY OR COMMUNITY JOBS DUE TO STATE BUDGET CUTS" TO "ECONOMIC IMPACT OF STATE BUDGET CUTS."

The board voted on the second amendment.

ADVISORY VOTES. 2 AYES (RIZK, ZEMP)
AMENDMENT #2 CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Amendment #3:

HULL MOVED, RICE SECONDED, TO AMEND THE STRATEGIC GOALS LANGUAGE ON #1 FROM "MOVING TO PERSONALIZED LEARNING" TO "PERSONALIZE LEARNING"; AMEND #2 TO INSERT THE WORD "ESTABLISH" BEFORE THE WORD "TRANSPARENT"; AND AMEND #3 FROM "INCREASE THE LEVEL OF INVOLVEMENT OF" TO "ENGAGE."

The board voted on the third amendment.

ADVISORY VOTES. 2 AYES (ZEMP, RIZK)
AMENDMENT #3 CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(S. RICE, O'BRIEN, HULL, DOMINIQUE)

Board members hoped the plan would be fully implemented. Superintendent Dr. Gaborik stated management team and principals had already begun their work on implementing the plan. The administration anticipated board work sessions for next year to be based on the strategic plan. The strategic plan would be part of the staff Welcome Back in the fall; there would also be a brochure available for handout.

Board members were very pleased with the strategic plan. Some members had heard from people on the importance of personalized learning. It would take some restructuring to provide families options, especially during the current budget climate, but the district needed to look at doing better things for students.

Board members were happy to hear about how the plan would be communicated to staff and the public; communication was key. It was also important they back up the plan with funding. Board members were very enthusiastic to share the strategic plan with the community.

FY15 – FY19 Fairbanks North Star Borough School District Strategic Plan Adoption (continued)

The board voted on the main motion as amended.

ADVISORY VOTES. 2 AYES (ZEMP, RIZK)

MAIN MOTION AS AMENDED CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES (O'BRIEN, HULL, S. RICE, DOMINIQUE)

INFORMATION AND REPORTS

Superintendent Report [3:42:03]

Board Priority: Student learning is at the center of everything we do.

Superintendent Dr. Gaborik had nothing further to report.

Administrative Regulation 1160 Facility Use Report [3:42:15]

Dave Norum, executive director of the facilities management department, reported on the recently adopted revisions to the building rental fee schedule and associated personnel fee rates in Administrative Regulation 1160 Facility Use Information, which would become effective July 1, 2015.

Board Priority: Develop long-term sustainability of overall district operations.

Mr. Norum stated the goal of the rate increase was to reduce the extra funding needed to subsidize the building rentals department. The rental process had recently went to an online reservation system and consequently was able to restructure the department and reduce one administrative secretary position. The intent of the department was not to make money, but to help reduce the amount of district subsidy. Mr. Norum stated user groups had been notified of the rate increase. He noted the borough was undertaking a similar revision.

BOARD QUESTIONS/COMMENTS

Board members felt the increased fees were reasonable. They appreciated the administration working to reduce the subsidy.

Summer Construction Update [3:51:44]

Dave Norum, executive director of facilities management, and Larry Morris, projects manager, provided an overview and update on summer construction projects.

Board Priority: Maintain excellent school facilities and manage capital improvement projects.

Ongoing summer projects included roof and exterior upgrades at University Park and Ticasuk Brown Elementary Schools; the demolition of Pennell Elementary on Eielson Air Force Base; flooring replacements at University Park, Ticasuk Brown, and North Pole Elementary Schools; work on phase 3 of Ryan Middle School; the renovation of the CTE wing at North Pole High School – which would be completed on August 1; and gas conversions throughout the district. At the completion of the 10 year project of gas conversions, there would be 13 schools that could be heated by either gas or oil. There would also be lighting upgrades and boiler repairs, which would pay for themselves in the next couple of years. The upgrades and maintenance repairs would help with efficiencies and energy costs.

At 10:58 p.m., [3:57:48]

HULL MOVED, RICE SECONDED, TO SUSPEND THE RULES AND CONTINUE THE MEETING TO 11:15 P.M.

Asking for and hearing no objection, Vice President Dominique continued the meeting.

Summer Construction Update (continued)

BOARD QUESTIONS/COMMENTS

Board members thanked Mr. Norum and Mr. Morris for their report and all the work being done through facilities management.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS [3:59:09]

Colonel Zemp announced the opening of Tanana Housing on Fort Wainwright. He reminded everyone of the upcoming celebration on Fort Wainwright scheduled for June 13; there would be special provisions for post entry. On July 7, there would be a change of command ceremony, as Colonel Zemp was transferring to a new assignment. Colonel Sean Williams would be assuming command. Colonel Zemp thanked the school district, borough, and community for the opportunity to share in the important work of the community and school district. He thanked all the advisory committee members for their work behind the scenes on policies and other materials before they ever came before the board.

Colonel Zemp spoke briefly on the strategic growth for both Eielson and Fort Wainwright, which would most likely increase the demographic of military children. Additional students would mean not only additional dollars, but additional diversity. Colonel Zemp asked the board to look at provisions for military families; there were a number of families looking for alternatives, but not necessarily finding them.

Colonel Zemp thanked board members for their service and all they did for the children in the Fairbanks community. He encouraged everyone to attend the military celebration in June and come out in July to welcome Colonel Williams.

Mr. Rice thanked Colonel Zemp and Colonel Rice for their service. Mr. Rice hoped everyone had a great summer. He wanted people to understand board members had the best interest of students at the forefront of everything they did. Mr. Rice appreciated and thanked everyone for all the work they did throughout the school year.

At 11:10 p.m., [4:10:07]

HULL MOVED, RICE SECONDED, TO SUSPEND THE RULES AND CONTINUE THE MEETING TO 11:30 P.M.

Asking for and hearing no objection, Vice President Dominique continued the meeting.

Mrs. Hull stated the Association of Alaska School Boards' advocacy committee was busy and actively advocating the legislature. She announced the State Board of Education would be meeting in Fairbanks later in the week. Mrs. Hull thanked Colonels Zemp and Rice for their service to the country and school district.

Mr. O'Brien echoed his appreciation to Colonel Rice and Colonel Zemp. He thanked the schools for their graduations – they were very special. He thanked the charter school staff for their reports. Mr. O'Brien reminded Ms. Smith and Ms. Matheis to provide their input regarding the social media policies.

Mr. Rizk congratulated all the awardees from earlier in the evening. The Regional Student Council had met in May and one of the topics was the new Educator Evaluation System; noting student input would be an important aspect of the process. Mr. Rizk thanked Colonel Zemp and Colonel Rice for their service on the board and wished them good luck in their next endeavors.

Superintendent Dr. Gaborik acknowledged the curriculum department for the professional development and credit opportunities they would be facilitating over the summer.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

Vice President Dominique, on behalf of the entire board, congratulated the 2015 Alaska FFA State Champions; Heather Demario as the Patricia Behring Teacher of the Year; Nicole Sarrazin-Strong as the 2015 Alaska History Teacher of the Year; Dan File as the 2015 FPA Elementary Principal of the Year; and Annie Keep-Barnes as the 2015 FPA Secondary Principal of the Year. She thanked Colonel Rice and Colonel Zemp for their service and wished them the best with their new assignments.

Vice President Dominique enjoyed the graduations and the talent showcased at district musical events. She would like to see the implementation of the Workplace Diversity Action and Strategic Plans as top district priorities. A lot of work had been done on both plans and it would be good to see something come from all the work. She thought an elemiddle magnet school pilot might be nice, along with some type of CTE program at Lathrop next year.

Vice President Dominique thanked union representatives Ms. Smith and Ms. Matheis, especially in regards to their comments and communications. She also thanked Ms. Vent for presenting the Board Diversity Committee Report, as well as the administration for all their work and many report presentations.

The meeting adjourned at 11:21 p.m.

Submitted by Sharon Tuttle, executive assistant to the Board of Education.