

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

Regular Meeting

MINUTES

August 4, 2015

President Haas called the meeting to order at 7:01 p.m. in the boardroom of the FNSBSD Administrative Center at 520 Fifth Avenue. Superintendent Dr. Karen Gaborik led the Pledge of Allegiance.

President Haas 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:

Heidi Haas, President
Wendy Dominique, Vice President
Sue Hull, Member
Michael O'Brien, Member
Sean Rice, Member
Richard Cole, Base Representative
Kobe Rizk, Student Representative

Absent:

Allyson Lambert, Treasurer
Lisa Gentry, Clerk
Sean Williams, Post Representative

Staff Present:

Dr. Karen Gaborik, Superintendent of Schools
Lisa Pearce, Chief Financial Officer
Sandra Kowalski, Assistant Superintendent of Elementary Education
Dan Schmidt, Assistant Superintendent of Secondary Education
Traci Gatewood, Executive Director of Human Resources
Kathie Wassmann, Executive Director of Special Education
Melanie Hadaway, Executive Director of Curriculum & Instruction
Janet Cobb, Executive Director of Technology
Sharice Walker, Director of Public Relations
Doreen Oliver, Director of Employment & Educational Opportunity
Helen Clark, Director of Federal Programs
Dan Domke, Director of Career and Technical Education
Heather Rauenhorst, Director of Grants & Special Projects
Sharon Tuttle, Executive Assistant to the Board

PRELIMINARY ITEMS

Staff Introductions [0:01:02]

Superintendent Dr. Karen Gaborik introduced Dan Schmidt, the new assistant superintendent of secondary instruction, and Sharice Walker, the new director of public relations. Dr. Gaborik also introduced Colonel Richard Cole, the board's new Eielson Air Force representative. Mr. Schmidt introduced Robyn Taylor, the new principal of Hutchison High School; Clarice Mingo, the new principal at North Pole High School; and Holly Cervin, the new director of BEST. Sandra Kowalski, assistant superintendent of elementary, made several introductions: Stacey Stansell – Anderson Elementary School principal; Barbara Wiley – Arctic Light Elementary School interim principal; Joanne Vanfleteren – Badger Road Elementary principal; LaLaunie Whisenant – Joy Elementary School principal; Teresa Tomlinson – Two Rivers School head teacher; and Tori Brannan – Salcha Elementary School head teacher. Traci Gatewood, executive director of human resources, introduced Doreen Oliver, the new director of employment and educational opportunity.

Preliminary Items (continued)

District Retirees [0:16:44]

President Haas recognized and congratulated district retirees who had retired since the last board meeting:

Kathy Beebe, Tanana Middle	Michele Jeglum, Districtwide
Kathrin Brick, Ladd Elementary	Cindy Jones, BRIDGE
Ellis Chapman, Facilities Management	Richard Jones, Joy Elementary
Mary Christiansen, North Pole High School	Joan Knight, Tanana Middle School
Patricia Cromer, Ben Eielson Junior-Senior High	Janet Madsen, West Valley High
Cheryl Dick, Denali Elementary	George Morun, Facilities Management
Nancy Duso, Weller Elementary	Mary Colleen Smith, Barnette Magnet
Lesley Gebhart, Arctic Light Elementary	Nancy Stark, Nordale Elementary
Felicity Hall, Denali Elementary	

AGENDA [0:18:51]

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

The following consent items were moved:

accepted the Monthly Management Reports for May 2015 and June (pre-audit) 2015.

approved the minutes from the two special meetings on June 1; the regular meeting on June 2; and the special meetings on June 8, 15, and 18, 2015, as submitted.

awarded IFB 16-F0001 Boiler Retube at Tanana Middle School and Woodriver Elementary School to JAFFA Construction for \$41,644.

approved Budget Transfer 2015-165: Curriculum Language Arts Textbooks in the amount of \$61,872.

approved Budget Transfer 2015-167: Curriculum Math Textbooks and Social Studies & Guidance Expenses in the amount of \$75,616.

approved Budget Transfer 2015-168: Curriculum Language Arts Textbooks in the amount of \$145,925.

approved Budget Transfer 2015-169: Special Education in the amount of \$38,316.

approved Lathrop High School's request to raise funds to send its orchestra students to Los Angeles, California, March 12-18, 2016, where students will perform at Disneyland, at no cost to the district.

accepted the gift of \$1,000 from Martha Roth to the Fairbanks North Star Borough School District to support districtwide programs.

accepted the gift of \$1,000 from the Eielson AFB Officer Spouses' Club to Ben Eielson Junior-Senior High School to support Eielson's Distributive Education Clubs of America (DECA) program.

Consent Agenda (continued)

accepted the gift of \$1,882.61 from the Lathrop Soccer Booster Club to Lathrop High School to support the school's girls' soccer program.

accepted the gift of \$2,864.87 from the Lathrop High School Boys' Soccer group to Lathrop High School to support the school's boys' soccer program.

accepted the gift of \$6,320 from the Malemute Football Booster Club to Lathrop High School to support the school's football program.

approved the Personnel Action Report for the period June 3 – August 4, 2015.

acknowledged the Personnel Information Report for the period June 2 – July 23, 2015.

acknowledged the Superintendent's Budget Transfer Report for transfers after the June 2 school board meeting and through the end of June 2015.

acknowledged the Long Term Suspension & Expulsion Report for the 2014-2015 school year, as of June 1, 2015.

acknowledged the Board's Reading File.

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 2 AYES (COLE, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES
(RICE, O'BRIEN, HULL, DOMINIQUE, HAAS)

PUBLIC COMMENT ON NONAGENDA ITEMS [0:22:48]

President Haas called for public testimony. Hearing none, testimony was closed.

OLD BUSINESS

Revised Resolution 2016-01: Adoption of the 2015-16 School District Approved Budget [0:23:33]

School Board Resolution 2016-01: Adoption of the 2015-16 School District Approved Budget was being revised to reflect the budget adjustments the board took action on at their June 18, 2015 special meeting.

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

RICE MOVED, HULL SECONDED, TO APPROVE REVISED RESOLUTION
2016-01: ADOPTION OF THE 2015-16 SCHOOL DISTRICT APPROVED
BUDGET.

The FTEs (page 1, second column of numbers under "Appropriation by Function" section) were not updated on the first page of the resolution in the agenda. Everything else in the resolution remained unchanged. The administration provided a revised version for the board's consideration.

HULL MOVED, O'BRIEN SECONDED, TO AMEND THE MAIN MOTION TO
SUBSTITUTE THE FIRST PAGE OF REVISED RESOLUTION 2016-01:
ADOPTION OF THE 2015-16 SCHOOL DISTRICT APPROVED BUDGET AS
PRESENTED IN THE AGENDA, WITH THE ADMINISTRATION'S UPDATED
COPY OF PAGE ONE OF RESOLUTION 2016-01.

Revised Resolution 2016-01: Adoption of the 2015-16 School District Approved Budget (Continued)

Asking for and hearing no objection, President Haas moved the substitute document accepted.

Superintendent Dr. Karen Gaborik and Lisa Pearce, chief financial officer, provided the staff report.

PUBLIC COMMENTS

None

No board discussion.

ADVISORY VOTES. 2 AYES (RIZK, COLE)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES
(DOMINIQUE, RICE, O'BRIEN, HULL, HAAS)

NEW BUSINESS

Policy 236: Committees of the Board (First Reading) [0:26:30]

The school board wished to convene a standing committee on parent engagement. The administration submitted a revision to Policy 236: Committees of the Board, which would amend the policy to include a standing committee on parent engagement.

Board Priority: Active partnerships with the parents and community are essential to support successful student learning.

RICE MOVED, O'BRIEN SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 236: COMMITTEES OF THE BOARD.

Dr. Gaborik explained the first step in determining the committee was to place it in policy.

PUBLIC COMMENTS

None

Board discussion ensued. The board requested a draft of the committee's makeup and how committee members would be appointed. The administration would draft something for the board's consideration; as it was a board committee.

ADVISORY VOTES. 2 AYES (RIZK, COLE)
MOTION CARRIED BY ROLL CALL VOTE. 4 AYES (HULL, RICE, O'BRIEN, HAAS);
1 NAY (DOMINIQUE)

Policy 263: Teleconference Participation in Meetings (First Reading) [0:32:23]

The school board requested the administration draft a revision to School Board Policy 263: Teleconference Participation in Meetings, which as originally adopted in September 2014, authorized participation via teleconference at regular meetings. The administration submitted for the board's consideration the revision, which expanded the policy to authorize teleconference participation at special meetings as well.

Board Priority: Use technologies, including PowerSchool Premier, to enhance learning, monitor student progress, involve parents, enhance communication, and maintain efficient district operations.

Policy 263: Teleconference Participation in Meetings (First Reading) (continued)

HULL MOVED, RICE SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 263: TELECONFERENCE PARTICIPATION IN MEETINGS.

PUBLIC COMMENTS

None

Board discussion ensued.

ADVISORY VOTES. 2 AYES (COLE, RIZK)
MOTION CARRIED BY ROLL CALL VOTE. 4 AYES (O'BRIEN, HULL, RICE, HAAS);
1 NAY (DOMINIQUE)

INFORMATION AND REPORTS

Superintendent Report [0:39:27]

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

Superintendent Dr. Gaborik reported on several items.

- Strategic Plan – action planning work was being done with principals, management team, and executive directors. Work with OnStrategy continued, building and organizing the action plan and track progress. The strategic plan and district budget would be the foundations of board work sessions. Dr. Gaborik provided board members a draft copy of the FY15-FY19 Strategic Plan Communication Document, which would come before the board for action at the September 1 meeting.
- Administration Center – reorganization of the Administrative Center and responsibilities continued. Dr. Gaborik provided board members with a new organizational chart.
- Training Specialist – board members were provided with a written overview of the position and current work to date.
- Fair Booth – would be focused on BEST, but district information would still be available.
- BEST/Independent Learning Center – a report was scheduled for the September 1 board meeting. BEST and the Independent Learning Center would also be topics of the work session discussion on August 31.
- Policy Review/Update/Writing Process – Dan Schmidt would be overseeing policies, but individual departments were assigned to chapters/groups of policies. Departments would be responsible for drafting the policies.
- Attendance Policy/AR – the revised policy and administrative regulations were near completion and would be distributed soon. Assistant Superintendents Sandy Kowalski and Dan Schmidt would serve as the code enforcement officers, as the district no longer had safety officers.
- Bus Transportation – First Student reported they were short approximately 25 drivers, as of last Friday. Would know by August 10 what they would realistically have for the start of the school year.

Superintendent Report (continued)

- Staffing – districts across the state were having difficulty filling positions and the Fairbanks school district was no exception. There were approximately 21 teacher and 40 ESSA positions still to be filled. Mr. O'Brien asked about the district's layoff list. Dr. Gaborik reported only one person remained on the layoff list. Mrs. Dominique asked about the Grow Our Own program. Dr. Gaborik stated UAF was willing to help, but was finding it difficult to find people interested in education – a problem shared throughout the country. Mrs. Hull noted it would also be a topic of focus for the State Board of Education.
- Staff Welcome Back Event – August 14 would be the staff Welcome Back event at Hering Auditorium, beginning at 8:00 a.m.
- Concussion Summit – summit was held recently, hosted by Dr. Keller, with over 100 attendees.
- Wireless Access Points (WAPs) – a lot of work was being done on WAPs. Goal was to install WAPs in every classroom.
- New District Website – scheduled to go live on August 6.
- New District email – the district rolled out a new email program, Outlook, in late June.
- Online Student Registration – the district was utilizing a new online student registration tool this year. Should be a big help to parents, especially military families who would not have to wait until they arrived in town to start the registration process. The online process was for registering, not scheduling.
- DoDEA Grant – the district was awarded \$1.5 million from the Department of Defense to fund a 1 to 1 program at military connected schools.
- Board Room Upgrades – upgrades were being made to the board room to enhance board meeting communications, including the installation of monitors. Work on the audio system would continue.

PUBLIC COMMENTS

None

Superintendent Evaluation Tool [1:06:15]

Board members Allyson Lambert and Sue Hull drafted a superintendent evaluation tool for the board's use.

Board Priority: Quality education requires highly motivated, skilled, supportive teachers, administrators, and support staff.

President Haas stated she and Dr. Gaborik both reviewed the document and thought it was a great document. Mrs. Hull stated work on the document had originally started under the previous superintendent and most the language was taken from the previous evaluation document. Some changes were made to the standards to be certain all areas were covered, along with some minor language changes.

PUBLIC COMMENTS

None

Superintendent Evaluation Tool (continued)

Board discussion ensued. The board reached consensus to conduct an informal mid-year review of the superintendent, utilizing the new evaluation standards listed with room for board comments. Board comments would be compiled. The board would then have an informal conversation with the superintendent on the input received. There would be no formal mid-year evaluation document; the formal evaluation document would be used for the end of the year review.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS [1:18:14]

President announced upcoming board meetings:

- Special Meeting, August 10 at noon for student discipline
- Staff Welcome Back, August 14 at 8:00 a.m. at Hering Auditorium
- Special Meeting, August 18 at noon for student discipline
- Special Meeting, August 31 at 5:30 p.m. for student discipline and ESSA, FPA, & FEA Negotiations
- Work Session, August 31 at 6:30 p.m. regarding the assessment and the strategic plan, including BEST, the Independent Learning Center, and magnet schools.
- Regular Meeting, September 1 at 7:00 p.m.

President Haas announced the social media policy that had come before the board in June for first reading was going back for further additional significant review through legal, representative groups, the administration, and possibly the Policy Review Committee. It would come back before the board for first reading at a later date after it had been fully vetted.

President Haas was looking at October 24 or November 14 as possible dates for board training. Mrs. Hull would have difficulty attending October 24. She suggested waiting until November after the election and the seating of new board members.

President Haas asked board members to provide their availability for October 24 and November 14 for a board retreat/training.

On behalf of the entire board, President Haas welcomed all the new administrators, staff, and Colonel Cole.

Colonel Cole was excited to serve on the board. He had a bachelor's degree in elementary education and a master's in adult education. In regards to hiring, he would help to get the word out to the military community regarding employment opportunities in the school district.

Mr. Rice welcomed Colonel Cole and all the new staff.

Mrs. Hull welcomed Colonel Cole. She reported the Policy Review Committee had not met since last school year, but she had received input and requests from some board members regarding a few policies: adding the word "intent" to distribution of controlled substances; graduation wear; and student access to charter schools. She thought the board could change policy to state a charter school would need to reflect the demographics of the district. Their lottery process could be geared around those demographics. Mrs. Hull was pleased to hear the social media policy was undergoing further review.

Mrs. Hull provided a State Board of Education report. The AMP scores would be released soon. Work would need to be done to get the message out about the change in scores. The state board would be focused on three strategies: preserving local control; modernizing the system; and teacher quality retention and recruitment, which could be used as a means to help inspire hope, in light of the state's fiscal reality.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

Mrs. Hull reported on the summer AASB meeting where the vision and strategic plan were worked on. She appreciated President Haas sending out the AASB resolutions for consideration. The meeting included a budget presentation by the commissioner of revenue regarding the realities of the state's budget. She would forward the ISER report to board members. Mrs. Hull encouraged board members to run for the AASB board. Large districts sometimes had more than one representative. She announced she would not be running for reelection next year and consequently, would no longer be on the AASB board.

Mrs. Hull hoped the board would start meeting with the assembly on the budget soon. She noted the hard work and long hours of management team staff and suggested mandatory attendance at board meetings be reconsidered. Mrs. Hull was looking forward to the rollout of the strategic plan. She thought it would be good to find out what individualized learning meant to people. People were excited about expanded educational opportunities, such as dual credit.

Mrs. Dominique welcomed Colonel Cole and the new administrators. She had attended the Mayor's Reception at the Pipeline Training Center. If board members were interested in a copy of the disk of information she received at the reception, she would be happy to share. Mrs. Dominique had recently attended and spoke at the Women's Equality Brown Bag Luncheon. The ceremony in recognition of Women's Equality Month was scheduled for August 25 at 3:00 p.m. at the Physical Fitness Center. She thanked Steve Zanazzo, Tyrone Oates, and Christopher Dean for nominating her son to the Alaska Sports Hall of Fame. It was a great honor.

Mrs. Dominique explained why she voted no on the policies. It was difficult to find people to serve on the committees the board already had. She did not think telephonic participation allowed for board members' full participation – it was difficult to hear. When she first came on the board, the idea of participating by phone was frowned upon. The presence of a board member was important. If a board member was not available for meetings, perhaps they needed to look at their availability.

Mrs. Dominique was looking forward to the discussion on magnet schools. She agree the policies for charter schools and magnet schools may need to be changed regarding diversity. Mrs. Dominique was looking forward to all the new things happening in the district. Dr. Gaborik was bringing a lot of new and exciting programs and ideas to the district.

Mr. O'Brien agreed to the importance of starting work on the budget earlier and collaborating with the borough more often and sooner, rather than later. It was distressing to hear about all the vacancies. Mr. O'Brien thought the district needed to look at growing their own, as well as taking care of long-term employees. He welcomed Ms. Oliver; her experience and qualifications were just what the district was looking for. Mr. O'Brien welcomed Colonel Cole to the school board.

In regards to upcoming policies, Mr. O'Brien would like to see the Policy Review Committee consider something in regards to parameters for employees housing non-custodial students.

Mr. Rizk welcomed Colonel Cole. School would be starting soon. He encourage board members to attend a high school Ignition Day – it was a great program.

Superintendent Dr. Gaborik announced the first day of school for students in grades 1-9 and new students to the district in grades 10-12 was August 18. Returning students in grades 10-12 started the next day – August 19. She encouraged parents and students to utilize the district's many communication tools. The district's new website would be going live soon.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

Mrs. Hull asked about the search capability of policies. Dr. Gaborik stated the documents were still pdf. They would be somewhat searchable. They could get to the chapter, but not the specific topic within the policy.

President Haas thanked Mrs. Hull for the policy information. She voiced her concerns about a standing Parent Engagement Committee – she knew it was difficult for people to take the time to attend meetings. Parent engagement was critical for the district, but the board may need to look at all options. She would be interested in seeing a draft of the makeup of committee from the administration.

President Haas reminded everyone to be watching for students at bus stops and walking and riding bikes to school. She wished everyone a safe start to the new school year.

The meeting adjourned at 8:52 p.m.

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