

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

Regular Meeting

MINUTES

November 3, 2015

President Haas called the meeting to order at 7:00 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. Pearl Creek Elementary School's Advanced Band led the Pledge of Allegiance and performed for the school board under the guidance of Allison Mogensen, band director.

President Haas read the district's mission statement: *"Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society."*

Present:

Heidi Haas, President
Lisa Gentry, Vice President
Allyson Lambert, Treasurer
Michael O'Brien, Clerk
Wendy Dominique, Member
Sue Hull, Member
Richard Cole, Base Representative
Kobe Rizk, Student Representative

Absent:

Sean Rice, Member
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
Dave Norum, Executive Director of Facilities Maintenance
Kathie Wassmann, Executive Director of Special Education
Melanie Hadaway, Executive Director of Curriculum & Instruction
Janet Cobb, Executive Director of Technology
Alisen Paez, Director of Labor Relations
Sharice Walker, Director of Public Relations
Sharon Tuttle, Executive Assistant to the Board

PRELIMINARY ITEMS

ASAA/First National Bank Alaska 2015 Tennis State Champions [0:04:50]

Teresa Sample and Trent Chiu, West Valley High School students, won the mixed doubles title at the ASAA/First National Bank Alaska 2015 Tennis State Championship, held in Anchorage last month. Milo Griffin, West Valley tennis coach, made the presentation. Mr. Chiu was unable to attend the meeting.

2015 ASAA First National Bowl Small Schools State Football Champions [0:06:45]

Ben Eielson High School Football Team won the 2015 ASAA First National Bowl Small Schools State Football Championship last month in Anchorage. David DeVaughn, Ben Eielson teacher and head football coach, made the presentation.

2015 ASAA First National Bowl Small Schools State Football Champions (continued)

Ryan Armour	Scott Fry	Zachary Paul
Kevin Baird	Evan Gaiss	Deven Perez
Taylor Benjamin	Antonio Griffith-Keaton	Jonah Quitog-Abeyta
Jeramiah Brown	Mathew Gustafson	Brock Renson
Kim Cinco	Christopher Kilpatrick	Dillon Scarboro
James Davis	William Makinen	Matthew Scarboro
Jiro Dobashi-Noa	Jaydenn Manibusan	Brian Searles
Masami Dobashi-Noa	Jonathan McIntosh	Jonathon St. Andre
Kalib Dunlap	Travis Moore	Devon Sundy
Austin Edson	Andrew North	Caleb Velez
		Jack Winkler

ESP of the Month [0:12:37]

Sunae Rush, North Pole High School lead custodian, was recognized as the Extra Special Support Staff Person for November 2015. Clarice Mingo, North Pole High School principal, made the presentation.

Spotlight: Pearl Creek Elementary School [0:16:10]

Katherine LaPlaunt, Pearl Creek principal, Brooke Freeburg, primary resource teacher, and Kjersten Bartusch, counselor, presented a spotlight on Pearl Creek Elementary School. With so many wonderful things happening at the school, there were many things that could be highlighted, such as the school's garden. Ms. LaPlaunt offered the analogy of the garden's growth cycle to student growth. The garden provided a welcoming display at the beginning of each school year and facilitated multiple lessons and opportunities for art, science, and social gatherings.

Ms. Freeburg highlighted the school's special education program and school team. Her students were amazing and seeing her students' progress really excited her. She shared about her class's Fall Feast, which amounted to a full-course turkey dinner, serving 50+ people, including Dr. Gaborik. Wanting to do something for the community, her class decided to help out the animal shelter. The students organized a fundraiser that raised over 2,000 pounds of pet food that was delivered to the animal shelter. In preparing for her report, Ms. Freeburg explained to students about the school board and the responsibilities of school board members. The students made beautiful cards filled with a "good" piece of chocolate for each board member.

Ms. Bartusch spoke to an exciting program offered at Pearl Creek, *Girls on the Run*. The school partnered with the Interior Alaska Center for Non-Violent Living to offer the school as a host site for the program. *Girls on the Run* was an international program that inspired young girls to be joyful, healthy, and confident through dynamic and engaging lessons, coupled with exercise. The group of girls, ages 8-11, met twice a week for approximately 90 minutes. The meetings began with lessons that encouraged positive emotional, social, mental, and physical development, followed by running games that were designed to inspire and encourage life-long health and fitness. The girls trained to complete a 5-K run, which would give them the confidence that came through accomplishment and a framework for setting and achieving life goals.

Ms. Bartusch has seen the girls grow throughout the program. The girls would complete their 5-K run on Sunday, December 13, 2015 at the Big Dipper Ice Arena. The event is open to the community and everyone was encouraged to come cheer on the *Girls on the Run*.

BOARD QUESTIONS/COMMENTS

President Haas thanked Ms. LaPlaunt, Ms. Freeburg, and Ms. Bartusch for their report and encouraged them to send the board an invitation. She also thanked them for the beautiful cards and chocolate.

AGENDA [0:25:35]

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

The following consent items were moved:

approved the minutes from the regular meeting on October 6; and the special meetings on October 12 & 20, 2015, as submitted.

approved Barnette Magnet School's request to raise funds to send middle school students to Kenai, Alaska, May 2-8, 2016, where students will expand their knowledge in STEM and experience hands-on interaction with the costal environment, at no cost to the district.

approved Lathrop High School's request to raise funds to send the ballroom dance team to Orange County, California, February 10-16, 2016, to compete in the California Open Dance Sport Competition, at no cost to the district.

approved Lathrop High School's request to raise funds to send choir students to New York, New York, March 23-28, 2016, where students will perform at Carnegie Hall, at no cost to the district.

approved North Pole High School's request to raise funds to send students to Italy and Greece, March 10-19, 2016, where students will participate in historical tours in both countries, at no cost to the district, and if the State Department issues travel warnings, students will not travel.

accepted the gift of \$5,000 from North Pole Physical Therapy to Ben Eielson Junior-Senior High School to help fund an athletic trainer.

accepted the gift of \$2,150 from Northern Area Aquatics to Lathrop High School to support the school's swim team program.

accepted the gift of \$2,150 from Northern Area Aquatics to West Valley High School to support the school's swim team program.

approved the Personnel Action Report for the period October 14-23, 2015.

acknowledged the Personnel Information Report for the period October 14-23, 2015.

acknowledged the Superintendent's Budget Transfer Report for November 3, 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. 6 AYES

(O'BRIEN, HULL, GENTRY, LAMBERT, DOMINIQUE, HAAS)

PUBLIC COMMENT ON NONAGENDA ITEMS [0:28:44]

Yatibaey Evans, 520 Fifth Avenue, ANE coordinator, spoke to her recent selection as the president of the National Indian Education Association (NIEA) – the first person from Alaska to hold the position. Ms. Evans shared her appreciation for her selection and shared some personal memories. She was excited to represent Alaska and would impart the needs of Alaska to Washington, D.C. and beyond. Last year, the group started to explore options and advocate for

PUBLIC COMMENT ON NONAGENDA ITEMS (continued)

the return of the Bureau of Indian Education to Alaska. Over the next few years, NIEA would be working on becoming a resource center focusing on providing educators and parents the tools to ensure students had the best possible education. Ms. Evans presented board members with a gift of homemade jam as a thank you for all their hard work.

President Haas congratulated Ms. Evans on her selection as NIEA president.

Bill Wright, 717 Farmers Loop Road, United Way executive director, thought it was a great night to be part of the school district with the great music and all the student recognition. He was proud of the Fairbanks community and proud to be part of it. Mr. Wright spoke in support of Ms. Evans and to her service on the United Way Board. He could not be more proud to be associated with Ms. Evans and the work she did at the school district and to make the community a better place for everyone. Mr. Wright knew Ms. Evans would do a great job as NIEA president.

President Haas thanked Mr. Wright for his testimony and his work with the United Way and its agencies to better the community.

Dr. Sean Topkok, 4783 Drake Street, UAF assistant professor and previous school district employee, appreciated the Pearl Creek musical performance. Dr. Topkok spoke to the importance of music in his life and how it helped him graduate from high school and go on to earn his doctorate. As Mr. Wright had testified, he too, was proud to be a member of the Fairbanks community. Dr. Topkok added his congratulations and support for Ms. Evans. She had worked hard locally, statewide, and nationally. On behalf of many, Dr. Topkok congratulated Ms. Evans. He hoped Ms. Evans' work would help to show students their potential to do great things on behalf of Fairbanks and internationally.

Amelia Topkok, 4783 Drake Street, congratulated Ms. Evans. Ms. Topkok noted she had been on the hiring committee when Ms. Evans was hired as the Alaska Native Education coordinator. She was extremely proud of Ms. Evans' hard work. It was exciting to see a Native woman from Fairbanks elected to a national board of a large organization. It was also exciting to see Ms. Evans' leadership and involvement in so many activities. Ms. Evans had always been a youth advocate and her example would show students of the potential possible if one applied themselves. Ms. Topkok was very proud of Ms. Evans.

Tanya and Skye Kaquatosh, 2015 Bridgewater Drive, mother and daughter and Anne Wien Elementary parent and student, thanked the board for their support of Ms. Evans. They added their appreciation to Ms. Evans for stepping up and making the great connections for students. Ms. Kaquatosh also served as the vice chair of the Alaska Native Education Parent Advisory Committee and on behalf of the committee, wanted to thank the school board for supporting Ms. Evans in her past roles and in her new role as NIEA president. She also thanked Ms. Evans for stepping up and making great connections for students.

OLD BUSINESS

Included in the Consent Agenda.

NEW BUSINESS

Resolution 2016-07: American Education Week [0:43:20]

Resolution 2016-07 recognized American Education Week and proclaimed the week of November 16-20, 2015 for educators, parents, and community partners to celebrate excellence in district schools.

Resolution 2016-07: American Education Week (continued)

Core Value/Goal: Student-Centered: Center everything we do on the student and student learning.

LAMBERT MOVED, GENTRY SECONDED, TO APPROVE RESOLUTION 2016-07: AMERICAN EDUCATION WEEK.

Mrs. Lambert read the resolution for the public record.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

President Haas was excited about American Education Week and had a goal to visit each of her children's classrooms. She encouraged all parents to do the same if they could.

ADVISORY VOTES. 2 AYES (RIZK, COLE)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES
(LAMBERT, GENTRY, HULL, DOMINIQUE, O'BRIEN, HAAS)

Policy 423.2: Budget Planning (First Reading) [0:47:19]

Administration recommended Policy 423.2: Budget Planning be revised to align to the district's new budget development process.

Core Value/Goal: Effective Communication: Establish transparent and consistent communication to increase student, parent, staff, and community connectedness with the district.

GENTRY MOVED, HULL SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 423.2: BUDGET PLANNING.

Superintendent Dr. Gaborik explained the change in policy was to align the policy to the district's new budget process.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Board discussion ensued. The subject of allowing or not allowing for public testimony during the Citizen Budget Review Committee meetings was raised at a previous board work session and was brought forward for the board's action. Board members expressed opposition and concern to limiting public input in the budget process. It was also noted the first and second paragraphs of the proposed policy contradicted each other – one referenced a developed budget and the other referenced developing the budget.

The intent of the new budget process was to have the committee provide more input prior to the superintendent developing the budget and to provide input again after the Proposed Budget was released. The administration's intent was to allow for more input in the development of the budget.

ADVISORY VOTES. 2 NAYS (COLE, RIZK)
MOTION FAILED UNANIMOUSLY BY ROLL CALL VOTE. 6 NAYS
(O'BRIEN, LAMBERT, GENTRY, HULL, DOMINIQUE, HAAS)

Selection of Chief Negotiator for the Continuation of the Education Support Staff Association (ESSA) Negotiations and the Commencement of the Fairbanks Principals' Association (FPA) and the Fairbanks Education Association (FEA) Negotiations [1:13:18]

State statute provided that before commencing bargaining, the school board would provide opportunities for public comment on the issues to be addressed in the collective bargaining process. Therefore, the school board was providing a formal opportunity for public input on salaries, benefits, and any other contractual issues prior to beginning negotiations with the Fairbanks Principals' Association (FPA) and the Fairbanks Education Association (FEA), and continuing negotiations with the Education Support Staff Association (ESSA), at any regular school board meeting. The public was also invited to send written comments to the School Board Office, 520 Fifth Avenue, Fairbanks, Alaska 99701-4756.

The current contracts between FPA, FEA, and the district would expire on June 30, 2016. The contract between ESSA and the district expired on June 30, 2015. In order to begin negotiations with FPA and FEA, and continue negotiations with ESSA, the school board needed to name a chief negotiator. Alisen Paez, the district's director of labor relations, was recommended to serve as the school board's chief negotiator.

Core Value/Goal: Organizational Support: Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive.

LAMBERT MOVED, GENTRY SECONDED, TO NAME ALISEN PAEZ, DIRECTOR OF LABOR RELATIONS, AS CHIEF NEGOTIATOR FOR THE SCHOOL BOARD IN ITS NEGOTIATIONS WITH THE FAIRBANKS PRINCIPALS' ASSOCIATION, THE FAIRBANKS EDUCATION ASSOCIATION, AND THE EDUCATION SUPPORT STAFF ASSOCIATION.

Traci Gatewood, executive director of human resources, introduced Ms. Paez and pointed out her work history and resume in the agenda.

President Haas welcomed Ms. Paez to the school district.

Ms. Paez thanked the board for making her a part of the team. She would do her best to complete the duties assigned to her.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

None

ADVISORY VOTES. 2 AYES (RIZK, COLE)

MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES (DOMINIQUE, O'BRIEN, LAMBERT, GENTRY, HULL, HAAS)

Lobbyist Contract Approval [1:18:15]

The lobbyist contract with John Ringstad ended June 30, 2015. If it was the school board's intent to extend a contract for the remainder of the current school year, a new contract would need to be approved for the period November 3, 2015 through June 30, 2016, at a cost of \$36,000.

Core Value/Goal: Student-Centered: Center everything we do on the student and student learning.

Lobbyist Contract Approval (continued)

HULL MOVED, DOMINIQUE SECONDED, TO APPROVE THE LOBBYIST CONTRACT FOR JOHN RINGSTAD FOR THE PERIOD NOVEMBER 3, 2015 THROUGH JUNE 30, 2016, AT A COST OF \$36,000.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

A question was raised about the amount of the contract and if it should be increased. The proposed contract was the same amount as last year. Board members expressed their appreciation to Mr. Ringstad for his work.

ADVISORY VOTES. 2 AYES (RIZK, COLE)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES
(HULL, DOMINIQUE, O'BRIEN, LAMBERT, GENTRY, HAAS)

INFORMATION AND REPORTS

Superintendent Report [1:23:04]

Superintendent Dr. Gaborik provided a superintendent report.

Core Value/Goal: Effective Communication: Establish transparent and consistent communication to increase student, parent, staff, and community connectedness with the district.

Dr. Gaborik provided an update on the Alaska Measures of Progress (AMP) results. Principals would be able to see the results on Wednesday and reports would be mailed to parents in mid-November. Electronic copies would be available sooner. Dr. Ellis Ott, research associate and accountability coordinator, would be analyzing the results and Dr. Gaborik hoped to be able to share the results with the board soon. A full report should be available in late November or early December.

Dr. Gaborik explained the Student Learning Objectives (SLOs) were tied to the new evaluation system. SLOs were the objectives teachers set to determine student growth.

Dr. Gaborik spoke to the budget process. Principals were facilitating conversations with staff about the budget during staff meetings. They would be soliciting staff priorities. Dr. Gaborik was also working with FPA on a principal focus group, her executive director team, and the CFO, as she developed her Proposed Budget. Her intent was to have a better-informed and higher quality budget process.

Dr. Gaborik thanked Mrs. Hull for inviting her to the personalized learning conference. There was a lot of valuable information, which she would be sharing at the November 30 work session.

BOARD QUESTIONS/COMMENTS

Board member discussion ensued. Item for discussion only; no action required. Board members asked about Student Learning Objectives (SLOs). They voiced their appreciation to Dr. Gaborik for seeking and including more stakeholder input in the budget process. There was a request for parent-teacher conference attendance data.

Facilities Rentals/User Fees Report [1:39:45]

The board, at its October 5, 2015 Work Session on Facilities Rentals/User Fees, asked the administration to revisit the facilities rentals/user fees. Dave Norum, facilities management executive director, reviewed the administration's revised rentals/user fees.

Core Value/Goal: Effective Communication: Establish transparent and consistent communication to increase student, parent, staff, and community connectedness with the district.

Dr. Gaborik reported she had met with her administrative team and there was agreement that it did not make sense to utilize volunteers as event monitors for a variety of reasons. The administration planned to reduce the increase in monitor fees to 15 percent and continue to increase rates gradually. They would also be looking at other options such as not utilizing Sundays and OT rates.

Dave Norum, executive director of facilities, reiterated Dr. Gaborik's concerns regarding utilizing volunteers and providing them with keys to the buildings. He believed the decrease in the increase to monitor fees to 15 percent was reasonable and a good place to start. He suggested additional increases over time might be needed until the costs were covered.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Board member discussion ensued. Item for discussion only; no action required. Board members appreciated the administration's work on the rental fees. It was requested the administration examine ways to eliminate the use of overtime for covering events, perhaps by hiring part-time or temporary staff or utilizing a rotating schedule. The administration was also asked to speak with the borough about helping with expenses or staff coverage for events since the buildings were borough buildings and used for community events.

The revised rental/user fees would be in place for the current year and work would continue on the issue.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS [2:07:25]

On behalf of the entire board, President Haas thanked the Pearl Creek Advanced Band for their wonderful musical performance, and Ms. LaPlaunt, Ms. Freeburg, and Ms. Bartusch, for the spotlight on Pearl Creek Elementary School. President Haas congratulated Ms. Sample and Mr. Chiu for their mixed doubles tennis championship, along with the Ben Eielson High School Football Team for their state championship. She thanked the administration for their work and report presentations. She congratulated Ms. Rush for her ESP award and Ms. Evans for her new position as NIEA president. President Haas encouraged everyone to celebrate American Education Week. She announced upcoming events and meetings:

- Partners in Education Breakfast, Friday, November 6 at 7:00 a.m. at Randy Smith Middle School
- Work Session: CBRC 2016-17 Budget Report, Monday, November 16 at 7:30 p.m.
- Regular Meeting: Tuesday, November 17 at 7:00 p.m.

President Haas reminded board members to check their calendars and invited them to join her and Dr. Gaborik on Thursday mornings when they worked on upcoming agendas.

Colonel Cole thanked Dr. Gaborik for the grant providing technology in military related schools. If the data found the added technology was beneficial to 1st to 4th graders, he hoped the district would look for a grant for the upper grades. Dr. Gaborik agreed with Colonel Cole and thought the district would seek additional grants if warranted.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

Mrs. Hull announced the North Star Imagination Library's upcoming Champions for Children Banquet, scheduled for Thursday, November 12 at Pike's Waterfront Lodge. This year's honorees were Christine Villano, Denali teacher, Cheryl Keepers, retired early childhood administrator, and Dr. Laura Brunner, a local pediatrician. Also being honored would be Carol Brice, who would be receiving the Lifetime Achievement Award.

Mrs. Hull shared some articles and information from the personalized learning conference Dr. Gaborik mentioned earlier. It had been a very interesting conference and she enjoyed visiting a school where they were doing some great things.

Mrs. Hull asked everyone to keep Colonel Zemp in their thoughts regarding some health issues he was dealing with. She commended the board for its strategic plan. She announced Commissioner Hanley would be speaking at Chamber next Tuesday.

Mrs. Lambert congratulated Ms. Evans. Her position as president of NIEA was great for the school district, the state, and the country. She announced the Citizen Budget Review Committee and the Board Curriculum Advisory Committee would both meet on Thursday.

Mrs. Gentry thanked the Pearl Creek students for the beautiful card and chocolate, and Ms. Evans for the jam.

Mr. O'Brien appreciated the Pearl Creek musical performance and spotlight. He congratulated all the evening's awardees and everyone who came out to testify. He added his congratulations to Ms. Evans on her new role.

Mrs. Dominique congratulated Ms. Evans. She had some questions regarding the school Mrs. Hull visited during the conference she recently attended. Mrs. Dominique was all for technology, but wanted to be realistic about it. She did not think the district's pilot at North Pole Middle a few years ago was implemented properly. She wanted to be certain the students who needed the technology, got it.

Mrs. Dominique announced the Freedom Fund Banquet for the NAACP was scheduled for November 14 at Pikes. She had tickets; \$50 each.

Mr. Rizk congratulated the student athletes. He recently attended Pearl Creek's Halloween Carnival and was impressed by the amount of student and community involvement there was in the event. He reported on the recent Alaska Association of Student Government's conference. There were over 500 students from across the state in attendance. Mr. Rizk reminded board members of the upcoming luncheon with Regional Student Council on Tuesday, November 10 at 11:30 a.m.

Mr. O'Brien asked about the TCC Interior Education Summit. Dr. Gaborik stated it was open to the public. Dr. Gaborik would be out of town, so Ms. Kowalski would be presenting for the school district.

President Haas shared about a recent Washington Post article on the requirements of homework and how it impacted grades and test scores. Fairbanks students were typically involved in a lot of activities and it was sometimes difficult to get homework completed on top of activities. She thought homework might be a good conversation for the school board to consider.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

At the conference, Mrs. Hull had heard of teachers eliminating homework for students who had mastered skills. She thought people would probably be in support of less homework, just for the sake of homework.

Mr. Rizk asked if there had been a past directive from the school board that high school students were not to have more than two hours of homework. Dr. Gaborik said she would do some research and get back to Mr. Rizk.

The meeting adjourned at 9:30 p.m.

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