

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

Regular Meeting

MINUTES

December 1, 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. North Pole High School's Concert Choir led the Pledge of Allegiance and performed the National Anthem and another piece for the school board under the guidance of Bruce Hanson, choir 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  
Sean Rice, Member  
Richard Cole, Base Representative  
Sean Williams, Post Representative  
Kobe Rizk, Student Representative

Absent:

None

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  
Sharice Walker, Director of Public Relations  
Doreen Oliver, Director of Employment & Educational Opportunity  
Helen Clark, Director of Federal Programs  
Holly Cervin, Director of Alternative Programs  
Sharon Tuttle, Executive Assistant to the Board

**PRELIMINARY ITEMS**

**Alaska Native Education (ANE) Literacy Challenge** [0:08:56]

In October 2015, the Alaska Native Education (ANE) program hosted its 5<sup>th</sup> Annual Literacy Challenge where all students in grades K-12<sup>th</sup> had the opportunity to learn about Alaska Native leaders and elders in the Fairbanks community. First place winners were recognized. Yatibaey Evans, ANE coordinator, made the presentation.

**Alaska Native Education (ANE) Literacy Challenge (continued)**

<b>Student Name</b>	<b>School</b>	<b>Category</b>
Isabelle Pletnikoff	Denali Elementary	1 <sup>st</sup> Place - K-1 <sup>st</sup> Grade
Samuel Rasmus	Denali Elementary	1 <sup>st</sup> Place - 2 <sup>nd</sup> -3 <sup>rd</sup> Grade
Naiimah Carter	University Park Elementary	1 <sup>st</sup> Place - 4 <sup>th</sup> -6 <sup>th</sup> Grade
Kayden Thrun Hutchison Team: Maren Dodson Sydneylynn Graessle Riley Jacobs Erica Losee Jasmin McCormick Breana Neade Tatiana Otis Kolman Shaw Valentin Swanguarin	Randy Smith Middle Hutchison High	1 <sup>st</sup> Place - 7 <sup>th</sup> -12 <sup>th</sup> Grade (Tie)

**ESP of the Month** [0:14:51]

Jami Price, Salcha Elementary behavior intervention aide, was recognized as the Extra Special Support Staff Person for December 2015. Tori Brannan, Salcha head teacher, made the presentation.

**AGENDA** [0:18:11]

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

The following consent items were moved:

approved the minutes from the special meeting and work session on November 16, and the regular meeting on November 17, 2015, as submitted.

approved the Personnel Action Report for the period November 9-20, 2015.

acknowledged the Personnel Information Report for the period November 7-20, 2015.

acknowledged the Superintendent’s Budget Transfer Report for December 1, 2015.

acknowledged the Board’s Reading File.

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 3 AYES (COLE, WILLIAMS, RIZK)  
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES  
(RICE, HULL, DOMINIQUE, O’BRIEN, LAMBERT, GENTRY, HAAS)

**OLD BUSINESS**

Included in the Consent Agenda.

**NEW BUSINESS**

**Resolution 2016-08: Honoring Dr. Martin Luther King, Jr.** [0:20:00]

School Board Resolution 2016-08 honored Dr. Martin Luther King, Jr., and proclaimed the week of January 18, 2016, for Dr. Martin Luther King, Jr. activities throughout the district.

**Resolution 2016-08: Honoring Dr. Martin Luther King, Jr. (continued)**

*Core Value/Goal: Respect: Embody respect for the diversity and dignity of all.*

DOMINIQUE MOVED, RICE SECONDED, TO APPROVE RESOLUTION 2016-08: HONORING DR. MARTIN LUTHER KING, JR.

Mrs. Dominique read the resolution for the public record.

**PUBLIC COMMENTS**

None

**BOARD QUESTIONS/COMMENTS**

Mrs. Dominique announced the MLK Scholarship Association event through UAF, would be held on January 16, 2016, at the Westmark Hotel. Bettye Davis would be the guest speaker.

Mr. Rice thought it was a great day to pass the resolution, as 60 years ago to the day, Rosa Parks refused to give up her seat on the bus, which helped Dr. King begin his civil rights campaign and dream.

ADVISORY VOTES. 3 AYES (RIZK, COLE, WILLIAMS)  
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES  
(GENTRY, RICE, HULL, DOMINIQUE, O'BRIEN, LAMBERT, HAAS)

Public comment on nonagenda items was missed earlier in the agenda. President Haas called for public comment on nonagenda items.

**PUBLIC COMMENT ON NONAGENDA ITEMS** [0:25:01]

Yatibaey Evans, Alaska Native Education (ANE) coordinator, thanked the school board for their support of Alaska Native Heritage Month and their attendance at many of the events throughout the district and community.

**Policy 260: Meetings (First Reading)** [0:26:39]

At the board's October 24 work session, the board discussed meeting efficiencies and suggested board meetings be streamlined.

*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 260: MEETINGS.

President Haas explained the board was looking at streamlining meetings to allow board members the opportunity for more in depth conversations without adding additional meetings. The board's work session on meetings in October included counsel where the board was provided with a refresher of the Alaska Open Meetings Act and meeting guidelines and processes aligned to state statute. Language was proposed to be added to note the board could move into executive session at regular or special meetings or work sessions, to the extent the law allowed. Language was proposed to be eliminated regarding allowing formal action only at regular and special meetings. At the October work session it was noted the board often provided direction to the administration at work sessions, which could be considered action.

**PUBLIC COMMENTS**

None

## **Policy 260: Meetings (First Reading) (continued)**

### **BOARD QUESTIONS/COMMENTS**

Board discussion ensued. There was discussion and questions about what constituted action within the guidelines of Roberts Rules and the Open Meetings Act. Board members were generally in favor of fewer board meetings, but some expressed objection to conducting business at work sessions. It was noted state statute did not recognize work sessions – it recognized two types of meetings – regular meetings and special meetings. Statute allowed for action and public testimony at all meetings. Board members had many suggestions for meetings, such as conducting a work session within a regular meeting; holding work sessions right before regular meetings maintaining the current meeting format for regular meetings and work sessions; noticing and allowing for the option of calling for a regular or special meeting immediately following a work session allowing the board to take formal action on the work session action/direction item as needed; and bringing the action/direction from the work session to the next scheduled regular meeting for a formal vote.

DOMINIQUE MOVED, HULL SECONDED, TO AMEND THE POLICY TO REINSTATE THE LANGUAGE, “FORMAL ACTIONS SHALL TAKE PLACE ONLY AT REGULAR MEETINGS OR SPECIAL MEETINGS” IN LINE 8.

ADVISORY VOTES. 3 AYES (RIZK, COLE, WILLIAMS)  
AMENDMENT CARRIED BY ROLL CALL VOTE. 5 AYES, 2 NAYS  
AYES: DOMINIQUE, O'BRIEN, LAMBERT, RICE, HULL  
NAYS: GENTRY, HAAS

The board voted on the main motion as amended.

ADVISORY VOTES. 3 AYES (COLE, WILLIAMS, RIZK)  
MAIN MOTION AS AMENDED CARRIED BY ROLL CALL VOTE. 5 AYES, 2 NAYS  
AYES: O'BRIEN, LAMBERT, RICE, HULL, DOMINIQUE  
NAYS: GENTRY, HAAS

### **Policy 264: Types of Meetings (First Reading)** [0:59:10]

At the board's October 24 work session, the board discussed meeting efficiencies and suggested board meetings be streamlined.

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

LAMBERT MOVED, DOMINIQUE SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 264: TYPES OF MEETINGS.

Mrs. Gentry explained the proposal was to have a regular meeting the first Tuesday of the month with a work session type meeting on the third Tuesday of the month. To maintain consistency, the meeting would begin at 7:00 p.m. The idea was to eliminate Monday meetings. The board would work on items in depth at the meeting on the third Tuesday and then take formal action on any items needed from the work session at the regular meeting on the first Tuesday of the month.

### **PUBLIC COMMENTS**

None

### **BOARD QUESTIONS/COMMENTS**

Board discussion ensued. Board members had questions and comments about the start time of work sessions; the manner in which a work session was called; when student discipline

**Policy 264: Types of Meetings (First Reading) (continued)**

meetings would be held; whether it should be noticed to allow for a regular meeting to be called at the conclusion of a work session; the length of the meeting day/evening; incorporating a work session as part of a regular meeting; and noticing and having the ability to convene into a special meeting at the conclusion of a work session if needed.

HULL MOVED, DOMINIQUE SECONDED, TO AMEND THE POLICY TO STRIKE THE SENTENCE, "ALL REGULAR MEETINGS WILL BEGIN AT 7:00 P.M." ON LINE 8 AND TO ADD A SENTENCE AT THE END OF THE FIRST PARAGRAPH TO STATE, "REGULAR MEETINGS MAY BE SCHEDULED AT THE END OF THE WORK SESSION HELD ON THE THIRD TUESDAY OF THE MONTH."

Board discussion continued.

The board voted on the amendment.

ADVISORY VOTES. 2 AYES: COLE, RIZK; 1 NAY: WILLIAMS  
AMENDMENT FAILED BY ROLL CALL VOTE. 4 NAYS, 3 AYES  
NAYS: O'BRIEN, LAMBERT, GENTRY, HAAS  
AYES: RICE, HULL, DOMINIQUE

HULL MOVED, LAMBERT SECONDED, TO AMEND THE POLICY TO CHANGE THE WORD, "SHALL" TO "MAY" IN LINE 23 AND TO STRIKE THE LANGUAGE, "BY ACTION OF THE BOARD" AND REINSTATE THE LANGUAGE, "IN THE SAME MANNER AS A SPECIAL MEETING" SO THE FIRST SENTENCE IN THE FIRST PARAGRAPH UNDER #C – WORK SESSIONS WOULD READ, "A WORK SESSION SHALL BE CALLED FOR THE THIRD TUESDAY OF EACH SCHOOL MONTH, FROM SEPTEMBER TO MAY, EXCEPT IN DECEMBER, OR IN THE SAME MANNER AS A SPECIAL MEETING.

The board voted on the amendment.

ADVISORY VOTES. 3 AYES (RIZK, COLE, WILLIAMS)  
AMENDMENT CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES  
(GENTRY, RICE, HULL, DOMINIQUE, O'BRIEN, LAMBERT, HAAS)

The board voted on the main motion as amended.

ADVISORY VOTES. 3 AYES (WILLIAMS, RIZK, COLE)  
MAIN MOTION AS AMENDED CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES  
(HULL, DOMINIQUE, O'BRIEN, LAMBERT, GENTRY, RICE, HAAS)

**Policy 272: Agenda (First Reading)** [1:47:49]

At the board's October 24 work session, the board discussed meeting efficiencies and suggested board meetings be streamlined.

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

LAMBERT MOVED, DOMINIQUE SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 272: AGENDA.

## **Policy 272: Agenda (First Reading) (continued)**

President Haas explained the wording currently in Policy 272 would be moved to the administrative regulation to allow more flexibility in setting the agenda. It was proposed to move student, staff, and other recognition to an evening event each semester.

### **PUBLIC COMMENTS**

None

### **BOARD QUESTIONS/COMMENTS**

Board discussion ensued. Board members had questions about the proposed evenings of recognitions, with some members expressing objection to removing the recognitions from the meetings, but suggested the recognitions could be done in a more concise manner.

HULL MOVED, DOMINIQUE SECONDED, TO AMEND THE POLICY TO STRIKE THE SENTENCE, "STUDENT, STAFF, AND SCHOOL RECOGNITION WILL GENERALLY TAKE PLACE AT A BOARD HOSTED EVENING EVENT EACH SEMESTER" FROM LINES 4 AND 5 IN THE FIRST PARAGRAPH OF THE PROPOSED POLICY.

Board discussion continued.

The board voted on the amendment.

ADVISORY VOTES. 3 AYES (COLE, WILLIAMS, RIZK)  
AMENDMENT CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES  
(O'BRIEN, LAMBERT, GENTRY, RICE, HULL, DOMINIQUE, HAAS)

The board voted on the main motion as amended.

ADVISORY VOTES. 3 AYES (WILLIAMS, RIZK, COLE)  
MAIN MOTION AS AMENDED CARRIED BY ROLL CALL VOTE. 6 AYES  
(LAMBERT, RICE, HULL, DOMINIQUE, O'BRIEN, HAAS)  
(GENTRY WAS AWAY FROM HER SEAT)

## **INFORMATION AND REPORTS**

### **Superintendent Report** [2:07:20]

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 spoke to the employment of building administrators. A copy of the policies related to assignment and transfer of building administrators and the draft for the new proposed administrative regulation (AR) 632.2: Assignment and Transfer of Building Administrators were included in the agenda. She reported the Policy Review Committee had recommended putting the specifics regarding hiring, assigning and transferring administrator in administrative regulation rather than policy. Dr. Gaborik provided the draft AR for the board's review. She suggested leaving the policies in place, with the proposed AR. There were no objections voiced by board members.

Dr. Gaborik and Janet Cobb, executive director of technology, addressed the testimony from the last regular meeting regarding the district's Internet filters. The filters were set approximately 10 years ago and were set in tiers – staff, students, and administrators. There were also different filters by device. The filters were not set by specific grade levels, but another layer of filter could

## **Superintendent Report (continued)**

be added by school with a minimal amount of work. A teacher could submit a work order to unblock specific sites as needed. In regards to the transparency of how filters were set, the administration suggested an administrative regulation outlining the process. The administration could also develop a webpage listing the filters and pages blocked, along with information on filters used by device.

Dr. Gaborik spoke to the upcoming class size report, tentatively scheduled for a future meeting. She explained the report was very time intensive for staff. For a staff member familiar with the information and report, it took between three to four weeks of dedicated work to produce the report; if a staff member was unfamiliar with the report or district, it could take more time. It took massive amounts of time to sort through individual students to be certain they were not reported in more than one class. The district had researched outsourcing the report to an outside agency, at a cost of approximately \$6,000-\$10,000.

The administration could certainly produce the report for an upcoming board meeting, but Dr. Gaborik, in an effort to provide the board with pertinent information, wanted to understand from board members the purpose of the data and what decisions were being made with the data. The report was a one-day snapshot of class sizes and did not reflect a true picture of what might be happening with class sizes. Staffing decisions were not made from the report; most of the staffing decisions came from the beginning of the year 10-day count. Dr. Gaborik noted the administration did not use the data to make any decisions, other than perhaps look at trend data.

If the board wished to continue to receive the data and information, Dr. Gaborik and Ms. Cobb suggested providing a more condensed report – more of a “dashboard” of the data. Another option was to use the 10-day count for elementary classrooms and wait another week for high school classrooms when information could be gathered from PowerSchool.

### **BOARD QUESTIONS/COMMENTS**

Board discussion ensued. Report for information only; no action required. Board and administration discussion and comments included access to Wikipedia and the district’s research lists and options; the response time to teacher work orders to unblock a website; instructor access being given to students; and tiered filtering to accommodate the different needs of elementary, middle, and high school students. Dr. Gaborik would like to vet the idea of tiered filtering with principals prior to making any changes.

In regards to the class size report, board members were generally stunned about the amount of staff time it took to develop the report. Some board members voiced support for the report as currently provided, while others thought the report only provided a certain amount of information and once the “snapshot” day had passed, the report really didn’t offer much useful data; it was interesting information, but not at the expense of three weeks of work. There was a suggestion to utilize students to help with sorting the data and developing the reports. Other comments and discussion included the need for the historical data the report provided; providing the report earlier in the year; the possibility of a different report with more useful class size data, such as the 10-20 day snapshot; and the difference between the 10-day count for staffing and the 20-day count in October for funding.

At 9:49 p.m.: [2:49:35]

DOMINIQUE MOVED, RICE SECONDED TO SUSPEND THE RULES AND CONTINUE THE MEETING UNTIL 10:15 P.M.

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

Mrs. Gentry left the meeting at 9:50 p.m.

## **Alaska Measures of Progress (AMP) Report** [2:49:49]

Dr. Ellis Ott, research associate and accountability coordinator, presented a summary of the Alaska Measures of Progress (AMP) results.

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

Prior to providing an overview of the AMP summary results, Dr. Ott explained the new reporting process he was working on regarding the ethnicity categories, specifically for students reporting two or more categories. At a previous meeting, Dr. Ott had reported about students not being reported in their specific ethnicity categories when they reported more than one category. While the state and federal departments utilized a “two or more” category for students reporting more than one category, except for the category of Hispanic, the new process Dr. Ott developed allowed the district to gather and report a student in multiple categories. He provided the board with examples of the large percentage of students affected by this change when the district moved to having students report all categories and consequently moving them to the “two or more” category. This created a conflict with students being served in specific programs, such as the Alaska Native Education department versus students being reported. The effects of reporting students in their specific category affected graduation and dropout rates. Unfortunately the district had to adhere to required reporting requirements for state and federal reports, but could utilize the more specific reporting for any board reports or other reports where specific guidelines were not noted.

### **BOARD QUESTIONS/COMMENTS**

Board discussion ensued. Report for information purposes only; no action required. Board members were amazed by the differences in reporting. Board members asked about grant qualifications, dropout and graduation rates, and reporting requirements under the ESEA reauthorization. It was suggested Dr. Ott’s presentation be provided to Senator Murkowski’s office, the State Board of Education, state and community organizations, and other stakeholders.

At 10:09 p.m.: [2:49:35]

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

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

Dr. Ott noted he reviewed the new method of student ethnicity reporting because he had used it in the AMP report. AMP was the new computerized state assessment for students in grades 3-10, which was aligned to the new, more challenging Alaska English Language Arts and Math standards. Dr. Ott reviewed the AMP summary reports and new performance levels. The report provided information on the test results for English Language Arts and Math, grades 3-6 and 7-10. The report compared district results to statewide and the Big 4 Districts (Anchorage, Juneau, Kenai, and Mat-Su). District results were consistently higher compared to statewide results, but mostly lower compared to the Big 4 Districts. It was important to note the new performance levels were not comparable to the proficiency levels of the state’s previous assessment, the Standards Based Assessments (SBAs).

### **BOARD QUESTIONS/COMMENTS**

Board discussion ensued. Report for information purposes only; no action required. Board member discussion and comments included concern for the results compared to the Big 4 districts and why the results were low, such as unfamiliarity with the assessment and its tools, the level of student technology skills, and the stress level of students regarding the new assessment. There were also questions on how the test results correlated to student grades.



## **Alaska Measures of Progress (AMP) Report (continued)**

A request was made for Dr. Ott's presentation slides. Dr. Gaborik noted the information would be included in the full enrollment and ethnicity report scheduled for a future meeting.

President Haas announced parents could access their student's AMP scores through PowerSchool, under student records. The hard copies would be sent to parents before winter break.

## **Board and Superintendent Comments & Committee Reports** [3:42:00]

On behalf of the entire board, President Haas thanked the North Pole High School Concert Choir for their wonderful performance. She also congratulated the ANE Literacy Challenge winners and Jami Price, December's ESP of the month. She announced upcoming meetings:

- Board's Luncheon with Regional Council on December 8 at 11:30 a.m.
- Parent Engagement Committee Meeting on December 8 at 5:30 p.m.
- Special Meeting: Student Discipline & FPA, FEA, & ESSA Negotiation Matters on December 14 at Noon
- Next Regular Meeting scheduled for January 19, 2016 at 7:00 p.m.

Colonel Williams and Colonel Cole wished everyone Happy Holidays.

Mr. Rice announced the Board Diversity Committee was scheduled to meet at 5:30 p.m. on December 10. He extended his thanks to Mr. Hanson for all his work with the North Pole High School music program. He enjoyed the National Anthem and shared how moving the choir's performance of the National Anthem at the 911 Memorial was when they performed there – there wasn't a dry eye in the place. Mr. Rice wished everyone a Happy Holiday.

Mrs. Hull wished everyone Merry Christmas.

Mrs. Lambert wished everyone a Merry Christmas and Happy New Year.

Mr. O'Brien wished everyone Happy Holidays. He was looking forward to his school visit at Woodriver Elementary School the next day.

Mrs. Dominique thanked Mrs. Kowalski and Mr. Schmidt for their reports at the work session. The information they shared about K-8 and high school options was very important and she encouraged people to provide their input. She hoped the district would continue to look at utilizing students to help with district projects and duties. She reminded everyone of the MLK Scholarship Association event on January 16, 2016 at the Westmark Hotel.

Mr. Rizk was looking forward to the Regional Student Council luncheon and wished everyone Happy Holidays.

Dr. Gaborik wished everyone a Happy Holiday. She thanked board members for their time over the past two evenings of long meetings, but there were some great conversations.

President Haas thought it was important to have a discussion on grading and what was going on in the state and country. Mrs. Hull thought the strategic plan's personalized learning goal would get it to that. It would help with achievement gaps as well.

The meeting adjourned at 10:51 p.m.

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