

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

Regular Meeting

MINUTES

April 19, 2016

Vice President Lisa Gentry called the meeting to order at 7:00 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. Woodriver Elementary School's Choir led the Pledge of Allegiance and performed for the school board under the guidance of Lucile Hackett, music teacher.

Vice President Gentry 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:

Lisa Gentry, Vice President
Allyson Lambert, Treasurer
Michael O'Brien, Clerk
Sean Rice, Member
Sean Williams, Post Representative
Kobe Rizk, Student Representative

Absent:

Heidi Haas, President
Wendy Dominique, Member
Sue Hull, Member
Richard Cole, Base 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
Dave Norum, Executive Director of Facilities Maintenance
Kathie Wassmann, Executive Director of Special Education
Janet Cobb, Executive Director of Technology
Sharice Walker, Director of Public Relations
Dan Domke, Director of Career and Technical Education
Michelle Daml, Curriculum Coordinator
Sharon Tuttle, Executive Assistant to the Board

PRELIMINARY ITEMS

2016 Interior Science Fair Winners [0:08:59]

The 2016 Interior Science Fair was held March 23-26, 2016. There were 450 entries from 30 schools. Michelle Daml, curriculum coordinator, presented the Director Awards.

Science Fair Logo Design Winner

Noah Meierotto	Two Rivers School
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GVEA Award

Alex Wease & Brad Baker	Salcha Elementary	Windmills
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2016 Interior Science Fair Winners (continued)

Shannon & Wilson Award

Abigail Birkholz and Bradley Birkholz	Nordale Elementary Barnette Magnet	Can You Remember?
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ABR (Alaska Biological Research, Inc.) Awards

Amal Shubair	Nordale Elementary	Frog Life Cycle
Pirada Anderson & Audrey Fox	Watershed Charter	Got Seed?
Raylene Goodwin	Effie Kokrine Charter	Tracks In

Doug Schamel / Fairbanks Memorial Hospital Awards

Corbin Becker	Watershed Charter	Plastic Digestion
Lainee Bertolotti	Anderson Elementary	The Big Bubble Gum Experiment
Aleksia Curry	Anne Wien Elementary	Wind Energy
Braden Diaz	Ladd Elementary	What is Blood Made of?
Ms. Reece's 1 st Grade Class	Anne Wien Elementary	What is in Our School Lunch?
Nathan Witkiewicz	Woodriver Elementary	Ancient and Modern Computers
Amber Smith	Tanana Middle	Solar Energy
Evangeline Walz & David Walz	University Park Elementary	Notes of Musical Science
Oliva White	University Park Elementary	Luke – I Am Your Fodder

2016 ASAA State Co-Ed Cheerleading Champions [0:15:29]

Eielson cheerleaders placed first in the recent 2016 ASAA State Co-Ed Cheerleading Competition in Anchorage. Ashleigh Bush, cheerleading coach, made the presentation.

Diana Lopez	James Stone
Kathleen McHugh	Rachel Tanuis
Elise Moloney	Michaela Wages
Andrew Platt	

Distributive Education Clubs of America (DECA) Statewide Competition Winners [0:18:28]

The Distributive Education Clubs of America (DECA) held their statewide competition on March 19, 2016, at Eielson. Sharon Ashlock, Eielson teacher and DECA coordinator, presented the first place awards.

Taylor Gatto	Hutchison High	<ul style="list-style-type: none"> Marketing Management Series
Antonio Griffith-Keaton	Ben Eielson High	<ul style="list-style-type: none"> Restaurant & Food Marketing Retail Merchandising Series
William Makinen	Ben Eielson High	<ul style="list-style-type: none"> Accounting Series Apparel & Accessories Marketing Automotive Services
Antonio Griffith-Keaton & William Makinen	Ben Eielson High	<ul style="list-style-type: none"> Business Law & Ethics Team

Alaska Society for Technology in Education (ASTE) 2016 iDidaContest Winners [0:20:13]

The Alaska Society for Technology in Education (ASTE) recently announced the winners of the 2016 iDidaContest. Michelle Daml, curriculum coordinator, made the presentation.

iDidaMovie:

Teaching in Alaska/Teach Me

Haley Vonder Haar	1 st Place: 9 th -12 th grade	Mirror, Mirror, on the Wall	Hutchison High
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Make Me Laugh

Hannah Tribby	1 st Place: 9 th -12 th grade	Buy a Pencil	Hutchison High
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2016 Alaska Statewide High School Science Symposium Winners [0:22:23]

Dr. Abel Bult-Ito, Alaska Statewide High School Science Symposium regional director, presented the top three award winning students from the Alaska Statewide High School Science Symposium. Dr. Bult-Ito has also provided additional information and a summary of the awards for each of the local winners and the titles of their papers.

<u>Student</u>	<u>Award</u>	<u>School</u>
Hayley Zacheis	1 st Place – National Speaker #1 & 2 nd Place Winner, Session 1	BEST/West Valley High School
Piper Brase	2 nd Place – National Speaker #2 & 1 st Place Winner, Session 1	West Valley High School
Maia Rothman	3 rd Place – National Poster Presenter #1 & 2 nd Place Winner, Session 2	West Valley High School

Spotlight: Woodriver Elementary School [0:28:48]

Grant Guy, Woodriver Elementary School principal, presented the spotlight on Woodriver Elementary School. Woodriver was a K-6 school with 479 students and a very dedicated staff. Mr. Guy highlighted many of the school's extra curriculum clubs and activities, such as the drama, geography, writing, and robotics clubs. Woodriver students were often recognized for their achievements in such areas as the science fair and spelling bee. The school enjoyed a very strong partnership with its PTA. A goal of the Woodriver PTA was to build community. The organization worked hard to engage parents through several events such as the Pop in for a Popsicle, Fall Harvest Festival, Bring Your Parents to School Week, and the Winter Craft Fair. The PTA sponsored the school's Reflection Art Contest and produced the school's yearbook. It also maintained the school's ice skating rink and purchased playground equipment. This year, Woodriver's PTA was the recipient of a PTA School of Excellence award; one of only three schools in the state. Mr. Guy was extremely proud of Woodriver's staff, students, parents, and PTA.

Board Questions/Comments

On behalf of the entire board, Vice President Gentry thanked Mr. Guy for the spotlight.

AGENDA [0:37:40]

O'BRIEN MOVED, LAMBERT 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 April 4, and the regular meeting on April 5, 2016, as submitted.

Consent Agenda (Continued)

awarded IFB 16-F0005 for Flooring Replacement, Weller Elementary School to Plambeck Floor Customs, Inc. for \$156,721.

awarded IFB 16-F0007 for Flooring Replacement, Salcha Elementary School to Plambeck Floor Customs, Inc. for \$99,784.

awarded IFB 17-F0001 for the purchase of a Used Loader with Bucket, Snowblade, & Fork to Construction Machinery - Fairbanks for \$179,500.

approved Barnette Magnet School's request to send two MathCounts students (one 7th grader and one 8th grader) and two chaperones to Washington, D.C., May 6-11, 2016, where students will participate in the MathCounts National Competition, with the district paying substitute costs, and if Homeland Security issues travel warnings, students will not travel.

accepted the gift of \$3,361.68 from the North Pole Middle School PTSA to North Pole Middle School for technology upgrades.

accepted the gift of \$1,500 from the American Legion to Hutchison High School to support the school's robotic club.

accepted the gift of \$1,000 from Doyon Limited to Hutchison High School to support various school activities through the school's booster club, the Hutchison Hawk Squad.

accepted the gift of \$1,000 from Fairbanks Youth Sports to Hutchison High School to support various school activities through the school's booster club, the Hutchison Hawk Squad.

accepted the gift of \$1,000 from Fairbanks Youth Sports to Hutchison High School to support the school's student video production group, the Stream Team.

accepted the gift of \$1,000 from the Plumbers and Pipefitters Union Local 375 to Hutchison High School to support the school's Skills USA program.

accepted the gift of \$1,000 from Promotion Services to Hutchison High School to support the school's Future Farmers of America (FFA) program.

accepted the gift of \$7,605.54 from the Malemute Ski Team Booster Club, Inc. to Lathrop High School to support the school's cross country ski program.

accepted the gift of \$10,000 from the Purple & Gold Choir Booster Club to Lathrop High School to support the choir's recent trip to New York.

accepted the gift of \$1,500 from Susan Stitham to Lathrop High School to support the Susan Stitham Scholarship fund.

approved the Personnel Action Report for the period March 28 – April 8, 2016.

acknowledged the Personnel Information Report for the period March 28 – April 8, 2016.

acknowledged the Superintendent's Budget Transfer Report for the period March 16-31, 2016.

acknowledged the Long Term Suspension & Expulsion Report for the 2015-2016 school year, as of April 18, 2016.

acknowledged the Board's Reading File.

Consent Agenda (Continued)

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 2 AYES (WILLIAMS, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(RICE, O'BRIEN, LAMBERT, GENTRY)

Public Comment On Nonagenda Items [0:42:11]

Lucile Hackett, PO Box 10807, district staff member and parent, spoke to Lathrop's decision to cut the AP Calculus BC class which would affect many college-bound students. The school planned to offer the course by distance delivery. Ms. Hackett did not believe it was an appropriate class for distance delivery. Students needed a teacher present and in person. Her son, a senior, was currently in the class and would not be affected by the change, but her daughter, a sophomore, on track to take the class, would be denied the same options as her son, if the school's decision stood. The district had told students to challenge themselves; her children had done that, and now they were having the rug pulled out from under them. Ms. Hackett asked the board to seriously consider the issue.

Kelsea Wollmann, PO 58477, West Valley High School senior, spoke to the Children's Internet Protection Act (CIPA). The Children's Internet Protection Act mandated school districts have an Internet filter using key-words to block images, file data, and information deemed harmful to minors. By definition, harmful to minors, means any picture, image, graphic file, or other depiction, that taken as a whole lacked serious literary, artist, political, or scientific value to minors. The district's filter, at its current setting, had limited student research during class hours and prevented the ability for students and teachers to have productive discussions, resulting in class assigns becoming homework due to Internet access limitations. Ms. Wollmann, through her conversations with West Valley staff and students, found the filters to be more of a hindrance than a benefit. It was understandable to have filters for some information, but it did not make sense to block information that helped students with research. Teachers had to design lessons around the filters. Teachers felt they should be able to access information that helped students with their research. Ms. Wollmann stated the district's filter was more restrictive than other Alaska school districts. She believed the filter should be modified for adults or at least provide an avenue to bypass the filter. An avenue to bypass the filter could be a win-win situation for high school students and teachers. Ms. Wollmann wanted her voice and frustration heard in hopes of changing the school district's current filter settings. She thanked the board for the opportunity to testify.

Susan Sauer, 3050 Sandy Road, ESSA employee, speaking on behalf of herself and other employees, addressed general concerns with the proposed ESSA contract. When Ms. Sauer was first considering a move to Fairbanks, one of the items she researched was the district's wage and benefit package. As an experienced speech language pathologist assistant, she took a pay-cut to come to Fairbanks approximately three years ago to be with the man who was now her husband. With the district's benefit package, she determined she could make it work. She stated she would not have been able to make the move without the district's comprehensive health care plan – Plan A. Ms. Sauer asked the board to consider the effect the proposed contract and health care changes would have on staff recruitment.

Flora Roddy, 480 Jeannette Way, long-time ESSA employee, spoke to the ESSA negotiations. Ms. Roddy stated the proposed contract left her speechless. In fact, the initial contracts provided to all three bargaining groups were unacceptable to employees. The district's ESSA proposal included increased health care costs, health benefits being reduced, sick leave use reduced, and more – all items that would have a detrimental effect on employees. The district's proposals spoke sadly to the value the board and district put on employees. If employees did not feel valued it would be difficult to recruit new staff.

Public Comment On Nonagenda Items (continued)

Eileen Julian, 4420 Woodriver Drive, district teacher and parent, had volunteered her time on the High School Options Work Group for the past two years. The work group was working hard to increase options for students. But, while she and others were working to increase options, she was frustrated because her children's options at Lathrop were being cut – two AP courses were being cut for next school year. Ms. Julian questioned why AP European History was being cut for next year when 23 students were interested in taking the course. She did not understand the logic behind cutting the options at Lathrop, when everyone was supposed to be working on what was best for students. Ms. Julian asked the board to help reinstate the course options at Lathrop.

Krishna Nautiyal, 4420 Woodriver Drive, Lathrop High School sophomore, noted he attended Lathrop as an out-of-district student because the school offered more AP courses. Because of the increased options, his parents willingly drove him across town every morning so he could attend Lathrop. Mr. Nautiyal was concerned AP Calculus BC was being cut next year and the administration was proposing to offer it by distance delivery. Having taken an online course, he could attest to the fact distance delivery was not as effective as a regular classroom session. Mr. Nautiyal was also concerned about the cut of the AP European History course for next year. He was currently in the class and it helped him in preparation for other classes. The cutting of AP courses would put Lathrop students at a disadvantage. Preparing for college, Mr. Nautiyal had already spoke with West Point, the Air Force Academy, and Vanderbilt University and been told if he continued to work hard and get good grades, he would be accepted. It would be difficult to continue to take high level courses when the AP courses were being cut.

Jagan Nautiyal, 4420 Woodriver Drive, Barnette Magnet School 8th grader, spoke in support of Lathrop AP courses. Mr. Nautiyal walked over to Lathrop, with other Barnette 8th graders, to take higher level math courses. He planned to become a physician and needed a lot of math. In lining out his courses, he would need to take AP Calculus BC as a senior, but that couldn't happen if it was cut. Mr. Nautiyal asked the board to consider reinstating the AP Calculus BC course because he would need it, along with other AP courses to become a doctor.

Darshan Nautiyal, 4420 Woodriver Drive, Barnette Magnet School 6th grader, loved math and was currently taking pre-algebra and planned to take algebra and geometry next year. Mr. Nautiyal placed 5th in the State MathCounts competition and hoped to go to nationals next year. He wanted to be a cryptologist after graduation which would require high levels of math. With the cut of AP Calculus BC it limited his options, even if it was offered as a distance delivery course. Distance delivery would not allow him to ask questions. He would like to see AP Calculus BC remain at Lathrop. Mr. Nautiyal also loved music; he played the piano and violin. He had played the National Anthem on his violin at Ice Dog and Nanook hockey games. He had heard there was a possibility music could be cut next year and hoped that would not happen. Music and math went hand-in-hand; studies showed if a person was good in one area, they were more likely to be good at the other. Mr. Nautiyal hoped the AP courses and music remained as options at schools.

Mrs. Lambert noted she had heard Mr. Nautiyal play the National Anthem and he was phenomenal.

Ajay Nautiyal, 4420 Woodriver Drive, district parent, drew attention to the earlier science awards. Mr. Nautiyal and his son had participated in the Alaska Science Olympiad in Anchorage, which consisted of 23 different events in 23 different sciences. The winning team went on to compete in the Lower 48 for big prizes. Mr. Nautiyal brought up the Science Olympiad because there were only 3 kids who participated in 11 events. Of the 11 events, Fairbanks students placed in six. The reason the students were able to compete was because they were taking high level AP math and science courses at Lathrop. He questioned how students would obtain the knowledge they needed to move forward in college and life if the courses were cut. The district could not take

Public Comment On Nonagenda Items (continued)

away opportunities for the high achievers who were at the top of their game. Cutting classes was a very slippery slope – once classes were being cut, there would be others. Mr. Nautiyal was working on starting a CyberPatriot program for next year. The program needed students who had taken the AP computer science course, but there was a possibility it could also be cut next year. Mr. Nautiyal urged the board to let students achieve to their highest level, which meant offering them AP courses as early as possible. AP European History was a gateway course that showed students how to take and study for more rigorous classes. It prepared students early, so in their junior and senior years they could take the high level math and science courses that provided them with the achievements that made parents, the board, the district, and the community proud of the students and the education the district provided to them. Eliminating AP courses was a disservice to students.

Ron Arnold, PO Box 74512, a former teacher and current behavior specialist at North Pole Elementary, asked the board about Mr. Peterson and the board's definition of professionalism. From what he had seen, the Education Support Staff Association (ESSA) was being treated like step-children. The hours scheduled for bargaining were not practical. Mr. Arnold reported Mr. Peterson had basically laughed at the association's presentation, hence why he brought up the issue of professionalism. Mr. Arnold would like some clarity on why Mr. Peterson was hired and asked if it was for the purpose of future employment with the district in the human resources department. He was very disappointed with the board's hiring of Mr. Peterson.

Bobby LaSalle, PO Box 57175, long-time district employee, pointed out she was dressed in black to grieve ESSA's current excellent contract. Ms. LaSalle noted ESSA had been without a contract since July 1, 2015. ESSA had begun asking for bargaining dates in October 2014, but was put off. The district approached ESSA about bargaining in regards to just the salary schedule for a one-year contract. ESSA agreed, but there were still no negotiations and the agreement was rolled over for another year without any salary movement. Bargaining finally began last month. ESSA went to the table with 22 issues to address; Mr. Peterson brought 118 issues to the table. Ms. LaSalle was interested in who was giving direction to Mr. Peterson. With so many issues, negotiations would take longer; giving more money to Mr. Peterson. The association recognized the financial position of the district and wondered why the board would attack great contract language that had been in place for many years. One proposal regarded the use of sick leave for family members – Ms. LaSalle wondered who would look after all the sick children and aging parents. Another issue was the loss of paid winter and spring breaks – giving ESSA employees 15 days of unpaid leave, which could make employees ineligible for the Family Medical Leave Act. The proposals were not fair negotiating. ESSA staff were the lowest paid staff in the district; many had to work a year-round second job and/or summer job. ESSA members could not afford to lose 15 days' worth of wages. The stress from negotiations affected members – making it difficult to perform their jobs as effectively as they would like to do. The stress also brought on health issues. Ms. LaSalle could speak personally to the effect of stress on health. With the district being self-insured, the additional health issues meant additional costs to the district. ESSA did not begrudge any group getting a raise; all groups deserved raises. But when one group was getting a raise, and another did not get anything or an equitable share, it was disheartening. Ms. LaSalle pointed out a 1.5 percent increase for an ESSA wage was not the same as a 1.5 percent increase for the other groups. She also pointed out that if an ESSA member was missing from a school, it was not business as usual. ESSA members were the foundation of the school district. She hoped the contracts were ratified with equity for all.

Aino Welch, 934 Les Rogers Turnaround, long-time ESSA staff member, shared about the special tools she needed in the classroom as a pre-K special education aide and how often she needed to be on the floor with her students – which she did happily. But when she was provided

Public Comment On Nonagenda Items (continued)

with information regarding the district's initial contract proposal, which included taking away paid vacation and sick leave, it made her upset. There was no way the board could, in good conscience, deal with ESSA as they were dealing with them. Prior to becoming a permanent employee, she worked with an ESSA staff member who had to work three jobs to provide for his family. If the board wondered why the room was not totally filled with ESSA staff, it was because ESSA staff had other jobs. ESSA members were not able to be present to support their negotiation team because they had to be at work to make ends meet. Ms. Welch was fortunate to have a husband who had a good job and now a retirement and would not go hungry if she didn't get paid, but others were not as fortunate. The main issue was ESSA needed to be treated as human beings, with a living wage. If an ESSA member was absent from their job, it affected others and the classroom. Ms. Welch urged the board to negotiate in good faith and treat her and her fellow ESSA colleagues as human beings who needed more than a slave wage.

Nancy Duez, PO Box 58643, long-time teacher and current Fairbanks Education Association (FEA) president, spoke in support of her Education Support Staff Association (ESSA) colleagues. Ms. Duez had family members who worked as ESSA members and they deserved to earn a living wage, as did all ESSA members. ESSA had worked all year without an agreement. Negotiations were delayed last year due to a lack of a labor relations director. This year, there was still no labor relations director, and the district chose to hire an outside negotiator to get the job done. Ms. Duez thought it seemed unfair to ESSA that the negotiator had met more with the teachers than with them. Additionally, the negotiator had already reached a quick contract with the Fairbanks Principals' Association (FPA). She felt ESSA deserved no less than any other bargaining unit. Support staff members were often the first person students saw in the morning and the last person students saw in the evening. Teachers could not do their jobs without the dedication and support of ESSA members. Ms. Duez encouraged the board to work as hard to reach an agreement with ESSA as it did with the principals.

Donna DWiggins, 406 C Street, ESSA employee, noted she had a Ph.D. and enjoyed her job and performed it to the best of her ability. Ms. DWiggins provided an example of the district being penny-wise and pound foolish. When she left a school today, she noted there was one custodial member who was expected to clean the entire school. She did not know all the circumstances surrounding why there was only one custodian to cover the school. She went on to point out there had been an incredibly high rate of student absenteeism over the past couple of years which coincided with the reductions in the custodial positions. Absenteeism was difficult to bear; it affected continuity in the classroom. It was an example of making cuts without following through the repercussions of the cuts. The custodial staff could not clean in the same way they had in the past; with fewer staff, they did not have the time. How could the district expect healthy children if the buildings were not clean? Ms. DWiggins urged the board to consider all the ramifications regarding the negotiations and budget cuts – not just the financial ramifications.

Mesa Matheny, 1216 Denali Way, ESSA employee, wanted the board to know she felt very undervalued and underappreciated by the current contract offer. To lose 15 paid days from a nine or ten month contract was a lot. To also lose the ability to use sick leave for family members was not acceptable – she had three children under the age of 18. Who would take them to doctor appointments or stay home with them if they were ill? Ms. Matheny reiterated her sense of being devalued as an employee and hoped ESSA would get the same consideration as the teachers and principals.

Bruce Tendrup, 297 Thunder Road, ESSA employee, understood the board had to make cuts. He was a conservative and understood cuts. But ESSA was looking for fairness. If people on the top end of the pay scale were getting raises, and the people already on the low end of the scale were getting cut – that was not fair. Mr. Tendrup was hearing a lot of anger at his school. He

Public Comment On Nonagenda Items (continued)

wasn't certain what was going on with the other bargaining groups, but he was hearing a lot of anger at the school. All he wanted was fairness. He understood taxpayers did not want their taxes increased – he got that. If there was fairness and no one got a raise, he was okay with that. It was all about being fair. To give people at the top a raise and cut salaries at the bottom was crazy.

Ann Delong, PO Box 83058, ESSA board member and special education staff member, voiced her support for the equal treatment of ESSA employees. ESSA deserved the same consideration as the other groups. Ms. Delong pointed out the loss of Christmas and spring break pay was not fair and it would have a serious effect on staff members' ability to pay their bills, especially around the holiday season. She asked the board to consider the effect on the proposed contract on staff.

Carol Smallwood, PO Box 83974, ESSA employee, spoke in support of cutting waste in the district, not people or salaries. Ms. Smallwood saw a lot of waste in the district, such as with the StoryTown books – which were currently sitting in a big pile in a back storeroom. She did not know how much money the StoryTown books equated to, but when curriculums were changed every few years – it cost money. Ms. Smallwood urged the board to look throughout the district for areas of waste, rather than cutting positions and salaries.

Bob Myers, 2084 Lakeview Terrace, ESSA employee, pointed out the purchase of the used loader in the current agenda. Mr. Myers had been in the district for 18 years and the district had done fine without the loader so far. He noted the cost of the loader equaled five to seven employees. There had to be other areas to cut rather than cutting positions. Jobs were already not getting done.

Vickie Armstrong, 4544 Drake St, ESSA employee, was shocked by the district's proposal. In the almost ten years she had been with the district, it was the first time she had seen this type of treatment from the district. Ms. Armstrong asked the board to treat ESSA equally and like the other bargaining groups. It did not feel good to have the top level staff get raises when ESSA staff did not.

Billy Smith, 2817 Talkeetna Avenue, long-time ESSA employee, noted he was almost speechless because he had so much anger and rage regarding the contract. Mr. Smith pointed out the board and district were not treating him or other ESSA members fairly or with respect. As a retired military member, he was treated with respect. As a previous laborer, he was treated fairly and with respect. As an after school coordinator in the district, he wore many hats – principal, nurse, custodian, teacher, and more – he and his fellow ESSA members deserved a fair contract. The loss of pay for winter and spring breaks was unconscionable. Mr. Smith shared how he had been denied leave without pay to spend time with his mother and that she passed away two months later. The district was now proposing to do away with the ability for staff to use sick leave for family members. He was a proud member of ESSA and did not want to see his fellow ESSA members hurt and treated the same way he had been.

SUPERINTENDENT REPORT [1:32:50]

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 several topics:

- The district continued its collaboration with the borough's facility department. The district would be working with the borough on maintaining Newby Park, which would be utilized by district students.

Superintendent Report (continued)

- The district's online registration was now operational for new students. It should save a lot of administrative time and be very beneficial for families moving to the area, especially military families.
- The district was moving to an electronic time-keeping program. Training was underway and the first step of implementation would be the tracking of leave time.
- Doubtful status notices for all non-tenured teachers, except special education and librarians, would be delivered on April 29. Doubtful status was not a notice of layoff. If layoffs were required, staff would be notified by the end of the day on May 20.
- To address the testimony from the West Valley student regarding the district's Internet filters, there had been no requests from West Valley to open any filters. The administration would be working with staff to determine if there was a communication issue.
- At Lathrop, the principal had taken the lead on the master schedule and expected to have some information on it by Friday. He had heard from the AP parents, and would be making decisions based on the needs of all students.

Board Member Questions/Comments

Board members had questions regarding Lathrop's master schedule and the AP Calculus and European History classes. Dr. Gaborik did not have the specifics regarding Lathrop's schedule or what Principal Mead was planning. Board members expressed concern about the erosion of Lathrop's AP courses. Other questions and comments included the district's Internet filters and if they had been adjusted according to elementary, middle school, and high school access. The administration had not received any building or grade level filter requests, but had received a few requests from individual teachers in the district. Board members hoped there would be better communication with staff and principals regarding accessing sites outside the district's filters. There was also a question about the negotiator working with the different bargaining teams.

Board members requested a report on Lathrop's master schedule, and data on the AP courses offered at each district high school.

OLD BUSINESS

Included in the Consent Agenda.

NEW BUSINESS

Fairbanks Principals' Association (FPA) Negotiated Agreement Ratification [1:45:36]

The Negotiated Agreement between the Board of Education and the Fairbanks Principals' Association (FPA) would expire on June 30, 2016. The Tentative Agreement between the school board and FPA was reached on March 28, 2016, and was ratified by a vote of FPA members on March 30, 2016. The agreement would be effective July 1, 2016 – June 30, 2019.

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, O'BRIEN SECONDED, TO RATIFY THE TENTATIVE AGREEMENT BETWEEN THE FAIRBANKS PRINCIPALS' ASSOCIATION AND THE FAIRBANKS NORTH STAR BOROUGH BOARD OF EDUCATION FOR THE PERIOD JULY 1, 2016 THROUGH JUNE 30, 2019.

Fairbanks Principals' Association (FPA) Negotiated Agreement Ratification (continued)

Public Comments

Nancy Duez, PO Box 58643, long-time teacher and current Fairbanks Education Association (FEA) president, spoke in support of the ratification. Ms. Duez was glad to see an agreement had been reached quickly, but thought there should have been more of a raise given. Ms. Duez did not support the change making the Health Care Committee an advisory committee, which she heard was done due to the committee not doing enough to contain health-care costs. But at the last board meeting, there was a report on the Health Care Committee that highlighted all the changes the committee had made to contain costs. Ms. Duez questioned what would happen if the other two groups held fast to the keeping the Health Care Committee an empowered committee, but the FPA agreement had language making it advisory.

Flora Roddy, 480 Jeannette Way, long-time ESSA member, spoke in support of the ratification. Ms. Roddy used her magic wand hoping to have the same results for ESSA and FEA. It seemed the FPA contract negotiations went well and fast. She hoped it would be the same for ESSA and FEA.

Board Questions/Comments

A question was asked about the contract's language making the Health Care Committee an advisory committee and how the agreement would be affected if the other bargaining groups did not negotiate the same language. Lisa Pearce, chief financial officer, thought there could be a Letter of Understanding regarding the issue added to the FPA contract.

ADVISORY VOTES. 2 AYES (WILLIAMS, RIZK)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 4 AYES
(LAMBERT, RICE, O'BRIEN, GENTRY)

INFORMATION AND REPORTS

K-12 Physical Education Curriculum Revision Report [1:51:52]

The proposed *K-12 Physical Education Curriculum* was provided under separate cover for the school board's review and consideration.

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

Michelle Daml, curriculum coordinator, summarized the revisions. Work on the document began last summer with teachers from across the district performing a comprehensive review of existing curriculum, as well as national trends and standards. The various drafts of the curriculum were shared with teachers and put out for public comment as well. Additionally, the Board Curriculum Advisory Committee reviewed drafts and received updates at each meeting.

The biggest shift in the curriculum was content was aligned not only with Alaska Physical Education Standards and Grade Level Expectations, but also Society of Health and Physical Educators Standards (SHAPE America).

Ms. Daml thanked the revisers who worked diligently throughout the process, as well as Kim Gatto from the curriculum department, for her work preparing the documents. The board would be asked to act on the K-12 Physical Education Curriculum revision at its May 3, 2016 meeting.

Public Comments

None

Board Questions/Comments

On behalf of the entire board, Vice President Gentry thanked Ms. Daml for the report.

K-12 Health Curriculum Revision Report [1:53:44]

The proposed *K-12 Health Curriculum* was provided under separate cover for the school board's review and consideration.

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

Michelle Daml, curriculum coordinator, summarized the revisions. Work on the document began last summer with teachers from across the district performing a comprehensive review of existing curriculum, as well as national trends and standards. The various drafts of the curriculum were shared with teachers and put out for public comment as well. Additionally, the Board Curriculum Advisory Committee reviewed drafts and received updates at each meeting.

The biggest shift in the curriculum was content was aligned not only with Alaska Health Standards and Grade Level Expectations, but also National Health Education Standards (SHAPE). Consideration was also given to the requirements of the Alaska Safe Children's Act.

Ms. Daml thanked the revisers who worked diligently throughout the process, as well as Kim Gatto from the curriculum department, for her work preparing the documents. The board would be asked to act on the K-12 Health Curriculum revision at its May 3, 2016 meeting.

Public Comments

None

Board Questions/Comments

On behalf of the entire board, Vice President Gentry thanked Ms. Daml for the report.

Middle School Health Materials Report [1:55:09]

The district's curriculum revision process included the selection of textbooks and materials to support the implementation of adopted curricula.

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

Michelle Daml, curriculum coordinator, provided a report on the health materials being considered for adoption. The textbook and materials selection process involved the collection of materials, screening by teachers and the Board Curriculum Advisory Committee, public review, information from publishers, and a review of available research.

Based on teacher and community responses, the administration anticipated recommending the adoption of:

- Middle School: *Teen Health*, Glencoe/McGraw Hill (2014)

The school board would be asked to act on the middle school health materials at its May 3, 2016 meeting.

Public Comments

None

Board Questions/Comments

The board appreciated teachers' input on the materials, as well as their willingness and creativity to create lessons without the added costs of additional textbooks and materials. The board also appreciated the input being incorporated in the decisions regarding curriculums.

On behalf of the entire board, Vice President Gentry thanked Ms. Daml for the report.

High School Science Materials Report [1:57:41]

The district's curriculum revision process included the selection of textbooks and materials to support the implementation of adopted curricula.

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

Michelle Daml, curriculum coordinator, provided a report on the science materials being considered for adoption. The textbook and materials selection process involved the collection of materials, screening by teachers and the Board Curriculum Advisory Committee, public review, information from publishers, and a review of available research.

Based on teacher and community responses, the administration anticipated recommending the adoption of:

- Elementary: No recommendation. Feedback from teachers and schools indicated a desire for materials and revision of current library media kits to align with changes.
- Middle School: No recommendation. Feedback from teachers was a desire for online resources while continuing to use the currently adopted materials.
- High School: *Biology*, Glencoe/McGraw Hill (2017)
Earth and Science: iScience, Glencoe/McGraw Hill (2017)
Chemistry: Matter and Change, McGraw Hill (2013)

It was the intent of the curriculum department to solicit and review materials for the remaining high school science courses and make a recommendation next fall. The school board would be asked to act on the high school science materials at its May 3, 2016 meeting.

Public Comments

None

Board Questions/Comments

On behalf of the entire board, Vice President Gentry thanked Ms. Daml for the report.

High School Social Studies Materials Report [1:59:59]

The district's curriculum revision process included the selection of textbooks and materials to support the implementation of adopted curricula.

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

Michelle Daml, curriculum coordinator, provided a report on the social studies materials being considered for adoption. The textbook and materials selection process involved the collection of materials, screening by teachers and the Board Curriculum Advisory Committee, public review, information from publishers, and a review of available research.

Based on teacher and community responses, the administration anticipated recommending the adoption of:

- High School: *World History*, Pearson (2016)
Economics, Pearson (2016)
United States Government: Principals in Practice, Harcourt Houghton Mifflin (2012)

High School Social Studies Materials Report (continued)

The school board would be asked to act on the high school social studies materials at its May 3, 2016 meeting.

Public Comments

None

Board Questions/Comments

Vice President Gentry thanked Mrs. Daml for all her work on the curriculum revisions and materials reports.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS [2:01:53]

On behalf of the entire board, Vice President Gentry thanked the Woodriver Elementary Choir for their great performance and Principal Grant Guy for his spotlight on the school. She congratulated the many students recognized for their achievements. Ms. Gentry thanked everyone who came before the board to testify; the board always appreciated hearing from people. She thanked the administration, curriculum department, and the Board Curriculum Advisory Committee for its work on all the curriculum revisions. Ms. Gentry reminded everyone to contact their legislature in support of education funding.

Mrs. Gentry announced her intent to resign from the school board effective September 5, 2016. She and her family would be relocating to Vancouver, Washington.

Colonel Williams echoed Vice President Gentry's congratulations and appreciation. He reminded everyone of Ft. Wainwright's Earth Day Celebration on Tuesday, April 26 from 9:00 – 11:30 a.m. at Ft. Wainwright's Physical Fitness Center. Colonel Williams was sad to see Mrs. Gentry leave the board.

Mr. Rice added his congratulations to all the awardees. He appreciated the testimony. Even after all his years on the board, he said negotiations still kept him awake at night. Board members were looking out for what was best for students and all involved. Everyone was working on one goal – to educate students. Mr. Rice wished Mrs. Gentry well; her resignation would be a loss to the board.

Mrs. Lambert congratulated all the students who were honored. The students recognized at the board meetings were only a snapshot of all the talent in the district and a result of the hard work of teachers and support staff. She appreciated all the testimony. She agreed with Mr. Rice, negotiations were difficult, but believed things could be worked through. She encouraged people not to give up and to please be patient. She was confident agreements could be reached in the best interest of all. They were able to do it with FPA and she was certain it could be done with FEA and ESSA as well. Mrs. Lambert thanked staff members for advocating for themselves.

Mr. O'Brien thanked the Woodriver Elementary Choir and applauded Mr. Guy's dedication and work for the school; he was a real inspiration. Mr. O'Brien acknowledged the strong partnership between the school and its PTA; it was a model everyone should consider. He thanked people for their testimony; it had an effect on him and the rest of the board. Testimony provided board members with an insight of what was going on throughout the district. He recognized the importance of peoples' time to come forward to testify and he really appreciated their time. Mr. O'Brien asked the administration to update the board regarding the Internet filters. He hoped to make Internet access work for everyone. He was looking forward to seeing the data regarding AP courses throughout the district.

Board and Superintendent Comments & Committee Reports (continued)

Mr. O'Brien recognized Mr. Rizk's third place award in the Alaska Statewide High School Science Symposium, Session 3: Microbiology, for his paper: *Testing and Observation of Bacterial Microbiome Diversity in High School Environment*. Mr. O'Brien was sad to see Mrs. Gentry leave the board.

Mr. Rizk congratulated all the students on their achievements. The recent Alaska Association of Student Government (AASG) Spring Conference was held in Kodiak. Mr. Rizk would compile the many resolutions from the conference and get them forwarded to board members. Mr. Rizk appreciated the testimony by students. He clarified the difference between distance delivery versus online courses. With distance delivery, there was a teacher in front of students and available for immediate feedback. Online courses did not have a teacher in front of students at the time the work was being done. Mr. Rizk announced the Regional Student Council would be holding its last meeting of the school year next week.

Superintendent Dr. Gaborik announced:

- BP Teachers of Excellence Awards Banquet, Thursday, April 21
- Mayor's Young Artist Reception, Monday, April 25 at 5:30 p.m. in the Mona Lisa Drexler Assembly Chambers
- District Speech Contest, Saturday, April 30 starting at 9:00 a.m. at Anne Wien Elementary School

The meeting adjourned at 9:15 p.m.

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