

**FAIRBANKS NATIVE ASSOCIATION &
FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT**

**Revised Implementation Agreement to the
Mediation Agreement of February 1987**

This implementation agreement is between the Fairbanks North Star Borough School District (the school district) and the Fairbanks Native Association, Inc. (FNA). FNA is recognized through resolution by Doyon, Limited as representing the educational interests of Alaska Native/American Indian students attending schools in the Fairbanks North Star Borough School District.

The purpose of this agreement is to implement the mediation agreement, acknowledge current issues, and strengthen relationships between the parties. Nothing in this agreement should be taken as an admission of wrongdoing by either party. Rather both parties recognize a need to communicate in order to address and progress on matters of mutual concern.

- 1) FNSBSD The school district will employ an equal employment opportunity (EEO) officer to report to the superintendent, with defined duties in the EEO job description regarding implementation of items in this agreement. Copies of the mediation and implementation agreements will be distributed to and discussed with all administrators and building principals at the beginning of the school year. The agreements will also be posted to the school district's website.

- 2) FNSBSD The EEO officer shall prepare an affirmative action plan annually that identifies the hiring goals for Alaska Native and American Indian hire, especially for the job categories of administrators, teachers and support staff. Each party agrees to meet on this topic upon request. The affirmative action plan is available at the EEO office for review and copying.

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- 3) FNSBSD** The school district shall seek input from Alaska Native/American Indian administrators, teachers, aides, and tutors to collaborate jointly on professional development for the benefit of Alaska Native/American Indian students.
- 4) FNSBSD** The school district will continue to address issues of cultural sensitivity by offering all school personnel opportunities to participate in courses, workshops, and trainings on issues of racism, diversity and cultural sensitivity, including the Alaska Cultural Standards for Students.
- 5) FNSBSD** The human resources department will conduct initial and secondary screenings for administrative applicants to ensure equal application of screening criteria. The EEO officer will review all secondary screenings to confirm equal application of screening criteria. FNA shall receive by fax or e-mail courtesy copies of all administrative and Indian Education Grant funded external vacancy announcements when they are posted.
- 6) FNSBSD** The school board will biennially conduct a work session with FNA regarding mutually identified concerns of the Alaska Native/American Indian community.
- 7) FNSBSD** The school district will continue to recruit Alaska Native/American Indian administrators, teachers, tutors, and other classified Alaska Native/American Indian employees in the schools and encourage Alaska Native/American Indian employees to actively seek opportunities to serve as positive role models.
- 8) FNSBSD** The school district will increase efforts to promote multicultural awareness and communication between Alaska Native/American Indian students, the school board, staff, other students and parents.

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- 9) FNSBSD The school district will annually disseminate to FNA and other Alaska Native/American Indian organizations a list of district accomplishments that have positively affected the Alaska Native/American Indian community.
- 10) FNSBSD The school district will share its annual State of the Schools report with FNA.
- 11) FNSBSD The school district will provide FNA with the number of Alaska Native and American Indian students it submits as the total student count in the Indian Education Formula grant application.
- 12) FNA FNA will continue to assist the school district in securing Alaska Native/American Indian parent involvement in principal hiring committees from the attendance area(s) of the specific school(s) under consideration, when possible. If no parent is available, FNA shall appoint an interested Alaska Native/American Indian to serve on the hiring committee.
- 13) FNA FNA will encourage Alaska Native/American Indian parents, community members and organizations to become involved in and participate in the school district and education programs.
- 14) FNA FNA will work closely with school district administration to foster a positive working relationship and a positive image of the school district in the Alaska Native/American Indian community, immediately and ongoing.

The parties agree that:

1. The school district will have Alaska Native Education (ANE) tutors, school counselors, and/or dropout prevention counselors provide orientation to rural students newly enrolled in the district to inform them of school requirements, resources and activities. FNA will serve as a resource to the school district to identify available programs to assist with rural student transition.

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2. The school district, with the support of FNA, will work to increase the attendance rate for Alaska Native/American Indian students by the goal set annually by the school district.
3. The school district, with the support of FNA, will work to reduce the dropout rate for Alaska Native/American Indian students by the goal set annually by the school district.
4. The school district, with the support of FNA, will work to increase the number of Alaska Native/American Indian students who successfully complete their high school education by the goal set annually by the school district.
5. Both parties will cooperate in securing resources to implement this agreement.
6. Both parties will encourage and promote Alaska Native/American Indian culture activities for elementary and secondary students with emphasis on leadership at the middle school and high school levels.
7. Both parties will continue to encourage and support Alaska Native/American Indian youth in identifying potential careers, including careers in education.
8. Both parties will meet biennially for the purpose of proposing and reviewing desired steps and measurable goals, reviewing issues of concern, reviewing the implementation of this agreement, to provide all requested reports, and to make mutually agreeable revisions of the Implementation agreement according to current needs.
9. The school district and FNA will work together to improve crisis intervention services that are within the scope of the current crisis intervention program for Alaska Native/American Indian students within the district.

This document is for the purpose of implementing the mediation agreement dated February 1987 and to acknowledge the advancement in relations between the parties and progress on the employment and education interests stated.

Agreed to this 8 day of November, 2016 by:



Steve Ginnis, ~~President~~ *Executive Director*
Fairbanks Native Association



Heidi Haas, School Board President
Fairbanks North Star Borough School District