FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT



BOARD OF EDUCATION REGULAR MEETING

Tuesday, January 17, 2012

School District Administrative Center

OUR VISION... Excellence and Equity for All

OUR MISSION is to provide an excellent and equitable education in a safe, supportive environment so all students can become productive members of a diverse and changing society.

Core Values

- Student learning is at the center of everything we do.
- High achievement evolves from high expectations and educational opportunities.
- Quality education requires highly motivated, skilled, supportive teachers, administrators, and support staff.
- Active partnerships with the family and community support successful student learning.
- Respect for the diversity and dignity of individuals and groups is essential.

Primary Performance Goals

- A. Improve overall performance for all students.
 - Indicator: An increase in student achievement on statewide assessments (e.g. Terra Nova, SBA's, and HSGQE).
- B. Increase the graduation rate and reduce the dropout rate.
 - Indicator: The district's graduation rate and dropout rate, as computed by the state, will continue to improve.
- C. Improve math skills of African American students, Alaska Native/American Indian students, and Students with Disabilities (SWD) to meet or exceed the state Annual Measurable Objectives (AMO) in math.

Indicator: African American students, Alaska Native/American Indian students, and Students with Disabilities (SWD) will score at proficiency levels to meet or exceed the Annual Measurable Objective (AMO) of 66.09% on the state Standards Based Assessment.

D. Improve writing skills of Alaska Native/American Indian students, Students with Disabilities (SWD), Limited English Proficient students (LEP), and Economically Disadvantaged students to increase the percent proficient and advanced, and/or meet or exceed the state Annual Measurable Objectives (AMO) in language arts.

Indicator: A higher percentage will be proficient and advanced and/or will meet or exceed the Annual Measurable Objectives (AMO) of 77.18% in language arts on the state Standards Based Assessment.

Ongoing Commitments

- Focus instruction and resources on areas of need, such as career and technical education, math and writing improvement, and the gender achievement gap.
- Support class sizes that are conducive to learning.
- Invest in quality professional development to meet district goals.
- Recognize and respect multicultural perspectives.
- Use data-supported decision making and annual school planning.
- Provide graduation success strategies and challenging courses and instruction, which are inspirational and innovative.
- Provide educational options to families and students.
- Engage families to promote student success.

- Continue implementation of the Technology Blueprint.
- Increase communication with, and support for, students and families of diverse cultures.
- Use technologies, including PowerSchool Premier, to enhance learning, monitor student progress, involve parents, enhance communication, and maintain efficient district operations.
- Enhance school safety and student wellness.
- Recruit, hire, and retain a diverse workforce with the talents and abilities to fulfill the district's mission.
- Maintain excellent school facilities and manage capital improvement projects.

Initiatives to Improve Student Performance

- 1. Implement recommendations from the Secondary Review Process (e.g. Career Pathways, Professional Learning Communities, Middle School Concept).
- 2. Develop a plan to address North Pole attendance area K-8 overcrowding.
- 3. Implement Response to Instruction and Intervention (RTI).
- 4. Implement a plan for using formative assessment to improve writing skills (e.g. Thinking Maps/Write...from the Beginning/Write...for the Future, MY Access!, and Six Traits Writing).

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION

January 17, 2012 7:00 P.M. – REGULAR BOARD MEETING

Board Room - 520 Fifth Avenue School District Administrative Center

AGENDA

Α.	PRELIMINARIES 1. Call to Order	Reference Pages
	2. Pledge of Allegiance	
	 Roll Call Alaska Music Educator Association's (AMEA) Music Educator of the Yea 	r: Barbara Nore 3
В.	AGENDA	
	1. Adoption of the Agenda	3
	2. Presentation on Agenda Items	3
C.	PUBLIC COMMENTS ON NONAGENDA ITEMS	
D.	ACTION ITEMS - OLD BUSINESS	
	1. Policy 1062.4: Concussions (Second Reading)	4 & 10
	* 2. Monthly Management Reports	4 & 11-16
	* 3. Minutes	See minutes
E.	ACTION ITEMS – NEW BUSINESS	
	1. Resolution 2012-07: Honoring Black History Month	4 & 17
	2. 2012-2014 Priorities	4 & 18
	3. Exempt Salary Table Restructure	5 & 19-22
	* 4. IFB 12-F0012: Kitchen Equipment for Nutrition Services Center	5 & 23
	* 5. Fundraising/Travel Request: Denali and Arctic Light Elementary Schools	5 & 24
	* 6. Fundraising/Travel Request: Hutchison High School	5 & 25
	* 7. Fundraising/Travel Request: Lathrop High School	5 & 26
	* 8. Gift Acceptance: District	6 & 27
	* 9. Gift Acceptance: District	6 & 28
	*10. Gift Acceptance: Weller Elementary School	6 & 29
	*11. Gift Acceptance: Lathrop High School	6 & 30
	*12. Gift Acceptance: Lathrop High School	6 & 31
	*13. Gift Acceptance: Lathrop High School	6 & 32
	*14. Gift Acceptance: West Valley High School	6 & 33
	*15. Personnel Action Report	7 & 34-37
F.	INFORMATION & REPORTS	
	1. Class of 2011 Report Addendum: Student Tracker Results	7 & Separate Cover
	2. Academic and Other Educational Program Offerings and Layoff Plan	7 & 38-41
	* 3. Personnel Information Report	7 & 42-43
	* 4. Superintendent's Budget Transfers	7 & 44
	* 5. Expulsion Report	7

F. INFORMATION & REPORTS (continued)

- * 6. Board's Reading File
- * 7. Coming Events and Meeting Announcements

7-9 9

G. BOARD AND SUPERINTENDENT'S QUESTIONS/COMMENTS/COMMITTEE REPORTS

H. ADJOURNMENT BY 10:00 P.M. UNLESS RULES SUSPENDED

Board of Education Regular Meetings are broadcast live on KUAC-FM, 89.9 and televised live on GCI Cable channel 14, and audio streamed live from the district's web page www.k12northstar.org

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT BOARD OF EDUCATION

7:00 P.M. – REGULAR BOARD MEETING January 17, 2012 AGENDA

A. PRELIMINARIES

Reference Pages

- A. 1. Call to Order by President
- A. 2. Pledge of Allegiance, led by Mrs. Dominique
- A. 3. Roll Call

Kristina Brophy, President
Sharon McConnell, Vice President
Sue Hull, Treasurer
Sean Rice, Clerk
Silver Chord, Member
Wendy Dominique, Member
John Thies, Member
Thomas Daack, Base Representative
Ron Johnson, Post Representative
Brooke Wilson, Student Representative

A. 4. Alaska Music Educator Association's (AMEA) Music Educator of the Year

Barbara Nore, North Pole Middle School music teacher, was selected as the Alaska Music Educator Association's (AMEA) Music Educator of the Year. Cynthia Sibitzky, AMEA president-elect, and Richard Smith, North Pole Middle School principal, will make the presentation.

B. AGENDA

B. 1. Adoption of the Agenda

Consent agenda items marked with an asterisk are considered routine items not requiring public discussion by the Board. Unless removed from the consent agenda, asterisked items will be automatically approved when the agenda is adopted. Questions concerning these items should be directed to the administration before the meeting.

If the superintendent or a member of the public wishes to have an item removed from the consent agenda, the request must be made to a Board member any time prior to the start of the meeting. The Board member has the discretion to accept or deny the request. Only a Board Member may remove an item from the consent agenda. If an item is removed from the consent agenda, it shall be considered separately as the last item of new business. Asterisked items will then be adopted by one single motion.

■ MOTION is to adopt the ager	nda with consent items.	
Motion by	Seconded by	
Advisory Vote	Vote	
· · · · · · · · · · · · · · · · · · ·	•	

B. 2. Presentation on Agenda Items

Any person wishing to speak on an agenda item—action items or information and reports—will have three minutes to testify when that item is before the Board for discussion. There is a limit of one hour total testimony per item.

C	PHRIC	: 00	MMEN.	TS ON	NONA	GENDA	ITEMS
U .	FUDLI		, IAIIAI F I A	13 011	INCHA	JLIVA	

Public comments on nonagenda items are limited to three minutes per person for a maximum of one hour. People on the sign-up list will be called first. If there is time, people who did not sign up may address the Board. A person testifying must state their name and address for the record. Board members may ask questions for clarification. Although there is time at the end of each meeting for Board and superintendent comments, some concerns may not be able to be addressed immediately, as additional information may need to be gathered.

U.	A	G I	ION ILEMP - OFD BOSINESS
D.	1		Policy 1062.4: Concussions (Second Reading) The administration forwards School Board Policy 1062.4: Concussions with a recommendation for the school board to approve this original policy. State law mandates the school district adopt a policy on this student health and safety issue. There were no changes from first reading. Bett Schaffhauser, employment and educational opportunity director, is available to answer questions.
			■ MOTION is to approve second reading, public hearing, and adoption of Policy 1062.4: Concussions. Motion by Seconded by Advisory Votes Vote
D.	* 2	2.	Monthly Management Reports The Monthly Management Reports for December 2011 are provided. **Ref. Pgs. 11-16** Ref. Pgs. 11-16**
			MOTION is to accept the Monthly Management Reports for December 2011.
D.	* 3	3.	Minutes <u>See Minutes</u>
			MOTION is to approve the minutes from the special meetings December 5 and 19; the work session December 5; and the regular meeting December 6, 2011, as submitted.
E.	A	СТ	TION ITEMS - NEW BUSINESS
E.	1	I.	Resolution 2012-07: Honoring Black History Month In keeping with national and state designations the Fairbanks North Star Borough School District proposes to honor African American heritage by proclaiming through resolution, February 2012 as Black History Month.
			■ MOTION is to designate February 2012 as Black History Month to honor African American heritage by approving Resolution 2012-07. Motion by Seconded by Advisory Votes Vote
E.	2	2.	2012-2014 Priorities The school board has been working on their 2012-2014 Priorities over the last several months at various work sessions. The proposed primary performance goals aim to improve the overall performance for all students; develop, maintain, and sustain a state-of-the-art Career and Technical Education program; support the continued evolution and implementation of the district's Technology Plan; and increase connections between parents, businesses, the community, and our schools. MOTION is to adopt the 2012-2014 Priorities. Motion by Seconded by
			Advisory Votes Votes

E. 3. Exempt Salary Table Restructure

Ref. Pgs. 19-22

Administration is recommending the restructuring of the exempt salary table in an effort to roll back top end management salaries and reduce the value of step increases as they currently exist on the table. Lower salaries and smaller step increases will allow for consideration of steps in the future. Administration recommends that steps and a 1% increase to the restructured table be approved for 2012-13.

■ MOTION is to approve the restructured exempt salary table effective for 2011-12, approve Budget Transfer 2012-077 as presented, providing funds for exempt stipend payments and transitioning to the restructured salary table, and to approve exempt step movement and a 1% increase to the salary table for 2012-13.

Motion by	Seconded by	
Advisory Votes	Vote	

E. * 4. IFB 12-F0012: Kitchen Equipment for Nutrition Services Center

Ref. Pg. 23

Competitive sealed bids for kitchen equipment for the Nutrition Services Center were opened in the purchasing department on January 5, 2012 at 4:30 p.m. The abstract of bids and complete bid file is available for review in the purchasing department. If approved, award will be made to the following:

<u>Vendor Name</u>		<u>Total Award</u>
Refrigeration & Food Equipment		\$36,768.48
	TOTAL	\$36,768.48

MOTION is to award IFB 12-F0012 for Kitchen Equipment for the Nutrition Services Center to Refrigeration & Food Equipment for \$36,768.48.

E. * 5. Fundraising/Travel Request: Denali and Arctic Light Elementary Schools Ref. Pg. 24
Denali and Arctic Light Elementary Schools are requesting permission to raise funds to send their extended learning students to Homer, Alaska, April 27-29, 2012, to explore and expand their knowledge of Alaska's coastal environment, communities, and sea life, at no cost to the district.

MOTION is to approve Denali and Arctic Light Elementary Schools' request to raise funds to send their extended learning students to Homer, Alaska, April 27-29, 2012, to explore and expand their knowledge of Alaska's coastal environment, communities, and sea life, at no cost to the district.

E. * 6. Fundraising/Travel Request: Hutchison High School

Ref. Pg. 25

Hutchison High School is requesting permission to raise funds to send students to England and Scotland, March 7-18, 2012 where students will learn about English and Scottish art and history, at no cost to the district.

MOTION is to approve Hutchison High School's request to raise funds to send students to England and Scotland, March 7-18, 2012, where students will learn about English and Scottish art and history, at no cost to the district.

E. * 7. Fundraising/Travel Request: Lathrop High School

Ref. Pg. 26

Lathrop High School is requesting permission to raise funds to send students to Disneyland in Los Angeles, California, March 9-16, 2013 where students will perform in concert at Disneyland, at no cost to the district.

MOTION is to approve Lathrop High School's request to raise funds to send students to Disneyland in Los Angeles, California, March 9-16, 2013, where students will perform in concert at Disneyland, at no cost to the district.

E. * 8. Gift Acceptance: District

Ref. Pg. 27

The administration is requesting gift acceptance of \$5,000 from Eileen S. Burnley and family to be used towards a scholarship fund in the districts where the late Dr. Kenneth Burnley served as superintendent.

MOTION is to accept the gift of \$5,000 from Eileen S. Burnley and family to the school district to be used towards a scholarship fund in the districts where the late Dr. Kenneth Burnley served as superintendent.

E. * 9. Gift Acceptance: District

Ref. Pg. 28

The administration is requesting gift acceptance of \$1,300 from the Golden Valley Electric Foundation, Inc. to be used towards the purchase of an automated external defibrillator (AED) for a district school.

MOTION is to accept the gift of \$1,300 from the Golden Valley Electric Foundation, Inc. to the school district to be used towards the purchase of an automated external defibrillator (AED) for a district school.

E. *10. Gift Acceptance: Weller Elementary School

Ref. Pg. 29

Weller Elementary School is requesting gift acceptance of \$4,352.98 from the Weller Elementary PTA for the purchase of classroom supplies.

MOTION is to accept the gift of \$4,352.98 from the Weller Elementary PTA to Weller Elementary School for the purchase of classroom supplies.

E. *11. Gift Acceptance: Lathrop High School

Ref. Pg. 30

Lathrop High School is requesting gift acceptance of \$6,000 from the Malemute Ski Team Booster Club, Inc. for the school's cross country ski program.

MOTION is to accept the gift of \$6,000 from the Malemute Ski Team Booster Club, Inc. to Lathrop High School for the cross country ski program.

E. *12. Gift Acceptance: Lathrop High School

Ref. Pg. 31

Lathrop High School is requesting gift acceptance of \$2,000 from Lady Malemutes Basketball for the school's girls' basketball program.

MOTION is to accept the gift of \$2,000 from Lady Malemutes Basketball to Lathrop High School for the girls' basketball program.

E. *13. Gift Acceptance: Lathrop High School

Ref. Pg. 32

Lathrop High School is requesting gift acceptance of \$1,900 from the U.S. Army Warrant Officers Association (USAWOA) for the school's JROTC program.

MOTION is to accept the gift of \$1,900 from the U.S. Army Warrant Officers Association (USAWOA) to Lathrop High School for the JROTC program.

E. *14. Gift Acceptance: West Valley High School

Ref. Pg. 33

West Valley High School is requesting gift acceptance of \$1,000 from the Pride Foundation for the school's Gay-Straight Alliance Club.

MOTION is to accept the gift of \$1,000 from the Pride Foundation to West Valley High School for the Gay-Straight Alliance Club.

MOTION is to approve the Personnel Action Report for the period November 30, 2011 – January 10, 2012, including a correction to the 2011-2012 tenure list.

F. INFORMATION AND REPORTS

- F. 1. Class of 2011 Report Addendum: Student Tracker Results
 Karen Gaborik, interim assistant superintendent of secondary education, and Heather Rauenhorst, program evaluator & research analyst, will make a brief presentation on the Student Tracker for High Schools Aggregate Report.
- F. 2. Academic and Other Educational Program Offerings and Layoff Plan

 Superintendent Lewis will use the draft of the administration's Academic and Other Educational Program Offerings and Layoff Plan to review the procedures and processes for the upcoming budget adoption.

F. * 3. Personnel Information Report

Ref. Pgs. 42-43

The Personnel Information Report for the period November 30, 2011 – January 10, 2012 has been provided.

F. * 4. Superintendent's Budget Transfers

Ref. Pg. 44

The Superintendent's Budget Transfer Report for January 17, 2012 has been provided.

F. * 5. Expulsion Report

Expulsions for the 2011-2012 school year, as of January 11, 2012, are listed below:

Substance Abuse	. 3
Fighting/ Assault	. 5
Weapons	. 3
Other	
TOTAL	15

F. * 6. Board's Reading File

12-01-11	Citizen's Budget Review Committee Meeting Notes November 16, 2011
12-04-11	Email on Behalf of Superintendent to Board RE: School District Release – No School Monday, December 5
12-05-11	Email from S. Beard to Board RE: Complaint Regarding Cheer Squad
12-05-11	Email from B. Lewis to Board RE: Complaint Regarding Cheer Squad
12-07-11	Letter from Board to The Actus Community Fund RE: Gift Thank You
12-07-11	Letter from Board to North Pole Elementary PTA RE: Gift Thank You
12-07-11	Letter from Board to G. Brazier RE: Music Performance Thank You
12-07-11	Community Research Quarterly Fall 2011
12-07-11	Board Diversity Committee Meeting Minutes

November 10, 2011

F. * 6. Board's Reading File (continued)

12-08-11	Email & Attachment from S. Hull to Board RE: NSBA Winter Region Conference Report
12-09-11	Email & Attachment from B. Bailey to All Staff RE: Revised 2011-2012 School Calendar
12-12-11	FEAdback Volume 30, #11
12-12-11	Email from T. Gatewood to All Staff Important Information Regarding Applying for Grants
12-12-11	Email from Superintendent to Board RE: University Park Incident
12-13-11	Email from Superintendent to Board RE: Dull, Safe Ending to the Story
12-15-11	Memo from D. Ferree to S. Rice RE: School Crossing Guards
12-15-11	FNSBSD Press Release from B. Bailey RE: Lathrop High School Wins \$10K Glee – Give a Note Prize
12-15-11	Email from K. Gaborik to Board RE: Supreme Court Live – New Date – February 6, 2012
12-15-11	Email from Superintendent to Board RE: Governor Says No to a BSA Increase
12-15-11	Email from Superintendent's Office to Administrative Center Staff RE: Midnight Sun Academy
12-19-11	FEAdback Volume 30, #12
12-21-11	Email from Superintendent to Board RE: Ryan Middle School
12-21-11	Letter from M. Orr to Board RE: Removing Sugary and Carbonated Drinks from Vending Machines
12-21-11	Email from Superintendent to Board RE: Information
12-21-11	Email from Superintendent to Board RE: West Valley Vending Machine Letter Follow-up
12-21-11	Email from Superintendent to All Staff RE: Happy Holidays
12-22-11	Email from S. Chord to Board RE: WV Vending Machine Letter Follow-up
12-22-11	Email & Memo from M. Fisher to M. Lamb RE: 2011 Full & True Value Determination
12-27-11	Email from L. Anderl to Board RE: Thank You
01-03-12	Email & Attachments from L. Whisenhant to Board RE: Bob Lenz Youth Event Report & Budget
01-03-12	Email from J. Gerhardt to Board RE: Holding a Bible Club in School
01-09-12	Email & Attachments from Board to J. Gerhardt RE: Holding a Bible Club in School
01-09-12	Email from L. Ehnert to Board RE: Education Reform Effort in Fairbanks

F. * 6. Board's Reading File (continued)

01-09-12 Email from Board to L. Ehnert

RE: Education Reform Effort in Fairbanks

01-12-12 FEAdback

Volume 30, #13

F. * 7. Coming Events and Meeting Announcements

Citizen's Budget Review Committee Meeting
Career Technical Education Advisory Committee Meeting (Meeting will be held at Lathrop High School)
Policy Review Committee Meeting
Citizen's Budget Review Committee Meeting
Special Meeting: Executive Session for Student Discipline and Negotiations
Work Session: Budget, Attendance, & Discipline
Regular Meeting

All meetings are at 520 Fifth Avenue unless noted otherwise.

G. BOARD AND SUPERINTENDENT'S QUESTIONS/COMMENTS/COMMITTEE REPORTS

H. ADJOURNMENT BY 10:00 P.M. UNLESS RULES SUSPENDED

SCHOOL BOARD POLICY 1062.4: Concussions January 17, 2012 (Second Reading)

1	1062.4 Concussions
2	
3	It is the policy of the Fairbanks North Star Borough School District to comply with Alaska
4	Statute 14.30.142 regarding the prevention and reporting of traumatic brain injury in
5	student athletes. This shall include:
6	
7	1) The development and publication of guidelines regarding the nature and risks of
8	concussions and other traumatic brain injuries in consultation with the Alaska
9	School Activities Association, in order to educate coaches, student athletes, and
0	their parents.
1	
2	2) The guidelines shall:
3	
4	a) include a description of the risks of return to play and standards for return to
5	play;
6	b) require the immediate removal from practice or game of a student suspected
7	of sustaining a concussion or other traumatic brain injury;
8	c) allow return to play only after the student has been evaluated and cleared for
9	participation in writing by a licensed health care provider properly trained in
20	the evaluation and management of concussions and other traumatic brain
21	injuries; and
22	d) require all student athletes with a concussion successfully complete a
23	supervised, progressive, incremental physical and cognitive exertion program
24	prior to resuming full athletic activities.
25	
26	3) The superintendent shall develop regulations for the implementation of this
27	policy.
28	
29	Legal reference: Alaska Statute 14.30.142

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

Monthly Management Reports

Through Month Ended December 2011

Report Descriptions

Report #1 - Summary Expenditure Budgets - All Funds

Presents total original annual budgets, total working budgets, and actual expenditures through the current month for all seven of the districts funds budgeted on an annual basis (excludes capital project funds). The original budget includes estimates for grant funds and the working budget reflects those grant awards accepted by the board through the current period and any remaining budget on projects authorized in a previous year.

Report #2 - Operating Fund Revenues

Presents a more detailed view of operating fund budgeted and actual revenues, indicating where there are favorable or unfavorable variances.

Report #3 - Operating Fund Expenditures by Function and Line Item

Presents a more detailed view of operating fund budgeted and actual expenditures, by state required function and object codes.



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT REPORT #1 - SUMMARY OF EXPENDITURES - ALL FUNDS THROUGH DECEMBER 2011

	Original Budget	Working Budget	Actual	Outstanding Orders	Remaining Available Balances
Operating Fund Expenditures	206,615,390	212,294,395	90,163,105	6,900,573	115,230,717
Pupil Transportation Expenditures	12,329,580	12,329,580	5,421,965	6,535,145	372,470
Nutrition Services Expenditures	5,953,470	5,954,785	1,465,049	104,814	4,384,922
School Activity Funds Expenditures	2,460,420	2,460,420	1,093,346	284,952	1,082,122
Local Programs Expenditures	215,390	215,390	42,169	3,963	169,258
State Funded Programs Expenditures	582,650	867,704	261,911	39,857	565,936
Federally Funded Programs Expenditures	14,360,860	19,919,229	6,745,272	975,738	12,198,219
Grand Totals Expenditures	242,517,760	254,041,503	105,192,816	14,845,042	134,003,645

Spending Authorization	
Per Borough Ordinace 2011-20	\$ 242,900,550
Encumbrance carryforward	5,776,844
Spending Authorization	248,677,394
Current Year Activity	
Expenditures	105,192,816
Encumbrances	14,845,042
Spent or Committed	120,037,858
Amount Over(Under) Spending Authority	\$(128,639,536)

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT REPORT #2 - OPERATING FUND REVENUES THROUGH DECEMBER 2011

Revenue line item description		Original Budget		Revised Budget		Actual Revenues	Favorable (Unfavorable) Variance	
Revenue from Local Sources								-
Borough appropriation	\$	47,359,300	\$	47,359,300	\$	46,760,700	\$	(598,600)
Building rentals and facility use fees		264,000		264,000		163,871		(100,129)
Correspondence fees		24,000		24,000		385		(23,615)
E-rate reimbursement		750,000		750,000		288,956		(461,044)
Misc local sources		69,000		69,000		31,862		(37,138)
Print shop fees		2,000		2,000		976		(1,024)
Other Financing Sources		· -						
Local revenues		48,468,300		48,468,300		47,246,750		(1,221,550)
Revenue from State Sources								
Foundation program		112,429,150		112,429,150		56,519,346		(55,909,804)
Quality schools initiative		418,400		418,400				(418,400)
School Improvement Grant		2,137,890		2,137,890				(2,137,890)
Contract for on-base schools		1,450,000		1,450,000		1,450,000		(=, ,)
TRS On-behalf Payments		22,182,480		22,182,480		11,091,240		(11,091,240)
PERS On-behalf Payments		3,464,100		3,464,100		1,732,050		(1,732,050)
State revenues		142,082,020		142,082,020		70,792,636		(71,289,384)
Revenues from Federal Sources								
Title VIII Impact Aid		13,334,230		13,334,230		39,335		(13,294,895)
Medicaid reimbursement		· <u>-</u>		<u>-</u>		· -		
Other direct federal		651,020		651,020		684,129		33,109
Federal revenues		13,985,250		13,985,250		723,464		(13,261,786)
Fund Balance Utilization								
For subsequent years budget		2,079,820		2,079,828		- ,		(2,079,828)
Encumbrance carry forward		·	-	5,678,997		<u>.</u>		(5,678,997)
Fund balance utilization	-	2,079,820		7,758,825		<u>*************************************</u>		(7,758,825)
Total Revenues	\$	206,615,390	\$	212,294,395	\$	118,762,850	\$	(93,531,545)

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT REPORT #3 - OPERATING FUND EXPENDITURES BY FUNCTION AND LINE ITEM THROUGH DECEMBER 2011

	Original Budget	Working Budget	Actual Expenditures	Outstanding Orders	Available Balance
Expenditures by Function			***************************************		
Function 100 - Regular Instruction					
Certificated salaries	50,521,803	\$ 50,537,803	\$ 20,081,724	\$ -	\$ 30,456,079
Non-certificated salaries	3,673,646	4,518,571	2,004,610	-	2,513,961
Employee benefits	36,728,814	36,897,165	16,342,589	_	20,554,576
Professional and technical services	725,507	1,110,649	103,281	372,043	635,325
Staff travel	32,650	33,056	5,281	-	27,775
Student travel	95,750	102,133	41,446	1,514	59,173
Utility services	7,000	7,000	4,316	1,014	2,684
Other purchased services	1,566,919	721,570	230,147	3,434	487,989
Supplies, materials, and media	3,440,105	5,062,658	2,711,411	91,110	2,260,137
Other expenses	300	29,385	2,711,411	91,110	
Equipment	300			-	29,346
	6 400	18,311	18,311	,	0
Interest on long term debt	6,490	6,490	-	-	6,490
Principal on long term debt	479,990	479,990	* . =		479,990
Total Function 100	97,278,974	99,524,781	41,543,155	468,102	57,513,524
Function 200 - Special Education Instruc					
•	6,931,999	\$ 6,931,999	\$ 2,702,096	\$ -	\$ 4,229,903
Non-certificated salaries	5,579,793	5,582,293	2,230,406		3,351,887
Employee benefits	8,714,753	8,714,978	3,607,492	· =	5,107,486
Professional and technical services	2,119,450	4,238,897	1,180,295	420,623	2,637,979
Staff travel	· · · · · · · · · · · · · · ·	500	317	· · ·	183
Student travel	· · · -	82	145		(63)
Utility services	6,825	6,825	3,170	_	3,655
Other purchased services	121,840	121,840	40,034	28,475	53,331
Supplies, materials, and media	540,167	516,856	66,669	8,730	441,457
Other capital expenses	11,200	11,200	(5,187)	-	16,387
Total Function 200	24,026,027	26,125,470	9,825,437	457,828	15,842,206
Function 220 - Special Education - Suppo	ort Services				
Certificated salaries	3,195,825	2,765,847	1,221,418	n de la companya de La companya de la co	1,544,429
Non-certificated salaries	834,604	834,604	338,928		495,676
Employee benefits	2,663,730	2,491,524	1,163,207		1,328,317
Professional and technical services	566,330	1,168,514	410,712	614,871	142,931
Staff travel	54,200	51,910	18,747	_	33,163
Student travel	,	2,624	435	2,188	1
Utility Services	· 	_,0	33	2,100	(33)
Other purchased services	_	13,791	3,117	3,853	6,821
Supplies, materials, and media	115,000	99,831	30,967	12,236	56,629
Other expenses	-	1,400	1,225	200	(25)
Total Function 220	7,429,689	7,430,045	3,188,789	633,348	3,607,908
Function 300 - Support Services - Studer		,,,,,,,,,	, -,,		-,;,
Certificated salaries	3,023,045	3,023,045	1,387,852	<u> </u>	1,635,193
Non-certificated salaries	3,462,858	3,423,483	1,591,337		1,832,146
Employee benefits	4,533,916				
Professional and technical services		4,511,686	2,122,118	0.600	2,389,568
	180,000	156,865	16,546	9,600	130,720
Staff travel	15,450	17,700	2,283		15,417
Student travel	2,000	2,000	639	-	1,361
Other purchased services	2,600	13,309	4,897	7,650	762
Supplies, materials, and media	148,868	162,272	79,317	9,944	73,011
Other expenses	300	300	539	<u> </u>	(239)
Total Function 300	11,369,037	11,310,660	5,205,528	27,194	6,077,938
1/11/2012				Manadalis Circero	tal Daniela Oit

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT REPORT #3 - OPERATING FUND EXPENDITURES BY FUNCTION AND LINE ITEM THROUGH DECEMBER 2011

Origin Budg		Working Budget	Actual Expenditures	Outstanding Orders	Available Balance
Function 350 - Support Services - Instruction					
	3,389 \$	1,834,044	\$ 873,130	\$ -	\$ 960,914
Non-certificated salaries 3,144		3,124,111	1,351,557	· <u>-</u>	1,772,554
Employee benefits 3,713	3,934	3,712,622	1,747,775	_	1,964,847
Professional and technical services 76	7,793	774,227	297,803	55,874	420,550
Staff travel 77	7,845	92,845	39,114	-	53,731
Student travel	7,650	7,650	3,582	-	4,068
Utility services 126	5,000	198,000	198,000	-	
Other purchased services 10	0,500	16,038	4,985	4,750	6,303
Supplies, materials, and media 1,063	3,946	1,109,176	509,923	61,224	538,029
Other expenses	1,500	1,635	-	135	1,500
Equipment 14	7,500	156,272	8,772	70,531	76,969
Other capital expenses		5,000	5,000	<u> </u>	
Total Function 350 10,899	9,718	11,031,620	5,039,641	192,513	5,799,465
Function 400 - School Administration					
Certificated salaries 4,44	3,706	4,443,706	1,812,568	-	2,631,138
Employee benefits 3,083	3,581	3,083,581	1,377,765	.=	1,705,816
Professional and technical services	1,927	1,927	424	_	1,503
Staff travel	3,000	98,000	22,902	1,008	74,090
Student travel	-	-	890	380	(1,270)
Other purchased services	5,000	5,000	53	-	4,947
Supplies, materials, and media	-	411	2	985	(576)
Other expenses 20	5,354	27,476	27,127	· · · · · · · · · · · · · · · · · · ·	349
Total Function 400 7,65	3,568	7,660,101	3,241,732	2,373	4,415,996
Function 450 - School Administration - Support S	Services				
- · · · · · · · · · · · · · · · · · · ·	3,467	2,884,467	1,316,127		1,568,340
and the control of th	3,891	1,812,771	831,910	_	980,861
	2,820	33,652	1,890	1,047	30,715
	2,800	2,800	778		2,022
Student travel	500	500	372	<u>-</u>	128
	5,591	897,980	657,143	2,400	238,437
	3,000	28,046	9,002	5,671	13,373
	7,230	498,024	377,331	3,039	117,654
	1,000	3,811	4,205	· -	(394)
Equipment	-	12,710	12,709	-	1
Total Function 450 5,60	3,299	6,174,761	3,211,467	12,158	2,951,136
Function 510 - District Administration					
	6,530	556,530	280,467		276,063
	8,996	608,996	277,920		331,076
	9,623	779,623	391,270	·	388,353
	9.023	110.020		_	
	•			24 775	
	9,800	113,292	32,800	24,775 297	55,717
Staff travel 4	9,800 3,800	113,292 44,311	32,800 20,677	297	55,717 23,337
Staff travel 4 Other purchased services 4	9,800 3,800 5,500	113,292 44,311 50,735	32,800 20,677 18,484	297 10,173	55,717 23,337 22,078
Staff travel 4 Other purchased services 4 Supplies, materials, and media 5	9,800 3,800	113,292 44,311	32,800 20,677	297	55,717 23,337

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT REPORT #3 - OPERATING FUND EXPENDITURES BY FUNCTION AND LINE ITEM THROUGH DECEMBER 2011

	Original Budget	Working Budget	Actual Expenditures	Outstanding Orders	Available Balance
Function 550 - District Administration - 9	Support Service	<u>.</u>			
Certificated salaries	34,660	34,660	43,240	_	(8,580)
Non-certificated salaries	4,547,859	4,547,859	2,344,645	· _	2,203,214
Employee benefits	2,993,545	2,992,142	1,511,150	33,484	1,447,508
Professional and technical services	686,460	771,238	391,261	449,926	(69,949)
Staff travel	113,700	114,168	32,513	7,140	74,515
Utility Services	370,565	578,038	411,341	18,861	147,837
Other purchased services	242,320	262,096	88,195	441,592	(267,691)
Insurance and bond premium	1,023,000	1,023,000	-		1,023,000
Supplies, materials, and media	213,743	258,240	138,790	11,219	108,231
Other expenses	22,545	22,545	8,237	_	14,308
Indirect Costs	(670,000)	(670,000)	(156,948)	_	(513,052)
Equipment	39,000	46,420	7,420	5,389	33,611
Total Function 550	9,617,397	9,980,406	4,819,844	967,611	4,192,952
Function 600 - Operations and Maintena	nce of Plant				
Non-certificated salaries	9,297,724	9,297,724	4,278,495	, -	5,019,229
Employee benefits	5,824,545	5,824,545	2,761,218		3,063,327
Professional and technical services	123,500	157,005	73,218	63,687	20,100
Staff travel	18,000	18,200	6,889	665	10,646
Utility Services	1,130,100	1,130,320	349,409	554,251	226,660
Energy	6,636,021	6,680,943	2,703,680	2,651,632	1,325,631
Other purchased services	1,093,731	1,133,732	801,136	271,863	60,733
Insurance and bond premium	448,000	442,500	-	,	442,500
Supplies, materials, and media	1,255,400	1,305,452	712,946	345,064	247,442
Other expenses	450	450	225	-	225
Equipment	100,000	182,320	82,320	62,613	37,387
Total Function 600	25,927,471	26,173,191	11,769,536	3,949,775	10,453,881
Function 700 - Student Activities					
Certificated salaries	1,269,877	1,264,031	288,895	, -	975,136
Non-certificated salaries	130,885	153,349	271,545	¥ <u>-</u>	(118,196)
Employee benefits	677,896	682,648	314,598		368,050
Professional and technical services	223,401	203,063	55,878	90,850	56,335
Staff travel	5,000	5,000	2,312	_	2,688
Student travel	336,487	322,397	186,290	7,671	128,436
Other purchased services	20,000	42,990	25,983	39,085	(22,078)
Supplies, materials, and media	110,825	138,237	60,221	13,394	64,622
Other expenses	29,000	35,340	41,160	-	(5,820)
Equipment	20,000	8,000	8,000	_	(0,020)
Total Function 700	2,803,371	2,855,055	1,254,882	151,000	1,449,172
Function 900 - Transfers to Other Fund	s				
Transfers to Other Funds	1,608,690	1,608,690	·	• •	1,608,690
Total Function 900	1,608,690	1,608,690	· -	·	1,608,690
Total Operating Fund	\$ 206,615,390	\$212,294,395	\$ 90,163,105	\$ 6,900,573	\$115,230,717
•				,,	

FAIRBANKS NORTH STAR BOROUGH BOARD OF EDUCATION RESOLUTION 2012-07

HONORING BLACK HISTORY MONTH

WHEREAS, since 1926, our country traditionally commemorates and celebrates the contributions of African Americans during February; and

WHEREAS, since our nation's bicentennial in 1976, each president has issued proclamations declaring February as Black History Month; and

WHEREAS, African Americans have contributed significantly to the economic, cultural, spiritual, and political development of the Fairbanks North Star Borough; and

WHEREAS, African Americans value knowledge and learning; and

WHEREAS, African American students historically have comprised nearly eight percent of the student body in the Fairbanks North Star Borough School District; and

WHEREAS, over twenty African American teachers distinguish themselves as educators in Fairbanks North Star Borough School District classrooms; and

WHEREAS, African American principals lead their schools with vision; and

WHEREAS, African Americans serve on the Board of Education with distinction; and

WHEREAS, African American exempt, paraprofessional, and classified staff support all students' learning; and

WHEREAS, all citizens will benefit from an accurate portrayal of Black History; and

WHEREAS, research findings suggest presenting African American culture, history, and perspective in the classroom promotes academic success for African American students;

NOW, THEREFORE, BE IT RESOLVED the Fairbanks North Star Borough Board of Education proclaims February 2012 Black History Month and encourages schools and teachers to honor it with performances, readings, guest speakers, displays, lessons, lectures, and cultural celebrations.

PASSED AND APPROVED:

Kristina Brophy, President Board of Education

ATTEST:



Fairbanks North Star Borough School District 012-14 PRIORIT



OUR VISION... Excellence and Equity for All

OUR MISSION is to provide an excellent and equitable education in a safe, supportive environment so all students can become productive members of a diverse and changing society.

Core Values

- Student learning is at the center of everything we do.
- Respect for the diversity and dignity of all individuals and groups is essential.
- Provide a safe learning environment.
- Quality education requires highly motivated, skilled, supportive teachers, administrators, and support staff.
- High achievement evolves from high expectations and educational opportunities.
- Active partnerships with the family and community are essential to support successful student learning.

Performance Goals

The Fairbanks North Star Borough Board of Education encourages the use of innovative and creative strategies and programs to attain these goals.

A. Student Achievement

- Raise achievement level for all students.
- Close the achievement gaps.
- Create multiple measures artifacts and evidence.

Indicators:

- Increase achievement level on the following:
 - grade level SBAs and HSGQE in all areas (Reading, Mathematics, & Writing) for all grade levels
 - WorkKevs Assessment for all juniors
 - students taking the SAT and ACT tests
- Create multiple measures of academic progress: portfolios, districtwide formative and summative assessments and implement a nationally norm referenced assessment for grades three through ten.

B. Career Technical Education

- Develop, maintain, and sustain a state-of-the-art Career and Technical Education Program.
- Program delivery needs to be fluid and always ready to respond to changing economic and industry needs.

Indicators:

- Delineate pathways
- Increase student participation
- Develop apprenticeship opportunities
- Increase enrollment for graduates at UAF-CTC
- Develop collaborative advisory committees for our pathways with UAF-CTC

C. Technology

- Support the continued evolution and implementation of the district's Technology Plan.
- Create and support sufficient opportunities for students to be successful in their future technology use.

Indicators:

- Staff and student proficiency increases as measured by state assessments
- Increase capacity for teachers to use instructional technology in all content areas
- Increase student technology use

D. Increasing Connections Between Parents, Community, Businesses, and Our Schools

- Support families through creation of proactive outreach strategies to increase parent and community engagement.
- Recognize parent participation on an ongoing basis at the school and district level.
- Re-establish the School Business Partnership program.

Indicators:

- Increase the number of and time spent volunteering in schools by parents and community members
- Formalize business partnerships with schools

Ongoing Commitments

- Focus instruction and resources on areas of need, such as career and technical education, math and writing improvement, and the gender achievement gap.
- Support class sizes that are conducive to learning.
- Use data-supported decision making and annual school planning.
- Provide educational options to families and students.
- Increase communication with, and support for, and respect of students and families of diverse populations.
- Invest in quality professional development to meet district goals.
- Use technologies, including PowerSchool Premier, to enhance learning, monitor student progress, involve parents, enhance communication, and maintain efficient district operations.
- Recruit, hire, and retain a diverse workforce with the talents and abilities to fulfill the district's mission.
- Maintain excellent school facilities and manage capital improvement projects.
- Develop long-term sustainability of overall district operations.

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

MEMORANDUM

DATE:

January 11, 2012

TO:

Board of Education

THROUGH

Pete Lewis, Superintendent of Schools

FROM:

Mike Fisher, Chief Financial Officer MF

RE:

Restructure of Exempt Salary Table

Per Superintendent Lewis's request, I have provided recommendations for restructuring the exempt salary table, in an effort to roll back top end management salaries and reduce the value of step increases as they currently exist on the table.

The current exempt salary table covers a wide range of staff positions, with highly variable requirements in education, experience, and responsibilities. The range in annual salaries reflects those requirements. Annual salaries as listed on the table range from a low of \$36,266 for an HR Assistant to a high of \$161,592 for an Assistant Superintendent. No one is currently paid at either the low or high salary.

An issue with the existing salary table is that it is difficult to justify step movement because of the wide variance in the value of those steps. Each step is about 3%, but because of the wide range in annual salaries, the value of those steps range from \$1,042 to \$4,663. Steps have not been authorized for exempt staff in the past two years.

The existing salary table has 11 columns, each representing different levels of responsibility. Each column has 12 or 14 steps somewhat reflecting experience and/or longevity.

The recommended restructure rolls back the top end salaries in each of those columns and substantially reduces the value of steps for the more highly paid staff. The top end salaries are reduced anywhere from \$1,901 to \$16,071 for those staff in columns 6 through 11. The top end salaries in columns 1 through 5, representing the lower paid staff, reflect small increases, anywhere from \$241 to \$1,138.

The restructured table includes steps ranging from 3.2% for the lower paid staff to 1.7% for the higher paid staff. This represents dollar value step increases from \$1,200 to \$2,500, as compared to \$1,042 to \$4,663 on the current table. In general, most step value increases are reduced in all columns.

Transitioning to a new salary table is always problematic. The approach here would be to first place everyone in their existing column as close to, but not less than what they are currently earning. That would result in staff receiving permanent salary increases anywhere from \$1 to \$2,000. That is an inequity issue that should be addressed. Part of the solution is to provide one-time stipends so that all employees receive the equivalent of \$2,000 in 2011-12, even though in many cases, a large part of their payment would not represent permanent salary increases. Stipend payments would range from \$ 0 to \$2,000.

Permanent salary increases due to transitioning to the new table would total about \$53,997 in the operating fund, or the equivalent of a 1% increase. The stipends would total about \$82,003 or the equivalent of a 1.5%. It is important to restate that stipends are one-time payments and do not represent permanent salary increases. Since stipend payments do not impact the budgeted health benefit rate, the total associated benefits cost would be about \$52,464. If approved, a funds to cover the total 2011-12 estimated costs will be transferred from a contractual services account that has excess funds.

The restructure does not reduce any current employee's annual salary. But it does result in a few employees quickly reaching the maximum pay in their column, and about three employees whose current salaries are higher than provided for in the restructured table. Those employees would be grandfathered in at their current salary.

In the restructured table, the total value of any future annual steps is about 2.3%, with steps ranging anywhere from 3.2% for the lowest paid staff to 1.7% for the highest paid staff.

With the restructured table, administration recommends that steps and 1% be authorized for 2012-13.

As an aside, the exempt table has a large increase in annual salaries between columns 9 and 10. Administration would also recommend that a new column be inserted with salaries splitting the difference between columns 9 and 10. There may not be anyone immediately placed in that column now, but it would provide flexibility to move staff either up or back into that new column based on changing job responsibility levels.

Attached are copies of the 2011-12 exempt salary table, 2011-12 proposed restructured salary table, and the 2012-13 proposed restructured salary table with a 1% increase.

Included in the January 17th board meeting packet will be a motion to:

- a. Approve a restructured exempt salary schedule and transition plan as presented.
- b. Approve budget transfer to cover estimated 2011-12 costs.
- c. Approve step movement and a 1% increase to the table in 2012-13.

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT RESTRUCTURED EXEMPT SALARY TABLE

Steps	1	2	3	4	5	6	7	8	9	- 10	11
1	36,266	39,730	43,518	47,740	54,776	60,621	67,224	75,125	84,001	100,563	110,521
2	37,308	40,876	44,778	49,127	56,374	62,394	69,194	77,334	86,476	103,543	113,791
3	38,382	42,057	46,076	50,554	58,019	64,220	71,225	79,608	89,025	106,593	117,160
4	39,489	43,272	47,413	52,025	59,713	66,101	73,317	81,950	91,649	109,747	120,629
5	40,628	44,525	48,789	53,540	61,460	68,039	75,469	84,364	94,353	112,994	124,202
6	41,800	45,815	50,208	55,101	63,258	70,034	77,688	86,850	97,139	116,337	127,882
7	43,009	47,145	51,668	56,709	65,110	72,089	79,974	89,409	100,008	119,782	131,673
8	44,254	48,513	53,172	58,365	67,018	74,206	82,327	92,045	102,961	123,330	135,577
9	45,535	49,923	54,723	60,070	68,983	76,387	84,752	94,761	106,005	126,983	139,599
10	46,856	51,374	56,319	61,826	71,007	78,634	87,249	97,559	109,139	130,749	143,742
11	48,216	52,871	57,962	63,636	73,091	80,947	89,821	100,439	112,367	134,624	148,008
12	49,617	54,411	59,655	65,499	75,238	83,330	92,469	103,408	115,694	138,617	152,403
13						85,784	95,198	106,464	119,119	142,731	156,929
14						88,312	98,008	109,611	122,646	146,967	161,592

2011-12- Restructured table, and new column inserted.

				•								~4
Steps	1	2	3	4	5	6	7	8	9	new	10	11
1	37,466	41,030	44,918	49,240	56,576	62,521	69,224	77,225	86,201	94,582	102,963	113,021
2	38,666	42,330	46,318	50,740	58,376	64,421	71,224	79,325	88,401	96,882	105,363	115,521
3	39,866	43,630	47,718	52,240	60,176	66,321	73,224	81,425	90,601	99,182	107,763	118,021
4	41,066	44,930	49,118	53,740	61,976	68,221	75,224	83,525	92,801	101,482	110,163	120,521
5	42,266	46,230	50,518	55,240	63,776	70,121	77,224	85,625	95,001	103,782	112,563	123,021
6	43,466	47,530	51,918	56,740	65,576	72,021	79,224	87,725	97,201	106,082	114,963	125,521
7	44,666	48,830	53,318	58,240	67,376	73,921	81,224	89,825	99,401	108,382	117,363	128,021
8	45,866	50,130	54,718	59,740	69,176	75,821	83,224	91,925	101,601	110,682	119,763	130,521
9	47,066	51,430	56,118	61,240	70,976	77,721	85,224	94,025	103,801	112,982	122,163	133,021
10	48,266	52,730	57,518	62,740	72,776	79,621	87,224	96,125	106,001	115,282	124,563	135,521
11	49,466	54,030	58,918	64,240	74,576	81,521	89,224	98,225	108,201	117,582	126,963	138,021
12	50,666	55,330	60,318	65,740	76,376	83,421	91,224	100,325	110,401	119,882	129,363	140,521
13						85,321	93,224	102,425	112,601	122,182	131,763	143,021
14						87,221	95,224	104,525	114,801	124,482	134,163	145,521

old maximum>	49,617	54,411	59,655	65,499	75,238	88,312	98,008	109,611	122,646	new	146,967	161,592
new maximum->	50,666	55,330	60,318	65,740	76,376	87,221	95,224	104,525	114,801	new	134,163	145,521
change>	1,049	919	663	241	1,138	(1,091)	(2,785)	(5,086)	(7,845)	new	(12,805)	(16,071)

2012-13 - Table with 1% increase.

Steps	1	2	3	4	5	6	7	8	9	10	11	12
1	37,841	41,440	45,368	49,732	57,141	63,146	69,916	77,998	87,063	95,528	103,992	114,151
2	39,053	42,753	46,782	51,247	58,959	65,065	71,936	80,119	89,285	97,851	106,416	116,676
3	40,265	44,066	48,196	52,762	60,777	66,984	73,956	82,240	91,507	100,174	108,840	119,201
4	41,477	45,379	49,610	54,277	62,595	68,903	75,976	84,361	93,729	102,497	111,264	121,726
5	42,689	46,692	51,024	55,792	64,413	70,822	77,996	86,482	95,951	104,820	113,688	124,251
6	43,901	48,005	52,438	57,307	66,231	72,741	80,016	88,603	98,173	107,143	116,112	126,776
7	45,113	49,318	53,852	58,822	68,049	74,660	82,036	90,724	100,395	109,466	118,536	129,301
8	46,325	50,631	55,266	60,337	69,867	76,579	84,056	92,845	102,617	111,789	120,960	131,826
9	47,537	51,944	56,680	61,852	71,685	78,498	86,076	94,966	104,839	114,112	123,384	134,351
10	48,749	53,257	58,094	63,367	73,503	80,417	88,096	97,087	107,061	116,435	125,808	136,876
11	49,961	54,570	59,508	64,882	75,321	82,336	90,116	99,208	109,283	118,758	128,232	139,401
12	51,173	55,883	60,922	66,397	77,139	84,255	92,136	101,329	111,505	121,081	130,656	141,926
13						86,174	94,156	103,450	113,727	123,404	133,080	144,451
14						88,093	96,176	105,571	115,949	125,727	135,504	146,976

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT BUDGET TRANSFER 2012-077

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- 1	n.
1	v.

School Board

FROM:

Mike Fisher, Chief Financial Officer, Administrative Services

SUBJECT:

Budget Transfer, Board Approval

DATE:

January 11,2012

FROM		ТО		
Account Number & Name	Amount	Account Number & Name	Amount	
Sped contractual services		Various Oper Fund Exempt Salary & Benefit Accts:		
620-10-20-1020-410-24100	188,464	Exempt TRS:		
		Salary accounts - xxx-10-xx-xxxx-310-13140	20,000	
		Employee benefits - xxx-10-xx-xxxx-360-136xx	6,036	
		Exempt PERS	-1	
	* -	Salary accounts - xxx-10-xx-xxxx-320-13210	116,000	
		Employee benefits - xxx-10-xx-xxxx-360-136xx	46,428	
	2 4 1			
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	· · · · · · · · · · · · · · · · · · ·			
TOTAL	188,464	TOTAL	188,464	

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				# # # # # # # # # # # # # # # # # # #		1 1 1 1 1 1 1 1 1		
	iliga ya in in TC	TAL	188,464			**************************************	TOTAL	188,464
REASON: Provide fundin	g for exempt stipen	ds and res	tructured	exempt salar	y table.			
					:			
		:						
Administrative Services Office Review					Board	Board Approval		
Budget								
Chief Financial Officer					Signatu	ire:		
MF								

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

MEMORANDUM

DATE:

January 11, 2012

TO:

Mike Fisher, Chief Financial Officer

FROM:

Bart Grahek, Director, Procurement and Warehousing

RE:

IFB # 12-F0012, KITCHEN EQUIPMENT FOR NUTRITION SERVICES CENTER

Competitive sealed bids for the above cited solicitation were opened in the purchasing department on January 5, 2012 at 4:30 p.m. The purchasing department evaluated the bids received and recommends award to the low, responsive bidder as follows:

Vendor Number	Vendor Name	Total Award		
66296	REFRIGERATION & FOOD EQUIPMENT	36,768.48		
The statement was to the first to take the state of the statement of the s		\$36,768.48		

The abstract of bids and complete bid file is available for review in the purchasing department.



Denali Elementary A Next Century School

Denali Elementary School • 1042 Lathrop Street • Fairbanks, Alaska • 99701 • Timothy P. Doran, Principal

MEMORANDUM

DATE:

12/21/11

TO:

Roxa Hawkins, Assistant Superintendent-Elementary

FROM:

Tim Doran Denali Elementary / Mary Cofer Arctic Light Elementary

(De)

RE: FUNDRAISING/TRAVEL REQUEST

Name of group / organization:

Extended Learning Program, Denali and Arctic Light.

Purpose for fundraising:

To cover travel expenses to Homer, Alaska

Date of Travel:

April 27-29, 2012

Reason for Travel:

To explore and expand knowledge of Alaska's coastal

environment, communities, and sea life.

How money will be raised:

The fieldtrip will be funded through parent and student

fundraising such as candle sales, chocolate sales, and

donations.

Fundraising goal:

\$22,500

Cost to district:

\$ -0-

MEMORANDUM

DATE:

30 NOVEMBER, 2011

TO:

Karen Gaborik, Assistant Superintendent Secondary

FROM:

Jeanette Hayden, Principal Hutchison High School

Amy Tiemessen, Teacher-Chaperone

RE:

Student Travel Request/Fundraising

Who is traveling:

Amy Tiemessen, teacher at Hutchison High School and 10 students

and parents from Hutchison High School

Destination:

England and Scotland -See attached itinerary

Date of Travel:

March 7-18, 2012

Reason for Travel:

To visit world-class museums.

To visit significant historical sites

To build on previous cultural knowledge.

To experience other cultures.

Fundraising Goal:

\$5,000 To help offset expenses of the trip

Cost to the district:

None Travelers are responsible for the costs of the trip not met by

fundraising.



901 Airport Way Fairbanks, Alaska 99701 (907) 456-7794 Fax (907) 452-6735

MEMORANDUM

DATE:

December 21, 2011

TO:

Karen Gaborik, Interim Assistant Superintendent

FROM:

Dave Dershin, Interim Principal

Lathrop High School

RE:

Permission to Fundraise and Travel

Who Is Traveling:

Lathrop High School Orchestra Students and 8 Chaperones

Purpose for fundraising:

To cover travel expenses to Disneyland

Destination:

Los Angeles, CA

Dates of Travel:

March 9, 2013 – March 16, 2013

Reason for Travel:

To perform in Concert @ Disneyland

How money will be raised:

Wiges fund raising sales, car washes, silent auctions

Fundraising goal:

\$1,750 per student

Cost to the District:

None.

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

Fairtzanks North Star Borough School District

MEMORANDUM

DATE:

January 12, 2012

TO:

Fairbanks North Star Borough Board of Education

FROM:

Pete Lewis, Subefintendent

SUBJECT:

GIFT ACCEPTANCE

Donation from:

Eileen S. Burnley & Family

12118 S. Leaning Pine Ct.

Parker, CO 80134

Item(s) donated:

\$5,000

Items(s) to be used for:

Scholarship Fund in the districts where the late Dr. Kenneth

Burnley served as superintendent

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

Fairbanks North Star Borough School District

MEMORANDUM

DATE:

January 3, 2012

TO:

Fairbanks North Star Borough Board of Education

FROM:

Pete Lewis Superintendent

SUBJECT:

GIFT ACCEPTANCE

Donation from:

Golden Valley Electric Foundation, Inc.

PO Box 71249

Fairbanks, AK 99707-1249

Item(s) donated:

\$1,300

Items(s) to be used for:

The purchase of an Automated External Defibrillator (AED)

Fairbanks North Star Borough School District

Weller Elementary School

520 Fifth Avenue, Fairbanks, Alaska 99701-4756 (907) 457-1629 FAX (907) 457-2663



MEMORANDUM

December 16, 2011

TO:

Roxa Hawkins, Assistant Superintendent – Elementary

FROM:

Lynn Weckesser, Principal WW

Weller Elementary

RE:

GIFT ACCEPTANCE

Donation From:

Weller Elementary PTA

Item Donated:

\$4352.98

Items to be used for:

Classroom supplies

Value of donation:

\$4352.98



901 Airport Way Fairbanks, Alaska 99701 (907) 456-7794 Fax (907) 452-6735

MEMORANDUM

DATE:

December 21, 2011

TO:

Karen Gaborik, Interim Assistant Superintendent

FROM:

Dave Dershin, Interim Principal

Lathrop High School

RE:

Gift Acceptance

Donation From:

Malemute Ski Team Booster Club Inc.

1229 Saint Anton Dr.

Fairbanks, AK 99712-2730

Money Donated:

\$6,000.00

To Be Used For:

Cross Country Ski Team Expenses



901 Airport Way Fairbanks, Alaska 99701 (907) 456-7794 Fax (907) 452-6735

MEMORANDUM

DATE:

November 29, 2011

TO:

Karen Gaborik, Interim Assistant Superintendent

FROM:

Dave Dershin, Interim Principal

Lathrop High School

RE:

Gift Acceptance

Donation From:

Lady Malemutes Basketball

C/O 901 Airport Way

Fairbanks, AK 99701

Money Donated:

\$2,000.00

To Be Used For:

Girls' Basketball Team Expenses



901 Airport Way Fairbanks, Alaska 99701 (907) 456-7794 Fax (907) 452-6735

MEMORANDUM

DATE:

December 14,2011

TO:

Karen Gaborik, Interim Assistant Superintendent

FROM

Dave Dershin, Interim Principal

Lathrop High School

RE:

Gift Acceptance

Donation From:

USAWOA

C/O 901 Airport Way

Fairbanks, AK 99701

Money Donated

\$1,900.00

To Be Used For:

JROTC



WEST VALLEY HIGH SCHOOL

3800 Geist Road • Fairbanks, Alaska 99709 • (907) 479-4221

MEMORANDUM

DATE:

December 12, 2011

TO:

Karen Gaborik

FROM:

Shaun Kraska, Principal – West Valley High School

RE:

Gift Acceptance

Donation From:

Pride Foundation

Items Donated:

\$1,000.00

Items to be used for: WV Gay-Straight Alliance Club

Value of Donation:

\$1,000.00

PERSONNEL ACTION REPORT

EMPLOYMENT OF BUILDING ADMINISTRATION

None

EMPLOYMENT OF CERTIFIED PERSONNEL

Earl, Theodore

Education: B.A., 1974, Northern Arizona

University, AZ

Experience: Four years in Alaska schools

Mr. Earl is being recommended to serve as a Construction Academy teacher at Tanana Middle School effective January 05, 2012. His annual salary of \$26,212 is based on 94 days a year.

(Bachelor, Step 4, \$52,981, 190 days)

Gryga, Jeffrey

Education: B.A., 1995, University of

Minnesota, MN

Experience:

Six years in Alaska schools

Mr. Gryga is being recommended to serve as a Physical Education teacher at Lathrop High School effective January 05, 2012. His annual salary of \$28,263 is based on 94 days a year.

(Bachelor, Step 6, \$57,129, 190 days)

Matoush, Leonard

B.A., 2008, University of Education:

Wisconsin, WI

Experience:

Fourteen years in Alaska

schools, one year in Wisconsin schools, one year in Minnesota

schools

Mr. Matoush is being recommended to serve as a Social Studies teacher at Ben Eielson JR/SR High School effective January 05, 2012. His annual salary of \$30,522 is based on 94 days a year.

(Bachelor +36, Step 6, \$61,694, 190 days)

CERTIFIED PERSONNEL REQUEST FOR LEAVE OF ABSENCE

For the period: 11/30/11-1/10/12

None

TERMINATION OF CERTIFIED PERSONNEL

Albert, Shirley

Date of Hire:

August 31, 1990

Position:

Fourth grade teacher at

Hunter Elementary School

Effective Date:

May 22, 2012

Reason:

Retirement

Ballam, Lyn

Date of Hire:

February 12, 1984

Position:

Librarian at North Pole Middle

School

Effective Date:

May 22, 2012

Reason:

Retirement

Fenno, Jackie

Date of Hire: Position:

August 13, 2007

Social Studies teacher at

Barnette Magnet School

Effective Date:

Reason:

December 02, 2011 **Voluntary Termination**

Gibson, Lu Juan

Date of Hire:

August 26, 1996

Position:

School Psychologist in

Special Education Department

Effective Date:

May 22, 2012

Reason:

Retirement

Glaze, Nichole

Date of Hire:

August 14, 2008

Position:

Middle School Science

teacher at Barnette Magnet

School

Effective Date:

May 22, 2012

Reason:

Resignation

PERSONNEL ACTION REPORT

Gustafson, Greg

Date of Hire: August 24, 1998

Position:

Art teacher at North Pole High

School

Effective Date:

May 22, 2012

Reason:

Retirement

Harris, Carol

Date of Hire:

August 31, 1987

Position:

Librarian at Ben Eielson Jr/Sr

High School

Effective Date:

May 22, 2012 Retirement

Reason:

Johnson, Carol

Date of Hire:

August 5, 2004

Position:

Counselor at Lathrop High

School

Effective Date:

May 22, 2012

Reason:

Retirement

Klapstein, Kathy

Date of Hire:

August 22, 1995

Position:

Fourth grade teacher at

Badger Elementary School

Effective Date:

Reason:

May 22, 2012 Retirement

Laroe, Stephen

Date of Hire:

August 23, 1990

Position:

Math teacher at North Pole

Middle School

Effective Date:

May 22, 2012

Reason:

Retirement

McGill, Michael

Date of Hire:

September 27, 1993 Sixth grade teacher at

Position:

Woodriver Elementary School

Effective Date:

May 22, 2012

Reason:

Retirement

Michalove, Robert

Date of Hire:

August 16, 2000

Position:

Librarian at Randy Smith

Middle School

Effective Date:

May 22, 2012

Reason:

Retirement

Olsen, Dori

Date of Hire:

August 28, 1985

Position:

Music teacher at Arctic Light,

Pearl Creek and Ladd

Elementary Schools

Effective Date: Reason:

May 22, 2012 Retirement

For the period: 11/30/11-1/10/12

Schauer, John

Date of Hire:

May 8, 1982

Position:

Instructional Technology

teacher in the Curriculum

Department

Effective Date:

May 22, 2012

Reason:

Retirement

Smith, Barbara

Date of Hire:

September 15, 1988

Position: Kindergarten teacher at

Chinook Charter School

Effective Date: Reason:

May 22, 2012 Retirement

Stoutenberg, Herminia

Date of Hire:

August 24, 1983

Position:

Art teacher at Ben Eielson

Jr/Sr High School

Effective Date:

May 22, 2012

Reason:

Retirement

Umlauf, Ruth

Date of Hire:

August 13, 2008

Position:

Special Education Resources

teacher at Anne Wien **Elementary School**

Effective Date:

Reason:

May 22, 2012 Resignation

Vaughan, John

Date of Hire:

January 13, 1983

Position:

Fifth grade teacher at Pearl Creek Elementary School

Effective Date:

May 22, 2012

Reason:

Retirement

PERSONNEL ACTION REPORT

Winford, Nancy

Date of Hire: December 22, 1989

Position: Physical Education teacher at

West Valley High School

For the period: 11/30/11-1/10/12

Effective Date: May 22, 2012

Reason: Retirement

Woster, Diane

Date of Hire: January 18, 1988

Position: Physical Education teacher at

North Pole Elementary School

Effective Date: May 22, 2012

Reason: Retirement

Yetter, Carla

Date of Hire: August 23, 1993

Position: Social Studies teacher at

Randy Smith Middle School

Effective Date: May 22, 2012

Reason: Retirement

TERMINATION OF PRINCIPAL PERSONNEL

None

TRANSFER OF EXEMPT PERSONNEL

None

EMPLOYMENT OF EXEMPT PERSONNEL

None

TERMINATION OF EXEMPT PERSONNEL

None

CLASSIFIED PERSONNEL REQUEST FOR LEAVE OF ABSENCE

None

PERSONNEL ACTION REPORT

TENURED TEACHER ADDED

In accordance with Alaska Statutes Sec. 14.20.150, the following teachers gain tenure on the first day they perform teaching services in the 2011-2012 school year.

Kelly, Kristan – Tenured August 11, 2011 Coelo, Jo – Tenured August 20, 2011

Tenure Correction

Coelo, Jo – Was listed tenured August 11, 2010. This was in error and her actual tenure date is August 20, 2011.

Fairbanks North Star Borough School District

Academic and Other Educational Program Offerings and Layoff Plan

Introduction

The Fairbanks North Star Borough School District (FNSBSD) is anticipating the need to make cuts to the Operating Budget for the 2012-2013 school year. In preparation for the budget cuts, the Board of Education will review and approve a plan that identifies the academic and other programs the district intends to maintain. The plan will also include procedures and timelines for layoff and recall of any staff.

Program Offerings

The FNSBSD intends to provide an educational program that offers students a comprehensive educational experience. As a district, we believe it is important for students to have a broad experience that encompasses academics, activities and the arts. In order to provide the Board of Education with as much flexibility for budget planning, some programs will be maintained, some may be eliminated, while others may be reduced in scope or service.

Class size targets will be determined by the Board of Education for all levels. Some classes may not be offered based on enrollment criteria. Changes in staffing levels may impact the diverse array of courses that have been previously offered.

Currently, the elementary educational program includes:

Elementary K-5 (6)—[list not complete]

Pre-School-Special Education (districtwide and housed in some schools)

Kindergarten

Grades 1-6 (individual grades, multi-age and combination classrooms)

Special Education Services

Physical Education

Art (districtwide-mentor lessons)

General Music

Band (optional 4th-6th grade)

Orchestra (optional 4th-6th grade)

Choir (at some locations)

Counseling Services

Library Associates

Extended Learning Program (ELP)

Title I Services (in eligible buildings)

Alaska Native Education Services (at some locations)

Migrant Education (at some locations)

English Language Learners (ELL) (at some locations)

Response to Intervention and Instruction (RTI) Aides

After School 21st Century Programs (at some locations)

Secondary Schools

Middle and high schools will provide core and elective course offerings for all students.

Middle schools will operate without the common team period (commonly referred to as the Middle School Concept) that was utilized in the past.

High school level offerings will be used to meet requirements for graduation, the Alaska Performance Scholarship, college preparation, and career and technical education readiness. Special education offerings will comply with federal and state law.

Currently, the secondary educational program includes:

Middle School (6) 7-8—[list not complete]

Core courses in Math, Science, English and Social Studies

Special Education Services

Physical Education/Health

Art

Music/Band/Orchestra/Choir

Reading

Career and Technical Education (CTE) courses

Other Elective Courses

Advisory

Student Activities and Athletic Programs

Library Services

Counseling Services

English Language Learners (at some locations)

Migrant Education (at some locations)

World Languages (at some locations)

Alaska Native Education Services (except BEJH)

High School (9-12)—[list not complete]

Core courses in Math, Science, English and Social Studies

Special Education Services

Physical Education/Health

Art

Music/Band/Orchestra/Choir

Reading

Foreign Language

Career and Technical Education (CTE) courses

English Language Learners (at some locations)

Migrant Education (at some locations)

Other Elective Courses

Advisory

Advanced Placement Courses

Student Activity and Athletic Programs

Athletics

JROTC (except at Hutchison)

Alaska Native Education Services (at some locations)

Other Programs/Districtwide—[list not complete]

Special Education District Programs Charter Schools Instructional Technology Teachers Content Coaches Homeless SMART BEST FYF

Once the budget is finalized, the official budget (cut list) implementation process will begin. Should additional monies come from the federal government, state, or borough then the budget will be adjusted between April 1 and June 30.

Process/Procedures

The Board of Education will review and approve a plan that identifies the academic and other programs the district intends to maintain. The plan will also include procedures for layoff and recall of staff (Reduction in Force).

- The administration will present a recommended budget to the Board of Education and the Board's Budget Review Committee, including recommended program offerings and eliminations.
- The Board will adopt a plan that identifies the academic and other programs the district intends to maintain.
- The Budget Review Committee will make recommendations to the Board; potentially revising the recommended budget and program offerings.

The Board will hold public hearings to review and revise the budget and educational program prior to adoption.

• The educational program adopted by the Board will have overall staffing numbers and direct the administration to determine which staff are subject to reduction in force.

Reduction in Force

Reductions in Force shall be conducted in accordance with the terms of the relevant Collective Bargaining Agreements for each employee group.

Timelines

Timelines for the Budget Plan, adoption, and potential layoffs are listed below:

January 17	Board report on Process/Timelines and Introduction of the Academic and Other
	Educational Program Offerings and Layoff Plan
February 1	Budget Review Committee Meeting - administration's Recommended Budget
	presented to the Board of Education and the Budget Review Committee
February 6	Board of Education Work Session – Budget
February 7	Board of Education adopts the Academic and Other Educational Program
	Offerings and Layoff Plan
February 8	Budget Review Committee Meeting

^{*}Charter Schools will be staffed based on the formula dollars generated by enrollment. Program offerings must match the charter of the school.

Timelines (continued)

February 15	Budget Review Committee Meeting
	Notification of Staff Returning from Leave if they intend to stay or leave the
	district
February 20	Board of Education Work Session – Budget
February 21	Public Testimony on Budget at Regular Board Meeting
February 22	Budget Review Committee Meeting
March 5	Board of Education Work Session & Public Hearing – Budget
March 6	Public Testimony on Budget at Regular Board Meeting
March 7	Tenured teachers, exempt, and principals notified of non-retention (March 16 is
	actual deadline—Spring Break)
March 7	Board of Education Work Session & Public Hearing – Budget
March 8	Board of Education Work Session & Public Hearing – Budget
March 19	Board of Education Work Session & Public Hearing – Budget
March 20	Public Testimony on Budget at Regular Board Meeting
March 21	Budget Review Committee Meeting
March 22	Board of Education Special Meeting: Approve 2012-13 Budget
April 1	Budget to the Borough Clerk
May 1	Notice of non-renewal of non-tenured teachers, exempt, and principals
May 22	Official notice of non-renewal of non-tenured teachers
June 1	Official notice of non-renewal of non-tenured exempt and principals
June 30	Adjust Adopted Budget after the Borough Assembly and State have determined
	the local contribution and state aid

Recall Plan

Recall shall be conducted in accordance with the terms of the relevant Collective Bargaining Agreements for each employee group.

PERSONNEL INFORMATION REPORT

EMPLOYMENT OF CLASSIFIED PERSONNEL

Baranyk, Kelly

Date of Hire: January 10, 2012

Position: Career guidance specialist at

Lathrop High School

Reason: Replaces Tamara Hornbuckle,

resigned

Garnhart, Darlene

Date of Hire: December 06, 2011

Position: Production crew member in Central

Reason: Replaces Helga Nelson, resigned

Gloria, Fernando

Date of Hire: December 06, 2011

Position: Kitchen supervisor at West Valley

High School

Reason: Replaces Billie Wagahoft,

transferred

Glade, Shawana

Date of Hire: December 06, 2011

Position: Response to intervention assistant

at Weller Elementary School

Reason: New position

Little Wolf, Stephanie

Date of Hire: December 07, 2011

Position: Alaska Native Education family advocate in Alaska Native Education

Department

Reason: Replaces Charlotte Endicott,

resigned

Markle, Kirstin

Date of Hire: December 06, 2011

Position: Teacher aide-special education at

Hutchinson High School

Reason: Replaces Carol Gaffan, transferred

<u>Newcombe, Marsha</u> Date of Hire: January 09, 2012 Position: Reading assistant at Joy

Elementary School Reason: New position Reason: New position

Retterer, Danielle

West Valley High School

Rose, Tonya

Date of Hire: December 19, 2011

Date of Hire: December 06, 2011

Position: Response to intervention assistant

Position: Teacher aide-extensive resource at

For the period: 11/30/2011-1/10/2012

at Crawford Elementary School Reason: Replaces Elaine Phillips

Silas, Cheryl

Date of Hire: December 12, 2011 Position: Teacher assistant at Nordale

Elementary School

Reason: New position

Skordelis, David

Date of Hire: January 09, 2012

Position: Nurse at Ben Eielson Jr/Sr High

Reason: Replaces Amanda Crowson, resigned

TERMINATION OF CLASSIFIED PERSONNEL

Christie, Diane

Date of Hire: November 16, 1989 Position: Kitchen supervisor at North Pole Middle School

Effective Date: January 06, 2012

Reason: Resignation

Dershin, Caroline

Date of Hire: August 13, 2010
Position: Prevention intervention specialist at

North Pole Middle School

Effective Date: October 17, 2011

Reason: Transfer to FEA

Edwards, James

Date of Hire: October 17, 2011

Position: Custodian at Pearl Creek Elementary

School

Effective Date: January 19, 2012

Reason: Resignation

PERSONNEL INFORMATION REPORT

For the period: 11/30/2011-1/10/2012

Ferree, Diane

Date of Hire: November 27, 2006

Position: Classroom tutor at Lathrop High

School

Effective Date: January 20, 2012

Reason: Retirement

Gimbel, Kari

Date of Hire: December 01, 2009

Position: Response to intervention assistant

at Anne Wien Elementary School Effective Date: December 21, 2011

Reason: Resignation

Ingham, Roberta

Date of Hire: February 18, 1991

Position: Teacher aide-intensive resource at

Joy Elementary School

Effective Date: December 05, 2011

Reason: Resignation

Martin, Casey

Date of Hire: July 07, 2011

Position: Custodian at Ben Eielson Jr/Sr High

School

Effective Date: December 01, 2011

Reason: Terminated

Powers, Amanda

Date of Hire: August 30, 2011

Position: Nurse at Ben Eielson Jr/Sr High

School

Effective Date: January 09, 2012

Reason: Resigned

Schmitz, Betty Jo

Date of Hire: March 30, 2010

Position: Library assistant at North Pole High

School

Effective Date: January 20, 2012

Young, Gypsy

Date of Hire: August 30, 2010

Position: Teacher aide-extended resource at

North Pole High School

Effective Date: January 11, 2012

Reason: Resignation

Superintendent Approved Budget Transfers Board Meeting January 17, 2012

	Two Rivers, Nat'l Council of Teachers of Math, membership dues & materials.		Pearl Creek, purchase of workbooks and Spelling Bee registration.		e for laptops.	Business Services, carpet extractor and accessories for Admin Center.		Arctic Light, Title I comparability requirement.	ol tutoring.					Hutch state travel allocation for wrestling.	BEHS, state travel allocation for wrestling.	EEO, building rental for auditoriums at NPHS and LHS.	ELL, summer school student field trip expenses.	ELP, align supply account balance.	Weller, correct clerical keying error on initial budget.	Professional Development, overtime support for Network Service technicians at STEN
DESCRIPTION	Two Rivers, Nat'		Pearl Creek, pur		Denali, Applecare for laptops.	Business Service		Arctic Light, Title	Hutch, after school tutoring.					Hutch state trave	BEHS, state trav	EEO, building re	ELL, summer sc	ELP, align suppl	Weller, correct c	Professional Dev
	33	135	44	117	552	255	2,020	006	1,344	7	16	15	169	1,325	1,325	225	94	200	17,135	2,390
O <u>I</u>	37350.4600	37350.4815	36100.4650	36100.4810	03100.4401	01600.4600	01600.5130	43100.4600	14800.3250	14800.3720	14800.3730	14800.3740	14800.3750	14800.4215	20800.4215	92020.4401	97020.4215	81108.4600	38100.5130	98040.3693
	168		161		552	2,275		006	1,546					1,325	1,325	225	94	200	17,135	2,390
FROM	37450.4810		36100.4600		03100.5130	95050.5130		97055.4010	98013.4010					84800.4241	84800.4241	92020.4600	97020.4210	81108.4615	38100.4810	98040.4010

MINUTES

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

Special Meeting MINUTES December 5, 2011

President Brophy called the meeting to order at 5:30 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

Present:

Kristina Brophy, President Sharon McConnell, Vice President Sean Rice, Clerk Silver Chord, Member John Thies, Member Absent:

Sue Hull, Treasurer Wendy Dominique, Member

Staff Present:

Pete Lewis, Superintendent
Mike Fisher, Chief Financial Officer
Karen Gaborik, Interim Assistant Superintendent – Secondary
Gayle Pierce, Hearing Officer/Labor Relations Director
Elizabeth Schaffhauser, Hearing Officer/EEO Director
Bill Bailey, Public Relations Director
Sharon Tuttle, Executive Assistant to the Board of Education

Executive Session

An executive session was called to discuss student discipline and negotiations.

MCCONNELL MOVED, CHORD SECONDED, TO CONVENE IN EXECUTIVE SESSION TO DISCUSS STUDENT DISCIPLINE ISSUES THAT TEND TO PREJUDICE THE REPUTATION AND CHARACTER OF ANY PERSON, PROVIDED THE PERSON MAY REQUEST A PUBLIC DISCUSSION AND NEGOTIATION MATTERS, THE IMMEDIATE KNOWLEDGE OF WHICH, WOULD CLEARLY HAVE AN ADVERSE EFFECT UPON THE FINANCES OF THE GOVERNMENT UNIT AND MATTERS WHICH BY LAW, MUNICIPAL CHARTER, OR ORDINANCE ARE REQUIRED TO BE CONFIDENTIAL.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

The Board convened to executive session at 5:31 p.m.

Due to Mr. Rice's knowledge of student 12-05-11-01's family, he recused himself from the executive session at 6:03 p.m. while the rest of the board deliberated on the discipline case. Mr. Rice rejoined the executive session at 6:06 p.m.

The executive session ended at 7:05 p.m.

MCCONNELL MOVED, RICE SECONDED, TO APPROVE THE FOLLOWING HSGQE WAIVER REQUESTS:

W1112-005 Late Arrival into Alaska Public Schools W1112-016 Late Arrival into Alaska Public Schools

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

MCCONNELL MOVED, RICE SECONDED, TO:

READMIT STUDENT 10-03-11-01 TO WEST VALLEY HIGH SCHOOL

MOTION CARRIED BY VOICE VOTE. 4 AYES: 1 NAY: CHORD

MCCONNELL MOVED, RICE SECONDED, TO:

EXPEL STUDENT 11-14-11-01 FOR A PERIOD OF SIXTEEN (16) SCHOOL DAYS AND STUDENT MAY RETURN TO SCHOOL ON OCTOBER 24, 2011.

MOTION FAILED BY VOICE VOTE. 3 NAYS; 2 AYES: BROPHY, THIES

Due to Mr. Rice's knowledge of student 12-05-11-01's family, he recused himself and moved to the audience.

MCCONNELL MOVED, THIES SECONDED, TO:

EXPEL STUDENT 12-05-11-01 FOR A PERIOD OF THIRTY (30) SCHOOL DAYS; FURTHER, STUDENT SHOULD ENROLL IN THE PROGRAM: STUDENT MUST OBTAIN ASSESSMENT BY A STATE APPROVED ASSESSMENT AGENCY/ PROVIDER AND COMPLY WITH ALL RECOMMENDATIONS AND/OR REQUIREMENTS OF THAT ASSESSMENT; STUDENT MUST COMPLETE TEN (10) TO TWENTY-FOUR (24) HOURS OF COMMUNITY SERVICE AS APPROVED BY THE BUILDING ADMINISTRATOR: FURTHER STUDENT MUST COMPLY WITH THE SCHOOL BOARD REQUIREMENTS OF **ADMINISTRATIVE** REGULATION 1049.1 BEFORE APPLYING FOR READMISSION TO THE FAIRBANKS SCHOOLS; AND STUDENT MAY BE ELIGIBLE TO RETURN TO SCHOOL ON JANUARY 9, 2012.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 4 AYES

Mr. Rice rejoined the board after the vote.

MCCONNELL MOVED, THIES SECONDED, TO:

EXPEL STUDENT 12-05-11-02 FOR A PERIOD OF THIRTY-TWO (32) SCHOOL DAYS; FURTHER, STUDENT SHOULD ENROLL IN THE SMART PROGRAM AND STUDENT MAY BE ELIGIBLE TO RETURN TO SCHOOL ON THE FIRST STUDENT DAY OF THE SECOND SEMESTER OF THE 2011-2012 SCHOOL TERM, JANUARY 9, 2012.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

Board Comments/Discussion

President Brophy reminded board members of the Management Team Holiday Celebration scheduled for 6:15 p.m. on Tuesday evening. She also reminded board members of the Special Meeting on December 19 at 5:30 p.m. for an executive session for student discipline.

The meeting adjourned at 7:09 p.m.

Submitted by Sharon Tuttle, executive assistant to the board of education.

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

Work Session MINUTES December 5, 2011

President Brophy called the work session to order at 7:12 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue. The work session was called to discuss priorities, attendance discipline and communication.

Present:

Kristina Brophy, President Sharon McConnell, Vice President Sean Rice, Clerk Silver Chord, Member John Thies, Member Absent:

Sue Hull, Treasurer Wendy Dominique, Member

Staff Present:

Pete Lewis, Superintendent of Schools
Roxa Hawkins, Assistant Superintendent – Elementary
Karen Gaborik, Interim Assistant Superintendent – Secondary
Bill Bailey, Public Relations Director
Gayle Pierce, Labor Relations Director
Elizabeth Schaffhauser, Equal Employment Opportunities Director
Sharon Tuttle. Executive Assistant to the Board of Education

Communication Audit

Mr. Bailey reviewed the Communication Audit Report, including the key findings, recommendations, and goals for the year. The school district had contracted with the National Schools Public Relations Association (NSPRA), an organization that worked with public schools throughout the country, to conduct a communications audit in the district. The purpose of the communication audit, conducted last year, was to get an idea of the perceptions and attitudes which existed in the community towards the school district. The audit was conducted with seventeen different focus groups over a period of two days.

- Parents (2 groups)
- Alaska Native Parents
- Council of PTA Representatives
- Business Community (2 groups)
- News Media Representatives
- Teachers (2 groups)
- Mixed Staff (Supt Teacher Advisory Committee Reps/Teachers/Support Staff Rep)
- School Secretaries
- Administrative Center Secretaries
- Central Office Managers
- Principals (2 groups elementary and secondary)
- Management Team/Cabinet
- Board of Education Members

Two representatives from NSPRA facilitated the meetings. There were no district representatives involved in facilitating the meetings, as they wanted people to be able to speak freely and openly.

Work Session Minutes 1 of 6 December 5, 2011

Communication Audit (continued)

It was important to note the auditors cautioned that whenever opinions were solicited about an organization and its work, there was a tendency by participants to dwell on perceived problem areas. The district had received some negative feedback, but there was much more positive than negative. The purpose of the audit was not to solicit a lot of accolades, but to find out where the district could improve. The recommendations were designed to help the district improve its communications.

It was emphasized the audit reflected perceptions and not necessarily facts. But perceptions provided valuable information to the district to know in which areas they needed to get factual information out to the staff and/or community. Public relations dealt with perceptions and worked to address them.

Mr. Bailey reviewed the recommendations the district would be focusing on in the next year. It would not be possible to address all the recommendations in one year. Those under consideration included:

Become more focused and systematic with communication efforts.

- creating communication guidelines set some minimum expectations for schools and departments, utilizing existing resources.
- articulate the vision for the communication program develop an understanding among all employees, not only of the function of the public relations department, but also that everyone in the district had a role and responsibility as a communicator.
- o standardize the delivery of internal messaging systems emails, memos, actions.
- adopt a standard layout for a fact sheet a one page sheet which would convey the important aspects of a meeting, policy, event, etc. which would be used for various media avenues.
- o launch an internal newsletter initially targeted specifically to employees. To help keep staff members well informed.

Expand communication with parents and community.

- weekly delivery of school bulletins conversations with principals and department heads to optimize the best utilization of PowerSchool daily bulletins. Develop some standardization in that all schools would send out at least a weekly bulletin.
- school website announcements develop standards and expectations for posting announcements.
- Connect-ED develop and standardize the use of Connect-ED as an outreach tool for school to parent communication.
- o online school calendar advertise the availability to subscribe to the district calendar which publicizes every school event, including board meetings.
- o school newsletters meet parents at their medium and offer newsletter delivery options such as electronic or paper.
- o social media the district was planning to launch Facebook and a Twitter account as early as February 2012. Intent would be to be conversational in the media realm to share district information.

<u>Provide professional development in communication and emphasize the role of employees as "FNSBSD</u> Ambassadors of Education."

 media training – provide administrators with training in media relations to develop and update their skills in delivering an effective message in an interview or during a crisis.

Work Session Minutes 2 of 6 December 5, 2011

Communication Audit (continued)

One reason for the audit was to help in the development of a formal communication plan. Information from the audit provided discussion topics for the board and administration including: utilizing all forms of media avenues for getting information out to people; training employees as ambassadors for the district in getting information disseminated; the quick distribution of information through social media; utilizing key communicator stakeholders; board member notification; an administrative center entry area enhancement plan; an administrative center newsletter; the lessening need for press releases; well established media relationships with the district's public relations director; district webpage functionality; and, inconsistencies in information dissemination. Any communication plan would be tied to the board's initiatives and priorities. Mr. Bailey hoped to have a final plan ready no later than December 2012.

Mr. Thies left the meeting at 7:37 p.m.

There were extensive discussions on launching a district Facebook page and Twitter account. There were some concerns raised in regards to the time and effort needed for interacting on a Facebook page, and having appropriate policies in place regarding the use of Facebook. Mr. Bailey assured board members he had extensively researched the issue and had policy examples from both successful and unsuccessful attempts of utilizing a Facebook page in the education setting. Ms. McConnell noted Doyon had a Facebook page that required extensive staff time. She added Doyon had policies on the use of Facebook which she would share with the district.

Board members were curious if the audit report was mandatory and the cost of the audit. Mr. Bailey explained the audit was optional and something the district had asked for in an effort to improve communications. He recalled the cost of the audit to be over \$15,000. Board members thought the audit report would be beneficial in helping the administration develop a comprehensive communication plan.

Board members briefly discussed the need for accuracy and consistency in the messages they relayed to constituents. Board members agreed there needed to be protocols for board member communications. Board members needed the same information other district audiences received. Superintendent Lewis and Mr. Bailey assured board members informing the board and keeping them apprised of situations was a top priority.

Board members applauded Mr. Bailey's efforts in communicating with all audiences about the recent school closure. Mr. Bailey explained it had been a group effort and had been an excellent example of a systematic approach to communicating with all targeted audiences.

Mr. Bailey briefly described the plans to display student artwork, meeting announcements, board pictures, and other information and ways to enhance the front entry area of the administrative center. He also mentioned the district's collaboration with the Fairbanks Daily News-Miner for an online education section.

2012-2014 Priorities and Goals

Board members, at previous work sessions, had outlined and worked on draft goals and priorities. From those earlier discussions, Superintendent Lewis had developed a fifth draft of the 2012-14 priorities and goals for the board's review, comments, and input. He had developed versions 5A and 5B. In version 5A, he had struck out four of the ongoing commitments, as administration, when reviewing the draft, had felt they were redundant. Also, a couple of the ongoing commitments had been combined for ease in reading. Version 5B was the clean copy of priorities with the strikeouts removed.

Board members were reviewing the priorities for the fifth time. No board member had any objections or suggested changes to draft #5. There was consensus amongst the board to bring the priorities forward to their January 17, 2012 meeting for approval.

Work Session Minutes 3 of 6 December 5, 2011

Attendance and Discipline

Superintendent Lewis explained the district was in the process of working on attendance and discipline material to align with the state in regards to definitions and policies. There were some policies that needed to be aligned with the state.

At a previous regular meeting, Ms. Schaffhauser had presented the district's Annual Report for Policy Review and Evaluation in which it was noted discipline and specifically aiding and abetting would be areas to be addressed. The definitions for expulsion and weapons would also be addressed to match and align with the state.

In regards to attendance, Superintendent Lewis stated staff had reported the district's current policies and practices were not working and adjustments needed to be made. The administration was in the process of coordinating a multifaceted effort in terms of a policy including in-building interventions, a borough ordinance, a potential citation process, and policy and administrative regulation reviews.

The administration had drafted a new attendance policy. The bottom line was to have kids in school – all day and to have them graduate. The district continued to work on improving student attendance and increasing the graduation rate. Data and research showed if students were in school 90-95 percent of the time, they would graduate at about that same rate. As part of the draft policy, the board had identified important reasons for students to attend school:

- 1. Alaska Statute 14.30.010 required it.
- 2. Attendance was a requirement of the Elementary and Secondary Education Act (ESEA).
- 3. Students attending school established a habit employers expected from employees.
- 4. Students attending school were in a safe place.
- 5. Students attending school were cared for by educated adults.
- 6. Students attending school learned appropriate behavior.
- 7. Students attending school met people different than themselves.
- 8. Students attending school had the opportunity to be physically active and play sports.
- 9. Students attending school were exposed to the arts, including theater and music.
- 10. Students attending school attained higher academic achievement.
- 11. Students attending school regularly developed habits of punctuality, self-discipline, and responsibility.
- 12. Students attending school were more likely to graduate and in a timely manner.
- 13. Students attending school were challenged to build resiliency.
- 14. Students attending school learned social and life skills, such as teamwork, tenacity, persistence, proficiency through practice, and working with people different than themselves.
- 15. Students who graduated from high school had greater earning power, were healthier, avoided the criminal justice system, and created strong families.

The draft policy included:

- 1. Schools would make student attendance a priority and direct appropriate resources to the management of student attendance.
- 2. Provide safe, welcoming schools staffed with caring, inspirational teachers.
- 3. Parents, students, and school would work together to achieve the expected attendance standard and comply with state and federal law.
- 4. Comply with the compulsory education law of the State of Alaska.

<u>Attendance and Discipline</u> (continued)

- 5. A reasonable number of absences for reasons such as travel, vacations, hunting, athletic competitions, religious observances, illnesses, emergencies, extenuating circumstances, and natural disasters could be managed as excused absences when the established procedure was followed.
- 6. Schools would develop consequences for addressing unexcused absences that would motivate students and offer an alternative to out-of-school suspensions.
- 7. Truancy was addressed through appropriate interventions at the school, district, and community levels. The school and district must exhaust appropriate interventions prior to initiating the community citation process or advancing to other legal means.

Superintendent Lewis believed there would be a very small number of students who reached the negative or punitive level. The district needed to get on top of attendance and get students in school. The proposed policy was a starting point; it did not include the administrative regulation where specifics for carrying out the policy would be noted.

Mr. Chord spoke on item number 6 where schools would develop consequences for students not attending school. He believed schools should get into a positive mental mindset regarding attendance and not think of it as a punishment. He thought it would be better to develop programs that made students want to be in school. Ms. Schaffhauser stated number 6 addressed Mr. Chord's thoughts. It addressed consequences to motivate rather than punish students and design alternatives to out-of-school suspension (OSS) because OSS was seen as being punitive. She thought the policy reflected what Mr. Chord wanted. Mrs. Brophy added the policy also spoke about inspirational teachers who would be good at looking at innovative ways of drawing kids to school.

Mr. Chord mentioned Marvin Marshall, Ed.D, an American educator, writer, and lecturer who had conducted a lot of research on positive applications with students. Mr. Chord said New York and several other cities had tried applying consequences to parents but it had not been productive. Superintendent Lewis thought it was important the district get to the place where schools knew why students were not in school, provide them with interventions, and work with families to get students back to school. But if schools exhausted all other avenues, and kids continued to be absent, there needed to be a way to address the issue.

As the board and administration moved forward with an attendance policy, principals needed to know the board's expectations and the board needed to hear the daily challenges principals faced. It would be good for the two groups to meet on the issues.

Mr. Chord asked how many students were absent in a month in high school. Superintendent Lewis stated it would not be uncommon to have more than a 100 kids gone on any given day, maybe even up to 150-200. Mr. Chord suggested bringing those 100 kids in to find out why school was not a good experience for them. The administrators present at the meeting noted kids who were absent were not absent because school was not a good experience for them, but were absent for a variety of reasons, such as parent and family needs, illness, weather, vacation, homelessness, etc.

Mr. Chord thought the board need to talk with the students, not the principals or teachers. Superintendent Lewis thought the board needed to speak to all parties, including the kids. There were logistical issues to be addressed such as homework, failing students, etc. From a principal standpoint, there were several considerations — such as phone calls and follow-up for unexcused absences. Currently, the district automatically sent an attendance letter to students with 10 absences.

Attendance and Discipline (continued)

It was noted the reasons for absenteeism were usually different for each level. At the elementary level, absenteeism was usually more parent-driven and at the secondary level it was more student-driven. It was important to educate parents about the importance of good attendance, starting in elementary school so good habits were formed early and the value of attending school was established young.

Mr. Chord would like to see alternative programs expanded to give students options other than standard high school.

Because of Fairbanks diverse population, Ms. McConnell suggested adding cultural activities to number 5.

Superintendent Lewis asked if board members were comfortable with the attendance policy draft. No one voiced any objections. There would be additional opportunities for the board to further review the policy. Board members were happy to be moving forward on the issue. It was a good start, outlining the board's and district's philosophy on attendance. Principals would be given the opportunity to review the draft policy as well. Administrative regulations would be developed by the administration as the progress progressed.

Superintendent Lewis noted some people might prefer a more black and white policy. The district previously had a 10 day absence policy where students were dropped and then went into a credit recovery situation. Legal counsel had warned against that as students in Alaska had the right to an education. The district would continue to explore many different options as they moved forward creating an attendance policy in a culture where kids wanted to be present, all while life and its challenges continued.

Mr. Rice suggested adding an item 8 regarding resources available to students in medical or other situations. He had heard from a parent about their difficulty securing help for their student during a hospital stay. Superintendent Lewis stated the district already had several options available for students, such as Homebound Tutoring. Superintendent Lewis would follow-up with the parent.

The meeting adjourned at 8:24 p.m.

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

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

BOARD OF EDUCATION

FAIRBANKS, ALASKA

Regular Meeting

MINUTES

December 6, 2011

President Brophy called the meeting to order at 7:01 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue. Barnette Magnet School's Band and Orchestra led the Pledge of Allegiance and performed for the school board under the guidance of Gwen Brazier, band director.

Present:

Kristina Brophy, President Sharon McConnell, Vice President Sean Rice, Clerk Silver Chord, Member Wendy Dominique, Member John Thies, Member Ronald Johnson, Post Representative Brooke Wilson, Student Representative Absent:

Sue Hull, Treasurer Thomas Daack, Base Representative

Staff Present:

Pete Lewis, Superintendent

Roxa Hawkins, Assistant Superintendent – Elementary

Karen Gaborik, Interim Assistant Superintendent - Secondary

Dave Ferree, Assistant Superintendent - Facilities Management

Mike Fisher, Chief Financial Officer

Kathy Hughes, Executive Director of Alternative Instruction & Accountability

Peggy Carlson, Executive Director of Curriculum & Instruction

Bob Hadaway, Executive Director of Special Education

Clarence Bolden, Executive Director of Human Resources

Bill Bailey, Director of Public Relations

Traci Gatewood, Director of Grants & Special Projects

Elizabeth Schaffhauser, Director of Employment & Educational Opportunity

Louise Anderl, Director of Federal Programs

Gayle Pierce, Director of Labor Relations

Katherine Sanders, Director of Library Media Services

Sharon Tuttle, Executive Assistant to the Board

PRELIMINARY ITEMS

ESP of the Month

Terry Wolf, Administrative Center day custodian, was recognized as the Extra Special Support Staff Person for December 2011. Pat Kougl, custodial and facilities management manager, made the presentation.

Spotlight: Military Student Transition Consultant (MSTC) & Student 2 Student (S2S)

Kim Hall, military student transition consultant (MSTC), gave a brief description of the unique MSTC position and the partnership funded through the Department of Defense and facilitated by the Military Child Education Coalition (MCEC).

Spotlight: Military Student Transition Consultant (MSTC) & Student 2 Student (S2S) (continued)

Additionally, Lathrop Counselor and S2S Sponsor Judy Murphy and students Hannah Ekblad, Colleen Mertes, and Sun-Young Pak provided an overview of the S2S program at Lathrop High School and highlights from their recent refresher training outside of Alaska.

The Student 2 Student program consisted of a team of volunteer students, supervised by a school counselor, teacher or other school staff person, who helped transitioning students in three subject areas: academics, relationships, and finding their way. For the incoming students the team provided a forum for students to quickly feel welcomed, comfortable, included, and accepted into their new school community. For the outgoing student, the team assisted in helping outbound students better prepare for transitioning to another school.

Believing transitioning did not have to be difficult, "just different," S2S was a unique student-led, school managed program that confronted the challenges of transition and provided relevant training that gave students the best possible transition experience. The student-led Student 2 Student program had been operating at Lathrop for the past five years. The program gave high school students the chance to serve as mentors to other students. Lathrop's program had approximately 30 student ambassadors. Ambassadors welcomed new students to school – helping them transition to their new school environment, provided parent tours of the school during orientation and conferences, facilitated community service projects, and much more.

S2S was a powerful program designed to help change a transitioning student's focal point from what the student had lost to what the student would gain through the relocation. S2S guided students through their uncertain surroundings, offering — from a peer viewpoint — valued information, friendship, and assistance in three areas that mattered most to transitioning students.

On behalf of the entire board, Mrs. Brophy thanked the group for the presentation.

AGENDA

MCCONNELL MOVED, THIES SECONDED, TO ADOPT THE AGENDA WITH CONSENT ITEMS.

The following consent items were moved:

accepted the FY12 Title VI-B Special Education Disabled Grant award in the amount of \$2,989,028, per Fiscal Note 2012-39.

accepted the FY12 No Child Left Behind Consolidated Application award in the amount of \$3,373,024, per Fiscal Notes 2012-40 through 2012-42 and Fiscal Notes 2012-45 through 2012-47.

accepted the FY12 Title I, Part D, Subpart 2, Neglected and Delinquent Competitive Grant award in the amount of \$133,334, per Fiscal Note 2012-43.

accepted the FY12 Alaska Community Learning Centers Program grant award in the amount of \$137,956, per Fiscal Note 2012-44.

accepted the Career and Technical Education FY12 Implementation Grant award in the amount of \$43,403, per Fiscal Note 2012-48.

Consent Agenda (continued)

accepted the Monthly Management Reports for November 2011.

approved the minutes from the special meeting on November 14; the work sessions on November 14 and 29; and the regular meeting on November 15, 2011, as submitted.

approved Budget Transfer 2012-057: Elementary School Substitute Salaries in the amount of \$205.378.

approved Budget Transfer 2012-058: Middle School Substitute Salaries in the amount of \$64,535.

approved Budget Transfer 2012-059: High School Substitute Salaries in the amount of \$42,513.

approved Budget Transfer 2012-060: District Substitute Salaries in the amount of \$165,247.

awarded IFB 12-R0007 for Copy Paper to Frontier Paper, Inc. for \$615,281.80.

awarded IFB 12-R0008 for Classroom Paper to Unisource for \$76,954.16.

accepted the gift of \$2,500 from the Actus Community Fund to the school district to be used towards the purchase of automated external defibrillators (AED) for district schools.

accepted the gift of a riding tractor with removable plow/mowing deck, valued at \$3,000, from the North Pole Elementary PTA to North Pole Elementary School for snow removal around the building and mowing during the summer.

approved the Personnel Action Report for the period November 9-29, 2011.

acknowledged the Personnel Information Report for the period November 9-29, 2011.

acknowledged the Superintendent's Budget Transfer Report for December 6, 2011.

acknowledged the Board's Reading File.

acknowledged the Coming Events and Meeting Announcements.

STUDENT ADVISORY VOTE. AYE
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES

PUBLIC COMMENT ON NONAGENDA ITEMS

John Boyarsky, 2265 Polar Bear, a middle school teacher with the district for the past seven years, enjoyed his job. Mr. Boyarsky was concerned about the district finding and keeping quality teachers. The district needed to remain educationally competitive. To do that, the district needed new and enthusiastic staff. Through Mr. Boyarsky's years of teaching across Interior Alaska, he had seen if a district wanted teachers to stay, then the district wanted teachers who wanted to raise their families in the area. In order for teachers to be able to raise their families in Fairbanks, the school board needed to make it worthwhile.

Anyone who had been in the area for a while knew the costs around town were rising fast. Mr. Boyarsky stated his oil and electric bills had increased significantly, even with significant cost savings with many energy conservation improvements. Mr. Boyarsky recognized his living expenses naturally increased with the addition of his beautiful five month son, which probably took a little more resources than his wife and he did together.

PUBLIC COMMENT ON NONAGENDA ITEMS (continued)

Mr. Boyarsky expected to be in Fairbanks for a while and anticipated his son attending school in Fairbanks. As a parent, he wanted to see the district invest in the future. That investment did not start with technology, administration, or expensive video conferencing equipment, but with teachers. It was the teachers who educated the next generation of people. It was the teachers who connected with students. It was especially the experienced teachers who did it exceptionally well.

Mr. Boyarsky felt the Fairbanks North Star Borough School District was a world-class district. In the past, the district had attracted world-class educators who stayed and retired from the district. That was then. The attraction to Fairbanks was slipping. If the school board was not willing to compensate teachers as professionals, a lot of people were not going to stay in Fairbanks. Currently, with the new Tier [3] retirement system, there was very little incentive for a teacher to stay in Fairbanks for more than a few years. They certainly weren't going to stay for the weather. Mr. Boyarsky asked why a teacher wouldn't transfer their tenure to the Valley or Anchorage where the weather might be better and costs might be less expensive. With the transportable IRAs and defined contribution system, why not just take the retirement and move to the Lower 48 where everything was a lot cheaper.

As Mr. Boyarsky had stated earlier, he has been a middle school teacher in the district for seven years. Prior to becoming a teacher, he was an ESSA employee for a year, and a building substitute for two years before that – all in the district. Before Fairbanks, he spent eight years teaching in Bush Alaska – he loved it. He had originally started his teaching career in Fairbanks substitute teaching from 1990-1992. Mr. Boyarsky had spent his K-12 years in the number one school system in Ohio – Solon, Ohio. The district had had the best test scores for the past 30+ years. Mr. Boyarsky presented his history and background because he had seen districts, both good ones and poor ones.

Wendy Ehnert, 1571 Placer Drive, spoke about trust. She thought trust was something everyone could agree was important in any relationship – trust between a husband and wife, parents and children, teachers and students, etc. Ms. Ehnert also thought trust was essential in working relationships too. It was important supervisors trusted their employees and employees trusted their supervisors.

Ms. Ehnert stated that over the past few months, the trust teachers had for the board had been diminished. Teachers had gone into Interest Based Bargaining trusting the district was as interested as the teachers were in negotiating a fair contract. After working together for nine months, over 130 hours, to not have a financial offer from the district was truly a violation of the trust teachers had placed in the board.

Ms. Ehnert was before the board to ask them to reestablish the trust that was critical to a good working relationship in the district. On January 17, 2012, the Fairbanks Education Association (FEA) and the district would exchange proposals for a contract that was already seven months overdue. She asked the board to make a fair and decent offer regarding salary. She asked them to please consider the teachers' request for a 2.5 percent increase for each of the three years of the contract, which would only cover cost of living. She asked them to go the extra mile to reestablish the teachers' trust in the Board of Education.

In Superintendent Lewis's Thanksgiving letter to employees, Ms. Ehnert noted he had said, he was constantly impressed by the level of professionalism and efficiency at which everyone worked together to educate students and prepare them to be productive members of society. He had went on to say he was thankful for the more than 3,400 part-time and full-time employees who proved how much they cared about students by showing up each day to nurture the

PUBLIC COMMENT ON NONAGENDA ITEMS (continued)

academic and emotional development of all students. Ms. Ehnert trusted Superintendent Lewis was sincere in his message as much as she trusted board members were proud of the district, its employees, and its accomplishments. She trusted the board would come to the table with a reasonable offer in January. Ms. Ehnert thanked the board for their time.

Alison Heyman, 3279 Adams Drive, spoke about her feelings as a classroom teacher in the district. Ms. Heyman was in her 29th year of teaching in the district and Fairbanks was her home. She had raised her family in Fairbanks and both her children had received an excellent education in the district. Ms. Heyman's daughter had gone out of state and had helped kids with writing with the skills and knowledge she had received while at Lathrop High School.

Ms. Heyman was proud of the education her children had received. She was also proud of the education she offered her students. But she was frustrated and disappointed she was working without a contract. Ms. Heyman graded wads and stacks of papers on weekends and at night. Her friends asked her why she spent her personal time grading and on school work. Ms. Heyman replied she loved the kids – she was doing it for the kids.

Before Thanksgiving, Ms. Heyman and her students had made breads for the students to take home and share with their families, as well as cookies, all at her own expense. Ms. Heyman did not mind using her own resources because she did it for the kids. At Christmas, she said the class would be doing similar activities, all without a contract.

Ms. Heyman implored the district to consider the teachers and offer them a contract that was reasonable. She thanked the board for their time.

Christine Villano, 2142 Bridgewater Drive, thanked the board for their service to children and community. She realized their job was difficult and she wanted board members to know teachers really appreciated the board's efforts. Ms. Villano has taught in Fairbanks for 22 years as a teacher, 4.5 years as a substitute and aide, and 30+ years as a parent-volunteer in PTAs.

Ms. Villano's life had been focused on promoting the best interest of America's school children in Fairbanks. Teachers in public schools were the building blocks of democracy. An educator's purpose was to help students gain knowledge – not just basic skills, build character, and become good citizens – such as was seen with the S2S students earlier in the meeting. Teachers wanted students to develop into good thinking people.

Ms. Villano was proud to give her life to the profession of teaching. Fairbanks had so many wonderful teachers. Every single building had wonderful teachers. You walk into a building and you could see the teachers were dedicated to educating kids. Teachers put in many extra hours because they thought it was important.

Ms. Villano said teachers were currently distracted. The lack of a contract and uncertain salaries hung over the heads of teachers. It tended to keep teachers from performing at their top performance level because they were thinking they had to go to a school board meeting instead of cutting 3,000 snow globes out – at least that was what she was thinking.

Ms. Villano thought if the board wanted teachers to perform at their optimal level, they had to pay them a fair and competitive wage so teachers could put all their energy into teaching and doing what was best for children. She hoped on January 17, 2012, when the two groups exchanged proposals, teachers would get a fair and competitive contract that would enable teachers not to be distracted so all their mental, physical, and spiritual energy could go into the profession they loved so much.

PUBLIC COMMENT ON NONAGENDA ITEMS (continued)

Mary Burtness, 415 Hagelbarger, was a preschool special education teacher at Hunter Elementary School. She told a story about a community that had once built a bridge which had the sole purpose of carrying the youth of their town out into the world.

The community had built the bridge strong and it had served its purpose. But as the years had gone by, the bridge showed wear and tear and the community had been very careful to keep it sound. However, as time marched on, the care seemed to focus on the surface of the road, the paint, the safety of the guardrail, and the sideway. The administration and elected officials in town had read the research and invested in special road surfacing, paint, and put in the newest guardrails.

Government auditors then came along and required traffic signals. To make certain they did it right, the community bought the best, the newest, and the most technologically advanced type of signal. But when it came to the struts, the ties, the attachments, the cables, the beams, the towers, and the peers – the foundation of the bridge, the officials would only take a cursory glance and say it looked good. Money had not been invested in its upkeep. Needless to say, the bridge collapsed. The essential parts of the bridge had been ignored.

Ms. Burtness asked about the essential parts of the school district – the district's bridge for the students. She believed the essential parts were the employees who had face-to-face contact with students every day. It was not the curriculum; it was not the technology; it was the people who had face-to-face contact. They were the people who knew which student's mother was in a safe house. They were the ones who saw a child come to school hungry and lacking clean clothes. They were the ones who knew a child could not concentrate because the student's teeth were rotting. They were the ones who knew which student's father or mother was deployed. They were the ones who knew, through years of experience, how the student learned by doing, not listening. They were the ones who told the student who could barely stay in school, they did a great job in the basketball game the previous evening and then asked to take a look at their homework. They were the ones who spent time, past the contract day, to help a student get in to the college of their dreams.

Ms. Burtness implored the board to consider the bases of the district's bridge. She asked board members to ask themselves if they were investing their limited money in the right places. Ms. Burtness implored the radio audience to contact the school board with their thoughts. She thanked the board for their time.

President Brophy, on behalf of the entire board, thanked everyone for their testimony.

OLD BUSINESS

Included in the Consent Agenda.

NEW BUSINESS

Resolution 2012-06: Honoring Dr. Martin Luther King, Jr.

School Board Resolution 2012-06 honored Dr. Martin Luther King, Jr., and proclaimed the week of January 16, 2012, for Dr. Martin Luther King, Jr. activities throughout the district.

RICE MOVED, MCCONNELL SECONDED, TO APPROVE RESOLUTION 2012-06: HONORING DR. MARTIN LUTHER KING, JR.

Mrs. Dominique read the resolution for the public record.

Resolution 2012-06: Honoring Dr. Martin Luther King, Jr. (continued)

Superintendent Lewis urged the board to support the resolution. There would be a number of activities taking place in January in honor of Dr. King and his achievements and vision.

BOARD QUESTIONS

None

PUBLIC COMMENTS

None

BOARD COMMENTS

None

STUDENT ADVISORY VOTE. AYE MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES

Policy 1062.4: Concussions (First Reading)

The administration forwarded School Board Policy 1062.4: Concussions with a recommendation for the school board to approve the new policy. State law mandated the school district adopt a policy on the student health and safety issue.

MCCONNELL MOVED, DOMINIQUE SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 1062.4: CONCUSSIONS.

Bett Schaffhauser, employment and educational opportunity director, explained House Bill 15 had been made law in the spring. It was an act relating to the prevention and evaluation of traumatic brain injuries in students. The legislature had made specific findings such as concussions were common traumatic brain injuries in children who participated in sports. An estimated 3.9 million concussions occurred each year in the United States resulting from sports and recreational activities. A blow or jar to the head could disrupt normal brain function. The risk of catastrophic injury or death increased when an injured athlete was allowed to continue to participate in sports following a concussion. Under voluntary national guidelines, athletes returned to play prematurely, putting them at risk for greater injury or death.

Ms. Schaffhauser explained the statute went on to establish a section on prevention and reporting of traumatic brain injuries in students. The policy on concussions was new; the district has not had a policy on concussions in the past. The policy language stated the district would comply with the Alaska statute on concussions that had been passed as Alaska House Bill 15.

Policy language was in regards to the prevention and reporting of traumatic brain injury in student athletes. It included:

- The development and publication of guidelines regarding the nature and risks of concussions and other traumatic brain injuries in consultation with the Alaska Schools Activities Association, in order to educate coaches, student athletes, and their parents.
- 2. The guidelines would:
 - a) include a description of the risks of return to play and standards for return to play:

Policy 1062.4: Concussions (First Reading) (continued)

- b) require the immediate removal from practice or game for a student suspected of sustaining a concussion or other traumatic brain injury;
- allow return to play only after the student had been evaluated and cleared for participation in writing by a licensed health care provider properly trained in the evaluation and management of concussions and other traumatic brain injuries; and
- d) require all student athletes with a concussion to successfully complete a supervised, progressive, incremental physical and cognitive exertion program prior to resuming full athletic activities.

Ms. Schaffhauser stated most of the policy language came from the statute, so it was a mandate. The superintendent would develop regulations for the implementation of the policy. The guidelines expected to come from the Alaska School Activities Association (ASAA) would be that each school athlete would be required to participate in a baseline screening. The baseline screening would measure reaction time, memory, speed, and concentration. It would be used as a comparison if the student was ever suspected of suffering a concussion. The guidelines would also require a concussion medical care plan, with gradual progressive increases in physical and cognitive activity occurring over seven days as symptoms resolved, as well as a medical release to return to athletic and academic participation.

The district would have a representative attending the Alaska School Activities Association Board Meeting in Anchorage on December 12-13, 2011. Guidelines were expected to be approved at the board meeting. After the guidelines were approved, the school district would use them to develop the administrative regulations. Training had already begun in the school district regarding the requirements of the concussion policy.

BOARD QUESTIONS

Colonel Johnson asked if trained medical professionals were required to be on the sidelines of sporting events. Superintendent Lewis stated no. Colonel Johnson was concerned with the issue of having someone on the sideline trained to determine if a traumatic head injury had occurred. Ms. Schaffhauser stated the statute did not specifically address Colonel Johnson's concern, but there was language regarding required training on the signs and symptoms of concussions. Students would be evaluated on the sidelines if it was thought a student might have suffered a concussion. Coaches were required to be trained.

Ms. McConnell asked for the timeline for the development of the administrative regulations. Ms. Schaffhauser thought they would be developed as soon as possible after the district received the approved guidelines from ASAA.

Mrs. Brophy asked if the policy was specific to student athletes or if it also pertained to children on school playgrounds. Ms. Schaffhauser stated statute language noted recreational activities could also be the cause of concussions. She thought it could be applied to any activity students were involved in at school, but probably most notably with student athletics.

PUBLIC COMMENTS

None

BOARD COMMENTS

Superintendent Lewis stated the policy also applied to comp-teams and out-sourced sports. Superintendent Lewis announced Dr. Keller, of Sportsmedicine Fairbanks, would be meeting with school nurses to review and train them on the signs and symptoms of concussions in preparation for any incident on the playground or something that occurred while at school.

Policy 1062.4: Concussions (First Reading) (continued)

President Brophy thought the policy was very valuable. She agreed with Colonel Johnson that one of the most important aspects of the policy was the training on how to identify when someone experienced a concussion. The policy would not do much good if the appropriate trainings had not taken place.

STUDENT ADVISORY VOTE. AYE MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES

INFORMATION AND REPORTS

Recruitment Report & Analysis of Hires for 2011-12

Clarence Bolden, executive director of human resources, and Elizabeth Schaffhauser, director of employment and education opportunity, presented a report on the teacher, classified, and exempt applicant pools and provided an analysis of hires that had occurred to date for the 2011-12 school year.

The district had hired eighty-seven certified personnel for the 2011-12 school year as of October 21, 2011. The positions hired included two principals, one counselor, two speech pathologists, and eighty-two teachers. Nineteen of the new teachers were placed in elementary classrooms (22%) and twenty-three were hired as special education teachers (26%).

Thirteen percent of the certified new hires identified themselves as ethnic minorities (11 of the 87 hired). It represented a slight increase in number and percentage hired compared to last year. The majority of newly hired teachers were recruited from within the Fairbanks North Star Borough and throughout Alaska. Sixty-six, which represented 76 percent of the teacher new hires, came from within Alaska. The overwhelming majority of those Alaska hires, fifty-seven, came from within the borough.

The Teacher Intern Placement Program (TIPP) contributed to the district's certified hires. At the start of the 2011-12 school year, five TIPP interns had completed their certification programs and were eligible to be hired. Of the four hired on continuing contracts, one was African American, two were Caucasian, and one was Native American.

The previous year's trend of increased hires of classified employees had ended. As of October 21, 2011, only 114 classified new hires had been reported; a decline of 26 percent from the previous year. The number of ethnic minority employees hired was down by two employees, but the percentage hired was up to 18.4 percent, an increase of 3 percent from the previous year. The overall number of ethnic minorities in the classified employee workforce was relatively stable at 18.6 percent. The district continued to attract and hire a diverse workforce.

The district's teacher applicant pool consisted of 988 applicants, which was an increase over the 952 applicants last year. The teacher applicant pool consisted of 83 percent Caucasian, 2 percent American Indian, 3 percent Alaska Native, 4 percent African American, 4 percent Hispanic, 2 percent Asian, and 2 percent unknown. Female teacher applicants outnumbered male teacher applicants – 623 to 365.

The recruiting recommendations for 2012 and beyond:

- ⇒ Continue creating opportunities which placed a steady flow of qualified applicants in the pipeline.
- ⇒ Continue the Fairbanks North Star Borough School District Job Fair in March 2013.

Recruitment Report & Analysis of Hires for 2011-12 (continued)

- ⇒ Maintain and strengthen the relationship with Alaska Teacher Placement (ATP).
- ⇒ Encourage ATP to organize "Alaska Only" job fairs in major metropolitan areas for the district to attend.
- ⇒ Empower the Recruiting Round Table as a part of human resources' strategy.
- ⇒ Ensure the new MUNIS online application process was accessible and user friendly.
- □ Continue to support the "Orientation to Education" dual credit class piloted last spring semester at Ben Eielson and North Pole High Schools, to include Lathrop in the spring.
- ⇒ Gather and analyze data to drive recruiting strategies decisions.
- ⇒ Continue the team work on the district intern program and the UAA Administrative Cohort.
- ⇒ Continue to "grow our own" through the Support Staff to Teacher Program.
- ⇒ Increase contacts with military bases.

Mr. Bolden said the district would be looking at the possibility of either extending the time of the district's job fair or holding it yearly instead of every two years because the district job fair always had a good response. They would also be looking at partnering with the military bases more in regards to recruiting.

Mr. Bolden spoke about the completion of the Teacher Intern Placement Program (TIPP). The program was successful in helping the district "grow their own." At the beginning of the 2011-12 school year, five TIPP interns were completely done with their certification program and eligible to be hired as classroom teachers. Four of the five had been hired. Mr. Bolden extended his thanks and appreciation to everyone involved in the program.

BOARD QUESTIONS

Mrs. Dominique asked about the nutrition worker job title and if that was another name for the people who worked at the new central kitchen. Mr. Bolden stated it was. She also asked if the MUNIS system would allow for the applications in the district's current system to transfer over or will people have to reapply and will be people be notified of the change in recruiting systems. Mr. Bolden stated the district was currently working on making certain the district's current applicants transferred over to the new MUNIS system. He thought Mrs. Dominique's suggestion of sending applicants an informational letter on the change was a good idea.

Mrs. Brophy clarified there had been 988 applicants of which 87 certified staff members were hired. Mr. Bolden stated Mrs. Brophy was correct. Mrs. Brophy asked Mr. Bolden what he felt attributed to the increase in local hires and if it had anything to do with the district's association with UAF or the TIPP program. Mr. Bolden thought it was partially the TIPP program, but the relationship with UAF was long standing and the district increased their involvement with them each year. District administrators were meeting with UAF officials earlier in the year to review the district's needs, as well as meeting directly with the UAF students/graduates regarding the district's interview process.

Mrs. Brophy noted the male hires were less than half of the female hires and asked if that was a traditional national trend and if the district was doing anything to address the imbalance. There was so much research about having male role models in the classroom to help the male student achievement gap. Mr. Bolden stated the TIPP program had proved successful in trying to get people into teaching who were already living in the area. He noted the three TIPP counselors who had been hired were all male and all minorities. He thought if a similar program to TIPP, such as the Support Staff to Teachers program or something else was continued, it would help with the male hires. He believed if the district could make it easy for them to continue to work while they went to school, the district would be successful in increasing male hires.

Recruitment Report & Analysis of Hires for 2011-12 (continued)

PUBLIC COMMENTS

Chrya Sanderson, 2118 South Cushman Street, speaking as the Education Support Staff Association (ESSA) president, thought that every time the district had extended itself and thought outside the box, the challenge had been met. Ms. Sanderson noted the success of the TIPP program and how the superintendent, human resources director, and others had collaborated together to make the program successful. It had been so rewarding to see ESSA members participate in the program.

Ms. Sanderson had been pleased with the accommodations made to the program to allow for ESSA employees to participate. The program had been so successful that she was looking into identifying other employees who might be eligible and interested in participating in a similar "grow your own" program. Ms. Sanderson stated she had been the product of then Superintendent Ken Burnley and his interest in a "growing your own" program.

President Brophy thanked Ms. Sanderson for her dedication and enthusiasm in working on behalf of all ESSA employees.

Superintendent Lewis stated there were currently over 250 college graduates in ESSA and the administration was exploring conversations with the university to figure out ways to allow those individuals to maintain their jobs and benefits, while allowing them to complete coursework to get them working with students in a different capacity then they were currently.

BOARD COMMENTS

Colonel Johnson spoke about the Education Services Office and the Army Career Alumni program on Fort Wainwright. The majority of soldiers on the installation and in the Army were either working on their degrees or had already achieved their degrees. There was an opportunity to recruit some of the soldiers who decided to leave the military – either retire or get out. Colonel Johnson thought there were opportunities to partner more in the future. He would be willing to meet with district administration to discuss different options.

Mrs. Dominique had seen firsthand a few of the TIPP interns in place working at different school locations. She had been amazed at how well they were performing with students, including her grandson. The interns had worked with the students so well. It was good to see the program work so successfully. Mrs. Dominique thanked Mr. Bolden, Ms. Schaffhauser, and everyone else who had worked with the program. She also thanked Superintendent Lewis and was hopeful there would be other similar programs.

Mrs. Brophy thanked Mr. Bolden and Ms. Schaffhauser for the report.

Graduation Success Program Evaluation

The report presented the implementation of the district's Graduation Success Program, and the outcomes of students served by the program in the 2010-11 school year. Kathy Hughes, executive director of alternative instruction and accountability, made the presentation. She introduced Heather Rauenhorst, program evaluator and research analyst, and author of the report.

In the 2006-07 school year, the district originally initiated the Dropout Prevention Program (renamed the Graduation Success Program in 2008-09) to address the needs of students at risk of dropping out of school. To provide schools with support to keep students in school until they graduated, the program had funded graduation success coaches, professional development activities, and other resources to address risk factors that were highly correlated with student dropout rates.

The 2010-11 program was funded through the American Recovery and Reinvestment Act of 2009 (ARRA). While the 2010-11 school year was the program's fifth year in operation, it was only the second year of a risk level model used to select students for service, a logging system used to track services provided to individual students, and the tracking of elementary students served by the program. Though the program had evolved over the past five years, the basic purpose had remained the same: to provide schools with resources to help increase student and family connections with schools and to address the risk factors for dropping out of school.

Nineteen graduation success coaches had provided support in the three focus areas of attendance, academic remediation, and school engagement to nearly 1,500 students in fourteen elementary schools, five middle/junior high schools, and five high schools.

In evaluating the implementation of the program, the district had analyzed the frequency, duration, and quantity of graduation success program activities with individual students at each risk level at the elementary, middle, and high schools where program positions were funded and filled. In evaluating the effectiveness of the program, the district compared the dropout and attendance rates of the graduation success students with the dropout and attendance rates of students in a comparison group.

The results showed:

- There were a total of 1,482 graduation success program participants in kindergarten through 12th grade.
- There was strong evidence of positive program impact at the secondary level.
- There was no evidence of positive program impact at the elementary level.
- The program met the goal of reducing 7th-12th grade dropout rates.
- The program did not meet the goal of increasing attendance rates.
- Graduation success program participants had a significantly lower dropout rate than the comparison group.
- The group of students who received the most program contact had the lowest dropout rates.
- The district's 2010-11 dropout rate was the lowest it had been in the last nine years.

In the 2010-11 school year, schools were provided with standardized criteria for identifying the students most likely to drop out and thus most likely to benefit from the graduation success program services, using Dr. Ott's model, which was revised slightly from the prior year's model. (Prior to 2009-10, students were targeted for service on the basis of teacher and administrative referrals and a wide variety of academic and non-academic criteria.) To facilitate data-driven decisions in the implementation of the program, Dr. Ott calculated risk levels to identify those students most at risk of dropping out of school; students were grouped into high, medium, and low risk categories based primarily on data from the prior school year. After piloting and evaluating the risk level model in 2009-10, the model was refined such that the high risk group in 2010-11 was a smaller group with higher odds of dropping out than the high risk group from 2009-10. As in the prior year, the data used in determining risk levels included attendance rates, grades, dropout behavior, out-of-school suspensions, and Standards Based Assessment scores in reading, writing, math, and science.

Although the program allowed for flexibility at the school level in terms of implementation of various strategies to keep students in school, there were common goals across the district. Schools were required to serve all high risk students before serving any medium risk students and were instructed not to serve low risk students. The primary goal of the program was to reduce the dropout rate of participants and thereby reduce the entire district's dropout rate. In the high schools, the primary outcome measure for the program was the dropout rate.

Since the dropout rate, by state definition, only applied to secondary students (7th-12th) and attendance rate had been proven to be one of the most critical components of success in school, a second goal of the program was to increase the attendance rate of participants. Attendance rate was the primary outcome measure for the program at the elementary level. Since middle school students made up a very small portion of the district's total dropouts, attendance rate was used as a second outcome measure for the program at the middle school level.

Although the district analyzed the academic outcomes of graduation success program students, measurable increases in participating students' academic achievement were neither anticipated nor found. Implementation data regarding the number of hours of academic service logged with program students indicated a lower rate of service than that generally required for academic improvements.

The evaluation of the program sought answers to the following questions:

- 1. How was the program implemented; how many contacts were made with how many students in each risk level?
- 2. What were the outcomes for participating students; did the program achieve its goals of increasing attendance rates and decreasing dropout rates?
- 3. How did the outcomes for program students compare to similar students who were not served?

The evaluator collected and analyzed both quantitative and qualitative data at the school and district level. Graduation success coaches used the logging system in PowerSchool Premier to track each student served, the quantity, frequency, and duration of multiple types of program activities and contacts. The evaluator closely monitored the contacts and number of students served in each of the three risk levels. The graduation success coaches' employment dates and daily schedules were also utilized to more fully understand factors that could have impacted the program outcomes. Implementation data was summarized by the project coordinator and reported to the evaluator on a quarterly basis as part of the ARRA funding requirements.

In evaluating the effectiveness of the program, the dropout rates were analyzed for differences between the program students and the students in a comparison group. Attendance rates were also analyzed, with the most recent attendance rate of the program students being compared to their prior year attendance and to the attendance rates of the comparison group. The comparison group was created by Dr. Ott using propensity scores.

The results showed:

- There were a total of 1,482 graduation success program participants in K-12th grade (771 in elementary schools and 711 in secondary schools). It was less than in the 2009-10 school year when a total of 1,828 students were served.
- The district's dropout rate was the lowest it had been in the nine years in which the data had been consistently collected and reported.
- The program met the goal of reducing dropout rates but had not met the goal of increasing attendance rates.
- Graduation success program participants had a significantly lower dropout rate than the comparison group. Participants had not had significant increases in their attendance rates when compared to their prior year attendance and the attendance rates of the comparison group.

The graduation success program was best thought of three separate programs, each with distinct characteristics: an elementary program, a middle school program, and a high school program. It was important to note there was no program for alternative and charter schools, although the majority of the district's dropouts came from the alternative schools.

Although the termination of ARRA funding at the end of the 2010-11 school year resulted in the elimination of all graduation success coaches at the schools, the dropout risk model continued to be available to provide school staff with information about students' risk levels. The dropout risk indicators would allow school staff to prioritize those students identified most at risk and maximize the services provided to them.

Superintendent Lewis pointed out in looking back over the dropout rate over the past five years the district's dropout rate was within a tenth of a percentage point away from having cut the dropout rate in half. In looking at the dropout rate for students under the age of 16 versus those over 16, the numbers were dramatic. The district was down to sixth-tenths of a percent for students under the age of 16. The district was definitely making progress.

BOARD QUESTIONS

Mrs. Dominique asked about other services and positions in place to help students. Ms. Rauenhorst explained services were available through Alaska Native Education, graduation success/attendance liaisons, and a part-time graduation liaison. The graduation liaison was a central office staff member and one of their roles was to make contact with students indicated as dropouts to find out their status or if perhaps they had re-enrolled somewhere else.

As a follow-up, with the elimination of the graduation success personnel, Mrs. Dominique asked how many positions were currently in place to offer services to students. Ms. Rauenhorst stated many of the students targeted for graduation success services also qualified for specific types of academic and/or social support through the personnel associated with the English Language Learner (ELL) program, the Elementary Reading Improvement Initiative (ERII), the Math Improvement Initiative (MII), the After School Program, and Title I programs. They might also receive support from the intervention/prevention specialists, behavior aides, cultural liaisons, special education staff, Alaska Native Education (ANE) staff, the district's homeless liaison, and military student support specialists.

Mrs. Dominique clarified the positions Ms. Rauenhorst listed were not new positions, but were in place when the graduation success people were also in place. Mrs. Hughes stated Mrs. Dominique was correct. She added counseling staff members also followed up with students who were coded as no longer being in the district.

Mrs. Dominique was concerned the dropout rate would increase without the graduation coaches. She wanted to know what the district had in place to help keep the dropout rate from increasing. Mrs. Hughes thought it was important to note for the past two years, the district had the risk model, which was very important and a key piece in identifying at-risk students. Being able to much more specifically identify students and their level of risk would enable the district to be in a better position to help at-risk students. The administration was able to identify and notify schools early in the year which students appeared to be most at risk.

Mrs. Hughes agreed Mrs. Dominique was correct in her concern. Eliminating the program was a difficult decision for the board last year, but the administration hoped the risk model would help keep the dropout rate low. Mrs. Dominique was happy to have the risk model. She hoped the administration would keep an eye on the issue.

President Brophy agreed with Mrs. Dominique, the district didn't want to lose the progress it had made in lowering the dropout rate. She recalled from the previous year's report, as well as from the current report, the more contacts made with students with any adult, the less likely they were to drop out. She acknowledged the risk model could identify students and there was a cadre of people who could address the at-risk students but she wanted to know specifically what the district planned to do to address the at-risk students. One of the concerns President Brophy had about the graduation success program was the inconsistency of services provided across the district. Mrs. Hughes wasn't certain about all the individual staff members at each school, but she did know with her experience with secondary principals over the past couple of years, there were other initiatives the schools had been utilizing to more closely tie students to their high school when they first arrived, whether it was through the Freshman Team, orientations, Ignition, or Student 2 Student. Having peer connections with students early in high school was important. As far as how consistent all the programs across buildings were, Mrs. Hughes and Ms. Rauenhorst were not able to answer that question, but it was information they could find out and bring back to the board.

President Brophy thought if the issue of attendance not improving at the elementary level could be addressed, it would help address the dropout rate. Mrs. Hughes stated President Brophy was correct and that was why it had been selected as a measure/indicator at the elementary level. Unfortunately, the data had not shown the graduation success program had improved attendance at the elementary level.

Mr. Chord thought it was important to identity and intervene with students at the earliest level. He thought the district needed to put a lot of effort in at the elementary level; the state was putting a lot of effort into looking at preschool. Mr. Chord pushed for early intervention because if kids had good experiences in elementary when they got to middle and high school, there wouldn't be the problems the district currently had. It was important to train parents; many did not have the experience of raising children. Mrs. Hughes clarified the risk model identified atrisk students at the elementary, middle, and high school levels.

PUBLIC COMMENTS

Chrya Sanderson, 2118 South Cushman Street, a former graduation success coach, had been involved with the program since its inception. Ms. Sanderson said if she had the power, she would get a big defibrillator and reenergize the program. She had worked at North Pole Middle School with an original caseload of approximately 89 students before she had worked it down to approximately 70+ students. The uniqueness of the program and what she had been able to do to get students to come to school was with means that could not be met in a classroom. She spoke about issues some students faced - hygiene issues, with kids not having anywhere to shower, clothes weren't clean, or not being fed. The ability and flexibility the program had to think and work outside the box to help kids was amazing. Ms. Sanderson had teamed up with the Fairbanks Food Bank to receive student snack boxes, which fed one student for three days.

Ms. Sanderson knew for a fact there were students at her previous school that still did not eat lunch. Their parents were not filling out the forms for free and reduced lunches, even though they qualified. There were many things the graduation success program provided students. The certified staff, the coaches, counselors, and administrators worked together to do so much for the students.

Ms. Sanderson said the only thing she would have done differently with the program would have morphed it into a jobs study program. It seemed like a logical progression to take working with students at-risk and hook them up with trades.

Working as a graduation coach was a real passion for Ms. Sanderson. At Nordale Elementary School, she had tracked a kindergarten student all the way to Fort Yukon because the student had not been coming to school. Ms. Sanderson agreed with Mr. Chord, the earlier and the more the district partnered with parents to get them involved in their student's education, the more success the student would have.

Ms. Sanderson recalled the Head Start program had started because families didn't have child care, kids weren't being fed, and medical needs were not being met. She did not believe the district had after school programs in enough schools. She applauded Hunter Elementary School's program. She thought Mr. Billy Smith had done a great job with their program. The after school program had made a huge difference at Hunter. Ms. Sanderson missed the graduation success program but thought the district was headed in a good direction.

Mrs. Brophy agreed with Ms. Sanderson. The board's focus was parental engagement and reaching parents. There was a broad range of why parents were not engaged. She thanked Ms. Sanderson for her comments.

BOARD COMMENTS

Mrs. Dominique thought the graduation success program was a great program. When the dollars were there, she hoped the district would be ready to bring it back. The program helped other positions in the district that were stretched thin. The coaches were people the kids could go to with concerns or issues. If the district had the opportunity to reinstate the program, Mrs. Dominique hoped they would.

BOARD AND SUPERINTENDENT'S QUESTIONS/ COMMENTS/ COMMITTEE REPORTS

Colonel Johnson thanked Superintendent Lewis and the district for their support of the military student transition consultant program. He thought the district was a model and the gold standard for partnering and supporting military families. The district had highlighted the importance of building the relationship. Colonel Johnson thought the district had done an excellent job, specifically Lathrop High School, under the director of Karen Gaborik supporting the Student 2 Student program and the other initiatives supporting military dependent students. Colonel Johnson could see from his end the support made a huge difference in the families and children.

Colonel Johnson announced Fort Wainwright's Christmas Tree Lighting for Wednesday evening at 6:30 p.m. in the Physical Fitness Facility. Word had it Santa and Mrs. Claus might be there. Also, on December 20 there would be a free Holiday Band Concert by the U.S. Army Alaska 9th Army Band in Hering Auditorium at 7:00 p.m., sponsored by North Haven Properties and the Army/Air Force Exchange.

Colonel Johnson was delighted to welcome home members of the 617th Air Cavalry Squadron who had just returned home to Fort Wainwright after a year deployment in Iraq. There were 340 happy troopers and family members who would be having a great holiday this year. He was very thankful for their safe return.

Mrs. Dominique thanked the Barnette band and orchestra; they had done a great job. She also thanked the teachers, students, and the employees who had taken part in the TIPP program. It was a very vigorous program and everyone had done a great job. Mrs. Dominique couldn't wait to see the new teachers in action in the classroom.

Mrs. Dominique reiterated her earlier comments in support of the graduation success program. She thought it was a great program and she thought the district needed to look at reinstating the program.

BOARD AND SUPERINTENDENT'S QUESTIONS/ COMMENTS/ COMMITTEE REPORTS (continued)

Mrs. Dominique thought it was great to see the police escort leading the buses of military soldiers back to Fort Wainwright as they returned from their deployment. Mrs. Dominique was honored to work on Fort Wainwright. She was suppose to have retired but after seeing things like the buses of military soldiers returning home after a long deployment and the patriotism and appreciation shown to the soldiers, it was hard to do.

Mr. Chord thanked Ms. Brazier and the Barnette Magnet School band and orchestra students for their performance. He appreciated Ms. Brazier's work in helping introduce young people to the world of music. He marveled at students' ability to play the string bass, violin, wind instruments, and being involved in music. He had a huge appreciation for that.

Mr. Chord thought the district was headed in a good direction. He thought the Graduation Success Evaluation Report by Mrs. Hughes and Ms. Rauenhorst was great. Mr. Chord wanted to push early education. He was a firm believer it made a big difference when kids got a good start. When one got a good start early on, there was success. When one had a bad start on something, it took a lot more effort and a lot of intensity to change it. That was why Mr. Chord felt it was so important to start early. He wished everyone a Merry Christmas.

Ms. McConnell reiterated the comments of others. She thanked the Barnette band and orchestra students for their performance. She congratulated the Mr. Wolf on his award and thanked the students, Ms. Murphy, and Ms. Hall for their spotlight presentation. It was wonderful to see what was being done within the district. Ms. McConnell appreciated the reports. She recognized a lot of work went into them before they were presented to the board. Ms. McConnell wished everyone Happy Holidays and thanked them for all they did for the students.

Mr. Rice thanked the Barnette students for their performance. He really appreciated the military transition consultant and Student 2 Student presentation and their work. He thanked the students for taking their personal time for training and to help other students within the community. Mr. Rice wished everyone Happy Holidays and a Happy New Year!

Mr. Thies thanked the Barnette Magnet School band and orchestra for their performance. He also thanked Superintendent Lewis and his staff for their early notification on the cancellation of school on Monday. The administration had done an outstanding job.

Ms. Wilson thanked Mrs. Hughes and Ms. Rauenhorst for their report. She thought the graduation success program was a wonderful program and like Mrs. Dominique, she would like to see it return in the future. Ms. Wilson also thanked the Lathrop students for their presentation on their Student 2 Student program. She thought the district needed more programs like that in the other schools. Those types of programs truly had an impact on the community and their high school. Ms. Wilson wished everyone Happy Holidays and said to be safe!

Superintendent Lewis announced the state board would be meeting next week and new standards would be proposed. Dr. Gaborik would be attending the meeting representing and testifying on behalf of the district. She would be providing testimony regarding regulation adjustments to the Alaska Performance Scholarship. The district would like the high school credit courses middle school students took while in middle school to count towards the scholarship eligibility. Dr. Gaborik would also be attending a Career Technical Education meeting in Anchorage.

Superintendent Lewis thanked Mayor Hopkins and all district art teachers for their work on the Mayor's recent Young Artist's Show. The talent of students ranging from kindergarten to high school was remarkable. He encouraged people to view the student artwork which was currently showcased throughout the borough building.

BOARD AND SUPERINTENDENT'S QUESTIONS/ COMMENTS/ COMMITTEE REPORTS (continued)

Superintendent Lewis was proud to announce the district had just received word the AFJROTC units for both Ben Eielson and North Pole High Schools had received the Exceeds Standards award for their latest inspections which was the highest award they could receive. He congratulated Traci Gatewood, grants and special programs director. She had recently completed the rigorous process of becoming a National Grant Management Specialist – the only one in the State of Alaska!

Superintendent Lewis wished everyone Happy Holidays. He asked people to keep those people serving in harm's way in their thoughts.

President Brophy, being a retired Army wife, knew firsthand about the support the community and district provided to military families. She thought it was something everyone could be very proud of. Her son had attended Fairbanks schools for most of his life and she had absolutely no complaints about the district or his education. President Brophy thanked the district and community for the way they supported military families. It was a very good community for military families.

President Brophy also thanked the teachers for their testimony. She enjoyed hearing teachers share their passion for teaching and their students, and about the hard work they put forward each and every day for their students. President Brophy recognized the hard work of all staff — certified, classified, and exempt. The board appreciated the hard work of all staff members. The board looked forward to resuming negotiations with the Fairbanks Education Association (FEA) on January 17, 2012.

President Brophy wished everyone Merry Christmas and Happy Holidays!

The meeting adjourned at 8:59 p.m.

Submitted by Sharon Tuttle, executive assistant to the Board.

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

Special Meeting

MINUTES

December 19, 2011

President Brophy called the meeting to order at 5:30 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue.

Absent:

Sue Hull, Treasurer

Present:

Kristina Brophy, President Sharon McConnell, Vice President Sean Rice, Clerk Silver Chord, Member Wendy Dominique, Member

John Thies, Member

Staff Present:

Pete Lewis, Superintendent
Mike Fisher, Chief Financial Officer
Karen Gaborik, Interim Assistant Superintendent – Secondary
Clarence Bolden, Human Resources Executive Director
Gayle Pierce, Hearing Officer/Labor Relations Director
Sharon Tuttle, Executive Assistant to the Board of Education

Executive Session

An executive session was called to discuss student discipline and negotiations.

MCCONNELL MOVED, CHORD SECONDED, TO CONVENE IN EXECUTIVE SESSION TO DISCUSS STUDENT DISCIPLINE ISSUES THAT TEND TO PREJUDICE THE REPUTATION AND CHARACTER OF ANY PERSON, PROVIDED THE PERSON MAY REQUEST A PUBLIC DISCUSSION AND NEGOTIATION MATTERS, THE IMMEDIATE KNOWLEDGE OF WHICH, WOULD CLEARLY HAVE AN ADVERSE EFFECT UPON THE FINANCES OF THE GOVERNMENT UNIT AND MATTERS WHICH BY LAW, MUNICIPAL CHARTER, OR ORDINANCE ARE REQUIRED TO BE CONFIDENTIAL.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

The Board convened to executive session at 5:31 p.m.

Mr. Rice arrived at 5:49 p.m.

Mr. Thies left at 7:29 p.m.

The executive session ended at 8:03 p.m.

DOMINIQUE MOVED, MCCONNELL SECONDED, TO:

EXPEL STUDENT 12-19-11-01 FOR TWENTY-ONE (21) SCHOOL DAYS AND STUDENT MAY BE ELIGIBLE TO RETURN TO SCHOOL ON THE FIRST STUDENT DAY OF THE SECOND SEMESTER OF THE 2011-2012 SCHOOL TERM, JANUARY 9, 2012.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

MCCONNELL MOVED, DOMINIQUE SECONDED, TO:

EXPEL STUDENT 12-19-11-02 FOR A PERIOD OF SEVENTY (70) SCHOOL DAYS; FURTHER, STUDENT SHOULD ENROLL IN THE SMART PROGRAM; OBTAIN A THREAT ASSESSMENT PRIOR TO APPLYING FOR READMISSION TO SCHOOL AND COMPLY WITH ANY RECOMMENDATIONS AND/OR REQUIREMENTS OF THAT ASSESSMENT; AND STUDENT MAY BE ELIGIBLE TO RETURN TO SCHOOL ON THE FIRST STUDENT DAY OF THE FOURTH QUARTER OF THE 2011-2012 SCHOOL TERM, MARCH 19, 2012.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

MCCONNELL MOVED, DOMINIQUE SECONDED, TO UPHOLD THE ADMINISTRATION'S RECOMMENDATIONS ON THE CONSENT AGENDA TO:

** EXPEL STUDENT 12-19-11-03 FOR A PERIOD OF FIFTEEN (15) SCHOOL DAYS; FURTHER, STUDENT SHOULD ENROLL IN THE SMART PROGRAM AND STUDENT MAY BE ELIGIBLE TO RETURN TO SCHOOL ON THE FIRST STUDENT DAY OF THE SECOND SEMESTER OF THE 2011-2012 SCHOOL TERM, JANUARY 9, 2012.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

DOMINIQUE MOVED, MCCONNELL SECONDED, TO:

REFER STUDENT 11-14-11-01 TO THE HEARING OFFICER FOR FURTHER CONSIDERATION.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 5 AYES

Board Comments/Discussion

The board would cancel the tentative special meetings scheduled for January 3 and January 9, 2012, as the administration would not have any student discipline issues to bring forward.

Board members wished everyone a safe and happy holiday!

The meeting adjourned at 8:07 p.m.

Submitted by Sharon Tuttle, executive assistant to the board of education.

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520 Fifth Avenue, Fairbanks, AK 99701

520 F1D	th Avenue, Fairbanks, AK 99/01
	www.k12northstar.org
2011	
August	
11&17	Teacher Work Days
12,15,16	Professional Development Days
18	First Day for Students
Septemb	oer
5	Labor Day Holiday
23	Early Dismissal-Students
26	Professional Development
October	
4-6	HSGQE Retakes
14	End of 1st Quarter (early dismissal)
27-28	Parent-Teacher Conferences
Novemb	er
11	Early Dismissal-Students
24-25	Thanksgiving Holiday
Decemb	er
5	CLOSED - BAD WEATHER
19-21	Last 3 Days-Early Dismissal
21	End of 1st Semester (early dismissal)
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Winter Break Starts

22

2012	
January	
4	Last Day of Winter Break
5	Teacher Work Day (no school)
6	Professional Development
16	Martin Luther King Jr. Holiday
February	,
3	Early Dismissal-Students
20-21	Parent-Teacher Conferences
March	
9	End of 3rd Quarter (early dismissal)
12-16	Spring Break
April	
3-6	Testing-All
20	Early Dismissal-Students
May	
16-18	Last 3 Days-Early Dismissal
18	Last Day for Students
21	Professional Development Day
22	Teacher Work Day

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