
FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT



BOARD OF EDUCATION REGULAR MEETING

Tuesday, December 4, 2012

**School District Administrative Center
520 Fifth Avenue**

Fairbanks North Star Borough School District 2012-14 PRIORITIES



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
 - WorkKeys 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 connections and time spent volunteering in schools by parents and community members
- Formalize business partnerships with schools

Adopted 1-17-2012

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.

Adopted 1-17-2012

**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION**

**December 4, 2012
7:00 P.M. – REGULAR BOARD MEETING**
Board Room - 520 Fifth Avenue
School District Administrative Center

AGENDA

- | | | |
|-----------|--|------------------------|
| A. | PRELIMINARIES | <i>Reference Pages</i> |
| | 1. Call to Order | |
| | 2. Pledge of Allegiance | |
| | 3. Music: North Pole High School Choir | |
| | 4. Roll Call | |
| | 5. ESP of the Month: Dennis Ferraro, Maintenance Mechanic, Facilities Management | 2 |
| | 6. 2012 AACTE Outstanding New CTE Teacher of the Year | 2 |
| | 7. 2012 Alaska State Art Teacher of the Year | 2 |
| | 8. Spotlight: Fairbanks Black Role Model Initiative | 2 |
| B. | 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. Minutes | See minutes |
| E. | ACTION ITEMS – NEW BUSINESS | |
| | 1. Resolution 2013-09: Honoring Dr. Martin Luther King, Jr. | 3 & 8 |
| | * 2. Budget Transfer 2013-053: Lobbyist Contract | 3 & 9-10 |
| | * 3. Travel Request: Ryan Middle School | 4 & 11 |
| | * 4. Travel Request: Lathrop High School | 4 & 12 |
| | * 5. Fundraising/Travel Request: Barnette Magnet School | 4 & 13 |
| | * 6. Gift Acceptance: Ladd Elementary School | 4 & 14 |
| | * 7. Gift Acceptance: Lathrop High School | 4 & 15 |
| | * 8. Personnel Action Report | 4 & 16-17 |
| F. | INFORMATION & REPORTS | |
| | 1. College Credit Options for High School Students | 4 |
| | 2. Teacher Technology Literacy Skills Assessment Results - Fall 2012 | 5 & Separate Cover |
| | * 3. Personnel Information Report | 5 & 18 |
| | * 4. Superintendent's Budget Transfers | 5 & 19 |
| | * 5. Board's Reading File | 5 |
| | * 6. Coming Events and Meeting Announcements | 6 |
| 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*

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**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION**

**7:00 P.M. – REGULAR BOARD MEETING
December 4, 2012**

AGENDA

A. PRELIMINARIES

Reference Pages

- A. 1. Call to Order by President**
- A. 2. Pledge of Allegiance, led by North Pole High Choir Students**
- A. 3. Music**
North Pole High School's Choir will perform for the Board under the direction of Bruce Hansen, choir director.
- A. 4. Roll Call**
Kristina Brophy, President
Sharon McConnell, Vice President
Heidi Haas, Treasurer
Sean Rice, Clerk
Lisa Hall, Member
Sue Hull, Member
John Thies, Member
Thomas Daack, Base Representative
Ron Johnson, Post Representative
Hanna Brewer, Student Representative
- A. 5. ESP of the Month**
Dennis Ferraro, maintenance mechanic with facilities management, will be recognized as the Extra Special Support Staff Person for December 2012. Ron Gherman, North Pole assistant principal, will make the presentation.
- A. 6. 2012 AACTE Outstanding New CTE Teacher of the Year**
The Alaska Association for Career and Technical Education (AACTE) named Hutchison High School health occupations teacher, Jeannette Johnson, the Outstanding New CTE (Career and Technical Education) Teacher of the Year. Hutchison Principal Dan Domke will make the presentation.
- A. 7. 2012 Alaska State Art Teacher of the Year**
Margaret Donat, Lathrop art teacher, was named the Alaska State Art Teacher of the Year for 2012 at the recent Alaska State Art Education Conference. Karen Stomberg, district art coordinator, will make the presentation.
- A. 8. Spotlight: Fairbanks Black Role Model Initiative**
Bernard Gatewood and members of the Fairbanks Black Role Model Initiative (BRMI) will make a presentation on the program and their effort to serve as role models for male students in the school district, particularly middle school boys at both Ryan and Tanana Middle Schools.

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 agenda 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. PUBLIC COMMENTS ON NONAGENDA ITEMS

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.

D. ACTION ITEMS – OLD BUSINESS

D. * 1. Minutes

See Minutes

MOTION is to approve the minutes from the special meeting and work session on November 19, and the regular meeting on November 20, 2012, as submitted.

E. ACTION ITEMS – NEW BUSINESS

E. 1. Resolution 2013-09: Honoring Dr. Martin Luther King, Jr.

Ref. Pg. 8

School board resolution 2013-09 honors Dr. Martin Luther King, Jr. and proclaims the week of January 21, 2013 for Dr. Martin Luther King, Jr. activities throughout the district.

■ MOVE to approve Resolution 2013-09: Honoring Dr. Martin Luther King, Jr.

Motion by _____ Seconded by _____
Advisory Votes _____ Vote _____

E. * 2. Budget Transfer 2013-053: Lobbyist Contract

Ref. Pgs. 9-10

Budget transfer 2013-053 aligns account balances to cover the costs of the lobbyist contract and associated reimbursable expenses in the amount of \$40,000.

MOVE to approve Budget Transfer 2013-053: Lobbyist Contract for \$40,000.

- E. * 3. **Travel Request: Ryan Middle School** Ref. Pg. 11
Ryan Middle School is requesting permission to send students to Washington, D.C., April 12-20, 2013 where students will participate in the Washington Workshops Seminar, at no cost to the district.

MOTION is to approve Ryan Middle School's request to send students to Washington, D.C., April 12-20, 2013 where students will participate in the Washington Workshops Seminar, at no cost to the district.

- E. * 4. **Travel Request: Lathrop High School** Ref. Pg. 12
Lathrop High School is requesting permission to send its boys' basketball team to Phoenix, Arizona, December 26-30, 2012 to participate in the Cactus Jam tournament, at no cost to the district.

MOTION is to approve Lathrop High School's request to send its boys' basketball team to Phoenix, Arizona, December 26-30, 2012 to participate in the Cactus Jam tournament, at no cost to the district.

- E. * 5. **Fundraising/Travel Request: Barnette Magnet School** Ref. Pg. 13
Barnette Magnet School is requesting permission to raise funds to send students to Seattle, Washington, January 25-27, 2013 to participate in the City of the Future Competition and if they are invited to the national competition to send students to Washington, D.C., February 16-20, 2013, at no cost to the district.

MOTION is to approve Barnette Magnet School's request to raise funds to send students to Seattle, Washington, January 25-27, 2013 to participate in the City of the Future Competition and if invited to the national competition to send students to Washington, D.C., February 16-20, 2013, at no cost to the district.

- E. * 6. **Gift Acceptance: Ladd Elementary School** Ref. Pg. 14
Ladd Elementary School is requesting gift acceptance of \$1,500 from Payless Shoe Source to purchase books for students.

MOVE to accept the gift of \$1,500 from Payless Shoe Source to Ladd Elementary School to purchase books for students.

- E. * 7. **Gift Acceptance: Lathrop High School** Ref. Pg. 15
Lathrop High School is requesting gift acceptance of \$1,000 from the American Legion to support its JROTC team's trip to Pearl Harbor.

MOVE to accept the gift of \$1,000 from the American Legion to Lathrop High School to support its JROTC team's trip to Pearl Harbor.

- E. * 8. **Personnel Action Report** Ref. Pgs. 16-17

MOTION is to approve the Personnel Action Report for the period November 14-27, 2012.

F. INFORMATION AND REPORTS

- F. 1. **College Credit Options for High School Students**
Dr. Karen Gaborik, assistant superintendent of secondary education, and Melanie Hadaway, curriculum coordinator for secondary education, will make a presentation on college credit options for high school students.

F. 2. Teacher Technology Literacy Skills Assessment Results - Fall 2012 Separate Cover
 The fall of 2012 marked the second year the school district assessed certified teachers, administrators, and library associates. Peggy Carlson, executive director of curriculum and instruction, and Kathy Port, instructional technology coordinator, will report on the assessment results.

F. * 3. Personnel Information Report Ref. Pg. 18
 The Personnel Information Report for the period November 14-27, 2012 has been provided.

F. * 4. Superintendent's Budget Transfers Ref. Pg. 19
 The Superintendent's Budget Transfer Report for December 4, 2012 has been provided.

F. * 5. Board's Reading File

11-15-12	Email & Chart from P. Carlson to Board RE: New CTE Courses
11-16-12	Career Technical Education Advisory Council RE: October 11, 2012 Meeting Minutes
11-19-12	Email from J. Carson to Management Team RE: District in the News: November 12-19, 2012
11-19-12	Email from R. Johnson to Management Team RE: Ft. Wainwright Ice Rink
11-20-12	ESSA Advocate November 2012
11-20-12	FEAdback Volume 31, #07
11-20-12	Email from Superintendent to Board RE: Governor Parnell Letter
11-21-12	Letter from Board to M. Jeglum RE: Music Thank You
11-21-12	Letter from Board to Cakewalk, Inc. RE: Gift Thank You
11-21-12	Letter from Board to Alyeska Pipeline Service Company RE: Gift Thank You
11-21-12	FNSBSD Enrollment & Ethnicity Report October 1, 2012
11-26-12	Email from E. Cruse to Policy Review Committee RE: Public Input on Policy 1046.9: Failure to Report Dangerous Object or Criminal Acts
11-26-12	Email from Board to P. Lee RE: Air Quality
11-26-12	Email from J. Carson to Management Team RE: District in the News: November 19-26, 2012
11-27-12	District Finger Tip Facts 2012-2013
11-27-12	Letter from Superintendent to Commissioner of Education RE: 4 AAC 43: Alaska Performance Scholarship Program Policy Comments

F. * 6. Coming Events and Meeting Announcements

12/06/12	4:00 pm	Work Session: Interior Delegation Briefing
12/07-08/12		AASB Winter Boardsmanship Academy (Hilton Hotel, Anchorage)
12/13/12	5:30 pm	Board Diversity Committee Meeting
12/17/18	5:15 pm	Board Policy Review Committee Meeting
12/18/12	Noon	Special Meeting: Executive Session for Student Discipline
12/20/12	6:00 pm	Career Technical Education Advisory Committee (Lathrop High School)
** 1/09/13	5:30 pm	Board Curriculum Advisory Committee Meeting **Will probably be rescheduled
1/14/13	5:30 pm	Special Meeting: Executive Session for Student Discipline
1/14/13	6:00 pm	Work Session: Book Study-Chapter 3 & Budget Priorities, Attendance, Discipline, & Bullying
1/15/13	7:00 pm	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

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FAIRBANKS NORTH STAR BOROUGH BOARD OF EDUCATION

RESOLUTION 2013-09:

HONORING DR. MARTIN LUTHER KING, JR.

WHEREAS, the vision of the Fairbanks North Star Borough School District is excellence and equity for all; and

WHEREAS, Dr. Martin Luther King, Jr. dreamed of an outstanding education for all children; and

WHEREAS, Dr. King believed education transmitted the accumulated knowledge of the human race, as well as the accumulated experience of social living; and

WHEREAS, Dr. King was a dynamic leader in the continuing struggle for the American dream of freedom, justice, and equality; and

WHEREAS, Dr. King gave his life so others might more fully participate in the American dream; and

WHEREAS, our nation will interpret its history and shape its destiny by the heroes it chooses; and

WHEREAS, the United States Congress recognized Dr. King's tremendous contributions by establishing a national holiday in his honor; and

WHEREAS, the principles, oratory, and achievements of Dr. King are worthy educational studies;

NOW, THEREFORE, BE IT RESOLVED, the Fairbanks North Star Borough Board of Education proclaims the week of January 21, 2013, in honor of Dr. Martin Luther King, Jr. with activities throughout the Fairbanks North Star Borough School District and encourages teachers and students to conduct special studies of Dr. King's life and achievements.

PASSED AND APPROVED:

Kristina Brophy, President
Board of Education

ATTEST:

Sharon Tuttle
Secretary to the Board



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

MEMORANDUM

DATE: November 30, 2013
TO: Board of Education
FROM: Mike Fisher, Chief Financial Officer *MF*
RE: Summary of budget transfers requiring School Board approval

By Board policy, budget transfers between programs in excess of \$20,000 or any transfer in excess of \$25,000 requires Board authorization. Included in the December 4th Board packet is a transfer requiring School Board approval. Below is a short summary for the purpose of this transfer.

2013-053 \$40,000.

Lobbyist contract and reimbursable expenses for John Ringstad.

**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT
BUDGET TRANSFER
2013-053**

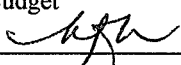
TO: School Board
FROM: Mike Fisher, Chief Financial Officer, Administrative Services
SUBJECT: Budget Transfer, Board Approval
DATE: November 28, 2012

DECREASE		INCREASE	
Account Number & Name	Amount	Account Number & Name	Amount
605-10-51-1051-451-24940 -0 School Board, Reserve	40,000	605-10-51-1051-410-24100-0 School Board, Prof & Technical	36,000
		605-10-51-1051-410-24100-0 School Board, Prof & Technical	4,000
TOTAL	40,000	TOTAL	40,000


REASON: School Board; to cover cost of lobbyist contract and associated reimbursable expenses.

Administrative Services Office Review

Budget



Chief Financial Officer



Board Approval


Signature:




951 Airport Road
Fairbanks, AK 99701
P: 907-452-4751 F: 907-451-8834
<http://ryn.k12northstar.org>

MEMORANDUM

DATE: November 20, 2012

TO: Karen Gaborik, Assistant Superintendent-Secondary 

FR: Heather Stewart, Principal 
Ryan Middle School

RE: **STUDENT TRAVEL REQUEST**

Who is Traveling: Ryan Middle School
20 Students
2 Teachers
2 Parents

Destination: Washington D.C.

Dates of Travel: April 12 – April 20, 2013

Reason for Travel: Washington Workshops Seminar



Cost to the District: -0-



AUSTIN E. LATHROP HIGH SCHOOL

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

MEMORANDUM

DATE: November 16, 2012
TO: Karen Gaborik, Assistant Superintendent 
FROM: Dave Dershin, Principal 
Lathrop High School
RE: STUDENT TRAVEL REQUEST

Who Is Traveling: Lathrop High School Boy's Basketball Team
Destination: Phoenix, Az
Dates of Travel: December 26, 2012 through December 30, 2012
Reason for Travel: To participate in Cactus Jam tournament
Cost to the District: None

MEMORANDUM

November 28, 2012

To: Roxa Hawkins, Assistant Superintendent-Elementary

From: Dana Evans, Principal
Barnette Magnet School

Re: Fundraising / Travel Request

Name of Organization: City of the Future Team
Barnette Magnet School
3 students

Purpose for fundraising: To reduce the cost of trip per student to Seattle for the City of the Future Regional Competition and to Washington DC for the National Competition should they be invited.

Date of travel: January 25 -27 2013
February 16-20 2013 (if invited to National Competition)

Reasons for travel: Participation in the City of the Future Competition will:

- 1) Expand student skills in STEM... science, technology, engineering and math.
- 2) Increase interactive skills with a diverse group of gifted students from around the western region; and
- 3) Learn cooperative team skills through fundraising and travel.

How money will be raised: Students and families will sell pickles and host a school-wide event/dinner.

Fundraising Goal: \$ 2000.00

Cost to the district: \$ 0.

FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT

MEMORANDUM

DATE: 19 Nov 12

TO: Roxa Hawkins, Assistant Superintendent - Elementary



FROM: Robert Stitt, Principal
Ladd Elementary School

RE: Gift Acceptance

Donation From: Payless Shoe Source
32 College Road
Suite #2
Fairbanks, AK 99701

Items (s) Donated: Check

Item (s) to be used for: We will use the donated money to put books in the hands of kids.

Value of Donation: \$1500



AUSTIN E. LATHROP HIGH SCHOOL

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

MEMORANDUM

DATE: November 13, 2012
TO: Karen Gaborik, Interim Assistant Superintendent
FROM: Dave Dershin, Interim Principal
Lathrop High School
RE: Gift Acceptance

Donation From: American Legion
129 1st. Ave.
Fairbanks, AK 99701

Money Donated \$1,000.00

To Be Used For: JROTC Pearl Harbor Trip

PERSONNEL ACTION REPORT

For the period: 11/14/12 – 11/27/2012

EMPLOYMENT OF BUILDING ADMINISTRATION

None

EMPLOYMENT OF CERTIFIED PERSONNEL

Dennis, Crystal

Education: M.S., 1996, University of North Texas
Experience: One year with Yukon Koyukuk. One year with Galena City School District. One year with Lower Yukon School District. One year with Bering Strait School District. One year in Forest Lake, Minnesota.

Ms. Dennis is being recommended to serve as a part-time SPED Resource teacher at North Pole Middle School effective November 16, 2012. Her annual salary of \$65,958 is based on 190 days a year.

(Master+36, Step 5, \$23,240, 122 days)

Gryga, Jeffrey

Education: M. Ed., 2012, University of Alaska Anchorage
Experience: Six years in Alaska schools

Mr. Gryga is being recommended to serve as a Special Education teacher at North Pole Middle School effective August 14, 2012. His annual salary of \$63,877 is based on 190 days a year.

(Master, Step 6, \$63,817, 190 days)

Hanson, Amy

Education: B.A., University of Alaska Fairbanks
Experience: None

Ms. Hanson is being recommended to serve as the Art teacher at West Valley High School effective August 14, 2012. Her annual salary of \$46,244 is based on 190 days a year.

(Bachelor, Step 0, \$46,244, 190 days)

McDonald, Patricia

Education: M.Ed, 2003, University of Alaska Fairbanks

Experience: Retired teacher from the Fairbanks North Star Borough School District

Ms. McDonald is being recommended to serve as a less than half-time Mentor teacher district wide effective August 14, 2012. Her annual salary of \$72,387 is based on 190 days a year.

(Master+36, Step 8, \$35,469, 190 days)

Nafpliotis, Stephanie

Education: B.A., 2011, University of Alaska Fairbanks

Experience: None

Ms. Nafpliotis is being recommended to serve as a Special Education teacher at Anderson Elementary effective August 14, 2012. Her annual salary of \$46,244 is based on 190 days a year.

(Bachelor, Step 0, \$46,244, 190 days)

Peterburs, Mary

Education: M.Ed., 1984, Illinois Central College
Experience: Ten years with Anchorage School District

Ms. Peterburs is being recommended to serve as an English teacher at Hutchison High School effective August 14, 2012. Her annual salary of \$72,387 is based on 190 days a year.

(Master+36, Step 8, \$72,387, 190 days)

Shaw, Brian

Education: Type M Certificate
Experience: 15+ years experience in automotive industry

Mr. Shaw is being recommended to serve as a part-time Automotive teacher at Hutchison High School effective August 14, 2012. His annual salary of \$59,103 is based on 190 days a year.

(Bachelor, Step 6, \$29,551, 190 days)

PERSONNEL ACTION REPORT

For the period: 11/14/12 – 11/27/2012

Shope, Bridgett

Education: B.E, 2007, University of Alaska
Southeast

Experience: None

Ms. Shope is being recommended to serve as a full-time Special Education Extended Resource teacher effective August 20, 2012. Her annual salary of \$48,388 is based on 190 days a year.

(Bachelors+18, Step 0, \$47,368, 186 days)

Wright, Kathleen

Education: M.Ed. 2002, University of Alaska
Fairbanks

Experience: Retired teacher from the Fairbanks
North Star Borough School District.

Ms. Wright is being recommended to serve as a less than half-time Mentor Teacher district wide effective August 14, 2012. Her annual salary of \$72,387 is based on 190 days a year.

(Master+36, Step 8, \$35,469, 190 days)

CERTIFIED PERSONNEL REQUEST FOR LEAVE OF ABSENCE

None

TERMINATION OF CERTIFIED PERSONNEL

Edwards, Karianne

Date of Hire: September 1, 2011
Position: SPED teacher at Anderson
Elementary School
Effective Date: November 29, 2012
Reason: Resignation

Holyfield, Lisa

Date of Hire: August 23, 2006
Position: SPED teacher at Ryan Middle
School
Effective Date: December 19, 2012
Reason: Resignation

Turner, Patrick

Date of Hire: August 25, 1983
Position: Teacher at Weller Elementary
School
Effective Date: May 23, 2013
Reason: Retirement

TERMINATION OF PRINCIPAL PERSONNEL

None

TRANSFER OF EXEMPT PERSONNEL

None

EMPLOYMENT OF EXEMPT PERSONNEL

Lew, Mark

Education: B.A. 1996, John Fisher College
Experience: Three years as a research
professional III/policy analyst at
University of Alaska, Statewide.
Two and a half years as research
professional at University of Alaska,
Fairbanks.

Mr. Lew is being recommended to serve as a Program Evaluator/Research Analyst in the research and accountability department, effective 11/19/12. His annual salary of \$35,968 is based on 260 days a year, 4 hours a day.

TERMINATION OF EXEMPT PERSONNEL

None

CLASSIFIED PERSONNEL REQUEST FOR LEAVE OF ABSENCE

None

PERSONNEL INFORMATION REPORT

For the period: 11/14/12 – 11/27/2012

EMPLOYMENT OF CLASSIFIED PERSONNEL

Arnold, Ronald

Date of Hire: November 12, 2012
Position: RTI Assistant at Joy Elementary School
Reason: Reallocation of funds for position

Duncan, Stacy

Date of Hire: November 19, 2012
Position: SPED Speech/Language Aide at Anderson Elementary & Ben Eielson Junior/Senior High School
Reason: Carrie Gerber, transferred

Gaona, Heather

Date of Hire: November 12, 2012
Position: SPED IR Aide at Barnette Magnet School
Reason: Newly budgeted position

Jones, Jacklyne

Date of Hire: November 12, 2012
Position: CK Production Crew Member at Central Kitchen
Reason: Stephen Beazer, resigned

Krumm, Graciela

Date of Hire: November 12, 2012
Position: SPED ER Aide @ Anderson Elementary School
Reason: Newly budgeted position

Laapui, Emily

Date of Hire: November 12, 2012
Position: SPED Speech/Language Aide @ Crawford Elementary School
Reason: Vacant position

Martinez, Christina

Date of Hire: November 12, 2012
Position: RTI Assistant @ Ladd Elementary School
Reason: Newly budgeted position

Soileau, Robin

Date of Hire: November 19, 2012
Position: SPED Resource Aide @ Tanana Middle School
Reason: Spring Tompkins, resigned

Swanson, Shelli

Date of Hire: November 19, 2012
Position: RTI Assistant @ Pearl Creek Elementary School
Reason: Emily Stolarski, resigned

Wiers, Avril

Date of Hire: November 19, 2012
Position: SPED Resource Aide @ Effie Kokrine Charter School
Reason: Newly budgeted position

TERMINATION OF CLASSIFIED PERSONNEL

Adams, Valorie

Date of Hire: October 6, 1999
Position: ANE Tutor at Nordale Elementary and Weller Elementary Schools
Effective Date: November 20, 2012
Reason: Resignation

Dickman, Sophia

Date of Hire: September 10, 2010
Position: Kitchen Aide at Ryan Middle School
Effective Date: November 26, 2012
Reason: Resigned

Linus, Loretta

Date of Hire: July 9, 2012
Position: Program Secretary at ANE
Effective Date: November 26, 2012
Reason: Resigned

Maring, Sarah

Date of Hire: August 17, 2012
Position: Roving Kitchen Supervisor at Nutrition Services
Effective Date: November 19, 2012
Reason: Resigned

Superintendent Approved Budget Transfers
Board Meeting
December 4, 2012

<u>FROM</u>		<u>TO</u>	<u>DESCRIPTION</u>
620-10-20-1020-410-24100-0	15,250	630-10-55-1055-410-24100-0	15,250 Human Resources, medical evaluation.
670-10-10-1227-440-24400-0	889	110-10-10-1227-310-13170-0	375 Arctic Light, additional Intervention Support tutors.
110-10-10-1227-320-13290-0	7,921	110-10-10-1227-320-13240-0	6,100
110-10-10-1227-360-13620-0	2	110-10-10-1227-320-13610-0	1,586
110-10-10-1227-360-13630-0	16	110-10-10-1227-360-13660-0	1,341
110-10-10-1227-360-13640-0	74		
110-10-10-1227-450-24500-0	500		

MINUTES

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

Special Meeting

MINUTES

November 19, 2012

President Brophy called the meeting to order at 5:32 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue.

Present:

Kristina Brophy, President
Sharon McConnell, Vice President
Heidi Haas, Treasurer
John Thies, Member

Absent:

Sue Hull, Member
Sean Rice, Clerk
Lisa Hall, Member

Staff Present:

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

Others Present:

Jim DeWitt, Legal Counsel

Executive Session

An executive session was called to discuss student discipline and to seek legal advice.

MCCONNELL MOVED, THIES SECONDED, TO CONVENE IN AN 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; MATTERS WHICH BY LAW, MUNICIPAL CHARTER, OR ORDINANCE ARE REQUIRED TO BE CONFIDENTIAL AND TO SEEK LEGAL ADVICE ABOUT HOW THE DISTRICT CAN AVOID POTENTIAL LEGAL LIABILITY REGARDING TWO MATTERS, WHICH DISCUSSION IS PROTECTED BY THE ATTORNEY/CLIENT PRIVILEGE AND ENTITLED TO BE CONFIDENTIAL AND ARE APPROPRIATE FOR EXECUTIVE SESSION BECAUSE THE IMMEDIATE KNOWLEDGE OF THE MATTERS MAY HAVE AN ADVERSE FINANCIAL IMPACT ON THE SCHOOL DISTRICT AND MATTERS CANNOT BE DESCRIBED IN MORE DETAIL WITHOUT DEFEATING THE PURPOSE OF ADDRESSING THE SUBJECT IN PRIVATE.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 4 AYES

The board convened to executive session at 5:33 p.m.

The executive session ended at 6:21 p.m.

MCCONNELL MOVED, HAAS SECONDED, TO:

EXPEL STUDENT 11-19-12-01 FOR A PERIOD OF THIRTY (30) SCHOOL DAYS; FURTHER, STUDENT SHOULD ENROLL IN THE SMART PROGRAM; STUDENT MUST OBTAIN A DRUG ASSESSMENT BY A STATE APPROVED ASSESSMENT AGENCY/ PROVIDER AND COMPLY WITH ALL RECOMMENDATIONS AND/OR REQUIREMENTS OF THAT ASSESSMENT; FURTHER, STUDENT MUST COMPLETE TWENTY-FOUR (24) HOURS OF COMMUNITY SERVICE AS APPROVED BY THE BUILDING ADMINISTRATOR; STUDENT MUST COMPLY WITH THE REQUIREMENTS OF SCHOOL BOARD ADMINISTRATIVE REGULATION 1049.1 BEFORE APPLYING FOR READMISSION TO THE FAIRBANKS SCHOOLS; AND STUDENT MAY BE ELIGIBLE TO RETURN TO SCHOOL ON DECEMBER 12, 2012.

EXPEL STUDENT 11-19-12-02 FOR A PERIOD OF ONE HUNDRED TWENTY-NINE (129) 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 2013-2014 SCHOOL TERM, AUGUST 21, 2013.

MOTION CARRIED UNANIMOUSLY BY VOICE VOTE. 4 AYES

Board Comments/Discussion

President Brophy asked for a volunteer to cover the December 13, 2012 Borough Assembly meeting. No board member present was available to attend. The board secretary will check with board members not in attendance.

President Brophy asked board members to review their calendars for a possible date for a retreat; she was considering Saturday, January 26, 2013 or Saturday, February 2, 2013. The board secretary will send a Doodle request for the event.

President Brophy announced the upcoming Legislative Committee meeting scheduled for Tuesday, November 27, 2012 from 11:30 a.m. to 12:30 p.m. in the Superintendent's Conference Room.

The meeting adjourned at 6:23 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

November 19, 2012

President Brophy called the work session to order at 6:27 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. The work session was called to review Chapter 1 of *The School Board Fieldbook: Leading with Vision* and to discuss measuring goals and priorities.

Present:

Kristina Brophy, President
Sharon McConnell, Vice President
Heidi Haas, Treasurer
Sue Hull, Member (by phone)
John Thies, Member

Absent:

Sean Rice, Clerk
Lisa Hall, Member

Staff Present:

Pete Lewis, Superintendent of Schools
Mike Fisher, Chief Financial Officer
Karen Gaborik, Assistant Superintendent of Secondary Education
Roxa Hawkins, Assistant Superintendent of Elementary Education
Kathy Hughes, Executive Director of Research & Accountability
Thomas Hall, Director of Career Technical Education
Sharon Tuttle, Executive Assistant to the School Board

Book Study

Over the course of the next several months, the board would be conducting a book study using, *The School Board Fieldbook: Leading with Vision*. The book focused on the responsibilities and challenges of being a board member. It would help new and experienced board members understand the differences between the board's strategic role in setting a vision, administration's tactical role in creating a plan to realize that vision, and the staff's operational role in implementing the plan at the classroom level.

Board members reviewed Chapter 1: *The Learning Curve: What Makes Serving on a School Board Unique*. The review of chapter 1 was timely as it focused on goals and priorities and their foundation in the district's success. Other highlights from the chapter included:

- Boards developed goals and priorities to accomplish missions, visions, and values.
- Boards determined how they would use data to monitor the success of the goals and priorities.
- Board members were responsible for all children and for policies, rules, and procedures that guaranteed all children were treated fairly and equally.
- School changes were adjustments to complex systems that needed to be well thought out in advance.
- The pace for change. "Go slow to go fast."

Book Study (continued)

Board members discussed options for making board work more effective and efficient including going towards a more paperless board agenda packet and having reports online. There were several programs available, such as BoardVantage, which might be options to explore. Superintendent Lewis asked for and received board consensus to explore possible options.

The importance of building relationships amongst board members, as well as with the public and other stakeholders, was discussed. Open and transparent communication was a good way to help build relationships. Board members also discussed the significance of and correlation between accountability and measuring goals and priorities in building trust and transparency in relationships.

The book covered the pace for change. Board members agreed it was a good reminder it was sometimes necessary to "Go slow to go fast." Board members noted they had to be mindful of the work they asked of the administration, such as requesting reports or other documents. Reports, changes in reporting, or other documents all took time and there needed to be consensus from the board for any requests, rather than requests from individual board members.

Board members discussed the need to work collaboratively and as a team in order to move forward. They also discussed and agreed on the importance of being mindful and aware of all diverse student groups. The board worked for all children.

The board would review Chapter 2: *Three Roles Essential to Every School System* at their December 3, 2012 work session.

Measuring Goals & Priorities

In January 2012, as part of the development of the school board's 2012-14 Priorities, the board identified four performance areas of concentration: Student Achievement; Career Technical Education; Technology; and Increasing Connections between Parents, Community, Businesses, and Schools. Each performance area included creative and innovative goals and strategies to attain the goals. The administration and board members recognized the importance of measuring the district's progress in attaining the goals and developed indicators to demonstrate achievement of the goal.

As a check on the district's progress, Superintendent Lewis prepared check lists for each performance area with the methods of measurement the district currently used.

Student Achievement

Progress regarding student achievement was charted and measured naturally through the following assessments:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Alaska Standards Based Assessment (SBA) | <input checked="" type="checkbox"/> Advanced Placement (AP) |
| <input checked="" type="checkbox"/> High School Graduation Qualifying Exam (HSGQE) | <input checked="" type="checkbox"/> WorkKeys |
| <input checked="" type="checkbox"/> ACT | <input checked="" type="checkbox"/> TerraNova |
| <input checked="" type="checkbox"/> SAT | <input checked="" type="checkbox"/> Common Assessments |
| <input checked="" type="checkbox"/> Algebra | <input checked="" type="checkbox"/> MAP |

At the state level, Alaska was working towards requesting a waiver for the No Child Left Behind (NCLB) Act. As part of that process, the state had to develop their monitoring and assessment plans. Superintendent Lewis reviewed the changes in Alaska State Standards and how the new standards would affect the district's current methods of assessing student achievement. It would be a very complicated and "muddy" process over the next couple years as new assessments and evaluation tools were developed in response to the state's waiver request. The new Alaska State Standards needed to be realigned with appropriate assessments. He thought the district would move away from TerraNova testing and move to another nationally normed assessment. The administration was researching different assessments.

Measuring Goals & Priorities (continued)

The administration, in collaboration with Fairbanks Education Association (FEA) members and others, were working to develop new teacher and principal evaluation tools which would include student achievement. Superintendent Lewis reported approximately 20 percent of the evaluations would be based on student work. There were many pieces to the work being done on the new evaluations including how the student work would be assessed and if there would be pre and post testing or other measurements. The administration had been advocating for 5-8 different types of assessment measures. Assessment should not be based on one form of measurement.

Superintendent Lewis spoke to the cultural standards that would be included in the teacher and principal evaluations, noting the difficulty in determining how to measure culture. The system had to be fair for all teachers and administrators. The timing of the evaluations would also need to be reviewed, as an additional segment had been added in the process when employees were on a plan of improvement.

The district used the Achievement Gap report as a means of reporting the disparity in academic performance between groups of students. It was an analysis based upon ethnicity, economic disadvantage, disability, English proficiency, and gender. Overall, graduation rates had steadily increased, dropout rates had steadily decreased, and for almost half of the groups considered, achievement gaps for dropout rates and graduation rates had decreased over time. It was noted the 2007 change in reporting the achievement gap information by adding the multi-cultural option had made a big difference in the district's reporting and receiving of grants and other issues.

Superintendent Lewis noted the Committee of Excellence would be discussing barriers and ways to address the achievement gap for all students. The district's diverse culture was important and there should not be a dominate culture. He noted poverty was a serious issue in the district. Board members discussed some concrete and measurable options for measuring achievement including attendance, as there was a direct correlation between attendance and student achievement. Superintendent Lewis acknowledged the attendance gap. At the direction of the board, he was working on a credit recovery plan which would come before the board in February 2013.

Superintendent Lewis stressed the need for the board to be clear in what they wanted measured. It would take courage to say the district wanted a different assessment program. There needed to be a good balance between what students were receiving and what they needed. In the past, there had been discussions around electronic portfolios for students and other options, but the board needed to determine what they wanted measured and how frequently.

Board members discussed the issue of measurements and suggested quarterly reports. It was noted some districts in the state were already reporting quarterly in order to give teachers the information they needed more quickly to help students meet higher standards. Superintendent Lewis agreed some of the data could be measured and reported quarterly, but some data could only be collected and reported annually or a couple times a year. He spoke about making a variety of data dashboards available to board members. Also, once the board identified which dashboards were useful, the administration could provide succinct data, rather than long reports. Superintendent Lewis said the administration would develop a few dashboards to bring back to the board for consideration.

Board members appreciated the work the administration was doing towards a new assessment program and closing the achievement gap. Some expressed greater confidence in the Alaska Standards. It would be important to continue to track data during the transitional time. Board members reiterated the importance of providing open communication with the public and thought reporting the district's progress in student achievement was one good way of accomplishing that.

Measuring Goals & Priorities (continued)

Career Technical Education (CTE)

A new CTE director, Thomas Hall, was hired. He, in collaboration with representatives from the CTE committee, administration, principals, teachers, and community members, were working on a five-year career and technical education program plan.

The legislature's additional CTE funding for middle schools had provided for career and construction funding. The district was also trying to grow its welding program. Superintendent Lewis noted the administration had to be mindful that when additional CTE courses were added, resources, time, and staffing had to come from somewhere else. The administration and board expressed their pleasure about the growing relationship with UAF's Community Technical College (CTC).

The administration reviewed some of the different CTE grants including Carl Perkins and Youth First. Other discussion included the delineation of pathways; enrollment growth in CTE courses; growing apprenticeship opportunities; expanding CTE course offerings to additional schools; career opportunities in law enforcement; the effect of CTE course offerings on class size and electives; dual credit options; CTE graduation requirements; a long-range CTE plan; and distance delivery options.

The board was interested in what options or conversations were happening at the elementary level in an effort to introduce CTE to students at an earlier age. The administration explained there were some conversations taking place, along with some exploration of different career options through district curriculum.

Board members asked about current, past, and future CTE participation. They thought it would be beneficial to have the information to be able to promote the program and answer questions from the public. Board members also asked how the district's career pathway offerings correlated with Fairbanks' jobs. The administration was working with the Department of Labor to get information on the job market in the community. There was some discussion surrounding a six period versus a seven period day and the pros and cons of each. The administration was working to maximize instructional time and felt a seven period day would decrease instructional time. There would also be funding and graduation considerations if the district moved to a seven period day. It was mentioned Mat-Su was successful in utilizing a seven period day and test scores were increasing and students were offered more elective options.

Years ago, CTE was thought to offer a "hook" to students to keep them in school. Over time, it had developed into a full program to prepare students for careers after high school outside of college. Board members were interested in tracking growth in the program, as well as to see if CTE had met the goal of keeping students connected and in school. A dashboard with information on the number of students and courses and the hours of dual credit at each of the schools would be helpful in tracking the information. Superintendent Lewis stated the survey data the district received showed most students indicated the CTE courses had impacted their future.

The board took a short break at 7:48 p.m. and reconvened at 7:52 p.m.

Technology

Superintendent Lewis reported the board would be receiving a report on the staff technology assessment at a future meeting. The district had made significant progress. The state assessment for students would take place in the spring. Sixth graders and some fifth graders were added to the eighth grade assessment as a means to get an indicator of the student skill set coming out of elementary school. With the additional elementary data, the district would be able to better plan for student technology needs.

Measuring Goals & Priorities (continued)

Some specific instructional lessons were created at the middle school level. It was hoped the lessons would build capacity. Integrating technology into curriculum was ongoing, including digital textbooks and other technological support. Superintendent Lewis reported there were over 12,000 electronic devices in the district and the number would continue to grow. The administration was working on coordinating software purchases; growing bandwidth; increasing wireless connectivity; improving phone systems; growing infrastructures; developing social media policies – both from an instructional and non-instructional standpoint; developing a Bring Your Own Device (BYOD) program with support and appropriate filters; conducting digital citizenship instruction as part of advisory programs; and setting minimum standards for classrooms and libraries.

Superintendent Lewis spoke about the challenges the district faced in regards to operating systems and old technology throughout the district. As an example, the current Apple current operating system was 10.8 – Mountain Lion, but most of the computers in the district operated on 10.6 – Snow Leopard. Much of the district's technology software operated on 10.6, but not on 10.8. Technology moved so quickly, the district had to develop strategies to keep systems current and operational.

Increasing Connections

The board's goal was to increase connections between schools and parents, community, and businesses. Superintendent Lewis believed it was probably the most difficult goal to measure. The board and administration had already spent a lot of time discussing the importance of increasing connections.

The district's parent involvement policy was being reviewed. It needed to be clear about how to measure what was being done, as well as how to increase connections from the standpoints of a business, a parent, and a volunteer. With so many parents who were working multiple jobs and struggling to make ends meet, making connections with parents would not always be inside a school building. The district had to develop ways to support parents who were trying to do everything they could to support their student, along with working to increase volunteers in the buildings, and increase business partnerships.

The district was continuing to work on its communication processes through Connect-Ed, PowerSchool, social media, websites, and the Internet. Superintendent Lewis asked the board for suggestions in how to measure and grow the goal.

Some parents had expressed frustration at the lack of current information in PowerSchool. A high school student could go from an A to a C in one week, so it was important to have current information. Superintendent Lewis noted teachers were supposed to update PowerSchool grades every three weeks. Board members were also concerned about the lost opportunity to connect with parents if parents weren't checking PowerSchool because of the lack of current information.

Student achievement was directly related to parent and community connections. Board members felt it was important to continue the work on engaging parents. It was important to meet parents at their preferred medium.

Board members and the administration discussed parent and volunteer recognition at the school and district level; growing volunteers in the schools; providing a welcoming atmosphere in schools for parents; parent survey feedback; communication between the district, parents, and the community; growing parent engagement and involvement; parent and community involvement in decision making; and utilizing research and data.

Last year the board formed a sub-committee of board members, principals, parents, and other stake holders to work on parent engagement. President Brophy and Mrs. Dominique were board representatives. With Mrs. Dominique's retirement from the board, Mrs. Hull volunteered to serve on the committee.

Measuring Goals & Priorities (continued)

Board members expressed their appreciation for all the work the superintendent and administration had done on student achievement, career technical education, technology, and increasing connections. They were pleased with the direction the district was headed.

President Brophy asked Superintendent Lewis for a timeline on the dashboard updates. He expected the administration to have a plan ready for the February 4, 2013 meeting.

Board Discussion

Superintendent Lewis shared a letter from Patrice Lee regarding air quality.

The meeting adjourned at 8:32 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

November 20, 2012

President Brophy called the meeting to order at 7:00 p.m. in the Board Room of the FNSBSD Administrative Center at 520 Fifth Avenue. The Pearl Creek Elementary School Orchestra led the Pledge of Allegiance and performed for the Board under the guidance of Michele Jeglum, orchestra director.

Present:

Kristina Brophy, President
Sharon McConnell, Vice President
Heidi Haas, Treasurer
Sean Rice, Clerk
John Thies, Member
Thomas Daack, Base Representative
Ronald Johnson, Post Representative
Hanna Brewer, Student Representative

Absent:

Lisa Hall, Member
Sue Hull, Member

Staff Present:

Pete Lewis, Superintendent
Mike Fisher, Chief Financial Officer
Roxa Hawkins, Assistant Superintendent – Elementary
Karen Gaborik, Assistant Superintendent – Secondary
Kathy Hughes, Executive Director of Alternative Instruction & Accountability
Peggy Carlson, Executive Director of Curriculum & Instruction
Bob Hadaway, Executive Director of Special Education
Dave Norum, Executive Director of Facilities Maintenance
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
Janet Cobb, Director of Information Systems
Katherine Sanders, Director of Library Media Services
Thomas Hall, Director of Career Technical Education
Sharon Tuttle, Executive Assistant to the Board

PRELIMINARY ITEMS

2012-13 AkSCA Counselor of the Year

Jeff Walters, West Valley High School counselor, was selected as the 2012-13 Counselor of the Year by the Alaska School Counselor Association (AkSCA). Shaun Kraska, West Valley High School principal, made the presentation.

2013 Alaska Teacher of the Year

Christopher Benshoof, Lathrop High School math teacher, was selected as the 2013 Alaska State Teacher of the Year. Superintendent Lewis made the presentation.

AGENDA

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

The following consent items were moved:

accepted the DCCED grant award in the amount of \$25,000 for the We the People Competition, per Fiscal Note 2013-27.

accepted the DCCED grant award in the amount of \$15,455 for Salcha Elementary Classroom Equipment, per Fiscal Note 2013-28.

accepted the Department of Education and Early Development award in the amount of \$25,117 for the Title I, Part D, Subpart 1, Neglected and Delinquent program, per Fiscal Note 2013-29.

accepted the Alaska Department of Education and Early Development award in the amount of \$3,625 for the Migrant Education Book Program, per Fiscal Note 2013-30.

accepted the Alaska Department of Education and Early Development award in the amount of \$3,289,829 for the Title VI-B special education program, per Fiscal Note 2013-36.

accepted the Alaska Department of Education and Early Development award in the amount of \$2,235 for the Section 619 Preschool Disabled program, per Fiscal Note 2013-37.

accepted the Alaska Department of Education and Early Development award in the amount of \$10,000 for Statewide Professional Development, per Fiscal Note 2013-38.

accepted the Alaska Department of Education and Early Development award in the amount of \$330,333 for the Carl D. Perkins grant program, per Fiscal Note 2013-40.

accepted the Monthly Management Reports for October 2012.

approved the minutes from the special meetings November 6 & 12 and the regular meeting November 6, 2012, as submitted.

approved the lobbyist contract for John Ringstad for the period November 20, 2012 through June 30, 2013, at a cost of \$36,000.

approved Budget Transfer 2013-045: Network Services for \$28,000.

approved Budget Transfer 2013-047: Elementary Certified Salaries for \$1,608,991.

approved Budget Transfer 2013-049: Secondary Certified Salaries for \$1,310,265.

approved Budget Transfer 2013-051: Effie Kokrine Charter School for \$69,160.

accepted the gift of \$5,000 from Alyeska Pipeline Service Company to Lathrop High School to support the school's engineering and robotics programs.

accepted the gift of 120 music programs, valued at approximately \$6,000, from Cakewalk, Inc. to North Pole High School to support the school's music programs.

approved the Personnel Action Report for the period October 31 – November 13, 2012.

Consent Agenda (continued)

acknowledged the Personnel Information Report for the period October 31 – November 13, 2012.

acknowledged the Superintendent's Budget Transfer Report for November 20, 2012.

acknowledged the Expulsions for the 2012-2013 school year, as of November 14, 2012.

acknowledged the Board's Reading File.

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 3 AYES

MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES

PUBLIC COMMENT ON NONAGENDA ITEMS

Tammy Smith, 2118 South Cushman Street, FEA president, thanked the board for honoring Jeff Walters and Christopher Benshoof. She appreciated the board taking the time to recognize teachers. Ms. Smith added her personal congratulations to Mr. Benshoof. She spoke of his ability to inspire students and colleagues. Mr. Benshoof had been a friend of education long before he was a teacher. Ms. Smith reiterated her appreciation to the board for honoring Mr. Benshoof, Mr. Walters, and all teachers.

OLD BUSINESS

Included in the Consent Agenda.

NEW BUSINESS

Annual Audit Report

The school district's Fiscal Year 2011-12 Financial Statement Audit was complete. The Board Audit Committee met with the auditors and administrative services' staff to review the Comprehensive Annual Financial Report (CAFR) and discuss the results of the audit.

RICE MOVED, MCCONNELL SECONDED, TO APPROVE THE FY 11-12 FINANCIAL STATEMENT AND AUDITOR'S REPORT.

Colleen Fitzgerald, director of accounting services, and Kara Moore, partner with Cook & Haugeberg CPAs, presented the audit report. Ms. Fitzgerald reviewed the transmittal letter which introduced the CAFR and explained responsibility for the accuracy and completeness of the data rested with the district's management. It included a profile of the district and discussion of economic condition information, such as the state of the local economy, projected enrollment, and school district initiatives.

All the financial transactions and other information reported in the document, except the supplementary information in the back of the report, were required by generally accepted accounting principles. The standards-setting body for the principles/rules was the Government Auditing Standards Board. The standards board required a Management's Discussion and Analysis (MD&A) – a document that was required to accompany the basic financial statements.

Ms. Fitzgerald explained the district's MD&A contained condensed information about the financial results for the year and narrative explanations about what the results meant. It was packed with a lot of information regarding what had taken place in fiscal year 2012.

Annual Audit Report (continued)

Ms. Moore reported on the school district's audit for the year ended June 30, 2012. Ms. Moore reviewed the Independent Audit Report. It was the responsibility of the auditors to express opinions on the district's financial statements and schedules based on the audit procedures they performed. The audit was performed in accordance with generally accepted auditing standards of the United States and in accordance with government auditing standards. The auditors performed certain test work to attain reasonable assurance the financial statements were free of material misstatement in order to support the auditors' opinions. The auditors did not audit or express an opinion on the Management's Discussion and Analysis.

In the opinion of the auditors, based on the results of audit procedures performed, the financial statements were presented fairly and in accordance with generally accepted accounting principles. It was referred to as an unqualified or clean opinion. It was an indication of the high level of financial accountability attained by the district. Further evidence of the high standard of quality financial accounting and reporting were the certificates the district received from the Association of School Business Officials and the Government Finance Officers Association for their Comprehensive Annual Financial Report for the fiscal year ended June 30, 2011.

Ms. Moore reviewed the section of the audit containing the schedules of expenditures of federal and state funding for the fiscal year and the auditor's reports on the results of single audit procedures performed related to the funds. Both the federal and state audit reports identified what was audited and had considered the district's internal controls over financial reporting in order to develop their auditing procedures, but had not audited or expressed an opinion on the internal controls.

Ms. Moore reported the district complied, in all material respects, with the compliance requirements that could have a direct and material effect on each of its major federal programs for the year ended June 30, 2012. In the auditors' opinion, no findings had been identified for the state single audit.

The auditors performed tests of the district's compliance with provisions of laws, regulations, contracts, and grant agreements to attain reasonable assurance about whether the financial statements were free of material misstatement. The auditors did not audit or express an opinion on the compliance of the agreements. The results of the auditors' tests disclosed no instances of noncompliance or other matters that were required to be reported under Government Auditing Standards.

Ms. Moore reviewed the report on the district's compliance with regards to the accumulated fund balance restriction in AS 14.17.505 as interpreted by the State of Alaska, Department of Education and Early Development. The district was found in compliance. She also pointed out auditors found the statements of revenues and expenditures of the Special Revenue Funds were presented fairly and complied with the State of Alaska Department of Education and Early Development State Chart of Accounts, and complied with the bonding requirements of AS14.14.020.

Ms. Moore reviewed the Summary Report of Reimbursable Expenditures and noted it was free of material misstatement. The report presented fairly, in all material respects, the reimbursable expenditures of the district for year ended June 30, 2012. The last supplemental report was the Tuition Rate Report. The audit did not include tests of the average daily membership, therefore, the auditors did not express an opinion thereon or upon the resulting tuition rate (2011-12 fiscal year). However, it was the auditor's opinion, except for the average daily membership described above and the resulting tuition rate (2011-12 fiscal year), the report fairly presented, in all material respects, the information required in the related instructions from the State of Alaska, Department of Education and Early Development.

Annual Audit Report (continued)

Ms. Moore pointed out the auditors' Letter to the Audit Committee reviewed audit procedures and timelines and indicated there had been no difficulties or significant issues encountered while performing the audit. She also reviewed the Communication of Internal Control Related Matters, or the management letter.

The Communication of Internal Control Related Matters Letter congratulated the district for once again receiving the certificates for financial reporting. The letter also stated the auditors had reviewed internal controls over financial reporting, but had not audited or expressed an opinion on them. It also indicated the auditors had not identified any material weaknesses. The letter noted other matters involving internal control and the district's operation and the recommendations of the auditors on potential areas for improvement noted as a result of their observations and documentation of district systems.

Prior Year Significant Deficiencies:

Documentation of National School Lunch Program Grant Eligibility

Previously, the auditors in the course of their federal Single Audit procedures had identified three instances where documentation of the process for deeming the applicants eligible did not contain all relevant correspondence and was therefore incomplete and could not be verified in the conformity with guidelines set forth by the U.S. Department of Agriculture. The district had since implemented additional verification, monitoring, and documentation procedures as a result of the finding to ensure eligibility was appropriately documented and assessed for each application for participation in the free and reduced price lunch program.

Procedures performed for the 2012 audit period did not result in similar instances being identified.

Current Year Recommendations:

Promotion of Ethical Behavior

Sound integrity and ethical values provided the basis for strong internal controls within all organizations. The school board and school district management promoted and demonstrated daily such values. The district had an appropriate written code of ethics as part of its board policy. Specific inquiries made of various school district staff during the audit process indicated periodic discussions during staff meetings at all school district levels would be helpful. Such discussions should include policies regarding fraud identification and communication processes, ethical behavior, and fraud prevention in accordance with the written documents to promote awareness and ease communication in the subject area.

Accounts Payable Validity Verification Procedures

Strong internal controls required a separation of duties between accounts payable and the purchasing function of an organization, including maintenance of the vendor master file. During interim audit procedures it was noted the processes for validity verification of checks prepared for payment performed by the accounts payable clerks involved utilizing the original signed checks as opposed to check copies. Checks, once signed, should not be further processed by accounts payable clerks. When an incorrect address was noted on a check, the clerk addressed a blank envelope and readied the check for mailing. The clerk then notified purchasing via email to make the necessary change in the vendor master file. As part of the continuing effort to appropriately modify internal controls to address changing requirements related to implementation of the MUNIS software system, the auditors encouraged management to review the validity verification procedures to ensure appropriate controls were implemented.

Annual Audit Report (continued)

Information Technology

In June 2012, the information technology (IT) consultant from Moss Adams Advisory Services performed a review and a report was provided to the school district. No issues were identified that were considered to have a significant impact on the current financial statement reporting period.

Prior Year Recommendations:

Free and Reduced Lunch Application Processing

During last year's audit, the auditors recommended the applications for the Free and Reduced Lunch program should be reviewed by a second person to ensure accuracy. The accuracy issue was important because the assessed eligibility levels for the program were an important factor in determining funding based on poverty levels. The results on eligibility for the program funds could affect determination of dollars in other programs. It was important to verify eligibility.

The processing of free and reduced lunch applications was not identified as an ongoing issue during the current audit.

Cash Handling Procedures

During last year's audit, it was noted the cash handling policies implemented at the various schools were not consistent throughout the district. Because cash was highly susceptible to theft, the auditors recommended the district consider internal controls over cash at the individual school level, such as controls over locked drawers, safes, lock boxes, keys, and the location of cash, etc. They recommended controls should be adequately designed and appropriately implemented in order to properly safeguard cash balances on hand at each school.

The auditors continued to recommend controls be adequately designed and appropriately implemented in order to properly safeguard cash balances on hand at each school.

Capital Assets Inventory

As had been reported in previous years, the district had not performed a complete inventory of capital assets for a number of years and was working to refine the internal controls and processes over capital assets.

The auditors understood school district personnel would be performing a complete capital asset inventory in fiscal year 2013. The district continued to identify and remove items from general capital assets that no longer met the capitalization threshold of \$5,000. Auditors understood it was an ongoing process.

Confirming Purchase Orders

In previous years, auditors noted numerous confirming purchase orders being generated for other than time critical purchases made without prior authorization from the purchasing department. The auditor's procedures performed during interim work indicated a strengthening of controls over such purchases with the use of a "No Purchase Order" procedure requiring additional approvals of the expenditure prior to payment and an overall enlightening of school district personnel of the purchase order policies and procedures. Confirming purchase orders were no longer generated.

Annual Audit Report (continued)

The auditors commended management for taking the additional steps in order to prevent unauthorized purchases and to ensure expenditures were recorded in the proper period.

Payroll Procedures

For several years, the auditors recommended the district perform a careful review of all controls over payroll data and evaluate the staffing and training needed to maintain the required internal controls for payroll processing in the payroll section of the accounting services department and for maintaining employee payroll records in the human resources department.

The auditors understood meetings were held in anticipation of the implementation of the MUNIS accounting system to critically assess the issues within the workflow model used to process payroll and human resources data in order to ensure adequate internal controls were being implemented as they related to the functional responsibilities of each area. The auditor's procedures indicated the controls currently in place followed more classic lines of separation of controls and their test work indicated the internal controls in place had been strengthened as a result of the implementation.

Key financial highlights for fiscal year 2012 included the following:

- The district's assets exceeded its liabilities at June 30, 2012 by \$21.8 million (net assets). Of that, \$17 million was unrestricted and available to pay obligations of the district. Included in unrestricted net assets was \$13 million of Federal Impact Aid revenue for fiscal year 2013 received in advance in fiscal year 2012.
- Revenues saw a net increase of \$9.4 million. Operating grants and contributions increased \$5.1 million due entirely to a \$5.3 million net increase in state on-behalf payments made to the Teachers' Retirement System (TRS) and the Public Employees' Retirement System (PERS). State foundation funding increased \$0.8 million and the local government appropriation to education increased \$1.3 million. The district also received a supplemental state aid appropriation, in lieu of a permanent increase to foundation funding, of \$2.2 million.
- Expenses saw a net increase of \$13 million. The net increase of \$5.3 million in state on-behalf payments made to the Teachers' Retirement System (TRS) and the Public Employees' Retirement System (PERS) was included in the increase. Most functional expense categories experienced increases in the current year including an increase of \$7.7 million for instruction.
- Among major funds, the general fund had 206 million in current year revenues and \$207.4 million in expenditures and other financing uses. General fund revenues and expenditures were discussed in more detail in the Financial Analysis of the School District's Funds section of the report.

BOARD QUESTIONS

Ms. McConnell clarified consistent cash handling procedures were still an issue. Ms. Moore stated Ms. McConnell was correct. The district was continuing to work on the issue, but it was a huge undertaking.

Annual Audit Report (continued)

Through his employment with the city, Mr. Rice heard MUNIS had partnered with Microsoft and the city was experiencing problems with the software. Ms. Fitzgerald explained Tyler MUNIS had a relationship with Microsoft regarding a software product, but the school district did not use that part of MUNIS. She did not anticipate any problems.

PUBLIC COMMENTS

None

BOARD COMMENTS

Ms. McConnell was pleased with the results of the audit. She thanked everyone for their work. She was pleased to see only three recommendations.

Mr. Rice appreciated the report. He hoped in the future there would a work session on the audit before the presentation. If a work session wasn't feasible, he would appreciate a one-on-one session to help him better understand the audit and help him answer questions from the public.

President Brophy thanked Ms. Fitzgerald and Ms. Moore for the report. She was pleased to see how well the district was doing.

ADVISORY VOTES. 3 AYES

MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 5 AYES

INFORMATION AND REPORTS

Class Size Report – Fall 2012

Kathy Hughes, executive director of alternative instruction and accountability, presented the 2012 Class Size Report. Mrs. Hughes acknowledged her staff and the staff of technology and information systems for their work on the report. Class sizes were important for making staffing adjustments as enrollments fluctuated within schools and across the district.

Class size averages in the report were based on enrollment data for the district on October 1, 2012. It was important to note the report represented a snapshot in time; the information was "frozen" to allow the district to report it. The information changed whenever students enrolled, withdrew, or had a schedule change. The October 1 data was actually collected a week later to ensure enrollments and withdrawals for that date had been entered in the system.

The report did not present total enrollment figures, but rather the average class size for regular education classrooms. Average class sizes did not include students enrolled in preschool programs, self-contained special education classes, bilingual classes, charter schools, alternative programs, advisory periods, or homeroom classes.

Class size data for 2012 showed:

- 7,309 K-6 students in elementary schools, with an average class size of 23.3
- 1,855 students in middle and junior high schools, with an average class size of 21.2
- 3,561 students in high schools, with an average class size of 21.2

The size of individual classes would vary from the average.

Class Size Report – Fall 2012 (continued)

Elementary

The report included class size summary information for each elementary school and included an additional five years of historical data. Individual school averages ranged from 18.0 to 25.5. The current class size average of 23.3 was slightly higher than the previous year.

Average class sizes at each grade level were included in the report. The grade levels with the lowest and highest average class size were, respectively, multiage classrooms with 18.8 and 4th grade with 25.9 students per class. Five years of historical averages were also included in the report. Data for individual elementary school enrollments in regular classes were included.

Middle School

The report included the average number of students enrolled at each middle school by department; it also included the average enrollment by class period.

The overall class size average on October 1 was 21.2 students. It represented an increase from last year (when the average was 20.6). North Pole Middle had the largest average class size at 22.9; Ben Eielson Junior High had the smallest average class size with 16.3. Average class sizes in the core subjects varied by school between 13.3 and 26.8 students.

Not reflected in the class size averages for middle schools were the enrollments of 7th and 8th graders at K-8 schools – there were 7th and 8th grade students at Barnette Magnet and Two Rivers. That information was reported separately. B.E.S.T. (the district's correspondence school) and charter school enrollments were also reported separately.

High School

The overall class size average on October 1 was 21.2 students – this was a slight decrease from last year (when average was 21.6). The report included enrollment data for each period of the day for each school. Also included was the average number of students enrolled at each high school by department and the average number enrolled by period. North Pole High had the largest average class size in the current year at 23.5, while Ben Eielson High School had the smallest with 13.6. Average class sizes in the core subjects varied by school between 12.5 and 26.4 students.

Not reflected in the class size averages were enrollments of 9th-12th graders at other than traditional schools. Again, enrollments for charter schools and B.E.S.T. were reported separately.

Charter Schools and B.E.S.T.

The district had four charter schools at five sites (Star of the North had two campuses but their numbers were combined) with a variety of grade level configurations: Effie Kokrine had 7th-12th grade students; Watershed and Chinook had grades K-8; and SON/NPC had grades 7-12, while the SON/CEC campus had grades 11-12. Fairbanks B.E.S.T. was a K-12 school.

Conclusion

The Fairbanks school district made every attempt to keep class sizes as low as funding would allow. Class size targets and program staffing were important factors of the budget process each year. The information provided in the report allowed the board an opportunity to review the target, average, and actual class sizes prior to making budget decisions for the following year.

Superintendent Lewis shared the administration's recommendations based on the report's data. The report provided important information each year and the administration worked hard to make certain there were apple to apple comparisons for valuable historical data. He reported class size had stayed within .2 at the elementary level, .6 at the middle school level, and was lowered by .4 at the high school level.

Class Size Report – Fall 2012 (continued)

Superintendent Lewis noted scheduling was not an exact science. It was desirable to keep the core classes as small as possible and that would continue to be the goal. But the district also had a desire to offer a wide variety of courses. Superintendent Lewis explained when there were a number of singleton courses in the master schedule it would have an impact on specific periods and classes. He pointed out that because of that, there were approximately 99 courses where there were more than 30 kids in a class. But there were also some very small courses. Superintendent Lewis stated there were approximately 215 classes where there were less than 15 students. Some of the classes were graduation requirements, some were electives, and some received supplemental support through career technical education dollars, JROTC programs, and others. It was the district's desire to maximize resources and bring the classes that were over 30 down to a smaller number and balance them out as best it could with what the master schedule would allow.

Superintendent Lewis shared that in some of the smaller classes the district was looking at distance learning and other opportunities to try to combine classes across the district. That would allow them to grow the numbers to free up the resources to be available somewhere else to help lower the core numbers.

Superintendent Lewis said both assistant superintendents continued to monitor class sizes. Fairbanks was a transient community. It was important to monitor movement throughout the year to determine if additional support was needed either through aide or teacher time.

In comparing Fairbanks to other Big 5 districts, the district's class sizes fared very well. It was a benefit to students and teachers. Superintendent Lewis commended the board for their work in keeping class sizes as small as possible. He noted budgets would continue to shrink and there would be competing interests. The board would have to sort through the priorities as they made some difficult decisions.

BOARD QUESTIONS

Ms. Brewer asked if the class sizes would get larger with block scheduling for distance learning. Superintendent Lewis explained it would allow the district to take some of the smaller classes that might not be able to be continued because they were small in size, and group a couple of buildings together to have enough students to continue to offer the course. It would free up two other sections in other buildings to go somewhere else in the master schedule to try to lower some of the larger classes.

Mrs. Haas asked how the need for reserve teachers and aides were determined. Superintendent Lewis stated it was looked at specifically by classroom over the first 10 days of school and then continually monitored throughout the school term by the assistant superintendents. He explained there was no set number of students that triggered an additional teacher or aide. There were many issues to consider, such as facility limitations, split classrooms, building preferences, etc. There were some buildings and teachers who liked split classes and others who did not. Some buildings preferred additional aide support versus teacher support.

Ms. McConnell recalled past years when students migrated to Fairbanks from the village areas. She asked if that information was currently being tracked. Superintendent Lewis stated it was. The board would soon be receiving the district's ethnicity enrollment report.

President Brophy asked about the enrollment of B.E.S.T. Mrs. Hughes stated fluctuated over the last couple of weeks between 273 and 285. She explained B.E.S.T. saw many of the late enrollees. If students enrolled after six weeks or later at the secondary level, they would be

Class Size Report – Fall 2012 (continued)

enrolled in B.E.S.T. where they would have a chance to earn credit, where they might not elsewhere since it was late in the semester. Superintendent Lewis noted B.E.S.T. was up about 40-50 students from the previous year. Ms. Hughes added enrollment was up five students over projections.

PUBLIC COMMENTS

None

BOARD COMMENTS

President Brophy thanked Mrs. Hughes for the report. The report always provided excellent information.

Late Bus Notification System

Bill Bailey, public relations director, Janet Cobb, information services director, Robinson Duffy, systems and database administrator, and Renee Tonne, transportation coordinator, made a brief presentation on the new Late Bus Notification System.

Previously, the media and schools were notified about late buses by a fax or phone call. With the new system, media, schools, and parents would receive the information electronically. Parents had the option to sign-up for text or email notifications. The information could also be found on the late bus section of the district's website.

Mr. Bailey had been working on a electronic notification system for late buses for a couple of years and expressed his appreciation to Superintendent Lewis for pulling the groups together – the bus barn, transportation, informational technology services, and public relations to make it happen. Mr. Bailey clarified the new system was a late bus notification system, not a late bus detection system.

Efforts were underway to get information out to parents and get them enrolled. Mr. Duffy and Mrs. Cobb explained how parents could easily enroll in the notification system through PowerSchool. Mrs. Cobb said one of the goals of technology was to expand PowerSchool to reach as many parents as possible. Mr. Duffy and the information technology department had worked to develop the program. Mr. Duffy demonstrated the program. One goal of the program was it had to be easy – easy for parents to sign up and easy to use.

Late bus information was entered by First Student, the district's bus contractor. First Student staff entered route and late times and the system immediately updated the information. The system offered real-time information which was especially critical in frigid temperatures. First Student reported the system was working well for them.

The Late Bus Notification system had been up and running for approximately three weeks. There were presently 642 parents signed up. Efforts would continue to advertise the service and register parents.

BOARD QUESTIONS

President Brophy asked how the district was getting the word out about the new program. Mr. Bailey reported they had sent information out through PowerSchool. They would also be doing a Connect-Ed call, as well as sending a postcard to every student in the district, except for those students who ride SPED buses.

Ms. McConnell asked about the goal for signing up subscribers. Mr. Bailey stated the goal was for total notification and 100 percent enrollment. Mrs. Cobb interjected the goal for parent participation in PowerSchool was also 100 percent. She noted they registered over 500 new parent accounts during the fair.

Late Bus Notification System (continued)

Mrs. Haas asked how many students rode the bus. Ms. Tonne reported there was an average of 6,000 riders a day. Mrs. Haas asked if there was a plan to include special education buses. Ms. Tonne explained families were currently called individually when a special education bus was late and the contractor preferred to continue that practice at the present time.

Colonel Daack thought it was a great tool. He asked if the notification program could be extended to lock down and other emergency situations. Mr. Bailey noted Colonel Daack's question was timed perfectly, as district personnel had been brainstorming about a notification program for emergencies and other situations. They hoped to have something underway after the beginning of the year. It would be ideal to have parents enrolled to receive text notifications regarding emergency situations in the district. It would offer another method to communicate with the community and parents and meet them on their specific medium.

Ms. Tonne extended her appreciation to First Student and their staff as they were instrumental in the start-up of the program. They had expedited the purchase of computers needed to get the program underway and had been very cooperative in working with the district to get the system operational. Ms. Tonne thanked First Student for their work.

Mr. Bailey added the Late Bus Notification system was a result of a collaboration of existing resources and different groups. The program was a clear example of the talent in the district. Staff members were always looking for ways to be efficient; it was what they were paid to do.

President Brophy asked if the subscription information was based on the number of bus riders or total school populations. She thought ridership would provide a more accurate picture. Mrs. Cobb stated her department did not have accurate student rider information at the present time, but could work towards that.

PUBLIC COMMENTS

A student in the audience voiced her appreciation for the new system.

BOARD COMMENTS

President Brophy thanked all the talented people in the district. Although she could not give them an award, she asked everyone to give them a round of applause for their work. Mr. Bailey added he got paid every two weeks, which was his reward.

Mr. Thies thought it was a great project to help improve the district. It was good to see employees developing creative programs to help the district.

Mrs. Haas thanked the group for their work. It was fun watching the program grow and hearing the feedback from friends. She added she even had Facebook entries about the program. Mrs. Haas appreciated the efforts of everyone involved. It was good to get real-time information. It was a very valuable program.

Mr. Rice added his appreciation to the group for their collaborative work on the project.

Superintendent Lewis reiterated the appreciation for the collaborative work between departments and agencies to get the program up and running. He extended his personal appreciation to Mr. Bailey, Mrs. Cobb, Ms. Tonne, and Mr. Duffy for their efforts in developing a program that was not only easy to use, but very efficient.

President Brophy was pleased to see the collaboration. It was good to see the district produce such great products. She thanked the group for their work.

BOARD AND SUPERINTENDENT'S QUESTIONS/ COMMENTS/ COMMITTEE REPORTS

Colonel Johnson thanked the Pearl Creek Orchestra for their performance and congratulated Mr. Benshoof and Mr. Walters on their awards. He wished everyone a Happy Thanksgiving.

Colonel Daack dittoed Colonel Johnson. It was always good to see such great young performers. He also congratulated Mr. Benshoof and Mr. Walters on their awards. He hoped everyone had a Happy Thanksgiving.

Mr. Thies agreed with Colonels Johnson and Daack. It was great to see the level of student talent in the school district. It was good to recognize the teachers and counselors in the district. Mr. Thies thanked everyone involved for the Late Bus Notification system and the financial report. He wished everyone a Happy Thanksgiving.

Mrs. Haas reported the Budget Committee met last week and would be determining how the upcoming budget review committee would be set up. She also attended her first audit committee meeting. She invited anyone who had questions about the audit to attend the meeting; it was a great way to learn about the audit. Mrs. Haas continued to be very impressed with the school district and all the awards and information during the meeting reinforced that. She was happy to see the district made it through a Thanksgiving week without a weather alert. She wished everyone a Happy Thanksgiving.

Ms. McConnell thanked everyone for the reports and information. She recognized the work that went into them before they were presented to the board. Ms. McConnell was very pleased with the audit. She congratulated Mr. Walters and Mr. Benshoof; they were a great reflection of the district and wonderful staff who were educating children. It was a pleasure to serve on the board.

Ms. McConnell reported on the recent Policy Review Committee Meeting. She reminded everyone the policies the committee reviewed were on the district's website and encouraged the public to review and comment on them.

Mr. Rice dittoed the comments of others. He enjoyed the amazing performance of the Pearl Creek Orchestra. He congratulated Mr. Walters and Mr. Benshoof on their awesome awards. Mr. Rice thanked the auditing committee for their work. When there were big reports like the audit, he would like to have a better understanding so he could answer any questions he received. He added his appreciation to the staff for the Late Bus Notification system. He hoped everyone had a Happy Thanksgiving.

Ms. Brewer added her congratulations to Mr. Benshoof; she had been impacted by his awesome leadership skills. The Late Bus Notification system was great. She heard comments and compliments about the system. Like Mrs. Haas, she was happy there had not been any freezing rain during the Thanksgiving week. She wished everyone a Happy Thanksgiving.

Superintendent Lewis wished everyone a Happy Thanksgiving.

President Brophy attended a "Moving Diversity Forward" conversational session with Mrs. Verna Myers, national recognized expert on diversity and inclusion within law firms. There were a number of school district participants. She found the conversation extremely valuable. President Brophy served on the diversity committee and to see what the committee and district were trying to do regarding diversity was great. As Mrs. Meyers had stated regarding diversity and inclusion, it was one thing to recognize the diversity needs of the district, but inclusion and making certain people felt like they were part of the district was very important. It impacted the district's ability to recruit and retain teachers. It impacted students being able to see a reflection of themselves in their teachers. She was certain the conversations would continue. Mrs. Brophy appreciated everyone's participation.

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

President Brophy attended the recent Crawford Veteran's Day program and it was fantastic as always. She thanked Ms. Sibitzky and her students for their wonderful performance. President Brophy recognized Ms. Brewer as one of the Color Guard members. She did a great job.

President Brophy noted the change of board committee chairpersons and looked forward to board members sharing their committee reports at future meetings. She wished everyone a Happy Thanksgiving.

The meeting adjourned at 8:52 p.m.

Submitted by Sharon Tuttle, executive assistant to the Board.

2012

July

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



520 Fifth Avenue, Fairbanks, AK 99701
www.k12northstar.org

2012

August

- 14 & 20 Teacher Work Days
- 15-17 Professional Development Days
- 21 First Day for Students

September

- 3 Labor Day Holiday
- 21 Early Dismissal-Students
- 24 Professional Development

October

- 2-4 HSGQE Retakes
- 12 End of 1st Quarter (early dismissal)
- 25-26 Parent-Teacher Conferences

November

- 9 Early Dismissal-Students
- 22-23 Thanksgiving Holiday

December

- 19-21 Last 3 Days-Early Dismissal
- 21 End of 1st Semester (early dismissal)
- 24 Winter Break - Begin

2013

January

- 4 Winter Break - END
- 7 Teacher Work Day (no school)
- 18 Early Dismissal-Students
- 21 Martin Luther King Jr. Holiday

February

- 1 Early Dismissal-Students
- 4 Professional Development Day
- 21-22 Parent-Teacher Conferences

March

- 8 End of 3rd Quarter (early dismissal)
- 11-15 Spring Break

April

- 2-5 Testing--All
- 19 Early Dismissal-Students

May

- 17, 20, 21 Last 3 Days-Early Dismissal
- 21 Last Day for Students
- 22 Professional Development Day
- 23 Teacher Work Day

- ☐ School Start/End
 - ☐ End of Quarter (early dismissal)
 - T** Testing Day
 - ☐ Teacher Training (early dismissal)
 - ☐ Last 3 days (early dismissal)
 - ☐ Professional Development Day (no school)
 - ☐ Vacation/Holiday (no school)
 - ☐ Parent-Teacher Conferences (no school)
 - ☐ Teacher Work Day (no school)
 - ☐ Tentative make-up days for bad weather
- 1st semester: 89 days
2nd semester: 91 days

2013

January

S	M	T	W	T	F	S
			1	2	3	4
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

3rd Quarter: 43 days

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

4th Quarter: 48 days

June

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

