

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

Work Session

MINUTES

September 15, 2014

President Haas called the work session to order at 6:31 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. The work session was called to receive an update on the human resources department and to discuss legislative/budget priorities.

Present:

Heidi Haas, President
Wendy Dominique, Vice President
John Thies, Treasurer
Allyson Lambert, Clerk
Lisa Gentry, Member
Sue Hull, Member
Sean Rice, Member

Absent:

None

Staff Present:

Dr. Karen Gaborik, Interim Superintendent of Schools
Sandra Kowalski, Assistant Superintendent of Elementary Instruction
Shaun Kraska, Interim Assistant Superintendent of Secondary Instruction
Traci Gatewood, Executive Director of Human Resources
Kathy Hughes, Executive Director of Research and Accountability
Dave Norum, Executive Director of Facilities Management
Janet Cobb, Executive Director of Technology
Johanna Carson, Director of Community and Public Relations
Elizabeth Schaffhauser, Director of Employment and Education Opportunity
Helen Clark, Director of Federal Programs
Katie Sanders, Director of Library Media
Sharon Tuttle, Executive Assistant to the Board of Education

Mr. Thies arrived at 6:32 p.m. Mrs. Hull arrived at 6:33 p.m.

Human Resources [0:33]

Traci Gatewood, executive director of human resources, updated the board on the restructuring of the human resources department. The board and administration discussed district/human resources compliance issues including:

- Personnel files and written procedures
- Ineffective inter-and intra-departmental staffing and alignment
- Inadequate support for complex legal issues
- Background checks
- Training
- Inadequate recruiting and hiring support for hiring managers
- Wage and hour
- Fairbanks Education Association (FEA) employee management
- Inadequate substitute management

Human Resources (continued)

BOARD QUESTIONS/COMMENTS

Board discussion ensued. Item for discussion only.

After board discussion, there was consensus to for administration to move forward with the recruiting and staffing technician position and the utilization of the The Growth Company in regard to the review of the district's personnel files.

Mr. Rice left at 7:28 p.m.

Legislative/Budget Priorities [55:42]

The board and administration began discussions and work on legislative and budget priorities.

BOARD QUESTIONS/COMMENTS

Board discussion ensued. Item for discussion only.

After board discussion, there was consensus to develop priorities and goals for one year in anticipation of a strategic plan and to build the budget priorities from the legislative priorities. The board agreed to add instructional innovation to existing priorities of student achievement, career technical education, technology, capital projects, and parent connections. There was consensus from the board not to include artificial turf fields as a district capital project priority.

The Legislative Committee would meet to develop priority recommendations. The administration would work with the recommendations to develop a couple of options for the board's consideration.

Board Comments/Announcements [1:57:36]

President Haas had several announcements:

- Superintendent's State of the Schools Presentation to Chamber on Tuesday, September 16
- Constitution Day Celebration at Ticasuk Brown Elementary School on Tuesday, September 16
- Work Session with Borough Finance Committee on Thursday, September 18
- October 6 special meeting would be noticed to include a personnel update
- AASB Annual Conference in November in Anchorage, (may need an attendance selection process)

President Haas provided board members with the strategic planning information to review for the regular meeting.

The meeting adjourned at 8:37 p.m.

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