

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

Regular Meeting

MINUTES

February 17, 2015

President Haas called the meeting to order at 7:02 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. Randy Smith Middle School's Jazz Band led the Pledge of Allegiance and performed for the school board under the guidance of Bobb Lockwood, band director.

President Haas read the district's mission statement: *"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."*

Present:

Heidi Haas, President
Wendy Dominique, Vice President
Allyson Lambert, Treasurer
Lisa Gentry, Clerk
Sue Hull, Member
Michael O'Brien, Member
Sean Rice, Member
Larry Rice, Base Representative
Sidney Zemp, Post Representative
Wyatt Hoyes, Student Representative

Absent:

None

Staff Present:

Dr. Karen Gaborik, Superintendent of Schools
Lisa Pearce, Chief Financial Officer
Shaun Kraska, Interim Assistant Superintendent of Secondary Education
Traci Gatewood, Executive Director of Human Resources
Kathie Wassmann, Executive Director of Special Education (incoming)
Janet Cobb, Executive Director of Technology
Dave Norum, Executive Director of Facilities Maintenance
Peggy Carlson, Executive Director of Curriculum & Instruction
Johanna Carson, Director of Public Relations
Melanie Hadaway, Director of Alternative Instruction
Elizabeth Schaffhauser, Director of Employment & Educational Opportunity
Helen Clark, Director of Federal Programs
Katie Sanders, Director of Library Media Services
Dan Domke, Director of Career Technical Education
Sharon Tuttle, Executive Assistant to the Board

PRELIMINARY ITEMS

2014 ASAA First National Bowl Small Schools State Football Champions [0:07:04]

Earlier in the year, Ben Eielson High School Football Team won the 2014 ASAA First National Bowl Small Schools State Football Championship. The football team was originally scheduled to be recognized at the December meeting, but due to weather and poor road conditions, the recognition was postponed to February. David DeVaughn, Ben Eielson teacher and head football coach, made the presentation.

Spotlight: District Libraries [0:13:55]

Katie Sanders, library media services director, provided an overview of the district's library programs and resources available to students, staff, and parents. The library media department maintained the district's library collections and directly supported libraries in 29 schools. The department also maintained and provided access to a Follett product called Destiny for all school libraries. Destiny was a sophisticated resource management tool that provided the ability for schools to see resources at all schools and the administrative center. It also supported the text book program and much more. The board room experienced connectivity issues so Ms. Sanders was unable to show her PowerPoint presentation. She would provide board members with the link to the presentation.

BOARD QUESTIONS/COMMENTS

Mr. O'Brien asked for an explanation of library positions at the elementary and secondary levels. Ms. Sanders explained at the elementary level, there were classified library assistants and at the secondary level, each library had a certified librarian and one or two classified assistants. Board members appreciated the presentation and looked forward to viewing the PowerPoint presentation.

AGENDA [0:25:42]

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

The following consent items were moved:

approved the minutes from the special meeting and work session on February 2, and the regular meeting on February 3, 2015, as submitted.

approved Budget Transfer 2015-064: Chinook Charter School in the amount of \$23,000.

approved West Valley High School's request to raise funds to send its boys' varsity basketball team to Mesa, Arizona, December 28-31, 2015, to participate in the Basketball Challenge Tournament, at no cost to the district.

approved Ben Eielson Junior-Senior High School's request to send its Distributive Education Club of America (DECA) team to Anchorage, March 17-21, 2015, to participate in the DECA Conference, at no cost to the district.

approved Ben Eielson Junior-Senior High School's request to send its Distributive Education Club of America (DECA) team to Orlando, Florida, April 24-30, 2015, to participate in the DECA International Conference, at no cost to the district.

approved West Valley High School's request to send Key Club members to Seattle, Washington, March 13-15, 2015, to participate in the Pacific Northwest District Key Club Convention, at no cost to the district.

accepted the gift of Elkey vandal resistant EZH20 bottle filling stations to be installed at each district school, valued at \$46,000, from the Arctic Winter Games Host Society.

accepted the gift of \$1,000 from Denali Elementary PTA to Denali Elementary School to purchase intramural basketball shirts.

accepted the gift of \$1,000 from the EOSC Welfare Fund to Ben Eielson Junior-Senior High School to support the school's wrestling program.

accepted the gift of \$7,201.11 from the LHS Volleyball Booster group to Lathrop High School to support the school's volleyball program.

accepted the gift of \$4,518.60 from the Juneau Douglas Ice Association (JDIA) to Lathrop High School to support the school's hockey program.

Consent Agenda (continued)

accepted the gift of \$1,000 from Doyon Limited to North Pole High School to support the school's girls' basketball program.

approved the Personnel Action Report for the period January 23-February 6, 2015.

acknowledged the Personnel Information Report for the period January 24-February 6, 2015.

acknowledged the Superintendent's Budget Transfer Report for February 17, 2015.

acknowledged the Board's Reading File.

acknowledged the Coming Events and Meeting Announcements.

ADVISORY VOTES. 3 AYES (L. RICE, ZEMP, HOYES)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES
(S. RICE, O'BRIEN, HULL, GENTRY, LAMBERT, DOMINIQUE, HAAS)

PUBLIC COMMENT ON NONAGENDA ITEMS [0:29:20]

Max Ott, 794 Grubstake Road, Lathrop counselor, spoke in support of secondary counselors. Ms. Ott stated the counselor-student ratio would be approximately 1 counselor to 282 students if one counselor position was eliminated, as proposed in the administration's 2015-2016 Proposed Budget. She spoke to some of the important and sometimes life and death situations counselors dealt with.

Mrs. Dominique asked about the current number of Lathrop counselors. Ms. Ott stated there were currently five counselors at Lathrop. If the school lost one counselor due to budget reductions, it would bring the number to four counselors and a ratio of 1 to 282.

OLD BUSINESS

Included in the Consent Agenda.

NEW BUSINESS

Resolution 2015-15: Honoring Traditional Chiefs' Day [0:33:50]

Resolution 2015-15 honored Traditional Chiefs' Day during the third week of March and encouraged each school in the district to honor the legacy of Traditional Chiefs by studying their lives and leadership of the indigenous people of Interior Alaska throughout the year.

Board Priority: Student learning is at the center of everything we do.

RICE MOVED, HULL SECONDED, TO APPROVE RESOLUTION 2015-15:
HONORING TRADITIONAL CHIEFS' DAY.

Ava Vent, Board Diversity Committee member, brought the resolution to the committee's attention for consideration. Ms. Vent read the resolution for the public record. Tanana Chiefs Conference was donating 10 copies of the Tanana Chiefs Conference History videos to the district. President Haas thanked Ms. Vent.

PUBLIC COMMENTS

Yatibaey Evans, 2625 Talkeetna Avenue, Alaska Native Education (ANE) coordinator, supported the resolution and was working on an instructional tool kit in recognition of Traditional Chiefs'. There had been a similar tool kit in support of Elizabeth Peratrovich.

Resolution 2015-15: Honoring Traditional Chiefs' Day (continued)

BOARD QUESTIONS/COMMENTS

Board members voiced support for Traditional Chiefs' Day and were appreciative of the instructional tool kits.

ADVISORY VOTES. 3 AYES (ZEMP, HOYES, L. RICE)

MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES
(LAMBERT, DOMINIQUE, S. RICE, O'BRIEN, HULL, GENTRY, HAAS)

Policy 265: Minutes (First Reading) [0:39:20]

The policy was part of the administration's systematic review of Chapter 2: School Board Governance and Operational Bylaws during a previous school year. Initially, an administrative committee and the Policy Review Committee reviewed the policy and recommended several revisions. The policy was timely before the school board since it was parallel to a policy under review in Chapter 11. The borough legal department vetted the policy and the Policy Review Committee forwarded it to the school board for first reading.

Board Priority: Develop long-term sustainability of overall district operations.

HULL MOVED, GENTRY SECONDED, TO APPROVE FIRST READING,
PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY
265: MINUTES.

Elizabeth Schaffhauser, employment and educational opportunity director, reviewed the proposed revisions.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Mr. O'Brien asked about audio recordings for executive sessions. He was concerned about defending personnel actions. Ms. Schaffhauser stated the district did not currently record executive sessions. Mr. O'Brien asked if personnel hearings were recorded. Ms. Schaffhauser stated the district had not had many personnel hearings.

Mrs. Dominique stated executive sessions had not been recorded since she had been on the board.

President Haas asked the administration to research the issue of recording personnel hearings for second reading.

ADVISORY VOTES. 3 AYES (L. RICE, ZEMP, HOYES)

MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES
(GENTRY, LAMBERT, DOMINIQUE, S. RICE, O'BRIEN, HULL, HAAS)

Policy 1110: Philosophy on School-Community Relations

Policy 1120: Public Information Program

Policy 1121: Responsibilities of Superintendent in Public Information Program

Policy 1123.1: Media Contacts

Policy 1123.2: Emergency News Releases

Policy 1123.3: Staff Interviews

Policy 1123.4: District Publications

Policy 1123.5: School Publications

Policy 1123.6: Media Interviews and Photographs

Policy 1131.1: Minutes

Policy 1131.2: Other Board Records (First Reading) [0:46:05]

Policies 1110, 1120, 1121, 1123.1-1123.6, 1131.1- 1131.2: Other Board Records (First Reading) (continued)

School Board Policy Chapter 11 School – Community Relations was under review during the current school year per School Board Policy and Administrative Regulation 286. An administrative committee initiated the review of a segment of Chapter 11 policies. The Policy Review Committee considered the recommended revisions and forwarded them to the school board for first reading. The borough legal department vetted the policies.

Board Priority: Active partnerships with the family and community are essential to support successful student learning.

LAMBERT MOVED, HULL SECONDED, TO APPROVE FIRST READING, PUBLIC HEARING, AND ADVANCEMENT TO SECOND READING OF POLICY 1110: PHILOSOPHY ON SCHOOL-COMMUNITY RELATIONS; POLICY 1120: PUBLIC INFORMATION PROGRAM; POLICY 1121: RESPONSIBILITIES OF SUPERINTENDENT IN PUBLIC INFORMATION PROGRAM; POLICY 1123.1: MEDIA CONTACTS; POLICY 1123.2: EMERGENCY NEWS RELEASES; POLICY 1123.3: STAFF INTERVIEWS; POLICY 1123.4: DISTRICT PUBLICATIONS; POLICY 1123.5: SCHOOL PUBLICATIONS; POLICY 1123.6: MEDIA INTERVIEWS AND PHOTOGRAPHS; POLICY 1131.1: MINUTES; AND POLICY 1131.2: OTHER BOARD RECORDS.

Elizabeth Schaffhauser, employment and educational opportunity director, reviewed the proposed policy changes.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Mr. O'Brien asked about deleting the word "inadvertently" in regards to deleting specific information from the written minutes regarding information that should have been handled confidentially. Ms. Schaffhauser stated it was revised on advice from borough legal addressing the idea that it should not be left to the board to determine what was "inadvertently" stated, but if the information was meant to be confidential, it should be out of the public record. Mr. O'Brien was worried about information being removed that people intentionally wanted as part of the public record.

President Haas asked if language could be added where a person could state they wanted specific information on the public record.

Mr. O'Brien was concerned about people wanting something on the record, but then the board removing it. He could see if something slipped unintentionally, but was concerned about the board having the control to excise something from the record. He thought the word "inadvertently" should remain.

Mrs. Hull had heard people bring up personnel issues on the public record and wondered if there was something more that could be stated than "inadvertently." She did not disagree with Mr. O'Brien, but there were times when people put things on the public record that were intended to be confidential. The district should have some ability to maintain confidentially. If a person was speaking for themselves and they wanted it part of the public record, the board could not deny that. But there were times when people spoke about others and it could be slanderous. There might be a legitimate reason for the board to expunge it from the public record.

Policies 1110, 1120, 1121, 1123.1-1123.6, 1131.1- 1131.2: Other Board Records (First Reading) (continued)

Mrs. Hull asked the administration to seek advice from borough legal about additional perimeters that might protect people; where there might be a legitimate reason for the board to remove something from the record that was not inadvertent.

Mr. Rice would like language added to the policy that provided some sort of disclaimer that comments made on social media from district employees did not reflect the ideas of the school board.

President Haas thought the administration was reviewing social media policies and thought it would be appropriate to add Mr. Rice's suggestion to those policies. Mr. Rice agreed, but would like a cross-reference somewhere in the current policies.

Mrs. Dominique suggested cross referencing Mr. Rice's suggestion to Policy 1123.4: District Communications.

Mrs. Gentry also suggested cross referencing Mr. Rice's suggestion to Policy 1123.3: Staff Interviews.

Mr. O'Brien thought the new proposed language for Policy 1123.3: Staff Interviews was very confusing. He understood the intent of the policy, but thought the proposed language was very difficult to follow.

President Haas asked about Policy 1123.1: Media Contacts and examples or situations of when building administrators would make comments to the media. Superintendent Dr. Gaborik stated it could be for a number of things – a change in staffing, a new teacher at the beginning of the year that would required class shifts, etc. President Haas asked if administrators were clear about standards of legal release. Dr. Gaborik stated it was clear administrators needed to call the superintendent office before speaking to the media, unless they were utilizing the PR Shoutout promoting school events.

President Haas noted the board's requests for changes for second reading.

ADVISORY VOTES. 3 AYES (HOYES, L. RICE, ZEMP)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES
(HULL, GENTRY, LAMBERT, DOMINIQUE, S. RICE, O'BRIEN, HAAS)

9-12 Mathematics Curriculum Adoption [1:02:09]

At the February 3, 2015 board meeting, the revised *9-12 Mathematics Curriculum* was presented and a copy of the document was provided. The administration recommended the board adopt the proposed *9-12 Mathematics Curriculum*. The Board Curriculum Advisory Committee, at their December 4, 2014 meeting, voted to recommend the *9-12 Mathematics Curriculum*.

Board Priority: High achievement evolves from high expectations and educational opportunities.

RICE MOVED, HULL SECONDED, TO ADOPT THE REVISED 9-12
MATHEMATICS CURRICULUM.

Peggy Carlson, executive director of curriculum and instruction, introduced Fe' Seymour, a member of the Board Curriculum Advisory Committee (BCAC). Ms. Seymour read the committee's memo endorsing the curriculum and recommending the board adopt the 9-12 Mathematics Curriculum.

9-12 Mathematics Curriculum Adoption (continued)

Ms. Carlson recognized and thanked all the teachers, staff, and community members who participated in the revision process. The administration and BCAC recommended the adoption of the curriculum.

PUBLIC COMMENTS

Tim Doran, 512 Windsor Drive, spoke in support of the 9-12 Mathematics Curriculum. Mr. Doran voiced concern about the perception that STEM/STEAM might be construed as honors-only courses. STEM/STEAM should be for all students.

Ms. Seymour stated the BCAC had spent a great deal of time addressing STEM and honors. She thought it elevated the class for all students.

BOARD QUESTIONS/COMMENTS

Mrs. Hull had a similar question to Mr. Doran. She asked for an explanation of a traditional honors course and how those courses would now be different and how the term STEM fit into those courses. Mrs. Carlson stated Alaska Standards had “Plus” standards and in looking at honors courses, there had been a divide between students who could and could not do math. They had looked at ways to encourage students to try the courses, by incorporating STEM and STEAM. It was an attempt to open up the honors courses.

President Haas spoke to the pathway tracks provided at the last meeting. Mrs. Carlson stated they were suggested pathways and all courses were available to all students.

Mrs. Hull stated honors was a traditional term that colleges/universities recognized and clarified the new term would be STEM/Honors. Mrs. Carlson stated yes. Mrs. Hull asked how the new term would not deter students. Mrs. Carlson stated the new term helped to broaden the course appeal of a higher level math course to more students.

Mrs. Dominique voiced concern about having honors in the title and possibly turning kids away. She asked if there was a way to list the course without honors in the title. Mrs. Carlson stated honor courses were not for every student. There were students who might not be ready to take on the challenge of some courses, but there were support courses also available.

Mrs. Dominique spoke to the video from TED Talk – Teaching without Words and suggested the district look into the idea. It was an idea of teaching mathematics using interactive technology rather than words.

Ms. Seymour thought Mrs. Dominique was right on target. She didn’t like math courses, but once she could do something with it, she understood it and enjoyed it – it was more than math just being on the paper.

Mr. Rice agreed. It had made a difference for him when he saw the results of the use of STEM.

Mr. O’Brien asked about the rigor of the algebra, algebra honors courses and algebra STEM courses. Mrs. Carlson stated the Algebra 2 STEM was the more rigorous course.

Mrs. Hull thanked everyone for their work on the curriculum. She thought there needed to be a clear pathway for parents to understand.

Mrs. Lambert asked about including arts in the curriculum. Mrs. Carlson stated when looking at curriculums around the nation, STEM was more common and the curriculum just wasn’t there yet for STEAM. Teachers certainly used the arts in their curriculum, but she did not think the district as a whole was there yet.

9-12 Mathematics Curriculum Adoption (continued)

President Haas thought the district vacillated between STEM and STEAM. It was sometimes very confusing and probably time for the district to determine whether it was a STEM or STEAM district.

Mrs. Hull thought Mrs. Carlson was correct; the district just wasn't there yet. It was the same in other districts across the nation. There were ways to bring people along. Mrs. Carlson thought it would require strong communication and professional development. The district could continue to work on it. Mrs. Carlson thought there was a very strong program including art and math at the elementary level. Professional development was needed at the secondary level to move it forward. Mrs. Carlson noted the next step was adding relationships to make it STREAM.

President Haas recalled the board's strategic planning meeting and comments about wanting to be a leader in the state – perhaps this was an opportunity. To be a leader, the district needed to take risks.

Mr. O'Brien thanked everyone for their work. He thought the curriculum was clear. He echoed many of the comments of others. It was difficult to move forward without being prepared for high school math. Mr. O'Brien agreed with Mrs. Hull, there needed to be clear communication for parents and students regarding pathways, starting early, in grades 4 and 5.

Mrs. Dominique thanked Mrs. Carlson and Ms. Seymour for the report and comments.

ADVISORY VOTES. 3 AYES (ZEMP, HOYES, L. RICE)
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES
(O'BRIEN, HULL, GENTRY, LAMBERT, DOMINIQUE, S. RICE, HAAS)

INFORMATION AND REPORTS

Superintendent Report [1:36:04]

Superintendent Dr. Gaborik provided a superintendent report.

Board Priority: Student learning is at the center of everything we do.

Dr. Gaborik reported on the Iditarod restarting in Fairbanks. The district was working with leaders across the community regarding the event. The school district would not be closing school for the event, but teachers were encouraged to take field-trips. Mayor Hopkins stated he would help with transportation costs if possible. If parents wanted to take their students out of school for the event, they were asked to follow the normal procedures.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

President Haas thanked Dr. Gaborik for the information. She hoped families and students would be able to experience the start of the Iditarod.

Hiring Report & Action Plan [1:39:25]

Traci Gatewood, executive director of human resources, presented the Hiring Report and Action Plan.

Board Priority: Recruit, hire, and retain a diverse workforce with the talents and abilities to fulfill the district's mission.

Hiring Report & Action Plan (continued)

Mrs. Gatewood's extensive and thorough report was designed to inform the public and board members on the district's recruiting, hiring, and retaining of staff. It also provided an overview of each of the district's staff categories, demographics, challenges, turnover rates, and recruiting outreach events and plans.

Hiring statistics from October 2014 showed 86 certified staff, 8 principals/assistant principals, 146 classified staff, and 22 exempt staff had been hired. Most of those positions were not new positions. As of October 21, 2014, the district employed a total of 943 certified FEA staff; a decrease of 18 from the 2013-14 report. There were 867 classified staff, a decrease of 7 from the 2013-14 report. Exempt staff increased by four from the 2013-14 period for a total of 90 in 2014. The number of substitute teachers and temporary employees fluctuated on a daily basis, but averaged about 1200.

Mrs. Gatewood reviewed the 2014-15 goals and objectives which included developing and implementing a workforce diversity action plan; identifying and utilizing appropriate data to make future decisions about recruiting and staffing; attract, develop, and retain qualified staff reflective of and responsive to the district's diverse student body; and attract, develop, and retain qualified staff for shortage areas such as special education. She also reviewed the 2015-16 goals and objectives which included implementing the workforce diversity action plan; attracting qualified staff reflective of and responsive to the district's diverse student body; retaining qualified, high quality staff who understood and fully supported the district's performance goals; and attracting, developing, and retaining qualified staff for shortage areas such as special education.

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Colonel Zemp thanked Mrs. Gatewood for the thorough report; she always did a great job. He appreciated the "so-whats" of the information. Colonel Zemp asked if there was a way to determine the number of military dependents who were staff. He encouraged Mrs. Gatewood to work with the military when recruiting staff; they were glad to help in any way possible.

Colonel Rice asked if the district participated in the Troops to Teachers program. The program worked with retiring/exiting military staff to provide the education, skills, etc necessary to become teachers. Many people wanted to stay in the Fairbanks area when they left military service. Colonel Rice thought it might be a good way to recruit people. He also thought assistance might be available.

Mr. O'Brien spoke about the district's "grow our own" program – he liked the long term plan. He recalled Dr. Atwater, with the University, speaking at the last meeting about the Future Educators of Alaska program. He suggested partnering with the long-standing program. Mr. O'Brien agreed with Mrs. Gatewood on the importance of a formalized onboarding program. He was pleased there would be a formalized program by November, but was curious about what was happening in the meantime. Mrs. Gatewood stated the district's values and expectations were addressed during employee orientations. Principals also met with staff at the beginning of each year and through the year at staff meetings to pass along information. There were also staff professional development opportunities. Mrs. Gatewood had found the degree to which administrators provided information did vary. They were trying to shore up areas until a formal program was in place.

Hiring Report & Action Plan (continued)

Mrs. Hull thanked Mrs. Gatewood for the report. She appreciated all the recommendations. She asked Mrs. Gatewood how the changes being considered in the legislature might affect the district, such as being able to rehire retired teachers and principals. Mrs. Gatewood thought it would be a positive move. The district currently rehired retired staff, but they had to be careful, as there were work stipulations.

Mrs. Hull had heard positive things about the increase in substitute salary. Ms. Gatewood said it was currently \$18. Mrs. Hull thought there might be ways to get at the experience and competence pieces needed for classroom substitutes without requiring a degree. There were people who may not have a degree but would be highly capable in the classroom.

Mrs. Dominique added to military representatives' comments; Ft. Wainwright had education centers that might help with the Troops to Educators program. She asked about some other options on Ft. Wainwright. Colonel Zemp suggested the district check directly with the agencies. He also thought it might be helpful to provide district employment information at the newcomer's brief.

Mrs. Dominique clarified substitute teachers needed a bachelor's degree. Ms. Gatewood stated the district had not changed the requirements; a bachelor's degree was still required for a substitute teacher.

Mrs. Dominique asked about additional grants that might be available for "grow our own" programs. Mrs. Gatewood stated the district's grant department was always looking for grants. Mrs. Gatewood thought it was important to have good data – what areas/programs were of interest to the district's workforce.

President Haas thanked Mrs. Gatewood for the outstanding report. She spoke to her daughter having new to the district teachers for the last two years. It seemed district teachers, new to the district, spent a lot of time away from the classroom and students during the first quarter, which she thought made it difficult to build relationships. President Haas suggested providing as much training to new staff prior to the beginning of school might help. Mrs. Gatewood agreed there needed to be a balance regarding training. There were various pulls on a teacher. They were working on getting away from a one-time hit type of training. The department was aware of the competing needs and aware teachers needed to be in front of students.

Mrs. Lambert shared how the military training was done quarterly and cycled continually throughout the year. She suggested the district utilize a training cycle so it was consistent, without pulling teachers out of the classroom.

At 9:50 p.m.,

HULL MOVED, DOMINIQUE SECONDED TO SUSPEND THE RULES TO CONTINUE THE MEETING UNTIL 10:30 P.M.

Asking for and hearing no objection, President Haas continued the meeting.

Human Resources Restructure Update [2:47:39]

Traci Gatewood, executive director of human resources, provided an update on the restructuring of the human resources department, which she had started upon becoming executive director and expanded since last spring at the direction of the board.

Board Priority: Provide a safe learning environment.

Human Resources Restructure Update (continued)

Mrs. Gatewood reviewed the district's compliance issues, including the status of issues from her previous report in September 2014, and the current status of issues to-date. Compliance issues included:

- Compliance issue #1: Personnel files and written procedures
- Compliance issue #2: Ineffective inter-and intra-departmental staffing and alignment
- Compliance issue #3: Inadequate support for complex legal issues
- Compliance issue #4: Background checks
- Compliance issue #5: Training
- Compliance issue #6: Inadequate recruiting and hiring support for hiring managers
- Compliance issue #7: Wage and hour
- Compliance issue #8: FEA employee management
- Compliance issue #9: Inadequate substitute management

PUBLIC COMMENTS

None

BOARD QUESTIONS/COMMENTS

Mrs. Dominique asked about wage and hour issue and if overtime had increased since there had been a concentrated effort to educate staff to report all time worked. Mrs. Gatewood stated the issue was not always about added dollars; it was sometimes about utilizing other resources. There were thoughtful conversations about how to get things get done.

Mrs. Dominique asked about an automatic time card system rather than time clocks. Mrs. Gatewood stated the district had done a lot of research and currently utilized Munis. The district needed to figure out if current systems could be used rather than introducing a new program.

Mr. Rice stated the city used Munis and he was able to track staff hours. Ms. Gatewood stated the district could currently track hours, but the issue was the reporting of negative time only. It was the idea of actual hours worked rather than assuming time was worked because a leave slip was not submitted.

Mr. Rice asked about the responsibility of recording time. Ms. Gatewood stated it was a shared responsibility. There was no system in place for employees to actively report the hours worked.

At 10:26 p.m.

HULL MOVED, GENTRY SECONDED TO SUSPEND THE RULES TO CONTINUE THE MEETING UNTIL 10:45 P.M.

Asking for and hearing no objection, President Haas continued the meeting.

Mrs. Hull asked about doing background checks every two years. She was surprised by that and asked about the standard for the education industry. Krista Lord, director of compliance and training, stated the district's current policy was based on state guidelines. Mrs. Hull would like to know the standards for the education industry and what other school districts did.

Mrs. Hull had heard complaints about the lack of principal involvement in staff complaints. Mrs. Gatewood stated the principal was very much involved in the process. If a complaint came forward, it was vetted by an administrative committee, which included the principal. The committee determined if the complaint was performance based or something else and if an investigation was warranted.

Human Resources Restructure Update (continued)

Approximately 95 percent of the time, the investigation was done by the principal. The district's investigation specialist assisted principals and usually captured the investigation summary. That information went to the principal to determine what action would be taken.

Mrs. Hull asked about where the investigations were conducted. Mrs. Gatewood stated most of the investigations were done at the administrative center. They had found having them at the administrative center, away from the school was a positive change. For the most part, principals strongly supported investigations being held outside the building.

Mr. O'Brien thought it was helpful to hear about the process. He had heard a lot of angst with the process and asked what was being done to communicate the process to staff. Mrs. Gatewood primarily worked with Tammy Smith, Fairbanks Education Association (FEA) president, regarding the process. FEA had done most the communication with their membership. There was no formalized communication. Mrs. Gatewood was aware of the communication gap. The district and associations had been working on a joint communication and were very close to having something ready to push out.

Mr. O'Brien thought it was important to tell people there was a process. Usually the only ones aware of the process were the ones going through it and they were probably not giving glowing reviews.

Mr. O'Brien asked about the \$357,000 and other money in the budget to address compliance issue #2: ineffective inter-and intra-departmental staffing and alignment. Some people had put targets on those monies due to them being administrative positions. Mr. O'Brien asked if Mrs. Gatewood had a plan if the funding for the positions did not materialize. Mrs. Gatewood did not know what would happen, but felt if the funding did not come through, it might jeopardize the district's compliance.

Mr. O'Brien thought it was good to a point to centralize EEO, labor relations, and human resources, but they each had specific roles. He asked if there had been a chilling effect in the organization regarding the consolidation. Mrs. Gatewood explained EEO operated in a separate area of the building and had a direct reporting avenue to the superintendent. The goal of restructuring the departments was to put them all under the same umbrella, but still continue to fill their specific roles. Mrs. Gatewood thought the chilling effect had more to do with how the labor relations changes were rolled out.

Mrs. Lambert voiced her concern about the lack of communication regarding the process. It seemed that it was heavy handed with having administration involved. It was concerning to her that it seemed to be very heavy handed and she was concerned with how it was affecting employees.

Mrs. Lambert thought two years for repeat background checks was too-short of a window. She thought perhaps every three to five years would be better. She agreed with Mrs. Hull; the district needed to look at the education industry standards.

At 10:41 p.m.

DOMINIQUE MOVED, O'BRIEN SECONDED TO SUSPEND THE RULES TO CONTINUE THE MEETING UNTIL 11:00 P.M.

Asking for and hearing no objection, President Haas continued the meeting.

Mr. Hoyes left the meeting at 10:41 p.m.

Human Resources Restructure Update (continued)

Ms. Gatewood agreed there had been a problem with the lack of communication. She believed the process was deliberate and the investigation team was in response to the board's direction last spring. The purpose of the team was not to mandate what happened in an investigation, but rather to look across the district for consistency. When working with a building principal, the investigation team could provide direction and information on how it was handled at other schools, but ultimately the decision was up to the principal. The goal of the approach was to have consistency.

Dr. Gaborik stated the board's direction to her was very clear to make certain management was involved in the investigations. She and Mrs. Gatewood took the board's recommendations very seriously.

President Haas thanked Mrs. Gatewood for implementing a program in response to what she believed to be the board's very clear direction. She appreciated Mrs. Gatewood acknowledging the communication concerns. Trying to build an airplane and fly it at the same time was difficult. She thought Mrs. Gatewood had embraced the board's direction and appreciated that.

President Haas thought two years for background checks was okay, but she would be interested in not only what districts within the state were doing, but also across the country.

President Haas thanked Mrs. Gatewood for the report. She encouraged board members to contact Mrs. Gatewood with any questions.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS [3:44:00]

President Haas thanked the borough assembly for their recent resolution recognizing Crawford's National Blue Ribbon distinction. She announced the upcoming Fairbanks BEST First Friday Student Art Show scheduled for March 6. The district, in conjunction with Fairbanks Central PTA, would be hosting three budget presentations:

- Saturday, February 21 at 10:00 a.m. – Board Room
- Monday, February 23 at 6:00 p.m. – Tanana Middle School
- Thursday, March 5 at 6:00 p.m. – North Pole Elementary School

Colonel Zemp announced the Army's upcoming listening session, scheduled for February 24 at the Carlson Center. He invited everyone to participate and encouraged people to share how force reductions would affect the community.

Colonel Rice congratulated the Eielson Ravens on their football championship. He spoke to the recent article in the News-Miner regarding Crawford's designation as a National Blue Ribbon School. The article created confusion and was degrading to Crawford's accomplishments. It was not an accurate representation of Crawford's great work.

Mr. Rice encouraged people to see *To Kill a Mockingbird*. He reported on his recent trip to Juneau to visit legislators. There were some very positive discussions. He said the legislature had some issues to work out and would work to help keep their funding promises.

Mrs. Hull noted she had served on the Blue Ribbon Council one year and it was a long hard process for schools. She provided a written report and other materials obtained from the recent AASB Leadership and Legislative Fly-in. It was wonderful to have interior legislators as co-chairs of the finance committees. Everyone needed to be realistic in regards to funding.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

Mrs. Hull reported the Policy Review Committee would be meeting February 23 and working on the PE waiver. She had been working on the board's school visits schedule. Board members were trying to get out to all schools for listening sessions to hear from staff.

Mrs. Lambert announced the Citizen Budget Review Committee would be meeting the next evening at 5:30 p.m. in the board room. Everyone was encouraged to attend. Public testimony would be accepted.

At 10:58 p.m.,

DOMINIQUE MOVED, HULL SECONDED TO SUSPEND THE RULES TO CONTINUE THE MEETING UNTIL 11:15 P.M.

Asking for and hearing no objection, President Haas continued the meeting.

Mrs. Dominique announced her son, Reginald Tongue, had been named to the Alaska School Activities Association (ASAA) Hall of Fame. The ceremony would take place on August 2. She thanked Steve Zanazzo, Tyrone Oates, Chris Dean, and Clarice Mingo for their work with the nomination and selection information.

Mrs. Dominique announced the Legislative Committee – Committee of the Whole, would meet on Thursday, February 19 at 6:00 p.m. Lisa Pearce, chief financial officer, would be reporting on legislation regarding minimum wages as it related to the district's transportation contract.

In honor of Black History Month, Mrs. Dominique shared the stories of several influential and accomplished African Americans who had played a role in American History such as: Adam Clayton Powell, pastor and community activist – the first African American to represent New York in the House of Representatives; Johnny Bright, one of the greatest offensive players in college football and the Canadian Football League – widely remembered as the victim of one of the worst racially motivated dirty plays in collegiate sports and the impact it made on the game; George Washington Carver, highly regarded scientist – made important agricultural discoveries helping farmer become successful and profitable; Betsy Coleman, pioneer and innovator in the area of aviation, both as an African American and a woman – overcoming obstacles in her path and set an example for many; Charles Drew, excelling at everything he did – became a great pioneer in medicine and an outstanding athlete and award winning swimmer; William Hastie, distinguished as an early Black political pioneer – made inroads and left a legacy in history as a politician, an educator, and a jurist; and Matthew Henson, first African American Arctic explorer – was co-discoverer of the North Pole. Mrs. Dominique thought it was important to share information on Black history in America.

Mrs. Gentry thanked Mrs. Gatewood for taking full charge with the direction the board gave the administration. She appreciated the reports.

Mr. O'Brien thanked everyone for the reports. He had been receiving emails on the budget and there had been good participation at the Citizen Budget Review Committee meetings, but he asked everyone in Fairbanks to submit comments and attend meetings and let their voice be heard.

Mr. O'Brien thanked everyone who came out in support of the Options Program at the last Citizen Budget Review Committee meeting. It helped to put a face on the program.

Mr. O'Brien appreciated Mrs. Dominique's list of Black History luminaries; the list could go on and on. Mr. O'Brien's favorite writer was Ralph Ellison.

BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)

Dr. Gaborik shared information on AMP testing. Dr. Gaborik corrected some testimony from earlier in the evening. The current enrollment at Lathrop was 1,000 and Lathrop was projected at 1,025 for 2014-15. Staffing was based on projection enrollment; with four counselors, that would put Lathrop's counselor-student ratio at 1 to 256.

Mrs. Dominique asked if 256 students per counselor was a national norm. Dr. Gaborik believed the recommended average was no more than 250 students per counselor, but she would have to check to be certain.

On behalf of the entire board, President Haas thanked the Randy Smith Middle School Jazz Band for their wonderful performance; it was a great way to begin the meeting. She congratulated the Ben Eielson Ravens' football team on their state championship. President Haas thanked Ms. Vent for presenting the Traditional Chiefs' Day resolution. She also thanked the administration for their work and reports.

President Haas looked forward to receiving the library link from Ms. Sanders. She reminded the public the district had a website devoted to budget information. She encouraged people to advocate the legislature to maintain funding promised to the district last year; without that funding, there would be another level of reductions.

The meeting adjourned at 11:08 p.m.

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