

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

Regular Meeting

MINUTES

April 7, 2015

Vice President Dominique called the meeting to order at 7:00 p.m. in the board room of the FNSBSD Administrative Center at 520 Fifth Avenue. The Anne Wien Elementary School Choir led the Pledge of Allegiance and performed for the board under the guidance of Meta Bravos, music teacher.

Vice President Dominique 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 (phone)  
Wendy Dominique, Vice President  
Allyson Lambert, Treasurer  
Lisa Gentry, Clerk  
Sue Hull, Member  
Michael O'Brien, Member  
Sean Rice, Member (phone)  
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  
Sandy Kowalski, Assistant Superintendent of Elementary Education  
Shaun Kraska, Interim Assistant Superintendent of Secondary Education  
Traci Gatewood, Executive Director of Human Resources  
Dave Norum, Executive Director of Facilities Maintenance  
Peggy Carlson, Executive Director of Curriculum & Instruction  
Janet Cobb, Executive Director of Technology  
Johanna Carson, Director of Public Relations  
Melanie Hadaway, Acting Director of Alternative Instruction & Accountability  
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  
Heather Rauenhorst, Director of Grants & Special Projects  
Mario Gatto, Principal on Special Assignment  
Sharon Tuttle, Executive Assistant to the Board

**PRELIMINARY ITEMS**

**2015 GCI Alaska Academic Decathlon State Champions** [0:09:24]

The West Valley High School Academic Decathlon Team I won first place in the 2015 GCI Alaska Academic Decathlon for large schools. West Valley will represent Alaska at the National Finals. The team, along with other individual first place winners, were recognized. Coby Haas, West Valley coach, and Amy Brown, Hutchison coach, made the presentation.

**2015 GCI Alaska Academic Decathlon State Champions (continued)**

State Champions (large schools) – West Valley I	Atticus Geiger Raymond Hogenson Robert Hartman Jordan Centeno Harrison Owen Jack Phipps Garrett Monroe Colton Neumeister Madeline Baumgarten
Art – 1 <sup>st</sup> Place Math – 1 <sup>st</sup> Place	William Mitchell, West Valley
Economics – 1st Place Language & Literature – 1st Place Music – 1st Place Interview – 1st Place Honors Division – 1st Place	Atticus Geiger, West Valley
Essay – 1st Place	Akashia Martinez, Hutchison
Science – 1st Place Social Science – 1st Place	Robert Hartman, West Valley
Speech – 1st Place	Maya Cheydleur, Lathrop

**Presentation of the 2015 John Kelly Scholarship Recipients** [0:15:45]

Chuck Lemke, with the Fairbanks North Star Education Foundation, presented the recipients of a \$1,000 John Kelly Scholarship.

Reginald Poland..... Lathrop	Caitlin Mattingly ..... North Pole High
Mavis Berrellez..... North Pole High	Cheyenne Perlinger..... North Pole High
Hannah Dew..... North Pole High	Alesha Severson ..... North Pole High
Jenna Dreydoppel ..... North Pole High	Caitlin Weeks ..... North Pole High
Katherine Dykes ..... North Pole High	Katherine Alexander..... West Valley
Helen Hutchinson ..... North Pole High	Logan Arpino ..... West Valley
Evelyn Jacobson ..... North Pole High	Denae Benson..... West Valley
Carson Linnell ..... North Pole High	Parker Michel ..... West Valley

**We the People State Champions** [0:23:27]

The We the People State Competition was held on December 3, 2014, in Fairbanks. West Valley High School students took first place in the competition. The We the People competition was a mock Congressional Hearing competition that has been sponsored by the Center for Civic Education. Maida Buckley, We the People coordinator, and Amy Gallaway, West Valley coach, made the presentation.

Grant Ackerman	Jillian Conover	Mike Peretolchyn
Logan Arpino	Hayden Fisk	Jack Phipps
Linden Ashley	Christian Hamby	Jessica Rice
Denae Benson	Jacob Kriebel	Zach Savereide
Marlene Bond	Josef Maier	Aubrea Stoltz
Hannah Bouta	Megan Meltvedt	Charles Sudduth
Summer Britton	William Mitchell	Jessie Wattum
Kellie Chong	Harrison Owen	Birdie Wattum

**Alaska Society for Technology in Education (ASTE) 2015 iDidaContest Winners** [0:30:53]

The Alaska Society for Technology in Education (ASTE) recently announced the winners of the 2015 iDidaContest. Kathy Port, K-12 technology coordinator, made the presentation.

**iDidaPodcast:**

**Entertaining**

Isaac Hallen	1 <sup>st</sup> Place: 5 <sup>th</sup> -8 <sup>th</sup> grade	Winter Morning	North Pole Middle
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**iDidaMovie:**

**Tell Me a Story:**

Val Swanguarin	1 <sup>st</sup> Place: 9 <sup>th</sup> -12 <sup>th</sup> grade	Best School Commercial Video-Ever	Hutchison High
Ben Johnson	1 <sup>st</sup> Place: Adult	We Were First	Hutchison High

**Teaching in Alaska/Teach Me**

Meghan Heineken	1 <sup>st</sup> Place: 9 <sup>th</sup> -12 <sup>th</sup> grade	How To Make a Record Bowl	North Pole High
Jenny Long	1 <sup>st</sup> Place: Adult	That Class	North Pole Middle

**Make Me Laugh**

Ben Johnson	1 <sup>st</sup> Place: Adult	G.I.R.L (Gaming in Real Life)	Hutchison High
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**iDidaPhoto:**

**Life in Alaska:**

Grace Moore	1 <sup>st</sup> Place: 9 <sup>th</sup> -12 <sup>th</sup> grade	Alaskan Boardwalk	Hutchison High
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**Enhanced Digital Image:**

Raechell Fine	1 <sup>st</sup> Place: 9 <sup>th</sup> -12 <sup>th</sup> grade	I See Galaxies in Your Eyes	Hutchison High
Ben Johnson	1 <sup>st</sup> Place: Adult	My Teacher Face	Hutchison High

**ESP of the Month** [0:46:54]

Brenda Meierotto, Two Rivers administrative secretary, was recognized as the Extra Special Support Staff Person for April 2015. Kristie Calvin, Two Rivers interim principal, made the presentation.

**AkASL 2015 Linda K. Barrett Service Award** [0:50:25]

Deborah Rinio, Hutchison High School librarian, was recently awarded the Alaska Association of School Librarians (AkASL) 2015 Linda K. Barrett award. Tyrone Oates, Hutchison High School interim principal, made the presentation.

**AGENDA** [0:55:37]

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

The following consent items were moved:

**Consent Agenda** (continued)

accepted the award in the amount of \$6,000 from the Federal Department of Education via the Alaska Department of Education and Early Development, for cost recovery for administration of the Youth Risk Behavior Survey, per Fiscal Note 2015-39.

approved the minutes from the work sessions on March 10 & 11, 2015, and the special meeting on March 23, 2015, as submitted.

approved Budget Transfer 2015-098: Elementary Classified Salaries & Benefits, in the amount of \$356,391.

approved Budget Transfer 2015-102: Secondary Assistant Superintendent, in the amount of \$69,820.

approved Budget Transfer 2015-103: Health Services, in the amount of \$27,377.

awarded IFB 15-R0005: Background Checking Services to True Hire, LLC for \$77,395.64.

awarded IFB 15-F0011: Flooring Replacement at Ticasuk Brown Elementary, North Pole Elementary (cafeteria only), & University Park Elementary to McCulloch Commercial Flooring, Inc. for \$274,443.

approved special education's request to send deaf and hard of hearing students to Chugiak, Alaska, April 15-17, 2015, where students will participate in the Alaska State School for Deaf and Hard of Hearing Annual Spring Deaf Retreat, with all expenses paid by special education funds.

approved Pearl Creek Elementary School's request to send students to Denali Park, Alaska, May 15, 2015, where students will study ecosystems, geology, and other scientific topics within the park, at no cost to the district.

approved Barnette Magnet School's request to raise funds to send its Future Problem Solving Team to Kenai, Alaska, April 20-22, 2015, where students will participate in the statewide Future Problem Solving Competition, at no cost to the district.

approved the Personnel Action Report for the period March 13-27, 2015.

acknowledged the Personnel Information Report for the period March 13-27, 2015.

acknowledged the Superintendent's Budget Transfer Report for April 7, 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 (phone), O'BRIEN, HULL, GENTRY, LAMBERT, HAAS (phone), DOMINIQUE)

**PUBLIC COMMENT ON NONAGENDA ITEMS** [0:59:53]

Vice President Dominique called for public testimony. Hearing none, public testimony was closed.

## **OLD BUSINESS**

Included in the Consent Agenda.

## **NEW BUSINESS**

### **Workplace Diversity Action Plan** [1:00:54]

The adoption and implementation of a Workplace Diversity Action Plan was a school board performance goal for the school year. The administration developed the plan with contributions from district and community groups.

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

GENTRY MOVED, LAMBERT SECONDED, TO ADOPT THE WORKPLACE DIVERSITY ACTION PLAN.

Elizabeth Schaffhauser, employment and educational opportunity director, presented the staff report on the Workplace Diversity Action Plan, for the board's consideration. The workplace action plan featured seven goals addressing recruitment, hiring, retention, training, and evaluation. Each goal had one to eight actions. Each action had a projected outcome and identified responsible parties, including who would take the lead. The plan also provided for identifying the actual outcome.

### **PUBLIC COMMENTS**

None

### **BOARD QUESTIONS/COMMENTS**

Board members expressed their appreciation for the plan and the work on the plan.

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

MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 7 AYES

(HAAS (phone), S. RICE (phone), O'BRIEN, HULL, GENTRY, LAMBERT, DOMINIQUE)

### **Superintendent Contract Approval** [1:16:37]

The board voted at its November 18, 2014 meeting to appoint Dr. Karen Gaborik as superintendent of schools for the Fairbanks North Star Borough School District and for President Haas to negotiate a contract with Dr. Gaborik. The three year (3) contract as superintendent for the period July 1, 2015 through June 30, 2018 was before the board for action.

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

GENTRY MOVED, LAMBERT SECONDED, TO EXTEND A THREE (3) YEAR EMPLOYMENT CONTRACT TO DR. KAREN GABORIK AS SUPERINTENDENT OF SCHOOLS FOR THE FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT, EFFECTIVE JULY 1, 2015 THROUGH JUNE 30, 2018.

Mrs. Haas spoke to the changes she had negotiated in Dr. Gaborik's contract. The changes were different from previous superintendent contracts:

Section 4 covered compensation with an annual salary of \$159,817. This was done with thoughtful consideration as Mrs. Haas weighed Dr. Gaborik's education, experience with the district, and the comparison of other districts' superintendent contracts.

## **Superintendent Contract Approval (continued)**

Section 5 covered termination. For cause and without cause termination language was proposed and agreed to that addressed concerns the board had with arbitration. In addition, with notification, the board could terminate the contract without cause, something that was not in the previous contracts.

Section 10 covered the continuation of the contract – if either party intended not to renew the contract, notice would be provided by December 1.

Section 11 discussed continuing employment should the board terminate without cause or at the conclusion of the agreement. This section was subject to district policies.

Section 12 Indemnification – language aligned and in accordance with state law.

Dr. Gaborik appreciated working with Mrs. Haas regarding the negotiation process.

### **PUBLIC COMMENTS**

None

### **BOARD QUESTIONS/COMMENTS**

Board members expressed their appreciation to President Haas for negotiating the contract and support for Dr. Gaborik. There was a question on how the salary aligned with the other Big 5 districts. President Haas stated Kenai was the closest at approximately \$160,000; Mat-Su was at \$175,000; Juneau was at \$155,000; and Anchorage was considerably more. A question was also raised regarding the extension of the contract for a third year after the annual evaluation of Dr. Gaborik. President Haas explained Dr. Gaborik was currently working under an addendum to her existing exempt contract. The new contract for superintendent would begin July 1, 2015. Historically, new superintendent contracts had been for three years. President Haas understood her direction from the board was to negotiate a three year contract.

Dr. Gaborik noted she had not seen an evaluation instrument for the current year. Board members discussed the superintendent's evaluation. Some members believed the board was working on designing a new evaluation instrument that had not yet been completed. Some expected the instrument to be completed in the current year and used to evaluate Dr. Gaborik next year. Other board members believed the superintendent would be evaluated under the existing evaluation instrument. There was also discussion on the timing of when Dr. Gaborik became superintendent and evaluating her annually. She was not made superintendent until November. Board members generally agreed it was not fair to evaluate Dr. Gaborik on an evaluation tool she had not seen, but some felt there should be some form of feedback/evaluation. Dr. Gaborik agreed and suggested the board and she could have a conversation regarding how the year had gone.

ADVISORY VOTES. 3 AYES (ZEMP, HOYES, L. RICE)  
MOTION CARRIED UNANIMOUSLY BY ROLL CALL VOTE. 6 AYES  
(LAMBERT, HAAS (phone), O'BRIEN, HULL, GENTRY, DOMINIQUE)  
(S. RICE WAS AWAY FROM THE PHONE)

### **INFORMATION AND REPORTS**

#### **Superintendent Report** [1:35:57]

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

Superintendent Dr. Gaborik pointed out a flyer available in the back of the room from Department of Education Commissioner Hanley addressing information and some of the rumors regarding the Alaska Measure of Progress (AMP) testing.

## **Superintendent Report (continued)**

The BEST contractor position to develop an action plan and to explore the expansion of the BEST homeschool program was now posted on the district website and was being promoted through district channels. Interested candidates could visit [k12northstar.org](http://k12northstar.org) to apply.

Dr. Gaborik spoke about the education tax credits. At the direction of Grants and Special Projects Director Heather Rauenhorst, the district was developing their business partnerships, including a new effort to inform local businesses about Alaska's Education Tax Credit program, which allowed businesses to receive tax credits for qualifying cash contributions made to school districts.

Ms. Rauenhorst and her team had developed a website and were starting to reach out to businesses about the opportunity to support schools through the tax credit program.

### **BOARD QUESTIONS/COMMENTS**

Board member questions included if there was a requirement of a minimum corporate donation, how the information was being promoted, and how the program benefited businesses.

### **Alaska Native Education (ANE) Report** [1:45:19]

Yatibaey Evans, Alaska Native Education (ANE) coordinator, provided a brief overview of the district's Alaska Native Education (ANE) Program. The ANE department was designed to assist Alaska Native students with a holistic approach to success in life. The mission was to assist Alaska Native and American Indian students in succeeding with their educational process, and to provide an appreciation of the Indigenous cultures within the Fairbanks community. ANE was primarily funded through Indian Education under the Title VII statute. The district had been assisting students through Title VII funds since 1974. The program changed in the 1980's to more of a tutoring program. There were currently 24 staff members in the department that served students at the school level and a 9 member parent advisory committee. There were 16 schools within the district that had an ANE tutor.

### **BOARD QUESTIONS/COMMENTS**

Board members asked what was needed to increase the graduation rate and decrease the dropout rate, the achievement gap, and testing issues. Ms. Evans thought being part of the conversation and being at the table to reflect the students' needs within the district would help with the graduation and dropout rates. It was important students were part of a positive culture. Board members thanked Ms. Evans for her report.

### **Educator Evaluation Update** [2:14:07]

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

Superintendent Dr. Karen Gaborik, Tammy Smith, FEA president, and Peggy Carlson, executive director of curriculum, provided an overview of the district's work on the new Educator Evaluation System, focusing on Student Learning Objectives (SLOs).

Student learning data was defined as an objective, empirical, valid measurement of a student's growth in knowledge, understanding, or skill in a subject area. The growth must have occurred during the time the student was taught the subject by the teacher. The measurement or assessment must be:

- based on verifiable data or information that had been recorded or preserved;
- able to be repeated with the same expected results, and;
- independent of the point of view or interpretation of the person giving the assessment.

All certified teacher and administrator evaluations must include student learning data.

## **Educator Evaluation Update (continued)**

Dr. Gaborik stated the district was close to completing the evaluation process. The group anticipated bringing the new educator evaluation system before the board on May 12 for approval. It had to be submitted to the state by July 1. There were two subgroup meetings planned for Saturday where more work on the evaluation handbooks would take place.

Parents could learn more about the new teacher evaluation process by visiting [k12northstar.org](http://k12northstar.org) and by attending an informational session on April 15 from 5 to 7 p.m. in the Board Room of the Administrative Center at 520 Fifth Avenue.

## **BOARD QUESTIONS/COMMENTS**

A question was raised about how parents were invited to the informational meeting. Dr. Gaborik stated it was pushed out to principals and schools. The administration would get the information out to PTAs and the Central Council of PTAs. Board members appreciated the update and all the work that had been done on the new evaluation process.

At 9:41 p.m. [2:41:05]

HULL MOVED AND O'BRIEN SECONDED TO SUSPEND THE RULES AND EXTEND THE MEETING TO 11:00 P.M.

## **BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS** [2:41:25]

Colonel Zemp reminded the community Ft. Wainwright would be participating in an emergency readiness drill. He thanked everyone in advance for their patience and understanding.

Colonel Rice congratulated all the student winners. He extended his appreciation to Ms. Buckley for her work. He also thanked everyone involved in the science fair – it was a great event.

Mrs. Hull also thanked the science fair organizers, specifically Ms. Daml and Sue Bishop. Mrs. Hull provided a written report from the AASB Board of Directors meeting and other recent events. She announced Norm Wooten had been selected as the new executive director of the Association of Alaska School Boards (AASB). The Policy Review Committee had met and would be forwarding a policy to the board on PE waivers.

Mrs. Lambert reminded the community to contact their legislators regarding education funding. With the additional reductions in funding, cuts would start to affect classrooms, as there was nowhere else to go. The district's budget presentation to the borough was scheduled for April 16. The borough would be working on the budget and taking public testimony at their May 7 meeting and she encouraged everyone to come out for both meetings.

Mr. O'Brien thanked the borough assembly for restoring the lapse funding; it would have a big effect on the budget. He too encouraged everyone to continue their advocacy for education funding.

Mr. Hoyes enjoyed participating in the BP Teachers of Excellence committee.

Mrs. Haas added her appreciation to the assembly for waiving the lapse fund for the current year. She also encouraged people to continue their advocacy for education funding and to attend the May 7 borough assembly meeting. Mrs. Haas thanked Dr. Gaborik for her part in the superintendent contract negotiations.

## **BOARD AND SUPERINTENDENT COMMENTS & COMMITTEE REPORTS (continued)**

Dr. Gaborik reminded everyone the district's budget presentation to the borough was scheduled for Thursday, April 16. The presentation was open to the public. Although the assembly would not be taking public testimony at that meeting, public testimony would be taken at the May 7 assembly meeting when the borough assembly began their work on the budget.

Dr. Gaborik announced:

- AMP testing had progressed well. Assessment results would not be available for parents until October.
- Graduations were quickly approaching. Parents of seniors, now was the time to contact your student's school counselor to check on graduation status and ceremony dates, times, locations.

Mrs. Hull announced she would be out of town for the district's budget presentation to the assembly.

Vice President Dominique thanked the Anne Wien Elementary School Choir – it was a great way to start the meeting. She congratulated the GCI Academic Decathlon winners, John Kelly Scholarship recipients, the We the People winners, the iDidaContest winners, the ESP for April, and the AkASL 2015 Linda K. Barrett Service Award winner. She announced the Legislative Committee would meet the next evening at 5:30 p.m.

Vice President Dominique thanked Dr. Gaborik for her work; she was working very hard. She also thanked Ms. Schaffhauser, Ms. Gatewood, and Dr. Gaborik for their work on the Workplace Diversity Action Plan. She hoped Ms. Schaffhauser would continue to be connected to the school district, even after her retirement.

The meeting adjourned at 10:00 p.m.

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