



The Watershed School

2016–2017 Annual Report

Submitted by: Jarrod Decker, Head Teacher

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April 10, 2017
Fairbanks North Star Borough School Board
520 Fifth Avenue
Fairbanks, AK 99701

President Haas and School Board Members,

The Watershed School is in the final weeks of another successful school year. I have included some of the initiatives and accomplishments the school experienced this year report also includes data regarding student enrollment and performance on standardized assessments.

I look forward to formally presenting this report and answering any questions you may have at the May 9th Board of Education meeting.

Sincerely,

Jarrod Decker
Head Teacher
The Watershed School

Philosophical Foundation

The Watershed School offers an education rooted in the philosophy and pedagogy of place-based education, defined by the Rural School and Community Trust (2003) as:

...learning that is rooted in what is local – the unique history, environment, culture, economy, literature, and art of a particular place. The community provides the context for learning, student work focuses on community needs and interests, and community members serve as resources and partners in every aspect of teaching and learning. This local focus has the power to engage students academically, pairing real-world relevance with intellectual rigor, while promoting genuine citizenship and preparing people to respect and live well in any community they choose.

Place-based education is closely related to and shares some fundamental elements of, environmental education, outdoor education, and community-based education. The model of place-based education used by the staff of The Watershed School integrates elements from these disciplines with the curricular content areas of reading, writing, math, science, and social studies.

The Watershed School Staff

Marlene McDermott	Teacher - Kindergarten
Peggy Haas	Teacher – First Grade
Moira O'Malley	Teacher – Second Grade
Amy Arneson	Teacher – Third Grade
Dave Merrill	Teacher – Fourth Grade
Erin Otness	Teacher – Fifth Grade
Chasity Perez	Teacher – Sixth Grade
Lisa Beattie	Teacher – Middle School Math/Science
Becky Hansen	Teacher – Middle School ELA/Soc. Studies
Abigail Paul	Teacher – Special Education
Jarrod Decker	Head Teacher
Georgiana Smith	Administrative Assistant
Sharon Baker	Kindergarten Aide
Tyrone Burkhead	Custodian
Amy Kulp	Library Media Assistant/Study-Hall Tutor
Pam Laker	Aide
Libby Burgess	Aide
Kelly Rudolph	Aide
April George	Recess/Lunch Duty
Jean Mann	Recess/Lunch Duty

Standardized Assessment Performance

Student performance results on the 2016-17 Measures of Academic Progress (MAP) are included below.

2016-17 MAP Results

Reading	Grade	Lo %ile<20	Low Average %ile 21-40	Average %ile 41-60	High Average %ile 61-80	High %ile>80
	3-6	9%	14%	27%	23%	27%
7-8	*10%		14%	19%	57%	
Math	Grade	Low %ile<20	Low Average %ile 21-40	Average %ile 41-60	High Average %ile 61-80	High %ile>80
	3-6	5%	36%	23%	14%	23%
	7-8	*19%		24%	57%	

*Some information has been suppressed to protect personally identifiable information.

School Improvement Initiatives

The following school improvement initiatives for The Watershed School are framed within the five strategic goals of the Fairbanks North Star Borough School District's FY15-FY19 Strategic Plan.

Personalized Learning

- The school overhauled its intervention program to better support struggling readers at the elementary level. Students needing additional reading support were identified through a process that combined teacher input and universal screening data. Teachers and aides adjusted schedules to ensure that intervention supplemented, rather than replaced, reading instruction in the general classroom. Student progress was monitored using classroom and standardized reading assessments. The school continues to work on researching and identifying ways to improve reading intervention methods, especially for older students. One of the challenges for the 2016-17 school year will be managing schedules with limited staffing to continue or increase the current level intervention support in reading and begin a similar program for math.
- Third through eighth grade teachers used Measures of Academic Progress (MAP) assessments from the beginning of the school year to develop Student Learning Objectives (SLOs), inform instruction, and provide additional information on student performance to parents and families. The school plans on continuing to use MAP in the future, but would like to adjust the timeframe in which the assessments are given so that accurate beginning, middle, and end-of-year data can be collected. The school is currently looking into professional development opportunities on more effectively using MAP data to support student learning.
- All sixth grade students were provided with subscriptions to ALEKS, an on-line adaptive math program. The ALEKS program was used to supplement general classroom instruction and provide both enrichment and remedial support for students.

Effective Communication:

- Head teacher, Jarrod Decker, helped transition the old school website to the new district supported platform. The website continues to be a work in progress and will need to be more regularly updated to be of use to families and community members in

the future. Next year the school will begin using the district's BlackboardConnect text and voice messaging system.

- The Watershed School made several efforts to improve the way in which families are informed of the school and its application process. The school organized the Fairbanks North Star Borough School District's Schools of Choice Fair held on February 6, 2016 at the JP Jones Community Development Center. The fair provided families time to engage in personal conversations with representatives from the schools and learn more about the variety of programs offered by the school district. The FNSBSD Public Relations Department used social media resources to promote the Schools of Choice Fair.
 - Michael Campbell, School Liaison Officer for Ft. Wainwright, helped advertise the school's application window through military communications, including the *Alaska Post*.
 - The Watershed School also contacted preschool directors and posted notices about Watershed's application/enrollment period at over a dozen local preschools, day care centers, and the FNA Head Start program. Additional notices about informational meetings were posted in high-traffic areas all over town (FNSBSD office, Boys and Girls Club, Mary Siah Recreation Center, Fred Meyer, Children's Museum, coffee shops, toy/book stores, etc.).

Parent and Community Engagement

The Watershed School continues to work on developing partnerships with community businesses and organizations. Service learning is a tenet of place-based education and one of the primary ways in which the students engage in the community.

- On Earth Day, every student and staff member spent the afternoon removing litter from the Smith Ranch neighborhood and local trails.
- Third grade students built and donated 30 bird feeders to the Alaska Songbird Institute. Several local schools and community organizations used the bird feeders to collect data for ASI's annual winter feeder bird count. ASI also sold bird feeders to help fund its research and educational outreach programs.
- The fourth grade classroom started developing a teaching kit that will eventually be donated and available for teachers and homeschool parents to check out from the UAF Museum of the North. The kit focuses on the salmon life cycle and emphasizes the

importance of the marine-derived nutrients salmon carry in their upstream migration to Interior Alaska. Students began the work of creating a model red (salmon nest), creating teaching games, posters, PowerPoint presentations, and a map depicting nesting streams in Alaska.

- Students in the sixth grade class continued their two-year partnership with Raven's Landing. The class spent a few days with the residents of Raven's Landing, including a Christmas cookie baking session for local homeless teens.
- Sixth grade students held a coffee drive for a Watershed parent and his unit deployed to Afghanistan.
- The fifth grade class participated in the King Arthur Flour Bake for Good program for the second consecutive year. The class learned how to bake bread in school, and then took home kits with flour, yeast, and recipes to bake additional loaves at home. Students baked and donated over 30 fresh loaves of bread to the Fairbanks Community Food Bank.
- Second grade students were in charge of this year's canned food drive. The food drive directly related to the community-based social studies curriculum the students were engaged in this winter. Students also applied their math and writing skills to calculate the daily and cumulative weight of donated items and to create posters advertising the drive.
- The kindergarten class raised chickens and regularly delivered eggs to Grandma Francis, a neighbor who generously allows the school to use a natural corner of her property for various classroom activities (nature journaling, science investigations, birch sap collecting, etc.). The kindergarten class also raised red worms that were given to the Noel Wien Library to feed the turtles in the children's area.
- All classrooms grew vegetable and flower starts in the spring that were sold during the last two weeks of school. The school donated proceeds from the plant sale to the Nordic Ski Club of Fairbanks Trail Fund.

Organizational Support

- One of the challenges that many teachers at The Watershed School have expressed is balancing curricular demands with the need to regularly take students on outings to natural areas. Teachers want opportunities to learn ways in which they can further

incorporate weekly walks in the woods into the curriculum they cover in the classroom. To help meet this need, Mike Taras, Education Specialist of the Alaska Department of Fish and Game, provided a full-day professional development session on wildlife tracking with all the teachers and support staff on February 5, 2016. The staff spent most of the day in the field practicing the observation and inference skills necessary to determine the species of animal that left the tracks and the direction it was traveling. Teachers and other staff members discussed how they could take the wildlife tracking knowledge they gained to develop engaging language arts, science, and math lessons for students.

- The Watershed School, along with the rest of the school district, implemented the Danielson Framework as an evaluation tool. Teachers worked in Professional Learning Communities (PLCs) to develop and monitor Student Learning Objectives.

Technology Integration

- The Watershed School now offers 1:1 laptop computers for students in third through eighth grade. Keyboarding skills are introduced in third grade, and a variety of software programs are used to enhance learning and produce high-quality projects at each grade level (3-8).
- The middle school science and language arts teachers collaborated on a year-long climate change project that incorporated time-lapse photography of seasonal change on the school trail system.
- The school has been fully integrated into the district's Destiny system. Library Media Associate, Amy Kulp, regularly helps staff and students use Destiny to access relevant materials and information.

Student Enrollment and Mobility

Demographics 2016-2017				
Caucasian only	77.8%		Caucasian*	91.9%
African-American only	1.0%		African-American*	3.0%
Hispanic*	6.1%		Asian/Pacific Islander*	5.6%
Asian/Pacific Islander only	0.5 %		American Indian/Alaska Native*	10.1%
American Indian/AK Native only	4.0%		Two or more races**	14%
Two or More Races only	10.6%			
<i>Ethnicity reporting data based on the October 1, 2016 Enrollment and Ethnicity Report</i>				
Boys	59.0%		*Includes students who identified an additional race or ethnicity.	
Girls	41.0%			
Enrolled in Special Education	9.5%		**Includes students who also identified as Hispanic.	
Total Students	198			

Transiency

Seven students have transferred from The Watershed School to other FNSBSD schools in the past two school years. We are projecting that over 97% of our current students in kindergarten through seventh grade will return for the 2016-17 school year.

The Watershed School Activities

Outdoor Learning Experiences

The Watershed School continued its dedication to providing students with experiences that enhance their outdoor survival and recreation skills. Through ski outings, camping trips, and regular walks in the woods, students developed deeper connections to their environment, gained self-confidence, strengthened bonds with classmates through shared experiences, and engaged in activities that promote healthy lifestyles. Here are a few examples of outdoor learning experiences from this year:

- Eighth grade students took a week-long trip to Kachemak Bay. Students participated in a program lead by the Alaska Center for Coastal Studies, tried their hand at sea kayaking, explored tide pools, and learned about Alaska’s marine and temperate rainforest ecosystems.
- Seventh and eighth grade students spent three days winter camping at Lee’s Cabin in the White Mountains this March in conjunction with the Bureau of Land Management’s Hands on the Land Program.

- Eighth grade students learned the basics of rock climbing from at Grapefruit Rocks in May from the instructors with the UAF Department of Recreation, Adventure, and Wellness.
- Middle school students studied and received hunter education certification. Seventh and eighth graders also participated the Kids Don't Float boat safety program led by Brian Charlton, Park Specialist for the Chena River Recreation Area. The program included classroom lessons and applied in-canoe practice at the Hamme Pool.
- Sixth grade students spent three days in Denali National Park, highlighted by 38-mile mountain biking trip from the Teklanika River to Polychrome Pass.
- Fifth grade students spent three days camping and off Chena Hot Springs Road and explored the Granite Tors Trail.
- The third and fourth grade spent three days camping in the Chena Recreation Area. The trip was highlighted by a hike from Angel Rocks to Chena Hot Springs Resort (with swimming and soaking afterward!).
- Favorable snow conditions allowed for the return of Watershed's annual All School Ski Day, in which all students and staff members spend an entire day cross-country skiing and playing ski-related games at Birch Hill Recreation Area.
- Second grade students were introduced to Watershed camping trips with an overnight camp-out in the schoolyard and a day of fun at Tanana Lakes.
- Students in each grade level went on numerous outings to local trails (Birch Hill, Isberg, Creamer's Field, Goldstream Valley, Goldstream Sports).

Other Notable Events

- The Watershed School hosted one of the district's cross-country running races for elementary students in September. Hundreds of students from across the district were able to participate thanks to nearly 70 volunteers from Watershed and other schools. Students from The Watershed School have been enjoying these races for years, and we plan on continuing to host elementary races in the future. The middle school race The Watershed School has hosted for the past three years was canceled due to dangerous trail conditions. The Watershed School PTSA also hosted its second annual 5K race in October.

- The Watershed School had over 80 students participate in the Battle of the Books program. Lori Schoening, a parent volunteer, serves as the head coach and is driving force behind the success and popularity of the program. Watershed’s Library Media Associate, Amy Kulp, and parent volunteer Ginger David were also key contributors to the program. The Watershed PTSA continued to purchase books that were used by student participants and later included in the general library collection. Watershed’s 3rd/4th and 5th/6th grade teams were the district champions and advanced to the state competition.
- The Watershed School’s MathCounts team placed second in the district competition and advanced to the state-level, where they finished fourth. The team is coached by Lisa Beattie, the middle school science and math teacher.
- Moira O’Malley, the first grade teacher, was named a 2016 BP Teacher of Excellence. Ms. O’Malley has been teaching at The Watershed School since it opened in 2009.

Parent-Teacher-Student Association Members

Ellen Lyons	President
Laura Volmert	Vice President
Kirsten Bell	Vice President, Fundraising
Natalie Wentz	Vice President, Membership
Jennifer Humphrey	Secretary
Jennifer Wagaman	Treasurer
Jarrold Decker	Teacher Representative

Academic Advisory Committee

Moira O'Malley
Amy Arneson
Dave Merrill
Jarrold Decker
Lisa Beattie
Abigail Paul
Kelly Mansfield
Carie Green
Mark Oldmixon

Changes for Next Year

After-School Program

The Watershed School and its PTSA continue to explore options for offering an after-school program in addition to our existing after-school club options (cross-country running and skiing, MathCounts, archery, jump rope).

Grading

Primary teachers at The Watershed School are currently exploring alternative standards-based or standards-aligned alternatives to the current grading system used at the school and throughout the district.

Network and Security Upgrades

The Network and Computer Services Department will be upgrading The Watershed School's network and installing an intercom system, synchronized clocks, and surveillance cameras.

Appendix A: Watershed APC Meeting Minutes

Watershed APC Meeting Minutes September 14, 2015

Members present: Jarrod Decker, David Merrill, Amy Arneson, Moira O'Malley, Lisa Beattie, Abigail Paul, Mark Oldmixon, Natalie Wentz, Thane Magelky, Aelin Allegood, Tiffany DeRuyter

Exploration of school relocation

Sam Decker and Tiffany DeRuyter have begun researching possible school relocation.

Banks give the indication that Watershed can afford a \$ 6 million dollar loan.

Architects have been contacted (Bettisworth North and Design Alaska) and have given a quote of \$ 4.5 million for the building.

Multiple locations have been studied. Each location has strengths.

Sam and Tiffany will be meeting this Saturday, Sept 19 at 1 pm. They are looking for others to help with this research project.

Report Card to the Public

No report card is available to the public yet. Anticipated release timeframe is mid-October. It should be expected that test scores will go down due to new mechanism and new test.

Staffing

Zero turn-over from last year.

After-school care

First attempt at establishing after-school care was not successful. PTSA is now researching a PTSA-sanctioned community effort.

Air-quality

The air quality monitoring station is returning. Owners of the station will pay for electricity. Watershed will get real-time feedback, which will be highly valuable in planning outdoor activities.

Budget

The budget is still being updated. Last year, Watershed prepaid this year's lease in the amount of \$350,000. The district is building a multi-year plan including all-day kindergarten, a magnet school and improved district communication. Jarrod Decker is working on an on-site plan for Watershed.

Accessibility of Watershed

The APC is aware of the diversity numbers within the school. The following steps are being taken to make this school more accessible:

1. Working on an after school program
2. Researching a new school location
3. Continuing to be open to viable bussing options

4. Increasing awareness of the school to recruit new students: advertising with flyers and in the newspaper
5. Establishing a more encompassing way to recruit new APC community board members
 - a. Advertise for this position in preschools, daycares, community areas
 - b. Letter of interest may include some or all of the following: why applicant is applying for this place-based/outdoor education position, what applicant can contribute to the school, applicant's board experience, statement of the value of community and outdoor in their own lives and/or anything else the APC board should know about the applicant
 - c. Process for evaluation will be established with the goal of making decisions in November

Goal: to become a more accessible school.

Motion: Watershed School will continue to allow the children of Academic Policy Committee community board members to receive a lottery preference.

Motion by Mark Oldmixon. Seconded by Abigail Paul

Vote: 10 yes / 0 no / 1 abstain

Next meeting set for October 13 at 6:00 pm.

Watershed APC Meeting Minutes October 13, 2015

Members present: Jarrod Decker, Dave Merrill, Thane Magelky, Amy Arneson, Moira O'Malley, Marlene McDermott, Natalie Wentz, Aelin Allegood, Tiffany DeRuyter,

PLAN FOR APC MEMBER RECRUITMENT

- 1.** Jarrod will create the flyer. Tiffany/Aelin/others will distribute the flyer around town. Google doc will be created to plan and record distribution. Flyer will be general and will contain the application deadline: November 12.
- 2.** Mark will create the application document. The document will be available for electronic submission and for dropping off at the school. Document will contain the following:
Contact information section
Question 1: Describe your community engagement.
Question 2: How will your appointment to the APC support and further the mission of the school?
Question 3: What other skills or interests would you like to share to support your application for this position?
Document will also contain the following verbiage:
Deadline for application is November 12.
If space is available, your child (children) will be expected to attend Watershed School, as per FNSB School District Academic Policy 935.22.
All APC board members are expected to pass an FNSB School District background check.
- 3.** Applications are due November 12 and will be collected by Jarrod.
- 4.** Next APC meeting is Tuesday, November 17. At this meeting, the packet of applications will be distributed to each APC member. The interview process will be planned. APC members will score every applicant with a ranking of one to five. Five is the highest score.
- 5.** December meeting: each member will bring his/her scoring results. Interview applicants will be identified. Top applicants (no more than five) will be forwarded in the process.
- 6.** Jarrod will do background checks on these applicants and contact the applicants.
- 7.** Interviews will take place in January.

Watershed APC Meeting Minutes November 17, 2015

Members present: Jarrod Decker, David Merrill, Amy Arneson, Lisa Beattie, Abigail Paul, Natalie Wentz, Thane Magelky, Aelin Allegood, Tiffany DeRuyter

AMP scores

AMP test scores are available to the public. Ratings are "meets standards" and "partially meets standards." Watershed percentage of meets standards: 69% in English/language arts and 67% in math.

Community service and outdoor exploration continues at Watershed. Third grade bird feeders were featured in a First Friday art show to benefit the Alaska Songbird Institute. Fifth grade baked bread for the Food Bank.

APC member application process

The five packets received have been distributed today. Scores with comments are due on Tuesday, December 1 using the process using the ranking sheet created Mark Oldmixon. For the applicants selected for an interview: Jarrod will extend an invitation to visit the school during a school day prior to the interview.

Scoring of applications

Five: really want to interview this person
Three: might want to interview this person
One: do not want to interview this person

Interview questions:

1. What do you envision for this school and its student body?
2. Considering your own experience and that of your children, what does education mean to you?
3. Please tell us a little bit about yourself and share your thoughts on living in Interior Alaska.
4. Is there anything that would prevent you from attending regularly-scheduled APC meetings, typically held almost every month on a weekday evening?

Runner-up questions:

Tell us what you know about Watershed and why you would be a good fit at this school.

What interests you most about Watershed?

Is there anything in the application that you'd like to describe in more detail?

Sibling preference

Clarification is needed regarding the current sibling preference policy.

Motion by Thane Magelky: Policy created in February 2014 regarding sibling preference will be replaced with the following: In order for sibling preference to be applied, a sibling must be enrolled in the school at the time of the spring lottery. Seconded by Tiffany DeReutter. Vote 9/0.

Next meeting: Thursday Jan 14 at 6 pm

Watershed APC Meeting Minutes
January 14, 2016

Members present: Jarrod Decker, David Merrill, Moira O'Malley, Amy Arneson, Lisa Beattie, Abigail Paul, Mark Oldmixon, Natalie Wentz, Thane Magelky, Aelin Allegood, Tiffany DeRuyter

1. Interview and selection of new APC members

All five candidates were interviewed by the APC. After the last interview, each APC member privately voted. The top two candidates were identified and will be offered the position by Jarrod. All other candidates will also be informed that they were not selected to the APC.

Meeting adjourned at 8:20 pm

Watershed APC Meeting Minutes February 11, 2016

Members present: Jarrod Decker, David Merrill, Amy Arneson, Moira O'Malley, Lisa Beattie, Abigail Paul, Natalie Wentz, Kelly Mansfield, Carrie Green, Mark Oldmixon, Aelin Allegood, Tiffany DeRuyter

School updates

- a. MAP testing this week: new nationally-normed test for 5th and 7th grade.
- b. School of choice fair was this past Saturday and was well-attended.
- c. Classes continue to work on great projects. Some examples:
 - Kindergarten is growing worms to feed to the box turtle and building chicken coop.
 - Second grade hosted a food drive.
 - Third/Fourth grade will do the confluence ski on February 19. Fourth just completed Moon Journals.
 - Fifth did a bread-baking project.
 - Sixth continues the relationship with Raven's Landing and completed a coffee drive.
 - Seventh/Eight is getting ready for their White Mountains trip in March.
- d. Staff Development Day was February 5th. Topic: tracking wildlife with F&G
- e. Daily schedule changed recently: lunch time is reduced by five minutes and library time is increased by five minutes.

All-school ski

All-school ski is on March 8. District busses will transport to Birch Hill and charter busses will bring students back to school. PTSA will pay for food.

Proposal: Watershed uses Birch Hill frequently through the winter for ski club and field trips. Can the non-profit Watershed Foundation make a donation to NSCF for grooming at Birch Hill? The foundation has a balance of \$4,200. Discussion included ways the foundation receives income. Are these streams of income consistent, such that a trail donation can be made each year? The plant sale generates money for the foundation each year. A portion of the plant sale will be used to make the Birch Hill trails donation, allowing the whole school to participate in this donation.

Motion by Amy Arneson: The Watershed Non-Profit will give a donation of \$1,000 to the Nordic Ski Club of Fairbanks trail grooming fund. Seconded by Natalie Wentz. Motion passes: 12/0

Lottery preparation

Required informational nights: February 24th and March 24th

Non-staff APC members do not need to attend.

School applications are accepted through March 25.

Leave of Absence Request from Parent

Motion by _____: Do not grant the request from Parent and suggest the LOA as an alternative. Seconded by _____.

Discussion: Parent's students can use the days remaining in the allowable 25 absences to join parent in May. (Parent's students have used 13 to 15 days to date.) Many families have unique opportunities such as this, but have worked within the 25-absences parameter.

Motion passes: 12/0

Attendance

This year Watershed has had two attendance policies: the school policy and the district policy.

Background: Chronic lateness of fifteen minutes or more in Watershed's first years resulted in establishing the policy of counting any tardy greater than 10 minutes as a half-day absence. This significantly cut down on the number of tardy students.

This year, the district level instituted a new attendance policy: fifteen unexcused absences result in a monetary citation with incremental increases in fines as unexcused absences increase. "Unexcused" is defined as parents not contacting school administration to excuse the absence.

Issue: Watershed's absence rate is artificially high due to the number of ten minute tardies labeled as half-day absences. Parents with students tardy by more than ten minutes often do not make contact with the school, so these are counted as half-day unexcused absences. Many potential solutions were discussed and the limitations of reporting in PowerSchool were kept in mind. The goal is to better align the school policy with the district policy, such that Watershed maintains the incentive to be on time but does not report an artificially high number of half day absences, many of which are unexcused.

Motion by Mark Oldmixon. Seconded by Tiffany DeReuter.

8:30 to 8:40 - student receives "sign in " slip

8:40 to 9:30 - student receives tardy

9:30 or later - student receives half-day absence

Motion fails 1/11.

Motion by Jarrod Decker and seconded by Amy Arneson.

8:30 to 8:35 - student receives "sign in " slip

8:35 to 9:30 - student receives tardy

9:30 or later - student receives half-day absence

Motion passes 11/1.

Motion by Tiffany DeReuter. Seconded by Amy Arneson. Four tardies will equal a half day absence.

Motion passes 12/0.

Schedule the next meeting: April 21, 2016

Watershed APC Meeting Minutes
April 11, 2016

*Meeting cancelled due to APC Member and first grade teacher, Moira O'Malley being honored as a 2016 BP Teacher of Excellence.

Appendix C: Bylaws

Article I-Introduction

These bylaws shall govern the internal policies and procedures of the Membership Association and the Board of Directors of the Watershed School.

Article II-Purpose

The mission of The Watershed Charter School is to provide a meaningful education that challenges students to know and care for themselves, their community, the Tanana Valley, and their world.

Article III-Membership Association

Section 1. *Eligibility*: Any voting aged adult residing in the Fairbanks Northstar Borough shall be eligible to join the Membership Association. The board may provide for non-voting memberships for organizations or individuals wishing to support the Watershed School that do not meet the above criteria.

Section 2. *Dues*: Annual membership dues for individuals shall be ten dollars for individuals and twenty dollars for families. Dues shall be paid upon application for association membership and, hereafter, annually by September 30th. Annual dues shall be for the period October 1st through September 30th or any portion thereof.

Section 3. *Voting*: Any eligible person present at a Membership association meeting who has paid the current dues at least ten days prior to meeting may vote on business before that meeting.

Article IV-Membership Association Meetings

Section 1. *Annual Meeting*: The Membership Association shall meet at least once annually at a place and on a date determined by the Board of Directors. Notice of the Annual Meeting and a proposed agenda shall be mailed to all members at least two weeks prior to that meeting. Public notice of the meeting shall be published in a newspaper of general circulation in the Fairbanks Northstar Borough area.

Section 2. *Special Meetings*: In addition to the Annual Meeting, special meetings of Membership Association may be called by the Board of Directors. Special meetings may also be called by petition of ten persons within the Membership Association who are not members of the Board of Directors. Any such petition shall state the subject to be considered at the meeting, and only the subject shall be considered at the meeting. Any such petition shall be delivered to an officer of the Board, which shall call the meeting for within

thirty days of receipt of the petition and shall deliver the requisite notice thereof to the membership.

Section 3. *Quorum*: The majority of the occupied seats of the Board plus any Association members present shall constitute a quorum for the conduct of business at annual and special meetings provided that the total of those present, in person and by proxy, represents at least 1/10th of the total membership of the association.

Article V-The Board of Directors

Section 1- *Election*- The Board of Directors shall consist of eleven persons who are voting members of the Membership Association, and whom four shall be elected by the Membership Association and seven by the Board of Directors. The term of office shall be two years, with staggered terms so that a proportional number of seats become vacant each year. A board member may serve for unlimited terms.

Section 2- *Officers* : There shall be four officers of the Corporation: President, Vice President, Secretary, and Treasurer. The Board shall elect its officers annually immediately following the annual general meeting. The duties of the officers are listed below.

a. *President*: The president of the corporation will be the principal officer and Registered Agent for the corporation and will in general, supervise the business and affairs of the corporation, preside at all meetings of the corporation, and shall sign contracts or other instruments that the Board of Directors has authorized to be executed.

b. *Vice-President*: The Vice-President will perform duties of the President in the absence of the President or in the event of the inability or refusal to act of the President, and when so acting, will have all the powers of and be subject to all restrictions upon the President.

c. *Secretary*: The secretary shall be responsible for minutes of all meetings and all correspondence of the Board and shall keep at the registered or principal office a record giving names and addresses of the members entitled to vote. The Secretary shall be responsible for keeping the records of attendance at all Board meetings and for advising the President, in writing, when a Board seat becomes vacant in accordance with the requirements of Section 6, of this Article.

d. *Treasurer*: The Treasurer shall be responsible for correct and complete books and records of accounts.

Section 3. *Quorum*: A majority of the occupied seats of the Board shall constitute a quorum for the conduct of business.

Section 4. *Meetings*: The Board shall meet monthly, or more frequently as the Board deems necessary. All meeting shall be open to public participation.

Section 5. *Executive Sessions*: For discussion of matters relating to personnel and possible litigation only, the chair shall upon request of any member of the Board declare an executive session.

Section 6. *Attendance*: When a member of the Board fails to attend three consecutive Board meetings, or five meetings in a twelve month period, that seat may become vacant if a majority of the Directors votes for removal of the absent Board Member. That seat would then become automatically vacant, and a replacement shall be chosen as provided in these bylaws.

Section 7. *Vacancies*: When a seat on the Board becomes vacant during a term, that seat shall be filled by a majority vote of the Directors. The appointed member shall serve out the unexpired portion of the term of that seat to which she or he is appointed.

Article VI-Parliamentary Rules

The most recent edition of Robert's Rules of Order, Newly Revised, shall govern procedures not covered by these bylaws.

Article VII-Committees

The Board may appoint committees as necessary to conduct its business.

Article VIII-Reports

Annual Report: The Board of directors shall submit an annual report on the financial condition and progress of the Watershed School to the Membership Association. The report shall be mailed to every member and shall be made available to the public.

Article IX-Conflicts of Interest

When a member of the Board of Directors believes he or she may have a conflict of interest, financial or otherwise, on any matter before the Board, or when a member believes otherwise, that question shall be raised prior to any discussion of the matter, and the chair shall rule on the issue. The ruling of the chair may be sustained or overruled by the Board. If a conflict is found to exist, the member having the conflict shall refrain from discussion, and shall refrain from voting on the matter.

Article X-Amendments

Amendments to these bylaws may be initiated by either the Board of Directors or the Membership Association. Amendments must be approved by the Membership Association, by a simple majority when the amendment is also approved by the Board, or by a two-thirds majority when the amendment fails to gain Board approval.

Article XI- -Effective Date

These bylaws shall be effective upon approval by the Board of Directors, and

shall be submitted to the Membership Association at its first meeting thereafter for ratification.

Article XII) The Watershed School is organized exclusively for charitable and educational purposes, including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code.

Article XIII) Upon the dissolution of the corporation, assets shall be distributed for one or more exempt purposes within the meaning of section 501(c)(3) of the Internal Revenue Code, or the corresponding section of any future federal tax code, or shall be distributed to the federal government, or to a state or local government, for a public purpose. Any such assets not so disposed of shall be disposed of by a Court of Competent Jurisdiction of the borough in which the principal office of the corporation is then located, exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.

PASSED AND APPROVED THIS 18th DAY OF December, 2006
(Secretary)