

KENAI PENINSULA BOROUGH SCHOOL BOARD MEETING  
Seward High School  
Seward, Alaska 99664

October 7, 1996

SCHOOL BOARD MEMBERS:

Mrs. Mari-Anne Gross, President  
Mr. Joe Arness, Vice President  
Mrs. Susan Larned, Clerk  
Mr. Emery Thibodeau, Treasurer  
Dr. Nels Anderson, Member  
Mrs. Joyce Fischer, Member  
Mrs. Deborah Germano, Member  
Miss Megan Corazza, Student Representative

STAFF PRESENT:

Dr. Walter Bromenschenkel, Superintendent  
Mr. John Dahlgren, Associate Superintendent, Planning,  
Operations, and Technology  
Mrs. Sharon Radtke, Executive Director, Personnel  
Mr. Richard Swarner, Executive Director, Business Management

OTHERS PRESENT:

Mr. Charlie Crangle	Ms. Kim Blommel
Mr. Ralph Steeves	Mr. Malcolm Fleming
Mrs. Joe Arness	Mr. Roger Swenson
Mr. Ivan VanDeutsch	Mrs. Ann Garzini
Mrs. Debra Mullins	Mrs. Karen Mahurin
Mr. Hal Smalley	Mr. Paul Sayan
Mr. Robert Boyle	Mr. Steven Pautz
Mrs. Melody Douglas	Mr. Dave Dieckgraeff
Mrs. Vicki Seigel	Mr. Rick Gifford
Mr. Lawrence Colston	Mr. Mike Wiley

Others present not identified.

CALL TO ORDER:

Mrs. Gross called the meeting to order at 7:36 p.m.

PLEDGE OF ALLEGIANCE:

Mrs. Gross invited those present to participate in the Pledge of Allegiance.

ROLL CALL:

Mrs. Mari-Anne Gross	Present
Mr. Joe Arness	Present
Mrs. Susan Larned	Present
Mr. Emery Thibodeau	Absent - Excused
Dr. Nels Anderson	Present
Mrs. Joyce Fischer	Present
Mrs. Deborah Germano	Present
Miss Megan Corazza	Present

APPROVAL OF AGENDA:

The agenda was approved as printed.

APPROVAL OF MINUTES:

The School Board Minutes of September 16, 1996, were approved with a correction. The Special School Board Minutes of September 24, 1996, were approved as written.

WELCOME:

Mrs. Gross welcomed Mrs. Debra Mullins, recently elected school board member, to the meeting. Mrs. Mullins will take her seat on the Board at the October 21 meeting.

MOOSE PASS ELEMENTARY  
SCHOOL REPORT:

Mr. Ralph Steeves, Principal-Teacher at Moose Pass Elementary, reported to the Board on their 36-student, K-8 school. He noted the students perform well in all areas of the curriculum, and the staff is assisted by volunteer parents and community members. The school's goals were accomplished last year, and new goals have been established for the current year. Miss Ruth Branson, 1995-96 student council president, apprised the Board of the school's fund raising projects and special events occurring at the school. The incoming student council president, Lila Hettrick, was introduced. The report concluded with a skit entitled, "The Recess", which was developed as part of the Kids Voting USA Program. The skit, which was presented by second, third, and fourth graders, dialogued a recess scene on the importance of one vote making a difference in elections.

PUBLIC PRESENTATIONS:

Mr. Paul Sayan, Seward Elementary teacher representing Seward area teachers, presented a written report comparing teacher salaries in three major Oregon cities with the proposed salary schedules presented by the district during recent negotiations. He noted the difference in salaries is quite dismal for the district attracting new teachers, particularly with approximately one out of seven teachers leaving the district within the next three years. He noted the Oregon schedules topped out at \$52,728, whereas the district's schedule topped out at \$48,000 despite differences in costs of living. He questioned what the Board's long-term plan was to attract quality teachers. Mrs. Gross commented the Board would have liked to give better salaries to the teachers, but there were no additional funds forthcoming from Juneau. Mrs. Gross acknowledged excellent teachers in the KPBSD, but funds are not available for better teacher salaries. She anticipated going to the legislature requesting additional funding.

Mrs. Vicki Seigel, Seward Elementary PTSA representative, told the Board they formed an Arts in the Schools Committee through the PTSA last year, and raised funds for supplies and materials for the schools. Additionally, they applied for and received a \$1,000 grant from Holland America Cruise Line which will sponsor a Fine Arts Camp at the elementary school this spring.

PUBLIC PRESENTATIONS  
(continued):

Mr. Malcolm Fleming, Seward High School Principal, apprised the Board on progress at the SeaLife Center in Seward. Construction is anticipated to be completed in two years on the \$50 million project. He noted the center will impact the population, the economy, and school participation and learning. He commented on an article by the Carnegie Commission related to co-curricular activities and student learning. The article spoke to the support of co-curricular activities as a predictor of success in college. He added that this fall's increased co-curricular activities at Seward High School have increased involvement on other teams' efforts and lead to winning competitions for the school. Many of the athletes who were not "connected" to the school now feel a real part of the school through their involvement in co-curricular activities.

Mr. Charlie Crangle, Seward Elementary School teacher, commented he was pleased to hear the school board talking about lobbying Juneau for additional funding, but was still concerned about staff reductions. He noted the PTR keeps growing but the staffing in support services keeps decreasing. He was particularly concerned about the reduction in custodians, secretaries and support staff, who still go beyond what is expected of them. The long-term maintenance costs should be considered for these staff members. He reminded the board to consider the Education Endowment again when lobbying in Juneau, and thanked them for being advocates of education.

Mr. Rick Gifford, parent, told the Board it was obvious that sports were an important part of the educational process. He was pleased with the results of the football program in Seward, and requested increases in the budget for these programs.

SEWARD SBDM COUNCIL:

Mr. David Dieckgraeff, Seward SBDM Council President, welcomed the Board to Seward. He noted the staff and parents were pleased with the new carpeting in the school, which is the pride of the school. He stated football has brought renewed spirit to the high school. He noted it was important more mathematics and science were included in the graduation requirements. He added the SeaLife Center will be important to Seward and the state of Alaska. He felt this could be a link to the rest of the state through technology.

KPEA:

Mr. Hal Smalley, KPEA President, read a petition from the Paul Banks Elementary School staff, requesting the Board reconsider the no spring break provision in the 1997-98 calendar. They felt spring break was necessary for students to have an opportunity to rest and return to school committed to learning. Also, this is an opportunity for travel and visiting family, and for teachers to do catch-up work and final quarter preparation.

Mr. Smalley expressed disappointment with the Board in approving a resolution for AASB at the last meeting without giving KPEA an opportunity to address the issue of portability of tenure. He felt the Board was sneaky and unfair in not having the resolution in the packet which the organization receives. He thanked Mr. Arness for speaking out that the public had not been notified of the resolution. He stated there is currently low morale among employees and such action by the Board adds to that downward spiral. He questioned the Board's intent of local input and control, and asked the Board to sever its relationship with AASB as it relates to policy making.

Mr. Smalley spoke to the two-tiered salary schedule, noting new teachers would never receive salaries of their predecessors. He felt the schedule, instead of being a cost saving device, was just cheap, as in less value. He noted this would effect the quality of people coming to the district, and in turn, effect the quality of education the schools are producing. He added the district started the school year lacking teachers because many refused the salary offered. He asked the Board to reconsider eliminating the two-tier salary if it comes to fruition because it is not in the best interest of the professional staff.

In response to the Board dropping membership in AASB, Dr. Anderson questioned whether Mr. Smalley would drop his membership in NEA. Mr. Arness noted discrepancies existed in the Oregon schedule where the PTR was higher. Mr. Smalley commented there are large PTRs in some KPBSD schools.

Dr. Bromenschenkel reminded the Board that discussions on the salary schedule were part of the negotiations process, this had been brought to a close, and is currently in the hands of the arbitrator. He reminded everyone that the unions had suggested binding arbitration, the Board agreed to binding arbitration, and now the final issues are to be decided by an impartial outsider. At this point, he did not feel this discussion should be taking place.

KPEA (continued):

In an effort to dispel misinformation about the proposed salary schedules, Mrs. Fischer questioned the differences on the base salaries. Dr. Bromenschenkel responded the base salary difference is \$13, and the change occurs when the second tier tops out at about 10% lower than the current schedule. However, the schedules are almost identical.

- RECESS: At 8:43 p.m., Mrs. Gross called a recess.
- RECONVENE AFTER RECESS: At 8:55 p.m., the Board reconvened in regular session.
- STRATEGIC PLAN UPDATE: Dr. Bromenschenkel presented an in-depth report on accomplishments for two years of the five-year strategic plan of the district. He noted that approximately 80% of the plan has been completed in the past two years. The plan consisted of ten strategies, action plans for each strategy and the current status of each.
- Dr. Anderson requested the transportation and facilities portion of the strategic plan be summarized and provided to the school board. Mrs. Germano questioned whether additional school based decision making training would be continued. Dr. Bromenschenkel responded that extensive training took place during the 1995-96 school year with parents, principals and teachers. Additional training preceded this in 1994-95. If additional training is needed this will be made on a request basis. Mrs. Fischer wondered whether a utilities study had been made, and suggested incentives be established for schools to conserve energy and save money. Dr. Bromenschenkel responded that if the Board is interested in such a study, they could establish this as a goal for the upcoming year.
- SUPERINTENDENT'S SCHEDULE: Superintendent Bromenschenkel told the Board he would be on annual leave October 11 through November 3. In his absence, Mr. Dahlgren will serve as the Superintendent-In-Charge.
- BOARD REPORTS: Mrs. Gross reported she attended the Governor's Education Summit as a member of the Kenai Peninsula five-member team. Other team members were Ron Drathman, Borough Assembly member and team leader; Mark Necessary, business representative; Pam Lazenby, parent representative; and Marlene Pearson, teacher representative. Dr. Bromenschenkel and Mr. Thorpe were assessment presenters at the conference, and Dr. Donna Peterson and James Legner of North Star Elementary were technology presenters.
- Mrs. Germano reported she attended an AASB mini-conference two weeks ago where she gained school board information.
- SUPERINTENDENT APPOINTMENT: Dr. Anderson moved the School Board appoint John Dahlgren as superintendent of schools effective July 1, 1997, pending successful contract negotiations between Mr. Dahlgren and the school board. Mrs. Larned seconded.
- ACTION Mrs. Fischer expressed concern that the specific information was not in the school board packet about the superintendent appointment and another administrator appointment. She commented this did not give the public adequate notice to comment on the appointments. She requested that information be prepared for the board in advance although she agreed on the appointment of the superintendent candidate. Mrs. Germano stated she agreed with Mrs. Fischer's comments. Dr. Anderson stated it is the Board's responsibility to select and appoint the superintendent and this falls squarely upon the shoulders of the Board.
- Motion carried unanimously.

Mr. Mike Wiley, Seward resident, questioned why the Board did not allow public comments on the superintendent appointment. He stated he was part of the open process used in the selection of both Dr. Holmes and Dr. Bromenschenkel, where public comments were directed to all candidates. He stated he felt Mr. Dahlgren was a very qualified person with a long history with the district. He added his comments were not against Mr. Dahlgren, but the Board needed to let the public know. He suggested the appointment be made as an interim appointment, and the Board follow it with a search. Otherwise, he felt the Board was short changing the residents of the Kenai Peninsula on the most important position in the borough.

Mrs. Fischer responded that it is the function of the Board to hire the superintendent. She was disappointed to not have the information until the meeting, however, there were many reasons to hire Mr. Dahlgren. She stated the district will be losing many employees this coming year through the RIP, and the superintendent will need to select replacements, employees need to be recognized for a good job and promoted from within, and the district would be saving money by not doing a statewide search when an excellent candidate is on staff. There were no other local candidates better qualified than Mr. Dahlgren. She felt these were justifiable reasons for hiring him.

CONSENT AGENDA:

Items presented on the Consent Agenda were Approval of Primary Sponsor of Gaming Permits, Early Graduation Requests, Extended Field Trip Request, Alternative Education Plan, 1996-97 Teacher Assignments, Resignations and Substitute Teacher Contracts.

PRIMARY SPONSOR OF GAMING PERMITS:

Mr. Swarner requested the Board approve Primary and Alternate Members in Charge of Gaming for the following schools for 1997: Penny Tinker and Roger Prater, Bartlett Elementary/High; Mary Downs and Frank Garrity, Chapman School; Cynthia Farrens and Robert Macaulay, Homer High; Roderick M. Ladd, Jr. and Jean Calhoun, Homer Intermediate; Mark Leal and Viki Searle, Homer Junior High; Jeff Harriman and Andora Trent, Hope Elementary; Sue Crane and Margaret Goodman, Kalifornsky Beach Elementary; Dave Spence and Hank Overturf, Kenai Central High; Glen Szymoniak and Kaylene White, McNeil Canyon Elementary; Ralph Steeves and Melanie Schilling, Moose Pass Elementary; Darolyn Brown and Jim Dawson, Mountain View Elementary; Susan Tanape and Verna Kvasnikoff, Nanwalek Elem/High; Lassie M. Nelson and Robert Bellmore, Nikiski Middle/High; Carlton Kuhns and Joy McMahill, Nikolaevsk Elem/High; Paul Kubena and Janet Clark, Ninilchik Elem/High; Rochelle R. Hanson and Clay Poindexter, Port Graham Elem/High; Marilyn Pollard and Malcolm Fleming, Seward Jr/Sr High; Dawn Conn and Marlene Byerly, Skyview High; Sylvia Reynolds and Daniel Gensel, Soldotna High; Fabian Castilleja and Mike Efta, Susan B. English Elem/High; and Mick Wykis and Pat Shields, Tustumena Elementary.

EARLY GRADUATION REQUESTS:

By memorandum, Mr. Thorpe recommended the Board approve early graduation requests for a Soldotna High School senior and a Homer High School senior to graduate in December, 1996. Both students plan to attend college in January, 1997.

EXTENDED FIELD TRIP REQUEST:

By memorandum, Mr. Thorpe recommended the Board approve an extended field trip for 63 Soldotna High School band students to travel to Europe, March 19-29, 1997, to participate in the EF Tours Program and perform while on tour.

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- ALTERNATIVE EDUCATION PLAN:** By memorandum, Mr. Thorpe recommended the Board approve an alternative education plan for a Homer Intermediate student who will be accompanying a group on an archeological dig throughout China. The student will return to her classroom after a twelve week absence.
- 1996-97 TEACHER ASSIGNMENTS:** Mrs. Radtke recommended the Board approve the appointment of Dorothy Munder, English/Social Studies, Susan B. English Elem/High; and Audrey Alfson, Library/Language Arts, Nikiski Jr/Sr High (Temporary) for the 1996-97 school year.
- RESIGNATIONS:** Mrs. Radtke recommended the Board approve resignations effective the end of the 1996-97 school year for Susan Dukowitz, Kindergarten, Kalifornsky Beach Elementary; Deborah Poore, Grade 3, Paul Banks Elementary; Wayne Lee, Mathematics/Business Education, Homer High; Susan Ellis, Grade 1, Soldotna Elementary; Stan Vogel, Counselor, Soldotna High; and Mark Newton, Kindergarten, Sears Elementary.
- SUBSTITUTE TEACHER CONTRACTS:** Mrs. Radtke recommended the Board approve contracts for 19-day substitute teachers Dianne Spence-Chorman, Art/Physical Education, Chapman Elementary; Jean Dixon, Grade 6, Kenai Middle; Linda Felz, Mathematics, Nikiski Jr/Sr High; Stephen Okkonen, Science, Kenai Central High; and Sherri Hanson, Grades 1-2, Susan B. English Elem/High.
- ACTION** Mr. Arness moved the Board approve Consent Agenda Items #1 through #7. Dr. Anderson seconded.
- Motion carried unanimously.
- RECONSIDER REFUSE CONTRACT:** Mr. Dahlgren stated a legal opinion was included in the school board packets along with the contract for refuse services with Peninsula Sanitation, Inc.
- ACTION** Mrs. Fischer moved the Board reconsider the refuse contract. Mr. Arness seconded.
- Motion carried unanimously.
- ACTION** Dr. Anderson moved the Board approve the refuse contract. Mrs. Germano seconded.
- Motion carried unanimously.
- DIRECTOR OF ASSESSMENT ASSIGNMENT:** Dr. Bromenschenkel recommended the Board approve the appointment of Mr. Mick Wykis as Director of Instructional Operations and Assessment for the 1996-97 school year.

ACTION

Mr. Arness moved the Board approve the appointment of Mick Wykis as Director of Instructional Operations and Assessment for the 1996-97 school year. Mrs. Fischer seconded.

Discussion followed on the scope of appointments the school board approves. Dr. Bromenschenkel responded that the Board approves all certificated appointments, including administrator appointments. Mrs. Fischer quoted state statutes on responsibilities of school board members which included making appointments.

Mr. Lawrence Colston, Seward Jr/Sr High teacher, told the Board that they are the Board and are ultimately responsible, and as such, needed to take this authority.

Motion carried unanimously.

FIRST READING/POLICY  
REVISIONS:

The Board conducted a first reading on Policy BP 6146, Graduation Requirements and Standards of Proficiency; BP 6146.1, High School Graduation Requirements; AR 6146.1, High School Graduation Requirements; E 6146.1, Physical Education Waiver Request; AR 6146, Special Services Grading and Graduation Guidelines; BP 6146.7, Diplomas; BP 6177, Summer School; BP 6180, Program Adaptations/Alternative Arrangements; AR 6180, Dual Credit Guidelines; and BP 6186, Independent Study Program.

Miss Corazza stated students were concerned that the new science and math requirements would create remedial classes.

PUBLIC PRESENTATIONS:

Mr. Mike Wiley, Seward resident, requested the Board review the legality of their action on the superintendent appointment without taking public testimony.

Mr. Wiley stated Seward is growing with construction of the SeaLife Center taking place and ground breaking for a new hospital anticipated this coming spring. He also noted the Seward city council is pursuing a convention center which would house federal/state offices.

Mr. Wiley commented spring break is very important and the calendar should be centered on students. He noted that spring breaks are often used for student trips which are educational experiences. He requested the Board rethink the calendar on this issue.

PUBLIC PRESENTATIONS  
(continued):

Mr. Dave Dieckgraef stated the SBDM Council felt spring break which brought improved grades, increased attendance, and decreased discipline incidents was important to students. He also requested a meeting be scheduled for SBDM Council presidents or area councils to discuss what works well in the various schools in the district.

Mr. Rick Gifford, Seward parent, told the Board he was pleased they came to Seward for their meeting. He commented there appeared to be confusion on several agenda items and suggested the agenda be published in the local papers. Mrs. Germano responded the items were listed on the agenda, but some of the backup materials were not available until the meeting. Mrs. Gross stated the agendas are available to the public in schools and libraries. Dr. Bromenschenkel noted approximately 300 agendas are mailed, and the items were listed on the agenda. The director appointment had been made earlier in the day, thus, the recommendation at the meeting.

BOARD COMMENTS:  
ACTION

Mrs. Fischer served notice to reconsider the superintendent appointment at the next meeting.

Miss Corazza was welcomed by the school board members. She responded that she was looking forward to serving as the board's student representative.

Mrs. Germano questioned whether there would be a survey on the calendar. Mr. Arness, school board representative to the Calendar Committee, responded that surveys have been conducted at parent-teacher conferences, and the calendar in question did have a short break making it a four-day weekend. He noted comments can always be made to the Calendar Committee.

Mrs. Larned stated she was happy to hear about the Seward sports program, and pleased to learn about the Holland American award. She felt it was significant that the grant would be for art classes at the elementary school.

Mrs. Gross stated she was pleased to be in Seward for the meeting. She noted the new carpeting looked very nice and she was hopeful the roof problems had been repaired.

ADJOURN:

At 10:00 p.m., Mrs. Larned moved the School Board Meeting be adjourned. Mr. Arness seconded.

Motion carried unanimously.

Respectfully Submitted,

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Mrs. Mari-Anne Gross, President

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Mrs. Susan Larned, Clerk

The Minutes of October 7, 1996,  
were approved on October 21, 1996,  
with a correction.