

KENAI PENINSULA BOROUGH SCHOOL DISTRICT
148 N. Binkley Street
Soldotna, AK 99669

REGULAR SCHOOL BOARD MEETING: May 6, 2002 - 7:30 p.m. at the **Seward High School, Seward, AK.**

SCHOOL BOARD MEMBERS: Dr. Nels Anderson, President
Ms. Deborah Germano, Vice President
Mrs. Sammy Crawford, Clerk
Mr. Joe Arness, Treasurer
Mrs. Debra Mullins, Member
Mr. Al Poindexter, Member
Mrs. Margaret Gilman, Member
Miss Katie Lockwood, Student Representative

Worksessions

3:00 p.m. Education Legislation (*Conference call with legislators*)

3:30 p.m. [Cocurricular Handbook](#)

4:00 p.m. [Future Budget Considerations](#)

7:00 p.m. [Open Forum](#)

A-G-E-N-D-A

1. Executive Session – Budget and Negotiations (*beginning at 5:00 p.m.*)
2. Opening Activities
 - a. Call to Order
 - b. Pledge of Allegiance/National Anthem/Alaska Flag Song
 - c. Roll Call
 - d. Approval of Agenda
 - e. Approval of Minutes/[April 15, 2002](#)
3. School Reports
 - a. Seward Elementary – Mr. David Kingsland
 - b. Hope Elementary/High – Mr. Erling Hofseth
4. Public Presentations (Items not on agenda, 3 minutes per speaker, 30 minutes aggregate)
5. Hearing of Delegations
6. Communications and Petitions
7. Advisory Committee, Site Councils and/or P.T.A., K.P.A.A., K.P.E.A., K.P.E.S.A.
8. Awards and Presentations
9. Superintendent's Report

10. Reports

- a. [Status on Technology Plan Implementation](#) – Mr. Jim White
- b. [Future Budget Considerations](#) – Dr. Donna Peterson
- c. Board Reports

11. Action Items

a.

Consent Agenda

- (1) Approval of [Budget Transfers](#)
- (2) Approval of [Long Term Sub Teacher Contract](#)
- (3) Approval of [Resignations](#)
- (4) Approval of [New Teacher Assignment, 2001-2002](#)
- (5) Approval of [New Teacher Assignments, 2002-2003](#)

Administrative Services

- b. Approval of [Nontenure Teachers for Tenure, 2002-2003](#)
- c. Approval of [Tentative Nontenure Teacher Assignments, 2002-2003](#)
- d. Approval of [Cocurricular Activities and Handbooks](#)
- e. Approval of [Administrator Appointments](#)

12. First Reading of Policy Revisions

13. Public Presentations

14. Board Comments

15. Executive Session

16. Adjourn

* * * * *

April 11, 2002

To: Board of Education

From: Dave Spence, Executive Secretary

Kenai Peninsula School Activities Association

Through: Todd Syverson, Assistant Superintendent

Administrative Services

Subject: Handbook Changes

The following handbook changes were passed by the Kenai Peninsula School Activities Association member schools at their annual spring meeting held on April 10, 2002, and are submitted for the Board's consideration:

High School

- **Student Scholastic Eligibility for Participation.** Page 8 (attached); number 1, item e. If eligibility is not regained during that week, the student remains ineligible *until the Monday following the next eligibility check date*. Add Item e.1: **An "I" for incomplete will be given to students at the time of the initial grade check in cases where students have time, per school policy, to make up a test or assignment given at the end of a 3-week cycle. This incomplete would make the student ineligible until the work is complete and graded. The incomplete would become a failing grade if the work remained incomplete for the 1-week probationary period or if the score earned brings the cumulative grade below the failing point.**

Middle School

- **Activity Rules - Soccer.** Page 22 (attached); number 4. Reads: 4. Overtime rule. a. If at the end of regulation play the score is tied, a ten-minute overtime period will be played. b. Should the score be tied at the end of the overtime period, the following rule shall be used to break the tie: a "kick-off" will be held with the best three out of five kicks being declared the winner. Each team shall kick alternately during each of the five tries, and no player on a team shall be permitted to kick twice until every team member has kicked once, excluding the existing goalie. This rule shall continue to apply should subsequent three-out-of-five kicks be necessary to break a continuing tie. Change to: **Middle school soccer programs adopt National Federation of State High School Association Rules for handling games that are tied at the end of regulation play.** (Regular season games ending in a tie at the end of regulation play will remain a tie. An overtime and/or kick-off procedure would be used for tournament contests only.)

The Kenai Peninsula School Activities Association Executive Board recommends approval of these handbook

April 11, 2002

changes for the 2002-2003 school year.

Thank you.

Kenai Peninsula Borough School District

Future Budget Considerations Report to the Board of Education April, 2002

The idea of making large-scale financial reductions has been discussed for years through the KPBSD budget process. Up to this point, through painful reductions, the budget has been brought into balance with changes that have not been palatable, but have been necessary. However, in January, 2002, the administration prepared a State of the District message (attached) outlining the need to seriously consider up-to-now unheard of reductions which would not only be detrimental to students but would be thought of by most as political and professional suicide. Therefore, the administration directed effort and time to a further examination and position statement regarding the "Big Three":

- * Eliminating cocurricular activities
- * Increasing the pupil-teacher ratio
- * Closing schools

The information contained in this report will be the basis for later recommendations made to the Board. More information is available as backup to the summaries in this report if you are interested.

Kenai Peninsula Borough School District State of the District January 30, 2002

Situation:

As the 4th largest school district in the State serving almost 10,000 students (approximately 7% of Alaska's students), the Kenai Peninsula Borough School District is poised to substantially dismantle what many consider to be one of the best school districts in the state. After more than a decade of "cuts" due to revenue not keeping pace with inflation and the loss of 659 students over the last five years, KPBSD can no longer afford to make "nickel and dime" adjustments in order to present a balanced budget.

Analysis:

We need large amounts of money to balance the budget for FY03. The following criteria were used in deliberations by the administration and budget review committee:

- 1) What is the impact to students?
- 2) Does the reduction result in a large (\$500K+) monetary savings?
- 3) Is this a short term or long term fix?

All choices facing the District are detrimental to student programs. It must be clearly understood that ALL three of the following choices will likely be implemented in the next 1-3

years unless the District realizes a large influx of students and/or a substantial increase in funding:

- 1) Eliminate co-curricular
- 2) Increase pupil teacher ratio (already 26:1 in some grades)
- 3) Close schools

The proposed FY03 budget is out of balance by over one million dollars even with the following adjustments:

- 26 fewer teachers (decreased enrollment, grant uncertainty)
- Frozen salaries
- More than 70% spent directly on instruction (as required by law)
- Central administrative costs less than 4% (lowest in state)
- Formula shifting funding responsibility from State to Borough (State saves over \$700K and Borough increases about \$525K)

Special issues for KPBSD

- Funded to the maximum amount allowed by law (at the "cap")
- Buildings maintained by the Borough
- Cost of living differential of only 1.004; but delivering education to 42 schools in 21 communities that don't all have road access
- HB101 change in charter school status (\$500K+ transfer from operations)
- Pending employee negotiations

Summary:

KPBSD has some of the state's best people working on problem solving. Attempts to identify even 1% of the District's budget (out of \$85Million) as "fat" are unsuccessful. If this scenario is facing KPBSD, it is merely a matter of time before the infrastructure of public education in the State of Alaska is history. In the meantime, how many children will be hurt before the public and the powers that be "get it"?

Eliminating Cocurricular activities

"Been there, done that, never want to do it again" characterizes the administration's thoughts on reducing activities. Almost all of the Board members have lived through the declines/changes that have been proposed in activities and the resulting outcry from the public so little time will be spent making that case. Additionally, the very real possibility of students making other educational choices if activities are not available would further exacerbate the declining enrollment issue. Though a popular alternative for the Associations, the administration believes a more sound use of energy regarding activities is to:

- "hold the line" on current programs/costs and let some die a natural death from lack of participation/coaches – perhaps allowing schools a set number of stipends based on population and interest
- encourage outsourcing agreements at no cost to the district for other programs of interest to the region
- address time away from class for participants and coaches and make

reduction decisions based on this criteria

Conclusion:

Eliminating Cocurricular activities is not a viable alternative for balancing the budget in the foreseeable future.

Attachment:

Report from Dave Spence regarding the value of Cocurricular activities, including information from the National Federation of State High School Associations.

MEMORANDUM

March 20, 2002

To: Donna Peterson, Superintendent
Kenai Peninsula Borough School District

From: Dave Spence, Director, Planning & Operations
Kenai Peninsula Borough School District

Subject: The Value of Cocurricular Activities

At a cost of less than two percent of the school District's operating budget, cocurricular programs are one of the best bargains around. It is in these vital programs – sports, music, forensics, drama, and debate – where young people learn lifelong lessons as important as those taught in the classroom. Unfortunately, there appears to be a creeping indifference toward support for our activity programs by the general public. This neglect undermines the educational mission of our schools and the potential prosperity of our community.

There is no better time than today to assert the case for our activity programs. Education and community leaders both locally and statewide must be made aware of the facts contained in this material. From interscholastic sports to music, drama and forensics, activities enrich a student's school experience, and the programs must be kept alive.

The Kenai Peninsula School Activities Association and its membership believe that interscholastic sports and fine arts activities promote citizenship and sportsmanship. They instill a sense of pride in community, teach lifelong lessons of teamwork and self-discipline and facilitate the physical and emotional development of our nation's youth.

Activities support the academic mission of schools. They are not a diversion but rather an extension of a good educational program. Students who participate in

activity programs tend to have higher grade-point averages, better attendance records, lower dropout rates and fewer discipline problems than students generally.

Activities are inherently educational. Activity programs provide valuable lessons for practical situations – teamwork, sportsmanship, winning and losing, and hard work. Through participation in activity programs, students learn self-discipline, build self-confidence and develop skills to handle competitive situations. These are qualities the public expects schools to produce in students so that they become responsible adults and productive citizens.

Activities foster success in later life. Participation in high school activities is often a predictor of later success – in college, a career and becoming a contributing member of society.

The Kenai Peninsula School Activities Association and its membership urge your full support of all of our student cocurricular programs with the programmatic and financial assistance necessary for their continuation.

Attached please find related information from the National Federation of State High School Associations regarding the benefits of cocurricular programs in our schools.

Cc: Todd Syverson, Asst. Supt., KPBSD
Rick Ladd, President, KPSAA

See article on the National Federation of State High School Associations website: [The Case for High School Activities](#)

Increasing the Pupil Teacher Ratio

Currently, the following ratios are in place in the staffing formula:

K-3	1:24
4-6 th	1:26
7-12	1:21.5
Small Schools	1:16

As examined each year in the class size report, ratios are guidelines for assigning staff to buildings but actual class sizes can vary widely from the stated formula. In comparison to other districts throughout the state and nation, KPBSD enjoys (at great cost) one of the lowest ratios of pupils to teachers. However, knowing that the single greatest factor in determining student success is a quality teacher interacting with students, the evidence is clear that the number of students in a classroom makes a difference on that interaction.

Adopting a "what would we do if there were no budget constraints" philosophy, District administration would be recommending the following staffing formulas:

- One librarian for every school of at least 300 students
- Physical education teachers sufficient to have 30 minutes of PE at least three times per week at elementary school and sections of PE available for all 7-12th graders
- At least one instrumental music teacher for every region
- At least one vocal music teacher for every region
- Vocational education teachers for middle and high schools sufficient to deliver a comprehensive curriculum in at least three areas per region
- One counselor for every 300 students
- One nurse for every school of at least 300 students
- Class size ratios (beyond the above) of:
 - K-3 1: 22 students
 - 4-6 1: 24 students
 - 7-12 1: 25 students
 - Small schools 1:16

Knowing that the above ideal isn't possible, continuing with the current formula seems the next best alternative. A discussion regarding "elementary specialists" and other specific "allocations" should occur prior to fall, 2003.

Conclusion:

Adding to class size may be the "least of the evils" in the decision to reduce funds but it will come at a significant long term cost to programs and to students.

Attachments:

Small Class Size and Its Effects, Education Leadership 2/02
Web Wonders - URLs for Class Size, School Size

Note:

In the research for this report, several other interesting articles provided "evidence" supporting the KPBSD choice for smaller high schools as excellent forward thinking.

See the following publication:

(This article is copyrighted and therefore is unavailable electronically.)

EDUCATIONAL LEADERSHIP (February 2002)

Volume 59 Number 5

Pages 12 through 23

Small Class Size and Its Effects

Bruce J. Biddle and David C. Berliner

In this research synthesis sponsored by the Rockefeller Foundation, the authors review seminal studies on class size and offer insight about which conclusions are valid.

See EDUCATIONAL LEADERSHIP (February 2002)
Web Wonders article titled, [*Class Size, School Size*](#)

Closing Schools

Statute Review:

In communities with eight eligible children, a district must provide an elementary school program, but may elect to opt out of a secondary program (4 AAC 05.040). However, once a District has enacted a school program in a particular community, it cannot discontinue the school without adequate notice of its intent to do so and approval of the Department of Education (4 AAC 05.090).

Process Undertaken to Review of Concept of Closing Schools:

1. Identify schools that "at first look" could possibly be consolidated
2. Use enrollment figures and space capacity figures as the first "trigger" for further review.
3. Have the leadership team develop a full review for "most promising" combinations. Include capacity figures, savings (staff, utilities, co-curricular, operation, etc.), instructional program implications, other concerns/questions, pros/cons, and criteria for consolidation if review yields "not possible now."
4. Develop recommendations, timeline and communication plan

Guiding Principles:

1. All schools are subject to review BUT time restraints make the priority reviewing those schools where the most savings can be found.
2. Past review of closing small schools in isolated communities has found minimal likelihood of success because:
 - a. Expectation that communities with at least 10 children are provided educational services within a "reasonable" distance (i.e. less than 60 minute one-way bus ride)
 - b. Funding formula favors small separate sites
3. At least 12 months of a targeted communication plan will be necessary and a district wide effort would be preferred when this goes public.
4. The ramifications of this decision (political, pressure, etc.) should not be underestimated at any step in the process.

Specific Action Plan:

1. Identify "core" ideas that would be benefits/detriments to closing any school

2. Review "combinations" identified by budget review committee – determine if the "numbers" work (i.e. can we physically put this many students in one building)
3. Identification of other school "combinations" singled out by enrollment data
4. Complete review from schools gleaned from #2 and #3 above
5. Report results to School Board
6. Develop communication plan: Administrators, School, Community

Results:

"Core" ideas that would be benefits/detriments to closing any school

- Buildings should not be filled at opening to more than 85% capacity
- Some students may be "lost" because of not wanting to move to new school
- Many schools have current space conditions allowing activities to spread out
- Highly likely that communications costs would be saved (telephone, data circuits) and that there would not be an unreasonable strain on existing phone lines
- Opportunity available for improvement of programs due to efficiency of size
- (grants, staffing)
- Possibly less windshield time for itinerant specialists
- Opportunity for improved centralized services (nursing, special education, etc.)

First review of "combinations" identified by budget review committee – determine if the "numbers" work (i.e. can we physically put this many students in one building)

Attached are scenarios assuming continuation of current enrollment trends:

1. Close Soldotna Elementary and send students to Redoubt and/or K-Beach – not possible in the foreseeable future.
2. Close Nikiski Elementary and send students to North Star Elementary – possible in 2005.
3. Close Paul Banks and send students to West Homer – possible in 2006.
4. Close Razdolna School and send students to McNeil Canyon, Homer Middle (7-8), and Homer High – possible in 2004.

Identification of other school "combination" possibilities

Major reconfiguration in Soldotna... further study is needed

- Consolidate 5 feeder elementary schools into 4 K-5 schools and put 6th grade into middle school, change Sterling and Tustumena to K-8
- Change boundaries and have 2 middle schools of 6-9th at SMS and Skyview campuses
- Consolidate 2 high schools to one high school of 10-12th graders

Major reconfiguration in Kenai, closing one of the schools.... further study is needed

Cooper Landing to Sterling – Possible in 2003; with separate site school funding, savings is minimal... further study is needed

Moose Pass to Seward – Possible in 2003; with separate site school funding, savings is minimal... further study is needed

Attachment:

[Scenarios 1-8 comparing capacity and projected enrollment.](#)

Open Forum with the Board of Education

*May 6, 2002
Seward High School
7:00-7:20 p.m.*

Prior to the regularly scheduled meeting on Monday, May 6, 2002, the Kenai Peninsula Borough School District Board of Education invites the public to an open forum from 7:00 p.m. to 7:20 p. m. at the **Seward High School**, Seward, Alaska. This time is being set aside as an opportunity for the public to share their viewpoints with the Board on educational issues.

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

148 N. Binkley Street

Soldotna, AK 99669

April 15, 2002

SCHOOL BOARD MEMBERS:

Dr. Nels Anderson, President
Ms. Deborah Germano, Vice President
Mrs. Sammy Crawford, Clerk
Mr. Joe Arness, Treasurer
Mrs. Debra Mullins, Member
Mrs. Margaret Gilman, Member
Mr. Al Poindexter, Member
Miss Katie Lockwood, Student Representative

STAFF PRESENT:

Dr. Donna Peterson, Superintendent of Schools
Mrs. Melody Douglas, Chief Financial Officer
Dr. Gary Whiteley, Assistant Superintendent, Instruction
Mr. Todd Syverson, Assistant Superintendent, Administrative Services

OTHERS PRESENT:

Mrs. Rochelle Hanson	Mrs. Sue Biggs
Mrs. Michelle Gage	Ms. Penny Tinker
Mr. Steve Gage	Mr. Sam Stewart
Mr. Paul Kubena	Mrs. Traci Withrow
Mr. Wayne Young	Mr. Jim White
Mrs. Belinda Drake	Mrs. Paula Christensen
Miss Sabrina Malchoff	Mr. Hans Bilben
Miss Stephanie Evans	Mrs. Dorothy Gray
Miss Emily Rojas-Mickelson	Mrs. Barb Eastham
Miss Tania Evan	Mr. Rick Matiya
Mr. Sam DeFrance	Dr. Roy Anderson
Mrs. Trena Richardson	Mrs. Diane McBee
Mrs. Carole Nolden	

Others present not identified.

CALL TO ORDER:

Dr. Anderson called the meeting to order at 5:00 p.m. A quorum of School Board members, Dr. Anderson, Mr. Arness, Mrs. Mullins, Mrs. Gilman, Mr. Poindexter, and Mrs. Crawford were in attendance. Ms. Germano participated via conference call.

EXECUTIVE SESSION:

At 5:01 p.m., Mrs. Mullins moved the Board go into executive session to discuss matters, the immediate knowledge of which would clearly have an adverse effect upon the finances of the Borough. Specifically, the executive session was to discuss budget and negotiations. Mrs. Crawford seconded.

Motion carried unanimously.

ADJOURN EXECUTIVE SESSION:

At 7:36 p.m., Mrs. Mullins moved the executive session be adjourned. Mrs. Crawford seconded.

Motion carried unanimously.

ROLL CALL: Dr. Nels Anderson Present
 Ms. Deborah Germano Present/Arrived at 7:37 p.m.
 Mrs. Sammy Crawford Present
 Mr. Joe Arness Present
 Mrs. Debra Mullins Present
 Mrs. Margaret Gilman Present
 Mr. Al Poindexter Present
 Miss Katie Lockwood Absent/Excused

APPROVAL OF AGENDA: The agenda was approved with the removal of Item 11a(1)., Approval of AR Health Curriculum Opt Out Provisions, from the Consent Agenda to Item 11c.

APPROVAL OF MINUTES: The School Board Minutes of April 1, 2002, were approved as printed.

Dr. Anderson introduced five students (Miss Sabrina Malchoff, Miss Stephanie Evans, Miss Emily Rojas-Mickelson, Miss Tania Evan, Mr. Sam DeFrance) and their chaperone (Mr. Wayne Young) who were participating in a two-day Borough-sponsored government field trip.

SCHOOL REPORTS: Mr. Paul Kubena, Sterling Elementary principal, reported that the school has 242 students in kindergarten through sixth grade. He stated that the integration of art continues to be a major focus of the school. Three students narrated a computer-generated Power Point presentation. Miss Alyssa Ellison spoke about the GeoBee, Math-A-Thon fund raising program, DARE Program, DEAR Program, computer lab, RIF Program, and the recycle can drive. Miss Melissa Massey spoke about the spelling bee, forensics competition, Battle of the Books, science fair, keyboarding lab, and the P.T.A. organization. Miss Mara Mohler reported on intramural basketball and volleyball, the birthday recognition for Mr. Kubena, Crazy Hat Day, special guest artists in the classroom, a spelunking hallway display, a visit by Mrs. Celia Anderson (District art specialist), the band and choir programs, bicycle rodeo, and the QUEST Program. Mr. Jordon Merkes reported on Falcon Fun Night, Sterling Student Council, the spring carnival, Field Day, and classroom field trips. Mrs. Sue Biggs directed the Soaring Falcons choir in two songs titled, "A Patriotic Salute" and "God Bless the U.S.A."

RECESS At 7:47 p.m., Dr. Anderson called a recess.

RECONVENE AFTER RECESS: At 7:50 p.m., the Board reconvened in regular session.

COMMUNICATIONS AND PETITIONS: Dr. Peterson reported that the Nikolaevsk Gymnasium grand opening will be Friday, April 26 at 10:30 a.m.

ADVISORY COMMITTEE, SITE COUNCIL, AND/OR P.T.A., K.P.A.A., K.P.E.A., K.P.E.S.A.: Mrs. Carole Nolden, K-Beach Elementary site council member, distributed a letter from the council regarding declining funds for the school due to projected enrollment. She stated that K-Beach is not a school with declining enrollment and gave a brief enrollment history. She stated that the school currently has 470 students and reported that the projected enrollment for the 2002-2003 school year is 434 students. She noted that 1.5 teaching positions have been reduced even though the enrollment continues to increase. She reported that two subdivisions will be built near the school with a projection of over 100 homes. She stated that K-Beach Elementary has an increased enrollment for the second year in a row and yet teaching positions have been reduced. She stated that the reductions are unacceptable,

especially when schools and teachers are being made accountable through mandated testing. She noted that evidence shows that it is critical that a strong reading foundation be established in the lower elementary grades in order to have success at any academic level. She stated that class sizes must also be configured at an acceptable level so that teachers can achieve goals set by the Department of Education and Early Development. She stated that K-Beach Elementary would like to have the 1.5 teacher position returned, to have the District reassess school boundaries to balance enrollment, to decrease the PTR formula adopted by the Board of Education to a lower class size, and to provide the appropriate staffing for the correct number of students. Mrs. Nolden provided a spreadsheet showing possible staff and student configurations at each grade level for a projected enrollment of 434 students. She asked the Board to acknowledge the pocket of growth in the K-Beach area and to review the enrollment and allocate the appropriate number of teachers for the amount of students.

Dr. Anderson suggested that Mrs. Nolden review the enrollment figures with Mr. Syverson. She replied that in February, Mrs. Richardson wrote a letter to Mr. Syverson regarding the school's projected staffing.

Ms. Germano stated that the proposed class configuration scenarios show 17 classrooms and noted that the 2002-2003 teacher allocation is for 21.5 teachers. She asked how the school will be using the additional staff. Mrs. Richardson reported that 17.5 teachers are allocated for regular classroom positions and added that with 470 students, K-Beach Elementary is allocated for full-time teachers for music, library and physical education.

Dr. Peterson stated that the administration would like to respond in writing to the K-Beach Elementary site council.

AWARDS AND PRESENTATIONS:

Mrs. Diane McBee, executive board member of the Alaska Science Consortium, presented the Alaska Science Consortium Award to the District which was accepted by Ms. Dorothy Gray.

SUPERINTENDENT'S REPORT:

Dr. Peterson reported that the joint worksession with the Borough Assembly regarding the state budget has been rescheduled for Wednesday, April 17. She announced that the DARE Program graduation will be held on Tuesday, April 16 in the Soldotna High theater, at 7:00 pm. She reminded the Board that the Masonic Awards ceremony will be held on Thursday, April 18, in the Kenai Central High auditorium, at 7:00 p.m.

FINANCIAL REPORT:

Mrs. Douglas presented the financial report of the District for the periods ending February 28 and March 31, 2002.

BUDGET TRANSFERS:

Mrs. Douglas reported on third quarter budget transfers Numbers 139 through 429 for various schools and departments within the District.

CONSENT AGENDA:

Items presented on the Consent Agenda were Approval of AR 6158 (Health Curriculum Opt Out Provisions), Long Term Substitute Teacher Contracts, Administrative Recommendation Regarding Resignations, Request for Leave of Absence—Certified, Request for Leave of Absence—Support, and New Teacher Assignment.

- AR 6158 (Health Curriculum Opt Out Provisions): Item Number 11a(1). was moved to item Number 11c.
- Long Term Substitute Teacher Contracts: Mr. Syverson recommended the Board approve long term substitute teacher contracts for Kris Barnes, Grade 5/6, North Star Elementary and Nancy Thibodeau, Social Studies, Kenai Middle School.
- Administrative Recommendation Regarding Resignations: Mr. Syverson recommended the Board approve resignations effective at the end of the 2001-2002 school year from Patricia J. Blacklock, special education/ resource, Skyview High School; Lisa M. Chambers, intermediate teacher, Susan B. English School; Gweni Hurd, language arts, Kenai Central High School; and Molly Kennedy-Traynor, occupational therapist, Sears Elementary. Mr. Syverson recommended the Board not approve a resignation from Foley Weems, generalist, Port Graham School.
- Request for Leave of Absence—Certified: Mr. Syverson recommended the Board approve an unpaid leave of absence request for the 2002-2003 school year for Ginger Drais, hearing impaired, Kenai Central High.
- Request for Leave of Absence—Support: Mr. Syverson recommended the Board approve an unpaid leave of absence request for 16 weeks (effective January 13, 2003) for Maryellen Dalberg, Title I Tutor, Seward Elementary.
- New Teacher Assignment: Mr. Syverson recommended the Board approve a teaching assignment for the 2002-2003 school year for Judy A. Gonsalves, speech language pathologist, West Homer Elementary.
- ACTION Mrs. Mullins moved the Board approve Consent Agenda Items Numbers 2 through 6. Mrs. Crawford seconded.
- Motion carried unanimously.
- New Administrator Appointments: Dr. Peterson recommended the Board approve the appointment of Alan L. Fields as assistant principal of Kenai Central High School and Darell Johnston as principal/ teacher of Port Graham Elementary/High School.
- ACTION Ms. Germano moved the Board approve the appointment of Alan L. Fields as assistant principal of Kenai Central High School and Darell Johnston as principal/ teacher of Port Graham Elementary/High School. Mrs. Crawford seconded.
- Motion carried unanimously.
- AR and BP 6158, Health Curriculum Opt Out Provisions: Dr. Gary Whiteley recommended the Board approve revisions to BP and AR 6158 (Health Curriculum Opt Out Provisions). He stated that revisions to the policy reflect conversations with the Board regarding the new health curriculum. He stated that revisions to the administrative regulation will allow greater parent choice surrounding controversial issues.
- ACTION Mrs. Mullins moved the Board approve revisions to AR 6158, (Health Curriculum Opt Out Provisions). Mrs. Crawford seconded.
- Mr. Poindexter stated that according to AR 6158, a student must opt out of the entire health class if they miss more than three days of instruction for objections to

controversial issues. He asked whether there was a conflict with board policy that states that a student will lose credits if they miss more than 15 days.

Dr. Whiteley explained that a substitute assignment is given for the three days that a student opts out of the health curriculum and added that the student is not counted as being absent. He reported that the Health Curriculum Committee felt that if parents objected to more than three days then the whole course should be substituted.

Ms. Germano stated that previously parents either chose to allow their children to participate in the Health Curriculum or opt out of the entire course. Ms. Germano stated that the three-day opt out option is a workable compromise.

Mr. Poindexter asked what happens when a student opts out of a specific class featuring a guest speaker and the speaker is unable to speak on that day. Dr. Whiteley replied that specific concerns and accommodations would have to be addressed by the teacher and added that the plan was to include all controversial lessons in the same time period.

Ms. Germano expressed concern that the Board would be putting principals and teachers in the position of negotiating curriculum because the administrative regulation states that, "If after reviewing the curriculum, a parent has any particular concerns, he/she will discuss his/her concerns with the teacher and principal. If after this discussion accommodations cannot be agreed on the parent may choose to opt their student out..." Dr. Whiteley responded that principals should show the controversial materials to the parents and let the parent decide whether to opt their child out of the class. Dr. Whiteley stated that principals would not debate the curriculum.

Motion carried unanimously.

ACTION

Ms. Germano moved the Board approve revisions to BP 6158 (Health Curriculum Opt Out Provisions). Mrs. Mullins seconded.

Motion carried unanimously.

Resolution 01-02-13, Support of a Long Range Fiscal Plan for Alaska:

Dr. Anderson introduced Resolution 01-02-13, Support of a Long Range Fiscal Plan for Alaska.

ACTION

Ms. Germano moved the Board approve Resolution 01-02-13, Support of a Long Range Fiscal Plan for Alaska. Mrs. Crawford seconded.

Resolution 01-02-13, Support of a Long Range Fiscal Plan for Alaska (continued):

Ms. Germano expressed concern that the resolution does not specifically address the belief that schools and education are the highest priority of the state.

Mrs. Crawford suggested adding the language, "Whereas education is, by constitution, the highest priority and important to the well being of the future of the state."

Mrs. Gilman suggested that the Board keep the resolution language the same as presented and added that the legislature is already aware of the Board's feelings

regarding education.

Mrs. Crawford stated that a School Board resolution should point out that education is the highest priority.

Mrs. Mullins stated that she feels sure that if the legislature adopts a long range fiscal plan that education will be a high priority. She suggested the Board keep the statements in the resolution broad and encourage the state to develop a fiscal plan.

Motion carried unanimously.

**PUBLIC PRESENTATIONS/
COMMENTS:**

Dr. Anderson acknowledged several Boy Scouts in the audience and asked what merit badge they were trying to achieve. An unidentified scout introduced the group as Troop 152 from Kenai who are working on their communication merit badge. He reported that the badge requires attendance at a committee meeting, borough meeting, or a school board meeting, and to take notes and make a report.

Mr. Ben Hiland reported that a group of students in attendance were from Mr. Harbison's advanced placement government class at Soldotna High School.

Dr. Anderson introduced Mrs. Belinda Drake who is assisting Mr. Young in chaperoning the students participating in the Borough-sponsored government field trip.

BOARD COMMENTS:

Mr. Poindexter thanked the students for attending the Board meeting. He stated that he supported Ms. Germano's efforts to add language in Resolution 01-02-13 regarding education as a top priority in the state, but added that he did not know how to state it appropriately. He stated that the additional language may have been construed as self-serving. He noted that the Assembly has appropriated \$60,000 to construct school greenhouses as part of a science project to grow trees for the Kenai Peninsula. He stated that he hopes that the greenhouses become part of a vocational education program to learn about the process of controlled environments, soil, and production agriculture. He added that the vocational education program should be involved in the actual construction of the greenhouses.

BOARD COMMENTS (continued):

Mrs. Gilman thanked Sterling Elementary for their school report and pointed out that the student council was comprised mostly of females. She reported that she visited North Star Elementary and Nikiski Elementary Schools. She reported that she has seen some incredibly beautiful student artwork displayed at each of the schools she has visited and credited Mrs. Celia Anderson, District art specialist. Mrs. Gilman stated that she is vocal about a fiscal plan for the state and noted that she did not want to include language in the resolution mandating that education be a top priority because she feels that the legislature will make the same choice. She stated that she received some comments from parents about the "Work to Rule" employee action. She stated that she hopes that the District and employee groups do not send home "Work to Rule" information with students.

Ms. Germano thanked Sterling Elementary for their report and added that it was nice to have students included. She apologized for not having an amendment prepared that would add language designating education as a priority. She stated that she was skeptical because the state has had money in the past and did not make education a priority.

Mrs. Mullins expressed appreciation for the attendance and commitment of the Soldotna High government students. She acknowledged the Boy Scouts in the audience and stated that she hoped they learned something. She thanked students participating in the Borough-sponsored government field trip for attending the Board meeting and eating dinner with the Board. She expressed appreciation for the Sterling Elementary School report and the parents for transporting their children. She stated that she especially enjoyed the music provided by the Soaring Falcons choir.

Mrs. Crawford welcomed the students to the Board meeting and added that she encourages students to be involved in government and in voting. She stated that she especially likes to see people from rural areas on the Peninsula. She stated that the report from the Sterling Elementary principal and students was wonderful. She reported that she judged the debate competition at Nikiski High and was just informed that the team won first place in state competition. She stated that Nikiski returned from the state debate competition with 17 medals. Mrs. Crawford congratulated Ms. Trena Richardson on her retirement and added that she will miss her.

Dr. Anderson encouraged the Boy Scouts in the audience to become Eagle Scouts. He stated that the Sterling Elementary presentation was exceptional and commended the staff and students.

EXECUTIVE SESSION:

At 8:35 p.m., Mrs. Mullins moved the Board go into executive session to discuss matters, the immediate knowledge of which would clearly have an adverse effect upon the finances of the Borough. Specifically, the executive session was to discuss budget and negotiations. Mrs. Crawford seconded.

Motion carried unanimously.

Mrs. Crawford left at 9:13 p.m.

ADJOURN EXECUTIVE SESSION:

At 10:52 p.m., Mr. Poindexter moved the executive session be adjourned. Mr. Arness seconded.

Motion carried unanimously.

ADJOURN:

At 10:53 p.m., Mrs. Mullins moved the School Board Meeting be adjourned. Ms. Germano seconded.

Motion carried unanimously.

Respectfully submitted,

Dr. Nels Anderson, President

Mrs. Sammy Crawford, Clerk

The Minutes of April 15, 2002,
have not been approved as of
April 22, 2002.

M E M O R A N D U M

TO: Dr. Donna Peterson, Superintendent
Members, Board of Education

FROM: Jim White, Director, Information Systems

DATE: April 10, 2002

SUBJECT: Status on Technology Plan Implementation

By June the district will embark on implementation of the third and final year of the Technology Plan. Major funding for this project came from two main sources; the borough assembly contributed \$1.6 million outside the cap, and the district contributed Connections computers, high speed networking equipment, and additional data processing staff. The district's portion was indirectly funded by the Federal Communications Commission E-Rate program which was designed to connect every classroom in America to the internet. With all district classrooms wired and connected to the internet prior to the E-Rate program, we had a unique opportunity to use E-Rate funds to advance other technology priorities – specifically, computers in classrooms and the networking bandwidth necessary to connect them.

Originally the Tech plan was designed to be a six year project. The Borough funds were to be expended in the first three years of the project when most computers were purchased. With the E-Rate subsidy on our telecommunications costs estimated to be relatively consistent each year, the school district's contribution was designed to be fairly constant over the six years of the plan.

The Joint Borough/School District Technology group formed to find a solution to updating classroom computers was very clear on the funding responsibilities of the plan. The Borough bought only computers, software, and printers for students. The school district provided 150 one year old computers for students (from Connections), one year old computers for staff (again from Connections), software for students and staff, printers for staff, networking equipment, and additional data

processing staff. Although the tech plan has been in a constant state of evolution, we have remained true to the core intent of the Borough/School District technology group. Borough dollars were only spent on equipment for students.

So how do we cut our implementation time from six to three years and still remain true to the core tenants of the tech plan? Was our original plan flawed? Not really. There have been some changes that have worked to our advantage in finishing the tech plan in half the time. When considered together, the changes are significant.

1. Parity. Hoping to achieve technology parity among the schools by eliminating the technology Have and Have-Not schools was one goal of the tech plan. By enforcing a 5 student to one computer ratio all schools were treated equally. If schools already had existing PC computers their new computer allocation was reduced accordingly to maintain the 1:5 ratio. In the first two years of implementation existing computer numbers approached 150. That was 150 new computers that could be placed sooner at other schools.
2. Unanticipated E-Rate equipment money. During the first three years of the FCC E-Rate program the district has received about \$800,000 to subsidize our telecommunications and internet costs. Only in the second year of the E-Rate program (1999) has the district received any significant dollars for subsidizing equipment costs. The unanticipated additional \$500,000 of funding allowed us to compress our network purchases from six years to three.
3. Connections computers. Far and away the most significant factor in our decision to accelerate the tech plan implementation is due to the Connections cyber-school program. The tech plan was designed after the Connections program was conceived but before it began. Initial enrollment projections for Connections called for 150 students so 150 is the computer count the tech plan was based on. The original tech plan expected Connections to provide 150 computers in Years 2 and 3 for a total 3 year computer count of 300. The early success of Connections provided far more computers than the tech plan called for; 225 computers in Year 1, 400 in Year 2, and 600 in Year 3, for a three year total of 1225 computers – far above the 300 anticipated. Teacher computers burned up the excess computers in

Years 1 and 2. Connections not meeting the 600 enrollment projection this fiscal year (Year 3) did create a problem. 600 computers were purchased last summer for this year's Connections students but only 300 of the 600 computers were needed leaving 300 computers in the warehouse at the start of school. To find a home for those computers we modified the tech plan to place computers during the course of this school year instead of waiting for summer. From December 2001 to February 2002 data processing placed 310 computers at 8 schools including four cross-the-water schools. We refer to these eight schools as the Year 2 point 5 schools.

With seven schools completed in Year 1, nine in Year 2, and eight in Year 2.5, only thirteen schools still remain to be done. Next summer – Year 3 – will be our most daunting year. More schools, more computers, more Macs to dispose of will make next summer very challenging. But we feel we are up to the task. Throughout the first two years of the tech plan, data processing has improved many of our processes and procedures. We are better and faster at this than we were just two years ago.

What began as a six year project will now be completed in three years. We have accelerated the plan yet never compromised in our promises to the Borough.

April 30, 2002

MEMORANDUM

TO: Board of Education

FROM: Melody Douglas
Chief Financial Officer

SUBJECT: Budget Transfers

Operating Fund budget transfers numbers 458 and 525, for \$37,654 and \$130,790 respectively, are being requested by the Elementary and Secondary Curriculum Departments. The requests are to move Learning Opportunity Grant funds for payment of staff and associated fringe benefits in order to provide summer school remediation programs in reading, writing and math.

Operating Fund budget transfer number 526 for \$98,227 is being requested to purchase two Special Education buses for the Seward bus routes. This transfer is funded through the one-time only interest allocation received from the Kenai Peninsula Borough Assembly earlier this year. This transfer increases the FY02 transfer to the transportation fund account from \$57,342 to \$155,569 and increases the transportation fund budget by \$98,227.

Equipment Fund budget transfer number 543 for \$139,350 is being requested by the Information Services Department. This transfer is part of the district's Technology Plan and is for purchase of software for the Year 3 schools, which include Cooper Landing, Hope, K-Beach, North Star, Redoubt, Sterling, Tustumena, Ninilchik, Paul Banks, Kachemak Selo, Mountain View, Razdolna, Sears and West Homer Elementary.

These budget transfers exceed \$10,000; therefore, they require Board of Education approval per Board Policy 3120. Approval by the Board of Education is recommended.

Enclosure

May 6, 2002

TO: Board of Education

FROM: Richard Putney, Director, Human Resources

THROUGH: Todd Syverson, Assistant Superintendent, Human Resources

SUBJECT: Approval of Substitute Teacher Contract – Item 11 a (2)

The Administration recommends the following substitute teacher contract be approved:

Rita Geller

PE (.50)

Soldotna Elementary

May 6, 2002

TO: Board of Education
FROM: Todd Syverson, Assistant Superintendent, Administrative Services
SUBJECT: Approval of Resignations - Item 11a (3)

It is recommended the following resignations be approved.

Kristin Green	Grades 1/2	Sears Elementary; effective at the end of the 2001-02 school year
Fiona McKeon	Special Ed; Severe	Seward High School; effective at the end of the 2001-02 school year
Berry Swenson	Principal	Kenai Central High School; effective at the end of the 2001-02 school year
Tom Weller	Title I Teacher	Kachemak Selo; effective at the end of the 2001-02 school year

May 6, 2002

TO: Board of Education
FROM: Richard Putney, Director, Human Resources
THROUGH: Todd Syverson, Assistant Superintendent, Human Resources
SUBJECT: Approval of Teacher Assignment/2001-02 Item – 11 a (4)

It is recommended that the following teacher assignment be approved for the 2001-02 school year:

<u>RESIDENCE</u>	<u>NAME</u>	<u>DEGREE</u>	<u>INSTITUTION</u>	<u>MAJOR</u>	<u>ATC</u>	<u>EXP</u>	<u>ASSIGN</u>
Nikiski, AK	Little, Amy	MEd	Edinboro University; Edinboro, PA	Educational Psychology	School Psychology	1 States	School Psychologist, District wide, Pupil Services

May 6, 2002

TO: Board of Education

FROM: Richard Putney, Director, Human Resources

THROUGH: Todd Syverson, Assistant Superintendent, Administrative Services

SUBJECT: Approval of New Teacher Assignments/2002-03 Item – 11 a (5)

It is recommended that the following teacher assignments be approved for the 2002-03 school year:

<u>RESIDENCE</u>	<u>NAME</u>	<u>DEGREE</u>	<u>INSTITUTION</u>	<u>MAJOR</u>	<u>ATC</u>	<u>EXP</u>	<u>ASSIGN</u>
Douglas, AK.	Clooten, Ned M	BSEd	Valley City State University, North Dakota	Biology	7-12 Biology; 7-12 Chemistry	1 Alaska, 3 States	.50 FTE Math; .50 FTE Athletic Director Nikiski Middle High School
Point Hope, AK.	Downs, Kay M	BSEd	Montana State University, Billings, MT.	Special Ed, Elem Ed	K-8 Elem Ed; Special Ed; Mildly Handicapped K-12	4 Alaska	Preschool Special Needs Teacher, Sears Elementary
Point Hope, AK.	Downs, Kevin T	BSEd	Montana State University, Billings, MT.	Elem Ed	K-8 Elem Ed; SpEd; Mildly Handicapped K-12	4 Alaska	Special Ed/Resource, Soldotna Middle School
Kotzebue, AK.	Owens, Theresa L.	MEd	Oregon State University	Education	K-8 Generic SpEd; K-12 PE; Adaptive PE	9 Alaska, 9 States	Special Ed, Intensive Needs at K-Beach Elementary
Mountain Village, AK.	Wight, Timothy A.	BSEd	Montana State Univ, Billings, MT.	Special Ed	P-12 SpEd; K-12 Art	1 Alaska	Special Ed, Resource at Skyview High School

May 6, 2002

TO: Board of Education

FROM: Todd Syverson, Assistant Superintendent, Administrative Services

SUBJECT: Approval of Non-tenure Teachers for Tenure/2002-03 - Item 11 b

It is recommended that employment and tenure for the following non-tenure teachers be approved for the 2002-03 school year. The following assignments are tentative:

Location	Employee	Assignment	Certification
Aurora Borealis	Ball, Julie	Kindergarten	Elementary
Chapman	Window, Carolyn (.50)	Music	Music
District wide-Pupil Services	Harper, Jamilyn	Program Manager	Special Ed; Elementary
Fireweed Academy	Owens, Kristina	Grades 3-6	Elementary
Homer High	Decker, Laurie	Special Ed Resource	Science; Biology; Special Ed.
	Illg, Vicki	Science	Biology
	Thompson, Linda	Special Ed. Intensive Needs	Elementary; PE; Special Ed
K-Beach	Klaben, Suzanne M	Grade 4	Elementary
	Nearing, Mary Beth	Physical Therapist	Physical Therapy
Kenai Alternative	DeGray, Thomas	Generalist	Elementary
	Edwards-Smith, Dawn	Generalist	German; Science
	Harding, Kevin	Generalist	Art; History; Sp. Ed. Mild
Kenai Central High	Bergholtz, Christine	Science	Chemistry
	Graham, Judy	Special Ed. E.H.	Special Ed, LD/Severe
	Nabholz, Susan L	Reading	English
Moose Pass	Marlow, Leanne L	Grades K-2	Elementary
Nanwalek	Cahill, Patricia	Grades 7-8	Political Science

Location	Employee	Assignment	Certification
Nikiski Middle/Sr.	Chadwick, Lee Jenness, Elizabeth C	Computer Language Arts; Yearbook	Social Studies Journalism; English

Nikolaevsk	Basargin, Alexei V Jacobson, Timothy	Math; Science; Lang. Arts Lang. Arts; Social Studies	Math; History Social Studies
Redoubt Elementary	Elliott, Lynnette D Gossard, Thomas D	Kindergarten Grade 3	Elementary Elementary
Sears Elementary	Anderson, Donna	Grades 1/2	Elementary
Seward Elementary	Swanson, Loretta (.50)	Preschool	Elementary; Spec.Ed.
Seward High	Anderson, Stephanie Hassen, Robert Sandoval, Kathy	Math Math Special Ed. Resource	Math Math Sp. Ed. Mod.; PE
Skyview	Lawyer, Patricia Truesdell, Heather	Counselor English	PE; School Counselor English; Journalism
Soldotna Elementary	Juliussen, Lisa (.50)	PE	PE
Soldotna High	Bartman, Donna M Carlson, James Bill Williamson, Brenda	Business Ed Vocational Ed Special Ed, Severe	Computer Ed Industrial Arts Elementary; Special Ed, M. R.
Soldotna Middle	Cannava, Kristin A	Quest	Elementary
Tustumena	Cowans, Christopher Worsfold, Shellie	Grade 5 Grades 1/2	Elementary Early Childhood; Elementary; Science; Social Studies
Voznesenka	Hepner, Kenneth	Counselor	Math; Counselor

May 6, 2002

TO: Board of Education

FROM: Todd Syverson, Assistant Superintendent, Administrative Services

SUBJECT: Approval of Tentative Non-tenure Teacher Assignments/2002-03 - Item 11 c

It is recommended that employment for the following non-tenure teachers be approved for the 2002-03 school year. The following lists tentative assignments for the non-tenured teachers:

<u>Location</u>	<u>Employee</u>	<u>Assignment</u>	<u>Certification</u>
Chapman	Hibpshman, Lorraine	SpEd/Resource	Elem; SpEd/Mild
D/W Alternative Programs	Dutcher, Wendi M.	Grades 9-12 Connections	Math
	Esp, Laurie Jane	Grades K, 1, 2 Connections	Elementary
	Hogue, Richard D	Connections	Elementary
D/W Pupil Services	Erik Viste	Psychologist	Psychology
Homer High	Pitzman, Gordon	Spanish	Elem Ed
Homer Middle	Bucher, Virginia	Reading	Elem Ed
	Estill, Matthew	SpEd/Resource	SpEd/LD; Elem Ed
	McSheehy, Robin	Sp.Ed/Resource	Sp Ed PK-12
	Pancratz, Heather	Middle School Coordinator	English
	Strutz, Sue	PE	Elem Ed
	Whip, Timothy	Math	Elem Ed
K-Beach	Dufloth, Jill	Grade 6	Elem Ed; Reading
	Hayes, Debra	Sp. Ed. Resource	Elem Ed; Sp. Ed.
	Wojciechowski, Jill E	Grade 3	Elem Ed; Math; SS; Reading
Kenai Central	Denesen, Kimberly	Sp Ed. /EH	SpEd; Elem Ed
	Garnto, Michelle	Sp Ed./Resource	SpEd; Elem Ed
	Holland, Clayton	Sp Ed/Resource	SpEd/MR; Elem Ed
	Little, David	Asst. Tech.	Ind.Arts and Technology
	Totten, Shane	Art, Photo	Art; Life Science, Biology

<u>Location</u>	<u>Employee</u>	<u>Assignment</u>	<u>Certification</u>
McNeil	Purcell, Mary Ellen (.50)	Quest/Gr 6	Elementary

Mt. View	Anderson, Celia	Art Specialist	Art
Nikiski Elementary	Little, Amy	School Psychologist	Psychologist
Nikiski Middle/High	Potton, Wendy	Math/Tech.	Middle School Math
Nikolaevsk	Jackson, Linda	SpEd/Resource; QUEST	Elem Ed; SpEd
Port Graham	Vining, Raymond	Math; Science	Math; Science; Chemistry
Redoubt Elementary	Romberg, Cynthia (.50) Window, Pasco	QUEST Sp Ed Resource	German; PE Elem Ed; SpEd
Seward Elementary	Esposito, Lana	SpEd/Resource	Elem Ed; SpEd/LD
Seward High	Herbert, Jill	Social Studies	Social Studies; Early Childhood
	Krier, Daniel L.	Science; PE	Secondary; PE; Bio Sci.
Seward Middle	Hettwer, Paul (.50)	Music	Music
Skyview	Creel, James Daniel Frasher, Gail Jones, Megan Larson, Alison McIntyre, Timothy John Merkes, Renee Willets, Eric W	Athletic/Activity Director Sp Ed/Resource English Science Psychologist Math SpEd/Resource	Health; Library Science Elem Ed; Sp Ed English Biology; Art School Psychologist Math German; SpEd
Soldotna Elementary	Cox, Stephanie Hogue, Amy McNinch, Barbara Southwick, Erin	Grade 4 Speech Pathologist SpEd/OT Music	Elem Ed Speech Pathologist OT Music
Soldotna High	Haupt, Diane Window, Tommie C	School Psychologist Social Studies	Psychologist Social Studies
Soldotna Middle	Heite, Louise McIndoe, Laura Ruebsamen, Karen Warnick, Kristin	Speech Therapist SpEd/EH MS Coordinator Psychologist	Speech Therapist Elem; SpEd/ED English; Schl Counselor Psychology
Spring Creek	Allman, Mary Alice Blount, Gary Lau, Christopher	Generalist Generalist Generalist	Biology; Science Math; Physics LA/Humanities

Location	Employee	Assignment	Certification
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S.B. English	Beck, Daniel J McMillan, Claude McMillan, Marie Elizabeth	Science; Math Generalist English	Science; Math Elem Ed; Chemistry Elem Ed
Tebughna	Drake, Belinda Friedersdorff, Sherry Whipp, Susan	Grades K-2 Grades 3-6 Generalist	Elem Ed Elem Ed; Science Art; Bio Science
Tustumena	Fowler, Joellen	Grades 4,5	Elem Ed; Biology
Voznesenka	Etzwiler, Krista Gallaway, Amy	Grade 1 Generalist	Elem Ed Anthropology
West Homer	Swager, Jodie	SpEd/Resource	Special Ed

May 6, 2002

TO: Board of Education

FROM: Todd Syverson, Assistant Superintendent, Administrative Services

SUBJECT: 2002-03 Administrator Appointments - Item 11 e

It is recommended that the following administrator appointments be approved for the 2002-03 school year:

Transfer Administrator Sylvia Reynolds	Principal	K-Beach Elementary
New Administrator John Alan Owens	Assistant Principal	Nikiski Middle/High School