

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Homer High School

Homer, AK 99669

October 7, 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
Mr. Cameron Poindexter, Student Representative

STAFF PRESENT:

Dr. Donna Peterson, Superintendent of Schools
Dr. Gary Whiteley, Assistant Superintendent, Instruction
Mr. Todd Syverson, Assistant Superintendent, Administrative Services

OTHERS PRESENT:

Mr. Steve Jones	Mr. Glen Szymoniak
Mr. Sam Stewart	Mr. Jim White
Mr. Joe Huftel	Ms. Elaine Chalup
Mrs. Laurie Olson	Ms. Jill Showman
Mrs. Paula Christensen	Mr. Chris Perk
Mr. Tim Peterson	Ms. Molly Brann
Mr. Rick Matiya	Ms. Jennifer Chapple
Dr. Ron Keffer	Ms. Ellen Halseth
Mr. Dave Larson	Ms. Carol Schwartz
Ms. Woodward	

Others present not identified.

CALL TO ORDER:

Dr. Anderson called the meeting to order at 5:10 p.m. A quorum of School Board members, Mrs. Crawford, Ms. Germano, Mrs. Gilman, Mrs. Mullins, Mr. Arness and Dr. Anderson, were in attendance.

EXECUTIVE SESSION:

At 5:12 p.m. Mrs. Crawford 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 negotiations tactics and strategies. Ms. Germano seconded.

Motion carried unanimously.

ADJOURN EXECUTIVE SESSION:

At 6:20 p.m., Mrs. Crawford moved the executive session be adjourned. Ms. Germano seconded.

Motion carried unanimously.

PLEDGE OF ALLEGIANCE:

At 7:30 p.m. Dr. Anderson invited those present to participate in the Pledge of Allegiance.

ROLL CALL:

Dr. Nels Anderson

Present

Ms. Deborah Germano	Present
Mrs. Sammy Crawford	Present
Mr. Joe Arness	Present
Mrs. Debra Mullins	Present
Mrs. Margaret Gilman	Present
Mr. Al Poindexter	Present
Mr. Cameron Poindexter	Present

APPROVAL OF AGENDA: The agenda was approved as written.

APPROVAL OF MINUTES: The School Board Minutes of September 9 and Special School Board Minutes of September 18 were approved as printed.

SCHOOL REPORT: Mr. Steve Jones, Susan B. English Elementary/High principal, reported that the school has an enrollment of 76 students in grades kindergarten through 12th grade. He reported that the school campus of 48,000 square feet includes classrooms, a vocational education building and a pool. He reported that the school goals are to provide a comprehensive educational program, to maintain strong community support and to improve written language and communication. He presented reading, language arts and math scores and provided a comparison between scores statewide and Districtwide. He reported that none of the students at Susan B. English Elementary/High received “not proficient” on the benchmark exams. He reviewed recent academic awards and extracurricular activity achievements. He reported that the school has a graduation rate of 100% and noted that of those students 70% are attending college, 20% are working, 5% are attending vocational education training, and 5% have joined the military. Mr. Jones concluded his report with a review of the many reasons for the school’s success.

Dr. Ron Keffer, Homer High principal, reported that 9th grade students come to the high school well-prepared and credited the local elementary and middle schools for their success. Dr. Keffer reported that the school TERA NOVA, ACT, and SAT test scores are above the national average. He reported that a Homer High student is a finalist for the National Merit Scholar. He reviewed the school’s extracurricular activities achievements, reported on the recently-held Student Government Conference and noted that three Board members acted as instructors. He reported that the school music program is outstanding, and that the school and community performance of Mozart’s Requiem was performed for the public during the spring of 2002 and on September 11.

PUBLIC PRESENTATIONS: Ms. Carol Schwartz, KPC-Kachemak Bay Campus director reported that the campus supports the academic and vocational education programs of the District. She reported that there are 45 high school students taking classes for dual credit at the Kachemak Bay Campus. She stated that the classes offered are welding, CICSO and other computer training, English, psychology, success skills for college, speech, Spanish, and biology. She stated that she is pleased to work closely with the District to compliment, supplement, and enhance student education. She stated that the College has been working collaboratively with the principals in the Homer area schools and that for seven years the college, Paul Banks Elementary, and Chapman Elementary have promoted family literacy.

PUBLIC PRESENTATIONS (continued): Mr. Rick Matiya, Federal Programs and Small Schools director, reported on the continuing Magadan, Russia exchange program. He explained that 25 Russian

visitors are presently in the District for three weeks. He stated that the District received a grant from the United States Department of State which paid for airline tickets and has allowed the best and brightest students of Magadan to participate instead of the most economically advanced. He stated that the Magadan students that participated are ones that otherwise would not have the opportunity to come to the United States. He stated that twenty District students from the Russian culture class will travel to Russia during the week of spring break. He stated that approximately 60 Russian and KPBSD students traveled to Seldovia for three days and participated in Project Adventure activities and a community performance. He thanked the local administrators, teachers, community members, and businesses for their assistance with the exchange.

Ms. Elaine Chalup read a statement in support of KPEA and KPESA negotiations:

The certified and classified staff at Voznesenka would like to express their lack of confidence in the position that is being taken by the District and school Board in the current negotiations. The process should have been brought to an end months ago but we feel that the District and School Board has been unwilling to consider what we feel is a fair contract proposal. We urge the District and School Board to recognize that the members of both associations require equitable working conditions and compensation in order to continue providing our services and the education of the children of this area.

Ms. Chalup stated that the statement was subscribed by 100% of the staff present on Monday, October 7, 2002 which were: Anastasia Basargin, Stan White, Krista Etwiler, Linda Etwiler, Jennifer Chapple, John Szajkowski, Ken Hepner, Elaine Chalup, Kathy Serge, Tania Patiro, Jill Showman, Anisia White, Efrocia Polushkin, Ksenia Kuzmin and Lisa Stanyk.

Ms. Jill Showman, Voznesenka School teacher, stated that she has had the opportunity to work at various schools on the Kenai Peninsula with excellent colleagues. She stated that she is amazed at what staff members can accomplish in spite of the lack of adequate funds. She stated that staff members take professional development courses to further their education as well as act as wonderful role models for students. She stated that staff members work many extra hours because the job needs to be done. She urged the Board to treat staff members as professionals and to settle a fair contract in a timely manner.

Mr. Chris Perk, Homer High teacher, stated that he is still trying to keep a positive attitude throughout the negotiations process. He stated that he has five years of teaching experience but is only receiving credit for four years and yet there are teachers in the District who are receiving full credit for all years of teaching. He stated that he feels ashamed that he has worked for the District for a year without receiving credit. He stated that it would be nice if the Board would show their appreciation for teachers and move forward in the negotiations process so that 100% of his efforts can go towards the students.

Ms. Germano asked Mr. Perk and those present to read the Board's latest proposal which is located on the District's website.

PUBLIC PRESENTATIONS (continued): Ms. Molly Brann, Kachemak Selo School teacher, invited the Board to visit her classroom. She asked the Board to see the junior high and high school students and

their classroom. She stated that her classroom is 18 feet by 32 feet with 22 students. She asked the Board to see the wonderful things teachers do in a small amount of space. She stated that the school staff encourages the Board to move swiftly and bring closure to the contract negotiations.

Ms. Jennifer Chapple, Voznesenka School teacher, stated that she loves to teach and would love to spend the rest of her career in Homer. She stated that she has taught for 7 years and is only receiving credit for 5 years of experience. She stated that she read the Board's recent contract proposal and noted that it did not address the issue of credit for years of teaching. She stated that she is working for a colleague who came from another District who has taught for six years and is being paid the same amount. She stated that she would like the Board to fix the inequity of credit for years of teaching.

Mrs. Ellen Halseth, Homer High teacher, thanked the Board and Mr. Sam Stewart for providing helpful information regarding the Student Government Conference. She thanked Ms. Germano, Mrs. Mullins, and Mr. Poindexter for their assistance with the conference. She stated that she concurred with previous requests from fellow educators for a speedy and equitable contract settlement. She stated that teachers like children and to teach and that it is difficult to maintain good morale under the circumstances.

Ms. Cindy Barker, Chapman Elementary support staff person, stated that with the stress of national and world conflicts, it would be nice not to have to also worry about employment.

COMMUNICATIONS AND PETITIONS: Dr. Peterson reported that she received late correspondence regarding an item on the Consent Agenda; correspondence from Gary Turner, Kenai Peninsula College director, regarding the idea of inviting Board members to the KPC Board of Directors meeting on October 10 when Proposition C will be discussed; correspondence from IDEA with a list of 624 Kenai Peninsula students who are enrolled in their program.

ADVISORY COMMITTEE, SITE COUNCIL, AND/OR P.T.A., K.P.A.A., K.P.E.A., K.P.E.S.A.: Ms. Terri Woodward, KPEA president, stated that District employees put their heart and soul into the children. She reported that many employees work long hours and deserve to be appreciated and respected. She stated that negotiations have taken too long and asked the Board for a quick resolution.

AWARDS AND PRESENTATIONS: Dr. Peterson announced that Mrs. Debra Mullins was selected to receive the Don MacKinnon Excellence in Education and Human Services Award. She reported that the award was given at the fall Alaska Association of School Administrators conference.

SUPERINTENDENT'S REPORT: Dr. Peterson reported that Nikolaevsk Elementary/High School conducted a critical incident drill that included emergency services. She reported that the School to Careers Advisory Committee (SCAC) met on Monday, September 30 to develop a draft for the development of a short-term blue ribbon task force for the purpose of providing details for the District's vision, specifically; 1) providing the opportunity for every KPBSD student to graduate with both an academic diploma and coursework leading to vocational certification; 2) the development of regional priorities rather than comprehensive offerings at each of the high schools; and 3) the expansion of partnerships to provide necessary services to students.

BOARD REPORTS:

Mrs. Mullins thanked Mrs. Halseth and Homer High School for hosting the Student Government Conference. She reported that Mr. Cameron Poindexter hosted the event. She thanked the 80-plus students for attending. She stated that she taught three sectionals and added that all students were some of the most respectful students she has worked with. She stated that the students participated fully, asked good questions, and were a pleasure to work with.

Ms. Germano echoed Mrs. Mullins' comments regarding the Student Government Conference and thanked the Information Services Department for providing email accounts for each of the students. She thanked Mrs. Crawford and Mr. Stewart for their assistance in organizing the event.

Dr. Anderson reported that he and Mr. Poindexter attended the Science Curriculum Committee meeting.

Mrs. Crawford stated that she was sorry to miss the Student Government Conference but was out of state.

CONSENT AGENDA:

Items presented on the Consent Agenda were Appointment of Student Representative to the Board of Education, Primary Sponsor of Gaming Permits, Budget Transfer, New Teacher Assignments, Long-Term Substitute Teacher Contracts, and Administrations Recommendation Regarding Leave of Absence – Support.

Appointment of Student Representative to the Board of Education:

Dr. Peterson recommended the Board approve the appointment of Mr. Cameron Poindexter, a Homer High School student, as the student representative to the Board of Education.

Primary Sponsor of Gaming Permits:

Mrs. Douglas recommended the Board approve a list of primary and alternative members in charge of gaming for those schools applying for gaming permits for 2002-2003.

Budget Transfer:

Mrs. Douglas recommended the Board approve budget transfer Number 59 for \$13,126 for the purchase of various instructional supplies at Skyview High School.

New Teacher Assignments:

Mr. Syverson recommended the Board approve teacher assignments for the 2002-2003 school year for Vicki M. Abraham, .50 FTE Migrant reading/language arts (temporary) and .50 FTE Migrant math (temporary) in the Homer area and Larry J. Shortell, special education/intensive needs teacher at Seward Elementary.

Long-Term Substitute Teacher Contracts:

Mr. Syverson recommended the Board approve long-term substitute teaching contracts for Mathew Winbigler, science at Kenai Central High School; Nancy Thibodeau, third grade at Mountain View Elementary; and Rita Geller, physical education at Soldotna Middle School.

Administration's Recommendation Regarding Leave of Absence – Support:

Mr. Syverson recommended the Board deny a request for an unpaid leave of absence for Kate Carmody, head custodian at Sears Elementary.

Mrs. Terri Woodward asked the Board to reconsider a one year unpaid leave of absence request for Mrs. Katie Carmody. She stated that Mrs. Carmody has the support of the principal and community members.

Mrs. Gilman requested the removal of Item Number 11a.(6), Administrations Recommendation Regarding Leave of Absence – Support, from the Consent Agenda.

ACTION

Mrs. Mullins moved the Board approve Consent Agenda Items Numbers 1 through 5. Ms. Germano seconded.

Motion carried unanimously.

Mrs. Gilman moved the Board approve Item Number 11a.(6), Administration's Recommendation Regarding Leave of Absence – Support.

Mrs. Gilman spoke in support of the request for a one-year unpaid leave of absence for Mrs. Carmody. She stated that the District needs to do everything within its power to have the most dedicated staff in front of students. She stated that Mrs. Carmody is an example of employee dedication. She explained that Mrs. Carmody returned to work at Sears Elementary to assist with the opening of school. She stated that Mrs. Carmody is an excellent addition to the school. She reported that the Sears elementary staff wrote a letter in appreciation of Mrs. Carmody.

Todd Syverson responded that Mrs. Carmody has already received an unpaid leave of absence within the last five years. He stated that past practice has been to grant leaves for at least five years of work.

Mrs. Crawford asked whether Mrs. Carmody would be granted the same job when she returns, if the unpaid leave is granted. Mr. Syverson stated that she would be assigned to her present job.

Ms. Germano asked for clarification regarding Mrs. Carmody's previous leave of absence. Mr. Syverson stated that Mrs. Carmody was granted a leave of absence within the past five years.

Mrs. Mullins asked whether unpaid leaves of absence are addressed in the Board Policy Manual or the KPESA Negotiated Agreement and asked for the exact wording. Mr. Syverson read Article 3 from the Negotiated Agreement and added that Mrs. Carmody has performed more than five years of service but has been granted a leave within the past five years (during the 1998-1999 school year).

Administration's Recommendation Regarding Leave of Absence – Support (continued):

Ms. Germano acknowledged the amount of support for Mrs. Carmody's request and stated that she would support Mrs. Carmody's wishes and the wishes of the community with the understanding that past practice (once for every five years) seems reasonable. She stated that she would not want the request to be a change in past practice.

Mrs. Mullins asked whether Mrs. Carmody's leave request would be effective immediately upon approval and continue for the remainder of school year and if so, how difficult will it be to hire and train a replacement. Mr. Syverson stated that there are qualified substitutes to fill the position until the job has been advertised and a replacement hired.

Mrs. Gilman asked whether there is any financial cost to the District if the unpaid leave request is granted. Mr. Syverson stated that it would not cost the District.

Mr. Al Poindexter suggested that the Board consider the request at the next meeting. Mr. Syverson stated that he was unsure of Mrs. Carmody's timeline.

Ms. Germano noted that while there may be no monetary difference to the District as far as employee wages, there is still the cost of advertising the job and human resources needed to hire and train a replacement.

Mr. Arness stated that he is concerned for the disruption caused by the leave of absence and the precedent that will be set by the Board. He stated that the Board will hear about the decision when someone else requests an unpaid leave for the second time. He stated that he is inclined to accommodate the request in good spirit but feels that the gesture will not carry much weight. He suggested that Mrs. Gilman reconsider her motion because defeating the motion will not grant the request.

ACTION

Mrs. Gilman moved the Board amend the motion to change the wording to say, "to approve the unpaid leave of absence for the remainder of the school year for Mrs. Carmody." Ms. Germano seconded.

Mr. Poindexter stated that he does not feel he has enough information to make a decision.

Recess:

At 8:41 p.m. Dr. Anderson called a recess.

RECONVENE AFTER RECESS:

At 8:49 p.m. the Board reconvened in regular session.

Dr. Anderson asked Mrs. Woodward for clarification of the future practice of granting unpaid leave of absence requests. Mrs. Woodward stated that the Board can continue past practice regarding the granting of unpaid leaves of absence requests and that Mrs. Carmody's request was an exception.

Mrs. Gilman withdrew the unpaid leave of absence amendment.

**Administration's Recommendation
Regarding Leave of Absence – Support
(continued):**

ACTION

Mrs. Gilman moved the Board approve the substitution of the existing motion for a motion to approve an unpaid leave of absence for Mrs. Carmody for the remainder of the 2002-2003 school year. Ms. Germano seconded.

Motion carried unanimously.

**PUBLIC PRESENTATIONS/
COMMENTS:**

Ms. Woodward thanked the Board for approving the leave of absence request for Mrs. Carmody.

BOARD COMMENTS:

Mrs. Gilman welcomed Mr. Cameron Poindexter as a student representative to the Board and added that she is looking forward to meeting with him and hearing his perspective on the District. She thanked Mr. Jones and Dr. Keffer for their school presentations. She stated that she was thrilled to hear that 70% of Susan B. English School's graduating students go to college. She stated that she was impressed with Homer High School's test scores. She thanked Mr. Matiya for his Russian exchange report.

Ms. Germano congratulated Mrs. Mullins for being selected as Board Member of the Year and added that she is pleased Mrs. Mullins is receiving recognition for her work on the Board and statewide. She thanked Dr. Keffer and Mr. Jones for their school reports. She related a story of the polite manner in which twelve Seldovia High School students behaved while in her business. She praised the students who attended the Student Government Conference for being attentive and for actively participating. She stated that after demonstrating use of the student folder process on the First Class email system, she is looking forward to reading feedback from the students. She wished Mr. Cameron Poindexter good luck during the upcoming year as the student representative to the Board. She encouraged all employees to review the negotiated agreement proposals on the District website and added that she welcomed individuals to speak to her about the offers. She thanked all District employees for their work and added that respect is a two-way street. She acknowledged that there are many people trying to do what is best for kids.

Mrs. Crawford congratulated Mrs. Mullins for being selected as Board Member of the Year and added that it is a well-deserved honor. She thanked Dr. Keffer and Mr. Jones for the school reports. She thanked Mr. Matiya for the Magadan exchange report. She welcomed Mr. Cameron Poindexter to the Board as a student representative and added that the Board is eager to hear his comments and those of other students in the District. She stated that she appreciates the concerns that were expressed to the Board by those present and added that she appreciates the professionalism that has been demonstrated in classrooms throughout the District.

Mr. Cameron Poindexter thanked the Board members for their warm welcome. He stated that the Student Government Conference was a success and thanked Mrs. Halseth for her assistance. He stated that he is excited to serve on the Board throughout the upcoming year.

BOARD COMMENTS (continued):

Mr. Al Poindexter echoed previous comments made by Board members. He stated that he appreciated the school reports. He stated that Mrs. Halseth and the Homer High student government organization hosted a good conference. He stated that he is proud of his son for being elected as the Board student representative. He stated that he is teaching a class through the Community Schools Program and noted that his son is one of several student leaders in the class. He commented that a number of District students are taking community college classes, Community Schools classes, Connections classes, attending private school and are choosing from a variety of educational options and stated that those opportunities help make students a success.

Mrs. Mullins welcomed Mr. Cameron Poindexter to the Board and added that he did an outstanding job leading the Student Government Conference. She thanked Mr. Jones and Dr. Keffer for their school report, and specifically, the facts and data. She thanked Dr. Keffer for his help during the Student Government Conference. She confirmed with Mr. Larson that she will speak in his classroom on Monday, October 14 and thanked him for the opportunity to work with students. She thanked those who spoke under public presentations for their respectful manner. She thanked the Board Members and Board secretary for the flowers in honor of being selected as Board Member of the Year.

Dr. Anderson congratulated Mrs. Mullins for her award. He thanked Mr. Peterson and students who were responsible for setting up the Board meeting. He stated that he was pleased that the Board was able to grant an unpaid leave of absence to Mrs.

Carmody.

Dr. Anderson reappointed Ms. Germano to the Instructional Materials Review Committee.

ADJOURN:

At 9:04 p.m., Mrs. Mullins moved the School Board Meeting be adjourned. Mrs. Crawford seconded.

Motion carried unanimously.

Respectfully submitted,

Dr. Nels Anderson, President

Mrs. Sammy Crawford, Clerk

The Minutes of October 7, 2002,
were approved on October 21, 2002
as written.