

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

Seward High School

Seward, AK 99664

November 4, 2002

SCHOOL BOARD MEMBERS:

- Mr. Joe Arness, President
- Mrs. Sammy Crawford, Vice President
- Ms. Deborah Germano, Clerk
- Mrs. Margaret Gilman, Treasurer
- Mrs. Debra Mullins, Member
- Dr. Nels Anderson, Member
- Mr. Al Poindexter, Member
- Mr. Cameron Poindexter, 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:

- | | |
|------------------------|----------------------|
| Mr. Tim Peterson | Mr. Wayne Young |
| Mr. Jim White | Mr. Steve Pautz |
| Dr. Roy Anderson | Ms. Lynne Hohl |
| Mrs. Paula Christensen | Mr. Jerry Dixon |
| Mr. Dan Walker | Mr. John Cote' |
| Mr. Cliff Draper | Mr. David Kingsland |
| Ms. Terri Woodward | Mr. Charlie Crangle |
| Mr. Hans Bilben | Dr. Shannon Atkinson |
| Mr. Doug Capra | Dr. Marlin Atkinson |

Others present not identified.

CALL TO ORDER:

Mr. Arness called the meeting to order at 7:32 p.m.

PLEDGE OF ALLEGIANCE:

Mr. Arness 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 | Absent/Excused |
| Mrs. Margaret Gilman | Present |
| Mr. Al Poindexter | Absent/Excused |
| Mr. Cameron Poindexter | Absent/Excused |

APPROVAL OF AGENDA:

The agenda was approved with the addition of Item 10e., Approval of AASB Resolution Regarding Inequities of School Funding.

APPROVAL OF MINUTES:

The School Board Minutes of October 21, 2002, were approved as printed.

PUBLIC PRESENTATIONS:

Ms. Cindy Capra, Seward Elementary teacher, stated that her statement represents the feelings of the staff at Seward area schools. She stated that the teachers hope the Board respects and appreciates why employees are united behind resolving a

contract that addresses a decade worth of financial neglect. She stated that salary remains an issue of fundamental fairness when other Alaskan districts have settled employee contracts with healthy raises. She stated that District employees have seen their salaries decrease dramatically with the cost of rising health copayments. She stated that the nation is experiencing a teacher shortage and added that unless the District regains a competitive edge, unfilled vacancies will occur. She reported that research shows that experienced, stable, staffs are essential for successful schools. She explained that the top-end salary acts as an incentive for teachers to stay in the District but added that this District is no longer competitive. She explained that starting salary is used to attract new hires but noted that there are employees who took a substantial wage decrease to move to the Kenai Peninsula. She stated that employees are not willing to make any further concessions. She stated that inflation has eaten away an additional 25% to 30% of employee spending power over the past ten years. She suggested that the District consider additional belt-tightening sacrifices such as the elimination of longevity pay, tuition reimbursement, wellness benefits, and shrinking stipends for coaching. She expressed frustration that the Board is still at impasse and have summoned an outside mediator to settle the contract. She stated that other Alaskan school districts have bargained with the same state financial restrictions and yet they have settled with increases in cost of living allowances and benefits. She stated that the Kenai School District was once the “flagship” of education in Alaska. She stated that all parties need to work together and resolve their differences. She asked the School Board to enter the next round of mediation with the intention of resolving bargaining in a positive fashion. She stated that District employees will not accept another contract that does not address health benefits, salary, and the Tier II salary schedule, in a fair and equitable manner. She urged the Board to work with the Associations to find an end to the impasse. She stated that all parties should focus on the future of the students in the District.

Mr. Charlie Crangle, Seward Elementary teacher, stated that the intent of the Associations was to deliver one message rather than many people all saying the same message. He asked the Board to consider the message carefully. He stated that District teachers want to teach but cannot do it any longer under the current conditions. He asked the Board to recognize the strong employee resolve.

Dr. Marlin Atkinson, PTSA President, stated that he is a professor at the University of Hawaii. He reported that he was on strike in Hawaii eighteen months ago for the same reasons that District teachers are at impasse. He stated that he will make a strong effort to support District teachers and added that if it comes to a strike, PTSA will support them. He noted that many people in the Seward community are behind the teachers.

COMMUNICATIONS AND PETITIONS: Dr. Peterson reported that the administration will bring a request to the Board to approve a recommendation from the Kachemak Selo village to relieve overcrowding the school.

ADVISORY COMMITTEE, SITE COUNCIL, AND/OR P.T.A., K.P.A.A., K.P.E.A., K.P.E.S.A.:

Mr. Hans Bilben, KPEA president, stated that in the past teachers have signed substandard contracts and made concessions which have brought the District to its current situation. He explained that teachers and support staff are caring individuals and want what is best for students but must also look out for themselves and their families. He stated that since 1986 the District has chosen to balance the budget on the backs of the employees. He told the Board that on November 19 they can show employees that they are valued by working to reach a tentative agreement through mediation, or force employees to consider a strike.

Mrs. Cathy Carrow, KPEA vice president, stated that studies have shown that a positive school climate affects high student achievement. She stated that a positive school climate is created by the people and related a story regarding an interview with a legislative candidate from New Mexico who stated that regardless of how elaborate and modern schools become, the legislator would rather have a fantastic teacher. She encouraged the Board to value the people that make District schools successful learning communities. She asked the Board to come into the mediation process ready to work with the Associations and agree to a negotiated agreement that values employees. She asked the Board to stay away from contract offers that reward one group to the detriment of another.

Ms. Woodward, KPESA president, read a letter from an elementary school head custodian who summarized the budget cuts that have occurred during the custodian's 21 years of employment in the district. The letter stated five reasons why custodial crews would not work in the District. The letter detailed the many duties of a school custodian ranging from providing building security, dealing with hazardous substances, ensuring student safety, responding to critical incident situations (fire drills, shut downs, evacuations, chemical leaks, explosions, earthquakes, bomb threats), and act as purchasing agent for routine maintenance. The letter stated that many custodians volunteer their personal time coaching, teaching other skills to children and other activities. The letter stated that hiring an outside crew to perform the many duties of a school custodian would cost much more than the Board could afford.

Dr. Marlin Atkinson, PTSA president, reported that the PTSA recently passed a resolution supporting vocational postsecondary education funding and a resolution supporting the construction of a new middle school and appropriating funds.

Ms. Cindy Ecklund thanked the Board and Administration for their support in the construction of a new Seward Middle School. She thanked the teachers for attending the meeting. She thanked the Community of Seward and those who supported the middle school proposition. She stated that the community continues to meet and referred interested persons to contact Dr. Peterson for a copy of the Seward Site Council minutes. She stated that when the two Seward schools were separated, the Seward Site Council felt it would be best to hire an extra teacher instead of hiring a middle school administrator. She stated that Seward Middle School is the smallest of the middle schools but has only one student less than Kenai Middle School. She stated that the Council felt that the school administration was adequate to handle both schools.

SUPERINTENDENT'S REPORT:

Dr. Peterson invited the Board to attend the Aspirations training November 7 and 8 from 9:00 a.m. to 4:00 p.m.

CLASS SIZE STUDY Report:

Dr. Whiteley presented the Class Size Study Report which included a comparison of pupil-teacher ratios throughout District schools. He referred those present to the Anchorage School District's Class Size Report by accessing the website and following the links to the October 28 Board meeting agenda (Memorandum #85).

Ms. Germano asked what enrollment amount is optimum for a middle school. Dr. Whiteley stated that 25 students per classroom is optimum and noted that the Anchorage School District has 28 to 29 students in middle school core classes.

Mrs. Crawford thanked Dr. Whiteley for the Class Size Report and added that the information was helpful and interesting.

CONSENT AGENDA:

Items presented on the Consent Agenda were Budget Calendar, Budget Transfer, and New Teacher Assignments.

Budget Calendar:

Mrs. Douglas recommended the Board approve a draft calendar to be used as a guideline for preparation of the 2003-2004 School District budget.

Budget Transfer:

Mrs. Douglas recommended the Board approve budget transfer Number 90 for \$1,700,821 which are Learning Opportunity Grant funds from the Department of Education and Early Development to pay for math and science textbooks; the middle school school-within-a-school program; computer assisted instruction; educational standards implementation; Alaska On-Line program for distance delivery of instruction; and summer school reading and math programs.

New Teacher Assignments:

Mr. Syverson recommended the Board approve teaching contracts for Erik Peter Larson, special education/resource teacher at Kenai Middle School; Stephanie Tazzell-Roberts, kindergarten teacher (temporary) at Soldotna Montessori Charter School; and Steven R. Baldeshwiler, special education/resource teacher at Skyview High School.

ACTION

Mrs. Crawford moved the Board approve Consent Agenda Items Numbers 1 through 3. Mrs. Gilman seconded.

Mrs. Gilman asked for an explanation of a school-within-a school program. Dr. Whiteley responded that money was allocated from the Department of Education and Early Development Learning Opportunity Grants for students at-risk to be in a small class with the same teacher for all core classes.

Mrs. Gilman asked for an explanation of the Alaska Online Program for Distance Delivery. Dr. Whiteley explained that the District is part of a statewide consortium for distance delivery.

Motion carried unanimously.

FY03 Budget Revision:

Mrs. Douglas recommended the Board approve the appropriation of fund balance for \$464,778 and an amended FY03 Operating Fund Budget of \$76,616,240.

ACTION

Ms. Germano moved the Board approve the appropriation of fund balance for \$464,778 and an amended FY03 Operating Fund Budget of \$76,616,240. Mrs. Crawford seconded.

Motion carried unanimously.

Enrollment Projections for 2003-2004:

Mrs. Douglas recommended the Board approve the 2003-2004 projected enrollment of 9,419 students. She explained that the District has been short of the projection by approximately 2% for the past five years and as a result, the administration decided to use a straight line projection for some schools and a modified straight line for others who have maintained a stable enrollment for FY04.

ACTION

Ms. Germano moved the Board approve the 2003-2004 projected enrollment of 9,419 students. Mrs. Crawford seconded.

ACTION

Ms. Germano moved the Board approve an amendment to the 2003-2004 enrollment projections by increasing the Homer Flex enrollment by 14 students for a total of 40 students and increasing Kenai Alternative enrollment by 23 students for a total of 90 students and a District total of 9,456 students. Dr. Anderson seconded.

Ms. Germano explained that her amendment is proposed as a result of discussions held during the worksession prior to the meeting.

Amendment carried unanimously.

Dr. Anderson noted that based on the 2003-2004 enrollment projections, the Board will have to cut approximately 12-16 teachers. He stated that 37 students were added to the enrollment projections because the Board does not think that the alternative schools will decrease in enrollment. He stated that he hopes the projections are wrong and that the District will have a few more students.

Amended motion carried unanimously.

Federal and State Priorities:

Dr. Peterson recommended the Board approve the list of 2003 state and federal legislative priorities. She explained that the first item on the federal priority list refers to the statewide flex points document that will outline each area that Districts need flexibility with the "Leave No Child Behind" legislation. She stated that the flex points document will be created at a coalition meeting in November. She noted that the two documents will go into the Borough legislative document.

Ms. Germano asked who is represented on the coalition. Dr. Peterson reported that the coalition has representation from NEA, the Superintendent's Association, and School Board Association.

Dr. Shannon Atkinson stated that last year the District unsuccessfully asked for an increase in base funding based on a per student allotment and expressed concern for approaching the same problem in the same manner this year. She asked why the Alaska allotment appears so low on the Leave No Child Behind funding. She stated that several states are doing very well and yet 80% of the Seward community is being left behind.

Dr. Peterson invited Dr. Atkinson to call the office for an explanation of the Leave No Child Behind legislation. She added that the contents of the legislative priority list is a Board decision.

Ms. Lynne Hohl, PTSA legislative committee representative, suggested that the Board add Priority 6 which would encourage the legislature to provide adequate funding for school construction including new construction, repair, renovation and maintenance.

Mr. Charlie Crangle asked if there is any new information regarding the Area Cost Differential Study. Ms. Douglas reported that the study has not been generated yet but is expected to be presented to the oversight committee next week.

Mr. Crangle told Mrs. Douglas that he appreciated the article she coauthored with

Dr. Whiteley and encouraged her to send the article to the Anchorage Daily News, the Juneau Empire and the Fairbanks Daily News Minor.

Mrs. Douglas thanked Mr. Crangle for his suggestion and stated that the article will be submitted for publication in the statewide School Business Officials newsletter and to the school administrators' newsletter.

Ms. Germano stated that adding another state priority regarding school construction funding should not be necessary, especially if Proposition C passes during the November 5 election.

Dr. Peterson stated that the Board discussed whether to include construction as a legislative priority. She stated that the state and federal priorities will be included in the Borough publication and could be modified at a later date.

ACTION

Ms. Germano moved the Board approve the list of 2003 state and federal legislative priorities. Mrs. Crawford seconded.

Mrs. Gilman asked Mrs. Douglas when the Area Cost Differential study will be available to the School Board. Mrs. Douglas responded that it will be a draft report and be available to committee members and school business officials for feedback. She stated that the report is scheduled to be in final form at the end of December to present to the legislature.

Motion carried unanimously.

AASB RESOLUTION:

Mr. Arness introduced an AASB Resolution regarding equitable school funding, for consideration at the Annual Conference.

ACTION

Ms. Germano moved the Board approve the AASB Resolution for Equitable School Funding. Mrs. Gilman seconded.

ACTION

Ms. Germano moved the Board approve an amendment to replace language in the first paragraph of the resolution to read, "The State Department of Education and Early Development should have the authority to address specific inequities in the funding for education." Mrs. Crawford.

Dr. Peterson reminded the Board that the resolution will be included with a large package of other resolutions to be considered at the Annual Conference. She stated that the purpose of the resolution is to raise the awareness level with other districts about the inequities in education funding that exist throughout Alaska.

Amendment carried unanimously.

Amended motion carried unanimously.

FIRST READING OF POLICY REVISIONS:

The Board heard a first reading of BB 9000, Role of Board and Members (powers, purposes, duties); BB 9010, Public Statements; BB 9011, Confidential Information; BB 9110, Board Membership; BB 9120, Officers and Auxiliary Personnel; BB 9121, President; BB 9122, Vice President; BB 9123, Treasurer; BB 9124, Clerk; BB 9130, Board Subcommittees; BB 9230, Orientation; BB 9240, Board Development; BB 9250, Compensation, Reimbursement, Other Benefits; BB 9271, Code of Ethics; BB

9310, Policy Manual; BB 9311, Board Policies; BB 9312, Board Bylaws; BB 9313, Administrative Regulations; BB 9314, Suspension of Policies, Bylaws, Administrative Regulations; BB 9320, Meetings (includes posting requirements); BB 9322, Agenda/Meeting Materials; BB 9323, Meeting Conduct; BB 9324, Board Minutes; BB 9400, Board Self-Evaluation.

Ms. Cindy Ecklund asked for clarification of requests for reports in E 9000, Role of Board and Members. She explained the request for reports process used by the Seward City Council. She asked for clarification of construction of the Board agenda in BB 9322, Agenda/Meeting Materials. She asked why the word "comments" was replaced with the word "presentations" in Item 4. of E 9322 (a)., Order of Business. She asked the Board not to delete the words "each school site" in paragraph three of BB 9324, Board Minutes. She stated that parents will read the minutes if they are posted on the bulletin board at the school and that not all parents have access to the District website.

Dr. Peterson explained the review cycle for revision of the Board Policy Manual.

Ms. Lynne Hohl distributed a list of comments made by the Seward PTSA Legislative Committee regarding Board Policy 9000, Board Bylaws.

Dr. Anderson recommended the word "three" be deleted or replaced with the word "the" in the second paragraph of E 9271, Code of Ethics. He recommended that the word "all" be inserted after the word "of" in the last bulleted item of E 9271 and that it be moved to be the first bulleted item.

Ms. Germano recommended that the words "member school boards" be replaced with the words "the public" in the fourth bulleted item of E 9271, Code of Ethics. She suggested the proposed language (in brackets) be deleted in sentence four of the first paragraph of B 9320(a), Meetings.

Dr. Peterson clarified that the Board would like substitute policies included in the next Board packet.

Ms. Germano explained that every school site has access to the District website and can print school Board minutes for public review. She explained the process used by Board members to add items to the agenda.

**PUBLIC PRESENTATIONS/
COMMENTS:**

Mr. Doug Capra, retired teacher, reminded those present to vote on November 5 and to carefully study the candidates and vote for those who will support education.

Mr. Greg Zorbas, Skyview High teacher, reported that all of the staff at Skyview High School are behind the bargaining team. He commented that he has not received an answer to questions that he has asked of some Board members. He asked Mr. Syverson what is being done to assist teachers with finding substitutes.

Mr. Syverson responded that the District continues to conduct extensive substitute training. He reported that Mr. Peterson is researching the use of Sub Finder. He stated that once the Sub Finder software is purchased, a person will have to be employed to maintain the program.

BOARD COMMENTS:

Mrs. Gilman thanked those present for attending the meeting and showing support for education. She reported that she attended the Kenai Middle School choir and band concert and added that she was impressed with the talent of the students and

teachers. She reported that she attended several Halloween carnivals. She stated that the District needs parity in funding and noted that the District is not funded at the same level as the Mat-Su School District and the Anchorage School District. She stated that unlike the Mat-Su School District and the Anchorage School District, the Kenai Peninsula Borough School District enrollment is declining.

Mrs. Crawford noted that the Board action taken regarding the enrollment projections has a tremendous impact on the education community because it is used to base the FY04 budget. She reported that the District expects to have 248 less students next school year which will cause the reduction of 12 to 16 teachers. She thanked Mr. Capra for reminding those present to vote in the upcoming election.

Ms. Germano explained that the enrollment projections were discussed at a worksession prior to the Board meeting. She stated that Board members are afraid to respond to questions because the responses may be construed or taken out of context.

Mr. Arness thanked the Seward community for hosting the Board meeting.

ADJOURN:

At 8:49 p.m., Dr. Anderson moved the School Board Meeting be adjourned. Mrs. Crawford seconded.

Motion carried unanimously.

Respectfully submitted,

Mr. Joe Arness, President

Mrs. Deborah Germano, Clerk

The Minutes of November 4, 2002
were approved on November 18, 2002
with a correction.