

KENAI PENINSULA BOROUGH SCHOOL BOARD MEETING
Borough Administration Building
Soldotna, Alaska 99669

November 20, 1995

SCHOOL BOARD MEMBERS: Mrs. Mari-Anne Gross, President
Mr. Joe Arness, Vice President
Mrs. Susan Larned, Clerk
Mr. Emery Thibodeau, Treasurer
Dr. Nels Anderson, Member
Mrs. Joyce Fischer, Member
Mrs. Deborah Germano, Member
Miss Aubrey Robinson, Student Representative

STAFF PRESENT: Dr. Walter Bromenschenkel, Superintendent
Mr. John Dahlgren, Associate Superintendent, Planning,
Operations, and Technology
Mr. Thomas Thorpe, Assistant Superintendent, Instruction
Mr. Richard Swarner, Executive Director, Business Management

OTHERS PRESENT: Mr. Lee Stalker Mr. Todd Syverson
Mr. David Schmidt Mrs. Karen Mahurin
Mr. James Simeroth Mr. Robert Brown
Mrs. Kathy Gensel Mr. Kurt Haider
Ms. Melissa DeVaughn Mrs. Melody Douglas
Mrs. Roberta Nyce Mrs. Bekkie Jackson
Mr. Steve Wright Mrs. Rosie Reeder
Ms. Terri Woodward Mrs. Gladys Stalker
Mr. Buck George Mr. Wally Williams
Ms. Katie Carmody Mr. Dan Dorvall
Mr. Martin Galloway Mr. Dennis Spindler
Mr. Timothy Navarre
Others present not identified.

CALL TO ORDER: Mrs. Gross called the meeting to order at 7:31 p.m.

PLEDGE OF ALLEGIANCE: Mrs. Gross invited those present to participate in the Pledge of Allegiance.

ROLL CALL: Mrs. Mari-Anne Gross Present
Mr. Joe Arness Present
Mrs. Susan Larned Present
Mr. Emery Thibodeau Present
Dr. Nels Anderson Present
Mrs. Joyce Fischer Present
Mrs. Deborah Germano Present
Miss Aubrey Robinson Present

APPROVAL OF AGENDA: The agenda was approved as printed.

APPROVAL OF MINUTES: The School Board Minutes of November 6, 1995, were approved as written.

SOLDOTNA MIDDLE SCHOOL
REPORT:

Mr. Todd Syverson, Principal, Soldotna Middle School, presented a packet of school information to the Board and explained the success of their middle school program is the core team teaching schedule and related activities. He commented that through these efforts, Soldotna Middle School is a school within a school with a family theme. At the conclusion of the report, two of Music Director David Schmidt's instrumental groups entertained the Board and audience.

Dr. Anderson complimented Mr. Schmidt as a truly excellent and superior teacher. He noted Mr. Schmidt is a dedicated teacher which speaks to the many outstanding state competitions achieved over the years.

COMMUNICATIONS AND
PETITIONS:

Mrs. Gross read a communication from Sara Jackinsky of Homer who requested the Board not consider reducing funds for the school nurses. A letter was read from Linda Munns, Homer parent, who wrote on the need for school nurses and urged that the Board to not reduce the school nurses when considering the staffing formula.

SUPERINTENDENT'S REPORT:

Dr. Bromenschenkel reported that Policy 002.513, Order of Business, allows for reports from school board members under the report section of the agenda. He noted this would be a continuing item on future school board meeting agendas.

Dr. Bromenschenkel noted the board president needed to appoint school board members to various committee assignments. Mrs. Gross responded by making the following committee assignments: Joe Arness, KPSAA Committee; Emery Thibodeau, Vocational Advisory Committee; Joyce Fischer and Nels Anderson, Budget Committee; Deborah Germano and Mari-Anne Gross, Technology Committee; Joyce Fischer, Awards and Presentations Committee; Susan Larned and Mari-Anne Gross, Graduation Requirements Committee; and Joe Arness, Materials Review Committee.

1994-95 AUDIT REPORT:

Mr. Swarner presented the 1994-95 Audit Report for the district. He complimented staff members Melody Douglas and Sharon Geeslin for their diligent efforts in preparing the report in a timely manner. He noted the firm of Coopers and Lybrand found the district to be in compliance with generally accepted auditing standards. In addition, the accounting department received the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association and the Association of School Officials International.

FINANCIAL REPORT:

Mr. Swarner presented the financial report of the district for the period ending October 31, 1995. He anticipated having the revised foundation revenue calculations presented at the December meeting.

CONSENT AGENDA:

Items presented on the Consent Agenda were Approval of Extended Field Trip Request, Substitute Teacher Contract, Tustumena Furniture and Equipment List, Vocational Education Waiver, Resignations, Australian Teacher Exchange Application, and Leave of Absence Request/Support.

EXTENDED FIELD TRIP
REQUEST:

Mr. Thorpe recommended the Board approve an extended field trip request for 15-25 Kenai Middle School students to participate in the Lakeland Tours Program to Washington, D.C., March 17-22, 1996.

SUBSTITUTE TEACHER
CONTRACT:

By memorandum, Mrs. Radtke recommended the Board approve a contract for 19-day substitute teacher Gayle Forrest, Science, Homer Junior High.

TUSTUMENA FURNITURE AND
EQUIPMENT LIST:

Mr. Dahlgren recommended the Board approve the purchase of furniture and equipment for the Tustumena Elementary addition in the amount of \$7,496.35.

VOCATIONAL EDUCATION
WAIVER:

Mr. Thorpe recommended the Board approve a request to be sent to the State Board of Education to grant a waiver for those instructors teaching Vocational Applied Academic courses who are endorsed in the relevant academic field.

RESIGNATIONS:

By memorandum, Mrs. Radtke recommended the Board approve resignations from Marlene Sledge, Special Education/ Resource, Soldotna Middle School, effective December 15, 1995; Lincoln Saito, Bilingual Specialist, Districtwide, effective November 21, 1995; and Nadine Heikkila, Mountain View Elementary (on leave of absence), effective November 14, 1995.

AUSTRALIAN TEACHER
EXCHANGE
APPLICATION:

By memorandum, Mrs. Radtke recommended the Board approve submitting an application from Marc Swanson, Grade 6, Seward Elementary, for the Australian Teacher Exchange Program.

LEAVE OF ABSENCE REQUEST/
SUPPORT:

By memorandum, Mrs. Radtke recommended the Board approve an unpaid leave of absence for Sandra Glidden, Counseling Secretary, Homer High, effective January 1, 1996, through January 1, 1997.

ACTION

Mr. Arness moved the Board approve Consent Agenda Items #1 through #7. Mrs. Fischer seconded.

Motion carried unanimously.

EXPULSION HEARING #1:
ACTION

Mr. Arness moved the Board approve the following: "Decision of the Kenai Peninsula Borough School Board in the Matter of the Expulsion of the Student CK.

This matter was heard before the board on November 20, 1995. The student and parents were not present though notified. The Principal and Assistant Principal from Soldotna High School and the Assistant Superintendent for Instruction were present and recommended expulsion of the student for a second offense violating School Board Policy 7.12, prohibiting the possession of drugs and paraphernalia with drug residue on school grounds.

The Principal submitted a detailed memorandum and testified as to the events leading to this recommendation. The testimony shows the student was found in possession of drug paraphernalia with drug residue during a Halloween Carnival held on October 28, 1995 on school grounds. The student obtained the paraphernalia from two junior high students who attended the carnival. While discussing this matter with the Principal, the student stated his intention to sell the paraphernalia and to continue using illegal drugs. The student had been suspended during the first semester of the 1994-95 school year for drug possession. Evidence presented also showed that the student suffers from a disability, but that the misconduct is not related to the disability. This evidence has not been contradicted or disputed by the student.

Given this evidence, the board concludes CK has engaged in continuing conduct of a serious nature that is inimical to the welfare and morals of other students. CK has exhibited behavior that leads the board to conclude this is likely to occur again unless the student is removed for a significant period of time from the school setting and that expulsion is warranted. The administration advises there may be requirements to provide some education due to a determination that the student suffers from a disability.

These factors make it necessary to remove this student from the school by expulsion for the remainder of the current school year, except as may be necessary to meet any legal obligations the district has to provide a free appropriate public education under I.D.E.A., 20 U.S.C. 1412 et. seq. The administration may also allow limited readmission for district correspondence and any necessary special services

EXPULSION HEARING #1
(continued):

to accomplish that program. Except as necessary for providing such required educational services, if any, or for completing district correspondence, CK shall not go on school grounds during the period of expulsion for any reason, nor shall he attend any school event or function whatsoever. At the end of this expulsion period CK shall be readmitted if the superintendent finds there is reasonable cause to believe that he is not likely to repeat the behavior leading to his expulsion." Dr. Anderson seconded.

VOTE:

YES - Anderson, Arness, Fischer, Germano, Larned, Thibodeau,
Gross
Advisory Vote - ABSTAIN

Motion carried.

EXPULSION HEARING #2:

This student expulsion hearing was canceled.

EXPULSION HEARING #3:
ACTION

Mr. Thibodeau moved the Board approve the following: "Decision of the Kenai Peninsula Borough School Board in the Matter of Expulsion of the Student LS.

This matter was heard before the board on November 20, 1995. The student and both parents were present. The Principal and Assistant Principal of Kenai Middle School, and the Assistant Superintendent for Instruction were present, and recommended expulsion of the student for a second violation of School Board Policy 7.12, prohibiting the possession of controlled substances on school grounds. The administration requests expulsion for the remainder of the school year and that he attend counseling at his parents' expense.

The Assistant Principal and Principal testified that on October 23, 1995 a student reported that LS possessed marijuana, and that during choir class he had shown his coat to another student and told her to smell it. The Assistant Principal then located LS and had him empty his pockets and also searched his locker. Nothing was found. The next day, the Assistant Principal discovered that LS had intentionally taken him to the wrong locker. He had LS take him to the correct locker where he discovered marijuana, a used pipe and matches in a coat. Evidence also showed that LS was suspended for 30 days last year for possessing a pipe. LS testified that he had been loaned the first coat by a friend and was unaware that it contained drugs. Upon discovering the drugs he admitted asking another student to smell the coat, but that he returned that coat to its owner shortly

EXPULSION HEARING #3
(continued):

after choir class. He also testified that another student had asked him to keep another coat containing drugs in his locker, and that he had agreed to do so. Those were the drugs later discovered by school officials. LS's parents testified that LS was improving academically this year after a long struggle, they believed that was a temporary lapse, and they were very concerned that an expulsion would result in LS reverting completely to prior unacceptable behavior. LS indicated his desire to remain in school and to continue improving academically.

The evidence that LS knowingly possessed illegal drugs on school grounds, and allowed it to be placed in his locker, was not contradicted. LS also intentionally misled school authorities by taking them to the wrong locker for a locker search. The School Board has adopted policies prohibiting possession of drugs and paraphernalia on school grounds because such possession is inimical to the welfare and morals of other students. Second offenses are considered a serious and continuing threat to the welfare and morals of other students.

Given the facts in this case, it is the decision of the board to expel the student LS for the remainder of the 1995-96 school year; provided, however, the Principal and Superintendent are authorized to allow early readmission for the second semester of the 1995-96 school year if LS provides good cause to believe that the behavior leading to this expulsion will not be repeated. Early readmission will only be allowed if the student demonstrates sufficient change in behavior so the Principal and Superintendent can reasonably make this determination. To help establish such a change, LS must attend regular counseling with a certified psychologist. The psychologist shall submit a written report to the Principal and Superintendent prior to LS's readmission, addressing whether LS has learned to change his behavior and describing any such progress. Also, there must be no more drug-related activity by LS. To encourage LS's continued education, the administration may immediately allow limited readmission for district correspondence programs and any special services necessary to accomplish the program. Except as necessary for such readmission, LS shall not go on school grounds during the period of expulsion for any reason, nor shall he attend any school event or function whatsoever." Mrs. Germano seconded.

EXPULSION HEARING #3
(continued):

VOTE:

YES - Anderson, Arness, Fischer, Germano, Larned, Thibodeau,
Gross

Advisory Vote - ABSTAIN

Motion carried.

EXPULSION #4:
ACTION

Mr. Arness moved the Board approve the following: "Decision of the Kenai Peninsula Borough School Board in the Matter of Expulsion of the Student SM.

Testimony was given that a school counselor observed SM and another student engaged in a suspicious activity, possibly a drug transaction, on school grounds. The students were called into the office and questioned, and a search led to the discovery of two marijuana leaves, cigarette papers, and what appeared to be a screen for a pipe. On questioning, SM admitted that he had used marijuana and was in possession of it at the school. The principal testified that she and the counselors and teachers of the school noticed a change in his attitude during the year and had previously questioned the student about possible use of drugs and whether that was affecting his attitude. The principal testified that SM was an excellent student with good grades, although there had been an attitude change and his performance level dropped this year. This performance drop corresponds with the student's admitted use of marijuana over the last five months. The student is not living at home at the present due to family conflicts. The principal testified the student was making bad choices in behavior.

The board recommends expulsion for the remainder of the semester with drug assessment. The student has indicated that initial assessment has occurred, and a follow-up recommendation plan will be developed. SM and his father indicated that the plan would be followed.

The board concludes that removal of the student for a period of time is necessary for maintenance of the school setting. SM has engaged in clear violation of school policies of the district and his continued presence would be disruptive in that it would appear to condone possession of drugs and would undermine the programs of the district. The board finds that given the circumstance presented here, and the student's overall record and attitude, that removal for the remainder of the semester is warranted, both as a deterrent to the student's future conduct and for orderly maintenance of the school setting free of drugs. Provided, however,

EXPULSION HEARING #4
(continued):

that the administration may allow limited readmission for the district correspondence program during the time of expulsion. The small quantities and good grades do not negate the seriousness of drug activity in schools. The board recommends and urges that SM obtain counseling and follow the recommended course set by the assessment and counseling program.

SM is hereby expelled from the schools of the district from November 1 through the remainder of the semester. SM shall not attend or participate in school activities or come onto school grounds during school or school-sponsored events, except as may be required by the district during the period of this expulsion."

RECESS:

At 8:38 p.m., Mrs. Gross called a recess.

RECONVENE AFTER RECESS:

At 8:48 p.m., the Board reconvened in regular session.

VOTE:

YES - Anderson, Arness, Fischer, Gross

NO - Germano, Larned, Thibodeau

Advisory Vote -ABSTAIN

Motion carried.

EXPULSION #5:
ACTION

Mr. Arness moved the Board approve the following statement: "Temporary Action of the Board on CR Expulsion Request.

The board held a hearing as scheduled in the expulsion of a student CR. The student was present but no parent attended although the mother had indicated she would be present. The student indicated the hearing should proceed without the mother and did not want to call the father to see if he could participate by telephone. Given the circumstances the board heard the matter, but recognized some event may have precluded attendance. Accordingly, a preliminary decision has been prepared and will be sent to the parent so that they have the opportunity to address any facts or offer information pertinent to the board's final decision. The board will not take final action on this matter until the next board meeting, but the suspension pending board action on expulsion shall continue." Dr. Anderson seconded.

Motion carried unanimously.

LEGISLATIVE CAPITAL PROJECTS
LIST:

Mr. Dahlgren presented a listing of school district major maintenance projects for approval. He noted the projects are listed by districts and would be included in the borough's legislative packet for funding. He noted the list had been compiled by himself and the borough maintenance department.

Mrs. Germano questioned whether principals had input into preparation of the list. Mr. Dahlgren responded that the list relates heavily to maintenance needs which should be addressed, and principals might not be aware of the extent of some maintenance projects in their buildings. Mrs. Germano commented she thought the McNeil Canyon projects should be reversed in priority. Mrs. Fischer commented the long standing Seward High School roof repairs were still on the list. Mr. Dahlgren stated different sections of the roof have been repaired over the last eight years. He noted the district has an overall list which is submitted to the Department of Education with many of the same projects. He also noted that some carpeting projects are included in the maintenance budget.

ACTION

Mr. Thibodeau moved the Board approve the 1995 Legislative Capital Projects List. Mrs. Germano seconded

Motion carried unanimously.

1996-97 STAFFING FORMULAE:

Dr. Bromenschenkel reported that in response to the Board's request the administration prepared new staffing formulae which were now presented for their approval. He stated the staffing formulae would maintain staffing at the schools very close to the current conditions. He noted the administration had worked on the staffing formulae for several months and they were reviewed with the Board in a worksession on November 6.

Mr. Arness questioned what the impact would be if the Board did not adopt the formulae at the meeting. Dr. Bromenschenkel responded the budgeting process includes the projected enrollment and the staffing formulae. He noted in order to proceed with the budget preparation process, the staffing formulae needed to be approved. He noted the Board would receive information on December 4 related to the budgetary circumstance and budget worksessions would begin in January.

Mr. Arness commented that he wondered whether the budget should drive the staffing formulae rather than the other way around as currently has taken place over the last years. He suggested last year's formulae be used to establish the

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(continued):

budget, and then attempt to use the new formulae to fit into those dollar amounts. Dr. Bromenschenkel responded this would require two separate constructions of the budget, which would not be productive to the district office. He noted this item was developed to follow the Board's adopted timeline in developing the budget. He suggested the budget development process should be put on hold if the formulae, which are 80% of the budget, are not adopted. He reminded the Board they are required to have an approved budget by March 4 to present to the Borough Assembly.

Dr. Anderson commented the new staffing formulae will give the Board opportunities which are not in the present formulas and budget options, however, he did not see this as the actual formulae at completion. It was his feeling that the Board reviewed the staffing formula and directed the administration to use it in preparing the budget. He felt this would not be what the Board had in the end, but could make modifications to it later on as another option. Dr. Bromenschenkel stated that could be acceptable, but the administration needed some basis to proceed in the budget preparation. He noted that determining the foundation formula and actual enrollment will require adjustments to staffing. Other conditions such as nonapproved vocational waivers could further change the formula with projected revenue.

Mrs. Germano stated she felt the worksession did not cover the entire formulae, and she would be more comfortable accepting the old formula rather than a new formula which had not been completely thought through.

Mrs. Fischer concurred with Dr. Anderson's comments and felt that receipt of the staffing format would be a more forthright manner in which to present the budget to the public.

Mr. Buck George, Kalifornsky Beach Elementary Head Custodian and KPESA Custodian Concerns Committee Chairperson, stated many working conditions have changed and been added since the last custodial staffing formula was developed. He noted building use conditions have changed extensively by user groups, building maintenance is different in respect to new and different floor coverings, snow removal, etc. He stated the new formula has been developed by square footage only and does not take into account changes such as lead in the water where bottled water is used, record keeping for the bottled water and water tests taken and records maintained,

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(continued):

OSHA mandates dictated to the custodians, record keeping of materials, training and working knowledge of blood borne pathogens, knowledge of sick-building syndrome, etc. He felt the new staffing was generic and urged the board to adopt one which is based on factors affecting schools individually and the challenges facing custodians collectively.

Mr. Steve Wright, Skyview High Custodian, told the Board that high school custodians have more than their assigned areas to clean and maintain due to the numerous school activities taking place or filling in for absent custodians. He presented an extensive listing of activities taking place at the high schools. He noted the custodial crews accept these additional duties on a daily basis, perform their work professionally and efficiently. He added that the square footage formulae will overburden the already bareboned custodial staff, and requested reconsideration of the proposed formula.

Ms. Terri Woodward, Skyview High Head Custodian, stated the head custodian does not have a defined area, but instead constantly runs errands, supervises the staff assignments, and other responsibilities. She noted the current short-handed staff would be further reduced for a large school which is in constant use. She requested the Board reconsider using last year's formula for custodians.

Mrs. Gladys Stalker, Nikiski Jr/Sr High School Head Custodian, reiterated the comments of Ms. Woodward and Mr. Wright on custodial care of the high schools. She stated there is no way the head custodians could have an assigned square footage area because they are constantly attending to tasks for the principal, staff members, PTA's, doing office record keeping, etc. She felt the staffing formula should actually include an additional person rather than reducing the staff. She invited the Board to visit the schools to see the work of the custodians, and urged the Board to reconsider the formula as presented.

Mr. Wally Williams, Sterling Elementary Head Custodian, questioned the use of square footage allocations upon which the formula for custodians is based. He noted that not all schools are equal in space, flooring materials, wall types, light bulb replacements, constant repairs for students and teachers, water hauling, public use of the buildings, sanding and snow removal, machine repairs, OHSA requirements, biohazards, proper disinfection, exterior care

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of the buildings, vandalism, etc. He added that custodial staffs are already short on time, and further reductions would be detrimental to the care of the schools.

Ms. Katie Carmody, Sears Elementary Custodian, addressed the needs to caring for large elementary schools, particularly where a lot of art work takes place. She noted the custodial staff has been understaffed, and with the possible addition of more portables, this will increase the workload of a limited crew. She requested the Board postpone action on their schedule for allocating custodians.

Mr. Bob Brown, Head Custodian, Kenai Middle School, told the Board it is good to see student and public use of schools after school. He noted many of the activities keep students off the streets and out of trouble. However, the use of the schools also entails additional custodial time to maintain them in preparation for the educational program during the day. He noted that although his school's custodial staff would remain the same, he was concerned about other schools who would receive reductions, but have added square footage and heavy public use, i.e., Soldotna Middle School. In response to a question from Mr. Thibodeau, Mr. Dahlgren responded that the portable classrooms are not included in the square footage part of the formula.

Mrs. Mahurin, KPESA President, stated she was frustrated with the proposed staffing formula which left many unanswered questions. She noted there was no involvement from the staff and she was unaware of the board worksession. She stated she was not naive to believe there would be more employees hired to increase the time needs. She commented she was pleased with the custodians' testimony about their needs. In addition, she commented she had been asked to speak on behalf of the secretaries and nurses to ask that their allocations not be reduced. She called attention to dispensing of medication which has increased over the years. She noted that the square footage formula did not take into consideration portables at the schools. Mrs. Mahurin asked that the Board postpone action, and provide more information on how it will affect the PTR, support and certificated teachers, etc. She reiterated her disappointment that with site based decision making, the Board had left the most important players out of the formula preparation issue.

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(continued):

In response to a question from Mrs. Gross, Mr. Dahlgren responded adjustments would be made in the spring when it is known the number of portables that will be used for the following year. Mrs. Fischer questioned whether fees charged for school use are allocated to the schools. Mr. Dahlgren responded the building use fees stay with the schools and can be used for additional custodians if necessary to the activity.

Mr. James Simeroth, KPEA President, commented that from his experience the staffing formulas which are adopted and which actually occur in the hiring process are not the same. He urged the Board not to do anything to increase the number of students in the classroom.

Mr. Dennis Spindler, Redoubt Elementary Head Custodian, told the Board that the head custodian had numerous other duties as directed by the principal during the day and does cleaning as necessary. He commented that reducing the custodial staff time translated to more expensive maintenance and replacement costs in the future. He invited Board members to spend time with the custodians to see firsthand what they do.

Mr. Karson Dorvall, Nikolaevsk Elem/High School Custodian, commented that the small schools might lose hours for the custodians, and, like other head custodians, he spends many hours tending to duties assigned by the principal. He added the school is continually used after school for activities, and the staff barely has time clean the school with the current staff.

Mr. Martin Galloway, Soldotna Middle School Head Custodian, told the Board that he has worked with overcrowding, increased after school use, but the custodial crew has not relevantly increased through the years. He stated he is proud of the custodial staff that has an extremely low rate of absenteeism, which is exceptional for an overcrowded building. He noted the proposed formula would reduce the number of employees for an ever increasing number of students in an already overcrowded building.

Mr. Steve Wright, Skyview Custodian, questioned whether the principals and vice principals were involved in the worksession where the formula was discussed. Mrs. Gross responded that they were not at the Board worksession.

ACTION

Dr. Anderson moved the Board receive the current staffing formula and direct the administration to use it in preparing the budget. Mrs. Fischer seconded.

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(continued):

Dr. Anderson stated he felt good arguments had been made, and this could be the same for other areas of the budget. He felt the Board had two choices: reduce salaries or maintain salaries and hold the current number of employees, or if salaries go up, the number of employees would need to be reduced. He felt that in accepting the formula, there needed to be some "tweaking" before it is adopted.

Mr. Thibodeau requested clarification that it was Dr. Anderson's intent to substitute the present formula to the new format. Dr. Anderson responded affirmatively.

Mrs. Germano expressed the same concerns as those raised in the worksession. She felt those concerns were not addressed and she would not accept the new formula. She noted the specialists' issue had not been addressed.

Mrs. Fischer clarified that the Board worksessions are announced and anyone can attend them. She noted the Board realizes they will need to make reductions in the budget, and she hoped that the staff realized the Board appreciated all that the people do. She commented reality is setting in for the State of Alaska.

Mr. Thibodeau suggested the Board hold a worksession prior to the next meeting on the formula. Mrs. Gross commented Board members felt there was not much the Board could do with the staff formula until the budget is prepared. In response to Mr. Thibodeau's question on a comparison of figures between the proposed formula and the current formula, Dr. Bromenschenkel responded this information had been presented in detail at the worksession.

Miss Robinson stated she was supportive of the helpfulness and work of the custodians in the schools. She commented they are always helpful and cheerful under all circumstances. She stated she had collected information from the nurses, and she was aware firsthand of their continual responsibilities and help in regular and emergency situations. She added that the students lose out when the staff is not adequately staffed.

Mr. Arness stated there would be little change with the proposed formula, but felt there needed to be more work on the support staffing and possibly certified staffing. He felt last year's formula should be used in generating the budget. He was not particularly pleased with the alternative but felt it would be satisfactory for this year.

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(continued):

VOTE:

YES - Anderson, Fischer
NO - Arness, Germano, Larned, Thibodeau, Gross
Advisory Vote - NO

Motion failed.

ACTION

Mr. Arness moved to instruct the administration to use last year's staffing formulas for preparing the preliminary budget. Mrs. Germano seconded.

Mr. Arness urged that a worksession be held within the next 30 to 60 days to review issues on the staffing formula.

Dr. Bromenschenkel spoke against the motion and explained this would involve a dual budget preparation process by limited staff. He felt this would involve a lot of work for no good reason. He requested the Board allow him to present a revised budget schedule, that the staffing formula is an essential step in developing the budget which needed to be worked out before the budget preparation begins. He offered to bring a revised budget schedule to the Board at the next meeting.

Dr. Anderson commented that due to the timeframe there was little to be done with the formula until the budget is developed. He noted the old formula is extremely cumbersome to change, whereas, with the new formula changes and adjustments could be made quickly.

Dr. Bromenschenkel reminded the Board that the topic of the new formula is not new to the Board since they discussed this during their goal setting meeting in June, reviewed the Statement of Charge related to this issue and had directed the administration to develop this formula. He stated the formula was straight forward and simplistic, and developed according to the Board's direction.

Mr. Arness commented that the administration had fulfilled the direction of the Board, but felt more time and information was needed to review the proposed formula. He commented the Board was generally pleased with the simplified formula, but needed more information such as square foot calculations for the custodians, etc.

In response to Mr. Thibodeau's question about using the current staff in the new staffing formula, Dr. Bromenschenkel explained the new formula was based on placing similar schools together and treating them equally

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(continued):

within categories and the current formula would not fit the proposed formula. Mrs. Gross commented that the formula was developed to follow the current formulas as close as possible. Dr. Bromenschenkel offered to hold a worksession prior to the next meeting in an effort to further review the formulas. Dr. Anderson commented that the discussion had developed into committee work which was not appropriate for the meeting, and urged that a worksession be held prior to the next meeting to include union representatives.

ACTION

Dr. Anderson moved the Board postpone action until the next meeting. Mrs. Fischer seconded.

VOTE TO POSTPONE:

YES - Anderson, Arness, Fischer, Larned, Thibodeau, Gross
NO - Germano
Advisory Vote - YES

Motion to postpone carried.

POLICY REVISIONS/2000,
ADMINISTRATION:

Dr. Bromenschenkel noted that two hearings had been held on Policy section 2000, Administration, and revisions had been made as directed by the Board. He recommended approval of this policy section.

ACTION

Mr. Thibodeau moved the Board approve Policy Revisions 2000, Administration, as presented. Dr. Anderson seconded.

Motion carried unanimously.

FIRST READING/POLICY
REVISIONS 3000/BUSINESS
AND NONINSTRUCTIONAL
OPERATIONS:

Mrs. Gross commented that revisions to Policies 3000, Business and Noninstructional Operations, were presented in the packets and reviewed as a first reading in a worksession prior to the meeting. A second reading on the policies would be held prior to the next meeting.

FIRST READING/POLICY REVISION
005.27:

Mrs. Gross commented that Policy 005.27, Drug and Alcohol Testing for School District Commercial Driver Licensed Employees, was presented in the packets for first reading.

PUBLIC PRESENTATIONS:

Mrs. Karen Mahurin, KPESA President, thanked the Board for postponing action on the staffing formulas and including the union in further input to the formulas.

PUBLIC PRESENTATIONS
(continued):

Mr. Timothy Navarre, Borough Assembly member, commended the Board on their consideration of a new formula, and was appreciative of more involvement in the budget process. He felt it was important that information be presented on the PTR and other issues in the budget process. He noted that since sitting on the budget committee for two years, he was aware of problems, and that there should be buy-in by all groups. He felt more "tweaking" might be necessary, but was appreciative of more public input into the process.

BOARD COMMENTS:

Mrs. Fischer commented on attending the AASB Conference and enjoying hearing from the Teachers of the Year for 1994-95 and 1995-96. She stated these teachers were indicative of 99.9% of the dedicated, teaching staff. She expressed concern on the formula and that the Board has tough decisions to make with possible reductions in staff. She noted she would be more comfortable in knowing that reductions would be made for districtwide programs and administration, also.

Mrs. Germano commented she found the AASB Conference to be informative. She congratulated Mrs. Gross on her appointment to the AASB Board of Directors.

Mrs. Larned stated she found the AASB Conference to be very educational, and that she attended sessions dealing with issues relevant to the Kenai Peninsula Borough School District. She was particularly impressed with technology for students using the reward of progressing to higher levels in programs. She felt the theme of the conference, "A Time for Action and a Time for Hope," was appropriate for today's setting of problem solving.

Dr. Anderson commented his assignment to the budget committee was one of the most depressing assignments he could hope for, particularly trying to balance the budget on the backs of people who are doing a wonderful job and trying to make ends to meet.

Dr. Anderson suggested the Board set aside an hour once a month before a board meeting to field general questions from the public.

Dr. Anderson again suggested that Board members write articles for the local newspapers on general board problems, so the public understands how the board is dealing with those problems. He also felt news articles could express board member opinions on certain issues.

BOARD COMMENTS (cont.):

Mr. Thibodeau stated he was happy to attend the AASB Conference where a great deal of good information was gained. He congratulated Mrs. Gross on her AASB appointment.

Mr. Thibodeau commented that the Anchorage and Fairbanks School Board have gone on-line with the Superintendent's office, and requested this be reviewed for this school board. Dr. Bromenschenkel responded he had a conversation with one of the board members on this. He offered to prepare a report for the next meeting on cost figures to provide the board members with computers and related equipment in their homes for this purpose.

Mrs. Gross stated it was discouraging to be on the School Board when it came to preparing the budget while she did not anticipate any staff being added. She added she felt the staff members were valuable, but it was a problem balancing the budget in view of available funding. She commented there might be trade-offs which no one would be happy with.

She commented the AASB Conference was wonderful.

ADJOURN:

At 10:40 p.m., Mr. Arness moved the School Board Meeting be adjourned. Dr. Anderson seconded.

Motion carried unanimously.

Respectfully Submitted,

Mrs. Mari-Anne Gross, President

Mrs. Susan Larned, Clerk

The Minutes of November 20, 1995,
were approved on December 4, 1995,
with corrections.