

KENAI PENINSULA BOROUGH SCHOOL DISTRICT

148 N. Binkley Street
Soldotna, AK 99669

November 18, 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
Mr. Todd Syverson, Assistant Superintendent, Administrative Services

OTHERS PRESENT:

Mrs. Terri Carter	Mr. Dave McCard
Mrs. Sharon Moock	Mr. John Wensley
Mr. Paul Epperson	Ms. Jenni Dillon
Mrs. Kelley Smith	Mr. Jim White
Mr. Clark Whitney	Ms. Terri Woodward
Mrs. Sara Moore	Mrs. Rochelle Hanson
Mrs. LaDawn Druce	Mr. Michael Druce
Mr. Buck George	Mr. Hans Bilben
Mrs. Paula Christensen	Mr. Sam Stewart
Dr. Roy Anderson	Mr. Dave Carey
Mrs. Cathy Carrow	Mr. Tim Peterson
Mrs. Pam Burns	Mr. Grigori Vaissenberg
Mr. Glen Haupt	Mr. Rob Carson

Others present not identified.

CALL TO ORDER:

Mr. Arness called the meeting to order at 5:15 p.m. A quorum of School Board members, Mrs. Crawford, Ms. Germano, Mrs. Gilman, Mrs. Mullins, Mr. Arness Mr. Poindexter and Dr. Anderson, were in attendance.

EXECUTIVE SESSION:

At 5:16 p.m. Ms. Germano 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. Mrs. Mullins seconded.

Motion carried unanimously.

ADJOURN EXECUTIVE SESSION:

At 7:33 p.m., Dr. Anderson moved the executive session be adjourned. Mrs. Crawford seconded.

Motion carried unanimously.

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	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 November 4, 2002 were approved with a correction. The name “Dr. Anderson” was replaced with the name “Mr. Arness” in the first sentence of the Call to Order and Pledge of Allegiance sections.

SCHOOL REPORT: Mr. Paul Sorenson, Kenai Middle School principal, reported that the school has been experiencing declining enrollment for several years and noted that the projected enrollment for next year is 355 students. He reported that the school goals are to improve math computation skills and improve attendance. He reported that the entire staff has been integrating math concepts into the curriculum. He stated that the school contacts parents when students are tardy or absent. He gave a brief overview of the enrichment programs available at the school (after school tutor program, summer school program, Gear Up Reading Program, learning opportunity grants, success program, reading enrichment, grade level intervention teams, Student Assistance Program, Kenaitze Indian Tutor Program, and Title IX).

Mrs. Jean Dixon explained that seventh grade students who meet the academic and behavioral criteria are encouraged to apply for the leadership class in eighth grade. She explained that the eighth grade leadership class provides students with a foundation to build a positive, safe, and healthy environment at school and in the community. She reported that the qualities Alaskan employers want is integrity, discipline, and the ability to communicate. She stated that the leadership class prepares students for employer expectations.

Mr. Adam Demello stated that the main goal of the leadership class is to make Kenai Middle School and the community a better place. He explained that the class is based on the Character Counts Program which promotes six pillars: respect, caring, responsibility, trustworthiness, fairness, and citizenship.

Miss Elizabeth Perkins explained that the leadership class mentor sixth grade students by making them feel comfortable in middle school and teaching them about the Character Counts Program.

Mr. Dustin Ward stated that students in the leadership class strive to be good citizens at school and in the community. He stated that the group created bylaws and a list of expectations to govern their actions. He stated that the group has received permission to incorporate the six pillars of Character Counts in the school sports programs.

Miss Hannah Watkins explained that the leadership class provides the morning announcements, and are taking pictures for the yearbook and year end slide show.

SCHOOL REPORT (continued):

The students reported that the leadership class has planned activities for 6th grade students, operated the districtwide book fair, sponsored two activity nights, created rules and hosted dances for 7th and 8th grade students, assisted with the PTA barbecue, organized a spirit assembly, cleaned and remodeled the trophy case as well as many other activities.

PUBLIC PRESENTATION:

Ms. Terri Zopf-Schoessler, Skyview High teacher, stated that she is a representative for the students, parents and community members. She stated professionals should be fairly and equitably compensated for their skills and that good salaries attract and retain good staff and at the very least, keep pace with the rising costs of health care. She asked the Board to look at the contracts that have been settled in the Fairbanks, Anchorage, and Mat-Su school districts. She stated that there is no great plot afoot, just dedicated professionals who expect to be reasonably and fairly compensated for time and skills. She stated that she hopes reason will prevail during the November 19 to 20 mediation sessions.

Mrs. Kimberly Van Antwerp, parent, thanked her children's teachers for taking a personal and academic interest in them. She listed numerous reasons for her appreciation of her children's teachers. She stated that parents should be the ultimate role model for their children but acknowledged that teachers spend more than 30 hours per week with them and are the second largest influence in their lives. She stated that she is embarrassed that the District finds teachers no more important than an extended babysitter. She expressed hope that before negotiations are over that the District prioritizes the budget to put education first.

Ms. Karen Galbraith, K-Beach Elementary parent, stated that her son is fortunate to have wonderful, caring and hard-working teachers. She stated that she is angry and offended that teachers work many extra hours on a daily basis and yet do not have an acceptable contract. She stated that she is angry that teachers do not have enough books and are forced to make a limited amount of copies. She stated that she is offended that some employees have car allowances and high salaries and teachers have wage freezes and minimal salary increases. She stated that teachers are subjected to overcrowded classrooms, insufficient materials and long work hours. She stated that she trusts District teachers to provide the best education possible. She asked the Board and administration to consider forfeiting their car allowances, accept a salary decrease, and work long hours for District children. She stated that she does not want teachers to strike and asked the District to be reasonable and fair. She stated that teachers are on the front lines and are most directly involved in her son's education. She asked how many secretaries at Central Office make more than teachers. She asked the Board not to take away her son's chance for a great education by forcing teachers to strike.

Mrs. Roseanne Keating, Mr. View Elementary fifth grade teacher, stated that she is representing the 33 staff members at the school. She reported that collectively the staff has 491 years of experience in education and works an average of 385 additional hours per week. She stated that the staff supports the bargaining team. She stated that she hoped the Board would settle the bargaining issues that continue to divide the District so that teachers can spend 100 percent of their time focused on teaching.

PUBLIC PRESENTATION (continued):

Ms. Vicky Roney, Kenai Alternative High School, asked the Board to consider

settling the contract during the upcoming mediation session. She asked the Board to settle a contract that treats all teachers fairly and not penalize them for years of loyalty. She stated that she could earn more money if she resigned from the District and then was immediately rehired. She stated that classified employees are credited for 7/8 of a year towards retirement for each school year whereas certified employees are credited for 1 year towards retirement for each year of employment. She asked the Board to sign a fair contract.

Mr. Clark Whitney, Soldotna Middle School teacher, stated that during the past twelve years of employment in the District teachers have been subjected to pay freezes, salary reductions, loss of benefits, increased health care costs and no cost of living increases. He stated that the current best offer from the District requires more of the same. He stated that one of the most alarming effects of the status quo salary schedule is that the District can no longer compete with other districts to attract and retain the best teachers. He stated that when adjusted for cost of living, Alaskan teachers salaries rank fortieth in the nation and Kenai Peninsula teachers were at the lower end of the statewide scale. He compared the current best offer of the District and the recently settled Mat-Su School District contract and stated that the difference would be almost \$9,000 more. He stated that with such disparity, it is easy to understand why many teachers choose to teach elsewhere. He stated that he has no desire to leave the Kenai Peninsula and instead will do his part to change the work conditions. He noted that last year's letter writing campaign to legislators did not bring any change in school funding and suggested that the District educate the community about the potential disaster. He suggested that the best way to make the public aware of how serious the problem has become is to eliminate cocurricular activities, increase pupil-teacher ratios, and close schools. He stated that teachers are not asking for dramatic increases in salary they are asking for some degree of hope for a positive change. He stated that teachers do not want to strike but if given no other alternative, they will.

Ms. Lou Heite, Kenai Middle School and Soldotna Middle School speech pathologist, stated that Kenai Middle School staff would like to see the negotiations come to an end this week. She stated that the Kenai Peninsula Borough School District is no longer the educational leader in the state; instead, the District is a follower. She stated that other districts have dispensed with the two-tier salary schedule and have found ways to significantly increase salaries. She stated that other districts have sent a message to the legislature that their students are important enough to pay professional salaries to their staff. She recommended that the District take a leadership role in building Alaska. She reported that other leading districts include health care at no cost to their staff, leading Alaskan businesses provide competitive health care with predictable employee costs to their staff, and that community leaders know that investment in the health and welfare of their employees pays back in continuity of production and future growth. She stated that District children deserve the best and added that it is time to pay for the best. She asked the Board to bring the District back into a leadership role instead of one of "followership."

Ms. Sherry Johnson, KCHS French and American literature teacher, read a petition signed by nearly 100 percent of the teachers at Kenai Central High.

PUBLIC PRESENTATION (continued):

"We the undersigned employees of Kenai Central High School sincerely hope that the mediation process beginning tomorrow will produce fair contracts for

both the classified and certified employees of the Kenai Peninsula Borough School District.

We believe that as teachers, secretaries, custodians, counselors, bookkeepers, nurses, librarians, interpreters, special services providers, drivers, cooks, food servers, tutors, teacher's aides, athletic directors, students activity directors, pool directors, life guards, hearing specialists, vision specialists, psychologists, physical therapists, club sponsors, athletic coaches, job coaches, drama and concert producers, dance and prom chaperones, trip sponsors, fund raisers, graduation planners, High School Qualifying Exam proctors, disciplinarians, mentors, adult role models and general child care providers, the services we provide the students and families of the Kenai area are essential.

We understand that the sudden stoppage of these services would be extremely disruptive to the lives of the students and families of the Kenai, and we do not want to strike. Neither do we want to sign another substandard contract. We do not want to strike, but, if necessary, we will.”

Mrs. LaDawn Druce, Soldotna High teacher, stated that the staff is firmly and fully committed to securing a fair and competitive contract and supports the bargaining team and whatever efforts are necessary to reach a settlement. She urged the Board not to continue underestimating the value of professionally compensated employees and not to dismiss the desire for a fair and competitive contract as misguided and unrealistic.

Miss Leticia Haynes, Kenai Central High student, stated that the students at KCHS are concerned about the possibility of a teacher strike. She stated that the graduation date for seniors will be affected. She stated that students who take much needed summer jobs will also be affected if the school year is extended due to a work stoppage. She stated that teaching is one of the most important jobs in today's world. She stated that teachers provide valuable lessons about how to live life with integrity. She stated that teachers sacrifice personal time to assist students, grade papers, and prepare lessons. She stated that teaching is one of the lowest paying jobs in America and asked how teachers can focus on teaching when the financial well-being of their families are a concern. She asked why teachers cannot be compensated appropriately when they give so much to their students.

Miss Krystal Wilson, Skyview High, stated that children are the future and yet they are the last ones who are considered during times of declining budgets. She stated that her mother is studying to become a teacher because she wants to educate young people even though it is a difficult job. She noted that she can make more money babysitting on the weekend than her mother can earn as a teacher. She stated that she wants to become a doctor and added that teachers teach doctors.

PUBLIC PRESENTATION (continued):

Mr. Mark Schams, Mt. View Elementary parent, complimented the teachers at the school. He stated that everyone present is where they are because of a teacher. He reported that he works at a chemical plant earning approximately \$30,000 more than the teachers who taught him. He expressed appreciation for his past teachers and noted that he owes them. He suggested that if education was funded adequately, prisons would not be necessary because students would find employment and not commit crimes. He stated that his brother is a teacher because he loves to teach but

the salary does not pay the bills.

Ms. Shelly Worsfold, Tustumena Elementary teacher, stated that the staff is hopeful that the contract negotiations process will move towards a fair outcome in a timely manner. She stated that the school staff is frustrated and feels that the Board and administration does not appreciate them. She stated that the staff is tired and angry at the overwhelming show of non support. She reported that District teachers are among the lowest compensated educators in the state and are asked to do more work with less resources. She reported that many teachers work beyond their nine-hour work day and yet they are given a salary freeze. She reported that District administrators have consistently received higher salary increases than teachers. She stated the District has been working against the negotiations process with a salary freeze, a "hired gun" negotiator, an unfair labor practice, negative news media coverage, mediation, and possibly arbitration. She stated that teachers are passionate about their work and experience fulfilling moments watching a child grasp a concept for the first time, or when parents and community members express their gratitude. She stated that even though teaching is fulfilling, that alone does not pay the bills. She stated that the District teachers support the union leaders 100 percent and asked the administration for fair compensation and quick resolution. She stated that all of the Tustumena Elementary staff support a strike, if necessary.

Mr. Bill Withrow, Redoubt Elementary teacher, parent and former District student, stated that he is ashamed to ask for something that should have been solved many years ago. He stated that three years ago Dr. Peterson warned that the District would fall on hard times and yet no advance planning was made. He stated that even if the District had \$5 million in the bank, the administration would still make the teachers grovel instead of automatically increasing salaries. He stated that very few applicants want to teach in the Kenai Peninsula Borough School District. He asked the Board to do the right thing. He stated that his son will not remember the computer on his desk or the lack of textbooks but he will remember the teachers who stirred his interests and challenged him. He stated that he wants quality teachers for his son and daughter. He stated that the Redoubt Elementary staff is 100 percent in support of the negotiating team. He stated that the staff does not want a strike because it hurts children, but added that he will if that is what it takes.

COMMUNICATIONS AND PETITIONS: Dr. Peterson stated that she received information from the state about how the adequate yearly progress will be defined at a state and federal level. She noted that pages 31-34 of the Administrator Packet contain information about districting. Mr. Arness stated that he received a petition from the students at Kenai Central High 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 there are approximately 1,200 employees in the District who are solidly in support of the movement to procure a better and fair contract. He stated that he looks forward to the mediation sessions November 19 and 20.

ADVISORY COMMITTEE, SITE COUNCIL, AND/OR P.T.A., K.P.A.A., K.P.E.A., K.P.E.S.A. (continued): Ms. Terri Woodward, KPESA president, presented a petition from the Mat-Su School District expressing support for a fair contract for KPBSD employees. She stated that daily staff workload is becoming more and more overwhelming and asked the Board to remember the building staff. She stated that she feels positive about the upcoming mediation sessions.

SUPERINTENDENT'S REPORT:

Dr. Peterson reported that Dr. Whiteley is attending the State Technical Review Committee meeting. She reported that during the 2002-2003 school year the District has hired 94 support employees, processed 65 support transfers/changes, accepted 18 support resignations or requests to retire, granted 10 support employees leaves of absence, and conducted three substitute trainings for 75 new substitutes. She reported that Mrs. Mullins was selected as the Association of Alaska School Board's Board Member of the Year.

ANNUAL AUDIT Report AND FY02 FINANCIAL STATEMENT:

Mrs. Douglas presented the District 2002 Comprehensive Annual Financial Report and Letter to Management and the Federal and State Single Audit Reports from Mikunda, Cottrell and Company and the FY02 Financial Statement. She noted that the Accounting Department just recently completed a lengthy process of converting the District financial statement and thanked Mrs. Laurie Olson, Mrs. Lassie Nelson, and Ms. Jamie Moore for their hard work.

Mr. Bill Coghill, partner in the C.P.A firm of Mikunda, Cottrell and Company-Kenai Office, called the Board's attention to the new financial statement. He stated that the new reporting model (Governmental Accounting Standards Board or GASB 34) is a big change that has been coming for 10 years. He noted that this is the first year any governments within the U.S. have been required to report in this manner and only 3 districts in Alaska are using it. He explained the changes to the statement and reported that the District net assets are approximately \$4.3 million. He explained that net assets are grouped into three major categories (fixed assets, restricted net assets, unrestricted net assets). Mr. Coghill reviewed the statement in detail and noted that the District has slightly more than \$1 million which could be available for use by the Board or the equivalent of money for three days of operations. He explained that the School District is not in the business of accumulating a fund balance. He noted that past statements have received recognition and honors from the Government Finance Officers Association as well as ALASBO, which is a compliment to the District Finance Department, administration and School Board. Mr. Coghill reported that his auditing firm has also conducted single audits for federal and state purposes and found no exceptions and no findings of compliance issues.

Mr. Poindexter asked Mr. Coghill to again explain the difference between net assets and fund balance. Mr. Coghill stated that the term net assets shows the School District's accounting on a completely accrual basis. He stated that the fund balance does not deal with long-term assets such as equipment, depreciation, long-term debt, or compensated absences payable beyond 60 days. He stated that the fund balance for governmental funds total \$5.8 million. He explained in detail how to convert the \$5.8 million fund balance to net assets.

At 8:43 p.m. Dr. Anderson left the meeting.

ANNUAL AUDIT Report AND FY02 FINANCIAL STATEMENT (continued):

Mr. Poindexter asked Mr. Coghill how much cash the District can spend. Mr. Coghill referred to page 31 of the Comprehensive Annual Financial Report and noted that of the total fund balance of the Borough, there is \$1.7 million in the undesignated fund balance. He reminded the Board that the District has already budgeted \$450,000 of that amount for FY03 operations, reducing the amount to approximately \$1.3 million.

At 8:46 p.m. Mr. Anderson returned to the meeting.

Mrs. Douglas explained that there are two different methods of accounting that are being applied to the statements as prescribed by the Governmental Accounting Standards Board. She reported that there is approximately \$850,000 being reported in the undesignated fund balance.

Mr. Coghill reported that the Comprehensive Annual Financial Report for the Fiscal Year Ended June 30, 2002 is a fair representation of the District finances.

Financial Report:

Mrs. Douglas presented the District financial report for the period ending October 31, 2002. She alerted the Board that the District can expect a 1% increase in natural gas costs during the second half of the school year. She also noted that the preliminary costs for health insurance indicates a 17% increase and noted that the RBMS consultant will negotiate the new health insurance contract using the new amounts.

Mrs. Crawford clarified that the District spent approximately \$9 million on health care last year.

SIX-YEAR ENROLLMENT PROJECTIONS AND PLANS:

Mr. Syverson presented the Six-Year Enrollment Projections and Plan for the school years 2002-2003 through 2008-2009. He stated that the administration will likely change the report format in the future. He reported that the District is forecasting declining enrollment though the 2008-2009 school year.

BOARD REPORTS:

Mr. Cameron Poindexter reported that he attended the Alaska Association of Student Governments Conference at Bartlett High School in Anchorage on October 25. He reported that 600 students from around the state of Alaska also attended and added that as part of their business 20 resolutions were passed. He stated that the group hosted the first ever gubernatorial debate held in front of a student body. He stated that he was surprised at how progressive Alaska student government is compared to other states. He stated that he also attended the AASB Youth Leadership Institute conducted by Mr. Derek Peterson and the ICE Team who taught the ASSETS model. He stated that even though he was already familiar with the ASSETS information, it was good to have it reinforced. He stated that Institute was another great leadership experience.

BOARD REPORTS (continued):

Mrs. Mullins reported that she attended the AASB Annual Conference and listened to a presentation by Kati Haycock who spoke about high poverty schools exceeding expectations. She explained that the state of a child's poverty does not mean that a child cannot learn. She stated that in dispelling this myth, the presenter spoke about schools in poor communities where teachers had high expectations for their students and the expectations were met. She reported that children increased their reading and math scores. She stated that the speaker reinforced her belief that all children can learn and that it does not have anything to do with skin color or neighborhood; if there are good teachers in front of students, they will learn. She stated that she attended a workshop taught by Mossy White, National School Board Association president. Mrs. Mullins provided highlights of Mrs. White's presentation. She stated that she spoke to other board members and attended the Large District Forum. She expressed hope that some of the resolutions that were passed will move on to the legislature.

Mrs. Crawford stated that the AASB Annual Conference was outstanding and added that it is important to hear from national speakers. She thanked fellow Board

members for their hard work on the resolutions and added that they are forwarded to the legislature where hopefully, there will be improvements in education funding. She congratulated Mrs. Mullins for being selected as the AASB Board Member of the Year.

Ms. Germano stated that she attended the AASB Annual Conference and that it was the best she has attended. She stated that the Board of Directors reviewed the priorities and decided that money was the top priority and that the focus is on what are the needs of all students in the state.

Mr. Arness reported that he attended the KPSAA meeting on Wednesday, November 13 and that the group is submitting a letter to the Board requesting consideration of a study group to consider random drug testing for cocurricular activities.

RECESS

At 9:01 p.m., Mr. Arness called a recess.

RECONVENE AFTER RECESS:

At 9:10 p.m., the Board reconvened in regular session.

CONSENT AGENDA:

Items presented on the Consent Agenda were Request for Funds for Kachemak Selo Facility Expansion, and Renaming Seward High School Baseball Field.

Request for Funds for Kachemak Selo Facility Expansion:

Mr. Syverson recommended the Board request funds from the Borough Assembly for expansion to the Kachemak Selo facility.

Renaming Seward High School Baseball Field:

Mr. Syverson recommended the Board approve a request to rename the Seward High School Ball Field to the Jon Perry Ball Field.

ACTION

Ms. Germano moved the Board approve Consent Agenda Items Numbers 1 and 2. Mrs. Crawford seconded.

Ms. Germano requested the Board consider each item separately.

Motion to approve the Renaming Seward High School Baseball Field carried unanimously.

CONSENT AGENDA (continued):

Ms. Germano expressed concern that there is not enough information regarding the request for funds for Kachemak Selo facility expansion.

Mr. Syverson reported that many options have been considered to solve the overcrowding problem and that supplying materials for the community to build an addition is the most cost efficient solution. He reminded the Board that the current facilities are leased.

Ms. Germano stated she would like to have specific details including cost and agreements with the community before supporting the recommendation.

Mr. Syverson stated that the estimated cost is between \$30,000 and \$40,000.

ACTION

Ms. Germano moved the Board table Item 11a.(1), Request for Funds for Kachemak Selo Facility Expansion. Mrs. Gilman seconded.

VOTE TO TABLE ITEM 11a.(1):

Advisory Vote – YES

YES – Crawford, Germano, Gilman, Mullins, Poindexter, Arness

NO – Anderson

Motion carried.

Mr. Arness asked to have the Request for Funds for the Kachemak Selo Facility Expansion included on the next agenda.

2003-2004 Certified Staffing Formula:

Mr. Syverson recommended the Board approve the 2003-2004 Certified Staffing Formula.

aCTION

Ms. Germano moved the Board approve the 2003-2004 Certified Staffing Formula. Mr. Poindexter seconded.

Mrs. Gilman informed the public that the Board held a worksession regarding the staffing formulas prior to the meeting. She clarified that the staffing formula increases the pupil teacher ratio by three students in every grade level between fourth grade and twelfth grade. She stated that the idea of 29 students (in reality 31 to 33) in a classroom in grades 4 through 6 is deplorable. She stated that as a parent, she will not put her child in a classroom with 32 students. She stated that if the District is at the point of increasing class sizes to balance the budget then the Board needs to consider budget reductions everywhere including extracurricular activities.

Mr. Poindexter asked whether the pupil-teacher ration could be lowered if the state legislature increases funding for education. Mr. Syverson stated that lowering the pupil-teacher ratio is an option of the Board. He noted that the staffing formulas are a critical component of the budget process. Mr. Poindexter asked if the pupil-teacher ratio could be changed once the budget process begins. Dr. Peterson stated that the staffing formulas can be changed again. She stated that the administration is recommending the increase in pupil-teacher ratios along with other budget reductions to balance the budget.

2003-2004 Certified Staffing Formula
(continued):

Mrs. Crawford stated that the 2003-2004 staffing formula is the most difficult decision the Board has been faced with during her four years on the Board. She informed those present that the District is projecting 211 less students which translates into several million dollars in less revenue and will cause the layoff of more teachers. She stated that the Board knows that lower pupil-teacher ratios are best for students but the District must be able to pay teachers.

Ms. Germano explained that approving staffing formulas is the second step in the budget process. She stated that none of the Board members want to increase classroom sizes but they have a financial obligation to balance the budget. She stated that she would like to believe that the District will not actually have to increase class sizes and that the legislature will provide additional funding. She stated that the amount of dollars necessary to balance the budget in a time of declining enrollment must come from salaries. She stated that the Board's first step would be to reverse the staffing formula should additional money come from the legislature. She stated that the Board did not increase classroom sizes in Grades kindergarten through 3 but that unfortunately, programs will be cut at the high school level.

VOTE:

Advisory Vote – YES

YES – Anderson, Crawford, Germano, Mullins, Poindexter, Arness

NO – Gilman

Motion carried.

2003-2004 Support Staffing Formula:

Mr. Syverson recommended the Board approve the 2003-2004 Support Staffing Formula. Mr. Syverson stated that the formula is the same as last year but with declining enrollment two schools will lose a .5 secretary.

Mrs. Mary Daugherty stated that it is difficult to offer input when the public did not have last year's staffing information.

Ms. Germano assured those present that there will be many opportunities to speak to the Board about the budget.

ACTION

Ms. Germano moved the Board approve the 2003-2004 Support Staffing Formula. Mrs. Crawford seconded.

Motion carried unanimously.

POLICY MANUAL REVISIONS TO SECTION 9000, Board bylaws:

Dr. Peterson recommended the Board approve revisions to 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; and BB 9400, Board Self-Evaluation.

POLICY MANUAL REVISIONS TO SECTION 9000, Board bylaws (continued):

Mr. Poindexter asked whether BB 9110 should be revised to reflect the upcoming nine-member board. Dr. Peterson responded that BB 9110 and other related policies will be changed next year after the election.

ACTION:

Ms. Germano moved the Board approve revisions to Policy Manual Section BB 9000, Board Bylaws, including a change to delete the word "and" at the end of the last bulleted sentence of E 9271(a). Mrs. Gilman seconded.

Mr. Poindexter asked to remove BB 9322, Agenda/Meeting Materials.

Motion to approve revisions to BB 9000, Board Bylaws (except BB 9322) carried unanimously.

Mr. Poindexter suggested that the new language be removed and the stricken language be added back in the third paragraph of BB 9322, Agenda/Meeting Materials. He stated that if items are to be added to the agenda with the consensus of the Board, it would require a meeting.

ACTION

Mr. Poindexter moved the Board approve an amendment to remove the proposed language and add the stricken language in the third paragraph of BB 9322, Agenda/ Meeting Materials. Mrs. Gilman seconded.

Mrs. Mullins stated that the Board works by concurrence to place an item on the agenda so that one Board member alone does not make that decision. She cautioned that the Board not demand too much time from the administration with items that other members are not ready to discuss. She stated that for those reasons, she does not support the Poindexter amendment.

Ms. Germano reminded the Board of the discussions held during annual goal setting sessions where decisions are made about what the administration should work on during the upcoming year. She stated that the proposed changes to BB 9322 reflects how the Board currently does business and is the best way to continue. She stated that there are opportunities at Board meetings to ask for concurrence of the Board during the Board Comments section.

VOTE ON AMENDMENT:

Advisory Vote – YES

YES – Poindexter, Gilman

NO – Anderson, Crawford, Germano, Mullins, Arness

Amendment failed.

VOTE ON MAIN MOTION:

Advisory Vote – NO

YES – Anderson, Crawford, Germano, Mullins, Arness

NO – Poindexter, Gilman

Motion carried.

FIRST READING OF POLICY REVISIONS:

The Board heard a first reading of BP 3313, Contracts, Leases and Agreements.

FIRST READING OF POLICY REVISIONS (continued):

Mrs. Crawford asked how many contracts, leases, and agreements the District is involved in. Mr. Syverson stated that he would include the information in the next Board packet.

PUBLIC PRESENTATIONS/ COMMENTS:

Mr. Henry Anderson, KPEA and KPESA strike chairperson, stated that during the last month the unions have trained over 60 members in strike awareness. He stated that the union has over six committee chairpersons ready to work. He stated that he hopes that the Board has heard the impassioned pleas of teachers and students. He told the Board they are responsible to find the money to pay teachers what they deserve. He reminded the Board that there are three major areas that need settlement: elimination of the two tier schedule, improvement in health care coverage and copay amount, and a significant salary increase. He stated that he does not want to strike but will, if necessary. He asked the Board to resolve the bargaining issues during the upcoming mediation session.

Ms. Susie Franklin, Kenai Central High School librarian, stated that she is proud to

be a District employee and the mother of a graduate from the Kenai Peninsula Borough School District. She stated that she is the membership chairperson for KPEA and is aware of the numbers of people that have come and gone. She reported that this year approximately 53 new teachers have been hired, 24 teachers are on leaves of absence, 2 are on sabbatical, and 5 employees transferred to administrative positions. She commented that it is imperative that the Board be aware of the number of good people that are leaving the District and of the low numbers of applicants to fill the vacancies. She stated that the District is in a position where approximately thirty to forty people could retire at the end of the school year. She stated that young teachers who come to the area leave after a year because they can make more money in another district. She stated that she would like to think that there is going to be a good pool of applicants when she and other colleagues decide to retire. She asked the Board to work for an equitable contract with fair pay for all the employees of the district.

BOARD COMMENTS:

Mrs. Gilman asked to have a staffing comparison for the public when considering formulas in the future so that the public is aware of the differences.

Mrs. Crawford thanked Mr. Rizzo and the Nikiski High reader theater students, and Mr. Sorenson and the Kenai Middle leadership students. She stated that she wished the District was in the position of the Mat-Su School District by having 200 more students than projected instead of 211 students less for next year. She stated that the Board has had to raise the pupil-teacher ratio and will still have to cut 56 teachers next year. She stated that the Board has been warned that natural gas and health care costs will be increasing. She stated that the District still has class sizes smaller than the Anchorage School District. She stated that the Board is in a difficult position and hopes an agreement can be reached. She thanked Mrs. Douglas and Mr. Coghill for the audit information. She asked to be excused from the December 2 Board meeting. She stated that she is interested in discussing random drug testing for students participating in extracurricular activities.

BOARD COMMENTS (continued):

Ms. Germano stated that a comment was made during the KSRM Radio Sound Off program regarding the School District administration. She noted that every employee in the District works very hard and suggested that all employees consider "walking in each other's shoes" and notice the work they do for the District. She clarified that there are 16 administrators in the Central Office, 43 principals in schools, and 6 assistant principals. She stated that it would be difficult to cut the administration any further and added that the District has the lowest administrative costs in the state. She stated that the administration has reorganized several times and have lost positions in the process. She stated that she is concerned that too much is being asked of teachers as well as administrators. She stated that with the concurrence of the Board she would like to discuss the status of the District 15-passenger activity vans. She stated that she is concerned about putting students in vans that the federal government will not allow school districts to purchase. She stated that the issue can be addressed with the Borough Assembly as an expenditure outside the cap.

Mrs. Gilman stated that she concurred with Ms. Germano's comments regarding school vans and asked the Board to consider why students are being transported off the Peninsula. Dr. Peterson stated that she would provide the Board with a synopsis of what has transpired with the District vans. Dr. Peterson stated that a report was given to the Borough Assembly last year and that the Assembly put money aside to

complete a study of the problem by August.

Mr. Arness reported that the Board of Directors of KPSAA have voted to make the request to the Board to establish a group to research other districts who use random drug testing of students participating in extracurricular activities. Dr. Peterson reported that Dr. Whiteley has completed quite a bit of work on random drug testing. Mr. Arness suggested that the Board consider an action item that would establish the parameters of the study group.

Mr. Arness stated that he has been involved in some very controversial issues during his sixteen years in politics and has had people become extremely angry at him. He stated that he has always taken great pride in the fact that he treated those people fairly. He stated that he is going to feel the same in the future. He strongly suggested to union members that they search their hearts and minds and recognize that the Board has a job to do, the administration has a job to do and the union bargaining team has a job to do and that just because each group views things differently, doesn't make them bad. He stated that the District bargaining team will be at the mediation session with open hearts and minds and will try to solve the problem.

ADJOURN:

At 9:57 p.m., Ms. Germano 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 December 2, 2002
as written.