

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

November 2, 1992

**SCHOOL BOARD MEMBERS:** Mrs. Betty Obendorf, President  
 Mrs. Marilyn Dimmick, Vice President  
 Mr. Michael Tauriainen, Clerk  
 Mr. Clifford Massie, Treasurer  
 Mr. Joe Arness, Member  
 Mrs. Mari-Anne Gross, Member  
 Mr. Michael Wiley, Member

**STAFF PRESENT:** Dr. Robert Holmes, Superintendent of Schools  
 Mr. John Dahlgren, Associate Superintendent, Planning,  
 Operations, and Technology  
 Mrs. Mary Rubadeau, Assistant Superintendent, Instruction  
 Mrs. Sharon Radtke, Executive Director, Personnel  
 Mr. Richard Swarner, Executive Director, Business Management

**OTHERS PRESENT:** Mrs. Mary Horwath Mrs. Karen Mahurin  
 Mr. Hal Smalley Rev. Joe Knox  
 Dr. Peter Cannava Mr. John Kistler  
 Mrs. Joan Schrader Mrs. Janie Lawley  
 Mr. Gene Dekerlegand Mr. George Carnahan  
 Mrs. Debra Germano Mrs. Kristie Holdridge  
 Mr. Pat Shields Mrs. Eileen Becker  
 Mr. Kenneth Satre Mrs. Elaine Sandoval  
 Mrs. Terri Leman Mrs. Virginia Cuffe  
 Miss Michelle Steik  
 Others present not identified.

**CALL TO ORDER:** Mrs. Obendorf called the meeting to order at 7:30 p.m.

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

**ROLL CALL:**

Mrs. Betty Obendorf	Present
Mrs. Marilyn Dimmick	Present
Mr. Michael Tauriainen	Present
Mr. Clifford Massie	Present
Mr. Joe Arness	Present
Mrs. Mari-Anne Gross	Present
Mr. Michael Wiley	Present

**APPROVAL OF AGENDA:** The agenda was approved with the addition of Consent Agenda Item 8a (2), Approval of Beluga Lease Agreement.

**APPROVAL OF MINUTES:** The School Board Minutes of October 19, 1992, were approved as written.

HEARING OF  
DELEGATIONS:

Mr. George Carnahan, representative for the Kenai Peninsula Labor Council, requested the school board not support AASB resolutions #92-2, Binding Arbitration, #92-10, Repeal of the Right to Strike, and #92-11, Sunsetting SB 15. The Council opposed any legislation where binding arbitration is the final step to bargaining, felt repeal of the right to strike law would be detrimental to the children's educational program and to the community, and felt resolution #92-11 was anti-union, anti-work, and anti-workers. He further requested the school board handle discussion on the resolutions differently next year where the community would have time to read and respond to them. He added the labor council will have a representative present on Saturday, November 7 as an observer to the resolutions committee meeting in Anchorage.

Mrs. Eileen Becker, Homer parent, requested review of a book used briefly at Homer High School in a health curriculum class. She requested the review be based on the board's policies for the curriculum. She felt the book was not a viable text to be used as a reference manual or student text. She noted the book was not available in any other KPBSD schools, and was a gift to Homer High School.

Mrs. Gross commented she had reviewed the book and felt it was inappropriate for school use. She noted the book was pulled immediately when the school was notified. Mrs. Becker added she felt the book was given too much credibility which it did not deserve. She felt it should not be given the same standard of viability that some other book with credibility would be given.

MOUNTAIN VIEW  
ELEMENTARY SCHOOL  
PTA:

Mrs. Kristi Holdridge, Mountain View Elementary PTA Chairperson, apprised the Board of a successful Halloween Carnival at their school, their first Family Math-Science Night on October 15 with 200 people in attendance, a computer lab available during recess, and Santa at Carr's project after Thanksgiving. She invited the Board to their next PTA meeting on November 10 at noon. A presentation on the DARE Program will be made at the meeting.

SOLDOTNA HIGH  
SCHOOL PTSA:

Dr. Peter Cannava, Soldotna High School PTSA representative, told the board their group was concerned about overcrowding in existing facilities. He requested that the Facilities Committee be reinstated to consider the existing facilities, recent bonding vote, projected enrollment, and projected funding. He felt the committee could come up with different recommendations than those made previously.

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MC NEIL CANYON  
ELEMENTARY SCHOOL  
COMMUNITY COUNCIL:

Mrs. Debra Germano, Vice President of the McNeil Canyon Community Council, reported on a successful Halloween Carnival at their school. She requested reinstatement of a half-time position for a librarian. She called attention to the 1993-94 enrollment for McNeil Canyon School for the first grade with 30 projected students where the kindergarten class currently has 33 students. She commented that personally she had reviewed the Homer High book in question and stated she felt portions of the book could be used as a teacher resource. She recommended the book go through a review process.

KPEA:

KPEA President Hal Smalley expressed concern regarding a personnel policy change on notification of certificate renewal. He commented certificated staff were notified by a letter attached to their October pay checks that the personnel department will no longer be responsible in notifying individuals of certificate renewals. He stated this was an after the fact notification of a practice the central office had previously been handling. He added the district has created a situation where certificated employees have depended upon the district for notification of renewal. He questioned when the practice changed and why no notification had been made until certification had lapsed. He requested the district notify KPEA of these policy changes so they in turn can inform the staff. One incident occurred where an 18 year employee was terminated which resulted in loss of tenure, loss of salary, time of service toward retirement and loss of insurance and benefits. He recognized it is the teacher's responsibility to know when to reapply for certification, however, the district had set a practice of notifying teachers, but changed the procedure without prior notification. He concluded that he appreciated Mr. Carnahan's comments and supported the labor council's position in opposing resolutions #92-2, Collective Bargaining, #92-10, Right to Strike, and #92-11, Sunsetting of SB 15.

TUSTUMENA PTA:

Mr. Pat Shields, Tustumena PTA Chairperson, reported on a successful Halloween Carnival which doubled their gross income. He stated the Building Committee is still active and invited Congressman Don Young, Senator Ted Stevens and local candidates to visit their school to discuss their situation. He stated many parents were concerned that the district had requested funding for resurfacing of school tracks when other educational needs within the schools should be addressed.

SUPERINTENDENT'S  
REPORT:

Dr. Holmes reported he attended a five-day seminar on strategic planning recently and would be holding a worksession with the Board on this topic November 16.

**NINILCHIK ELEM/HIGH  
SCHOOL REPORT:**

Mr. Ken Satre, Principal, Ninilchik Elem/High School, along with Elaine Sandoval, teacher, Terri Leman, Ninilchik Traditional Council member, Virginia Cuffe, tutor, and Michelle Steik, student, spoke to the board about the Student Assistance Program (SAP) at their school. The program consists of intervention, support and prevention to promote education and wellness for students in grades 3-12. The program is an outgrowth of the Drug Free Schools and Communities Act of 1986.

**CONSENT AGENDA:**

Items presented on the Consent Agenda were Approval of 1992-93 Teacher Assignment and Beluga Lease Agreement.

**1992-93 TEACHER  
ASSIGNMENT:**

Mrs. Radtke recommended the Board approve the appointment of Anita Hakkinen, Home Economics, Soldotna High, Temporary (half-time), for the 1992-93 school year.

**BELUGA LEASE AGREE-  
MENT:**

Mr. Dahlgren recommended the Board approve a lease agreement with Don Hopkins at Beluga for use of his trailer as a school for the 1992-93 school year. The school district agreed to lease the trailer for \$800 per month and pay the cost of utility services as agreed upon by both parties.

**ACTION**

Mrs. Dimmick moved the Board approve Consent Agenda Items #1 and #2. Mr. Tauriainen seconded.

Motion carried unanimously.

**1993-94 PROJECTED  
ENROLLMENT:**

Mr. Swarner stated he did not expect any changes in the economy of the peninsula and a straight line projection for the 1993-94 school year would be 9,719 students. He commented this was a increase of 121 students, or 1.3%, over the current year.

Mrs. Dimmick commented it appeared there were no population changes in the schools, but the district had not reached its projections. She suggested the administration consider a different approach to tracking the enrollment this year. Mr. Swarner responded the administration tracks the enrollment every two weeks during the school year and uses prior year's enrollment data to make comparisons. Mrs. Dimmick added she felt the district should use demographic data for long range planning, i.e., types of families, student needs, etc. which will effect programs and services needed at the schools.

**ACTION**

Mr. Massie moved the Board approve the 1993-94 Projected Enrollment. Mr. Arness seconded.

Motion carried unanimously.



STAFFING FORMULA/  
1993-94:

Mrs. Radtke recommended the Board approve staffing formulas A, B, C, D, and E as presented. She noted Schedule A for K-2 and K-3 schools had a PTR of 26, Schedule B for K-6, K-8, 3-6, 4-6 schools had a PTR of 28, and Schedule C for 7-8, 7-12, 9-12, K-10, K-12 schools had a PTR of 31. Schedule D was a staffing formula for small schools, Schedule E was for special services and a new schedule was added for alternative/flex school staffing.

Mr. Wiley questioned what determined the amount of specialists at small schools. Mrs. Radtke responded this is based on the regular enrollment and most small schools do not warrant specialists due to their enrollment.

Mrs. Debra Germano questioned what constitutes a small school. Mrs. Radtke stated these are schools with low enrollments such as those in Hope, Moose Pass, English Bay, etc.

ACTION

Mrs. Gross moved the Board approve the staffing formulas as presented by Mrs. Radtke. Mrs. Dimmick seconded.

Mr. Tauriainen commented the issue of elementary PTR had been discussed for a long time. He added that when considering all certified personnel at the high school level, the PTR is lower at that level with approximately 15 whereas the elementary level is approximately 22. He felt the board should hold a worksession on this to work on lowering the elementary PTR for the next school year. Mrs. Rubadeau commented that the number one comment from parents and community members on the school report cards is lowering the PTR. She felt the administration needed direction from the board on how to work within the present staff formulas through the budget process. She noted it was the administration's intent to lower the elementary PTR wherever possible. Mrs. Obendorf stated the high school PTR is higher because of programs and if the PTR is cut, programs would also be cut. Mrs. Rubadeau responded that Mr. Epperson is looking at ways to use available resources to most effectively alleviate any problems which may occur if reductions are to be made. Mrs. Obendorf questioned when the administration would want direction from the board. Mrs. Rubadeau suggested a worksession should be held during the budget session. Mr. Wiley felt it was important that the board was working toward lowering the PTR.

Motion carried unanimously.

AASB RESOLUTIONS:

Mrs. Obendorf announced the Board met during the afternoon in an open worksession to review the new AASB resolutions. She added the Board approved the numbered AASB resolutions on September 21. She commented that she is a member of the resolution committee, however, Mrs. Gross will attend in her absence for 1-1/2 hours due to a meeting conflict. She noted the approved resolutions will give the association's executive

AASB RESOLUTIONS  
(continued):

director direction on how to lobby for its members. Mrs. Karen Mahurin, KPESA President, noted that she attended the board's worksession in the afternoon and expressed appreciation to the board on their position on Alaska 2000. She requested their support of the Head Start Program. She commented that working in a K-2 school she has observed many economic changes in families and many would be unable to attend private preschools. She asked the board to remember the history of the district resolving its bargaining procedures and encouraged that district groups put their funds and time into other major issues needing attention during tough economic times, and not consider the AASB resolutions on binding arbitration, repeal of the right to strike and sunseting SB15. She added she personally felt binding arbitration was the basis upon which America is based, a nonjudgemental third party helping to decide conflict.

Mr. George Carnahan told the Board the teachers on the Kenai Peninsula had never gone to strike and this should not be an issue to be considered.

Mr. John Kistler, parent, commented the speakers were unions supporting unions on their special interests. He stated that as a member of the public he agreed with the endorsements the Board had already approved, not those the unions were requesting the board to concede on.

Mrs. Obendorf announced the resolutions they would consider as a group were: Governance: Eliminate Trial De Novo, Cooperation and Share Services Among School Districts, Funding: Suggestions to combine Increased Value of Instructional Unit to \$66,000 (North Slope) and Increased Value of Instructional Unit to \$66,000 (Northwest Arctic), United Educational Community to Forward Educational Priorities, Funding Facilities, Adequate Funding for Special Programs, Continued Categorical Funding for Vocational Education, Personnel: Supporting Appropriate Drug Testing of School Employees on a Statewide Basis, Other: Resolution on Mandated Training, and A Resolution Concerning Alaska 2000.

ACTION

Mrs. Dimmick moved the Board approve the AASB resolutions listed by Mrs. Obendorf. Mrs. Gross seconded.

Mrs. Dimmick commented the resolutions would be approved as per the board's discussion during the afternoon worksession.

ACTION

Mr. Wiley amended the motion to vote separately on the resolution on drug testing of school employees on a regular basis. Mr. Tauriainen seconded.

Amendment carried unanimously.

ACTION

Mr. Tauriainen amended the motion the vote separately on the two resolutions dealing with instructional unit value. Mr. Wiley seconded.

Amendment carried unanimously.

Amended motion carried unanimously.

RECESS:

At 9:00 p.m., Mrs. Obendorf called a recess.

RECONVENE AFTER

At 9:20 p.m., the Board reconvened in regular session.

RECESS:

ACTION

Mrs. Dimmick moved the Board support as written the resolution "Support Early Retirement and Incentive Program" (North Slope). Mr. Arness seconded.

Mr. Tauriainen expressed concern about the "excess baggage" in the retirement program and that the resolution would only add to it.

VOTE:

YES - Arness, Dimmick, Gross, Massie, Wiley, Obendorf

NO - Tauriainen

Motion carried.

Mr. Wiley questioned whether the Board had adopted the resolution from Juneau on Repeal of Right to Strike. Mrs. Dimmick commented the Board did not see any reason to go against the resolution, and Mrs. Obendorf stated it was in the previous packet adopted by the board.

ACTION

Mrs. Dimmick moved the Board withhold support on the resolution "Urging Amendment to the School Foundation Formula" (Juneau), and requested the board's representative to question the Juneau representatives on the intent of the resolution. Mr. Tauriainen seconded.

Motion carried unanimously.

ACTION

Mrs. Dimmick moved the Board approve the combined resolutions on increased value of instruction unit, and delete the dollar amount suggested. Mr. Wiley seconded.

ACTION

Mr. Tauriainen moved to amend the motion to combine the resolutions with resolution 92-18, "Requesting the Legislature to Provide Essential Funding for the Schools in the State of Alaska". Mrs. Dimmick seconded.

AASB RESOLUTIONS  
(CONTINUED):

Amendment carried unanimously.

Amended motion carried unanimously.

ACTION

Mr. Wiley moved the Board approve the resolution "United Educational Community to Forward Educational Priorities". Motion died for lack of a second.

ACTION

Mrs. Dimmick moved the Board withhold support of the resolution "Small School Funding". Mr. Tauriainen seconded.

Mrs. Dimmick commented the Board discussed withholding support because it could be a long-term financial burden for the state and, therefore, a problem for all schools.

Motion carried unanimously.

ACTION

Mrs. Gross moved the Board withhold support for the resolution "School Construction Debt Retirement for Non-Municipalities" because it is divisive. Mr. Tauriainen seconded.

Motion carried unanimously.

ACTION

Mrs. Dimmick moved the Board approve the resolution "Urging Support for Full Funding of the Head Start Program" as written. Mr. Arness seconded.

VOTE:

YES - Arness, Dimmick, Gross, Massie, Obendorf

NO - Tauriainen, Wiley

Motion carried.

ACTION

Mrs. Dimmick moved the Board withhold support on the resolution "Supporting Alaska 2000 Recommendation for Teacher Tenure". Mr. Wiley seconded.

VOTE:

YES - Arness, Dimmick, Gross, Massie, Wiley, Obendorf

NO - Tauriainen

Motion carried.

ACTION

Mrs. Dimmick moved the Board approve the resolution "Acquisition of Teacher Tenure". Mrs. Gross seconded.



AASB RESOLUTIONS  
(continued):

VOTE:

YES - Arness, Dimmick, Gross, Massie, Wiley, Obendorf  
NO - Tauriainen

Motion carried.

ACTION

Mrs. Dimmick moved the Board withhold support of the resolution "Eliminate Teacher Tenure Laws". Mr. Arness seconded.

VOTE:

YES - Arness, Dimmick, Gross, Massie, Wiley, Obendorf  
NO - Tauriainen

Motion carried.

ACTION

Mrs. Gross moved the Board withhold support of resolution "Supporting Appropriate Drug Testing of School Employees on a Statewide Basis" and ask questions on the intent of the resolution. Mr. Tauriainen seconded.

Mr. Tauriainen commented the Board basically supported the resolution but wanted clarification on the alcohol portion, volunteers, nonpaid school staff, paid employees, definition of "appropriate", etc.

Motion carried unanimously.

ACTION

Mr. Tauriainen moved the Board withhold support of the resolution "Support Student Organizations". Mr. Massie seconded.

Mr. Tauriainen commented the Board withheld support on this item because it was unclear where funding would come from and they felt the funds should not come from state coffers.

Motion carried unanimously.

ACTION

Mrs. Dimmick moved the Board support the resolution "Early Childhood Education Programs" as written. Mr. Wiley seconded.

Mrs. Gross expressed concern on where funding for the programs would come from. Mr. Tauriainen commented he had concerns about funding as well as not wanting the programs to go below age 5.

ACTION

Mrs. Dimmick moved to amend the motion to correct the final Therefore Be It Resolved, to be rephrased "funding from outside of the foundation funding". Mrs. Gross seconded.

AASB RESOLUTIONS  
(continued):

Mr. Massie stated if this was not included in the foundation formula, there would be a battle every year to receive funding. Mrs. Dimmick commented she did not feel it was the responsibility of the school districts to provide funding beyond the regular school program.

VOTE ON AMENDMENT:

YES - Dimmick, Gross, Massie, Tauriainen, Obendorf  
NO - Arness, Wiley

Amendment carried.

VOTE ON AMENDED MOTION:

YES - Arness, Dimmick, Massie, Wiley, Obendorf  
NO - Gross, Tauriainen

Amended motion carried.

ACTION

Mrs. Dimmick moved the Board withhold support on the resolution "Support of Negotiations Outside School Term". Mr. Massie seconded.

Motion carried unanimously.

ACTION

Mr. Tauriainen moved the Board withhold support on the resolution "School Choice" by Annette Islands. Mr. Wiley seconded.

Mrs. Obendorf announced a favorable vote would be requesting the AASB to oppose any voucher system for students in public school systems.

ACTION

Mrs. Dimmick amended the motion to combine the resolution with the "School Choice" resolution from Nenana and delete the last Therefore Be It Resolved clause. Motion died for lack of a second.

VOTE:

YES - Arness, Dimmick, Gross, Tauriainen, Wiley  
NO - Massie, Obendorf

Motion carried.

ACTION

Mr. Wiley moved with Board approve the resolution "School Choice" from Nenana. Mr. Tauriainen seconded.

Motion carried unanimously.

**ACTION**

Mrs. Dimmick moved the Board withhold support on the resolution "Urging that School Leave be Approved for Public Employees". Mr. Tauriainen seconded.

Motion carried unanimously.

**POLICY REVIEW  
COMMITTEE REPORT:**

Mrs. Rubadeau reported the Policy Review Committee met on October 29. Policies to be considered this year are those from the student section of the policy manual. The committee recommended that a student be added to the committee, and she requested that one be selected at the Student Leadership Conference in Homer next week. Copies of the policies have been distributed to schools for input from parents, principals and staff members.

**PUBLIC PRESENTATIONS:**

Mr. Pat Shields, Kasilof parent, commented he had reviewed the book referred to by Mrs. Becker. He stated he felt the book was trash and that the book should not receive credence for review. He requested the Board investigate how the book entered the school and questioned whether this should become a personnel matter.

**BOARD COMMENTS:**

Mr. Wiley stated he was impressed with the ISER Fiscal Policy Papers published by the University of Alaska Anchorage and suggested the information be factored into the district's strategic planning.

Mr. Tauriainen expressed appreciation to Mr. Shields for his comments and felt formal action should be taken on the book. He felt there should be an accountability for the health curriculum and items brought to the attention of the district. He felt the Board and staff should be held accountable for what is being taught in the classroom.

Mr. Arness questioned how the book was brought into the school. Mrs. Rubadeau responded that the book was never adopted by the district and was a gift to the district. It was used at one school only as a resource for an educator. The principal did not review the textbook. The book was not available to students and the school district does not own the book. She felt that the book had been given too much credence. Mr. Arness stated that since it was not school district material, then it did not require review and could be thrown away. Mrs. Rubadeau commented that was true, but suggested the Health Curriculum Committee review it on November 3. Mrs. Dimmick commented she was concerned that the book was a gift, but felt the incident was blown out of proportion. She stated she was of the understanding that people or materials to be used as resources for health curriculum are approved by the principal first. She requested the Board receive a report and at the same time reiterate the

BOARD COMMENTS  
(continued):

intent of the policy. Mr. Arness stated it was his opinion that the book should be thrown away and a notice should be sent to the principals that all resource materials used by the teachers should be reviewed by the principal.

Mrs. Gross stated she felt there should be written guidelines for persons who serve as resources to the health curriculum, and they should be made aware that materials, audio visuals, etc., need to be approved by the teacher and principal prior to class use. Mrs. Rubadeau responded that all provisions on resources and guidelines for the health curriculum were reviewed at the administrator meeting in August.

Mr. Tauriainen added that if improper action was taken on the part of the teacher this should be entered on the teacher's record. Mrs. Obendorf commented this was not legal since the teacher and principal are no longer employees of the district. Mrs. Rubadeau responded she felt this was an instructional issue not a personnel issue.

Mr. Massie stated he felt the book should be discarded and that everyone was "making a mountain out of a mole hill".

Mr. Massie commented it was his opinion that some of the resolutions reviewed were of little substance, and often one word completely changed the intent of the resolution. He stated he was in agreement with Mrs. Mahurin where this is not the time to rehaggle old battles, and since a good compromise had been reached he did not want the board to bring back the issue of right to strike.

Mrs. Dimmick commented that a speaker at the meeting questioned when the Board made their decisions and reiterated that all Board decisions are made in public worksessions or public meetings. She commented that the resolutions discussed at the meeting would again be discussed in public session with AASB members next week.

Mrs. Obendorf announced that Mr. Arness will be the board's representative to the Calendar Committee.

She commented that she visited nine schools from Ninilchik to the southern peninsula. She stated she was pleased to see exciting things happening in the schools despite crowded conditions.

Mrs. Obendorf stated she felt the book was being reviewed in accordance with the board's procedure; however, to the public it appeared this was not being done. She commented she hoped the process would be completed soon.



EXECUTIVE SESSION:

At 10:28 p.m., Mrs. Dimmick 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. Mr. Tauriainen seconded.

Motion carried unanimously.

ADJOURN EXECUTIVE SESSION:

At 11:10 p.m., Mr. Massie moved the executive session be adjourned. Mr. Arness seconded.

Motion carried unanimously.

ADJOURN:

At 11:11 p.m., Mr. Arness moved the School Board Meeting be adjourned. Mr. Massie seconded.

Motion carried unanimously.

Respectfully Submitted,

*Betty L. Obendorf*  
Mrs. Betty Obendorf, President

*Mike Tauriainen*  
Mr. Michael Tauriainen, Clerk

The Minutes of November 2, 1992, were approved on November 16, 1992, with corrections.