

KENAI PENINSULA BOROUGH SCHOOL BOARD MEETING
Seward High School Auditorium
Seward, AK 99664

May 6, 1996

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
Mrs. Sharon Radtke, Executive Director, Personnel
Mr. Richard Swarner, Executive Director, Business Management

OTHERS PRESENT: Mr. Paul Sayan Mr. James Simeroth
Mr. Kurt Haider Mr. Malcolm Fleming
Mr. Robert Boyle Mr. Steve Wilcox
Mrs. Diane Borgman Ms. Melissa DeVaughn
Mr. Aaron Martin Miss Carla Roadifer
Mr. Darrel Simpson Ms. Liesl Davenport-Wheeler
Mr. Roger Steinbrecher Mr. Dale Butts
Others present not identified.

CALL TO ORDER: Mrs. Gross called the meeting to order at 7:40 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 Absent - Excused
Mrs. Deborah Germano Present
Miss Aubrey Robinson Absent - Excused

APPROVAL OF AGENDA: The agenda was approved as printed.

APPROVAL OF MINUTES: The School Board Minutes of April 15, 1996, were approved as written.

SEWARD HIGH SCHOOL REPORT: Mr. Malcolm Fleming, Principal of Seward High School, reported to the Board on his school. Students Aaron Martin, Carla Roadifer and Darrel Simpson of the Business Professional of America class presented a student developed video on their organization as it integrates student leadership, citizenship, academics and technological skills into the educational program. Seward High School's athletic director, Roger Steinbracher, reported the community, parents and students are hopeful that a football program could be initiated at the school this fall. He noted 46 students have signed contracts and paid up front fees. They would play JV and C-team levels with a possible varsity game against Glennallen. He stated \$7,000 had been raised and other schools in the district are supportive of their efforts.

PUBLIC PRESENTATIONS: Mr. Paul Sayan, Seward teacher, encouraged the Board and KPEA to complete negotiations through the binding arbitration process. He noted teacher morale is low not only within the district but statewide. He felt current legislation in HB 465 will not increase the quality of education. He stated teachers would just like to do their jobs and not be harassed.

Mr. Dale Butts, community member, stated he was enthused about forming a football program in Seward. He felt that a response from 46 students and parents was a great commitment for a town the size of Seward. He also commented there is a great deal of support for the activity throughout the community.

COMMUNICATIONS AND PETITIONS: Mrs. Gross noted receipt of a communication from Nanwalek related to reinstating the breakfast program at their school.

KPEA: Mr. James Simeroth, KPEA President, sought clarification on a longevity recognition program this year for retiring teachers. He noted there are a number of people who are interested in the program, but currently the district has indicated it is not interested in the program. He wanted to know what specific answer he could give to inquiring teachers. In response to Mr. Thibodeau's question on number of people interested, Mr. Simeroth responded there were approximately 50 people now interested. Dr. Bromenschenkel advised the school board that the topic being discussed was a matter of negotiations where an agreement was not obtained.

DRUG FREE SCHOOLS REPORT: Mr. Thorpe presented a report on the Youth Risk Behavior Survey of KPBSD students. The Youth Risk Behavior Survey was developed by the Division of Adolescent and School Health, Centers for Disease Control and Prevention, and shows how KPBSD students compared to other youth nationwide on health risk behaviors. The report examined six adolescent behaviors which were behaviors that result in unintentional and intentional injuries, tobacco use, alcohol and other drug use, sexual behaviors, dietary behaviors and physical activity.

BOARD REPORTS: Mr. Thibodeau reported on the Vocational Advisory Meeting he attended in Soldotna on April 30. He extended congratulations to Fred Esposito on being selected for the Vocational Education Officer of the Year Award. He noted Mr. Esposito has also been selected to serve on the Governor's Alaska Human Resource and Investment Council. He reported the next Vocational Advisory Meeting would be held in Seward on May 7 at the AVTEC Building.

Mrs. Gross reported she and Mrs. Larned attended the National School Board Association Convention in Orlando, Florida. She noted they received excellent educational information.

She also reported she and Mrs. Larned attended the AASB Fly-In in Juneau where they talked with legislators. She commented a RIP bill might be passed this year.

CONSENT AGENDA:

Items presented on the Consent Agenda were Approval of Resignations, Leave of Absence Requests/Support, 19-Day Substitute Contract, Extended Field Trip Requests, Early Graduation Request, Tustumena Furniture and Equipment List, and Leave of Absence Request/Certified.

RESIGNATIONS:

Mrs. Radtke recommended the Board approve resignations for Stephen Hamill, Technology, Seward Jr/Sr High, effective April 22, 1996; Julieanne Super, Mathematics, Homer High, effective May 24, 1996; Susan Sowder, Grades 4-6, Bartlett Elem/High, effective May 24, 1996; Nancy Savaria, Special Education/Educationally Handicapped, effective May 24, 1996; Kenneth Gunderson, Science/Quest, Kenai Central High, effective May 24, 1996; Kersten Overturf, French/English, Kenai Central High, effective May 24, 1996; and Kathy Brown, Kindergarten, Sears Elementary, effective May 24, 1996.

**LEAVE OF ABSENCE
REQUESTS/SUPPORT:**

Mrs. Radtke recommended the Board approve unpaid leave of absence requests for John Romanoff, Custodian, Nanwalek Elem/High, effective the 1996-97 school year; and Marlene Norman, Food Services, Port Graham Elem/High, effective the 1996-97 school year.

**19-DAY SUBSTITUTE TEACHER
CONTRACT:**

Mrs. Radtke recommended the Board approve a contract for 19-day substitute teacher Lisa Kent, Kindergarten, Sterling Elementary.

EXTENDED FIELD TRIP REQUESTS:

Mr. Thorpe recommended the Board approve extended field trip requests for 8 Soldotna High School students and 4-5 Redoubt Elementary students to attend International Problem Solving Competition in Providence, Rhode Island, June 6-10, 1996; and for 3 Skyview High School students to attend and compete in the National Vocational Industrial Clubs of America in Kansas City, Missouri, June 22-30, 1996.

EARLY GRADUATION REQUEST:

Mr. Thorpe recommended the Board approve an early graduation request for a Soldotna High School junior to graduate in May, 1996.

**FURNITURE AND EQUIPMENT
LIST:**

Mr. Dahlgren recommended the Board approve the purchase of furniture and equipment for the Tustumena Elementary School addition in the amount of \$2,539.75.

**LEAVE OF ABSENCE REQUESTS/
CERTIFIED:**

Mrs. Radtke recommended the Board approve unpaid leave of absence requests for the 1996-97 school year for Paulette Martel, Physical Therapist, Redoubt Elementary; and Debbie Burdick, Mathematics, Seward Jr/Sr High.

Mrs. Germano requested item 10a (7), Approval of Leave of Absence Requests/Certified be voted, on separately. Mrs. Radtke noted Ms. Burdick had changed her request to a full-year leave of absence. Dr. Anderson requested this item be considered after the Reconsideration of Leave of Absence Request from the April 15 meeting.

ACTION Dr. Anderson moved the Board approve Consent Agenda Items #1 through #6. Mrs. Larned seconded.

Motion carried unanimously.

HEALTH INSURANCE CONSULTING SERVICES: Mr. Swarner recommended the Board approve the firm of Johnson and Higgins in the amount of \$25,000 to serve as the district's health insurance consultant. Responsibilities of the firm would be to provide an analysis of the district's current program with recommendations for cost containment, subsequent negotiations of renewal rates if warranted, establishment of alternative delivery systems, and preparation of specifications for insurance carries or third party administrators to offer competitive bids where necessary.

ACTION Mr. Arness moved the Board approve the health insurance consulting services bid to Johnson and Higgins. Dr. Anderson seconded.

Motion carried unanimously.

ARCHITECT SELECTION/CENTRAL PENINSULA MIDDLE SCHOOL: Mr. Dahlgren commented the Board heard presentations earlier in the day from architectural firms of Cash, Barner Associates and Architects Alaska for the schematic design phase of the Central Peninsula Middle School.

ACTION Mr. Arness moved the Board approve the firm of Cash Barner Associates for recommendation to the Borough Assembly for schematic design of the Central Peninsula Middle, such design work to be delayed until further instructions from the school board. Mr. Thibodeau seconded.

Dr. Anderson expressed concern that the Board would be spending \$100,000 for design of a building that might not be built.

Mr. Thibodeau questioned why the Board needed to approve an architect at the meeting, and preferred to do this in a couple of weeks. Mr. Dahlgren responded there was a tight timeline in order for this to be submitted with the six year plan to the Department of Education. He noted the firms had made their presentations and needed to know when to begin the schematic design phase.

ACTION Mr. Thibodeau moved to postpone action until after a worksession is completed. Motion died for lack of a second.

VOTE ON MAIN MOTION:

YES - Arness, Gross

NO - Anderson, Germano, Larned, Thibodeau

Motion failed.

RECONSIDERATION OF DENIAL OF
LEAVE OF ABSENCE
REQUEST/CERTIFIED
ACTION:

Mr. Thibodeau moved to reconsider the motion. Dr. Anderson seconded.

VOTE ON RECONSIDERATION MOTION:

YES - Anderson, Germano, Larned, Thibodeau
NO - Arness, Gross

Motion carried.

ACTION

Dr. Anderson moved to amend the motion to approve the half-year leave of absence subject to the following conditions since it would set precedence for other half-year leave requests: (1) approved by the site based council, (2) is deemed by the district administration not to be disruptive to the educational program of the students, and (3) in the district administration's opinion the proposed leave would ultimately enhance the educational instruction within the district. Mr. Thibodeau seconded. The board parliamentarian ruled the motion out of order because the motion on the floor could not be amended.

Mrs. Radtke commented it would be difficult to find a replacement for one-half year and the administration could not offer reassurances that the educational instructional program would be enhanced. Dr. Bromenschenkel commented this was not a simple deviation from the contract and not in the best interest of the district.

RECESS:

At 8:44 p.m., Mrs. Gross called a recess.

RECONVENE AFTER RECESS:

At 8:50 p.m., the Board reconvened in regular session.

ACTION

VOTE ON MAIN MOTION OF APRIL 15, 1996 TO DENY REQUEST:

YES - Anderson, Arness, Gross
NO - Germano, Larned, Thibodeau

Motion failed.

LEAVE OF ABSENCE
REQUESTS/CERTIFIED:

Mrs. Radtke recommended the Board approve leave of absence requests for the 1996-97 school year for Paulette Martel, Physical Therapist, Redoubt Elementary; and Debbie Burdick, Mathematics, Seward Jr/Sr High.

ACTION

Mr. Thibodeau moved the Board approve the leave of absence requests. Dr. Anderson seconded.

At Mr. Simeroth's request, the motion was restated because the audience had difficulty hearing the board.

ACTION

Dr. Anderson moved to amend the motion to approve Ms. Burdick's request for half-year leave of absence subject to the following: 1) approved by the site based council, 2) approval of the district administration that it is not disruptive to the educational program of the students, and 3) the request will ultimately enhance the educational instruction of students. Mrs. Germano seconded.

Mrs. Germano inquired whether the leave of absence would be disruptive to the students. Mrs. Radtke commented it would be difficult to find a replacement for one-half year and the administration could not offer reassurances that the educational instructional program would be enhanced. Dr. Bromenschenkel told the Board the administration had given its recommendation that the half-year leave of absence would be disruptive.

VOTE ON AMENDMENT:

YES - Anderson, Germano, Larned, Thibodeau
NO - Arness, Gross

Amendment carried.

Dr. Bromenschenkel commented the applicant would not have a half-year or full-year as the motion currently stands since the administration had given its recommendation earlier. Mrs. Germano responded it shouldn't be difficult to find a replacement and shouldn't be as difficult as the motion appeared. Mr. Arness commented the request was not difficult and that the negotiated agreement provided for one-year leaves of absence without pay. He noted the Board was unilaterally approving a half-year request and looked like buffoons in the process. He requested the motion be separated on the two leave of absence requests.

ACTION

Dr. Anderson amended the amendment if Ms. Burdick is granted a half-year leave of absence and the central office administration deems it to be disruptive, then the leave will be for one year. Mr. Arness seconded.

VOTE ON AMENDMENT TO AMENDMENT:

YES - Anderson, Arness, Germano, Larned, Thibodeau
NO - Germano

Amendment to amendment carried.

LEAVE OF ABSENCE REQUESTS/
CERTIFIED (continued):

VOTE ON PAULETTE MARTEL REQUEST:

Motion carried unanimously.

VOTE ON AMENDED MOTION:

YES - Anderson, Arness, Germano Larned, Thibodeau,
NO - Gross

Amended motion carried.

NON-TENURE TEACHERS FOR
TENURE/1996-97:

Mrs. Radtke recommended the Board approve the following listing of non-tenure teachers for tenure for the 1996-97 school year:

<u>Chapman Elementary</u>	<u>Ninilchik Elem/High</u>
Crum, Christine	Boll, Julie
Demers, Carole	
Kittrell, Carl	<u>Seward Jr/Sr High</u>
Nelson, LuAnne	Barkman, James
	Colston, Lawrence
<u>Districtwide</u>	
Estelle, Renee	<u>Skyview High</u>
	Blomquist, Melinda
<u>Homer High</u>	Jones, Darren
Phillips, Todd	
	<u>Soldotna High</u>
<u>Kachemak Selo</u>	Harding, Heidi
Conley, Sharon	Kiel, Holly (.75)
	Lakin, Amy
<u>Kenai Middle</u>	
Mooney, Joseph	<u>Sterling Elementary</u>
	Stroh, Kelli
<u>Moose Pass Elementary</u>	Szabo-Bendock, Catherine
Lau, Margaret	
	<u>Susan B. English Elem/High</u>
<u>Mountain View Elementary</u>	Morris, Andrea (.5)
Hamm-Brinkerhoff, Angela	Morris, David (.5)
<u>Nanwalek Elem/High</u>	<u>Voznesenka</u>
Harbison, Daniel	Krieger, Leanne
<u>Nikiski Jr/Sr</u>	
Gillaspie, Steven	
Moore, Lee	
Sanders, Dorothy	
Sanders, Kent	
Schrier, Chris	

ACTION

Mr. Arness moved the Board approve the listing of non-tenure teachers for tenure. Dr. Anderson seconded.

Motion carried unanimously.

TENTATIVE NON-TENURE
TEACHER ASSIGNMENTS/1996-97:

Mrs. Radtke recommended approval of the following 1996-97 tentative assignments for non-teachers:

<u>Districtwide</u>	<u>Redoubt Elementary</u>
Barnard, Thomas	DeVolld, Sheila
Hagelberg-Klemish, Shirley	
Knutson, Todd	<u>Sears Elementary</u>
Pfleuger, Jennifer	Becker, Gretchen
Wagner, Vince	
	<u>Seward Jr/Sr High</u>
<u>Homer High</u>	Bohrnsen, Daniel
Bartos, Dan	Messenger, Andrea
Morris, Holly	
	<u>Soldotna Elementary</u>
<u>Homer Jr High</u>	Evans, Robin
Bushell, John	
	<u>Soldotna High</u>
<u>Kenai Central High</u>	Becker, Ron (.5)
Phillips, Roger	Ramponi, Jill
	Druce, LaDawn (.5)
<u>Kenai Middle</u>	Walton, Mathew
Lybrand, Alecia	
	<u>Soldotna Middle</u>
<u>Nikiski Jr/Sr</u>	Davis, Jane
Rankin, Cheryl	McDonald, Stewart
	Overturf, Linda
<u>Nililchik Elem/High</u>	
Cox, Greta	<u>Susan B. English Elem/High</u>
Treadwell, Dennis	Streater, Kenneth

ACTION

Mr. Arness moved the Board approve the tentative non-tenure teacher assignments for 1996-97. Dr. Anderson seconded.

Motion carried unanimously.

TEACHER EVALUATION SYSTEM:

Mrs. Radtke presented the Procedures Handbook for Teacher Evaluation for approval. She noted the Board had reviewed the document in a prior worksession.

ACTION

Mr. Arness moved the Board approve the new teacher evaluation system document. Dr. Anderson seconded.

TEACHER EVALUATION SYSTEM
(continued):

Mr. Arness spoke in support of the evaluation document, and felt it addressed most of committee's concerns. Mrs. Germano requested that parents and students receive information on teacher evaluation. Mr. Thibodeau suggested a place for the date of the evaluation be added to the forms and all forms have a form number on them for reference.

Motion carried unanimously.

RECONSIDERATION OF 1996-97
MEETING DATES:

No action was taken on this item.

PUBLIC PRESENTATIONS:

Mr. James Simeroth, KPEA President, inquired if the legislature approves a retirement incentive program would the district participate in a state program. Dr. Bromenschenkel responded that it appeared this legislation would be passed. He stated the governor would need to sign the legislation which would be followed by the Department of Administration reviewing the legislation. Dr. Bromenschenkel did not anticipate that the RIP would take place this year, but might be available at the end of 1996-97. He noted that the school board would need to make a decision as to whether to participate in such a program and have their application submitted and approved by the Department of Administration.

Mr. Simeroth inquired on the status of Deborah Burdick's leave request. Mrs. Gross stated the motion which passed stated if the district administration did not find her absence disruptive she would be granted a one-semester leave, otherwise her leave would be for one year.

BOARD COMMENTS:

Mr. Thibodeau commented it appeared it was a moot point on the leave of absence request.

Mrs. Larned commented that the NSBA Conference had many excellent speakers who said that they felt that many of the country's problems can be solved by education, but that adequate funding was necessary for the operation of the schools. She was hopeful that legislators were aware of those concerns. She also commented on visiting several schools and it was exciting to see effective teaching taking place with smaller classroom PTRs.

BOARD COMMENTS (cont.):

Mrs. Gross commented one of the issues she heard often at the NSBA Conference was early education. It was important that students in grades 1-3 received good education early which leads to success later. She stated she attended sessions on technology and learned that Alaska is ahead of many states, doing the right things, and going in the right direction with technology.

Mrs. Germano expressed appreciation for the audience attendance at the meeting.

Dr. Anderson commented he attended the Redoubt Elementary Science Fair and was amazed at the number and quality of projects. He urged that upper grade level science fairs be held, as well as students participating in the state science fair.

Mrs. Gross thanked the audience for their attendance at the meeting, and noted this had not been one of the Board's better meetings.

ADJOURN:

At 9:35 p.m., Mr. Arness moved the School Board Meeting be adjourned. Mr. Thibodeau seconded.

Motion carried unanimously.

Respectfully Submitted,

Mrs. Mari-Anne Gross, President

Mrs. Susan Larned, Clerk

The Minutes of May 6, 1996,
were approved on June 10, 1996,
as written.