

# Kenai Peninsula Borough School District Board of Education Meeting Agenda

February 7, 2004 – 7:00 p.m.  
Regular Meeting

Borough Administration Building  
148 N. Binkley, Soldotna, Alaska

## SCHOOL BOARD MEMBERS:

Mrs. Sammy Crawford, President  
Ms. Sandra Wassilie, Vice President  
Mrs. Debra Mullins, Clerk  
Mrs. Margaret Gilman, Treasurer  
Ms. Deborah Germano  
Dr. Nels Anderson  
Mrs. Debbie Brown  
Mr. Marty Anderson  
Mrs. Sunni Hilts  
Mr. DJ Tyson, Student Representative

### Worksessions

2:30 p.m. [Legislative Issues](#) – *Vision*  
3:00 p.m. [Physical Education Curriculum](#) – *Structure*  
3:30 p.m. Education Legislation (Conference call with legislators) – *Vision*  
4:00 p.m. [FY06 Budget](#) – *Structure*

## A-G-E-N-D-A

### 1. Opening Activities

- a. Call to Order
- b. Pledge of Allegiance/National Anthem/Alaska Flag Song
- c. Roll Call
- d. Approval of Agenda
- e. Approval of Minutes/[January 10, 2005](#)

### 2. Awards and Presentations - *Advocacy*

- a. Jean Gdula, K-Beach Elementary School Secretary
- b. Connie Miller, Bilingual Program Coordinator

### 3. School Reports - *Accountability*

- a. Mt. View Elementary – Mr. Jim Dawson
- b. Nanwalek Elementary/High – Mr. Darrell Johnston

### 4. Public Presentations (Items not on agenda, 3 minutes per speaker, 30 minutes aggregate)

### 5. Hearing of Delegations

### 6. Communications and Petitions

### 7. Advisory Committee, Site Councils and/or P.T.A., K.P.A.A., K.P.E.A., K.P.E.S.A., Borough Assembly

### 8. Superintendent's Report - *Accountability*

- a. [2004-2005 Mid-Year Progress on Goals](#) – Dr. Donna Peterson

### 9. Reports - *Accountability*

- a. [December Financial Report](#) – Mrs. Melody Douglas
- b. [Quarterly Budget Transfer Report](#) – Mrs. Melody Douglas
- c. Board Reports

## 10. Action Items

- a. Consent Agenda
  - (1) Approval of [New Teacher Assignments](#) – *Structure*
  - (2) Approval of [Long Term Substitute Teacher](#) – *Structure*
  - (3) Approval of Termination – *Structure*

### Finance

- b. Approval of [Revised Fiscal Note for 2005 State Legislative Priorities](#) – *Vision*

### Administrative Services

- c. [Approval of Revisions to Section 4000](#) – BP 4000 (Concepts and Roles); BP 4020 (Drug and Alcohol-Free Workplace); E 4020 (Drug and Alcohol-Free Workplace, Notice to Employees); BP and AR 4021 (Drug and Alcohol Testing of School District Commercial Driver Licensed Employees); BP (Nondiscrimination in Employment); E 4030 (Protection for Whistle Blowers); AR 4040 (Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy Policy); BP 4111 (Recruitment and Selection); AR 4111 (Recruitment and Selection); BP 4112.2 (Legal Status Requirement); AR 4112.2 (Legal Status Requirement); BP 4112.1 (Contracts); BP 4112.4 (Health Examinations); BP 4112.5 (Security Check); AR 4112.5 (Security Check); BP 4112.6 (Personnel Records); BP 4112.61 (Employment References); BP 4112.8 (Employment of Relatives); BP 4112.8 (Employment of Relatives); BP 4113 (Assignment); BP 4115 (Evaluation/Supervision); AR 4115 (Evaluation/Supervision); BP 4116 (Non-Tenured/Tenured Status); BP 4117.2 (Resignation); BP 4117.3 (Personnel Reduction); AR 4117.4 (Dismissal); BP 4117.6 (Non-Retention); BP 4118 (Suspension/Disciplinary Action); AR 4118 (Suspension/Disciplinary Action); BP 4119.11 (Sexual Harassment); AR 4119.11 (Sexual Harassment); BP 4119.12 (Harassment); AR 4112.12 (Harassment); AR 4119.21 (Codes of Ethics); E 4119.21 (Code of Ethics and Teaching Standards); BP 4119.23 (Unauthorized Release of Confidential Information); BP & AR 4119.25 (Political Activities of Employees); BP 4119.3 (Duties of Personnel); BP 4119.41 (Employees with Infectious Disease); BP 4119.42 (Exposure Control Plan for Blood Borne Pathogens); AR 4119.42 (Exposure Control Plan for Blood Borne Pathogens); E 4119.42 (Hepatitis B Declination Form); BP 4119.43 (Universal Precautions); AR 4119.43 (Universal Precautions); BP 4122 (Student Teachers); AR 4122 (Student Teacher Placement Process); BP 4131 (Staff Development); BP 4132 (Publication or Creation of Materials); BP 4133 (Travel Expenses); AR 4133 (Travel Expenses); BP 4135 (Soliciting and Selling); AR 4135 (Soliciting and Selling); BP 4136 (Nonschool Employment); BP 4141 (Negotiated Agreement); BP 4141.6 (Concerted Activity/Work Stoppage); BP 4143 (Negotiations/Consultation); BP, AR and E 4154 (Health Benefits); BP 4156.3 (Reimbursement, Uniforms and Allowances); BP 4158 (Employee Security); BP 4161.1 (Sick Leave Bank); BP 4211 (Recruitment and Selection); BP 4212 (Appointment and Conditions of Employment); BP 4215 (Evaluation/Supervision); BP 4217.2 (Resignation); BP 4218 (Dismissal/Suspension/Disciplinary Action); AR 4218 (Support Personnel); BP 4253 (Overtime/Compensatory Time-off); BP 4300 (Management and Supervisory); BP 4313.2 (Promotion/Demotion/; Reclassification); BP 4315 (Evaluation/Supervision); BP 4315.1 (Competence in Evaluation of Teachers); AR 4319.26 (Teacher-in-charge/Principal's Designee); and BP 4361 (Leaves) – *Structure*
- d. Approval of [Revisions to BP 3311, Bids](#) – *Structure*

### Superintendent

- e. Approval of [Resolution 04-05-3, Funding for Education](#) – *Vision*

**11. First Reading of Policy Revisions**

**12. Public Presentations/Comments** (Individuals are limited to three minutes each on the topic(s) listed below or on any topic.)

**13. Board Comments**

**14. Executive Session**

**15. Adjourn**

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*Copies of agenda items are available just prior to the meeting in the back of the room or visit our website at <http://www.kpbsd.k12.ak.us>.*

**Office of the Superintendent**

Dr. Donna Peterson, Superintendent of Schools

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**Kenai Peninsula Borough School District**

February 1, 2005

TO: Members, Board of Education

FROM: Dr. Donna Peterson, Superintendent

SUBJECT: Resolution 04-05-3  
[Student Base Allocation](#)  
[Proposed School Funding](#)

On January 26, 2005, a teleconference was held with administrative and school board representation from the five largest school districts in Alaska. Sponsored by AASB, the intent was to come to common ground between the districts as to a base student allocation dollar amount that had a reasonable opportunity of succeeding through the legislative process. Here's our current snapshot of the finances:

§ a base student allocation of \$4880 per student (Governor's statewide proposal of \$62M) meets the obligations of the KPBSD FY06 budget as long as \$1.7M is used from fund balance

§ a base student allocation of \$4995 per student (AASB's statewide proposal of \$85M) meets the obligations of the KPBSD FY 06 budget without the use of fund balance and would allow the district a minimum number of unallocated temporary positions to offset, specifically at the 7-12 level, a portion of basic program offerings being lost through enrollment declines

§ a base student allocation of \$5200 per student meets the obligations of the KPBSD FY 06 budget and addresses additional class size needs of KPBSD as outlined in the legislative priorities document

The administration is bringing forward this resolution for action by the Board of Education. Sammy Crawford, Debra Mullins, and Sandra Wassilie were present for the teleconference. Attached are the summary notes and two visuals prepared by AASB. We believe it is the intent of AASB to take the resolutions from the large districts and combine them to bring forward to the legislature.

Options on this particular resolution include:

1. pass as is,
2. amend, or
3. reject

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**KENAI PENINSULA BOROUGH SCHOOL DISTRICT**

**Resolution 04-05-3**

**RESOLUTION ON STUDENT FUNDING**

**Whereas**, the Governor recognizes the challenge of creating a quality educational system and desires to continue to improve education; and

**Whereas**, the Governor said in the State of the State Address: "... increases in the retirement system costs and unforeseen energy expenses have put too great a burden on local governments in the short term," and he introduced a funding bill to increase the foundation funding by \$62 million resulting in a base student allocation of \$4,880; and

**Whereas**, increasing student achievement and improving school performance (required by both the No Child Left Behind Act and Alaska statute and standards) will require schools to go beyond status quo operations and institute new or improved programs over the long term to address the specific unique needs of each student; and

**Whereas**, increasing student achievement and improving school performance require resources *beyond* those needed to simply address the increased costs of the retirement system and the unforeseen energy expenses; and

**Whereas**, the Kenai Peninsula Borough School District recognizes that improving student achievement will require a combination of the following strategies at a minimum:

- reducing Pupil Teacher Ratio (PTR) to 20:1 average at kindergarten
- reducing PTR to 22:1 average at 1-3rd grade
- reducing PTR to 26:1 at 4-6th grade
- expanding literacy resources and training in primary grades
- expanding distance education opportunities; and

**Whereas**, reaching a level of truly adequate foundation funding that will increase student achievement and improve school performance will require a reasonable and dependable trend of funding increases over a number of years; and

**Whereas**, by our district requesting a higher level of funding increase for 2006 than currently proposed by the Governor, we recognize that the benefit would accrue not only to our students but also to all students in Alaska, both urban and rural; now therefore be it

**Resolved, That** the Kenai Peninsula Borough School District strongly supports the funding bill introduced by the Governor to increase foundation funding; and be it further

**Resolved, That** the Kenai Peninsula Borough School District requests the Governor and legislature to increase foundation funding in the Governor's bill by a minimum of an additional \$23 million for a total increase of \$85 million resulting in a base student allocation of \$4995 for 2006 for each student.

Attest:

\_\_\_\_\_  
Sammy Crawford, President  
School Board

\_\_\_\_\_  
Sally Tachick  
Notary Public  
My Commission Expires 7/25/05

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## **SUMMARY OF AASB SCHOOL FUNDING TELECONFERENCE WITH LARGE DISTRICTS**

**JANUARY 26, 2005**

Public school officials from Anchorage, Fairbanks, Juneau, Kenai and the Matanuska-Susitna Borough teleconferenced on the issue of state financial support for education in Fiscal Year 2006. Carl Rose, executive director of the Association of Alaska School Boards, said the schedule for legislative consideration of the education budget demanded that school districts determine their budget needs much earlier than in past legislative sessions. His discussions with legislative leaders and the governor's office indicated to Rose that no consensus had been reached at the Capitol in regards to school funding, with some legislators supporting the Governor's request for a \$62 million increase in the foundation formula, and others not supporting it. All legislators were interested in hearing from school districts concerning their budgetary needs.

District officials discussed their budgetary needs for FY 06 and what level of state support they believed should be approved by the Legislature. While their needs varied depending on the district, the participating officials all agreed that the base student allocation of \$4,880 proposed by the governor for FY 06 would not be sufficient. With surplus state funds anticipated in FY 05 and FY 06, the state could invest additional moneys in public education next year. At what level? After some discussion, the participants agreed that a base student allocation (BSA) of \$4,995 in FY 06 would represent a compromise that could be justified by local needs and state and federal educational requirements, plus past budget under funding and the current state revenue surplus. The \$4,995 BSA would be reached if the \$62 million increase requested by the Governor is increased by \$23 million, for a total increase in foundation funding of \$85 million.

[Student Base Allocation](#)  
[Proposed School Funding](#)

**Finance**

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**Kenai Peninsula Borough School District**

January 31, 2005

**MEMORANDUM**

TO: Board of Education

THROUGH: Dr. Donna Peterson, Superintendent

FROM: Melody Douglas, CFO

SUBJECT: FY06 Budget Worksession

The continuing conversation with the Board about the FY06 budget will include:

A financial presentation from Scott Holt, Finance Director for KP  
FY06 staffing formula information from Tim Peterson, Director, Human Resources  
Full day kindergarten information from Dr. Donna Peterson

Additional information on these budget work session elements is attached.

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**Finance**

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**Kenai Peninsula Borough School District**

January 31, 2005

## MEMORANDUM

TO: Board of Education

FROM: Melody Douglas, CFO

SUBJECT: FY06 Budget Worksession

Scott Holt, Finance Director for the Kenai Peninsula Borough (KPB) will address the enclosed financial information relative to KPB projected operations for FY06:

Attachment A – [PowerPoint presentation](#)

Attachment B – recapped summary information

Attachment C – information compiled per Assembly request relative to a 5%  
reduction for KPB operations

## GENERAL ASSUMPTIONS

<u>REVENUES</u>		(In 000's)	Mill Rate
•Property Tax Assessed Values			
Real Property Increase	<b>\$230.0M</b>	\$1,495.0	0.35
Personnel Property Increase	<b>\$2.7M</b>	\$17.5	0.00
Oil and Gas Property <b>Decrease</b>	<b>(\$67.2)M</b>	<b>(\$436.0)</b>	<b>(0.10)</b>
•Sales Tax Increase	<b>2%</b>	\$332.0	0.08
• <b>Decrease</b> due to Loss of State Funding - Revenue Sharing		<b>(\$725.0)</b>	<b>(0.17)</b>
• <b>Decrease</b> due to Loss of State Funding - Safe Communities		<b>(\$850.0)</b>	<b>(0.20)</b>
• <b>Decrease</b> due to Voter Action (Homeowner's Exemption)		<b>(\$577.0)</b>	<b>(0.13)</b>
• <b>Decrease</b> due to Reduction of Fund Balance & Other Factors		<b>(\$450.0)</b>	<b>(0.10)</b>
		<b>(\$1,193.5)</b>	<b>(0.28)</b>
<b><u>TOTAL CHANGE IN REVENUES</u></b>		<b>(\$1,193.5)</b>	<b>(0.28)</b>
(Decrease of <b>(\$3,038,000)</b> + Increase of <b>\$1,844,500</b> )			
 <u>EXPENDITURES</u>			
•Increase in Labor Costs (Labor Contract and Step Increases Only)		\$230.0	0.05
–Based upon CPI (at 12/31/2004 2.6% as of 10/31/04)			
–Step increases impact of 1.5 %			
•PERS (Public Employees Retirement System) Rate Increase of 5%		\$340.0	0.08
–Rate increase from 12.81 to 17.81%			
–PERS Board indicates the KPB is funded at 72% of required levels			
–To Fully Fund KPB should be paying at the rate of 25.98% (Current Rate = 13.24%, Past Rate 12.74%)			
•Increased School Funding (based on traditional fully funding KPBSD)		\$1,320.0	0.31
•Increase in Health Insurance (Current cost - \$9,064 – Projected cost - \$11,100)		\$233.0	0.05
•Increase in Solid Waste to cover increase in postclosure and other operating costs		\$457.0	0.11
•Increased SchoolFundingDebtService–SewardMiddle School (net of State match)		\$352.0	0.08
- Absorbed into Budget			
•Increased Funding Debt Service– Solid Waste		\$830.0	0.19
- Absorbed into Budget			
		<b>\$3,762.0</b>	<b>0.87</b>
<b><u>TOTAL INCREASE IN EXPENDITURES</u></b>		<b>\$3,762.0</b>	<b>0.87</b>
 <b><u>TOTAL IMPACT OF CHANGE IN REVENUES</u></b>			
 <b><u>AND INCREASE IN EXPENDITURES</u></b>		<b>\$4,955.5</b>	<b>\$1.15</b>

## POSSIBLE SOLUTIONS FOR SHORTFALL IN REVENUES

Increase Mill Rate	1.00Mill	\$4.4 M
Increase Sales Tax	1.00%	\$7.5 M
Increase Sales Tax Cap (Increase from \$500 to \$1,000)		\$1.5 M
Increase Sales Tax – Seasonal Adjustment		\$1.5 M
(Increase to 3% in 2nd & and 3rd Qtrs - Reduce to 1% in 1st & 4th Qtrs)		
Change Tax Status on Guides to a Per Seat Per Day		\$0.2 M

(increase to Cities = \$161,576) (2002 Sales Tax Committee)

Imposition of New Taxes or Fees

- Excise Tax on Sale of Property
- Land Fill Disposal Fees (All Users)
- Bed Tax
- Grant Administration Fee

Use of Fund Balances

Reduce Level of Expenditures

General Budget	\$57.2 M		
–School	\$38.5 M	67.30%	
–Spec. Rev Funds	\$5.2 M	9.10%	
–General Operations	\$13.5 M	23.60%	\$13.5 M
–Personnel			9.1 M 67.50%
–Supplies			0.3 M 2.50%
–Services			4.4 M 32.60%
–Capital Outlay			0.2 M 2.10%
–Interdepartmental Charges			(0.6) M (4.70%)

(GUIDELINES TO ALL DEPARTMENTS AND SERVICE AREA BOARDS -- 0% Increase in Expenditures)

**Projected FY 06 Budget**

Total Taxable Value		\$4,464,538(In 000's)
Total Revenue		\$53,219,164
Total Expenditures 0% Increase	\$13,492,855	
Operating Transfers	\$45,474,824	
Total Expenditures		\$58,967,679
Fund Balance Appropriated		\$5,748,515
Beginning Fund Balance		\$14,690,772
Ending Fund Balance		\$8,942,257
Reduction of Expenditures or Increase in Revenues		\$2,763,506
Needed to Meet Fund Policy Guidelines		

	Minimum	Maximum
Fund Balance (Per Policy)	\$11,705,763	\$22,330,096

**HISTORICAL MILL RATES**

2000	2001	2002	2003	2004	2005	2006
8.00	7.50	7.00	6.50	6.50	6.50	???

**POSSIBLE SOLUTIONS FOR SHORTFALL IN REVENUES****Remove Property Tax Exemptions Currently**

In Place by Ordinance (In 000's)

Type	Exempted by Federal/State	Exempted by Borough	Exempted Assessed Value	Exempted Tax Revenue
Community Purpose		27,990	<b>65</b>	182
Electrical CO-OP	12,053			
Fire Prevention Systems	8,711			
Government	4,608,995			
Housing	14,332			
Native	553,267			
\$20,000 Homeowners		105,307	<b>79/04</b>	1,261
\$10,000 Vol. Fire/EM		666	<b>03</b>	4
Religious	51,268			
Senior Citizens	242,376			
Armed Forces	1,496			
Disabled Veterans	13,523			
State Educational	57,239			
University	16,833			
Mental Health Trust	13,718			
Habitat Protection		3,943	<b>98</b>	26
River Restoration		54	<b>01</b>	0
Conservation Easement		223	<b>89</b>	1
Cemetery	365			
Farm	1,550			
Infested Timber Harvest		3,547	<b>02</b>	23
\$100,000 Personal Property		26,364	<b>98</b>	171
Total Property Tax Exemptions	<u>5,595,726</u>	<u>168,094</u>		<u>1,668</u>

**Remove Sales Tax Exemptions Currently**

In Place by Ordinance

Type	Exempted by Federal/State	Exempted by Borough (YR)
Passenger Seat Tickets (Airlines)	<b>X</b>	
Food Stamp Program	<b>X</b>	
Freight Hauling	<b>X</b>	
Title Insurance Premiums	<b>X</b>	
School Meals	<b>X</b>	
Hospital Meals	<b>X</b>	
Meals to Seniors and Handicapped Programs	<b>X</b>	
Retail Sales to the United States Government	<b>X</b>	
Casual & Isolated Sales > \$1,000 per year		<b>65</b>
Human Health Care Services and Drugs		<b>65</b>
Sales & Subscriptions of Newspapers		<b>65</b>
Dues/Membership Fees for Non-Profit Org.		<b>65</b>
Retail Sales of Real Property		<b>65</b>

Services of Morticians	65
501 3C Organizations (churches, etc.)	65
Receipts of Nonprofit Schools	74
Financial Services Transactions	75
Resale Certificate	84
Owner Builders Certificate	94
Senior/Disabled Res. & Vet Rents	02
Childcare and Adult Daycare Services	02
Fulfillment of a Manufacturers Warranty	02

FUND: 100 GENERAL FUND

FUND BUDGET:

	FY2002 ACTUAL	FY2003 ACTUAL	FY2004 ACTUAL	FY2005 ASSEMBLY ADOPTED	5% Decrease Overall FY2006	5% Decrease Exc: School & Debt FY2006	0% Increase FY2006
TAXABLE VALUE (000's)							
REAL	2,920,016	3,126,182	3,299,947	3,493,939	3,723,989	3,723,989	3,723,989
PERSONAL	207,616	211,267	269,425	193,721	196,419	196,419	196,419
OIL&GAS(AS43.56)	601,142	619,755	667,178	611,303	544,130	544,130	544,130
TOTAL TAXABLE VALUE	3,728,774	3,957,204	4,236,550	4,298,963	4,464,538	4,464,538	4,464,538
MILL RATE	7.00	6.50	6.50	6.50	6.50	6.50	6.50
REVENUES:							
PROPERTY TAXES							
REAL	\$20,086,835	\$20,275,495	\$21,479,326	\$22,710,604	\$24,205,929	\$24,205,929	\$24,205,929
PERSONAL	1,267,180	1,352,294	1,289,178	1,234,003	1,276,724	1,276,724	1,276,724
OIL&GAS(AS43.56)	4,213,032	4,404,385	4,313,850	3,973,470	3,536,845	3,536,845	3,536,845
BOAT FLAT TAX	404,391	424,015	437,202	432,495	441,145	441,145	441,145
PENALTY AND INTEREST	407,202	418,701	447,686	427,075	435,617	435,617	435,617
MOTOR VEHICLE TAX	939,951	911,683	826,876	975,000	994,500	994,500	994,500
TOTAL PROPERTY TAXES	27,318,591	27,786,573	28,794,118	29,752,647	30,890,759	30,890,759	30,890,759
SALE TAX	14,407,262	14,375,828	14,910,977	14,808,155	15,104,318	15,104,318	15,104,318
FEDERAL REVENUE	1,602,830	1,689,774	1,927,181	1,777,000	1,777,000	1,777,000	1,777,000
STATE REVENUE	3,659,410	3,567,789	4,890,944	3,269,576	3,208,187	3,208,187	3,208,187
INTEREST REVENUE	1,776,356	1,955,094	246,109	1,400,000	1,428,000	1,428,000	1,428,000
OTHER REVENUE	987,405	816,399	754,351	795,000	810,900	810,900	810,900
TOTAL REVENUES	49,751,854	50,191,457	51,523,680	51,802,378	53,219,164	53,219,164	53,219,164
OTHER FINANCING SOURCES:							
SALE OF FIXED ASSETS	-	-	-	-	-	-	-
TRANSFER FROM OTHER FUNDS	407,798	398,676	145,554	105,783	107,898	107,898	107,898
TOTAL OTHER FINANCING SOURCES	407,798	398,676	145,554	105,783	107,898	107,898	107,898
TOTAL REVENUES AND OTHER FINANCING SOURCES	50,159,652	50,590,133	51,669,234	51,908,161	53,327,062	53,327,062	53,327,062

EXPENDITURES:							
PERSONNEL	7,201,049	7,601,331	8,536,104	9,086,315	8,532,656	7,145,922	9,086,315
SUPPLIES	222,127	271,967	253,273	334,150	313,789	262,792	334,150
SERVICES	3,837,562	3,772,171	4,253,149	4,396,953	4,129,032	3,457,979	4,396,953
CAPITALOUTLAY	364,696	322,713	241,583	261,130	245,219	205,365	261,130
INTERDEPARTMENTCHARGES	(602,295)	(652,914)	(619,164)	(585,693)	(550,005)	(460,618)	(585,693)
TOTAL EXPENDITURES	11,023,139	11,315,268	12,664,945	13,492,855	12,670,692	10,611,441	13,492,855
OPERATING TRANSFERS TO:							
SPECIAL REVENUE FUND-SCHOOLS	30,189,118	30,618,860	31,635,539	33,742,775	31,686,718	34,742,775	34,742,775
SPECIAL REV. FUND-SOLIDWASTE	3,127,769	3,679,802	3,719,455	4,678,889	4,850,615	4,136,533	5,135,715
SPECIALREV.FUND-SCHOOLTECH	481,668	-	-	-	-	-	-
SPECIAL REVENUE FUNDS-OTHER	778,900	415,776	568,834	452,496	424,924	355,865	452,496
DEBT SERVICE-SCHOOL DEBT	2,940,414	2,884,520	4,550,507	3,802,965	3,743,838	3,743,838	3,743,838
CAPITAL PROJECTS-SCHOOLS	3,115,261	2,050,000	2,160,000	1,250,000	1,173,833	983,061	1,250,000
CAPITAL PROJECTS-OTHER	650,518	1,022,289	829,700	150,000	140,860	117,967	150,000
TOTAL OPERATING TRANSFERS	41,283,648	40,671,247	43,464,035	44,077,125	42,020,789	44,080,040	45,474,824
TOTAL EXPENDITURES AND OPERATING TRANSFERS	52,306,787	51,986,515	56,128,980	57,569,980	54,691,481	54,691,481	58,967,679
NET RESULTS FROM OPERATIONS	(2,147,135)	(1,396,382)	(4,459,746)	(5,661,819)	(1,364,419)	(1,364,419)	(5,640,617)
FUND BALANCE APPROPRIATED	2,147,135	1,396,382	4,459,746	5,661,819	1,364,419	1,364,419	5,640,617
	-	-	-	-	-	-	-
BEGINNING FUND BALANCE	28,355,855	26,208,720	24,812,338	20,352,591	14,690,772	14,690,772	14,690,772
FUND BALANCE APPROPRIATED	(2,147,135)	(1,396,382)	(4,459,746)	(5,661,819)	(1,364,419)	(1,364,419)	(5,640,617)
	-	-	-	-	-	-	-
ENDING FUND BALANCE	26,208,720	24,812,338	20,352,592	14,690,772	13,326,353	13,326,353	9,050,155
RESERVED FUND BALANCE	354,603	255,206	-	-	-	-	-
UNRESERVED FUND BALANCE	25,854,117	24,557,132	20,352,592	14,690,772	13,326,353	13,326,353	9,050,155
TOTAL FUND BALANCE	\$26,208,720	\$24,812,338	\$20,352,592	\$14,690,772	\$13,326,353	\$13,326,353	\$9,050,155

	0%	0%	0%
	AcrossBoard	FullyFunding	Increase
	(inclSchool)	ofSchool	(ExclSchool)
PercentincreaseRequiredtoMeeta5%ReductioninExpendituresexcludingdebtsserviceand adjustmentinincreaseinSolidWastereservefund	21.355110%	6.09332%	0.00000%
AmountNeededtoMeeta5%ReductioninExpendituresexcludingdebtsserviceand adjustmentinincreaseinSolidWastereservefund(Decrease(Increase))	\$2,878,499	\$2,878,499	(\$1,397,699)

**Human Resources**  
Tim Peterson, Director  
148 North Binkley Street Soldotna, Alaska 99669-7553  
Phone (907) 262-5846 Fax (907) 262-9645

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## Kenai Peninsula Borough School District

February 7, 2005

**TO:** Board of Education

**FROM:** Tim Peterson, Director, Human Resources

**THROUGH:** Guy Fisher, Assistant Superintendent

**SUBJECT:** Review of Staffing and Budget documents

Human Resources has the responsibility of working with enrollment figures (supplied by Fiscal Services) then applying staffing formulas at all sites and district programs. That information is then returned to fiscal services and the budget document is prepared.

In an effort to clarify how the certified staffing sheets interact with the budget document, I have prepared a spreadsheet that reconciles the different methods of accounting for certified staff.

There has been confusion regarding Elementary specialists, Specialists, Quest and Special Education teachers. In the budget document:  
Specialists include: Psychologists, OT, PT, Deaf Ed, Speech, Counselors and Library  
Elementary specialists include: PE and Music

Special Education teachers include: Intensive needs and Resource – staffed at buildings according to the needs of the students. This is reviewed by Pupil Services  
 Quest teachers are now listed as teachers

Attached are multiple documents that will be discussed during the FY06 budget worksession on February 7, 2005.

[Certified Staffing 2005-2006](#)

[Certified Formula](#)

[Support Formula](#)

[Staffing Comparisons](#)

FY2004-2005PTRSurvey

District	K	Primary	Intermediate	Middle	High
<b>ASD</b>	<b>22:1</b>	Grade 1 <b>22.5:1</b> Grades 2-3 <b>25.5:1</b>	Grades 4-6 <b>28.5:1</b>	<b>26.79:1</b>	<b>28.33:1</b>
<b>FNSBSD</b>	<b>28:1</b>	Grades 1-3 <b>23.5:1</b>	Grades 4-6 <b>25.5:1</b>	<b>25:1</b>	<b>26.5:1</b>
<b>Juneau SD</b>	<b>8-12 teachers in building = 25:1 + 2.5 specialist + .25 additional CORE support</b> <b>13-17 teachers = 25:1 + 3 specialists + .25 additional CORE support</b> <b>18-22 teachers = 25:1 + 3.5 specialists + .25 additional CORE support</b>			<b>22.5:1 + 3 specialist</b>	<b>26.5:1 + 5 specialists</b>
<b>Kodiak City schools (limits set)</b>	<b>25:1</b>	Gr. 1-2 <b>&lt;25:1</b>	Grades 3-6 <b>25:1</b>	<b>Never more than 30:1</b>	<b>Never more than 35:1</b>

<b>Kodiak Outlying</b>	<b>Generally speaking = 10:1 in lower grades; &gt;14:1-2</b> May have a half time teacher funded by grant. Don't necessarily distinguish between grades. Applied for classroom reduction grant.				
<b>Mat-Su</b>	<b>20:1</b>	Grade 1 <b>21:1</b> Grade 2 <b>22:1</b>	Grades 3-5 <b>26:1</b>	Grades 6-8 <b>23:1</b>	<b>26:1</b>
				Average class loads. Does not include counselors, nurses, etc.	
<b>KPBSD (proposed)</b>	<b>20:1</b>	Grades 1-3 <b>22:1</b>	Grades 4-6 <b>26:1</b>	<b>24:1</b>	<b>24:1</b>

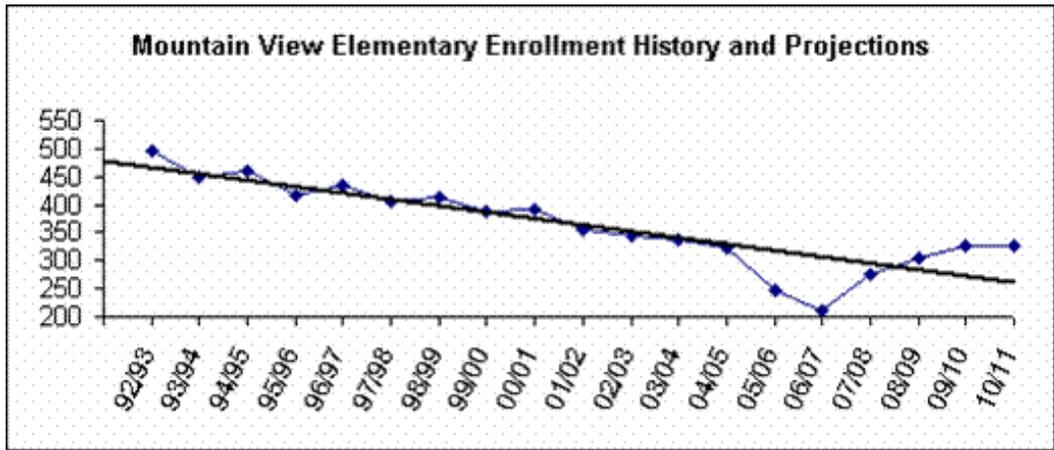
**Kenai Peninsula Borough School District  
2005-2006 Budget**

Fund:100 General Fund-Expenditures  
Location:51 Mountain View Elementary

Date:01/05/05

2001-02 Actual	2002-03 Actual	2003-04 Actual	Account Description	Original 2004-05 Budget	Current 2004-05 Budget	2005-06 Budget
355.00	346.00	337.00	Enrollment in ADM(3-5)	309.00	323.00	248.00
			<u>Staff in FTE</u>			
1.00	1.00	1.00	Administrator	1.00	1.00	1.00
17.00	15.50	14.50	Teachers	14.00	15.00	12.50
1.50	1.50	-	Specialists	1.00	2.00	2.00
3.00	3.00	3.00	Special Ed Teachers	2.00	2.00	2.00
2.64	1.76	0.88	Special Ed Aides	0.88	1.76	1.76
-	-	0.44	Aide	-	-	0.38
0.76	0.75	0.75	Nurse	0.75	0.88	0.88
1.50	1.00	1.00	Support	1.00	1.00	1.00
2.50	2.50	3.00	Custodians	3.00	3.00	2.50
<u>29.90</u>	<u>27.01</u>	<u>24.57</u>		<u>23.63</u>	<u>26.64</u>	<u>24.02</u>

Mountain View Elementary School, located in Kenai, Alaska, was constructed in 1987. The facility was originally built to house 500 students in grades 3-5. Kenai is located on the western coast of the Kenai Peninsula, fronting Cook Inlet. It lies on the western boundary of the Kenai National Wildlife Refuge, on the Kenai Spur Highway.



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## Kenai Peninsula Borough School District

### Office of the Superintendent

Dr. Donna Peterson, Superintendent of Schools

148 North Binkley Street Soldotna, Alaska 99669-7553

Phone (907) 714-8888 Fax (907) 262-9132

January 26, 2005

TO: Members, Board of Education

FROM: Dr. Donna Peterson, Superintendent

SUBJECT: Full-Day Kindergarten

Part of the FY06 budget worksession scheduled for February 7th has been set aside to brief the Board regarding the District's plan for all-day kindergarten. The research packets being provided to schools will be reviewed at the worksession. This memo is an attempt to provide an overview of the information most of use to Board members.

The long-range plan speaks to the importance of making decisions that are data-driven and student-centered. It also states that preventing academic difficulties is preferable to intervening later. The discussion regarding kindergarten options available in the district has been ongoing for at least the last ten years but has been a focus of the leadership team for over two years.

The research regarding academic benefits of full day kindergarten shows that there is:

- Ø greater growth in the prerequisite skills for reading
- Ø a positive relationship between full day K and later academic success
- Ø more time to address state standards and diverse learning needs

When a kindergarten child comes from a home rich in educational experiences, the kindergarten schedule is not going to make much difference (David Elkin). But, for the child who does not come from this kind of home, the extra time does help (Hildebrand, 2001). There is no evidence of any detrimental effect of all-day kindergarten. (Elicker, Purdue, 1997)

The question for KPBSD has come to the forefront this year for a variety of reasons:

- Ø the expectations for kindergarten have changed dramatically in the last few years
- Ø the gap is widening among students' abilities when they enter kindergarten
- Ø the transportation issue has become a "hot button" for parents in many communities
- Ø the kindergarten options available in communities have led to inequitable educational opportunities throughout the peninsula
- Ø the poverty level in the district has reached over 40%
- Ø the opportunity to appropriately staff kindergarten for this shift appears real
- Ø the resources for making this happen (expertise, training, materials) are available

After years as an elementary teacher and two years solidly reviewing the research and observing classrooms throughout the Peninsula, I believe waiting longer to implement this change will only penalize students we so desperately need to reach. With our collective purpose focused on increased achievement, there is simply no better "bang for our buck" than moving to districtwide all-day kindergarten. Classrooms in the district that already have students all day report the same short-term findings as the research – increased achievement. Additionally, some report the more relaxed pace with fewer transitions for students being actually less stressful, benefiting both the student and the teacher.

As with most changes, the details are important. The Instructional Team has been charged with determining potential hidden costs and unintended consequences. The knowledge base is being expanded for elementary principals. Our spring and summer investment must be in providing professional development opportunities for all kindergarten teachers. This focus and collaboration in and of itself will be of benefit to students, teachers, and the district.

Some parents may initially be concerned about the loss of family time. A time will be designated at each school when "early pick up" would be appropriate. Additionally, all day, every day kindergarten may not be appropriate for all children all year - the intervention team at the school, along with the parents, should be a part of the review and recommendation process. The difference between a summer birthday and a fall birthday is never more apparent than in kindergarten in terms of attention span and skill level. However, the option of being in school all day receiving quality instruction from an excellent teacher may well prevent later problems, regardless of the birthdate.

It is anticipated that questions and concerns will continue to dominate the conversations regarding the change to all day kindergarten. Time and opportunity is being provided for these conversations this spring. The district intends to provide

"ramp up" scheduling in the fall with either partial days or alternate days for testing and planning. Current parameters are being worked through with principals and teachers. Knowing that a developmentally appropriate full-day kindergarten benefits children academically and socially, the District will be implementing all-day kindergarten in all schools in fall, 2006.

# Kenai Peninsula Borough School District Board of Education Meeting Minutes

January 10, 2005 – 7:00 p.m.  
Regular Meeting

Borough Administration Building  
148 N. Binkley, Soldotna, Alaska

**SCHOOL BOARD MEMBERS:**

Mrs. Sammy Crawford, President  
Ms. Sandra Wassilie, Vice President  
Mrs. Debra Mullins, Clerk  
Mrs. Margaret Gilman, Treasurer  
Ms. Deborah Germano  
Dr. Nels Anderson  
Mrs. Debbie Brown  
Mr. Marty Anderson  
Mrs. Sunni Hilts  
Mr. DJ Tyson, Student Representative

**STAFF PRESENT:**

Dr. Donna Peterson, Superintendent of Schools  
Mrs. Melody Douglas, Chief Financial Officer  
Mr. Sam Stewart, Assistant Superintendent  
Mr. Guy Fisher, Assistant Superintendent

**OTHERS PRESENT:**

Mr. Joe Nicks	Ms. Gail Moore
Mrs. Jenni Hammond	Mrs. Sylvia Reynolds
Mr. Tim Peterson	Mrs. Paula Christensen
Mrs. Barbara George	Mr. Glenn Haupt
Mr. Jim White	Mrs. Barb Ralston
Dr. Roy Anderson	Mr. Brandy Goracke
Mrs. Norma Holmgaard	Mr. Scott Foster
Mr. Pete Sprague	Mr. Bob VanDerWege
Mr. Jon Lillevik	Mr. Brad Hibberd
Mr. Layton Ehmke	Mr. Matt Hicks

Others present not identified.

**CALL TO ORDER:**

*(7:00:59 PM)*

Mrs. Crawford called the meeting to order at 7:00 p.m.

**PLEDGE OF ALLEGIANCE:**

*(7:01:03 PM)*

Mrs. Crawford asked K-Beach Elementary students to lead those present in the Pledge of Allegiance.

**ROLL CALL:**

*( PM)*

Mrs. Sammy Crawford	Present
Ms. Deborah Germano	Present
Mrs. Margaret Gilman	Present
Mrs. Debra Mullins	Present
Dr. Nels Anderson	Present/left at 9:49 p.m.
Ms. Sandra Wassilie	Present
Mrs. Debbie Brown	Present
Mr. Marty Anderson	Present
Mrs. Sunni Hilts	Present
Mr. DJ Tyson	Present

**APPROVAL OF AGENDA:**

*(7:02:13 PM)*

The agenda was approved with a revision to Item 10a.(1) Resignations and the addition of 10c. FY05 Budget Revision.

**APPROVAL OF MINUTES:**

*(7:02:55 PM)*

The School Board Minutes of December 6, 2004, were approved as printed.

**SCHOOL REPORT:**

*(7:03:11 PM)*

Mrs. Sylvia Reynolds, K-Beach Elementary Principal, gave a computer-generated presentation highlighting the school theme of the Olympics, student achievements, results of last year's theme, Monday Morning Meetings, a Russian dancer special guest, the summer reading program, teleconferencing with the University of Alaska-Fairbanks, activities with senior citizens, classroom lessons and activities, the salmon egg collection project, assessment information, therapy dogs, parent involvement, the school store and school art projects. She noted that the school achieved Annual Yearly Progress for the second year as mandated by the No Child Left Behind Act. Students from Grades 2, 3, and 4, presented information on the U.S. election process and information on presidential history and invited the Board to the mock Inaugural Ball hosted by the school on January 20.

**RECESS:**

*(7:18:50 PM)*

At 7:18 p.m., Mrs. Crawford called a recess.

**RECONVENE AFTER RECESS:**

*(7:20:03 PM)*

At 7:20 p.m., the Board reconvened in regular session.

**PUBLIC PRESENTATIONS:**

*(7:20:25 PM)*

Mrs. Jenni Hammond, Nikiski parent, reported on the preschool program and asked the Board to allow public input prior to any decisions regarding all-day kindergarten and added that it should be a school-level choice.

**HEARING OF DELEGATIONS:**

*(7:22:21 PM)*

Dr. Marilyn Jackson provided information about the Community Action Coalition for Prevention and the Communities that Care Program. She invited the Board to a training on January 28 from 8:30 a.m. to 4:00 p.m. and January 29 from 9:00 a.m. to 12:00 p.m.

Dr. Anderson left the meeting at 7:23 p.m. and returned at 7:24 p.m.

**COMMUNICATIONS AND PETITIONS:**

*(7:27:38 PM)*

Dr. Peterson noted that she has received correspondence from parents regarding issues on the agenda as well as other usual and customary correspondence.

**SUPERINTENDENT'S REPORT:**

(7:28:25 PM)

Dr. Peterson provided an explanation about the steps that were used to generate the FY06 Preliminary Budget in advance of Board action on the proposed FY05 budget revisions. She announced that the Board and Assembly will conduct a joint worksession on January 18 from 1:00 p.m. to 3:00 p.m. She announced that public budget hearings will be held at Kenai Central on January 19, Seward High on January 20 and Homer High on January 24. She announced that a Site Council and parent group training will be held on January 20 from 11:00 a.m. to 2:00 p.m. at the Kenai River Center. Dr. Peterson reported on the 10 Things Youth Leaders Want School Boards to Know, as printed in the *AASB Commentary*, December 2004.

**Financial Report:**

(7:34:02 PM)

Mrs. Douglas presented the financial report of the District for the period ending November 30, 2004. She explained that the budget does not reflect the proposed revisions which are pending further discussion and action.

Mrs. Crawford asked Mrs. Douglas to describe Fund 214 Mentorship. Mrs. Douglas replied that Fund 214 houses the financial transactions related to the state mentorship program.

Ms. Germano asked for more detail regarding the state mentorship program. Dr. Peterson explained that District teachers have been assigned as mentors throughout the state. She stated that the teacher's positions with the District are held for their return and the state pays their salary for the time they are working outside of the District.

**BOARD REPORTS:**

(7:35:59 PM)

Mrs. Gilman reported that she attended the Budget Review Committee meeting on January 5. She expressed appreciation for the detailed information provided to the Committee members. She reminded the Board that parents and community members lose money in their business or employment by being absent from work and attending District meetings. She thanked those who attended the Committee meeting.

Ms. Wassilie stated that she also attended the Budget Review Committee meeting and expressed appreciation for the time spent by the Committee members. She reported that she attended the December 9 Project GRAD Committee meeting in Voznesenka. She stated that she was impressed by the community engagement, especially from several villages in the area and the coaches who work with students and assist teachers. She stated that it is valuable to have another adult provide a positive role model to students.

**CONSENT AGENDA:**

(7:39:48 PM)

Items presented on the Consent Agenda were Approval of Resignations, New Teacher Assignments, High School Graduation Qualifying Exam Waiver, Budget Transfers, Request for Leave of Absence-Support, and Revisions to AR 0420 (School-Based Management/Site Councils).

**Resignations:**

Mr. Fisher recommended the Board approve resignations for Merlin Cordes, .50 FTE generalist, Nikolaevsk Elementary/High School, (effective on January 6, 2005); Dennis Dunn, principal, Kenai Central High School (effective at the end of the 04-05 school year); Michael W. Wykis, principal, Sears Elementary, effective at the end of the 04-05 school year; Candice L. Perry, Social Studies/P.E., Seward Middle High School (effective December 30, 2004); Linell J. McCrum, special education resource, K-Beach Elementary (effective at the end of the 04-05 school year); and John Owens, principal, Nikiski Middle/High School, (effective at the end of the 04-05 school year).

**New Teacher Assignments:**

Mr. Fisher recommended the Board approve teacher assignments for Mary M. Hicks, temporary generalist teacher .50FTE, Seward Area Connections Program; Kimberly R. Johnson, temporary generalist teacher at Nikolaevsk Elementary/High; and Amy Williams, special education, resource teacher at Skyview High School.

**HSGQE Waiver:**

Mr. Stewart recommended the Board approve a High School Graduation Qualifying Exam Waiver from student request Number 2005-03.

**Budget Transfers:**

Mrs. Douglas recommended the Board approve Budget Transfer Number 131 and 132 to pay for a music teacher and physical education teacher for Aurora Borealis Charter School; Number 140 to establish gas utility budgets at locations where natural or bottled gas is used for heating; Number 141 for adjustments to telephone budgets between locations as a result of changes in usage and billing; and Number 147 to pay for services contracted to meet student needs as determined by the IEP process.

**Request for Leave of Absence-Support:**

Mr. Fisher recommended the Board approve an unpaid leave of absence request for Justin George, III, head custodian, Soldotna High School (effective January 10, 2005 until November 8, 2005).

**Revisions to AR 0420:**

Dr. Peterson recommended the Board approve revisions to AR 0420 (School-Based Management/Site Councils) in order to bring policy in line with current practice.

Mrs. Barb Ralston, Sears Elementary teacher, asked the Board not to approve revisions to AR 0420 because she would like site councils to be involved in the principal interview process.

**Motion**

Ms. Germano moved the Board approve Consent Agenda Items Numbers 1 through 6. Mrs. Gilman seconded.

Mrs. Hilts requested the removal of Item 10a.(6) from the Consent Agenda. Ms. Germano requested the removal of Item 10a.(5) from the Consent Agenda.

Mrs. Gilman noted that the list of resignations contains top quality educators. She noted that Mr. Dunn will be sorely missed as well as others on the list.

Consent Agenda Items 1 through 4 carried unanimously.

Ms. Germano asked whether the leave of absence request for Mr. George had been approved by the Board at a previous meeting. Dr. Peterson explained that the request is an extension for the remainder of the full year which is allowed.

Item 10a(5) carried unanimously.

**Revisions to AR 0420:**  
(continued)

Mrs. Hilts stated that she is not in support of the proposed revisions to AR 0420 because it removes the school site councils from the principal interview process. She stated that although she can understand the efficiency of the changes, parents in smaller schools already feel disenfranchised. She stated that she does not question the administration's concern for principal candidates. She reminded the Board that they are not mandated to do the most efficient thing possible, but instead are mandated to provide an education for students in partnership with its richly diverse communities. She suggested that site council members be brought to a central location to conduct interviews.

Ms. Wassilie expressed concern that the proposed language in AR 0420 limits involvement by the community. She commented that principals are sometimes a key person in the community. She stated that it is important to include the community in the candidate selection process and that it is helpful when they are present for community members to meet. She stated that the language may need to be modified but suggested that the Board keep the community involved.

Dr. Anderson recounted a past situation in Sterling when the site council thought they had the right to select the principal and was upset when the administration selected another candidate. Dr. Anderson stated that the administration has the right to choose school principals and added that although input is fine, site councils need to realize that their input is advisory only. He stated that the understanding needs to exist that the superintendent or designee should choose the principals.

Mrs. Gilman stated that she is in favor of the current language in AR 0420 because the last sentence states that, "The superintendent will make the principal selection subject to approval by the Board of Education." She stated that the superintendent has the authority and responsibility for selecting school principals. She stated that the Board will turn to the superintendent if there is a problem with the decision. She stated that a concern was expressed at the Budget Review Committee meeting that the import of site based councils is being lessened.

Ms. Germano asked about the declining pool of applicants and acknowledged that finding a match for some of the District sites is difficult. She confirmed with the administration that the District has conducted some type of public interview or interaction with previous principal candidates.

**Revisions to AR 0420:**  
(continued)

Dr. Peterson explained that the intent of the revisions to AR 0420 is to match practice with policy. She explained the current process used to advertise, select, and hire school principals. She stated that bylaws at individual schools are not clear how principal selection committee members are chosen. She explained that current District administrators are given the opportunity to transfer to vacated positions and if no one matches the criteria, the position is advertised publicly. She reported that there are many vacancy situations where less than 5 qualified candidates apply. She stated that she meets with site councils and other community members and explained the difficulties with associated with the school transfer process. She stated that the current regulations will work well when hiring for schools in large communities but do not work at smaller sites.

Ms. Germano stated that she is familiar with the site council hiring committee representative selection process and added that it is a frustrating process. She reported that there are concerns that the public process will be lost with the change but added that she does not agree and will support the revision.

Mrs. Gilman thanked Ms. Germano for her question which clarified the reasons for the proposed changes and will now support the motion.

Mrs. Crawford asked about the use of the superintendent's time if AR 0420 was not revised. Dr. Peterson replied that site councils will need assistance in determining how they will conduct their selection process (if the bylaws are not clear). Dr. Peterson stated that the current regulation language will make a difference in the timing of the selection of the applicants.

Mrs. Crawford stated that the pool of principal applicants has decreased to the point that districts must act quickly when a good applicant is available. Dr. Peterson stated that the problems surrounding an aging workforce will not go away soon. Mrs. Crawford stated that the problem is nationwide.

Mrs. Brown stated that she believes in the site council system as long as the Board does not weaken it. She stated that the site councils remind her of other advisory groups that do not get much recognition and community members put in considerable time and effort into their service. She stated that families will want to have the Board keep the current regulation language, and suggested that site council bylaws be fixed instead. She stated that she does not support the proposed language.

Mrs. Hilts stated that she understands the reasons for the new language but how ever it is worded, the message will come across that the Board is lessening the influence of site councils. She explained that the places that will be the most impacted by the proposed revisions are the places where support is needed the most because they are already reluctant to give the school their full support. She stated that if the proposed language is approved the District must make a special effort to reach out to people to participate in school site councils.

**Revisions to AR 0420:**  
(continued)

Mrs. Crawford stated that all Board members have the best interests of what is good for schools.

Ms. Germano called attention to the list of topics found in AR 0420 that can be considered by site councils and noted that site councils are under used. She added that there is so much more that site councils can do and should do but are not involving themselves.

VOTE 10a.(6)

Advisory Vote: ABSTAIN

NO – M. Anderson, Hilts, Brown, Wassilie

YES – Gilman, N. Anderson, Germano, Mullins, Crawford

Motion carried.

**POLICY REVISION:**  
(8:12:01 PM)

Mr. Stewart presented three options for revisions to AR 6146.1, Weighted Grades.

Mr. Nelson Amen, Kenai parent, stated that equal grades deserve equal ranking and reported that according to the admissions office staff during a recent college visit in Kansas, class ranking is the number one criteria used for student selection.

Mrs. Theresa Parson, Soldotna parent, acknowledged that there will be growing pains while implementing the recently adopted weighted grades system and asked the Board to remember that it was approved to encourage students to achieve their full potential.

Mr. Brian Hibberd, Skyview High School student, explained how the recently adopted weighted grades system is penalizing him by dropping his rank in class and asked the Board to consider the unintentional consequences caused by the new language. Mrs. Hilts asked whether the new weighted grades regulation had an influence over his decision to take an Advanced Placement class. Mr. Hibberd replied that he does not like language arts and signed up for the class only because he would get a weighted grade.

Mr. Brad Hibberd, Soldotna parent, stated that although the Board's intentions with the adoption of weighted grades regulation are commendable, they were acted on without a complete understanding of the consequences and encouraged the Board to listen to the administration's advice.

Miss Brittany Parson, Soldotna High senior class president, stated that she has a rigorous class schedule of that requires 3 hours of homework each night and added that she and other students are in favor of weighted grades.

Mrs. Sylvia Reynolds, K-Beach Elementary principal and former Soldotna High School principal, stated that she disagrees with equal grades for equal standing and that there is a mechanism in place that will not penalize students for taking rigorous courses.

**POLICY REVISION:**  
(continued)

Mr. John Pothast urged the Board to follow the administration's recommendation not to use weighted grades and recounted his experiences with weighted grades in a former district in Arizona.

Mr. Dennis Dunn, KCHS principal, stated that he does not support weighted grades and suggested that the Board vote not to use them. Ms. Germano asked Mr. Dunn if he felt that it was fair to have valedictorians who are students who have taken a rigorous schedule and maintained a 4.0 grade point average (GPA) as well as students who have taken easy class loads and maintained a 4.0 GPA. He replied that he does not care whether valedictorians take hard or easy classes because there is no mechanism that differentiates in a manner that works.

Mr. Jed Wadkins, parent, stated that he does not support weighted grades because it will hurt the very students that it is meant to help and suggested that each school choose their own valedictorian.

Miss Danielle Severson, Soldotna High School student, stated that valedictorians should be students who have worked hard either through weighted grades or some other selection process.

Mr. Jon Lillevik, stated that colleges consider transcripts, class rank, evidence of course rigor and recommendations when assigning scholarships and places great value to rank and rigor.

Mr. Pete Goggia, Soldotna High parent, stated that it is important that the District reward students for their extra effort and encouraged the Board to investigate the issue further before removing weighted grades from regulation.

Mr. Mark Larson, teacher and parent, stated that students benefit in college if they have taken rigorous classes, and reported that a number of college admissions offices recalculate each student's grade not using weighted grades so they can be compared equally.

Ms. JoAnn Hagen, KCHS parent, stated that if Option 3 is accepted it will be unfair to her daughter and will change her rank from Number 1 to Number 7 and asked the Board to consider Option 1 or Option 2.

Mrs. Elaine Larson, KCHS parent, suggested that the Board provide sufficient notice to the public when implementing a change such as the weighted grades regulation and reported on the difficulties in planning her daughter's four-year high school schedule.

**Motion**

Dr. Anderson moved the Board approve Option 2. Mrs. Brown seconded.

**POLICY REVISION:**  
(continued)

Dr. Anderson stated that he is not interested in penalizing students who take a rigorous load of classes and were counting on a weighted grade for advanced placement classes. He asked whether there would have been an increase in enrollment in AP classes without the option of a weighted grade and what would happen if weighted grades were removed. He stated that Option 2 will help with the inequities of class rank.

**Motion**

Dr. Anderson moved the Board approve an amendment to Option 2 that states, "If implementation of this system creates inequities during the first two years, counselors in conjunction with school principals, may make such remedies as are necessary to eliminate these inequities." Mrs. Hilts seconded.

Ms. Germano stated that she will not support the amendment because the Board would be creating more work for people who do not have time. She stated she is in favor of leaving the weighted grades regulation as is for the 2004-2005 school year and implementing Option 2 for the 2005-2006 school year.

Ms. Wassilie stated that the Board may be creating more problems because it would be left to the discretion of principals and counselors who would need to develop a criteria for class rank. She stated that she is concerned that the amendment will compound the problem.

Mrs. Gilman stated that counselors are already overworked and should not be asked to fix inequities.

Mr. Anderson stated that he will support the Anderson amendment because it is not proposed as a long-term fix and will allow some anomalies to be resolved during the transition period.

Mrs. Brown stated that she will support the Anderson amendment even though it is open-ended and suggested that a letter of explanation be developed to accompany student records. She stated that discerning administrators in college admissions offices will understand what took place in the District. She stated that the amendment is reasonable, and that reasonable people work for the District and added that she does not think that it will become a quagmire. She stated that the amendment may not be needed because Option 2 stands on its own and allows for a correction for those students caught in the transition. She asked the Board to support the amendment.

Mr. Stewart clarified that the Anderson amendment requires counselors and administrators to make a determination where inequity remedies are necessary. Mr. Stewart asked the Board for District oversight on inequity decisions.

After confirming with the maker of the motion (Dr. Anderson) and the second (Mrs. Hilts), Mrs. Crawford announced that the amendment would include District administration oversight.

**POLICY REVISION:**  
(continued)

Mrs. Gilman stated that the task of determining where there are inequities in the weighted grade system is overwhelming. She cautioned the Board against making Board policy based on individual situations but instead must consider all 10,000 students districtwide.

Ms. Germano agreed with Mrs. Gilman's concerns and stated that the Anderson amendment is the easy way out for the Board and not fair to the employees.

Dr. Peterson stated that class rank is a separate issue from weighted grades. She reported that the language in Option 2 has been researched specifically, with regard to weighted grades. Dr. Anderson clarified that weighted grades would not necessarily be used in class ranking. Dr. Anderson stated that the inequities surrounding weighted grades will be resolved within two years. Dr. Peterson stated that class rank will be affected by weighted grades but that there are individual inequities that can be addressed in class rank for the next two years that does not have to be addressed by the Anderson amendment and can be handled administratively.

VOTE ON THE N. ANDERSON AMENDMENT:

Advisory Vote - NO

YES - Brown

NO - Mullins, Gilman, M. Anderson, Germano, N. Anderson, Hilts,

Wassilie, Crawford

Amendment failed.

Ms. Germano asked when implementation would take place using Option 2. Mr. Stewart replied that the use of discretion would remedy situations as mentioned previously where students had taken college classes when AP classes were not available.

Ms. Germano asked if Option 2 should be adopted with a specific time for implementation such as with class of 2006. Mr. Stewart replied that the same issues will occur again next year. He stated that he is hesitant to recommend an implementation date because the District had weighted grades in place at the beginning of the school year. He recommended the Board either not use weighted grades permanently or decide on one of the other options and move forward.

Dr. Anderson asked whether it is fair to students to remove the weighted grades regulation when they planned ahead and took AP classes this year. He explained that students who were 4.0 students and took a harder AP class might not get an A which will substantially affect their GPA. He stated that with a delayed implementation the Board takes away additional grade points that the student was scheduled to receive by being willing to challenge themselves.

**POLICY REVISION:**

(continued)

Ms. Wassilie stated that there are many issues tied up with weighted grades. She cautioned the Board that if the weighted grade regulation is rescinded, the Board will punish students who took AP classes in anticipation of the weighted grade. She stated that on the other hand by continuing with weighted grades the Board will punish those who planned out their high school course schedule four years ago. She asked how the Board can recognize rigor and assign credit for degree of difficulty in a way that is fair. She stated that it is fair to begin the weighted grades with the freshman class. She stated that taking an AP class is not a disadvantage and will show on the transcript.

Mrs. Brown thanked those who spoke to the Board and added that she supports the proposed revisions included in Option 2 because it is the most reasonable solution for the transition to weighted grades. She cautioned those present that as in any change there will always be those who are caught by surprise. She suggested that the school principal write a letter of explanation to accompany the admissions packet to the college. She stated that she hoped the Board will stay with the decision to offer weighted grades and to support Option 2.

Mrs. Gilman asked if students were already registered for classes in June when the Board approved the weighted grades regulation. Mr. Stewart replied that students were already registered for classes but could change their schedules. He stated that the students were told that the weighted grades option was not retroactive and noted that the unanticipated consequence is that students that take more classes than another student and yet each have the same number of AP classes, the student with the most classes is penalized. Mrs. Gilman asked whether there is data showing the number of students who chose to change their schedule as a result of the regulation adoption. Mr. Stewart explained that principals were told that if they wanted unallocated money they must offer an AP class and noted that the District has offered more AP classes than in the past. Mrs. Gilman commented that the Board has heard from some amazing students. She told the parents present that the Board approved the weighted grades regulation to encourage academic rigor and was never intended to penalize students who achieve at the highest level and graduate with 25 or more credits. She suggested that the Board approve Option 2 with implementation to begin with the class of 2008.

**MOTION**

Mrs. Gilman moved the Board approve an amendment to Option 2 which would begin implementation with the class of 2008. Ms. Germano seconded.

Mrs. Hilts noted that there was an increase in students enrolled in AP classes and they did so with the understanding that they would receive a weighted grade. She explained that the Board has been considering the weighted grades regulation for quite a long period time. She stated that the Board wanted to encourage students to challenge themselves by taking an AP class, and that by delaying action it will be unfair to those students who took an AP class this semester.

**POLICY REVISION:**  
(continued)

Mr. Anderson echoed Mrs. Hilts' comments and reiterated the point that it is unfair to students to withdraw the regulation once it has been offered.

Mr. Tyson reported that more students enrolled in his AP history class, and now that they have experienced the amount of work involved will not be interested in taking any further AP classes unless they receive a weighted grade. He recommended that the Board continue with weighted grades for the current school year.

Mrs. Crawford stated that the Board needs to fulfill the promise that was made to the current class of juniors and seniors.

**VOTE ON GILMAN AMENDMENT:**

Advisory Vote: NO

YES – Wassilie, Germano, Gilman, Mullins

NO – Brown, Hilts, N. Anderson, M. Anderson, Crawford

Amendment failed.

Mrs. Mullins noted that the testimony has been split regarding whether to keep the weighted grades regulation. She asked the administration how the GPA will be calculated. Dr. Peterson explained that if a student earns an A in an AP class during the 2004-2005 school year they will receive 4.021 as the grade on their transcript and a student who earns a B will receive a 3.021 for the semester.

Mr. Stewart explained that the student will receive a cumulative GPA and if they have passed a semester AP class they will receive .021 added to their cumulative GPA and added that it mathematically equals a 5 point system and does not penalize students for the number of classes they have taken.

Mrs. Mullins expressed concern that the Board will complicate the weighted grades problem rather than solve it. She stated that she planned her children's four-year class schedule which included AP classes. She noted that the colleges reviewed and admitted her children based on transcripts, test scores and essays and not by class rank. She stated that students who have taken an AP class have not lost anything by taking a more difficult class, instead they gain knowledge that benefits them in their future. She cautioned the Board to carefully consider the regulation revisions and added that she does not want to find out that she has voted for something that will be more harmful. She stated that the Board has been discussing the issue of weighted grades for eight years and now that it has been implemented, the Board is finding out that there are problems. She stated that her preference would be to repeal the regulation.

**POLICY REVISION:**  
(continued)

Mr. Anderson asked the administration if specific models that use the .021 system have been reviewed to see how it affects the students who voiced objection to the current system. Mr. Stewart stated that the proposed language does not solve the problems voiced by the Hibberd family. Mr. Stewart stated that college classes do not qualify for a weighted grade and warned the Board that they will be pressured to provide weighted grades for college classes, honors classes, vocational education classes that offer certifications, and others.

Ms. Germano reminded the Board that their obligation is to serve all students in the District and to focus on the larger picture and do what is best for all students.

Mrs. Brown stated that the District has done a fine job providing opportunities and educational options such as college classes and AP classes. She stated that she does not believe it is the obligation of the Board to make sure that there are no flaws or problems for any student. She stated that Option 2 is the most reasonable step forward and added that the Board will deal with any further problems as they come.

Mrs. Crawford stated that the Board had the best interests of the students in mind when they originally voted for weighted grades in June 2004. She stated that the language in Option 2 will alleviate most of the problems and provide the rigor that the Board wants to make available for students.

**VOTE ON MAIN MOTION:**

Advisory Vote – YES

YES – M. Anderson, N. Anderson, Hilts, Brown, Crawford

NO – Wassilie, Germano, Gilman, Mullins

Motion carried.

**RECESS:**  
(9:38:58 PM)

At 9:38 p.m., Mrs. Crawford called a recess.

**RECONVENE AFTER RECESS:**  
(9:49:20 PM)

At 9:50 p.m., the Board reconvened in regular session.

Dr Anderson was excused from the meeting at 9:49 p.m.

**FY05 Budget revision:**  
(9:49:25 PM)

Mrs. Crawford announced that the Board will consider the postponed FY 05 Budget Revision.

**Motion**

Mrs. Gilman moved the Board approve the removal of FY05 Budget Revision from the table. Mrs. Brown seconded.

**FY05 Budget revision:**  
(continued)

VOTE:

Advisory Vote – YES

YES – Mullins, M. Anderson, Gilman, Brown, Hilts, Wassilie,

NO – Germano, Crawford

Motion carried.

Mrs. Douglas distributed copies of the FY05 Budget Revision recommendation as considered by the Board on December 6. Mrs. Douglas announced that the revision is necessary to bring the budget from \$81.2 million to \$83 million due to additional revenue generated by increased enrollment. She stated that the expenditure budget was increased in the categories of healthcare costs, utility costs, summer school allocation, purchase of upgrade to deteriorating phone systems and to adjust the salary and benefits per the annual fall adjustment. She reported that the budget revisions include a recommendation for elementary reading curriculum, funds for the finance/payroll/human resources software and the remainder to be put in contingency. Mrs. Douglas summarized the amounts in the revised general fund revenue and expenditure budgets.

**MOTION**

Ms. Wassilie moved the Board approve an amendment to the FY05 Budget Revision by moving \$500,000 for the Reading Curriculum to the Contingency Fund. Ms. Germano seconded.

Ms. Wassilie stated that the Reading Curriculum will be addressed in next year's budget. She stated that the Board heard a presentation regarding the deteriorating phone system and the necessary financial software purchase.

Mrs. Brown stated that the amendment is reasonable and will support it.

Mrs. Germano asked whether the replacement of finance software will become a continuous cost to the District. Mr. White explained that the advantage will be that the finance software will operate on commodity-based hardware. He explained that the LX7100 computer purchased by the Borough was approximately \$300,000. He reported that the hardware purchased to operate the Discovery system (three servers) totaled \$18,000 and added that is the difference when buyers break out of the proprietary bondage into commodity pricing. Ms. Germano stated that the District will pay for the difference in the cost of software. Mr. White confirmed that the District paid \$300,000 for the Discovery System which included hardware, training, and software. He stated that he is unsure of the cost of the finance software and added that the District will need to purchase the software because it cannot continue to use the 20-year old software.

**FY05 Budget revision:**  
(continued)

Dr. Peterson explained that within five minutes the new student accounting and records system was able to generate a report of the names of students and the schools of attendance for every child with a parent employed by Agrium. She added that within 30 minutes similar information was generated for each Agrium vendor. She noted that that information would not be available on the old software.

Ms. Germano expressed concern that the District will have a larger share of the cost than the Borough for upgrades to the new IP phone system. Mr. White stated that historically, the Borough has been carrying the District in many ways. He explained that the District administration offices and Borough offices have had a symbiotic relationship and added that the Borough qualified for a lot of purchasing power because the District joined them. He stated that if the District purchased the phone system alone instead of just the licensing, the District would have to purchase an operating system, networking environment, data base, and noted that it is packaged to be cheaper in large quantities than in smaller quantities. He reported that in the 1980s the School District and the Borough entered into joint long-range planning as well as joint planning for the purchase of the A6KX. He added that he is hopeful that the positive working relationship with the Borough can continue indefinitely.

Wassilie amendment carried unanimously.

**MOTION**

Mrs. Gilman moved the Board approve an amendment to the FY05 Budget Revision to "Hire 10 classroom aides at the cost of \$175,000 (1 semester) to serve for the remainder of the 2004-2005 school year. These aides would work in the 19 K-6 classrooms districtwide which were listed as having 30 or more students as of the November 15 Class Size Enrollment Report. The aide positions would be temporary and would serve as an attempt to reduce class sizes and meet the academic needs of students for the 2004-2005 school year." Ms. Germano seconded.

Dr. Peterson reported that during the second semester and next fall Title II aides have been hired for parallel block scheduling through a pilot project (Mt. View Elementary, Sterling Elementary, Redoubt Elementary, and Nikiski North Star). She noted that the aides were hired to address class sizes and assist in the areas of reading and language arts. Dr. Peterson announced that K-Beach Elementary was awarded a grant of approximately \$180,000 to be spent immediately.

Ms. Germano asked what criterion was used to place aides at schools. Dr. Peterson stated that the offer was made to all principals and will provide a copy of the pilot project. Dr. Peterson reported that principals were required to agree to submit a schedule and to be prepared to implement a parallel block schedule. Ms. Germano clarified with Dr. Peterson that the secondary schools that were over enrollment projection were not given staffing assistance for the second semester.

**FY05 Budget revision:**  
(continued)

Mrs. Hilts stated that while she appreciates the intent of the Gilman amendment, it is not the Board's job to assign staff. She reminded the Board that the hiring and assignment of staff is already being done by the administration. She stated that each school may have a different staffing need, and it is not up to the Board to make that determination.

Mr. Anderson stated that he agreed with Mrs. Hilts that the Board does not want to micromanage. He stated that he has the utmost respect for the administration's motivation. He stated that the intent of the Gilman amendment is good. He suggested that Dr. Peterson send an email informing the Board about the Pilot Program so that Board member's concerns can be eased.

Mrs. Gilman stated that she is glad to hear about the parallel block scheduling at additional schools and noted that Mt. View Elementary has been block scheduling for the past 10 years. She stated that the Mt. View Elementary PTA has conducted fund raisers to pay for playground aides so that parallel block scheduling can exist. Mrs. Gilman stated that Mt. View Elementary has 5 classrooms that have 30 or more students. She stated she was expecting that the administration would spend the additional \$1.7 million on additional staff to meet the needs of the students. She asked why the District is getting additional money for 300 additional students if no additional staff is necessary. She asked how much clout the Board will have when asking for money from the Borough Assembly and legislature when the District has \$1.9 million in a savings account. She stated that none of the additional money from the increased enrollment will have been spent on children. She stated that teachers should have been hired during the first week of school.

Dr. Peterson stated that Mt. View Elementary has five classes that are over the staffing formula, 5 classes are under formula, and 2 classes that are at formula.

Mrs. Gilman reported that at the Kenai Area Schools Site Council meeting, parents stated that pupil-teacher ratios are the top priority to be addressed.

Mrs. Brown stated that she supports the concept of the motion. She stated that families understand that the Board is trying to achieve an appropriate pupil-teacher ratio. She stated that, while the administration is doing what they feel is right, it is the Board's responsibility to oversee the budget. She explained that the Board needs to send a message through budget decisions that they want fewer students in the classroom. She stated that she does not feel that making budget decisions is micromanaging the District. She stated that she has been frustrated for a long time because she tried to address staffing issues and understood that the administration was to bring back a plan, but instead the Board received an explanation of how staffing assignments were made. She stated that if the Gilman amendment is approved, 10 aides will be placed in classrooms where there are 30 or more students.

**FY05 Budget revision:**  
(continued)

Mrs. Crawford stated that it is unfortunate that health care costs have increased and fuel costs have increased, as well as insurance and more.

Mrs. Mullins asked the administration how they would implement the staffing increases as outlined in the Gilman amendment. Dr. Peterson stated that the administration would use information from the Class Size Report, look for classes over 30 students, hire instructional aides, train the aides, and assign them to a class. She stated that the consequences and the unintended consequences of the Gilman amendment are beyond any conversation that can be held in the context of the Board meeting. She explained that if she were a principal making decisions for next year she would configure the classes so that some of them were over sized. Dr. Peterson stated that the administration's intent was to address the need for staffing and do it well for next year. She noted that unallocated money was one way to address the staffing issue and not to include it in the formula. She stated that she is not sure that 10 classroom aides for the elementary schools is the greatest need.

Ms. Germano expressed concern that District money be spent well, and added that hiring 10 aides late in the year may be wasted resources. She stated that she does not feel that the Board is accomplishing what is needed.

Mrs. Gilman admitted that her amendment is not the perfect solution and that it would have been better to address the enrollment issue in August. She referred to a communication sent to Board members from the grandparent of a Sears Elementary student regarding the removal of a teacher from the first grade class. She reported that the grandparent stated that the message from the School Board is that \$50,000 couldn't be budgeted to keep the teacher at Sears and yet in January the Board can put \$1.7 million in a contingency account. She reminded the Board that the public wants more teachers in classrooms and asked for a better suggestion in lieu of the amendment.

Mr. Anderson asked Dr. Peterson how many aides have recently been hired with grant money. Dr. Peterson responded that 7 aides have been hired. Mrs. Reynolds explained that 21<sup>st</sup> Century grant money received by K-Beach Elementary is dedicated only to before-school programs and after-school programs. She stated that she has spoken to Commissioner Sampson about implementing some preschool activities and parent programs.

Mrs. Crawford stated that after visits with the schools and conversations with staff, the administration should be allowed to do their job. She observed that the Gilman amendment would be redundant.

**FY05 Budget revision:**  
(continued)

VOTE ON GILMAN AMENDMENT

Advisory Vote – YES

YES – M. Anderson, Gilman, Brown

NO - Mullins, Germano, Hilts, Wassilie, Crawford.

Amendment failed.

Mrs. Gilman stated that the worksession presentations were helpful in explaining about the need for the IP phone system and the finance software. She stated that she cannot support the purchase of the IP phone system because it is not a cost savings purchase since the District will be taking in less money in e-rate subsidy. She suggested that next year's federal priority list include assistance with e-rate requirements. She stated that she is uncomfortable with spending \$400,000 for human resources and finance software when the Board has not asked the Borough Assembly and the Borough administration if the purchase is necessary from District funds.

Mrs. Mullins confirmed with Mrs. Douglas that the latest FY05 budget revision recommendation from the administration includes the cost of the phone system and the software in the Contingency Fund. Mrs. Douglas stated that either recommendation is acceptable.

Ms. Germano noted that \$181,800 for the purchase of the IP phone system is included in next year's budget. Mrs. Douglas stated the latest budget revision recommendation included the money designated for the IP phone purchase in the contingency fund and that if the Board decided to approve the latest revision, the FY06 budget would need to be adjusted. Ms. Germano confirmed that the money for the human resources and finance software has not been budgeted.

**RECESS:**  
(10:40:50 PM)

At 10:40 p.m., Mrs. Crawford called a recess.

**RECONVENE AFTER RECESS:**  
(10:43:03 PM)

At 10:43 p.m. the Board reconvened in regular session.

Mrs. Douglas responded that the first year purchase of IP phones are included in the FY06 budget and if the Board approves the current motion the FY06 budget will have to be modified.

**MOTION**

Ms. Germano moved the Board approve an amendment to the proposed FY05 budget revision to move \$181,800 designated for upgrading the deteriorating phone system to the Contingency Fund. Mrs. Mullins seconded.

Ms. Germano noted that the phone upgrade is included in the FY06 budget. She expressed reservations about allocating money for software when the cost is not certain.

**FY05 Budget revision:**  
(continued)

Ms. Wassilie stated that she will support the Germano amendment and expressed concern for the state of the District phone systems and noted that they continuously need repair throughout the District.

VOTE ON GERMANO AMENDMENT

Advisory Vote: ABSTAIN

YES - Brown, Hilts, M. Anderson, Mullins, Germano Wassilie, Crawford

NO - Gilman

Germano amendment approved.

Mrs. Hilts stated that she is also uncomfortable allocating \$400,000 for human resources and finance software when there are too many uncertainties. Mrs. Douglas explained that the money is reservation of funds for the software purchase and that when a recommendation has been decided, the administration will bring a report to the Board for review and consideration. She explained that if the administration is not far enough along by June 30 the money will go into the fund balance as an allocation.

Mrs. Hilts stated that if approved, the Board is setting aside a large amount of money at a time when the District needs money for staff to lower the pupil-teacher ratio. She stated that it will be hard to defend this decision if approved.

Mrs. Brown clarified that the approved Wassilie amendment and Germano amendment put the money into Contingency Fund.

Ms. Wassilie reported that the Borough has asked the District to take a 5% reduction in local effort. She stated that she would rather take care of the cost of the District's operations rather than ask the Borough to pay for it in hopes that the Assembly might consider rescinding the local effort reduction request. She cautioned that if the current computer software crashed, the District would end up spending large amounts of money to fix it.

Ms. Germano asked how the amount for software was calculated. Mrs. Douglas responded that she spoke to Borough colleagues who have recently implemented human resources and finance software, factored in price increases, and reached an estimated amount. She stated that hopefully the amount budgeted for the software is enough.

Mrs. Gilman clarified that the Borough has not asked the District to take a 5% reduction in local effort, instead they have asked what the District budget would look like with a 5% reduction.

Mrs. Gilman clarified that the current amended motion includes a Contingency Fund in the amount of \$406,000, in addition to the \$181,000 designated for the IP phone system and the \$500,000 designated for reading materials. She noted that the budget revision also includes \$400,000 for finance software.

**FY05 Budget revision:**  
(continued)

VOTE ON AMENDED MOTION

Advisory Vote: ABSTAIN

YES – M. Anderson, Germano, Mullins, Wassilie, Crawford

NO – Hilts, Brown, Gilman

Amended motion carried.

**FIRST READING OF POLICY REVISIONS:**

*(10:54:47 PM)*

**BOARD COMMENTS:**

*(10:55:27 PM)*

The Board heard a first reading of various revisions to Section 4000 (Personnel) and revisions to BP 3311 (Bids).

Mrs. Gilman reported that she and Mrs. Christensen were invited to participate in the K-Beach Elementary spelling bee.

Mr. Tyson thanked Mrs. Reynolds for the K-Beach Elementary School presentation and added that he especially enjoyed hearing about the charity drive for the tsunami victims. He noted that Kenai Central High School students are also collecting money to give to the Red Cross for the victims. He stated that he felt that the fund raisers are a great way for students to not always think about themselves and instead put their energy into helping others.

Mr. Anderson stated that he was delighted to see the parent and student involvement in education. He reiterated earlier comments that the Board must make the best decision for all 10,000 students. He stated that the Board is trying to do what is best for students and hopes the community understands. He thanked the administration for the presentations during the worksessions held prior to the Board meeting and added that the information was very helpful.

Mrs. Hilts stated that she and fellow Board members worked hard and expressed appreciation for the amount of parent and student participation. She stated that her grandsons baked cookies to auction at the basketball game and raised \$90.

Ms. Wassilie stated that she enjoyed the K-Beach Elementary Report. She stated that she attended Operation Santa Claus which included Moose Pass Elementary School, Hope Elementary/High School and Cooper Landing Elementary School. She thanked Mrs. Gilman for the clarification regarding the Borough's request for budget information with a 5% reduction. She thanked Mr. Tyson for the comments about reaching out and caring for others and putting it in perspective with the issue of weighted grades. She thanked parents and students who spoke about weighted grades. She stated that after conducting research regarding weighted grades, the universal requirements for college admissions is SAT reasoning, essays, and secondary school records. She stated that she hopes there is minimal impact on students with the

adoption of Option 2. She told those present that the students and parents who spoke should be assured that their students will do well when applying to college and added that there are lots of scholarships available.

**BOARD COMMENTS:**  
(continued)

Ms. Germano thanked Mrs. Reynolds and the students for the K-Beach Elementary presentation. She asked those present not to forget the local communities when donating to charitable activities. She reported that the Homer area Share the Spirit volunteers assembled 165 Christmas baskets and noted that it was more baskets than in the past. She stated that the needs were for blankets, pillows, fuel, and heat. She expressed appreciation for the money-raising efforts for the tsunami victims and reminded those present not to forget the local needs and predicted that they will continue to grow.

Mrs. Brown stated that it is rewarding when people take the time to speak to the Board. She expressed concern that there is a certain amount of disconnect between the District and the communities. She stated that the real value of site councils is becoming lost and noted that it is harder to get volunteers to serve. She stated that she is disheartened that the Board cannot seem to lower the pupil-teacher ratio. She stated that if the Board really wanted to lower the pupil-teacher rate they could make the necessary decisions. She stated that the District needs to continue to foster the best relationship with the Borough so that the District can try to do business in sync. She reminded the Board that the Borough must pass a budget that includes the School District budget. She stated that the decisions the Board makes should not be interpreted as micromanaging the business of the District. She stated that the Borough can vote down the Board budget and reminded the Board that the job of the Assembly is to consider the District budget. She asked the Board to carefully consider the finance software purchase and added that she would rather see the District work with the Borough for the purchase so that more money can go into the classroom.

Mrs. Mullins thanked Mrs. Reynolds and the students for the K-Beach Elementary presentation. She commended the students for demonstrating the courage to stand in front of the Board and audience and speak. She observed that the testimony from parents and students regarding weighted grades was split for and against as well as among Board members. She recalled when the issue of weighted grades first came to the Board for consideration and noted that the administration's recommendation was against implementation. She stated that the reason the Board is in a mess because they voted against the advice of the administration and added that she is willing to take the punishment. She thanked the administration for their work developing recommendations and acknowledged that the Board's responsibility is to also listen to the public. She stated that the students who testified and showed interest in the

weighted grades issue will find a life outside of high school and added that there is potential in all students.

**BOARD COMMENTS:**  
(continued)

Mrs. Crawford expressed appreciation to Mrs. Reynolds for the K-Beach Elementary presentation. She thanked the Board and administration for their hard work during a very strenuous, grueling meeting. She noted that the Board tries to make the right decisions and yet doesn't have all of the information. She acknowledged that the Board is not perfect but wants to do what is best for students. She announced that the AASB Legislative Fly-in will be held on February 12 through 15 in Juneau. She reported that the topic for the Fly-in is "Declaring Children Alaska's Top Priority" and credited Mrs. Hilts for the idea of the topic. She announced that she will attend the February Fly-In and the April Fly-in along with Mrs. Mullins. She added that she would like Mr. Tyson and one other Board member to attend the February Fly-In and asked members to notify her if they wish to attend.

**ADJOURN:**  
(11:15:58 PM)

At 11:15 p.m., Mrs. Mullins moved the School Board Meeting be adjourned. Ms. Wassilie seconded.

Motion carried unanimously.

Respectfully submitted,

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Mrs. Sammy Crawford, President

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Mrs. Debra Mullins, Clerk

The Minutes of January 10, 2005,  
have not been approved as of  
January 24, 2005.

## 2004-2005 Midyear Report to the Board

### ***Progress on Board Goals:***

#### ***1. Expand learning opportunities through distance delivery and alternative delivery system.***

##### Accomplishments:

- § 70 teachers trained in two-day institute for Follow the Leader Program
- § Administrators and staff at 15 schools implementing FTL
- § Infrastructure in place at all large high schools
- § Nikolaevsk, Skyview, and SoHi offering AP calculus and AP English
- § 5 classes offered via distance delivery
- § Alaska On-Line servicing 67 students in Port Graham, Nikolaevsk, Hope, and Nanwalek

##### Consideration/to dos:

- § Changes in personnel for distance delivery will need to be reviewed, planned for
- § Significant dollar investment for equipment will be required to expand distance delivery

#### ***2. Implement revised K-12 mathematics curriculum with intensive training and attention to learner needs, assuring mastery and proficiency.***

##### Accomplishments:

- § 120 K-8 teachers trained in Math Solutions in August and in November
- § Addison Wesley Skill Activity books purchased for K-2, training provided as a supplement
- § Three rounds of purchasing replacements for worn texts, including teacher materials have occurred

##### Considerations/to dos:

- § Ongoing training in this area absolutely vital; this goal needs to be an annual routine function

#### ***3. Use non-fiction writing across the curriculum to improve literacy scores.***

Accomplishments:

- § Differentiated instruction training provided in concert with Six Trait instruction
- § Writing component added to 7-12 summer program planning
- § AWA prompts reviewed and changed as appropriate to reflect non-fiction emphasis
- § Written and visual survey completed regarding inclusion of non-fiction reading/writing in classrooms

Consideration/to dos:

- § Continued spring training in this area

**4. *Instruction to all students which is appropriate to their abilities. Require learning plans for all students not reaching the District achievement targets in reading, writing, and mathematics.***

Accomplishments:

- § Data reviewed at a District level; provided to school
- § Alignment between data and school improvement plan required; plans re-written at site level
- § Response to intervention model at nine schools

Considerations/to dos:

- § Plans for each student not meeting targets are expected at the site level
- § Spring training in a template/intervention model will establish procedures for monitoring and evaluating learning plans

**5. *Design and communicate four-year learning plans for all students in grades 9-12.***

Accomplishments:

- § Survey completed - inconsistencies noted between and within schools
- § Freshmen targeted for implementation
- § "Basic" program guidelines established, buy-in gained

Considerations/to dos:

- § This will be a multi-year goal; the weighted grades decision will have impact

**6. *Increase collaboration and professional development opportunities for staff to insure a safe, orderly and productive environment.***

Accomplishments:

- § See math goal (#2), non-fiction goal (#3), intervention goal (#4), technology goal (#5)
- § New school safety flip chart distributed, administrators trained staff, and

implemented

- § Safe and drug free school opportunities targeted for prevention of bullying/character building
- § Increased opportunities/MOUs/conversations with law enforcement personnel
- § Student Aspirations Program at eight schools

**7. Expand use of Edline as parent communication tool throughout the District and provide training to assure regular updates.**

Accomplishments:

- § All schools, grades 4-12, except Spring Creek, Kenai Youth Facility and Kachemak Selo are utilizing
- § Training has been provided and David Hensen is available for follow-up school or individual needs
- § All 4-12 students have Edline passwords and accounts; passwords distributed to all parents

Considerations/to dos:

- § Standard for weekly GradeQuick updates to Edline is not consistent yet
- § Some are beginning to use Edline for school web-site
- § School website "best practices" being developed

**8. Review programs and facilities and determine ways to focus resources and equipment to increase opportunities for students.**

Accomplishments:

- § Meetings held with site councils regarding open boundaries
- § All central peninsula high schools on similar schedules - sharing of students, staff occurring
- § "Rightsizing" of staffing formula recommendations to Board

Considerations/to dos:

- § Middle and high school schedules will be intensely reviewed by Central Office
- § Bus routing/ridership being reviewed

**9. Organize the Cocurricular Task Force to study issues - with recommendations to be brought to the Board by December 1, 2004.**

Accomplishments:

- § Past work of task forces reviewed
- § Resolution from School Board in support of activities
- § Current level of funding included in FY06 budget

## ***First Semester Other:***

- § Two sections of policy manual (4000 Personnel and 5000 Students) reviewed - SB committee process efficient
- § New state assessment field tested in fall - district hand-bubbled all student tests
- § District representatives on statewide assessment committees - bias and content review, etc.
- § Grades 1-2 Standards Based Report Card completed, all teachers trained, fully implemented
- § Data compiled and template developed for school report card to meet new State and Federal requirements
- § Coaches project developed through Title II; job description developed, schools will pilot in 2006
- § 20+ teachers trained in literacy centers with Donna Gordon; further training scheduled for August 2005
- § Kindergarten teachers trained in use and received "Leapfrog Literacy Centers" used in summer program
- § Administrator trained in Classroom Walkthrough - determining objectives taught and rigor of instructional program
- § Protocol established for "behavior that does not reflect well on the district" conversations with employees
- § Continued planning for Arctic Winter Games
- § Transition to new plan of service for Gifted and Talented students
- § Equipment received, participation high in 8 breakfast grant school
- § New Point of Sale System for Student Nutrition Services implemented
- § Changes in site administrator role for schools under 200 worked through site by site (adjust to regional with attrition)
- § Highly qualified teacher process identified, first round of HOUSE completed, elementary teacher certificates issued
- § Process completed and claims being submitted for Medicaid Reimbursement for School Based Services
- § Weighted grades implications addressed
- § Fire in warehouse prior to start of year, insurance and ordering issues
- § New press liaisons at both KSRM (Joe Nicks) and Clarion (Layton Ehmke)
- § Totally revamped budget process involved all central office for 3+ days in public conversation
- § Attorney General's opinion on "retirement credit" changed implementation of practice regarding administrators, met with each person impacted
- § Response to Intervention Project implemented

## ***Second Semester Outlook:***

- § Physical Education and Career and Technical Education curriculums will come before the Board, committee work completed
- § Spelling research completed, self-contained tubs being developed, training scheduled for schools, to be included in LA curriculum
- § Training for administrators and coaches for pilot schools with Title II coaches; middle school administrators also attending
- § Pre-work for negotiations
- § Legislative work
- § Weather related incidents, planning
- § Pre-work for new transportation contract, needs
- § Develop implementation/training plan for counselor changes
- § Develop implementation/training plan for library changes
- § Implement training and transition plan for all-day kindergarten
- § Course master reviewed; cross checks between class size report, instructor, and certification being completed
- § GFOA will be completing survey regarding finance/payroll/HR software needs; attending sessions with vendors
- § Continued work on grants, applications, and need for accomplishing #1 priority in CIP - teacher housing for remote sites
- § Community Schools transition to KPC
- § Continued work through Seward Middle School Replacement process - web updates on Borough homepage
- § Adjusting to needs, changes, new information regarding Agrium's future
- § Community and school meetings on administrator changes (Nikiski Mid/High, Sears, KCHS, +)
- § Differentiated Instruction Institute (July 2005) preparation
- § Statewide Principals Leadership Forum Scheduled for Homer (June 2005)

February 7, 2005

TO: Board of Education

FROM: Tim Peterson, Director, Human Resources

THROUGH: Guy Fisher, Assistant Superintendent

SUBJECT: Approval of New Teacher Assignments/2004-05 Item – 10 a (1)

It is recommended that the following new teacher assignments be approved. The following assignments are tentative:

<u>RESIDENCE</u>	<u>NAME</u>	<u>DEGREE</u>	<u>INSTITUTION</u>	<u>MAJOR</u>	<u>ATC</u>	<u>EXP</u>	<u>ASSIGN</u>
Sterling, AK.	Sandra M. Lyons	MEd.	University of Alaska Southeast, Juneau, AK.	Education	Elementary	=====	Temporary Title I Teacher at Sterling Elementary
Seward, AK.	Holly Alston	BS	University of Idaho, Moscow, Idaho	Elementary Ed	Elementary	7 States	Temporary Middle School Language Arts/Social Studies Teacher at Seward Middle School

February 7, 2005

TO: Board of Education  
FROM: Tim Peterson, Director, Human Resources  
THROUGH: Guy Fisher, Assistant Superintendent  
SUBJECT: Approval of Substitute Teacher Contract– Item 10 a (2)

The Administration recommends the following substitute teacher contract be approved:

Roger Steinbrecher      Social Studies/PE      Seward High School

## Kenai Peninsula Borough School District

Sam Stewart, Assistant Superintendent  
 148 North Binkley Street Soldotna, Alaska 99669-7553  
 Phone (907) 714-8858 Fax (907) 262-5867  
 Email: sstewart@kpbsd.k12.ak.us

### MEMORANDUM

To: Board of Education

From: Sam Stewart, Assistant Superintendent

Re: Final Reading, Policy Manual Review of [Section 4000, Personnel](#)

Date: January 18, 2005

As part of the systematic examination of the Policy Manual, the policy review committee met on November 18, 2004 to review and make recommendations for revision of Section 4000, Personnel. Additionally, the Board reviewed these during worksessions on December 6, 2004 and January 10, 2005. The first reading was at the Board meeting of January 10, 2005. The revisions are now presented for a final reading during the business meeting.

Policy numbers listed at the top are often multiple within this section: the 4100 series refers to certificated personnel, the 4200 series refers to support personnel, and the 4300 series refers to management and supervisory personnel.

BP 4000 Concepts and Roles	Align with policy governance
BP 4020 Drug and Alcohol-Free Workplace	Deleted boxed note and aligned with current legal procedures
E 4020 Drug and Alcohol-Free Workplace, Notice to Employees	Housekeeping
BP & AR 4021 Drug and Alcohol Testing of School District Commercial Driver Licensed Employees	Housekeeping
BP Nondiscrimination in Employment	Housekeeping
E 4030 Protection for Whistle Blowers	Housekeeping

AR 4040 Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy Policy	New AR
BP 4111 Recruitment and Selection	In BP 4000, BP 4119.3, BP 4030 and new AR 4111
AR 4111 Recruitment and Selection	New AR
BP 4112.2 Legal Status Requirement	Reworded for clarity
AR 4112.2 Legal Status Requirement	Edited to match current I-9, Employment Eligibility Verification.
BP 4112.1 Contracts	Housekeeping
BP 4112.4 Health Examinations	Deleted physical examination exemption
BP 4112.5 Security Check	Background check ability added.
AR 4112.5 Security Check	Clarification
BP 4112.6 Personnel Records	Housekeeping
BP 4112.61 Employment References	Housekeeping
BP 4112.8 Employment of Relatives	Housekeeping
BP 4112.8 Employment of Relatives	New AR
BP 4113 Assignment	Housekeeping
BP 4115 Evaluation/Supervision	Moved majority to AR 4115
AR 4115 Evaluation/Supervision	New AR from BP 4115
BP 4116 Non-Tenured/Tenured Status	To align tenure eligibility with state statutes
BP 4117.2 Resignation	Housekeeping
BP 4117.3 Personnel Reduction	Align with policy governance
AR 4117.4 Dismissal	Housekeeping
BP 4117.6 Non-Retention	Change date of non-retention notice to end of school year
BP 4118 Suspension/Disciplinary Action	Moved majority to new AR 4118
AR 4118 Suspension/Disciplinary Action	New AR from BP 4118
BP 4119.11 Sexual Harassment	Moved majority to new AR 4119.11
AR 4119.11 Sexual Harassment	New AR from BP 4119.11
BP 4119.12 Harassment	Moved portion to new AR 4119.12
AR 4112.12 Harassment	New AR from BP 4112.12
AR 4119.21 Codes of Ethics	Housekeeping
E 4119.21 Code of Ethics and Teaching Standards	Reflects current state administrative code.
BP 4119.23 Unauthorized Release of Confidential Information	Housekeeping
BP & AR 4119.25 Political Activities of Employees	Housekeeping
BP 4119.3 Duties of Personnel	Housekeeping
BP 4119.41 Employees with Infectious Disease	Moved to AR 4040 (HIPAA)
BP 4119.42 Exposure Control Plan for Blood Borne Pathogens	Align with policy governance procedures

AR 4119.42 Exposure Control Plan for Blood Borne Pathogens	Housekeeping
E 4119.42 Hepatitis B Declination Form	Housekeeping
BP 4119.43 Universal Precautions	Housekeeping
AR 4119.43 Universal Precautions	Add description of glove removal
BP 4122 Student Teachers	Housekeeping
AR 4122 Student Teacher Placement Process	Comply with current practices
BP 4131 Staff Development	Clarification
BP 4132 Publication or Creation of Materials	Housekeeping
BP 4133 Travel Expenses	Moved portion to new AR 4133
AR 4133 Travel Expenses	New AR from BP 4133
BP 4135 Soliciting and Selling	Moved portion to new AR 4135
AR 4135 Soliciting and Selling	New AR from BP 4133
BP 4136 Nonschool Employment	Housekeeping
BP 4141 Negotiated Agreement	Management rights
BP 4141.6 Concerted Activity/Work Stoppage	Housekeeping
BP 4143 Negotiations/Consultation	Housekeeping
BP, AR and E 4154 Health Benefits	Housekeeping
BP 4156.3 Reimbursement, Uniforms and Allowances	Housekeeping
BP 4158 Employee Security	Housekeeping
BP 4161.1 Sick Leave Bank	Housekeeping
BP 4211 Recruitment and Selection	Housekeeping
BP 4212 Appointment and Conditions of Employment	Clarified
BP 4215 Evaluation/Supervision	Housekeeping
BP 4217.2 Resignation	Housekeeping
BP 4218 Dismissal/Suspension/Disciplinary Action	Housekeeping
AR 4218 Support Personnel	Housekeeping
BP 4253 Overtime/Compensatory Time-off	Housekeeping
BP 4300 Management and Supervisory	Housekeeping
BP 4313.2 Promotion/Demotion/Reclassification	Housekeeping
BP 4315 Evaluation/Supervision	Housekeeping
BP 4315.1 Competence in Evaluation of Teachers	Housekeeping
AR 4319.26 Teacher-in-charge/Principal's Designee	Housekeeping
BP 4361 Leaves	Housekeeping



**Assistant Superintendent**

Guy Fisher

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Email [gfisher@kpbsd.k12.ak.us](mailto:gfisher@kpbsd.k12.ak.us)

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## Kenai Peninsula Borough School District

TO: Board of Education

FROM: Guy Fisher, Assistant Superintendent

SUBJECT: Final Reading of Revision to BP 3311

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It is the recommendation of the administration that the attached proposed changes pertaining to E-Rate Purchases be adopted by the school board. The Federal Communications Commission (FCC) sets the operating rules for the E-Rate program. It is the FCC's intent that the E-Rate rules not supercede local procurement policies. However, the district has some procurement policies that might appear to be in direct conflict with FCC E-Rate rules.

District procurement policies have been designed to provide everyone a fair and open competitive bidding process while giving the school district the best value for our dollar. Likewise, the FCC E-Rate guidelines are designed to provide everyone a fair and open competitive bidding process while providing the best value for the district and the FCC. Both the district and the FCC policies arrive at a fair and open competitive bidding process, but both take a different path to get there. Trying to keep a foot on each path is unnecessarily redundant and is proving problematic. It is our intent to closely follow the FCC E-Rate program rules and align to the common E-Rate practices that all E-Rate participants expect. We believe the proposed changes to district policy clarify that intent. This language has been reviewed by legal council.

This policy revision is presented for a final reading.

## **Business Noninstructional Operations**

BP 3311

### **Bids**

The District shall purchase equipment, supplies and services on a competitive bidding basis when required by law and whenever it appears to be in the best interest of the District to do so. Purchases with an estimated cost of \$15,000 or more shall be formally bid. Award or rejection of bids shall be managed by the Superintendent. The following items may not be subject to formal bid procedures.

1. books
2. proprietary (sole-source) items or services
3. supplies or equipment needed in emergencies
4. weekly or monthly food service purchases
5. goods or services provided under contract or from federal, state or local government contracts.

Purchases of \$5,000 or more but less than \$15,000 require formal quote procedures that include written price quotes from a minimum of three (3) vendors. Awards will be made by the purchasing office subject to final approval by the Superintendent.

Purchases less than \$5,000 require, when practical, informal quote procedures that include verbal or written price quotes from three (3) vendors. Awards will be made by the purchasing office subject to final approval by the Superintendent.

To ensure that good value is received for funds expended, specifications shall be carefully designed and shall describe in detail the quality, delivery and service required.

### **[E-RATE PURCHASES**

**Purchases made pursuant to the E-Rate program, which is governed by the Federal Communications Commission, shall be made on a competitive basis subject to the provisions of this paragraph. Such purchases are not subject to any provisions in the school district purchasing policies or regulations that may be inconsistent with the E-Rate purchasing provisions.**

**The district shall designate a specific individual to oversee the E-Rate application process in order to ensure that it is accurate and that the equipment and services to be purchased are eligible for E-Rate funding. Such individual shall devise an open, fair, competitive bidding process, separate and apart from other district procurement policies, that meets all rules of the E-Rate program. This process shall be overseen by, and subject to the approval of, the Superintendent for the district.]**

### **Contractor's Violations of Tax Ordinances**

No contract or purchase order shall be awarded to any individual or business who is found to be in violation of the Kenai Peninsula Borough Code of Ordinances in the several areas of taxation which is not remedied within ten (10) days of notice.

Any contract can be terminated for cause if it is determined that the contractor is in violation of any taxation ordinance and if such violation is not remedied within ten (10) days of notification by regular mail. If the delinquency arises due to non-filing of sales tax, no payment will be made to the contractor until all filings have been made and all amounts due are remitted.

The District will remit any amounts owed by its contractor(s) to the Kenai Peninsula Borough for delinquent Borough taxes against any amount owing to the contractor(s) under a contract between the District and the contractor(s).

*(cf. 9270 – Conflict of Interest)*

*Legal Reference:*

ALASKA STATUTES

*14.14.060 Relationship between borough school district and borough*

*14.14.060 (h) Procurement of supplies and equipment*

*14.14.065 Relationship between city school district and city*

*14.03.085 Procurement preference for recycled Alaska products*

*29.71.050 Procurement preferences for recycled Alaska products*

*35.15 Construction Procedures*

*36.15.020 Use of local agricultural and fisheries products required in purchases with state money*

ALASKA ADMINISTRATIVE CODE

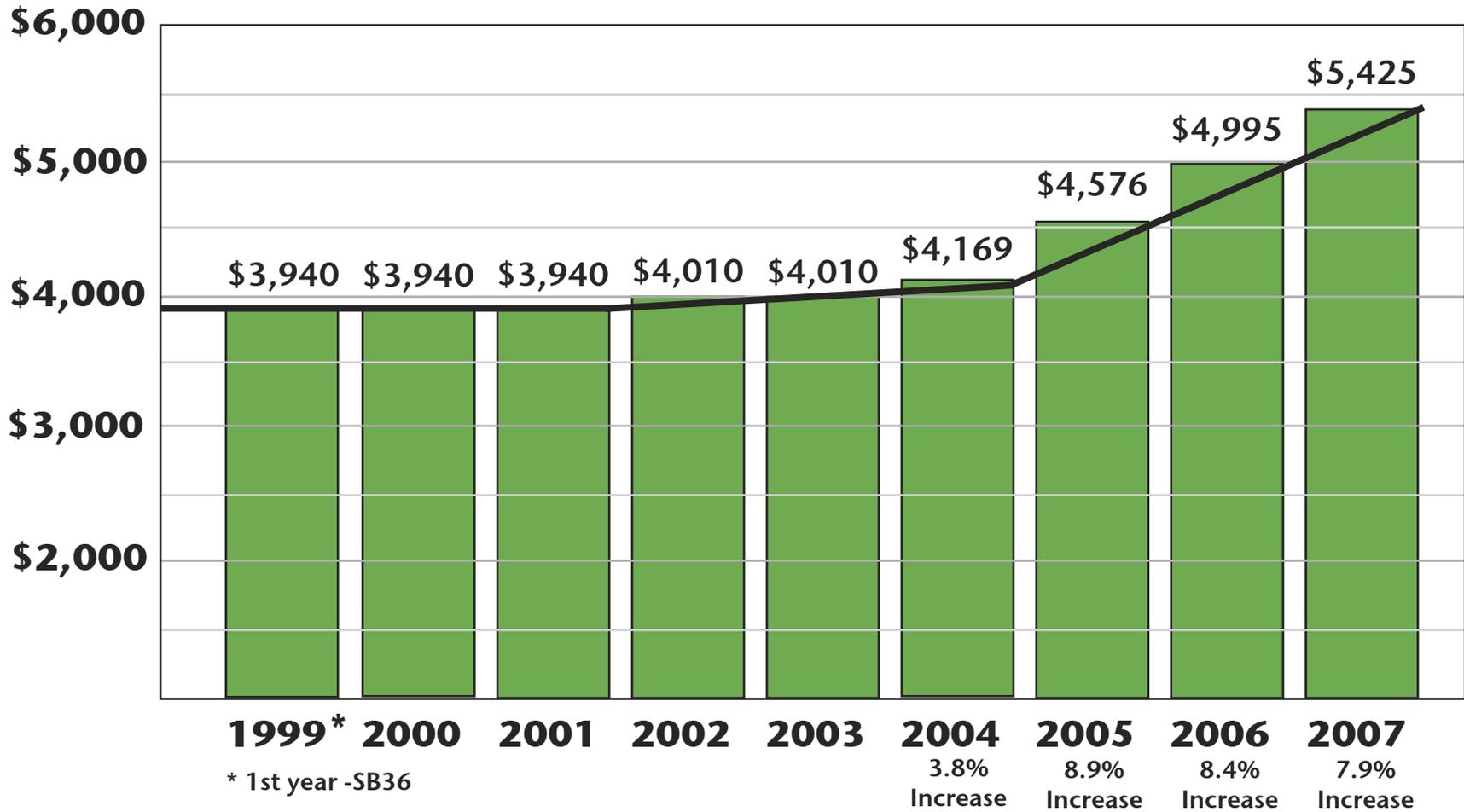
*4 AAC 27.085 Competitive pupil transportation proposals*

*4 AAC 31.080 Construction and acquisition of public school facilities*

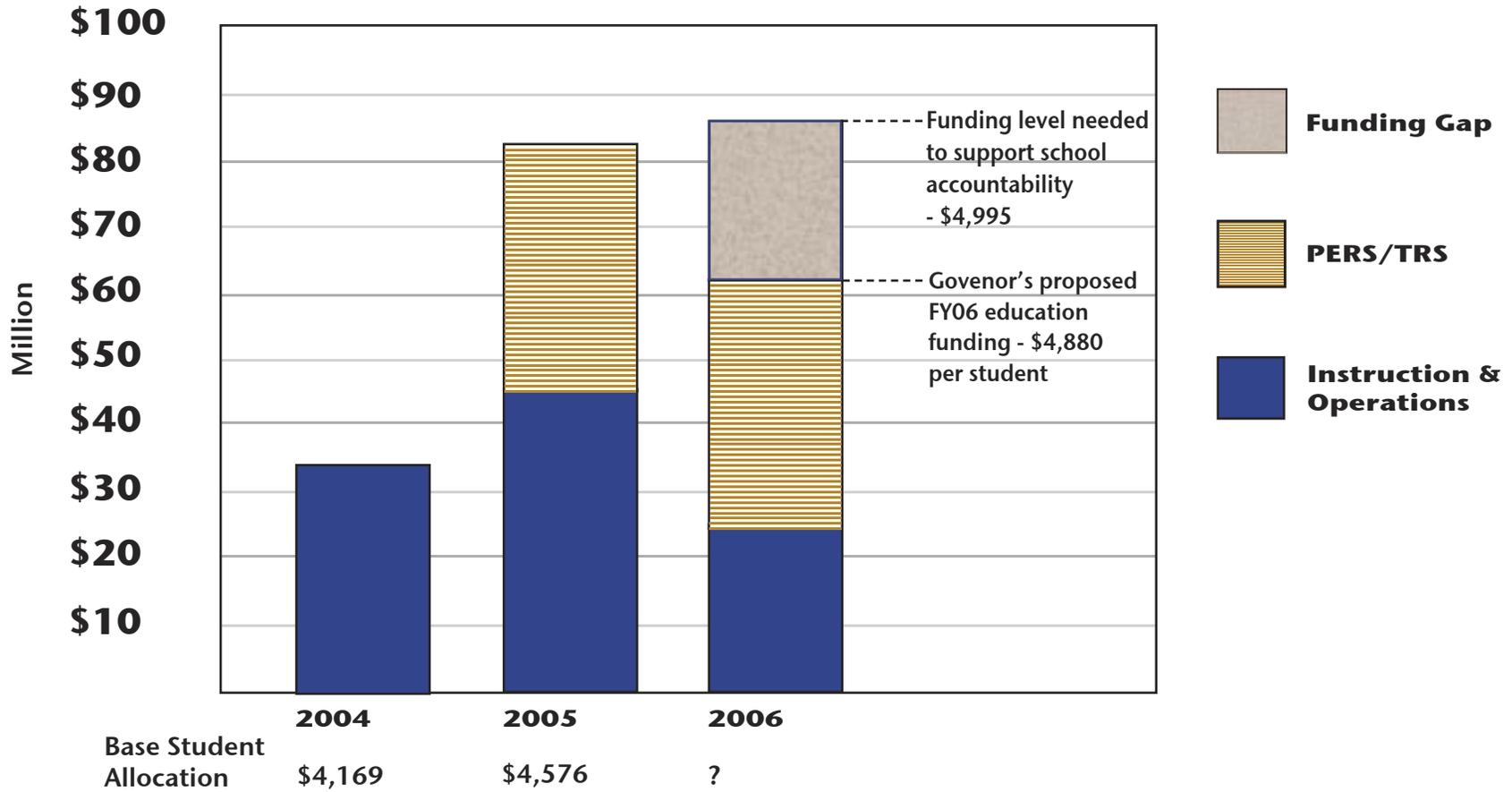
FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT v. BOWERS, 851 P.2d 56 (AK 1992)

**KENAI PENINSULA BOROUGH SCHOOL DISTRICT**  
**Adoption Date: 5/3/2004**

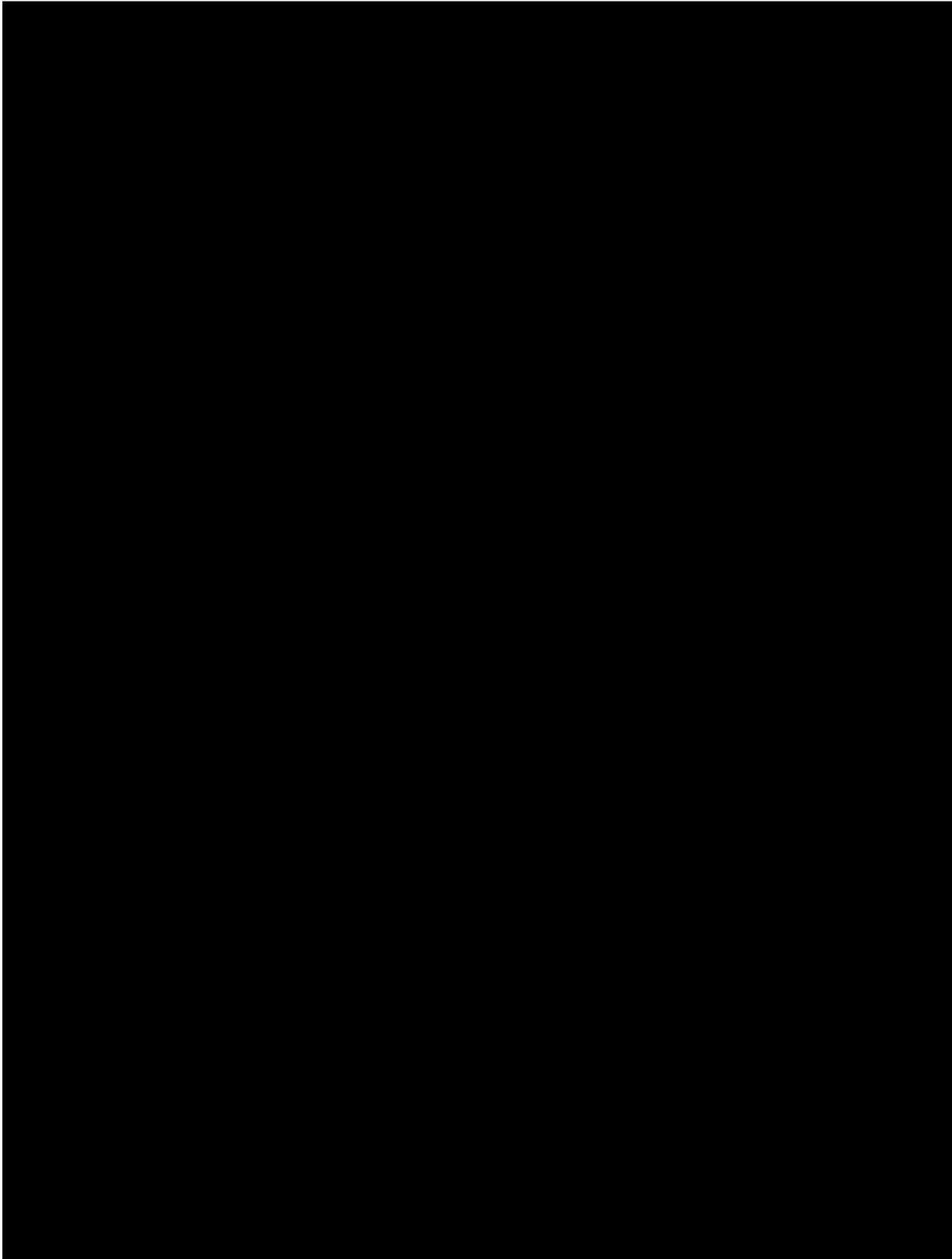
## Base Student Allocation 1999-2007



# Proposed School Funding



	2004	2005	2006
Base Student Allocation	\$4,169	\$4,576	?







School

School	EH	PRESCHL	K	1	2	3	4	5	6	7	8	9	10	11	SEC		AREA	Custodian	CUSTODIAN	Secretary	SECRETARY	COUNSELING	LIBRARY	NURSES	POOL		TEACHER	
															12ADM	ADM									K-6	SQ. FEET		Formula
HIGH SCHOOLS																												
Homer HS																												
KCHS	10																											
NIHI										69	55																	
Seward HS																												
SKYVIEW																												
SOHI																												
MIDDLE SCHOOLS																												
Homer Middle																												
Kenai Middle																												
Seward Middle																												
Sold Middle																												
ELEMENTARY SCHOOLS K-8																												
Chapman																												
K-Beach																												
McNeil Can																												
Mc View																												
Nikiski El/North Star																												
Paul Banks																												
Redoubt	11																											
Sears																												
Seward El.	6																											
Sold El.																												
Sterling																												
Tustumena																												
West Homer El																												
SMALL SCHOOLS < 100																												
Cooper L																												
Homer Flex																												
Hope																												
Kenai Alt																												
K. Selo																												
Moose Pass																												
Nanwalek																												
Nikolaevsk																												
Pt. Graham																												
Razdolna																												
Spring Creek																												
S.B. Engl.																												
Tebughna																												
SMALL SCHOOLS > 100 With High School																												
Nimichik																												
Voznesenka																												
TOTALS																												

IF .3 or < = .60  
IF BETWEEN .31 AND .79 = .50  
IF .8 OR > = 1.00

## 2005-06 staffing formula comparisons

	STATUS QUO	SECONDARY CHANGES	DIFFERENCE
<b>TEACHERS</b>			
<b>High School/Middle School &gt;100</b>	1:24.5	1:24	Difference
Homer High	21.50	22.00	0.50
Homer Middle	8.50	8.50	0.00
Kenai Central	22.00	22.00	0.00
Kenai Middle	15.00	15.50	0.50
Nikiski Middle/Sr.	16.50	17.00	0.50
Seward High	10.50	11.00	0.50
Seward Middle	4.00	4.00	0.00
Skyview High	22.00	22.50	0.50
Soldotna High	23.00	23.00	0.00
Soldotna Middle	22.00	22.50	0.50
	=====	=====	=====
	165.00	168.00	3.00

	STATUS QUO		SECONDARY CHANGES	DIFFERENCE
<b>COUNSELORS</b>				
<b>High School/Middle School &gt;100</b>	1.0 IF ADM<=400 2.0 IF ADM >400	Actual	1.0 IF ADM 200- 400 1.5 IF ADM 401-600 2.0 IF ADM >600	Difference (per formula)
Homer High	2.00	1.00	1.50	-0.50
Homer Middle	1.00	1.00	1.00	0.00
Kenai Central	2.00	1.20	1.50	-0.50
Kenai Middle	1.00	0.50	1.00	0.00
Nikiski Middle/Sr.	2.00	1.00	1.50	-0.50
Seward High	1.00	1.00	1.00	0.00
Seward Middle	1.00		0.00	-1.00
Skyview High	2.00	1.00	1.50	-0.50
Soldotna High	2.00	2.00	1.50	-0.50

Soldotna Middle	2.00	1.50	1.50	-0.50
	=====	=====	=====	=====
	16.00	10.20	12.00	-4.00

STATUS QUO	SECONDARY CHANGES	SECONDARY CHANGES	DIFFERENCE (Total Allocation)
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**7-12 SECRETARIES**

All	Secretary III, Attendance, Bookkeeper	Counseling Assistant	Difference
1.0 FTE PER ADM 160	1.0 FTE PER 200 ADM	.5 IF ADM 200-400 1.0 IF ADM >400	

**High Schools**

Homer High	3.00	2.50	1.00	0.50
Kenai Central	3.50	2.50	1.00	0.00
Nikiski Middle/Sr.	2.50	2.00	1.00	0.50
Seward High	1.50	1.50	0.50	0.50
Skyview High	3.50	2.50	1.00	0.00
Soldotna High	3.50	3.00	1.00	0.50
	=====	=====	=====	=====
	17.50	14.00	5.50	2.00

1.0 FTE PER 200 ADM 1.5 MINIMUM	1.0 FTE PER 200 ADM	.5 IF ADM 200-400 1.0 IF ADM >400	Difference
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**Middle Schools**

Homer Middle	1.50	1.00	0.50	0.00
Kenai Middle	2.00	2.00	0.50	0.50
Soldotna Middle	2.50	2.50	1.00	1.00
	=====	=====	=====	=====
	6.00	5.50	2.00	1.50

1.0 FTE PER ADM 200	1.0 FTE PER 200 ADM	.5 IF ADM 200-400 1.0 IF ADM >400	Difference
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**Small Middle Schools**

Seward Middle	0.50	0.50	0.00	0.00
	=====	=====	=====	=====
GRAND TOTAL	24.00	20.00	7.50	3.50

STATUS QUO	SECONDARY CHANGES		DIFFERENCE
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## LIBRARIANS

<b>High School/Middle School &gt;100</b>	.5 IF ADM<=400 1.0 IF ADM >400	Actual	.5 IF ADM >=200 1.0 IF ADM >=600	Difference (per formula)
Homer High	1.00	0.00	0.50	-0.50
Homer Middle	0.50	0.50	0.50	0.00
Kenai Central	1.00	0.50	0.50	-0.50
Kenai Middle	0.50	0.50	0.50	0.00
Nikiski Middle/Sr.	1.00	0.60	0.50	-0.50
Seward High	0.50	0.75	0.50	0.00
Seward Middle	0.50		0.00	-0.50
Skyview High	1.00	0.50	0.50	-0.50
Soldotna High	1.00	1.00	0.50	-0.50
Soldotna Middle	1.00	0.50	0.50	-0.50
	=====	=====	=====	=====
	8.00	4.85	4.50	-3.50

## LIBRARY AIDES

<b>High School/Middle School &gt;100</b>	No aide	.44 PER SCHOOL	Difference
Homer High		0.44	0.44
Homer Middle		0.44	0.44
Kenai Central		0.44	0.44
Kenai Middle		0.44	0.44
Nikiski Middle/Sr.		0.44	0.44
Seward High		0.44	0.44
Seward Middle		0.44	0.44
Skyview High		0.44	0.44
Soldotna High		0.44	0.44
Soldotna Middle		0.44	0.44
	=====	=====	=====
	0.00	4.40	4.40



0.38

4.74

4.36

STATUS QUO	SMALL SCHOOL CHANGES	DIFFERENCE
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## TEACHERS

### SMALL SCHOOLS 200

<

1:19 IF ADM <100  
1:24 IF ADM 100-  
200 1.0 MINIMUM

1:18 IF ADM <100  
1:24 IF ADM 100-  
200 1.0 MINIMUM

Difference

Chapman	5.50	5.50	0.00
Cooper Landing	1.00	1.00	0.00
Hope	1.00	1.00	0.00
K-Selo	4.50	5.00	0.50
Mcneil Canyon	5.00	5.00	0.00
Moose Pass	1.50	2.00	0.50
Nanwalek	3.00	3.50	0.50
Nikolaevsk	3.50	4.00	0.50
Ninilchik	8.00	8.00	0.00
Pt. Graham	1.50	1.50	0.00
Razdolna	2.00	2.00	0.00
Sterling	7.50	7.50	0.00
S.B. English	3.00	3.50	0.50
Tebughna	2.50	2.50	0.00
Tustumena	6.00	6.00	0.00
Voznesenka	5.50	5.50	0.00
	=====	=====	=====
	61.00	63.50	2.50