

KENAI PENINSULA BOROUGH SCHOOL BOARD MEETING  
Homer High School Auditorium  
Homer, Alaska 99603

April 4, 1994

SCHOOL BOARD MEMBERS:

Mrs. Betty Obendorf, President  
Mr. Michael Tauriainen, Vice President  
Mr. Michael Wiley, Clerk  
Mr. Joe Arness, Treasurer  
Dr. John Nels Anderson, Member  
Mrs. Mari-Anne Gross, Member  
Mr. Emery Thibodeau, Member  
Mr. Rick Bell, Student Representative

STAFF PRESENT:

Mr. John Dahlgren, Associate Superintendent, Planning,  
Operations, and Technology  
Mrs. Mary Rubadeau, Assistant Superintendent, Instructional  
Services  
Mrs. Sharon Radtke, Executive Director, Personnel  
Mr. Richard Swarner, Executive Director, Business Management

OTHERS PRESENT:

Ms. Sandra Stephens	Mr. Joe Gallagher
Mrs. Ann Bayes	Mrs. Debra Gilbreath
Mr. Lewis McLin	Mr. Richard Krieger
Mr. Steve Gibson	Mrs. Diane Borgman
Mr. & Mrs. Mike Chitty	Mr. Carlton Kuhns
Mr. Don Heckert	Mr. John Neville
Mrs. Joy McMahill	Mr. Hal Spence
Mr. Pat Case	Mr. Richard DeLorenzo
Ms. Betsy Pitzman	Mrs. Mary Sanders
Mr. & Mrs. Richard Harvey	Mrs. Mary Trimble
Mrs. Debra Germano	Mr. James O'Toole
Mr. Ronald Drathman	Mr. Drew Scalzi
Mrs. Laurie Linden	Mr. Ted Veal
Others present not identified.	

CALL TO ORDER:

Mrs. Obendorf called the meeting to order at 7:32 p.m.

PLEDGE OF ALLEGIANCE:

Mrs. Obendorf invited those present to participate in the Pledge of Allegiance. The Homer Swing Choir sang "The Star Spangled Banner."

ROLL CALL:

Mrs. Betty Obendorf	Present
Mr. Michael Tauriainen	Present
Mr. Michael Wiley	Present
Mr. Joe Arness	Present
Dr. John Nels Anderson	Present
Mrs. Mari-Anne Gross	Present
Mr. Emery Thibodeau	Present
Mr. Rick Bell	Present

APPROVAL OF AGENDA:

The agenda was approved with an addendum for Approval of Interim Superintendent Appointment.

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APPROVAL OF MINUTES:

A correction was made to the March 7, 1994 School Board Minutes to include an additional staff assignment on the 1994-95 Tentative Tenure Teacher Assignments Listing. The School Board Minutes of March 21, 1994, were approved with corrections.

PORT GRAHAM ELEM/HIGH  
SCHOOL REPORT:

Mr. Richard DeLorenzo, Lead Teacher at Port Graham Elem/High, outlined the school's strategic plan and objectives for the Board and audience. This was followed by a student narrated slide presentation on Port Graham and its school.

HOMER HIGH SCHOOL REPORT:

Mr. Richard Krieger, Homer High School Principal, highlighted the many programs occurring at his school. Students spoke on the Student Helper Program, Foreign Language Program, and a cooperative program with the Pratt Museum on restoration of a whale skeleton.

PUBLIC PRESENTATIONS:

Mr. Steve Gibson stated that although the Strategic Plan did not meet all his expectations, he urged the Board to move ahead and approve the plan. He commented the Strategic Plan was a valid representation of the district, and felt if board members did not agree with the plan, changes should have been made during the formation of the plan, not after it was completed.

Mrs. Mary Sanders urged the Board to approve the Strategic Plan because it is important to have a master plan to guide the district. As a whole, she felt the plan was excellent for the district in leading students through the information age and into the future.

Mr. Richard Harvey complimented the Board on an excellent superintendent search held last week. He commented he was supportive of the Strategic Plan and urged the Board to utilize the expertise of the new superintendent in mending relations and involving community members with the Strategic Plan.

Mrs. Mary Trimble spoke in support of the Strategic Plan which she had hoped would have already been approved. She commented work on the Strategic Plan had been an open process which involved a great deal of community input. She complimented former Superintendent Holmes for allowing and encouraging parental involvement in various school activities such as Site Based Decision Making, the Strategic Plan, and parent committees. She stated she hoped this involvement would continue in the future.

PUBLIC PRESENTATIONS  
(continued):

Mrs. Debra Germano stated she supported the Strategic Plan and hoped the Board would soon approve the plan. She felt it was time to implement the plan as a road map for the district.

Mrs. Ann Bayes commented she was pleased to see a great deal of parental involvement in school committees, etc., but felt the Board was sending a message to parents that their time was wasted if they did not approve the Strategic Plan.

Mrs. Laurie Linden urged the Board to support the Strategic Plan in an effort to help students with different learning styles and backgrounds.

Mr. Pat Case stated the idea of the Strategic Plan was an excellent one, but felt the plan was not ready for full implementation and needed more work. He added the plan should not be approved solely on the merit of the number of participant work hours on the plan. He complimented the participants and felt community and parental involvement is an essential part to the success of the district.

Mr. James O'Toole commented that with Site Based Management the Strategic Plan will be implemented at some schools, but not all parts of the plan would be implemented at other schools. He felt the plan was a good one, and if the school board is serious about Site Based Management they would not change the plan, thus allowing schools to implement portions of the plan which are best for their school.

Mrs. Gross told the public she was pleased with Homer's involvement on the Strategic Plan, especially considering the distance the participants had to travel to work on the plan.

FRIENDS OF HOMER  
ELEMENTARY:

Mr. John Neville, Chairman, Friends of Homer Elementary, told the Board his group had been formed to advance the cause for the West Homer Elementary School. He noted building a new school in Homer was important to the community, and urged the Board's support for this new school on an upcoming ballot.

## HOMER PAC:

Mr. Don Heckert, Homer PAC Chairprson, complimented the Central Office administration for their excellent response in rebuilding Homer Flex School. He noted the parent groups,

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- HOMER PAC (cont.): steering committee, administration, staff and students are working hard on the Senior Project issue which should be complete in about two weeks. He noted parent groups and the community are supportive and active in the process for gaining approval of the West Homer Elementary School. He commented he was pleased with parent group involvement and felt the groups would become stronger in coming years.
- McNEIL CANYON COMMUNITY COUNCIL: Mrs. Debra Germano, Chairperson of the McNeil Canyon Community Council, expressed concern with staffing for the 1994-95 school year as it effects the number of students proposed for next year. She requested the Board to review the situation districtwide in April. She also urged the Board to support road improvements on the unpaved portion of the road beyond McNeil Canyon Elementary School. She noted the road is often impassable during spring break-up.
- HOMER INTERMEDIATE SCHOOL PTO: Mr. Pat Case, Chairperson of the Homer Intermediate School PTO, extended an invitation to new school board members to visit the intermediate school facility. He noted a new West Homer Elementary will impact their crowded school as well as Paul Banks Elementary, McNeil Canyon Elementary and Homer Junior High. He requested the Board's support for a new school in Homer.
- CONSENT AGENDA: Items presented on the Consent Agenda were Approval of Substitute Teacher Contract, 1994-95 Tentative Tenure Teacher Assignments, Grant Applications, Extended Field Trip Requests, and Leave of Absence/Support.
- SUBSTITUTE TEACHER CONTRACT: Mrs. Radtke recommended the Board approve a contract for 19-day substitute teacher Dawn Bowman, Special Services/Resource, Redoubt Elementary.
- TENTATIVE TENURE TEACHER ASSIGNMENTS: Mrs. Radtke recommended the Board approve 1994-95 tentative tenure teacher assignments for Sharon Friesen, Paul Banks Elementary; and George Clouston, Skyview High.
- GRANT APPLICATIONS: Mrs. Rubadeau recommended the Board approve grant applications for the ESEA Chapter I Neglected or Delinquent Program, \$13,447; ESEA Chapter I Program, \$831,841; and Migrant Education Program, \$342,087.
- EXTENDED FIELD TRIP REQUESTS: Mrs. Rubadeau recommended the Board approve extended field trip requests for four Nikolaevsk Elem/High School students to participate in Close-Up Program activities in Washington, D.C., May 7-14, 1994, and for five Soldotna High School students to travel to Detroit, MI, April 23-27, 1994 to participate in the National DECA Career Development Conference.

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UNPAID LEAVE OF ABSENCE/  
SUPPORT:

Mrs. Radtke recommended the Board approve an extended leave of absence request for the 1994-95 school year for Joyce Falls, Data Processing Programmer, Central Office.

Mr. Wiley requested the grant applications be considered separately.

## ACTION

Dr. Anderson moved the Board approve Consent Agenda Items #1, #2, #4, and #5. Mrs. Gross seconded.

Motion carried unanimously.

## ACTION

Mrs. Gross moved the Board approve the grant applications. Mr. Wiley seconded.

Motion carried unanimously.

## RECESS:

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

## RECONVENE AFTER RECESS:

At 9:12 p.m., the Board reconvened in regular session.

## BUDGET TRANSFERS:

Mr. Swarner recommended the Board approve budget transfers #381 in the amount of \$13,063, and #382 in the amount of \$22,477 for the Special Services Department. He noted the funds will be used to contract services for employees on extended sick leave and maternity leave.

## ACTION

Mr. Arness moved the Board approve the budget transfers as presented. Mr. Thibodeau seconded.

Motion carried unanimously.

KPAA NEGOTIATED AGREE-  
MENT:

Mr. Dahlgren recommended the Board approve the negotiated agreement with the Kenai Peninsula Administrators Association effective July 1, 1994 through June 30, 1997.

## ACTION

Mr. Arness moved the Board approve the KPAA Negotiated Agreement. Mr. Wiley seconded.

Mr. Tauriainen commented the Board had received requests from the public that they have opportunity to review the district's negotiated agreements and be allowed time to comment on the documents prior to approval of them. He felt additional time should be allowed for this purpose.

## ACTION

Mr. Tauriainen moved to amend the motion to postpone action until the April 18 meeting. Dr. Anderson seconded.

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KPAA NEGOTIATED AGREEMENT (continued):

Mrs. Radtke commented the agreements had been available to the public since last week at central office as well as being mailed to the press, public libraries, high schools in Seward, Homer and Nikiski and to the Homer and Seward PACs. She noted it would be disheartening to the administrators if the Board did not take action on the document at the meeting, and individual principal contracts cannot be prepared until the agreement is approved. Mr. Tauriainen inquired whether the school board agenda had been published in the newspaper notifying the public about the negotiated agreement. Mrs. Obendorf responded the agendas had been printed in the newspaper for the past two meetings.

VOTE TO POSTPONE:

YES - Anderson, Tauriainen  
NO - Arness, Gross, Thibodeau, Wiley, Obendorf  
Advisory Vote - NO

Amendment failed.

Main motion carried unanimously.

MEMORANDUM OF UNDERSTANDING  
AND SALARY SCHEDULE/EXEMPT  
EMPLOYEES:

Mr. Dahlgren recommended the Board approve a Memorandum of Understanding and Salary Schedule for 14 exempt employees at central office. He noted this group of individuals have no bargaining rights and advised that their benefits should be recorded as administrations change.

Mr. Taurainen extensively questioned terminology in the document. Mrs. Radtke responded to the questions and spoke to the need to write down these employee benefits.

ACTION

Mr. Arness moved the Board approve the Memorandum of Agreement and salary schedule for exempt employees. Mr. Thibodeau seconded.

Mr. Arness and other board members felt the Memorandum of Understanding appeared to be a contract and they preferred the administration would prepare the exempt employees work conditions and benefits in a handbook.

ACTION

Mr. Tauriainen moved to postpone the motion until the next meeting. Motion died for lack of a second.

Following further discussion to prepare the Memorandum of Understanding administratively as a handbook, the main motion and second were withdrawn.

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## ACTION

Mr. Arness moved the Board recommend the document be administratively prepared between the administration and exempt employees with a report provided to the Board on this. Mrs. Gross seconded.

Motion carried unanimously.

## ACTION

Mr. Wiley moved the Board approve the salary schedule as presented. Mr. Arness seconded.

Mr. Tauriainen expressed concern that the salaries were more than other support staff salaries and those in the private sector.

VOTE:

YES - Anderson, Arness, Gross, Thibodeau, Wiley, Obendorf

NO - Tauriainen

Advisory Vote - YES

Motion carried.

1994-95 CENTRAL OFFICE  
ADMINISTRATOR SALARIES:

Mr. Dahlgren recommended the Board approve central office administrator salaries for the 1994-95 school year as recommended by Dr. Holmes. Mrs. Radtke provided a salary schedule for Board consideration.

## ACTION

Mr. Arness moved the Board approve the 1994-95 central office administrator salaries. Mr. Thibodeau seconded.

Mr. Tauriainen stated he was concerned about raising salaries during times of fixed income.

VOTE:

YES - Arness, Gross, Thibodeau, Wiley, Obendorf

NO - Anderson, Tauriainen

Advisory Vote - YES

Motion carried.

## SUPERINTENDENT'S CONTRACT:

Mrs. Obendorf announced Dr. Walter Bromenschenkel had returned the signed Memorandum of Understanding which the Board authorized her to negotiate with the new superintendent. In turn, the attorney had developed a contract for the new superintendent. Since board members had not read the contract, Mrs. Obendorf called a recess for this purpose.

## RECESS:

At 10:25 p.m., Mrs. Obendorf called a recess.

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RECONVENE AFTER RECESS:

At 10:34 p.m., the Board reconvened in regular session.

ACTION

Dr. Anderson moved the Board approve the superintendent's employment in accordance with the Memorandum of Understanding and authorize the Board president to execute a contract in substantial accord with those terms. Mrs. Gross seconded.

Mrs. Obendorf commented she would bring the contract back to the Board after negotiating final language of the contract.

Motion carried unanimously.

INTERIM SUPERINTENDENT  
APPOINTMENT:

Mrs. Obendorf noted a memorandum from Dr. Holmes was in their packets recommending the appointment of John Dahlgren as the district's interim superintendent effective April 2, 1994 through June 30, 1994.

ACTION

Mr. Tauriainen moved the Board appoint John Dahlgren as the Interim Superintendent. Dr. Anderson seconded.

Motion carried unanimously.

SECOND READING POLICY  
REVISIONS/005.13, CERTIFIED  
PERSONNEL, AND 005.13R,  
INSTRUCTIONAL PERSONNEL:

Mrs. Rubadeau presented the second reading on revisions to Policy 005.13, Certified Personnel, and Policy 005.13R, Instructional Personnel. Mrs. Obendorf commented that due to the special nature of the policies, the revisions would be approved at a third reading on April 18 in order for the staff, parent groups and the public to carefully review the changes. Mrs. Rubadeau provided wording suggested by the teacher's association.

FIRST READING POLICY  
REVISIONS/005.131R,  
EXCHANGE/SUBSTITUTE  
TEACHERS, AND 005.53,  
MATERNITY LEAVE:

Mrs. Rubadeau presented the first reading to policies 005.131R, Exchange/Substitute Teachers, and Policy 005.53, Maternity Leave. She noted Policy 005.53 was revised to reflect changes made by the federal government concerning family medical leave.

PUBLIC PRESENTATIONS:

Mrs. Debra Germano stated she was disappointed the Board did not take input from outside the Soldotna-Kenai area on the superintendent search process from people who were unable to attend the three nights of superintendent interviews. She hoped in the future more consideration would be given to people in the outlying areas for input such as listening to tapes of the applicants. She expressed concern on salary increases in the negotiated agreements and Memorandum of Understanding with exempt employees and their effect on the budget. She felt the priority of parents was lowering PTR.

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PUBLIC PRESENTATIONS  
(continued):

Mr. Ted Veal, parent, thanked the Board for holding the school board meeting in Homer. He asked that consideration be made with publishing the materials prior to meetings. He further noted that the PTR should remain as low as possible.

## BOARD COMMENTS:

Board members expressed their appreciation to the public attending their meeting in Homer and for the public presentations.

Mr. Wiley inquired whether the student discipline hearing referred to at the last meeting had been conducted. Mrs. Rubadeau responded the hearing has been resolved. Mr. Wiley, Mr. Tauriainen and Dr. Anderson requested copies of the hearing report.

Mr. Wiley recognized Assembly Members Ronald Drathman and Drew Scalzi in attendance at the meeting.

Mr. Arness suggested the Board form a task force to review the district's negotiated agreements and prepare a five-year projection of the district from the documents. He suggested the task force consist of two school board members, one certified staff member, one classified staff member, one building administrator, one central office administrator or exempt employee, and four community members. He felt the committee should make recommendations on how to adjust employee contracts in view of declining revenues. Dr. Anderson noted most of this information had been reviewed in Strategic Plan Committee #10. The Board felt this should be discussed in a worksession, rather than forming a committee immediately. The strategic action team would be invited to the worksession. Mr. Tauriainen suggested the committee begin its work prior to the Board's goal setting sessions in order for the Board to receive information from them.

Mr. Bell announced he would not be in attendance at the next meeting.

Mr. Tauriainen suggested the negotiated agreements be presented at one meeting and acted on at the next meeting. He felt this would give the public time to review the documents and comments on them. Mrs. Obendorf spoke in opposition to this practice. Mrs. Radtke commented that negotiated agreements are agreements between the Board and its employees as part of good faith bargaining. She felt the

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BOARD COMMENTS (cont.):

Board might be tying their hands by this process. However, she did not object to the public receiving copies of the agreements prior to the meeting. Dr. Anderson stated it is good public relations to make the information available even though few people take the time to review it. He felt this was an issue of good trust among the constituents. Mr. Thibodeau commented it is good to make negotiation's information available to the public, but it is the responsibility of the Board to conduct negotiations and it would be an exercise in futility to take public comments on all clauses in the agreements following negotiations. Mr. Arness commented that an announcement could be made when the date of ratification is known and copies of the negotiated agreements could then be made available to the public.

Mr. Dahlgren reminded the Board they set parameters for their teams to negotiate with the various employee groups. Once agreements are made, public comments would not affect those terms. He added it would be better to receive public input prior to negotiations. He noted the Board is accountable for the district, and once the parameters are set, negotiations are then made in good faith.

Mr. Tauriainen suggested the Board consider holding two meetings in Seward and Homer each year. Mr. Wiley suggested the Board consider meeting in other towns on the peninsula.

Mrs. Gross expressed appreciation on the involvement of Homer residents in their local schools as well as districtwide committees.

Dr. Anderson requested that specific information be presented to the community prior to worksessions on boundary changes. Mr. Dahlgren commented that principals of the area have been invited to attend the worksessions and disseminate information on this. PTAs, PACs and feeder schools will also be included for input.

Dr. Anderson requested individual school test score information be made available to interested persons. Mrs. Rubadeau stated a worksession will be held on this and testing will be conducted in April. She felt it was important for the Board to discuss the relative merits of preparing the test information in this manner.

With concurrence of the Board, Mrs. Obendorf appointed Mr. Thomas Boedeker as the district's hearing officer for a Level III Grievance Hearing on April 5.

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## BOARD COMMENTS (cont.):

Mrs. Obendorf noted a letter had been received stating the Ninilchik Close-Up dates were different from those reported in the school board minutes.

Mrs. Obendorf reported she and Mr. Tauriainen will attend the National School Board Conference next week in New Orleans.

She reminded school board members the AASB Fly-In will be held in Juneau, April 17-19.

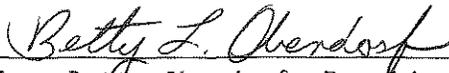
Mrs. Obendorf announced the next school board meeting will be held on April 18, 1994, 7:30 p.m., Borough Assembly Room, Soldotna.

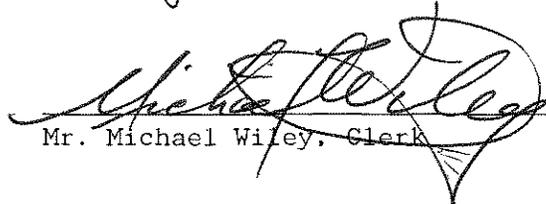
## ADJOURN:

At 11:46 p.m., Mr. Wiley moved the School Board Meeting be adjourned. Mr. Thibodeau seconded.

Motion carried unanimously.

Respectfully Submitted,

  
Mrs. Betty Obendorf, President

  
Mr. Michael Wiley, Clerk

The Minutes of April 4, 1994,  
were approved on April 18, 1994,  
with a correction.