

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

July 10, 1995

SCHOOL BOARD MEMBERS:

Mrs. Betty Obendorf, President  
Mrs. Mari-Anne Gross, Vice President  
Dr. Nels Anderson, Clerk  
Mr. Joe Arness, Treasurer  
Mrs. Susan Larned, Member  
Mr. Michael Tauriainen, Member  
Mr. Emery Thibodeau, Member

STAFF PRESENT:

Dr. Walter Bromenschenkel, Superintendent  
Mr. Richard Swarner, Executive Director, Business Management

OTHERS PRESENT:

Mr. Jack Castimore	Mr. Duane Anderson
Miss Rebecca Anderson	Mrs. Janie Lawley
Mr. Tom Atkinson	Mrs. Pam Lettington
Mr. Eugene Dyson	Mrs. Sally Oelrich
Mrs. Beverly Edwards	Mrs. Teresa Kiffmeyer
Mr. Don Oberg	Mrs. Donna Rehberg
Ms. Carol Knight	Mr. Gary Howarth
Mr. Steve Wright	Mr. Lance Roberts
Mr. Gus Rhodes	Ms. Janet Hanrahan

Others present not identified.

CALL TO ORDER:

Mrs. Obendorf called the meeting to order at 7:30 p.m.

PLEDGE OF ALLEGIANCE:

Mrs. Obendorf invited those present to participate in the Pledge of Allegiance.

ROLL CALL:

Mrs. Betty Obendorf	Present
Mrs. Mari-Anne Gross	Present
Dr. Nels Anderson	Present
Mr. Joe Arness	Late - 7:45 p.m.
Mrs. Susan Larned	Present
Mr. Michael Tauriainen	Present
Mr. Emery Thibodeau	Present

APPROVAL OF AGENDA:

The agenda was approved with the deletion of Item 10f, Approval of Intent to Terminate/Non-Compliance.

APPROVAL OF MINUTES:

The School Board Minutes of June 12, 1995, were approved with corrections.

PUBLIC PRESENTATIONS:

Mrs. Teresa Kiffmeyer, teacher, told the Board she was pleased the issue of noncompliance was delayed, but was not sure whether the school board was postponing action on this issue. She noted she did not philosophically agree with NEA in its liberal stance which she felt was harmful to the country. She hoped action would be halted until court proceedings are completed and, if the court rules NEA has met constitutional requirements to collect these dues, she would then comply.

Ms. Carol Knight, teacher, commented that in filing the lawsuit against KPEA and the school district, she was exercising her right to freedom of speech, association, belief and thought guaranteed by the constitution. She felt her professional values and constitutional rights were being compromised. She noted she had no objection to paying an appropriate fee for bargaining and grievances, but this must be administered and collected ethically, equally and constitutionally. She noted she supported the support staff who felt compromised because they have no professional safeguards in this matter.

Mr. Gary Horwath, teacher, told the Board he felt he had a civil liberty to decide whether to join the union. He commented he felt his freedom of choice had been taken away, and did not want to pay a user fee to an organization who has labeled him as a "radical right" because of his association with various groups. He presented information to the Board related to NEA and its stand in opposition to organizations which he supports and home schooling, which he and his wife provide for their children.

Mrs. Beverly Edwards, teacher, commented she had not joined NEA because they do not represent her educational, political or ethical view points. She commented as of this day the arbitration documents and the final audit had not been made available, as the office is not open and no one is answering the phone. She added if she paid the agency fee she would be considered a member, and she did not appreciate NEA speaking for her as a professional. She felt by paying an agency fee she would be paying into an organization which does not represent her political or ethical views, allows her no representation at negotiations, and she has no vote on the ratification of contract. She felt the only rights she has under the current agreement are to challenge the chargeable and non-chargeable fees and to challenge the collection of these fees. She requested the school board eliminate the agency fee situation.

**PUBLIC PRESENTATIONS**  
(continued):

Mr. Steve Wright, KPESA representative, told the Board that in preparation for the last negotiations, a survey was sent to support staff members, and the number one item members wanted negotiated was an agency fee. He noted union leadership did not invent agency fees, but rather the membership told them they wanted this. He noted KPESA has diligently worked to make the agency fee fair and understood by the support staff. He quoted the negotiated agreement where employees have a choice of being a fee payer or being a member, but there is no requirement for joining the union.

Mr. Jack Castimore, KPEA treasurer, clarified misinformation reported at the meeting. He noted there is no requirement that anyone join KPEA, the audit has been in KPEA's office for over three weeks, the answering machine is checked every two or three days and messages are answered, and the audit was included in the Hudson packet sent to all new hires, nonmembers or those who requested such as required by law. He added that a letter from the arbitrator has again been sent out with the name and address of the KPEA location so those in noncompliance can review the Hudson Report and other documents. He noted KPEA has been upfront and not attempted to dupe anyone as suggested by some of the speakers. In response to a question about the Hudson Report, Mr. Castimore explained the Hudson case was a federal court case which allowed the establishment of agency fees.

Mr. Duane Anderson spoke of his experiences in education and dealings with NEA. He did not feel NEA really represented the teachers. He stated he felt the speakers were sincere in their efforts to challenge NEA and the agency fees, and felt the Board should not force the educators to support something which was not their philosophy.

Mrs. Sally Oelrich, teacher, stated she felt unions are sometimes very useful in protecting employees, but at the present time she felt the employees needed to be protected from the union because she found them to be tyrants. She noted she received a letter informing her the documents would be available in Kodiak and Palmer. Two documents were spoken about at the hearings, but she was uncertain about the documents other than the audit.

**PUBLIC PRESENTATIONS**  
(continued):

Mr. Lance Roberts, Soldotna Junior High custodian, reported that although the negotiated agreement required 51% of the employees to be eligible, there were not 51% of the employees voting, more like 35-37%. He stated he has tried to cooperate, however, a letter was returned and stamped "return to sender, no longer at this address." He felt the union forced their opinions on the people and did not give fair representation to the employees.

Mr. Gus Rhodes stated it appeared the unions have made the school board their collection agency. He quoted state law for terminating teachers which did not include firing due to nonpayment of debt. He also felt that if the unions truly represented the people, they would provide them with attorneys.

**COMMUNICATIONS AND  
PETITIONS:**

Mrs. Obendorf acknowledged receipt of a petition signed by 37 Port Graham parents objecting to and refusing to pay the \$30 textbook fee next school year if imposed by the school district. The parents felt they contribute in excess of the \$30 to their school without being imposed with this fee.

Mrs. Obendorf noted the Board had received notice from the State Board of Education on proposed changes to units of high school credits, GED testing language, and teacher certification clarification of approved programs and credit. Comments should be sent to the State Board of Education before August 25.

**SIX YEAR STUDY:**

Dr. Bromenschenkel presented the first reading of the district's Six Year Plan of Enrollment Projections and School Construction Needs/1995-96 through 2000-01. He noted the Board will hold a worksession and consider adoption of the document at their August 7 meeting.

**CONSENT AGENDA:**

Items presented on the Consent Agenda were Approval of P.L. 874 Representative, 1995-96 Teacher Assignments, Resignations, 1995-96 Annual Agenda, and Tustumena Furniture and Equipment List.

**P.L. 874 REPRESENTATIVE:**

Mr. Swarner recommended the Board approve appointing Richard M. Swarner as the district's authorized P.L. 874 representative for the 1996 fiscal year.

1995-96 TEACHER ASSIGN- MENTS: By memorandum, Mrs. Radtke recommended the Board approve 1995-96 teacher assignments for Daniel Bartos, Art, Homer High; Gretchen Becker, Speech Pathologist, Districtwide; Ronald Becker, Social Studies (half-time), Soldotna High; John Bushell, Library, Homer Junior High; Jane Davis, Special Education/Resource, Soldotna Middle; Robin Evans, Speech/Language Therapist, Sears Elementary, Temporary; Pamela Fogg, Mathematics, Chapman Elementary; Greta Glotfelty, Counselor, Ninilchik Elem/High; Alecia Lybrand, Counselor, Kenai Middle; Stewart McDonald, Special Education/Educationally Handicapped, Soldotna Middle, Temporary; Kersten Overturf, French/English, Kenai Central High; Linda Overturf, Home Economics, Soldotna Middle; Dennis Treadwell, Technology/English/Fine Arts, Ninilchik Elem/High; Roger Phillips, Social Studies, Kenai Central High; Cheryl Rankin, Counselor/Special Education/ Educationally Handicapped, Nikiski Jr/Sr High; and Susan Wells, Generalist (half-time), Kenai Middle.

RESIGNATIONS: By memorandum, Mrs. Radtke recommended the Board approve resignations effective the end of the 1994-95 school year for Laurie Dykoschak, Special Education/Resource, Sears Elementary; Mark Bergemann, Principal, Susan B. English Elem/High; Jim Lewis, Assistant Principal, Skyview High; Iris Wotzka, Grade 3, Mountain View Elementary; and Chell Atchley, Mathematics, Nikiski Jr/Sr High.

ANNUAL AGENDA: Dr. Bromenschenkel recommended the Board approve the 1995-96 Annual Agenda which consists of meeting dates and routine items presented for school board approval.

TUSTUMENA FURNITURE AND EQUIPMENT LIST: By memorandum, Mr. Dahlgren recommended the Board approve the furniture and equipment list for the Tustumena Elementary addition in the amount of \$27,558.64.

Mr. Thibodeau requested Item 10a (2), Approval of 1995-96 Teacher Assignments, be voted on separately.

ACTION Mrs. Gross moved the Board approve the Consent Agenda for P.L. 874 Representative, Resignations, Annual Agenda and Tustumena Furniture and Equipment List. Mr. Thibodeau seconded.

Motion carried unanimously.

ACTION Mrs. Gross moved the Board approve the 1995-96 teacher assignments. Mr. Arness seconded.

CONSENT AGENDA (cont.): Mr. Thibodeau commented he did not feel there was need for a generalist at Kenai Middle School, and that such a position usually was needed only in smaller schools.

ACTION Mr. Thibodeau moved to amend the motion to delete the Kenai Middle School generalist position. Mr. Tauriainen seconded.

Dr. Bromenschenkel commented this position was part of the allocation made to Kenai Middle School, and advertised to teach in a variety of areas.

VOTE ON AMENDMENT:

YES - Thibodeau

NO - Anderson, Arness, Gross, Larned, Tauriainen, Obendorf

Amendment failed.

Motion carried unanimously.

LEASE AGREEMENTS/PEOPLE  
COUNT/BOYS AND GIRLS CLUB:

Dr. Bromenschenkel recommended the Board approve contracts for the 1995-96 school year with People Count and the Boys and Girls Club for rent of space at Kenai Elementary School.

ACTION

Dr. Anderson moved the Board approve the lease agreements. Mr. Thibodeau seconded.

Motion carried unanimously.

1995-96 TENTATIVE NON-  
TENURE TEACHER ASSIGNMENTS:

By memorandum, Mrs. Radtke recommended the Board approve tentative non-tenure teacher assignments for the 1995-96 school year for Margaret Lau, Moose Pass; and Anita Hakkinen, Mountain View Elementary, Temporary.

ACTION

Mr. Tauriainen moved the Board approve the 1995-96 tentative non-tenure teacher assignments. Dr. Anderson seconded.

Motion carried unanimously.

1995-96 NON-TENURE TEACHER  
FOR TENURE:

By memorandum, Mrs. Radtke recommended the Board approve the following non-tenure teacher for tenure for the 1995-96 school year:

Redoubt Elementary  
Farrington, Clyde

ACTION

Mr. Arness moved the Board approve the non-tenure teacher for tenure for the 1995-96 school year. Mrs. Larned seconded.

Mr. Thibodeau commented he would not support this item because there was no supporting documentation as to the qualifications of the teacher for tenure. In the future, he requested documentation of this nature in the school board member packets.

VOTE:

YES - Anderson, Arness, Gross, Larned, Tauriainen, Obendorf

NO - Thibodeau

Motion carried.

1995-96 CENTRAL OFFICE  
ADMINISTRATOR ASSIGNMENT:

By memorandum, Mrs. Radtke recommended the Board approve the assignment of Mary Armstrong as Staff Development Coordinator for the 1995-96 school year. Dr. Bromenschenkel noted this position had been approved in the reorganization of the instructional department and grant funds had been received to fund the position.

ACTION

Mrs. Gross moved the Board approve Mary Armstrong as Coordinator of Staff Development. Mr. Thibodeau seconded.

Motion carried unanimously.

1995-96 BOARD GOALS:

Dr. Bromenschenkel recommended the Board approve a listing of priorities for 1995-96 as suggested by the Board at their June 12 planning session. The listing included continued study of the attendance boundaries and facility usage, examination of graduation requirements, development of a districtwide technology plan, development of a new staffing criteria and formula, development of a savings incentive plan, improving employee relations, revision to the evaluation process for tenure teachers and support staff, and implementation of a teacher-mentor program. In addition, the district would continue to pursue completion of the policy revision effort, implement the school based decision making concept, research and study the personalized learning plans concept, enhance the public information effort, work to increase school volunteers, and continue the curriculum development cycle with specific focus on social studies and health education.

1995-96 BOARD GOALS  
(continued):

Mr. Thibodeau commented he hoped the Board would develop a model scheduling plan for the high schools in the central peninsula. Dr. Bromenschenkel responded that there is a need for this, however, at this time the Board felt the items on the list were more pertinent.

Mr. Daune Anderson spoke to the school based decision making concept and the involvement of PTAs and PACs. He felt the PTAs and PACs were rubber stamps for the school administrators, and often topics of school concern are not addressed by these groups because of reluctance. He expressed concern about being required to join such organizations in order to voice an opinion. He felt PACs and PTAs were quagmires such as the KPEA issue where requirements for memberships were required.

Mr. Steve Wright, Skyview Custodian, questioned whether items D., E., and G. would affect the current contract. Dr. Bromenschenkel responded he did not anticipate any changes to the contracts, and these are goals the board desires to work on this year. He noted the superintendent will develop an implementation plan which will be in concert with existing contracts. He anticipated the superintendent's implementation plan would be presented at the next meeting.

ACTION

Dr. Anderson moved the Board approve the 1995-96 Board priorities. Mrs. Larned seconded.

Motion carried unanimously.

1995-96 ADMINISTRATOR  
ASSIGNMENT:

Dr. Bromenschenkel recommended the Board approve the appointment of Jeffrey Harriman as Principal/Teacher at Hope School for the 1995-96 school year.

ACTION Mr. Thibodeau recommended the Board approve the 1995-96 administrator assignment as recommended. Mrs. Gross seconded.

Motion carried unanimously.

PUBLIC PRESENTATIONS: Mr. Duane Anderson told the Board that the Borough Assembly's quagmire was zoning where the Board's quagmire is NEA. He felt the Board will face problems as long as an outside agency dictates conditions to the Board and its employees. He advised that in the next contract the district consider other items in the interest of students and staff which are not dictated by an outside agency.

BOARD COMMENTS: Mrs. Larned requested an excused absence in August.

BOARD COMMENTS (cont.): Mr. Tauriainen expressed appreciation to the employees who were willing to stand up to an issue they believed in and how it relates to their employment.

Dr. Anderson expressed concern related to the hazardous bus routes and the need for discussion on this prior to the next meeting. Dr. Bromenschenkel commented it was possible to hold a worksession at the August 7 meeting or before. The superintendent will research the situation for the Board.

Dr. Anderson acknowledged the presence of his daughter, Rebecca, at the meeting.

EXECUTIVE SESSION: At 8:50 p.m., Mr. Arness moved the Board go into executive session to discuss matters, the immediate knowledge of which would clearly have an adverse effect upon the finances of the Borough. Mrs. Gross seconded.

Motion carried unanimously.

ADJOURN EXECUTIVE SESSION: At 10:22 p.m., Dr. Anderson moved the Board adjourn the executive session. Mr. Thibodeau seconded.

Motion carried unanimously.

ADJOURN: At 10:23 p.m., Mr. Tauriainen moved the School Board Meeting be adjourned. Mr. Arness seconded.

Motion carried unanimously.

Respectfully Submitted,

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Mrs. Betty Obendorf, President

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Dr. Nels Anderson, Clerk

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The Minutes of July 10, 1995,  
were approved on August 7, 1995,  
with a correction.