

MINUTES OF THE ANCHORAGE SCHOOL BOARD  
REGULAR MEETING OF FEBRUARY 20, 2007

The Anchorage School Board met in Regular Session on Tuesday, February 20, 2007, at 6:30 p.m. in the Board Room, at the Anchorage School District Administration Building. President, Jeff Friedman, presided.

A. CALL TO ORDER, ROLL CALL, FLAG SALUTE, Jeff Friedman Presiding

Board Members Present: John Steiner, Macon Roberts, Crystal Kennedy, Jeff Friedman, Jake Metcalfe, Mary Marks, and Tim Steele

Others Present: Carol Comeau, Rhonda Gardner, Leslie Vandergaw, Mike Henry, Patricia McRae, Enid Silverstein, Jerry Sjolander, Eric Tollefsen, Michelle Egan, Robb Boyer, Janet Stokesbary, George Vakalis, Ralph Feriani, Damita Owen, Ray Amsden, Pam Chenier, Marie Laule, Mark Mew, Ophelia Dargon-Steed, Johanna Lee, the press, and other interested people.

B. APPROVAL OF AGENDA

The agenda was approved by unanimous consent.

C. ANNOUNCEMENTS

Ms. Crystal Kennedy announced that there would be a Policy Subcommittee meeting on Thursday, February 22, from 2:30 p.m. - 4:30 p.m. She also reminded everyone of the Open House for the new Administration Building being held that same day at 3:30 p.m. - 5:00 p.m.

Dr. Enid Silverstein reported that there was a Girl's Math Experience conference at Bartlett High School this past weekend. She was pleased to announce that over 250 middle school girls participated which was, by far, the best turnout in the history of the conference. She explained that the conference provides an opportunity for girls to learn about career opportunities in a variety of fields from women in a number of different professions.

Dr. Silverstein also shared the family-based curriculum module that was developed with the help of Mr. David Moletti. The module is an

interactive way for students to follow along with the Serum Run. The race is held annually in commemoration of the 1925 Serum Run and is being run this year in honor of Col. Norman Vaughn. There will be a televised commemoration of the journey. Alpenglow Elementary School physical education teacher Lynda Barcome and her dog team will participate in the Serum this year.

Mr. Metcalfe reported that the Board had a relatively successful lobbying effort in Juneau in the sense that they were able to get their message across regarding what is needed for educational funding and the importance of early funding. He noted that those efforts were just the beginning. It is important for people in the community to talk to their legislators to tell them how important early and adequate educational funding is.

Mr. Roberts echoed the need for the public to weigh in with their legislators on education issues. He was encouraged by the support that he heard from legislators regarding restoring the PERS/TRS and doing so outside of the foundation formula.

Mr. Steiner noted that, although there is always a given level of uncertainty, he recognized that there was genuinely more optimism that there might be an increase available for education. He attributed part of that optimism to the more open door policy of the new governor which lends a totally different atmosphere around the capital. He added a cautionary note that a number of legislators remain concerned regarding the unknown future of oil prices and the anticipated decline in oil production. They are being careful to weigh the possible results of adding ongoing expenditures when future revenues are questionable.

Mr. Metcalfe noted that a lot of legislators forget that there is \$40 billion sitting in the bank collecting interest. He indicated that it is time for the public to tell their legislators that they have to invest in education. With the requirements in place under No Child Left Behind and the fact that there are only 600,000 people in Alaska we could have the best education system in the world if we decided to invest in it. The legislators need to be told to quit saying no. The public can drive the education train if they want to. He encouraged the public to hold the new governor to follow through with her promise to fund education and to fund it early.

Ms. Comeau noted that she has spoken to the governor and had reminded her of her campaign promise to support forward funding of education. Governor Palin is aware that the way education is funded is crazy. She

knows that districts go through this ridiculous exercise in January and February, lobby hard for extra funding and then, with luck, get additional funding in the end. Ms. Comeau expressed the need to get that process turned around. She was very encouraged by the meeting that she and Ms. Egan had with Gov. Palin and her chief of staff.

D. AWARDS/RECOGNITIONS/PRESENTATIONS

Service High School Freshman Academy Update

Ms. Comeau introduced Mr. John Gaskins and Mr. Lou Pondolfino of Service High School. They presented an update on the Service High School Freshman Academy. Mr. Pondolfino explained that the Academy was developed on the premise that a successful transition from middle school to the rigors of high school will help students become ingrained in their schooling experience with a clear vision and path to a successful future. In short, they believe that with a successful freshman year graduation rates will increase, dropout rates will decrease, and students will have more success. He noted that the academic success rate for freshmen has seen a remarkable improvement in two short years. He noted that at the end of the last year prior to establishing the Academy 26% of the freshman class had two or more Fs compared to only 13.4% of freshmen with two or more Fs at the end of first semester this year. He attributed much of the success to the Academy faculty and staff.

Mr. John Gaskins, Service High School Freshman Academy administrator, reviewed a short slideshow highlighting the program. One area that was reviewed was the extended year program which allows students with 52-59% in one of their core classes to attend class for an additional two weeks into the summer. The very first year 51 students signed up for 66 extended year classes. Forty-seven of those 51 students completed 61 classes which raised their grades to a passing level. Another area that has shown exceptional improvement is behavior. During 2<sup>nd</sup> Quarter 2005-2006, with a student population of 540 students, there were no incidents of In School Suspension (ISS) and 47 incidents of Out of School Suspension (OSS). During 2<sup>nd</sup> Quarter 2006-2007, with a student population of 570, there was 1 incident of ISS and the number of OSS incidents dropped to 22.

Referring to the significant drop in the incidents of OSS and in the number of students with two or more Fs, Mr. Steiner commented that these are astounding accomplishments, particularly in such a brief period of time.

He noted that the program appears to be providing a terrific way to start a successful high school career.

Mr. Feriani asked whether the maturation process is slowed by keeping the freshmen isolated from the upperclassmen. Ms. Gaskins noted that there had been some concern regarding this but they have not identified any issues so far.

Ms. Kennedy agreed that it is very nice to see these improvements in academics and behavior. She also noted that she appreciates the emphasis on career and college exploration. She reported that when Board members were in Juneau one of the topics of discussion was the idea of work force development. It used to be that we were concerned that there were jobs for Alaskans but the emphasis has shifted to the need to have Alaskans for jobs. It is a totally different kind of focus. She indicated that the Academy will help students identify the point of high school and what they need to be able to do when they graduate. She asked Mr. Pondolfino to explain how the Academy is addressing employability skills. Mr. Pondolfino explained that employability skills are focused on in the Academic Enhancement class. It is intentional for the freshmen and is becoming more intentional throughout the school to encourage students to look at their future more seriously.

Ms. Marks asked whether parent involvement has improved since the start of the Academy. Ms. Gaskins explained that there are many efforts made increase parent involvement. He noted that he personally contacts the parents of every student who is failing a class. Parents are also contacted for attendance issues. He believed that parents are very supportive of the Academy and having their students in the program.

E. SPECIAL ADVISORY REPORTS

1. Student Advisory Board

Mr. Feriani thanked the Board for allowing him to travel to Juneau to participate in the AASB Legislative Fly-in.

He reported that the February Student Advisory Board meeting had been cancelled due to scheduling conflicts. The next Student Advisory Board meeting will be held on March 6, 2006 at 11:15 a.m. at the King Career Center.

2. Military Delegate

Lt. Col. Luu thanked the superintendent for reading to the students at Ursa Minor as part of the Military Child Education Coalition program.

Lt. Col. Luu noted that there will be a lot of emphasis placed on education by senior military leaders in the Pacific Rim over the next few months. There has been a lot of talk about quality of life issues revolving around deployments. He was happy to report that the initial visit by a Pacific Command representative was very positive. The representative was able to visit a number of schools and was very impressed with the quality of education, the administrators, staff, and teachers at the schools.

3. M.E.C.A.C.

The MECAC representative was not able to attend the meeting this evening.

F. PERSONS TO BE HEARD NON-AGENDA ITEMS

Ms. Jody Roussau, a Polaris parent, expressed her concerns regarding the budget and the teacher negotiations. She was concerned that teachers are leaving are leaving the community to go to better, higher paying jobs elsewhere. She asked the Board to look at the situation for the long term effect that it will have on the community if we do not offer the teachers a fair and equitable contract.

Ms. Averil Lerman was concerned that parents of younger students in the District will not have the chance to get the same quality of education for their children that her family has received over the years. She explained the important role that teachers have played in the lives of her children. She asked that the Board and administration do whatever it takes to make sure that the children coming into the District have a chance to get what her children got from the District and from each of their teachers.

Ms. Nancy Jackson, a teacher at Abbott Loop, noted that she believes the key to success in education is to treat teachers as professionals, compensate them fairly, and lobby state legislators to come up with a feasible and responsible method for education funding. The issue is more

than the current contractual difficulties. The issue is the need for the state to come up with a responsible way to fund education. With current revenue of over \$61 billion the state of Alaska should be able to come up with a fiscally responsible plan to fund education. In order to meet the goals of No Child Left Behind and high-stakes testing the consistent funding of education on both a state and local level is imperative. It is however the responsibility of the District to make Anchorage a competitive, worthwhile, and meaningful place to teach. She asked the District to return to the bargaining table to come to an acceptable agreement for all parties involved.

Ms. Shelly Schwenn voiced her concern about the impact a teacher strike would have on the community. She noted that a strike on the community would be devastating for two reasons. First, educators teach children how to compromise and function in the world. If the District is unwilling to bargain with AEA they are essentially telling the youth of the community to ignore all of the lessons of compromise that they are being taught. Our community should remain focused on a positive learning environment for all of our youth. The second concern speaks to the economic impact of a strike on the local economy. She noted that a common theme among teachers has been to put purchases on hold and to tighten budgets in preparation for a possible strike. She calculated the budgeted amount in the 2005-2006 Financial Plan for AEA member wages and reviewed the impact the loss of discretionary income based on that budget would have on the local economy.

Ms. Stacey Smith, a Clark Middle School science teacher, read a letter from MSEA member Mike Shea. Mr. Shea is a former ASD teacher who is now teaching in the MatSu Valley. He listed a number of reasons behind his decision to leave ASD. It did not make economic sense for him and his wife, also a teacher, to remain in Anchorage. He does not understand how Anchorage expects to retain teachers when a district forty miles north offers so much more. He urged the administration to stop the war over contracts and give the teachers of Anchorage the security and stability they deserve.

Ms. Marilyn Maxwell, a lifetime resident of Anchorage, urged the District to settle a competitive contract with the teachers. She noted that voters are not trying to tell the District that they do not support children or teachers. They are saying that they are tired of paying for new buildings and that money is not being well spent by the District. She noted that money needs to be spent in the classroom because that is where the education process is taking place.

Ms. Roseanne Pagano, an Alaska Pacific University instructor and parent of children in the District, indicated her belief that District priorities are misplaced. In the decade since the last teacher strike in Anchorage the teaching profession has become more demanding. Teaching requires much more than mastery of the subject matter. Teachers navigate a sea of diversity while living up to spiraling, unfunded standards imposed by the state and federal governments. We have never expected more of our teachers inside and outside the classroom yet we have never valued them less.

Mr. George Stewart, MatSu Valley Education Association president, spoke about how the MatSu School Board has been able to settle contracts with the MatSu teachers for so many years. He indicated that a decision had been made many years ago by the MatSu Board to make teachers the priority. He noted that most MatSu teachers stay in the Valley their entire career, often more than 25 years. Their retention rate is one of the highest in the state. He urged the Board to make Anchorage teachers a priority in the budget this year and in years to come. He noted that the payback will be enormous.

Mr. Alex Mayo, Safe and Drug Free Schools, urged the Board to quickly settle the contract. He believed that teachers do not want a strike to occur but felt that they may have no other option. He noted that the strike in 1994 cost taxpayers in Anchorage more than half a million dollars. He wondered what a strike would cost in today's economy. He encouraged the Board to use any additional funds provided by the legislature directly in the classroom in support of teachers.

G. CONSENT AGENDA

Consent Agenda is attached. **All attachments referred to in memoranda Recommendations are on file in the Superintendent's office.**

1. Approval of Minutes
  - a. Regular Meeting - September 25, 2006
  - b. Regular Meeting - January 22, 2007
  - c. Special Meeting - February 8, 2007
2. ASD Memorandum # 180 - Recommendations for School Year Calendars: 2007-2008 and 2008-2009

It is the Administration's recommendation that the School Board approve and adopt the attached district-wide "Draft AA" calendars for the 2007-2008 and 2008-2009 school years.

3. ASD Memorandum # 181 - School Board Policy Revision: Sections 870-875 Code of Ethics (First Reading)

It is Administration's recommendation that the School Board adopt on First Reading changes and additions to policies 870-875 regarding the Code of Ethics.

4. ASD Memorandum # 182 - Acceptance of Grant and Contract Awards: Continuation Funding for Administration of 2007 Youth Risk Behavior Survey

It is the Administration's recommendation that the School Board authorize the Superintendent to accept an Alaska Department of Education and Early Development continuation grant of \$24,000, as well as the Anchorage Youth Development Coalition contract of \$9,799, for the administration of the 2007 Youth Risk Behavior Survey.

5. ASD Memorandum # 173 - Award of Contract: Scanning Services

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a contract to K & B Copying Services, Inc., dba Alaska Legal Copy to provide scanning services for the Human Resources Department at \$.20/page in a total amount not to exceed \$125,000.

6. ASD Memorandum # 179 - Sale of Surplus Property

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to dispose of the listed surplus property by sealed bid sale or public auction in accordance with Board policy 732.1. Prior to the sale, these assets will be offered to the Municipality of Anchorage for extended public use.

7. ASD Memorandum # 186 - Personnel Report

It is the Administration's recommendation that the School Board approve the attached Personnel Report.

Ms. Comeau asked that ASD Memorandum #184, Assessment Reporting System, be pulled from the Superintendent's Report for a presentation and discussion.

Mr. Steiner requested that ASD Memorandum #180, Recommendations for School Year Calendars: 2007-2008 and 2008-2009; and ASD Memorandum #181, School Board Policy Revision: Sections 870-875 Code of Ethics, be pulled for discussion.

ACTION:

Moved by: Tim Steele	To approve the minutes of the Regular Meeting of September 25, 2006, and the minutes of the Special Meetings of January 22, 2007, and February 8, 2007 and Memoranda #182, #173, #179, and #186.
Seconded by: Mary Marks	

VOTE:

Ayes: Steiner, Kennedy, Roberts,  
Friedman, Metcalfe,  
Marks, Steele

Nays: None

MOTION PASSED

ASD Memorandum # 180 - Recommendations for School Year Calendars: 2007-2008 and 2008-2009

It is the Administration's recommendation that the School Board approve and adopt the attached district-wide "Draft AA" calendars for the 2007-2008 and 2008-2009 school years.

ACTION:

Moved by: John Steiner	To approve the Administration's recommendation that the School Board approve and adopt the attached district-wide "Draft AA" calendars for the 2007-2008 and 2008-2009 school years.
Seconded by: Macon Roberts	

Ms. Comeau introduced Dr. Robb Boyer, chairman of the Calendar Committee. She explained that the committee had started out to develop

calendars for the next five years but, due to a number of issues outlined in the memorandum, the decision was made to recommend calendars for just the next two years.

Dr. Boyer noted that the Calendar Committee, made up of about 24 invited members, began meeting in the fall of 2006. The committee included representatives from impacted unions, impacted departments, and other constituents who were all asked to weigh in on the recommended calendars. Mr. Boyer reviewed the committee goals and provided an overview of the calendars. The specific changes to the 2007-2008 calendar were that two days were subtracted from the end of the calendar. This will have students out on the Thursday before Memorial Day and teachers out on Friday before Memorial Day. The other major change is the recommendation to move spring break back one week. This was the only way to get the grade reports done for the middle and high school level and still have timely parent/teacher conferences. The last thing that was done to the 2007-2008 calendar was to move an in-service day from the end of August back to August 21<sup>st</sup> to tie it in with the other in-service days.

On the 2008-2009 the committee employed essentially the same parameters. When doing that a semester imbalance was created from the effort to start the school year early. The committee determined that if that semester imbalance was kept to eight days or less that it would be acceptable to the divisions.

Dr. Boyer noted that the committee has recommended that the District look strongly at providing two days for parent/teacher conferences at all three levels. That action would result in a decrease in the amount of compensation for extra time to the teachers. These issues will have to be discussed with the bargaining groups. Instruction issues and logistics will also have to be reviewed. He drew attention to the list of all of the different issues that impact the calendar. The memo concluded with three important notes that Dr. Boyer wanted the public to be aware of. The first is that the testing dates in these calendars are set by DEED. Secondly, the calendars are posted with the notation that they are subject to change. And finally, the recommended calendar changes and new calendar adoptions are being made in the best interest of the student's instructional and academic performance needs.

Ms. Comeau noted that, in August, the administration had received quite a bit of feedback from a number of families regarding the start/stop nature of the August schedule. In light of these concerns she had asked

the committee to bring back a recommendation that put more of the in-service and training days together in August to alleviate spreading those days here and there over the calendar. This request has been accommodated in the two proposed calendars. Ms. Comeau noted that the other item that needs further review is how the District handles parent/teacher conferences. We have used the same model for some time and she believes that it would be valuable to take a close look at conferences to determine if they can be reduced to two days to address the scheduling nightmare that the current schedule presents for many families.

Mr. Steiner asked why one of the in-service days was not moved to second semester as that would seem to address both the stop/start problem in August and the imbalance in instructional days between the two semesters. He also voiced concern for newly hired teachers who might come in to the District late and would then miss the in-service training opportunities if they are all scheduled together at the very beginning of the calendar. He noted that there might be value to the District to move one of the in-service days to a later point when all staff members are in place. Dr. Boyer explained what the in-service days at the beginning of the year are typically used for and why the decision was made to keep them together. Ms. Comeau added that the District provides training for newly hired teachers in other ways.

Ms. Marks asked when kindergarten begins. Ms. Comeau reported that kindergarten starts four days after the other students begin classes. She explained that the delayed start allows time for kindergarten teachers to have a one-hour meeting with every incoming kindergartner to do some initial assessments for their developmental profile. This also allows the teacher and parents get to know each other and the student has the opportunity to become familiar with the classroom and school. This process has become a model throughout the state. It provides a great start for students and has been well received by the community.

Mr. Steiner encouraged Dr. Boyer and the committee to continue to look at the issue of parent/teacher conferences. He was concerned with the impact that the schedule, as it stands, could have on testing. He suggested that moving the spring conferences back would allow for an entire week of classes going into statewide testing. Ms. Comeau agreed that there is a lot of concern about the timing of the conferences and the end of the reporting period so these issues will continue to be discussed.

VOTE:

Ayes: Steiner, Kennedy, Roberts,  
Friedman, Metcalfe,  
Marks, Steele

Nays: None

MOTION PASSED

The Board went into recess at 8:00 p.m. Mr. Freidman called the meeting back to order at 8:10 p.m. Mr. Metcalfe was excused from the meeting at 8:00 p.m.

Ms. Marks requested a change in the order of the agenda. As a result ASD Memorandum #184, Assessment Reporting System from the Superintendent's Report was presented prior to action on the final memorandum from the Consent Agenda.

ASD Memorandum # 184 - Assessment Reporting System

The chief function of educational assessment is to improve the quality of instructional decisions that teachers, schools, and districts make. Easy access to assessment data is essential for this to occur. The Anchorage School District has developed the Assessment Reporting System (ARS) to provide assessment information to our teachers and schools.

Ms. Comeau reported that the administration is pleased to be able to share this report with the Board. This is a system that the IT staff in collaboration with the Instructional Division developed to give teachers access to the data on all of their students including some historical perspective. Ms. Vorachek introduced Ms. Dawn Broquet, Ms. Patricia Byrne, and Ms. Bonnie Goen from Williwaw Elementary School. She noted that the presentation would follow how a school has used the ARS over the last year. Following that Ms. Mary Richards, Eagle River High School teacher, will discuss a professional development piece that has been tied into the system.

Ms. Broquet and Ms. Byrne provided a step-by-step review of the process that teachers use to get into the assessment database and how they pull reports from the system. These reports assist teachers in identifying the best way to use their time and their resources with select groups of students to maximum benefits for the students. Not only does the system help to identify groups of students who are performing at various levels within a variety of subject areas, it also links performance to Grade Level Expectations (GLEs). The GLE Item Banks provide strands for all of the GLEs and samples of what items need to be worked on to improve performance in each area. Of course, the system also provides the

opportunity to look at individual student data including historical assessment results. There is research showing that self-assessment makes a big difference for children and individual data is often shared with the students in order to engage them in their own education.

Ms. Mary Richards explained that the Anchorage School District is progressive cutting edge when it comes to this Assessment System. She noted that she would be meeting with people from the College Board to showcase the work that is being done with the GLE Item Banks here in the District. This process actually mirrors the College Board as it provides samples for teachers. She explained that she had been part of an invited participant group to work with Dr. Gary Whitely and received training on the research behind formative and summative assessment. The training validated not only the assessment research but also everything that the District has put together in terms of the curriculum guides. It validated standards based assessment using Alaska grade level expectations. It completely validated all of the writing and reading pedagogy that has been developed over the years. The participants in that original training group had the opportunity for additional training last summer and are now leading trainings for other teachers around the District.

Mr. Steele asked where the District is on implementation of the Assessment Reporting System. Ms. Vorachek explained that the system has been developed internally and was originally rolled out two years ago. The District has been constantly enhancing the system. We are moving toward more multiple reporting options. She noted that teachers tell them what they want and they try to incorporate their requests desires into the system. Mr. Steele asked how this system dovetails with the Student Information System. Ms. Vorachek noted that the ARS simply pulls data from the student management system. It is just programmed so that the data can be displayed in ways that teachers can easily access and understand.

Ms. Marks asked how often the teachers pull this data. The teachers from Williwaw explained that they had spent a great deal of time at the beginning of the year looking at all of the information. The data is also used to develop the flexible groupings within the school. The SBA data is stagnant in the sense that it is from last spring so it is good to look at as a starting point but teachers must go deeper and look at other measures to keep monitoring the progress of each student through the year. Ms. Marks asked how often the information is communicated to parents, particularly those with special needs students. Ms. Byrne noted that the students are engaged in their own assessment information and the

conversation continues in conferences. She explained that, in general, IEPs require a quarterly report to parents. So at the end of every reporting period, at least, there is an update on the progression of student proficiency within the goals, objectives, and GLEs that are the target for that particular student. Ms. Richards indicated that, at the high school level, she looks at this data on a weekly basis at the least. This data provides tremendous assistance to teachers and staff as they meet with the students and their parents for any number of reasons. Ms. Vorachek added that the student assessment and test history is being used at the student-led conferences at the middle school level. This information allows teachers to be much more explicit in the way that they explain a student's performance. Having this information empowers the students and their parents.

Mr. Steiner asked what the response has been from the teachers. While the system appeared to be very user-friendly, he wondered whether the system is being used by a wide range of teachers or if it is limited to those who are technologically savvy. Ms. Goen indicated that training is one of the key elements to the success of this assessment tool, as is the time for teachers to dialogue with each other and "play" in the system.

Mr. Steiner asked what the system cost to develop and whether it has value as something that could be marketed to other districts. Ms. Vorachek noted that we are currently sharing the GLE Item Bank with other districts. It is difficult to identify the cost of development as the system is a work in progress. Mr. Steiner noted that the District has created something that appears to have considerable value to us and could have similar value to other districts around the state. He understood that there would need to be considerable additional work done to allow others to use it with their databases and that it is not something that ASD would want to fund. He did believe, however, that the District should both capitalize on the value that has been created in this system and make it available to other districts if possible.

Ms. Kennedy asked whether teachers can access information on students who are not in their classes. Ms. Vorachek explained that access is for individual teachers to their students only. Principals have access to information from the entire school and can run reports at that level. She noted that the teachers asked for access to their own data from the previous year so the system has been set up to maintain five years worth of data for each teacher. In that way teachers have the opportunity to judge the effectiveness of their teaching. In response to a question regarding special program teachers, such as Indian Education, it was

noted that any teachers who have responsibility for instruction have access directly to student information.

Ms. Comeau thanked Ms. Vorachek and her staff for their hard work on the Assessment Reporting System.

The board returned to items on the Consent Agenda

ASD Memorandum # 181 - School Board Policy Revision: Sections 870-875 code of Ethics (First Reading)

It is Administration's recommendation that the School Board adopt on First Reading changes and additions to policies 870-875 regarding the Code of Ethics.

ACTION:

Moved by: John Steiner  
Seconded by: Crystal Kennedy

To approve, on First Reading, the Administration's recommendation that the School Board adopt on First Reading changes and additions to policies 870-875 regarding the Code of Ethics.

Ms. Comeau noted that this action is needed to bring our policies in conformance with the recently adopted municipality ordinance. The District does not have any choice in this and our policies can not be less restrictive than the municipal ordinance. Ms. Gardner explained that the policy subcommittee meetings over the last couple of months as this new ethics policy has been developed were well attended including representatives from four of our bargaining units. The policy was written using the recently adopted policy development principles. It is reflective of the values and the big ideas and leaves to the superintendent the development of administrative regulations to govern the implementation of that policy. Primarily, the municipal ethics code required the District to make to two major changes in our existing policy. The most significant changes related to the reporting of contemporaneous employment and the management of potential conflicts of interest of that policy.

Ms. Kennedy reiterated that the policy subcommittee had attempted to use the new policy formulation overlay on this so that they could truly get to the purpose of the policy without getting into the micromanaging types of issues. She recognized that those efforts shifted the burden onto the

administration in terms of having to lay out specifically how this policy will be implemented.

Mr. Steiner explained the concerns discussed at the policy subcommittee regarding the current policy addressing teacher compensation for tutoring their own students. They felt that this was an example of an area that should be left to the administration to set up the details of implementation. He noted that, as the policy subcommittee made the decision to leave the details to the administration, the general concept that employees shouldn't be using their relationships with students for their own personal benefit in an improper manner may have gotten lost.

ACTION:

Moved by: John Steiner

Seconded by: Crystal Kennedy

To refer the policy back to the policy subcommittee between now and the second reading to address the issue of improper use of an employee's district relationship.

Mr. Steiner read the following language that he suggested the policy subcommittee consider as they review this issue:

An employee shall not improperly use their affiliation with the District or their relationships with students or other employees of the District to advance their personal or financial interests. Improper use includes such conduct as giving an appearance that the District endorses an employee's personal activity, using a supervisory position to influence a supervised employee to perform personal favors for the supervisor or to patronize the supervisor's personal business, or a teacher or coach respectively using teacher/student or coach/student relationship in a similar manner.

He noted that this was an attempt to express the concept and that the policy subcommittee may find that they had removed language that was better left in the policy to address these types of issues.

Mr. Friedman noted that the policy subcommittee may want to look at the language that is in the municipal code that addresses that same concept.

VOTE on the Referral Back to Committee:

Ayes: Steiner, Kennedy,  
Roberts, Friedman,  
Marks, Steele

Nays: None

Excused: Metcalfe

MOTION PASSED

Mr. Steiner pointed out that the memorandum indicates that other contemporaneous employment does not need to be reported unless it violates other provisions of the policy. The language of the policy itself says that, basically, employees do not have to report things that are outside of their profession or skill that they are employed by the District for and they do not have to report other things unless there is a potential that the service or employment may violate another policy.

Ms. Comeau noted that this is very complex and will take time, once the Board passes the policy, to identify all of the key components. Citations of the municipal ethics code would be part of that process. That has been done with other administrative procedures.

Ms. Kennedy noted that it had come to the attention of the policy subcommittee that, in some cases, what already exists in policy in terms of conflict of interest was not necessarily well known or even followed through with. Training on this policy and subsequent procedures will be essential.

Mr. Steele noted that reporting the contemporaneous service is one area where there is some flexibility from the Assembly in terms of implementation. We have taken advantage of that to try to limit the amount of paperwork and amount of reporting that has to be done.

Mr. Friedman noted that he likes that the policy states that employees may engage in outside activities to the full extent permitted by law. He noted that the administration wants employees to be free to do whatever they want to do as much as possible. He also felt that the entire political activity section, which encourages people to be involved and active members of the community, is another good policy statement.

Mr. Friedman noted that the policy referenced on page 3, 872.3 (b) should be 872.1, not 842.1.

Mr. Friedman noted that the broader concern that he has from talking to different people had to do with lack of feedback when employees file a contemporaneous service report. He believed that it leaves employees in a dangerous position if they report outside employment and they don't have a supervisor sign-off on it. He acknowledged that this would be part of the administrative process but is concerned that it be addressed. Ms. Comeau noted that the administration will need to think about that process. She suggested that the policy subcommittee talk about this issue again and noted that she will need some serious discussion with staff and the legal counsel regarding the concept of acknowledgement versus approval. She wants to make sure that approval is not left to someone's subjective judgment.

Mr. Steiner noted that this very topic had been discussed at the policy subcommittee and that he had brought in a form that the state uses. It does seem like it would be useful to have some sort of documentation for the employees.

Mr. Steele noted that there is a waiver process. Mr. Friedman questioned the need for additional paperwork to go through the waiver process. There was some discussion on the difference between reporting and the waiver process. Ms. Kennedy noted that the waiver forms are more complicated and merging the two forms could actually result in more paperwork for everyone. The goal is to make it easier for employees rather than making them go to great lengths to report something that they have been doing for years.

ACTION:

Moved by: John Steiner  
Seconded by: Crystal Kennedy

To refer 872.3 (c) back to the policy subcommittee for consideration of provisions to simplify the conflict of interest waiver process.

VOTE on Referral Back to Committee:

Ayes: Steiner, Kennedy,  
Roberts, Friedman,  
Marks, Steele

Nays: None

Excused: Metcalfe

MOTION PASSED

VOTE on MAIN MOTION

Ayes: Steiner, Kennedy,  
Roberts, Friedman,  
Marks, Steele

Nays: None

Excused: Metcalfe

MOTION PASSED

H. SUPERINTENDENT'S REPORT

1. ASD Memorandum # 187 - Project Status Report

This is a report of activities and project status changes in Major Capital Projects during the period of January 5, 2007 through February 12, 2007.

2. ASD Memorandum # 184 - Assessment Reporting System

The chief function of educational assessment is to improve the quality of instructional decisions that teachers, schools, and districts make. Easy access to assessment data is essential for this to occur. The Anchorage School District has developed the Assessment Reporting System (ARS) to provide assessment information to our teachers and schools.

This item was addressed earlier on the agenda.

3. ASD Memorandum # 185 - Second Quarter End-of-Month Membership Summary - January 31, 2007

The end-of-month membership report for January 31, 2007 is attached (Attachment A). The total active enrollment at the end of January was 48,641. This enrollment represents a decrease of 427 students when compared to the September 29, 2006 total of 49,068.

I. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

J. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Ms. Kennedy reminded the policy subcommittee that there will be a meeting this Thursday at 2:30 in Conference Room 150. She invited all members of the Board to attend.

Ms. Kennedy announced that the MECAC will have their first Educational Forum on Saturday, April 21, 2007 from 1:00 p.m. - 3:00 p.m. The topic of that forum will be the issues of graduation rates and dropout rates.

K. EXECUTIVE SESSION - PERSONNEL/FINANCE/NEGOTIATIONS  
LITIGATION

L. ADJOURNMENT

The Regular Meeting of February 20, 2007, was adjourned by unanimous consent at 9:35 p.m.

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Jeff Friedman, President

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Mary Marks, Clerk

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Johanna Lee, Recording Secretary

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Date Minutes Approved