

MINUTES OF THE ANCHORAGE SCHOOL BOARD

REGULAR MEETING OF APRIL 10, 2000

The Anchorage School Board met in Regular Session on Monday, April 10, 2000 at 6:30 p.m. in the Board Room, at the Anchorage School District Administration Building. President Peggy Robinson presided.

A. CALL TO ORDER, ROLL CALL, FLAG SALUTE

Board Members Present: Peggy Robinson, Dave Werdal, Rita Holthouse, Bettye Davis, Kathi Gillespie and Debbie Ossiander.

Excused Absence: Harriet Drummond

Others Present: Carol Comeau, Carolyn Buckley, Patricia McRae, Gail Opalinski, Pat McDowell, Fred Stofflet, Robyn Rehmman, Norm Holthouse, Russ Ament, Ed Conyers, Lee Wilson, Teresa Johnson, Ellen Montague, Larry Wiget, Bob Price, Marie Laule, Ray Amsden, Hans Bernard, Mary Tanghe, the press and other interested people.

The School Board opened the meeting with the Pledge of Allegiance to the Flag.

B. ANNOUNCEMENTS

Peggy Robinson announced the scheduled up-coming meetings.

Carol Comeau announced that the Superintendent is ill and will not be in attendance at this evening's meeting.

Dave Werdal thanked the community for their support of the school bonds in the recent election.

Debbie Ossiander congratulated the members of the Chugiak High School choir for their great success at the international high school competition. Along with winning gold and silver medals, they were also selected as grand champions.

C. APPROVAL OF AGENDA

The Agenda was approved by unanimous consent noting that an addendum has been added to the Personnel Report.

D. AWARDS/RECOGNITIONS/PRESENTATIONS

1. ASD Memorandum #249 – Alaska School Librarian Of The Year

On March 4 the Alaska Association of School Librarians announced their choice for Alaska School Librarian of the Year for 2000. Goldenview Middle School librarian Linda Masterson was surprised and honored with this award. But the Goldenview staff and students weren't at all surprised. In their book, she's always been an award-winning librarian.

According to Goldenview principal Connie Bensler, Masterson's positive contributions are evident throughout the library. She credits Masterson for creating a facility that is welcoming and attractive, as well as expertly equipped for information, instruction and entertainment.

Goldenview teachers and students also give Masterson high marks for her wealth of knowledge and willingness to lend a hand in locating materials, finding web sites, preparing lessons and recommending books.

The School Board recognized Linda Masterson on her selection as the Alaska School Librarian of the Year.

2. ASD Memorandum #251 – Student Presentation At National Youth Conference On HIV And AIDS Prevention

Approximately thirty Dimond High School students are active in a club with a clear goal: to Reduce AIDS Risk Effectively in Teens. It is better known as RARE - T. Throughout this year, club members have made presentations to 1000 students at Dimond High School, eighth-graders at Mears Middle School, as well as members of the Anchorage community.

The club's president and vice president, respectively, are Erin Johnson and Kristin Coward. Earlier this year, these concerned and socially-aware seniors submitted a presentation proposal for the Ryan White National Youth Conference on HIV and AIDS. The conference organizers were impressed enough to award Erin and Kristin scholarships to speak at the St. Louis conference.

In a day where youth are at increased risk for this disease, these students are helping to make a difference in the lives of their peers through the RARE- T program.

The School Board recognized Erin Johnson and Kristin Coward whose compassion and concern for Anchorage teens led to their participation at this national conference.

E. PRESENTATION

Hans Bernard commented that the Student Advisory Board will be reviewing their by-laws and that review should be completed by the end of the school year.

F. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

Robert Morman commented on the District's Diversity Plan and noted that there is a misinterpretation/miscommunication of time limits in the plan. Mr. Morman suggested that a Work Session be scheduled to further discuss the Diversity Plan which may clear up any miscommunications.

Karen McBride addressed the issue of sleep deprivation in middle school and high school students and read a letter of concern on this subject from Anne Morris, MD. (This issue will be discussed at the May 15th Work Session.) Ms. McBride asked for the Board's consideration in starting middle schools and high schools at a later time.

Robert Hayes commented on a number of issues including "Take Our Daughters to Work Day" and future budget cuts.

Rod McCoy commented that it takes a lot of energy to keep one's spirit up with little support and suggested to the Board that the District's negotiator has the funds to settle the AEA contract. Employee and staff morale needs to be changed in a positive direction and it is imperative that this contract be written and settled.

Carmen Cianfrani, master teacher with 30 years experience, commented that she has never been treated so disrespectfully as in this school district. She is appalled by the way the District treats their most valued employees. Teachers happen to be the Anchorage School District and need to be fully supported. Teachers do the important work in the District because they teach the children of this community. Ms. Cianfrani further commented that she loves her job, the kids and the parents but cannot and will not go on accepting the way that things are now.

Margaret Bolden, stated that she has enjoyed her teaching experience for the past 33 years and has been with the District since 1991. During this tenure with the District, she has given the very best to the District and she also demands the very best from the District. However, Ms.

Bolden does not believe the District gives its all to teachers or students and she feels extremely unappreciated. There is a lack of special education teachers and if the District does not come forward with better pay and benefits, there will be even fewer special education teachers in the very near future.

Richard Lum, Ravenwood Elementary teacher and concerned educator, stated that the morale among professional educators in Anchorage is extremely low. Morale has a very profound effect and impact on the general health of an organization and is symptomatic of something being very wrong and functionally low. The effects of the last three contracts have been extremely demoralizing and of high concern to Anchorage's educators.

Marcia Bird commented that when she was hired five years ago she felt very proud to be part of the District with such a vast pool of talented educators. However, now the District is losing teachers and other employees to the private sector. If the pool of qualified applicants is sufficient, the Administration better think twice as many teachers have plans to leave. The District needs to value its teachers more. As an example, West High School has had to fill a regular teacher position eight different times by non-certificated staff. The District cannot afford to not pay their teachers well.

Debbie Ossiander requested more information on the West High teacher position being filled by non-certificated staff.

Gino Cherry, Airport Heights teacher and proud member of the AEA, commented that a political science professor once said that sometimes silence is louder than words and Mr. Cherry believes public testimony falls on deaf ears. Mr. Cherry sat for a few minutes in silence and then explained that he was trying to do something different and now it's the Board's turn. It's time for the Board to stand up for its teachers and to offer a good settlement for the members of the Anchorage Education Association.

G. CONSENT AGENDA

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

1. Approval Of Minutes:

- a. Special Meeting – March 13, 2000
- b. Regular Meeting – March 13, 2000
- c. Special Meeting – March 20, 2000 (4:30 p.m.)
- d. Special Meeting – March 20, 2000 (6:30 p.m.)

2. ASD Memorandum #250 – A Resolution In Support OF National Library Week

It is the Administration's recommendation that the School Board adopt the attached resolution recognizing April 9 -15 as National Library Week.

3. ASD Memorandum #303 – A Resolution To The Anchorage Assembly Requesting That The Municipality Of Anchorage Revise The Annual Municipal Tax Notice Allocation

It is the Administration's recommendation that the School Board adopt the attached resolution to request that the Municipality of Anchorage Tax Notice be revised to distinguish between the allocation of local taxes for the Anchorage School District's general operating budget and the Anchorage School District's debt service.

4. ASD Memorandum #219 – Bilingual Plan Of Service

It is the Administration's recommendation that the School Board approve the Bilingual Education Program Plan of Service as presented in Attachment A of this document. It is further recommended that the Board authorize the Superintendent to submit the Bilingual Plan of Service to Alaska Department of Education and Early Development.

5. ASD Memorandum #246 – Instructional Materials Approval: World Languages

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to purchase the recommended textbooks and program materials, as

delineated on the attached list, for the secondary World Languages courses.

6. ASD Memorandum #253 – Award Of Contract: East High School Telecommunications And Power Upgrades

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a contract for Telecommunications and Power Upgrades at East High School to the low responsive bidder, Karma Contracting Company in the amount of \$477,000.

7. ASD Memorandum #269 – Professional Services Selection: Roof Replacements At Klatt And Eagle River Elementary Schools, Polaris K-12 Alternative School And The Warehouse

It is the Administration's recommendation that the School Board approve the selection of USKH, Inc. as designer for roof replacement and repair at Eagle River and Klatt Elementary Schools, Polaris K-12 Alternative School and the Warehouse, and authorize the Superintendent to negotiate and enter into a contract with USKH, Inc. for consultant services as addressed in the Request for Proposals dated February 13, 2000.

8. ASD Memorandum #272 – Approval Of Supplement To The Districtwide High School Educational Specifications For South Anchorage Area High School

It is the Administration's recommendation that the School Board approve the Supplement to Districtwide High School Educational Specifications for South Anchorage Area High School.

9. ASD Memorandum #273 – Approval Of Supplement To The Districtwide High School Educational Specifications For Dimond High School Replacement

It is the Administration's recommendation that the School Board approve the Supplement to the Districtwide High School Educational Specifications for Dimond High School Replacement.

10. ASD Memorandum #282 – Continuation Grant: Reading Is Fundamental

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to accept the continuation grant (AK-032-L) from Reading Is Fundamental, Inc., in the amount of \$20,748, and a supplemental grant of \$7,500, from the ARCO Foundation to augment the Reading is Fundamental grant.

11. ASD Memorandum #285 – Approval Of New Special Education Positions

It is the Administration's recommendation that the School Board authorize the Superintendent to approve the addition of two new positions to the special education department for the 1999-2000 school year. These positions are not additional expenditures. The special education department will be transferring funds from the school psychologist line item to a new position entitled Behavioral Analyst.

12. ASD Memorandum #247 – Personnel Report

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

The following items were removed from the Consent Agenda: ASD Memoranda #219, #246, #272, #273 and #285.

ACTION:

Moved by Debbie Ossiander
seconded by Kathi Gillespie

to approve the Minutes of the Special Meeting of March 13, 2000; the Minutes of the Regular Meeting of March 13, 2000; the Minutes of the Special Meeting of March 20, 2000 (4:30 p.m.); the Minutes of the Special Meeting of March 20,

2000

(6:30 p.m.); Memorandum #250; Memorandum #303; Memorandum #253; Memorandum #269; Memorandum #282; and Memorandum #247 with Addendum.

VOTE:

Ayes: Ossiander, Werdal, Robinson,

Gillespie, Holthouse, Davis

Nays: None

Absent: Drummond

MOTION PASSED.

ASD Memorandum #219 – Bilingual Plan Of Service

It is the Administration's recommendation that the School Board approve the Bilingual Education Program Plan of Service as presented in Attachment A of this document. It is further recommended that the Board authorize the Superintendent to submit the Bilingual Plan of Service to Alaska Department of Education and Early Development.

ACTION:

Moved by Debbie Ossiander to approve Memorandum #219.
seconded by Bettye Davis

Debbie Ossiander commented that the preponderance of the program expects the students to go through the program in three years and expressed concern that the District is saying it typically takes five to seven years to complete the program.

Maxine Hill, Bilingual/Multicultural Supervisor, responded that all of the research shows that it takes from five to seven years for a student to acquire a second language, particularly an academic language. In California for instance, there has been an on-going debate over their bilingual program which some are saying does not work because students are exited-out over a short period of time (approximately three years). Because second language learners have to learn English and since teachers don't slow down for non-English students, it definitely takes longer than three years for these students to become proficient.

Kathi Gillespie inquired if there is a benchmark within the bilingual program as to when to move students out of the program.

Maxine Hill responded that there is not a set of criteria for this; it is done objectively.

Debbie Ossiander noted that this plan calls for three positions to serve as specialists and she would rather direct these positions directly to the classroom for delivery service to students.

Carol Comeau noted that there are 80+ schools in the District and the program cannot successfully be delivered with only one person (Ms. Hill) delivering the program to that many schools.

Maxine Hill explained that these positions will be observing in classes as well as doing technical training. Approximately 50 percent of their time is spent with students. The funding for these positions comes directly through foundation funding.

Debbie Ossiander requested information on the salary differential between the requested specialists and a teaching position in this area.

Fred Stofflet explained that these positions are represented by AEA and are on the teacher pay scale. They are placed on the salary scale according to the criteria used for all teachers.

VOTE:

Ayes: Ossiander, Werdal, Robinson,
Gillespie, Holthouse, Davis

Nays: None

Absent: Drummond

MOTION PASSED.

ASD Memorandum #246 – Instructional Materials Approval: World Languages

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to purchase the recommended textbooks and program materials, as delineated on the attached list, for the secondary World Languages courses.

ACTION:

Moved by Rita Holthouse to approve Memorandum #246.
seconded by Kathi Gillespie

Janice Gullickson, World Languages Coordinator, stated that the world language teachers are very excited about this recommendation. Community members, staff and students helped in the selection of the material. This is the first time this area has been totally reviewed in a number of years and it is important to note that each of the subject areas came up with a single program within a given language for middle schools as well as high schools. Ms. Gullickson further stated that the goals and the mission have been to develop an articulated program where students could begin in middle school and follow it through into high school and eventually become part of their careers.

Helen Hsieh, Spanish teacher and World Language chair at Service High School, noted that out of 2,300 students at Service, 1,030 students are taking a second language. The frameworks that have been developed within this program will prepare these students for the

future. This textbook adoption will allow a very unified program throughout the entire District.

Lindsey Nesbett, Service High School Spanish student, stated that she is thrilled with the recommended textbooks and that all students in a foreign language program will be able to utilize the many wonderful components that will be available through this adoption.

Angela Owens, Central Middle School Spanish student, noted that it was pretty great to be part of the textbook adoption committee and to also be part of something that will change the learning of foreign languages. The software and video components will allow students to see and experience the actual culture of a foreign country. This recommendation will benefit all foreign language students.

Kathi Gillespie inquired if this adoption means that world language will be part of the regular rotation of textbook adoptions.

Fred Stofflet responded that yes, this will be part of the regular textbook adoptions. Also, funds for this adoption are in the current budget.

Rita Holthouse inquired if this adoption will provide individual textbooks for students.

Janice Gullickson explained that individual textbooks will be provided for all students except at the AP level where there will be classroom sets. All teachers will be using these textbooks and the company has agreed to send a presenter to work with teachers in May and will ship, free of charge, teacher resource materials.

VOTE:

Ayes: Ossiander, Werdal, Robinson,
Gillespie, Holthouse, Davis

Nays: None

Absent: Drummond

MOTION PASSED.

ASD Memorandum #272 - Approval Of Supplement To The Districtwide High School Educational Specifications For South Anchorage Area High School

It is the Administration's recommendation that the School Board approve the Supplement to Districtwide High School Educational Specifications for South Anchorage Area High School.

ACTION:

Moved by Debbie Ossiander to approve Memorandum #272.
seconded by Bettye Davis

Ray Amsden, Director of Facilities, explained that this memorandum includes the supplement to the educational specifications and that this is a culmination of a series of public meetings.

Debbie Ossiander commended that staff for the charts which are very legible and easy to assess. Ms. Ossiander inquired about the additional increase in the square footage (approximately 1,000 square feet) allocation for lockers. Ms. Ossiander explained that she is very apprehensive about increasing square footage for lockers when the allotment for reimbursement for intensive needs has already been expended. Ms. Ossiander would rather see the extra square footage used for another classroom.

Ray Amsden explained that a number of people who participated in the design committee decided that since students have a significant amount of oversized equipment that they would be remiss if this issue were not addressed and felt very strongly that this be included in the design.

Jon Steele of ECI Hyer, Inc. explained that the oversized lockers will be placed within the academic houses for the students. It was of particular interest to many committee members to have lockers to accommodate the oversized items many students need to bring to school. These lockers can be placed along the circulation spine and won't necessarily take space away from the educational design. Mr. Steele further explained that this design is still in a very early stage and adjustments will be on-going to keep everything in the educational specifications in balance.

Rita Holthouse commented that as a past principal, the oversize items that students bring to school creates a safety issue because if the big bags, etc. do not fit into a locker, the student has to carry them which only adds to the congestion in the hallways. This is also an issue in the classroom where more often than not, the bags are blocking the aisles because of their bulk.

Hans Bernard commented that if there is space for a student to keep the bulky items secured in a room or a locker, it will cut down on the loss of having these items stolen. These larger lockers would be very beneficial.

VOTE:

Ayes: Ossiander, Werdal, Robinson,

Gillespie, Holthouse, Davis

Nays: None

Absent: Drummond

MOTION PASSED.

ASD Memorandum #273 - Approval Of Supplement To The Districtwide High School Educational Specifications For Dimond High School Replacement

It is the Administration's recommendation that the School Board approve the Supplement to the Districtwide High School Educational Specifications for Dimond High School Replacement.

ACTION:

Moved by Debbie Ossiander to approve Memorandum #273.
seconded by Kathi Gillespie

Debbie Ossiander expressed concern that the square footage in the track area and the intensive needs area has put this project over the amount that is reimbursable.

Kathi Gillespie inquired as to how far this project is over the reimbursable amount and how will the over-amount be paid.

Ray Amsden explained that the initial track in the early design would be accounted at 25 percent of the actual square footage. The Department of Education and Early Development (DEED) reversed their original decision on the square footage and the District is appealing that and feel that there is a very good chance of being successful in that appeal. The project is currently under the dollar amount for construction. Hopefully the District will have an answer on the appeal fairly soon. At this time there should be enough money to pay for any overages.

Jim Huettl of USKH, Inc. explained that the running track is on the upper level of the gymnasium so the construction cost of the track is not at 100 percent.

Dave Werdal inquired as to the additional cost if the waivers are denied.

Ray Amsden responded that it would be less than one percent of the construction cost.

Peggy Robinson inquired about the original amount of intensive needs space.

Ray Amsden explained that originally the reimbursable intensive needs square footage was 5,000 square feet. DEED is now saying it might be only 2,500 square feet.

Kathy Vermaat, Project Manager, explained that the entire square footage for intensive needs is 5,000 square feet. Staff is looking at different ways to calculate the space for intensive needs based on the student body population.

Kathi Gillespie suggested that concerns regarding the square footage issue for intensive needs students be sent with the Board members who will be traveling to Juneau in a few days so they can discuss this issue in more detail with legislators.

Robyn Rehmann commented that it may be that DEED is looking at this program as being self-contained in only one area and not integrated in other classes throughout the entire school which is being overlooked. Ms. Rehmann stated that she would also be happy to assist in whatever way possible in the clarification of the intensive needs issue with DEED.

Peggy Robinson inquired as to how many intensive needs students are currently being served at Dimond High School.

Robyn Rehmann responded that she will get that information back to the Board.

Debbie Ossiander commented that the educational specifications assume that there will not be a JROTC or a riflery program in the new Dimond High School.

Ray Amsden responded that the only program that will not be accommodated will be the JROTC program.

Pat McDowell noted that it may be possible to do the riflery program in a different area (this school will not be left without a riflery competition team).

Kathi Gillespie suggested that the increased square footage for the kitchen be further discussed with Student Nutrition noting that the square footage in the original educational specifications for this area was deemed adequate.

Debbie Ossiander inquired about the space designated for building scenery.

Jim Huettl explained that the educational specifications had space for dressing rooms and the committee felt they needed space to build scenery also. However, the bathrooms could be used for dressing rooms and the space could be used for a limited dressing area and a preparation area prior to going onstage.

Guy Okada explained that they would like to offer the stage craft course and could do so with this space. (This area could be used for both industrial space as well as instructional space.)

Pat McDowell commented that the entire Dimond community has been a very vital part of all the discussions throughout the entire planning process and will continue to be involved in all issues concerning the new school.

VOTE:

Ayes: Ossiander, Werdal, Robinson,
Gillespie, Holthouse, Davis

Nays: None

Absent: Drummond

MOTION PASSED.

ASD Memorandum #285 – Approval Of New Special Education Positions

It is the Administration's recommendation that the School Board authorize the Superintendent to approve the addition of two new positions to the special education department for the 1999-2000 school year. These positions are not additional expenditures. The special education department will be transferring funds from the school psychologist line item to a new position entitled Behavioral Analyst.

ACTION:

Moved by Rita Holthouse to approve Memorandum #285.
seconded by Kathi Gillespie

Robyn Rehmann explained that in looking at the needs within the schools and looking at where the District can meet the needs of its students, the District is substantially down in the area of psychologists which causes a great deal of stress and difficulty in meeting the needs of children. The Behavioral Analyst will be working closely with school psychologists to develop behavior intervention plans, to consult with teachers, and to provide support to students needing significant behavior intervention as designated on IEPs.

Rita Holthouse stated that she understands the need for the positions but on May 10th, the Board will be cutting over \$9 million of the proposed budget for next year. When there may be positions cut that have been part of the District for a very long time, it may be prudent to wait until after the budget reduction occurs before this recommendation is addressed.

ACTION:

Moved by Rita Holthouse to table this memorandum.
seconded by Kathi Gillespie

Debbie Ossiander stated that this position is a new responsibility that the District absolutely has to address. The psychologists are already overloaded and this would help out tremendously in this area. This is a critical need and the money is already there.

Carol Comeau explained that this is a mandated service and the District absolutely has to provide the services. It costs less to have the District's own employee in this position rather than having to contract out for this service. Two special education conferences are coming up and it was hoped that some recruiting could be done at that time and that there would be some flexibility if someone were found to fill this position. That recruiting will not be possible if this recommendation is tabled.

Rita Holthouse expressed concern that with a \$9 million budget cut to address, the District is considering going outside to recruit for new, unfilled positions. Dr. Holthouse questioned why this action is being considered when there is a possibility that these positions will be cut in two weeks.

Carol Comeau explained that the District is mandated to provide this service and it would be better to have someone on board or to at least be able to offer a letter of intent to an individual to start school in the fall. Special Education will be taking budget reductions along with everyone else but the District doesn't have many choices in this particular area.

Rita Holthouse noted that hiring new people when major cuts will be made in the very near future may send a negative message to all the non-tenured teachers and pink-slipped employees.

VOTE:

Ayes: Holthouse
Nays: Ossiander, Werdal, Robinson,
Gillespie, Davis
Absent: Drummond

MOTION FAILED.

VOTE ON MAIN MOTION:

Ayes: Ossiander, Werdal, Robinson,
Gillespie, Davis

Nays: Holthouse

Absent: Drummond

MOTION PASSED.

H. SUPERINTENDENT'S REPORT

ASD Memorandum #256 – Newcomer's Center Status Report

On April 8, 1996, the Anchorage School Board unanimously approved ASD Memorandum #211 (95-96) which authorized the Superintendent to submit the state regulated (Alaska Education Regulations Chapter 34) three-year Bilingual Plan of Service FY '96-'99 to Alaska Department of Education (DOE) for state approval. DOE subsequently approved the plan in August 1996; and implementation began during the fall of 1996. A proposal for the Newcomers' Center (NC) was included in the required three-year Plan of Service (POS) 1996-99. The purpose of the proposal was to further meet the needs of students of limited-English-speaking proficiency by providing educational opportunity to identified students through the establishment of bilingual education programs. The NC planning phase was carried out in year-1 (1996-97) and implementation began in year-2 (1997-98). Currently (1999-2000), the NC is in its third year of implementation.

Many of the older immigrant students enrolling in our schools lack basic literacy skills in their first language. Social mores and customs dictate a very different way of living daily life, consequently producing enormous and serious issues. Recognizing the drastic change in the educational background of immigrant students enrolling in the District, secondary teachers expressed a concern for being able to work effectively with them. The recommendation was to provide a "school-within-a-school" setting for this project. Ideal housing was determined to be at the King Career Center since buses already transport students there from the six area high schools. At the time of the development of the POS each high school, with the exception of West High, would send students. Romig/West already had a learning center and the type of instruction proposed was already in existence. Since the 1998-99 school year, however, due to an entirely new ESL/bilingual staff at that site, students from West/Romig have been accepted at the NC.

Students are accepted based on referral from area school ESL and counseling staff, permission of parents, and agreement of the identified student. Instruction is based around two 3-hour blocks consistent with

KCC scheduling. Because of the high needs of the target group space and staff would accommodate no more than 20 students per 3-hour session. This year, however, both sessions exceed that number by 3 students in each session. The curriculum consists of beginning level English with emphasis on the four basic literacy skills: speaking, listening, reading and writing; and U. S. History focusing on U. S. geography and culture. Basic survival/life skills and study skills are emphasized and supported. The chart in the attachment presents a schematic diagram showing how the Newcomers' Center Structure with District Support results in a positive Learning Environment for newly migrated students.

Maxine Hill, Bilingual-Multicultural Education Supervisor, gave a brief update and history of the Newcomer's Center.

I. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

Robert Voris, Gruening teacher, expressed his disappointment that there are no incentives to encourage teachers to grow in their profession in this District. As far as not having enough money to compensate teachers appropriately, Mr. Voris suggested that better monetary planning should have taken place long before now. Mr. Voris commented that tenured teachers will not be intimidated and if a strike does occur, it will be a knockdown, dragged-out battle. Mr. Voris asked the Board for positive action to prevent a teacher's strike.

Bettye Davis commented that the teachers and the students in Anchorage are supported throughout the entire community as well as in Juneau. Ms. Davis stated that no one wants a strike and those who think that will solve the problem are very mistaken. A strike will destroy the District as we know it. Ms. Davis further stated that she sincerely hopes the continuing negotiations go well.

J. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Debbie Ossiander commented that she participated in a hearing on Anchorage 2020 and suggested that it would benefit the Board to discuss this further at a Work Session to get a sense of what is in the document and what Anchorage will look like in the future.

Debbie Ossiander stated that a number of parents have talked to her about the "Take Our Children To Work" day and have expressed concern about continually losing more and more classroom time. Ms. Ossiander would like to have a discussion with the Board about the District's participation in this program.

Kathi Gillespie commented on the importance of doing a resolution about the Tax Cap Initiative.

K. EXECUTIVE SESSION – (PERSONNEL/FINANCE/NEGOTIATIONS/LITIGATION)

L. ADJOURNMENT

The Regular Meeting of April 10, 2000 was adjourned by unanimous consent at 10:30 p.m.

Peggy Robinson, President

Kathi Gillespie, Clerk

Date Minutes Approved