

MINUTES OF THE ANCHORAGE SCHOOL BOARD  
REGULAR MEETING OF NOVEMBER 24, 2003

The Anchorage School Board met in Regular Session on Monday, November 24, 2003, at 6:35 p.m. in the Board Room, at the Anchorage School District Administration Building. Vice President, Tim Steele, presided.

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

Others Present: Jan Christensen, Enid Hunter, Mike Henry, Patricia McRae, Gail Opalinski, Debbie Bogart, Jeff Wood, Eric Tollefsen, Janet Stokesbary, Stacy Dunn, George Vakalis, Loretta Nabong, Ray Amsden, Mike Price, Pam Chenier, Stan Syta, Mark Mew, Marie Laule, Ophelia Dargan-Steed, LTC Michelle Holtery, Brian Griggs, William Johnson, Robin Siegfried, the press, and other interested people.

A. CALL TO ORDER, ROLL CALL, FLAG SALUTE, Jake Metcalfe Presiding

B. MUSICAL PERFORMANCE

1. Musical Presentation by the Sand Lake Elementary Wednesday Orff Ensemble, directed by Mary Alice Donaldson.

C. ANNOUNCEMENTS

Macon Roberts announced that Wednesday, November 19th, he and Tim Steele represented the Board at a Joint Legislative Session at UAA, hosted by Chancellor Lee Gorsuch. Testimonies were taken by several people including Superintendent, Carol Comeau for ASD, Mayor Begich, members of the Assembly, the Department of Transportation and others. Mr. Roberts noted that it was an enlightening session where the Superintendent presented the budgetary situation to the public. It was an excellent way to let the public know of our mission and situation.

Mary Marks announced that this month is American Native/Alaska Native month. Ms. Marks attended the family gathering for education by the Cook Inlet Tribal Council and Native Education. Ms. Marks read the names of several students from East High School and West High School who attended the family gathering and have made great achievements. Ms. Marks stated that we don't celebrate enough about our kids doing academically well and she is very proud of these students.

Crystal Kennedy stated that she had the opportunity to participate as a judge in the Drama, Debate and Forensics Competition. As a high school

student, Ms. Kennedy had participated in it but it was very different to be on the judge's side. Ms. Kennedy thoroughly enjoyed it and appreciated the opportunity to participate in it.

Jeff Friedman attended the Camp Fire Organization's breakfast. It reminded Mr. Friedman of what they and a number of other groups are doing to support our schools. They are actively involved in helping us fulfill our mission and Mr. Friedman is grateful for all of them.

John Steiner added to Mary Mark's comments about the Cook Inlet Tribal Council's Family Gathering. They have done two gatherings so far for another group of students and it was great to see the families come out and support it and to have a partner in the Cook Inlet Tribal Council supporting our educational mission to the Native community. It is greatly appreciated it.

Tim Steele mentioned that the Board members and Carol Comeau attended the dedication of the Linda Connelly Library at Fire Lake Elementary School. It was a very nice and well-attended ceremony. Superintendent Comeau commended the Fire Lake Elementary staff and students for honoring Linda Connelly. Her family was truly honored by her recognition.

D. APPROVAL OF AGENDA

John Steiner moved to request for consideration to rescind the approval of ASD Memorandum #109 - Approval of the Copier Contract. Crystal Kennedy seconded Mr. Steiner's request.

MOTION:

Moved by John Steiner for consideration to rescind the  
seconded by Crystal Kennedy approval of ASD Memorandum  
#109.

Ms. Carol Comeau stated that there needs to be a super majority of the vote in favor of adding anything to the Agenda and she would like the Board to move to Executive Session with Legal Council and the Purchasing Director to discuss the ramifications.

Ms. Comeau added that to add an item to the Agenda of the next meeting, it takes just a majority of the Board and at some time the Board would need to go into Executive Session.

John Steiner requested to add the discussion of the motion for consideration to rescind the copier contract on the Agenda of the next School Board meeting.

Mr. Steele stated that the motion, as he understands it, is to consider rescinding the action with regards to the copier contract and there is a second. Mr. Steele understands Mr. Steiner's motion to be to add it to the next meeting's Agenda. Mr. Steiner concurred.

Jeff Friedman commented that he is against this motion because even though they had different views, the time is past and there are other issues to discuss at the next meeting. Jake Metcalfe supported Mr. Friedman's comments. Mr. Metcalfe added that the Board questioned both sides and had received a good recommendation by the District's legal council. John Steiner stated that his reason to reconsider at the next meeting is not necessarily because he wants to rescind the approval. Mr. Steiner has concerns about the procedure and quality of the review. Board members have, in interim, received additional information after that decision. Mr. Steiner feels it is preferable for the Board to entertain their ultimate decision to ensure they have looked at all the information. Mr. Steiner added that it will protect the District by showing that they have done a complete and thorough review. Crystal Kennedy agreed with Mr. Steiner.

Tim Steele commented that the Board did look at all of the information and no new information has been submitted. Mr. Steele reminded Board members that the District would be liable for the contract that they did approve that is currently being acted upon.

VOTE:

Ayes: Kennedy, Steiner

Nays: Marks, Steele, Metcalfe, Friedman,  
Roberts

MOTION FAILED

The Agenda was unanimously approved by the Board.

E. AWARDS/RECOGNITIONS/PRESENTATIONS

1. ASD Memorandum #93 - Crayola Dream-Makers Recipients

In 1984, the Crayola Dream-Makers Award program was introduced to encourage the creativity and conceptual development of kindergarten through sixth-grade children through art activities emphasizing the value of visual learning in all curricular areas, and calling attention to the creative work of children through exhibitions

of their artwork. The theme for the 2003 Dream-Makers competition was "Weaving What We Are." Artwork submissions reflected this theme and were judged on the basis of visual appeal, originality and craftsmanship.

Enid Hunter read the memorandum while Tim Steele, Mary Marks and Crystal Kennedy passed out the plaques to the recipients.

2. ASD Memorandum #127 - ConocoPhillips Healthy Futures

ConocoPhillips, Alaska, Inc. has a long history of involvement in the Anchorage community and with the Anchorage School District. Funding support from ConocoPhillips will help restore physical activity as part of the daily routine for youth in grades K-6. Through after-school physical activities, community running events and education, which includes aligning Community Schools, elementary physical education teachers and community volunteers, healthy choices will be provided.

Debbie Bogart read the memorandum while Tim Steele presented the recipients (Tim Kiehl and Kikkan Randall and Bonnie Sosa) their certificates.

SPECIAL ADVISORY REPORTS

1. Student Advisory Board

Lorett Nabong stated that the Student Advisory Board met on Monday, November 17, at Clark Middle School. The Student Advisory Board discussed the current ASAB policy. The recent banning of headgear has escalated. Chugiak High School introduced a resolution that will soon be brought forward to the Board. The next meeting is scheduled for December 2, at Service High School, 11:30-1:30. Mr. Nabong attended a forum where the participants discussed the recent strain of violence in the schools and talked about how to improve. Each school is participating in several activities and events, including clothing and food drives. Carol Comeau reminded Mr. Nabong to please make sure the representatives know if they have suggestions on the budget they can send them in via the website or the forms that are available at the schools.

2. Military Delegate

LTC. Michelle Holtery commented that she has begun to introduce herself to the principals at both Elmendorf Air Force Base and Fort Richardson and has initiated visits to the schools in order get a feel for their issues.

3. M.E.C.C.

William Johnson stated that the M.E.C.C. met on November 20th with all ten members present. Mr. Johnson stated that the family gathering he attended was very enlightening and he appreciated the opportunity to participate and be recognized at the event. Mr. Johnson wanted to bring attention to the Parents who have graduating seniors who are challenged by exit exam. The results should be coming out soon. Mr. Johnson wanted those parents of students who have an issue with passing all three to know that there is only one other opportunity for them to pass the test.

Carol Comeau mentioned that the latest information from the State is that the results of the October testing will be sent out early in December. Ms. Comeau added that if parents have questions, they should make an appointment with their child's counselor. Mike Henry announced the final test for graduating seniors will take place in February. There are many remediation efforts going on in each high school.

G. PUBLIC TESTIMONY - Upcoming Negotiations: Totem Association of Education Support Personnel.

Val Woods, president of Totem, shared the concerns of the Totem Association with the Board. The association requests that the contract illustrates compensation for additional education for state and federal mandates. Ms. Wood encouraged the Board to reminded of the human aspects of their decisions and that they represent human livelihoods.

G. PERSONS TO BE HEARD ON NON-AGENDA ITEMS (30-minute time limit)

Dave Werdal spoke to the Board about the District's budget and stated that they have a good group with good leadership from the top. Mr. Werdal suggested that the Board listen to Ms. Comeau's recommendations and requested that they protect sports, art, music, and the classroom as much as possible. Mr. Werdal realizes that increasing the number of students in a classroom by one or two makes many millions of

dollars difference in the budget. Mr. Werdal mentioned that he is against charging for bus rides and doesn't feel we are at that point where we need to do that yet and he feels it would erode support for the District.

Mr. Werdal suggested looking at contract negotiations, since 87 percent is wages and salaries. Mr. Werdal also suggested looking at the Administration. Mr. Werdal stated that he did not feel there was too much on top but knows there were some positions added. Mr. Werdal feels that Community Schools needs to be self-sufficient.

Mr. Werdal added that he thinks we have a good school system and appreciates the Board's work.

#### H. 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. Special Meeting - August 25, 2003 4:30 p.m.
  - b. Special Meeting - September 8, 2003 4:30 p.m.
  - c. Regular Meeting - September 8, 2003 6:30 p.m.
  - d. Special Meeting - September 22, 2003 4:30 p.m.
  - e. Regular Meeting - September 22, 2003 6:30 p.m.
  - f. Special Meeting - September 29, 2003 5:00 p.m.
  
2. ASD Memorandum #104 Resolution Supporting Mandated Fiscal Impact Notes for All Legislation or Administrative Actions That Affect School Districts and Local Governments (REVISED)

It is the Administration's recommendation that the School Board adopt the attached resolution supporting mandated fiscal impact notes for all legislation or administrative actions that affect school districts and local governments.
  
3. ASD Memorandum #121 - Award of Contract: Frozen Potato Products

It is the Administration's recommendation that the School Board approve and authorize the Superintendent to award a contract to Country Foods to furnish Frozen Potato Products in the estimated amount of \$106,020.

4. ASD Memorandum #117 - Approval of Conceptual Design for Chester Valley Elementary School Addition and Renovation

It is the Administration's recommendation that the School Board Approve the conceptual design for Chester Valley Elementary School Addition and Renovation and authorize the Superintendent to proceed with the schematic design, pending Municipal Assembly approval of conceptual design.

5. ASD Memorandum #124 - Approval of Schematic Design and Supplemental Educational Specifications for Sand Lake Elementary School Addition and Renovation

It is the Administration's recommendation that the School Board approve the Schematic Design for Sand Lake Elementary School Addition and Renovation and authorize the Superintendent to proceed with design pending Municipal Assembly approval of the schematic design.

6. ASD Memorandum #122 - Professional Services Selection for North Star Elementary HVAC Upgrades

It is the Administration's recommendation that the School Board approve the selection of CMH Consultants as the Architects/Engineers for the North Star Elementary School HVAC Upgrades, and authorize the Superintendent to negotiate and enter into a contract with CMH Consultants for design services.

7. ASD Memorandum #118 -Personnel Report

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

The following memoranda were removed from the Agenda: Memorandum #117.

ACTION:

Moved by Jeff Friedman  
seconded by

to approve the Minutes of the Special Meeting, August 25, 2003; the Special Meeting of September 8, 2003; the Regular Meeting of September 8, 2003; the Special Meeting of September 22, 2003; the Regular Meeting of September 22,

2003; the Special Meeting of  
September 29, 2003;  
ASD Memorandum #104;  
Memorandum #121;  
Memorandum #124;  
Memorandum #122, and  
Memorandum #118.

The motion was unanimously approved.

VOTE:

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

Nays: None

MOTION PASSED

ASD Memorandum #117 - Approval of Conceptual Design for Chester  
Valley Elementary School Addition and Renovation

It is the Administration's recommendation that the School Board approve the conceptual design for Chester Valley Elementary School Addition and Renovation and authorize the Superintendent to proceed with the schematic design, pending Municipal Assembly approval of conceptual design.

ACTION:

Moved by John Steiner to approve ASD Memorandum #117  
seconded by Jeff Friedman

Carol Comeau stated to the Board that the Administration is bringing forward this recommendation after considerable discussion with the staff of Chester Valley. Ms. Comeau commented that the Administration feels there is a need to do a full 26-classroom school based on program need as well as demographics. Ms. Comeau stated that we will be looking at serious boundary changes as well when the Creekside housing subdivision is developed. Ms. Comeau mentioned that the Administration has not moved beyond the discussion stage as to whether an ABC program would be brought to the school. Future discussions may be brought forward regarding an ABC program as well as boundary changes. We will continue to look at ways to provide these programs to the area.

Mike Price introduced Michael Carlson, project architect, with McCool Carlson Green.

John Steiner questioned whether or not the 7.64-acre site has the ability to handle the full 26-classroom school. Mike Price replied that some schools are smaller - Denali and Fairview Elementary Schools are small. We also have had projects like Scenic Park, Baxter, and Taku that are on 7.5 to 8 acres also. The site is almost rectangular and it allows for the designers to use every square inch of it. The biggest compromise is on the playfield areas. With some creative work they are able to consolidate them and to maximize the playfield facilities.

Mr. Steiner mentioned Memorandum #110 on the Superintendent's Report that contains a map that shows the area around the school and how much space there is in the area. It gives the appearance that if you went north of Lake Otis and did boundary changes, that there may not be a need to expand to a 26-classroom school. Ms. Comeau stated that there was a lot of discussion. Creekside Park is deceiving because it has a lot of intensive needs students. The percentage of students would lead you to believe that they have lots of space but it is deceiving. They have no extra space, whatsoever. Russian Jack houses the Alaska State Schools for the Deaf and Hard of Hearing and has relocatables on the site. Nunaka Valley has a small amount of space this year. Baxter also handles some special education programs and has few students but uses the entire classroom. If we look at the affordable housing and vacant land in northeast Anchorage, this is the community that has the space. When Creekside Center gets going this is the area that people will go to. We are looking at boundary changes with Ptarmigan, which will be over capacity because housing units continue to grow. It is more responsible to build the school now, to be able to accommodate future growth, or move a specialized program out of one of those schools to another one to make space.

Mr. Steiner asked if the students would be able to remain at school while they complete the addition. Mike Price replied that the current plan is to phase the work. We haven't identified another location to move to. We have been successful doing it this way in the past.

Tim Steele commented that it is disruptive on a small lot. Mr. Steele asked if the administrative part will be done in the summer since it is internal. Mr. Price replied that we like to get the administration part done in the summer time. In the past, we've moved a trailer for the administration folks to function out of if it is better for the administration work to occur later in the project and focus on the classrooms as a priority. Macon Roberts asked if the classroom additions are built with a footprint with the

capability of adding a second story. Mike Price replied that none of our current facilities are designed for a second story to be added.

Mr. Carlson explained that every few years we get a new building code and there are new requirements. So it doesn't usually work out to build a building with the capability of adding another story. Mr. Roberts asked what they would do, thinking way down the road, if the growth continued. Mike Price stated that they would add portables. Ms. Comeau added that they would look at a change of boundaries also.

John Steiner wondered about the long-term and the lifespan of the project. If we are spending almost 80 percent of the cost of a new school will it last as long as a new school, and are we getting our full value for our money? Mike Price answered that when the initial study was done on this project they worked through this. They determined that the existing building structure was very sound and was worthy of renewal and the renewal consists of the portions of the building that wear out - the piping, plumbing fixtures, the boilers, electrical systems and upgrade those. It will be a new facility with a new facility's life when it is done. This will essentially be a new facility when it is finished similar to Government Hill or Taku Elementary. Ms. Comeau added that Government Hill started out as the same plan as this school and the same as Tudor, Birchwood and Northwood. We have been very pleased with it. It truly became just like a brand new school when they opened it up again.

VOTE:

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

Nays: None

MOTION PASSED

Jake Metcalfe was excused from the rest of the meeting.

I. SUPERINTENDENT'S REPORT

ASD Memorandum #119 - Facility Change Order Report and Completed Projects for the Month of October 2003

The monthly Facility Change Order Report for the month of October 2003 is attached. There are no exceptions to report this month.

Tim Steele stated his concern that SAHS is 81 percent complete with the project and we have only one percent remaining in the contingency fund. Mike Price replied that we anticipate not completing the project with the

one percent but we have other funds in the budget to support anything that goes over the one percent. In the "C" Category, almost two thirds was related to the after-bid project to support the emergency shelter project, i.e. generators, dual fuel requirements, and re-circuiting electrical systems for lighting in the facility during community shelter requirements. We believe the project will definitely come in under total project funding available for the project. Tim Steele mentioned the significant cost to upgrade the sewer service. Mike Price stated that that is the other \$200,000 in Category C. We will not be reimbursed by the municipality for it since it was work that was needed to be done to support the South Anchorage High school.

Mr. Steiner asked how we will stay within the budget if there is not enough money in contingency. Mike Price answered that a budget was provided for a construction contingency, but there was also a budget in a project support fund that was not allocated to any cost on the project and our intent was to bring it in within the eight percent we had identified but due to those additional costs for the community shelter we will have to use some of the project support funds to be able to finish off the construction contingency efforts. Mike Price assured Mr. Steele that there will be enough funds once you add in the project support money to cover what is necessary to complete the school.

#### ASD Memorandum #120 – Project Status Report

This is a report of activities and project status changes in Major Capital Projects during the period of Oct. 30, 2003 through November 13, 2003.

Tim Steele stated that the Clark Middle School portion is confusing because it mentions we have evaluated upgrading the existing structure, adapting the existing school to District Educational Specs, and renovating and replacing the school. Carol Comeau explained that there are two things we've been looking at - replacement of the school with a new school on site or renovating and bringing it up to current ed specs. The Administration will come to the Board on December 8th with the bond recommendations and bring to them the recommendation for Clark. We are still wrestling with the pros and cons and are meeting on Monday to talk it through.

Tim Steele stated that the report states the Ptarmigan kindergarten students are coming back even though the south classrooms will not be complete. Mike Price replied that the two kindergarten classrooms are on track to have the final construction inspections next week. The other component is a large six-classroom wing and those will be completed in

February. Carol Comeau commented that the parents want the students back in their school.

John Steiner asked if Mr. Price still anticipates making the August 31 completion date for Wendler Middle School. Mr. Price confirmed that they are anticipating that date and they've re-sequenced some of the work.

ASD Memorandum #68 - Operating Budget Transfers - October Monthly Report FY 2003-2004

The attached report of budget transfers for the time period of October 2003 that were processed in the Integrated Financial Accounting System (IFAS) includes the following:

Attachment A: Report of Budget Transfers Over \$5,000—  
Report for individual transfers of more than \$5,000, which includes summarized justifications.

The schedule of monthly budget transfers processed for the month of October 2003 and the budget transfer forms and related information for all of the transfers are available in the Budget Department office for review by the School Board and members of the public.

Tim Steele asked about the out-of-state educational services for \$50,000. Jerry Sjolander replied that there are times under federal law regarding special education that the least restrictive environment may be a residential treatment program for a student. It's either a new placement or continued placement from the IEP decision made last year. Jerry Sjolander stated that part of the funds provided out-of-state educational services and funds for contracting with interpreters here at the local level. We're contracting because of lack of availability to hire.

ASD Memorandum #110 End-of-Month Membership Summary for October 2003

The end-of-month membership report for October 31, 2003 is attached (Attachment A). The total active enrollment at the end of October was 49,457. This enrollment represents a decrease of 248 students when compared to the October 31, 2002 total of 49,705. Table 1 compares the membership totals.

Ms. Comeau stated that we now have Attachment B that describes the 100 or over capacity and new maps that help us to get a better picture. Ms. Comeau cautioned the Board that when you do capacity the sheer

numbers don't tell the whole story in the school. Program capacity was criticized by the public. You need to become familiar with which schools have special programs. The percentage doesn't show all of what is taking place in the school. The number of classrooms for programs in the schools can change also. Jeff Friedman stated that he feels we are better off putting out all the information, which would mean program capacity also and asked if we could add another column to Attachment C and on the maps as well. Ms. Comeau stated that we will look at that idea. John Steiner thanked George Vakalis and Ophelia Dargan-Steed for helping to put together the maps. It does do what Mr. Steiner wanted except for showing what the numbers mean and if they are accurately represented. We need to reflect if it is a special program that we are mandated to provide that takes up more space or if the school is over capacity because of a program we created.

Carol Comeau replied that when we negotiated with the Governor on debt reimbursement the reason we received the 60 percent is so that if a community decided to support a facility that didn't either population wise meet the strict DEED criteria but the voters approved it, then they would approve 60 percent reimbursement rather than the 70 percent. The New Eagle River High School, Chugach Optional, and Polaris fit in that criteria. Ms. Comeau commented that we have made huge gains with the state. That is what drove the difference in the two kinds of reimbursement. It used to be 70 percent debt reimbursement, nor nothing at all. We can work better to show the program capacity and which ones are mandated. Not all are special education programs. Some are where we have a large concentration of bilingual students and we provide a bilingual learning center in the morning. We have 18 Title I schools, also. With charts we can provide more information. Ms. Comeau does not want to lose sight of the fact that when we did the negotiations with the state they did recognize that if the voters support what we are asking and it is not exactly meeting the state criteria, we do get some debt reimbursement. That was a huge gain for the taxpayers and our district. Tim Steele added that a footnote would deal with some of those issues a lot more than trying to add another criteria.

Ms. Comeau commented that the good news is that our declining enrollment is less this year in October than it was the previous year. Ms. Comeau stated that she thinks at the high schools a number of the students who got into attendance difficulties were withdrawn or failed previously. This year, Mr. Henry and his staff have worked hard to offer options to students who were behind through the Plato Program, tutoring and other options. It is making a difference in some of our students not leaving. This is true in the other two levels as well. Mr. Steele thanked Mr. Henry and his staff for their efforts.

John Steiner added that what is really useful is the program capacity. Mr. Steiner suggested showing programmatic with the DEED capacity in parentheses.

ASD Memorandum #112 - Treasurer's Report/Financial Recap: October 31, 2003

The attached report consists of two parts: the Treasurer's Report and the Financial Recap. The Treasurer's Report and the Financial Recap are presented on a monthly basis. The Treasurer's report and Financial Recap are year-to-date information as of October 31, 2003.

John Steiner asked about the length of term for investments - whether they are 3, 6 or 9 months. Janet Stokesbary commented that we are looking at the cash flows as we go along and looking to invest on longer terms of up to a year. Currently, longer term investments are getting a higher interest rate.

J. PERSONS TO BE HEARD ON NON-AGENDA ITEMS

K. COMMUNICATIONS & SCHOOL BOARD COMMENTS

Mary Marks wished everyone a Happy Thanksgiving. Macon Roberts commented on Representative Hawker asked Carol Comeau why the school district doesn't just have reading, writing and arithmetic and teach to the passing of the Benchmark exam. Mr. Roberts commented that obviously we need to work toward the Benchmark, which is the first priority. Students cannot get to first base if they don't pass the Benchmark. To prepare a student for today's world you can't do it just by teaching the three Rs. Society and job qualifications look for more than that. When we look at the budget in the next few months we are going to have to be careful not to gut out the quality part of education to try and make the budget. We want quality education to empower students so they can function in a quality required world.

Tim Steele agreed and when he is asked that question his comment is that we are providing a quality education. It is general acceptance that a high school diploma is a minimum, basic requirement.

Jeff Friedman agreed and added that he was in Williwaw Elementary School and hanging on the wall were pictures with poems that were about the pictures. The students are doing

writing in art class, and math in shop class. All these things are interrelated and we are doing a lot of cross-curriculum like that. The more opportunities the students have to practice different kinds of writing, math, and different types of classes, the more they will learn it. Art is being used as a tool to teach everything else.

John Steiner added that the state is working on standards for science, social studies, civics, and economics, all which are critical to students being able to be productive members of both our economy and our governmental community as voters. These are fundamental things that everyone needs just to function in our society. We hope to send them to higher education and if all they could do is read, write and do numbers they would not be successful in getting in to college or succeeding there. They would not have the background. Art, music, and other subjects really keep the students in school that might otherwise leave, and sometimes it is necessary to have those things just as enrichment just so we can get the three Rs in them. Mr. Steiner appreciated Mr. Werdal's comments earlier and also feels art, music, and sports, are important also in order to do the basic job that we are trying to do.

L. EXECUTIVE SESSION-  
(PERSONNEL/FINANCE/NEGOTIATIONS/LITIGATION)

M. ADJOURNMENT

The Regular Meeting of November 24, 2003, was adjourned by unanimous consent at 8:25 p.m.

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Jake Metcalfe, President

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Mary Marks, Clerk

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Robin Siegfried, Recording Secretary

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Date Minutes Approved