

HAINES BOROUGH SCHOOL BOARD
Meeting No. 600
December 6, 2005

CALL TO ORDER: A regular meeting of the Haines Borough School Board was called to order at 7:00 pm by President Stigen in the High School Open Area.

PLEDGE TO THE FLAG: The pledge to the flag was conducted.

ROLL CALL: Gary Stigen, Heather Lende, Judy Erikson, Stacie Turner, Dave Gross (via telephone 7:36 pm), Sarah Swinton, and Ann Hansen. Brian Clay was absent.

APPROVAL OF CONSENT AGENDA: Approval of the Agenda, Approval of Minutes-Meeting #599, Communications, Personnel Report, and Approval of the Check Register. M/S Turner/Swinton to approve the consent agenda as presented. Lende asked that the amount of money donated to the cross country team by a company in Anchorage be checked. She thought the amount was \$300 and the November minutes stated that it was \$400. She was also curious as to whether she really made a motion at the November meeting regarding the administrative salary schedule. MOTION CARRIED UNANIMOUSLY ON A ROLL CALL VOTE. Advisory vote passed.

APPROVAL OF THE AGENDA: PASSED-consent agenda.

APPROVAL OF MINUTES-MEETING NO. 599: Sage will review Lende's questions and revise accordingly. PASSED-consent agenda.

PUBLIC COMMENTS: Jeanne Kitayama thanked the District for joining the Arts Consortium this year and requested that during the budgeting process for FY07 it be included in that discussion as well. The annual fee is \$500.

Communications

LETTER FROM GOVERNOR MURKOWSKI CONCERNING FOUNDATION FUNDING: The Governor wrote to tell the District that he has proposed a \$90 million increase for FY07 which would increase the per pupil allocation from \$4919 to \$5347. He also wrote that he asked the legislature to decide early in the session about the education funding so districts can plan accordingly.

Reports

STUDENT REPRESENTATIVE REPORT: Hansen reported that the student council currently has \$2552 in their account. The basketball teams will be playing Wrangell this weekend. The boys will play in Wrangell. The girls will play in Haines at 7:30 pm on Friday and at noon on Saturday. The seniors will be meeting on Wednesday to decide if, when, and how to get a Christmas tree. They will also be discussing what to do with their "left over" class money. A run-through banner has been suggested. The senior class chose Becky Kludt as their graduation speaker. Hansen commented on the cross country display case. The Shoe Box Christmas items have been sent. The Thanksgiving feast was again a success and Hansen pointed out the tree with leaves listing things that staff and students were thankful for. The December Student of the Month will be voted on on Wednesday. Kris Kringles will take place December 12th – 16th. The food drive will also be going on that week as well. Hansen said that the high school is currently collecting money to purchase a Christmas gift for their sponsor child, Biplob. Hansen told the board that a student had approached her asking if she would ask the board to install a light on the side of the school (near the superintendent's office) as it is dark in that corner and there tends to be holes and uneven walking surfaces in that area. It would also be helpful to have a light there when there are dances.

PRINCIPAL REPORT: Jones reported that the school year is rapidly progressing. The American Bald Eagle Foundation presented live birds to students during the recent Eagle Festival. Earl Polk, a motivational speaker, presented to local and visiting students in November. The School Resource Office came back to work in the schools on December 1st. His office is now in the high school. Mosquito Lake continues to run smoothly. The recent rains didn't do any damage to the school but school was closed for one day due to landslides. Their Christmas Program will be on the 15th. Jones encouraged the Board to attend. The elementary and junior high classes are gearing up for the holidays. Jones reported that people continually comment on the great artwork that comes from Ms. Danner's classes. The elementary PAT is a more viable

group this year he reported. Lenise Henderson is the president. The Scholastic Book Fair, organized by Leigh Horner, was held in November. Dean Olsen was commended for his work with the intramurals program. The Holiday Concert for grades K-12 will be held on Monday, December 12th at 7 pm in the high school gym. The high school continues to do well. Mid-term reports were recently sent home. DDF, boys and girls basketball, cheerleading, and stunt team practices are all in full swing. He thanked all the timers, judges and host families who helped with the recent DDF meet in Haines.

Jones announced that Ann Hansen was an alternate to the Senate Youth Program. She may have the opportunity to spend a week with the US Senate. Jones also read a letter from the Chilkat Valley News. They donated \$250 to the activities account.

Jones reported on the Activities Committee's recommendations next. The committee came up with five recommendations. They included: Haines High School should remain part of the 3A conference in Region V; Haines High School should continue to offer our current list of district-funded activities and should, in fact, add wrestling as a district-funded boys sport in the fall; The board should consider implementing a pay-to-play system to raise money for activities; Haines Borough School District should make a concerted effort to encourage the Borough to increase activities funding to former levels; and the Haines Borough School District should actively seek and apply for grants to help fund activities.

SUPERINTENDENT REPORT: Wilson reported on the testing conference he attended in Anchorage. More information will be forthcoming from the State throughout the year. Harri Plumbing recently repaired the #2 boiler at the high school. He thanked the maintenance staff for their vigilance during the rains.

BOARD REPORT/COMMENTS: There were no board comments or reports. Dave Gross was contacted via telephone at 7:36 pm.

Old Business

NEW SCHOOL UPDATE: It was reported that a project manager is still being sought. Swinton brought up the size of the proposed gym. It would be four feet wider but nine feet shorter than our current one and she stated that this would not be adequate. Lende said that changing something now affects many other spaces. Stigen said that he would look into the gym issue. Hansen again asked for a light on the corner of the high school building.

LAPTOP COMPUTERS FOR THE BOARD: The committee met and recommended that board members be offered a computer to use at board meetings, at home and for travel. The board policy manual would be installed. MicroSoft Office and other appropriate software would also be installed. Accounts for email could be set up through the district if desired. Wilson said that he figured that each computer would cost about \$1150. Board members could use their own computer if they wished. The District currently has 12 laptop computers that are not checked out to students. Wilson said that if members wanted to purchase a laptop computer, they could do so at school prices.

PLACEMENT ADMINISTRATIVE SALARY SCALE: The committee met and reviewed the salary schedule to determine placement of the principal and the assistant principal. They reviewed the information in the packet with regard to fairness to other employees and fairness to the administrators. It was the recommendation of the board committee to place the assistant principal on step 0 and the principal on step 2. Swinton pointed out that two teachers received approximately a combined \$17,000 in salary and benefits. She did not feel that \$5,000 for two administrators was out of line. Erektion said that she was fine with the recommendation. Turner told the Board that at the last meeting she stated that Jones made \$58 per hour. This may be true but it was not considering that he was hired as a high school principal and now does K-12. It also does not include the extra days and hours he puts in without charge to the school. Lende wanted to vote on the salary steps. Wilson said that was not usual or customary to have the Board vote on an issue like this. The board's job would be to direct the superintendent to place them on the salary schedule. Lende disagreed with not giving the top end teachers a raise. She argued that the principals did have a salary schedule with the formula that has been used. She was "having problems" selectively adding money and not "being tight". She wondered why we went to mediation with the classified and were now giving administrators raises. Stigen agreed that the administrators needed a salary schedule so that the union couldn't negotiate for the administrators. M/S Lende/Erektion to accept the committee's recommendation and place the principal on step 2 and the assistant principal on step 0. MOTION CARRIED. Gross, Erektion, Swinton, and Stigen in favor. Lende and Turner opposed. Advisory vote passed.

125 PLAN OR CAFETERIA PLAN: The 125 Cafeteria Plan was reviewed with staff during the last inservice meeting and twice with the HEA President, Jansy Hansen. A brief outline of how the plan works is listed below. There are three parts to the plan. The district has some risk if a person, for example, enrolled in part 2, the Flexible Spending section. An instance would be if that person, as an example, planned to spend \$2,000 on orthodontia work, they completed all their dental work before school began in the fall, and then they unexpectedly quit or left the district's employment, the district would be left holding the bag for the cost of the dental work. This is not a problem for certified staff since they have contracts that cannot be broken without penalty. The district would have to instate an administrative regulation for classified employees that required approximately 75% of the money to be in the account prior to them using it. The best way to manage this would be to restrict any spending from part 2, for classified employees, until March 1 of each year.

There is approximately a \$1,000 savings to the district if everyone participates in part 1, the Premium Only Plan (POP). Next year, as the premium amount for employee insurance match increases, the amount the district saves will also increase.

1. Premium Only Plan (POP)

This plan can pay premiums on any insurance you pay. Comes out of checks on a monthly basis, with 100% pre-tax dollars.

2. Flexible Spending Account/Health Reimbursement Account

This is also an optional program. Pays for orthodontia, health care, extra dental work, non-prescription drugs and various other health related expenses. The employee needs to estimate this amount carefully since after they obligate an amount that is the amount that will be deducted. Use and loose rule applies here. If they do not spend that much, the money stays with the district. There is also risk of the district being left with an amount to pay if the employee leaves employment for some reason. According to the broker the risk to both is relatively minimal.

3. Dependent Care

Daycare or preschool can be paid with pretax dollars for anyone on your tax rolls that qualifies as a dependent. The amount you spend on daycare or preschool is eligible. The employee needs to estimate this amount carefully since after they obligate an amount, that is the amount that will be deducted on a monthly basis. If they do not spend that all those dollars, the money stays with the district. The maximum amount that can be set aside, in this section, is \$5,000. Use and loose rule applies here also.

Wilson said that this is a good program for employees and will save them money. The board could wait and ask HEA to bring this item to the table to be negotiated but it was his recommendation that the board approve it now. It can be approved conditionally for the second half of this fiscal year. If it is satisfactory and no problems develop, it could continue as long as the board desires. These plans are voluntary. Employees can sign up for as little or much as they wish.

M/S Turner/Swinton to approve the 125 Plan as presented on a trial basis for the second half of fiscal year FY06. MOTION CARRIED UNANIMOUSLY ON A ROLL CALL VOTE. Advisory vote passed.

New Business

PERSONNEL REPORT: Classified: New Hire: Kara Murphy, Lunch Aide, effective October 11, 2005. PASSED-consent agenda.

ALTERNATE HEAT FOR THE NEW SCHOOL – Paul Nelson: Paul Nelson requested that the Board consider using wood to heat the new building. He said that spending money on wood instead of oil would create a job and leave the money in Haines. Wilson said that Craig is currently installing a wood boiler and he has information if the Board is interested in investigating what Craig is doing. Turner wondered if the Farm used a wood boiler. Nelson said that they did but he was not sure of the brand. Turner thought that it sounded like a lot of work. Nelson agreed but it would, he said, create a job for someone in Haines. He said that he has approached the site and design committee as well. He also pointed out that it would not be the sole source of heat but would be in addition to the oil. He said that he checked with the Department of Forestry and they assured him that there were millions of board feet available for firewood. The board thanked Nelson for his input.

BUDGET ASSUMPTIONS: Wilson said that each year he does budget assumptions for the upcoming fiscal year. Included in these assumptions are increases in staff salaries (according to salary schedules), movement of teachers between columns for advanced education, increases in insurance premiums, changes in fuel costs, changes in retirement and fixed personnel charges and the estimate of the number of students for the following year. Sage estimated the number of kindergarten students coming in, advanced all the students one grade and counted the same number of students for next year that we have this year with the exception of one or two she knows will be leaving. In the past the budget was built with the expectation that we would lose students. The estimate that was sent to DEED for FY07 does not significantly reduce the expected student count. It shows 260 regular students and 15 correspondence students for a total of 275. Wilson believes that if these numbers are used in preparation of the coming budget the board should hold a significant fund balance. If the budget were based on 268 again like we did last year, he said, there would be more cushion. After discussion, the Board decided to base the FY07 budget on 270 students.

CAPITAL PROJECTS: Representative Thomas asked for a list of capital projects from the school. Wilson suggested any item that would be an additive alternate in our building project. A preliminary list of capital projects with cost estimates was included in the packet. Carpet replacement, the building of a new vocational building, a covered playground, and demolition of the elementary school were suggestions to be placed on the list, in addition to those already on the suggested list.

FULL SPECTRUM LIGHTING: Full spectrum lighting was discussed. Wilson reported that there has been an offer from the Haines Women's Club to pay the difference between the specified lighting in the new school and full spectrum lighting. The electrical engineers do not recommend full spectrum lighting in classrooms and offices. A copy of the most recent email from the electrical engineers giving their reasoning for not using full spectrum lighting was included in the packet. M/S Lende/Swinton to form a committee to look into the lighting issue and report to the Board as soon as possible. MOTION CARRIED UNANIMOUSLY. Advisory vote passed. Gross and Erikson will be on the committee. A decision will be made at a special board meeting on Tuesday, December 20th at 7 pm.

MOSQUITO LAKE BOBCAT: Wilson reported that the Mosquito Lake Bobcat has died. Mr. Stanford will use his personal machine, for the time being, to clear the snow and bill the District accordingly. Wilson will contact Bobcat dealerships between now and the special board meeting time to find out if there are used machines, how much used machines cost, how much new machines cost, and what the availability of machines are. There is approximately \$33,000 in the capital account. The current Bobcat lasted 22 years- and it was purchased used. Wilson stated that when you project the cost of a new Bobcat over a length of time it would pay the district to have its own machine. This topic will be discussed at the special meeting on December 20th.

APPROVAL OF THE CHECK REGISTER: The check register was presented for Board approval. PASSED-consent agenda.

BOARD COMMENTS: Lende wondered what the policy was on smoking on the school grounds. She pointed out that during basketball games and the recent bazaars, people were smoking right outside the doors. It will be an item on the next agenda. She said she had received a call from Gershon Cohen about the proposed waste water system. She will be at the Borough Assembly meeting on the 13th with Cohen and invited other board members to attend as well. Swinton said that she was in favor of the system if it were funded for all eternity and not just two years or so. Lende read some enrollment figures that she was given when the museum was going through some files.

The next regular meeting will be postponed a week. It will be held on January 10th.

EXECUTIVE SESSION: M/S Swinton/Turner to move into an executive session to discuss a matter that by law is required to be confidential. The matter is in reference to student discipline. MOTION CARRIED UNANIMOUSLY ON A ROLL CALL VOTE. Advisory vote passed. Gross was excused at 9:32 pm.

Meeting moved in to executive session at 9:40 pm.
Reconvened in regular session at 10:37 pm.

Stigen said that after careful deliberation the Board wished to "stay the course". They directed Wilson to enforce all of the activity rules and regulations. The Board apologized for the confusion but realized that consistency was important. The Board concurred with the administration regarding the disciplinary action.

ADJOURNMENT: M/S Swinton/Turner to adjourn. MOTION CARRIED UNANIMOUSLY. Meeting adjourned at 10:38 pm.

Gary Stigen
School Board President

attest:

Ashley Sage
Administrative Secretary