

**KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT  
BOARD OF EDUCATION  
Regular meeting of January 22, 2020**

**CALL TO ORDER; PLEDGE OF ALLEGIANCE; ROLL CALL**

The Ketchikan Gateway Borough Board of Education met in regular session on the 22nd day of January, 2020, in the Ketchikan Borough Assembly Chambers. Board Vice President Bridget Mattson called the meeting to order at 6:00 p.m.

The following members were present to establish a quorum and due notice had been published: Board Vice President Bridget Mattson; Clerk-Treasurer Diane Gubatayao; Board Members Sonya Skan, Rachel Breithaupt; Leslie Becker; and Jordan Tabb. Student Brendan Roof was also present.

Administrative staff consisted of Beth Lougee, Superintendent; Curriculum Director Alonso Escalante; Business Manager Katie Parrott; and Clerk to the Board Kerry Watson.

Other district staff included: Point Higgins Elementary School Principal Stephen McLaren and Assistant Principal Dan Olson.

**APPROVAL OF THE AGENDA**

**Motion to approve the agenda.**

Moved by: SKAN; Second by: BECKER

**Motion to amend**

**Motion to amend the agenda to add a New Business item (12 c) to accept the resignation of Rachel Breithaupt and to declare a Board vacancy.**

Moved by: MATTSON; Second by: TABB

**Discussion**

Board Member Sonya Skan commented on enjoying working on the Board with Rachel Breithaupt.

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) - AYE**

**TABB, MATTSON, BECKER, GUBATAYAO, SKAN, BREITHAUPT - ALL AYES**

***MOTION PASSED***

**ROLL CALL on acceptance of amended agenda**

**Student Member Brendan Roof (preferential vote) - AYE**

**BECKER, SKAN, TABB, GUBATAYAO, MATTSON, BREITHAUPT**

***MOTION PASSED***

**PUBLIC RECOGNITION**

*Kayhi Girls Wrestling* – The success of the Kayhi wrestling program was recognized, sparked by the girls' state championship titles earned by Hayley Gilson (1st) and Ada Odden (2nd). Kayhi wrestling coach Rick Collins provided background on the growth of girls wrestling in the state, which was sanctioned in 2014. Today, there are more than 300 female wrestlers in Alaska, he said. Nationwide, it is the fastest growing sport for high schoolers, with programs currently in 21 states, he added. In addition to Haley and Ada's state places, Ruby McCue took sixth and several other girls narrowly missed placing. Meanwhile, the boys' wrestling team continued its dominance in Southeast, earning its twelfth consecutive regional title.

Board Member Diane Gubatayao commended the wrestling coaches for their work expanding the program.

Ms. Gubatayao followed up with some other recognitions regarding: Rotary Interact students pitching in on a project at the Pioneers' Home; and Tongass School of Arts and Sciences' students designing bags for recycling. She also noted the recent death of Lynda Adams, who had headed up Alaskans for Drug Free Youth.

### **CITIZEN REMARKS**

Terri Robbins, community member, shared her concerns about the ALICE program, and explained the acronym stands for "Alert, Lockdown, Inform, Counter, Evacuate." She stated there is no empirical data supporting this kind of program as an answer to school violence. Ms. Robbins appealed for the district to not implement training of students in the ALICE curriculum. Children go to school to learn and the adults should be responsible for protecting them, she said. Instead, she suggested considering measures such as security personnel at school sites.

Michelle Byer, who formerly was a principal in Juneau where the ALICE program was used, advised the district to tread lightly. She said she has grave concerns about the program, and that, as of 2018, there was no evidence that using ALICE saves students. Ms. Byer also spoke about how the ALICE curriculum for students can be traumatic, noting that she provides training statewide on trauma-informed schools.

Judy Leask Guthrie said she'd come to remind the Board that about 35 percent of its students are Native. She added that sometimes those students are rather invisible. Ms. Leask commented that many parents and grandparents of Native students were sent away to boarding schools, and described how that experience affects their feelings about schools and education. She called for focusing on graduating more Native students and increasing the overall district graduation rate. Mrs. Leask noted her experience working for several school districts (including Craig and Annette Island), and for the University of Washington; and her familiarity with the Indian Education program.

Carol Stanton, Tongass School of Arts and Sciences teacher, and a member of the school's Academic Policy Committee, stated the ALICE training is not something to put on young children. She said she doesn't think the lessons are appropriate for her age of students and she wouldn't teach them to counter. Ms. Stanton said TSAS will be using a different approach with their students. She also suggested looking again at the Safe Havens report and limiting access to buildings as a safety measure.

On a separate topic, Ms. Stanton said she supports a full year of government class for high school. If a change is to be made to high school social studies requirements, she suggested first re-convening a social studies curriculum committee.

Randy Williams spoke about keeping Native students in school, and suggested role models and a curriculum emphasizing diversity could be key in that effort. He named several best-selling Indian writers, such as Sherman Alexie, and Vee Browne, and asked if students had a chance to read them. He noted that he is a member of the Ketchikan Indian Community Tribal Council, and a proclamation regarding Elizabeth Peratrovich had been presented to the Council by the school district. Mr. Williams asked the significance of the civil rights leader was expanded on in a significant way in the Ketchikan schools. It is up to the Board to figure out how to keep Native students in school, he said; asserting that the district is allowing 40% of its students to drop out.

Hannah Ramiskey spoke of the importance of students being taught U.S. History, and noted that her daughter and granddaughter were both schooled in Ketchikan and that she had served on the School Board for seven years. She also briefly spoke about a program she'd heard about 20 years ago, focused on increasing connectedness of students to schools. Each staff member, whether a classified employee or a teacher, was assigned five students, who they made contact with every school day.

Ketchikan Chief of Police Joe White stated he was in attendance to support the ALICE program and to answer any questions when the subject came up on the agenda. ALICE has been fully rolled out at just one school so far - Schoenbar Middle School, he noted. Age appropriateness of material and not traumatizing students is very important, he stated. Lastly, Chief White commented on the good relationship between the police department and school district.

### **APPOINTMENT TO THE VACANT SCHOOL BOARD SEAT**

Presiding Officer Bridget Mattson announced that one person had applied for the School Board seat. She stated that as the Board Bylaws refer to an interview process and the Board could determine if it was necessary to do so with one applicant.

**Motion to approve the appointment of Paul Robbins, Jr. to the Board of Education** Moved by: SKAN; Second by: BECKER

#### Discussion

Ms. Skan stated that as this individual ran for a School Board seat in the municipal election, the community knows where he stands. Board Member Jordan Tabb also noted Mr. Robbins' candidacy.

Ms. Gubatayao asked to have Mr. Robbins introduce himself.

Paul Robbins Jr. said he'd been a resident of Ketchikan for a little longer than three years, and is employed by the U.S. Forest Service. He noted he had vied against Leslie Becker for a one-year seat on the School Board in the municipal election. Mr. Robbins said he has a child in the school system, and he has always been involved in public service, including serving in the military. Mr. Robbins added that he plans to run for a School Board seat in October.

### **ROLL CALL (on appointment)**

**Student Member Brendan Roof (preferential vote) - AYE**

**SKAN, BREITHAUPT, TABB, BECKER, GUBATAYAO, MATTSON - ALL AYES**

### ***MOTION PASSED***

#### **Oath of Office**

Paul Robbins Jr. took the Oath of Office and was seated at the Board table.

### **OFFICER ELECTION(S)**

#### Election of President

It was noted that elections were in order, with the resignation of Matt Eisenhower who had served as President.

Leslie Becker nominated Bridget Mattson for President of the Board, with a second by Sonya Skan.

**With no other nominations, Bridget Mattson was declared the President.**

#### Election of Vice President

Upon Ms. Mattson being declared Board President, the office of vice president was immediately open.

Diane Gubatayao nominated Sonya Skan for the position of vice president, with a second by Rachel Breithaupt. Jordan Tabb declined a nomination for the position.

**With no other nominations, Sonya Skan was declared vice president.**

### **INFORMATION AND REPORTS FROM BOARD MEMBERS**

Policy Committee – Policy Committee Chair Ms. Gubatayao reported that the committee had reviewed community feedback concerning graduation requirements (*Board Policy 6146.1*). The Policy Committee recommends more time for the public, staff and students to comment. President Mattson announced that a second community meeting on graduation requirements had been scheduled for January 28.

Curriculum Committee – The Curriculum Committee continues to receive information from science curriculum vendors, reported Ms. Mattson.

**REPORTS AND/OR PRESENTATIONS – SUPERINTENDENT/STAFF:**

Superintendent Beth Lougee noted that an intended report on the district's annual report card would be presented at a later meeting, as the state was still finalizing data.

Point Higgins Elementary School Report

Point Higgins Elementary School Principal Steve McLaren shared a PowerPoint emphasizing the school's unique aspects and its accomplishments. Built in 1986, the facility currently houses 304 students, making it the third largest school in the district. Principal McLaren said the student attendance rate of 94.6 percent is the highest in the district. He also shared the school's PEAKS scores from the last three years. The results have been above the district level in the proficient or advanced categories and well above the state, he said. Mr. McLaren also observed that the school was hosting a family night the following evening to show the module of the ALICE training, and shared how the school works to improve its school climate. His presentation concluded with noting some of the school's special events or programs such as: the recent artist in residence Brian Elliott who created orcas with students to grace the school; and the school's archery club.

Assistant Principal Daniel Olson then described a collaborative teacher program started at Point Higgins in October that he called professional learning communities. Teachers were grouped by grade level, and met during the early release days to work on areas of need under the goal areas of safety, trust, and instruction.

Fact-finding information related to high school graduation requirements

Superintendent Beth Lougee provided answers to questions that had come up during previous Board discussions regarding graduation requirements. She then asked Kayhi counselor Natasha O'Brien to speak high school scheduling and four-year plans, and related issues which had also been broached. Ms. O'Brien provided a comprehensive report on how a student's high school schedule and four year plan develops, starting with an orientation program provided to incoming freshmen.

**Break:** A break was taken from 7:50 to 7:56 p.m.

Student Member Report

Brendan Roof remarked first on the high placing of Kayhi students at the recent ACDC meet. He then highlighted the recent oratorical competition at the American Legion. First place winner Henry Clark will advance to Anchorage for the state competition. The competition consists of preparing an eight-minute speech on any part of the Constitution; and then being assigned an extemporaneous topic for a second speech. Brendan also commented on the advisory session that day; on how important he felt the Class Act mentor program was; and the upcoming debate tournament.

**\*\*\*PUBLIC HEARING - POLICY\*\*\***

**Motion to approve the proposed revisions to Board Policy 5141.31 - Immunizations in first reading.**

Moved by: BREITHAUPT; Second by: GUBATAYAO

Public Hearing

There were no public comments.

Board Discussion

Ms. Skan stated that the district is following the state law regarding immunizations under this policy.

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) - AYE**

**TABB, GUBATAYAO, SKAN, BECKER, BREITHAUPT, ROBBINS, MATTSON - ALL AYES**

**MOTION PASSED**

## **CONSENT CALENDAR**

### **Motion to approve the Consent Calendar of January 22, 2020, consisting of the regular meeting minutes of January 15, 2020.**

Moved by: GUBATAYAO; Second by: BREITHAUPT

## **ROLL CALL**

**Student Member Brendan Roof (preferential vote) - AYE**

**GUBATAYAO, SKAN, BECKER, BREITHAUPT, TABB, ROBBINS, MATTSON - ALL AYES**

## ***MOTION PASSED***

## **UNFINISHED BUSINESS**

### **Motion to approve the ALICE curriculum for K-12 classrooms.**

Moved by: GUBATAYAO; Second by: MATTSON

#### Discussion

The discussion on the motion lasted about 60 minutes, and included some of the following.

Ms. Gubatayao referred to the comments at the podium that evening about ALICE's curriculum for students, and stated that she too has concerns. She indicated she was in support of some aspects of the program, such as having a rally point for emergencies, and elements of drills.

Board Member Rachel Breithaupt commented on lockdown drills increase knowledge of how to react to certain situations. However, she said there is no research regarding armed intruder drills. She said she doesn't feel good about a top down implementation, but doesn't know where that leaves the issue.

Board Member Paul Robbins Jr. also referred to that evening's testimony, and said it would be inappropriate to train children in procedures to fight back against assailants. Soldiers spend years training for those types of reactions, he added.

Board Member Jordan Tabb noted that he is a licensed mental health professional who deals with children who are traumatized. Citing an example from the curriculum, he objected to asking 4 to 5-year-old children to simulate attacking an assailant. These types of training do have deleterious effects, he said. Mr. Tabb recommended the district focus on continuing efforts to make its schools secure; supporting programs for at risk students; and improving training of staff.

Student Member Brendan indicated that high school students are able to understand the type of training and drills involved in ALICE, and said the school district is taking steps to keep its students safe. He shared about a lockdown experience he'd had at a school in Memphis.

Board Member Gubatayao commented on working toward the security upgrades which are on the district's Capital Improvement Project List. She also suggested that teachers talk about what is age appropriate for their students in regards to the ALICE curriculum.

Superintendent Lougee responded to the Board discussion. She emphasized that each school has a district safety plan and a safety committee. She stated that the curriculum implementation was not a top down approach, and explained its initial introduction when she was a curriculum director. Ms. Lougee also commented on the Safe Havens report, which she emphasized is not a safety plan but a needs assessment that is outdated. The district will employ a different company to produce a needs assessment, she said. Ms. Lougee also spoke about the roll out of ALICE, and how it was being communicated to administrators and families. Administrators have discussed how to roll it out so it is not scary or traumatizing to students. Superintendent Lougee asked for the Board's approval of the curriculum and that the roll-out not be postponed.

Board Member Sonya Skan asked if a parent could opt their child out of this curriculum. Superintendent Lougee confirmed that is a choice, as is the case with other curriculum taught in the district.

Board Member Leslie Becker asked if the curriculum could be modified to make it more appropriate for younger children. Superintendent Lougee said that had been a discussion for administrators as to how they could adapt the lessons while still teaching the skills.

Superintendent Lougee invited Chief of Police White, accompanied by police officers Deputy Eric Mattson and Lieutenant Andy Berntson to speak to the ALICE program. Police Chief White stated they were not paid by ALICE, but had been trained by them. Chief White and Lieutenant Berntson described the purpose of training staff in the program, and emphasized the program and its drills are intended to keep schools safe. The training gives various options or tools to try when dealing with situations such as an intruder, and emphasizes having a plan, said Mr. Berntson. All three police officers noted that they are parents as well, and the safety and well-being of children is paramount.

There was discussion between the Board and the police officers, mainly regarding the student curriculum at the lower grades. Several Board members expressed hesitation with using the curriculum for students as it was written; and suggesting finding out if it could be modified. The police spokesmen indicated their training was in the ALICE program directed at staff, and in the general intent of ALICE, but they were not familiar with the specific curriculum for students.

Ms. Skan stated the Board had already approved the staff training portion of the ALICE curriculum. Parents have a choice to pull their children out of the curriculum, she added.

Mr. Robbins stated he is fine with the majority of the curriculum, but is not okay with language for young students talking about a "target."

Ms. Becker suggested that due to the concerns expressed that night, the curriculum for the younger students not be implemented until staff could look at it further.

Police Chief White suggested that perhaps the educators of the primary students could suggest what was appropriate for their students.

Mr. Tabb again asserted that it is the job of teachers or security guards to keep children safe at school, and young students shouldn't be faced with whether to confront an intruder.

Ms. Mattson stressed that the ALICE curriculum had already been approved by the Board previously for staff and teachers. She related some of her opinion on lock-downs. Safety is crucial and tools are needed for our children, she said.

**Motion to approve the ALICE curriculum in the aggregate, but stop classroom implementation for grade 6 and below until the curriculum in those grades can be reviewed further by staff.**

Moved by: BECKER; Second by: SKAN

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) - NAY**

**BECKER, SKAN - AYE TABB, GUBATAYAO, BREITHAUPT, MATTSON, ROBBINS - NAY**

**2-5**

***MOTION FAILED***

**Motion to postpone the vote on the ALICE curriculum for K-12 classrooms until such time as facts can be determined about allowable revisions to the curriculum.**

Moved by: GUBATAYAO; Second by: TABB

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) - NAY**

**SKAN, GUBATAYAO, BREITHAUPT, MATTSON, TABB, ROBBINS - AYES BECKER - NAY**

**6-1**

***MOTION PASSED***

## **NEW BUSINESS**

### **Motion to approve a long-term substitute teaching contract for Anita Arteaga for the 2019-20 school year at KGBSD, in the amount of \$13,757.**

Moved by: GUBATAYAO; Second by: BECKER

#### **Discussion**

There was no discussion.

## **ROLL CALL**

**Student Member Brendan Roof (preferential vote) - AYE**

**BECKER, TABB, GUBATAYAO, BREITHAUPT, SKAN, MATTSON, ROBBINS - ALL AYES**

## ***MOTION PASSED***

### **Motion to form a special Board committee to negotiate a permanent superintendent contract with Beth Lougee.**

Moved by: BREITHAUPT; Second by: TABB

#### **Discussion**

Board Member Becker questioned the formation of a special committee when all Board members have a responsibility to deal with the superintendent contract.

Board President Mattson stated that the Board can take several different approaches for negotiating a contract with the superintendent. A negotiator could be hired; a Board member could negotiate the contract or a Board committee could be formed to do so. She noted the Board Bylaws call for the contract to be reviewed by legal counsel before it is brought to a vote of the Board. Ms. Mattson said that AASB's recommendation and that of legal counsel is that the Board needs to move forward and solidify a contract.

Ms. Gubatayao commented on the change in the district's human resources department in the last year, and that the Board needed guidance.

Ms. Mattson said that attorney John Sedor had recommended that either the Board president be delegated to negotiate the contract or that a special committee of the Board be formed.

Ms. Gubatayao suggested that the local Borough Attorney assist in the process. President Mattson indicated that an agreement for his services was required.

There was some discussion about whether any Board members or officers were comfortable negotiating the contract. President Mattson suggested that, if the Board desired, she could share more details on this subject and the advice from legal counsel, in an executive session.

### **Motion to move into Executive Session for the purpose of which is discussing advice from legal counsel.**

Moved by: TABB; Second by: SKAN

**With no objection, the motion passed.**

#### **Executive Session**

The executive session began at about 9:21 p.m. and ended at 9:38 p.m.

Board President Mattson stated that no action was taken. She noted a motion was still on the table.

Discussion

It was stated that the motion was to form a committee to negotiate a contract with the superintendent.

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) – AYE**

**TABB, GUBATAYAO - AYES BREITHAUPT, SKAN, ROBBINS, MATTSON, BECKER - NAY**

**2-5 MOTION FAILED**

**Motion to have the President appoint a team of two to work together with AASB's attorney John Sedor to provide a draft template contract to be reviewed and presented for a vote on February 12, 2020.** Moved

by: BECKER, Second by: SKAN

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) – AYE**

**BREITHAUPT, BECKER, GUBATAYAO, SKAN, ROBBINS - AYE TABB, MATTSON - NAY**

**5-2**

**MOTION PASSED**

**NEW BUSINESS** (*item added to agenda*)

**Motion to accept the resignation of Board Member Rachel Breithaupt, effective tomorrow (January 23, 2020).**

Moved by: GUBATAYAO; Second by: SKAN

Discussion

Ms. Breithaupt said she'd been advised to reduce her stress; and that her resignation did not reflect on the Board. She commented on her satisfaction in serving on the Board, and referred to its members as being diverse and creative. She said she considered this a "pause" in her service and hoped to serve again on the Board when she is not pregnant.

Mr. Tabb thanked her for her service.

**ROLL CALL**

**Student Member Brendan Roof (preferential vote) – AYE**

**TABB, ROBBINS, SKAN, BECKER, GUBATAYAO, BREITHAUPT, MATTSON - ALL AYES**

**MOTION PASSED**

**DISCUSSION**

Board Policy 6146.1 - Graduation Requirements – Further discussion will occur after the January 28, 2020 public meeting regarding graduation requirements.

Opportunity for a report on January 17, 2020 Joint Worksession with the Borough Assembly. A few brief comments were made.

Participation in upcoming AASB Fly-Ins: Feb. 8-11, 2020 and March 28-31, 2020. It was stated that the later March fly in would be more valuable as more budget information would be known. It was also noted that the February AASB event included Superintendent & Board relations.

**CITIZEN REMARKS**

There were none.

**BOARD MEMBER COMMENTS**

Ms. Skan spoke about working together as a diverse Board with strong opinions and leaders. She said the Board needs to be mindful of students, and that she wants all students to have the best education.

Ms. Gubatayao expressed her appreciation for the comments made by Ms. Leask and Mr. Williams.

Mr. Tabb noted that many schools had hosted Elizabeth Peratrovich events, referring to a public speaker's comments.

Ms. Mattson thanked those who had participated at that night's meeting and those speakers who had commented.

**ADJOURNMENT**

Some future Board dates were noted before a motion was made and seconded for adjournment. Without objection, the meeting was adjourned at 9:55 p.m.

*Minutes approved as distributed at the March 11, 2020 regular meeting of the Board of Education.*

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BOARD PRESIDENT  
Bridget Mattson