

**KETCHIKAN GATEWAY BOROUGH SCHOOL DISTRICT
BOARD OF EDUCATION**

**WORKSESSION and
BUSINESS MEETING**

Meeting of

Thursday, May 26, 2022

Ketchikan Gateway Borough Assembly Chambers

CALL TO ORDER; PLEDGE OF ALLEGIANCE; ROLL CALL

The Ketchikan Gateway Borough Board of Education met in a combined worksession/regular session on the 26th day of May, 2022, in the Ketchikan Gateway Borough Assembly Chambers. Board President Stephen Bradford 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 President Stephen Bradford; Board Clerk-Treasurer Bridget Mattson; and Board Member Diane Gubatayao; Paul Robbins Jr.; and Nicole Anderson. Board Members Jordan Tabb and Vice President Keenan Sanderson were absent and excused. *(Clerk's note: It had been announced at the beginning of the meeting that Mr. Sanderson would try to call in; but he was unable to do so.)*

Administrative staff present included Business Manager Katie Parrott; Interim Superintendent Melissa Johnson; and Board Clerk Kerry Watson.

After Roll Call, the Board observed a brief moment of silence in respect for those killed in Uvalde, Texas.

Board President Stephen Bradford then provided some reminders of upcoming graduation and School Board events. He also announced that Bridget Mattson will be serving on the Association of Alaska School Boards Constitution and Bylaws Committee, at the AASB's request.

CITIZEN REMARKS

No citizens commented.

ACTION ITEMS

Motion to approve an administrative contract for Richard Dormer for the 2022-2023 school year in the amount of \$154,656.50.

Moved by: ROBBINS JR.; Second by: MATTSON

Discussion

Board Member Diane Gubatayao asked about the listed projected salary being \$3,000 more than what was budgeted. Business Manager Katie Parrott explained that when a hire is pending, the salary is often projected initially. After a pending hire's previous service is verified, the amount sometimes needs to be adjusted.

Interim Superintendent Melissa Johnson said that Mr. Dormer has 13 years of experience as a lead principal, and he was placed at the corresponding salary schedule step.

ROLL CALL

ROBBINS JR., MATTSON, ANDERSON, GUBATAYAO, BRADFORD - ALL AYES

MOTION PASSED

Labor Contract Consideration

Consideration of a labor contract with the KEA-SSPK (Special Services Professionals of Ketchikan) was listed next on the agenda. Board Member Gubatayao expressed that she would like to hear information about the contract first in executive session.

Motion to go into executive session to discuss the ratification of the 2022-2025 Negotiated KEA-SSPK Labor Contract between KGBSD and KEA Special Services Professionals of Ketchikan, a matter the knowledge of which might be detrimental to the district financially.

Moved by: GUBATAYAO; Second by: ANDERSON

ROLL CALL

ANDERSON, GUBATAYAO, MATTSON - AYES

ROBBINS JR., BRADFORD - NAYS

3-2

MOTION PASSED

President Bradford ruled that since the executive session wasn't an action item listed on the agenda, the three affirmative votes would be sufficient on the motion.

Executive Session

The executive session lasted approximately 15 minutes until about 6:20 p.m. when the Board came back into open session.

Motion to ratify the 2022-2025 Negotiated KEA-SSPK Labor Contract between KGBSD and KEA Special Services Professionals of Ketchikan.

Moved by: ANDERSON; Second by: GUBATAYAO

Discussion

Business Manager Katie Parrott summarized the main areas of difference between the previous contract and what was being proposed for ratification. One addition is the offering of a hiring bonus for positions which have been vacant for a year or more, as an incentive. Ms. Parrott said the positions in this bargaining unit are hard to fill and competitive and there have been several years in which positions have been vacant. The business manager also said that the district would prefer to have permanent full-time staff rather than contractors for these specialized services. In the new contract, the salary schedule has also been adjusted to bring it in line with some other Alaska districts, said Ms. Parrott. Over the three years of the contract, this will add just under \$100,000 to compensation and benefits for these employees, she said. Some of the costs for contractual work will be shifted to the wages and benefits for the permanent employees in this unit, she added.

ROLL CALL

ROBBINS JR, GUBATAYAO, ANDERSON, MATTSON, BRADFORD - ALL AYES

MOTION PASSED

WORKSESSION

Motion to move into a work session for the purpose of discussing evaluation processes and goal-setting.

Moved by: GUBATAYAO; Second by: MATTSON

With no objection expressed, the Board began its worksession at 6:36 p.m. and it lasted until about 6:58 p.m.

Superintendent evaluation process

The Board's discussion of the process for evaluating the superintendent evaluation process included: whether the current evaluation tool was adequate; whether to have a 360 survey and what stakeholders to include; how often the superintendent should be evaluated and setting those dates out in policy; and developing goals and objectives by which the superintendent's job performance would be evaluated. Interim Superintendent Johnson provided some input into the discussion. It was discussed and agreed that a

subcommittee of the Board could look at developing goals for the superintendent. Ms. Mattson, Mr. Robbins, and Mr. Tabb were suggested for the subcommittee.

Board Self-Evaluation

The Board agreed to complete self-assessments (evaluating itself as a Board) to then be discussed at the June 22, 2022 meeting.

Goal-setting

The Board reviewed the last approved Board goals and discussed ideas for goals which should be included. At the conclusion of the discussion, it was agreed to discuss proposed Board goals further on June 22, with approval of goals at the July 13, 2022 meeting.

BOARD COMMENTS

Board Member Nicole Anderson stated her congratulations to the high school graduates, and for their persevering with school through COVID.

Board Member Gubatayao said she was looking forward to graduation. She welcomed incoming superintendent Michael Robbins who was in the audience. She also encouraged the Board to look at resolutions which are being developed by the Association of Alaska School Boards.

Board Member Bridget Mattson gave her congratulations to all the local high school graduates from Kayhi, Revilla, and the Ketchikan Indian Community Tribal Scholars program. She also thanked district staff who she said had devoted much of themselves to helping youth grow up.

Board Member Paul Robbins Jr. commented to anyone listening regarding previous testimony regarding cultural values. He said that district administrators are following a process according to policy, and it is nearly complete.

Board President Bradford welcomed Mr. Robbins and thanked him for coming to the district early. He also expressed his appreciation to the interim superintendent for all her work and helping the district during its crisis.

Ms. Gubatayao mentioned the possibility of a future report on the school climate and connectedness survey.

Ms. Mattson commented that a session on the Board/superintendent relationship would be coming up in August with the Association of Alaska School Boards.

ADJOURNMENT

With no objection to a motion to adjourn, the meeting was adjourned at 7:05 p.m.