

School Board Policy Committee Meeting

by Video Conference

February 24, 2021

6:00-7:30 pm

REVISED AGENDA

For Devices: Public Zoom Webinar Link: <https://us02web.zoom.us/j/81523210162>

Or by phone, please dial: +1 346 248 779, +1 408 638 0968, +1 669 900 6833, +1 253 215 8782, +1 646 876 9923, +1 301 715 8592, +1 312 626 6799, 888 788 0099 (Toll Free), 877 853 5247 (Toll Free),
Webinar ID: 815 2321 0162

A. Call to Order & Land Acknowledgement Statement: As a committee of the school board, we would like to take this moment to respectfully acknowledge we are residing on the traditional land of the Dena (pronounced duhNAY) people.

B. Our Mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.

C. Roll Call

Committee Members:

Matthew Sampson, Chair, Board Member

Ivory McDaniel, Executive Director of HR

Jane Bedford, FPA Representative

Henry Burns, FPA Representative

Wendy Demers, FEA Representative

Kelly Scanlon, FEA Representative

Carlos Perez, Non-Represented Representative

Daryl Walker, ESSA Representative

Grace Greene, Student Representative

Kirsten Bell, Parent Representative

Ashley Mayer, Parent Representative

Justine Slater, Parent Representative

Janet Farris, Community Representative

Shannon Fortune, Community Representative

Sean Heffernan, Community Representative

Allyson Lambert, Community Representative

Staff: Teresa Paulsen, Labor Relations Assistant & Committee Administrative Support

D. Approval of Agenda & January 25, 2021 Meeting Notes

E. Discussion Items

1. Policy Discussion

- a. New Proposed Policy - 10X: Therapy Animals
- b. New Proposed Policy - 1XX: Service Animals
- c. Policy 130.1: Nondiscrimination – Affirmative Action

F. Determine Next Meeting Date

G. Adjournment

School Board Policy Committee Meeting

by Video Conference

January 25, 2021

Meeting Notes

Call to Order

Ivory McDaniel-Ilgenfritz called the meeting to order at 6:03 PM and read land acknowledgement and mission statement.

Roll Call

Committee Members Present

Ivory McDaniel-Ilgenfritz
Jane Bedford
Henry Burns
Wendy Demers
Kelly Scanlon
Carlos Perez
Ashley Mayer
Justine Slater
Janet Farris
Shannon Fortune
Sean Heffernan
Allyson Lambert

Administrative Support Present

Teresa Paulsen

Committee Members Absent

Matthew Sampson
Daryl Walker
Grace Greene
Kirsten Bell

Approval of Agenda & Meeting Notes

Jane Bedford made a motion to approve the agenda. Kelly Scanlon seconded. The motion carried unanimously.

Kelly Scanlon made a motion to approve the November 23, 2020 meeting notes. Henry Burns seconded. Motion carried unanimously.

Discussion Items

Policies Discussed

Policy 984: Advancement in Instruction - Graduation Requirements

- Overview and questions/discussion.
- **Unanimously approved moving policy changes forward.**

Policy 984.3: Advancement in Instruction - Graduation Requirements - Outside Credit for High School Students

- Overview and questions/discussion.
- **Unanimously approved moving policy changes forward.**

Policy 984.31: Advancement in Instruction - Graduation Requirements - Outside Credit for High School Students - Receiving High School Credit for Courses Taken Prior to High School

- Request to rescind policy being replaced by 984.3.
- **Unanimously approved recommendation to rescind policy.**

Next Meeting Date

Ivory McDaniel-Ilgenfritz will set a date in February and notice will be sent out.

Adjournment

Janet Farris made a motion to adjourn. Wendy Demers seconded. The motion carried unanimously. The meeting was adjourned at 6:25 PM.



Book	School Board Policy
Section	CHAPTER 01 - (2) Policy Manual
Title	New Proposed Policy 10X: Therapy Animals
Code	New Policy 10X: Therapy Animals
Status	New

THE FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT SUPPORTS THE APPROPRIATE USE OF THERAPY DOGS IN OUR SCHOOLS AND CLASSROOMS FOR THE BENEFIT OF OUR STUDENTS' WELLBEING AND EDUCATION. THE BOARD RECOGNIZES THE NUMEROUS SOCIAL, EMOTIONAL, AND EDUCATIONAL BENEFITS OF WORKING OR VISITING WITH A THERAPY DOG SUCH AS LOWER BLOOD PRESSURE, DECREASED ANXIETY, HIGHER ACADEMIC ACHIEVEMENT, AND IMPROVED SELF-ESTEEM.

THE DISTRICT WILL COMPLY WITH ALL APPLICABLE LAWS AND POLICIES CONCERNING THE CURRICULAR USE OF DOGS ON DISTRICT PROPERTY, IN CLASSROOMS, AND AT SCHOOL FUNCTIONS.



Book	School Board Policy
Section	CHAPTER 01 - (2) Policy Manual
Title	New Proposed Policy 1XX: Service Animals
Code	New Policy 1XX: Service Animals
Status	New

MEMBERS OF THE PUBLIC WITH DISABILITIES MAY BE ACCOMPANIED IN AREAS OPEN TO THE PUBLIC BY A WORKING SERVICE DOG INDIVIDUALLY TRAINED TO DO WORK OR PERFORM TASKS DIRECTLY RELATED TO THE PERSON'S DISABILITY.

The School Board is committed to providing quality education to all students and ensuring full access to school district programs, services, and facilities by individuals ~~STUDENTS~~ with disabilities, including those requiring the use of a service animal. **THE SCHOOL DISTRICT ALSO ACKNOWLEDGES ITS RESPONSIBILITY UNDER THE AMERICANS WITH DISABILITIES ACT (ADA) TO PROVIDE REASONABLE ACCOMMODATIONS TO EMPLOYEES AND APPLICANTS WHO ARE QUALIFIED INDIVIDUALS WITH A DISABILITY INCLUDING, WHEN APPROPRIATE, ALLOWING THEM TO BE ACCOMPANIED BY A SERVICE ANIMAL.** The district will comply with all applicable laws concerning the use of service animals on district property, in classrooms, at school functions, and in connection with district services **AND DISTRICT EMPLOYMENT RESPONSIBILITIES.**

~~Individuals with disabilities may be accompanied by a working service animal individually trained to do work or perform tasks for the benefit of the individual.~~

Policy Adopted:



Book	School Board Policy
Section	CHAPTER 01 - (2) Policy Manual
Title	Policy Committee Review: Policy 130.1: Nondiscrimination - Affirmative Action
Code	130.1
Status	Up for Revision
Legal	29 USC 793 38 USC 4212 Section 503 of the Rehabilitation Act of 1973 Vietnam Era Veterans' Readjustment Assistance Act of 1974
Cross References	523 - Policy 523: General Personnel Policies - Equal Employment Opportunity and Affirmative Action
Adopted	October 16, 2001
Last Revised	June 3, 2014

The Board is committed to a policy of equal employment and advancement opportunities **IN ALL ASPECTS OF PERSONNEL POLICY AND PROCEDURE** for all qualified individuals. ~~To achieve this goal, the Board shall adopt an affirmative action plan addressing equal employment and advancement opportunities for women, minorities, individuals with disabilities, disabled veterans, and other eligible veterans.~~ **RECRUITMENT AND SELECTION PROCEDURES OF POTENTIAL EMPLOYEES WILL INCLUDE:**

- A COMPREHENSIVE ANALYSIS OF INDIVIDUAL STRENGTHS, CONTRIBUTIONS, AND QUALIFICATIONS AS THEY RELATE TO THE JOB DESCRIPTION AND DUTIES
-AN ASSESSMENT OF THE DISTRICT'S NEEDS REGARDING THE SKILL SET AND ABILITIES REQUIRED BY THE JOB DESCRIPTION
-A FOCUS ON THE DISTRICT'S GOAL OF A DIVERSE AND INCLUSIVE EMPLOYEE GROUP
-A FAIR AND EQUAL ASSESSMENT OF ALL EMPLOYEE CANDIDATES REGARDLESS OF SEX, SEXUAL ORIENTATION, RACE, COLOR, RELIGION, NATIONAL ORIGIN, GENETIC INFORMATION, AGE, MARITAL STATUS, PREGNANCY, PARENTHOOD, PHYSICAL OR MENTAL DISABILITY, OR VETERAN STATUS

PURSUANT TO AS 14.18.070, THE STATE BOARD OF EDUCATION MAY REQUIRE THE DISTRICT TO IMPLEMENT AN AFFIRMATIVE ACTION PROGRAM SHOULD THE DISTRICT BE FOUND TO BE OUT OF COMPLIANCE WITH CHAPTER 18 OF THE ALASKA STATE STATUTES REGARDING DISCRIMINATION. SHOULD THE DISTRICT BE REQUIRED TO IMPLEMENT SUCH A PROGRAM, THE DISTRICT WILL FOCUS ON A STATISTICAL ANALYSIS OF THE QUALIFIED INDIVIDUALS CURRENTLY AVAILABLE IN EACH JOB GROUP IN WHICH THE DISTRICT RECRUITS FOR. THE PROGRAM WILL BE CREATED WITH A FOCUS ON REMEDYING THE DISCRIMINATORY CONCERNS CITED BY THE STATE BOARD AND WILL REMAIN UNTIL SUCH REMEDIES ARE OBTAINED.

Legal References:

Section 503 of the Rehabilitation Act of 1973
 29 USC 793
 Vietnam Era Veterans' Readjustment Assistance Act of 1974
 38 USC 4212

Cross Reference:

<https://go.boarddocs.com/ak/fbns/Board.nsf/Private?open&login#>

Policy 523: Equal Employment Opportunity and Affirmative Action

Policy Adopted: October 16, 2001

Policy Revised: June 3, 2014