



Craig City School District

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Chris Reitan, Superintendent
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CCSD SCHOOL BOARD MEETING

Thursday

6/16/2022

High School Auditorium

School Board Meeting 7:00 PM

<https://craigschools.zoom.us/j/7289917333?pwd=WkNaWGd4S1IPV0JIWEJITmx3VXd0Zz09>

Zoom URL

1. Call to Order

The meeting was called to order at 7 pm.

2. Flag Salute

A salute to the flag was given.

3. Roll Call

Board Members:

Scott Brookshire

Marla Dillman

Tristan Douville

Trish Conatser

Sam Bass (Student Rep, Absent Excused)

Others:

Hans Hjort

Amy Hjort

Jeremy Crews

Staff:

Kerin Crews

Melinda Bass

Daniel Nelson

4. Agenda Approval

M/S: Conatser/Dillman

Scott Brookshire: We have a motion to approve the agenda as presented.

Voice Vote: All in favor

Motion Carries: Unanimous

5. CCSD Board Member Appointment

- a. Public Comments regarding the CCSD School Board vacancy

b. Interview candidates for the CCSD School Board vacancy

Questions asked to both candidates:

Why are you interesting in serving on the School Board?

What skills or experiences do you have that you feel make you better qualified to serve as a board member?

What makes an effective school board member?

What are the biggest issues the CCSD students face today and how might the board support our students?

What do you see as the school boards roll and responsibility?

Do you have other responsibilities that may conflict with you being a board member?

c. CCSD School Board vote

After voting privately the board elected Hans Hjort to serve as board member with a 3/1 vote. Hjort is sworn in.

6. Consent Agenda (Includes all items with ~)

a. ~Approval of Minutes from May 25, 2022

b. ~Correspondence

M/S: Hjort/Douville

Scott Brookshire: We have a motion to approve the consent agenda.

Voice Vote: All in favor

Motion Carries: Unanimous

7. Public Comments

8. Reports

a. Board Members

Conatser – Welcomes Hjort and thanks Crews. Went to graduations. Thanks the school district for the use of the vans for baseball. Shoutout to the staff outgoing.

Douville – Echoes Conatser's comments. Excited to meet the new SPED director in person.

Dillman – Echoes Conatser's comments. Congrats graduates and teacher and staff.

Brookshire – Grateful for school year being over. Seems we approached a normal school year.

Welcomes Hjort and thanks Crews.

b. Principals

c. Maintenance Director

d. Superintendent – We interviewed a candidate for the half time sped director, and we offered the contract. He accepted and he has been added to the personnel report.

Gives update on the biomass project and strategic plan.

Discussion about who would work on the strategic plan takes place.

9. Old Business

a. CCSD Board Policies and Administrative Regulations Updates

M/S: Conatser/Douville

Scott Brookshire: We have a motion to approve the CCSD Board Policies and Administrative Regulations Updates as a second and final reading.

Voice Vote: All in favor
Motion Carries: Unanimous

10. New Business

a. Personnel Report

M/S: Conatser/Dillman

Scott Brookshire: We have a motion to approve the personnel report as presented.

Voice Vote: All in favor.
Motion carries: Unanimous

b. CHS Handbook

M/S: Conatser/Dillman

Scott Brookshire: We have a motion to approve the CHS Handbook for 2022/2023 as presented.

Voice Vote: All in favor.
Motion Carries: Unanimous

c. FY 2022 Fund Transfers

M/S: Conatser/Dillman

Scott Brookshire: We have a motion to approve the FY 2022 Funds Transfer as presented. (40,000 from the General Fund to Food Services and \$15,000 from the General Fund to Transportation for FY 22.)

Roll call: All in favor.
Motion Carries: Unanimous.

d. FY 2022 Final Budget Revision

M/S: Dillman/Conatser

Scott Brookshire: We have a motion to approve the FY 2022 Final Budget Revision.

Voice Vote: All in favor.
Motion Carries: Unanimous.

e. CCSD Board Retention Committee

M/S: Dillman/Conatser

Discussion takes place.

Move to approve the following amended report from the CCSD Retention Committee:

- 1) Situation: The morale issue has stemmed from **communication issues within the CCSD staff**. ~~How upper administration treats teachers and staff~~. It seems that there is a trust issue that has developed between both entities. This is both difficult and uncomfortable to address, however, the retention committee recommends trust building exercises be considered to enhance and mend these relationships. The manner in which these are conducted shall remain up to the school board.
- 2) Background: The events leading up to this morale issue have been disclosed both publicly during school board meetings, and via email from multiple entities including staff, teachers, parents, and community members. There have been multiple documented episodes displaying that the morale issue has been caused by lack of appreciation and respect by upper administration in regards to encounters with Craig City School District staff and teachers. Additionally, the retention committee **recommends recognizes** that the ~~School Board consider upper administration~~ **CCSD staff** communication methods as a primary means behind why there's a morale issue within the school buildings of Craig City School District.
- 3) Assessment: The retention committee recommends the School Board consider ~~upper administration~~ communication classes/education or mentoring regarding proper methods of delivery **for CCSD staff**. The current and historical communication encounters utilized by upper administration have been detrimental to morale within the schools. Perhaps enhanced communication classes/education/mentorship with regard to administration interactions with staff and teachers would be a starting point for this issue.
- 4) Recommendations: The retention committee recommends reevaluation after the above actions have been taken to determine whether staff morale has improved. ~~The manner in which the school board conducts this reevaluation is recommended to be facilitated by the retention committee.~~ **Retention committee will report their findings to the CCSD School Board.** The retention committee would like to remind the School Board that the last question in the "listening tour results" survey demonstrated that 70% of the 30% of staff responses indicated that their plans to stay were "unknown at this time".

Voice Vote: All in favor

Motion Carries: Unanimous

f. Next Meeting Date
August 24, 2022 at 7 pm

g. Adjournment
M/S: Dillman/Conatser
We have a motion to adjourn.