



Fairbanks North Star Borough School District  
Excellence and equity for all

# 2019-20 PROPOSED BUDGET



January 31, 2019

[k12northstar.org/budget](http://k12northstar.org/budget)

The Fairbanks North Star Borough School District is an equal employment and educational opportunity institution, as well as a tobacco and nicotine-free learning and work environment.

# 2019-2020 Proposed Budget

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# Introductory Section

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## Budget Assumptions

The State of Alaska's legislative session is scheduled to end in mid-April, requiring some assumptions to be made in order to develop the budget within required timelines. The budget must be balanced before it can be submitted to the Board of Education in February and the Borough Assembly no later than April 1.

The following assumptions have been used in preparing the proposed budget:

- No change to the State's Base Student Allocation (BSA) at \$5,930
- Decrease in enrollment for 2019-20 (95 fewer students projected)
- No change to the local contribution
- Increased use of fund balance by \$1.4 million

The following anticipated reductions to fund balance have had significant impact on budget planning:

- Planned utilization for FY19
  - » \$6.45 million general fund balance
  - » \$6.32 million other funds
- Unexpected utilization for FY19
  - » \$3.1 million due to decreased enrollment
  - » \$7.4 million Borough Facilities roof projects

Approximately \$9.83 million remain in general fund balance for use in the 2019-20 school year.

## Budget Preparation

The objective of the district's budget process is to develop a budget that is "a long-term perspective and not simply an exercise in balancing revenues and expenditures one year at a time" (*National Advisory Council on State and Local Budgeting*).

The strategic plan is the guiding document for resource allocation. In addition to its directives, the following objectives are also prioritized:

- Student welfare and success
- Evidence-based budget recommendations (data-driven, realistic, and feasible)
- Transparent, timely and objective budget system
- Participation and awareness from district stakeholders

### BUDGET COMMITTEE

The Budget Committee is charged with ensuring that the budget development process is a goal-driven approach which

includes the planning, development, adoption, and execution phases of the district's strategic plan. The committee reviews the district's current budgeting process and provides input for the establishment of policies and plans to achieve efficiency and best practice in financial management.

### FUND BALANCE POLICY

The Board of Education recognizes that maintaining a responsible fund balance is essential for the preservation of the financial integrity of the district. As a result, in 2017 the Board of Education adopted Policy 412: Fiscal Management Philosophy-Fund Balance, which states the following:

The district will strive to maintain the Government Finance Officers Association (GFOA) recommended unrestricted fund balance in the general fund of at least two months (16.67 percent) of operating expenditures. However, this amount may not be greater than the amount allowed by Alaska law. The district may have general fund unrestricted fund balance below the GFOA recommendation of 16.67 percent but shall strive to maintain between 2 to 4 percentage points below the maximum percentage point allowed under state law.

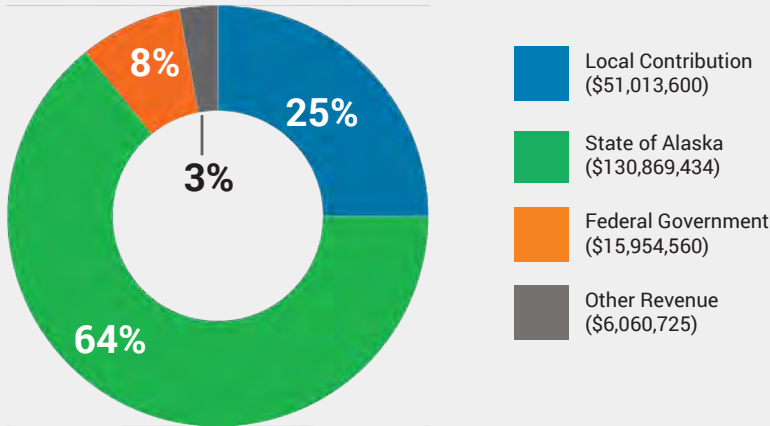
### EQUIPMENT REPLACEMENT FUND

Budgetary pressures often impede expenditures or investments for equipment replacement. This lack of investment makes it increasingly difficult to sustain equipment in a condition necessary to provide expected service levels. Ultimately, deferring replacement could reduce the district's ability to provide educational services that students deserve and should expect. To proactively address this challenge, the district established an Equipment Replacement Internal Service Fund (ERISF) in FY 18. The ERISF provides the district with the ability to develop a multi-year, sustainable plan to properly maintain and replace its equipment. The 2019-20 Proposed Budget reflects the district's budgeted transfer of approximately \$857,000 from school allocations into the ERISF for the system-wide replacement of student devices.

Due to limited general fund balance revenue as a result of declining enrollment and Borough facilities maintenance projects, the remaining balance of the ERISF has been redirected to the operating fund to maintain a status quo level of services. In the future, it is highly recommended that the Board of Education reconsider use of the ERISF to address equipment replacement schedules that are not currently addressed on a long-term, large-scale basis.

# 2018-19 Approved Budget Summary

## FY 2018-19 General Fund Revenue

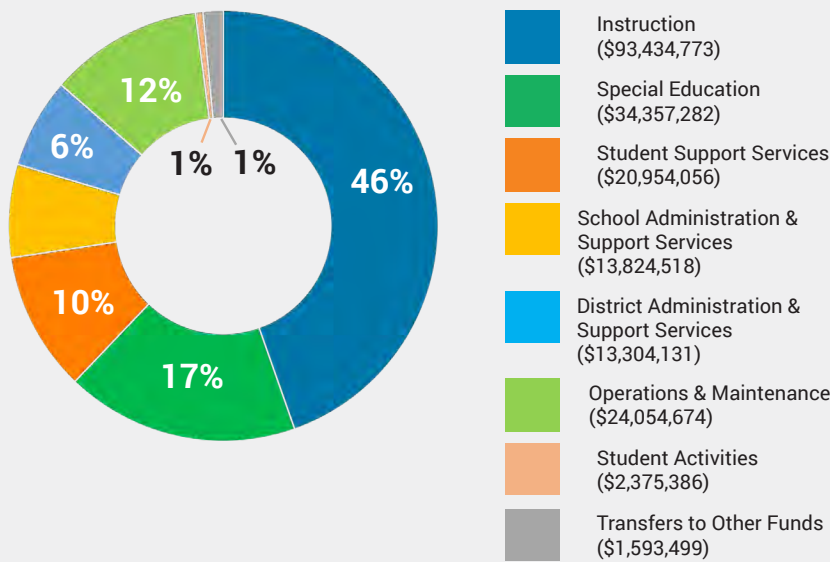


The 2018-19 approved budget reflected a decrease in expenditures of approximately \$970,000 to provide essentially the same level of services for students as in the prior year. Revenue from the state increased by \$2.0 million (up 1.57% from previous year) and revenue from the Fairbanks North Star Borough decreased \$1.1 million (-2.2% from previous year). The district saw a decrease in federal revenues of \$330,000 (-2% from previous year).

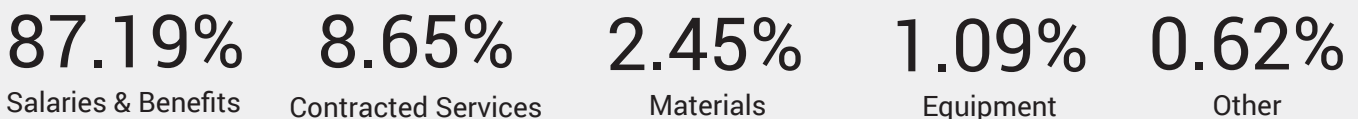
In order to cover rising labor, benefit, and other costs in a relatively static revenue year, the district allocated \$6.45 million out of fund balance to balance the budget. While this represents a decrease of \$1.5 million (20%) compared to the prior year, given district contributions to facility maintenance projects, reduced enrollments, and uncertainty surrounding future revenue, this level of fund balance usage is unsustainable.

Personnel changes in the operating fund included an increase of 36.1 full time equivalent (FTE) positions.

## FY 2018-19 General Fund Expenditures



## FY 2018-19 General Fund Expenditures by Type

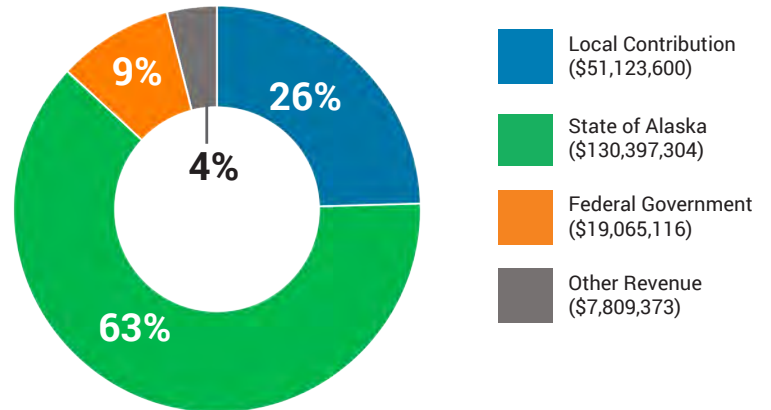


# 2019-20 Proposed Budget Highlights

## Revenue

The Fairbanks North Star Borough School District is primarily funded through the State of Alaska Foundation Funding Formula and local property taxes collected by the Fairbanks North Star Borough. Additional Federal revenues come from Federal Impact Aid (FIA). It's expected that the Base Student Allocation will remain the same for the 2019-20 fiscal year. However, the economic environment and an uncertain political landscape could create dialogue and debate on education funding in the current legislative session. State revenue includes \$2.9 million of one-time funding that was passed by the legislature in 2018. FIA is a program to offset lost local tax revenue for students living on Fort Wainwright or Eielson Air Force Base, and other federally connected students. Reimbursements for JROTC instructors and Medicaid are also included in Federal Revenue. Other revenues include user fees and facility rentals, as well as use of fund balance.

FY 2019-20 General Fund Revenue

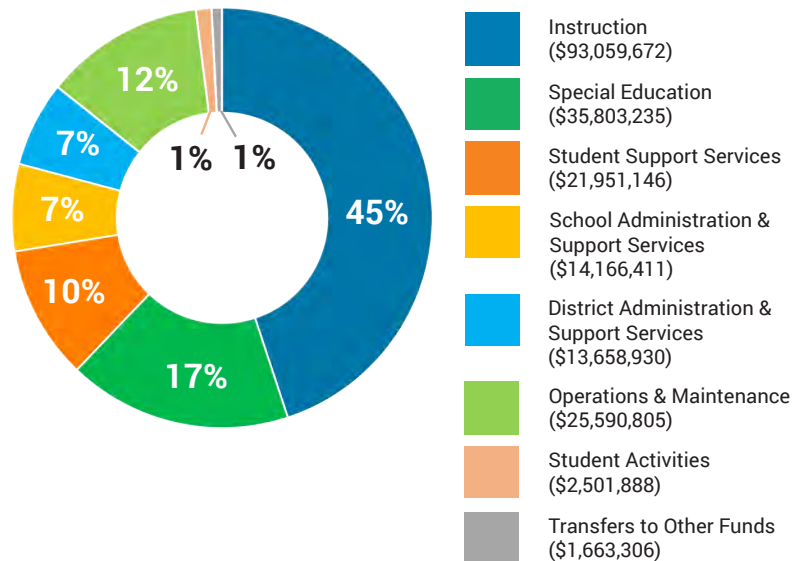


**TOTAL GENERAL FUND REVENUE: \$208,395,393**

## Expenditures

In order to maintain a status quo level of services, declining enrollment and inflationary costs have been offset with increased use of fund balance. Overall, approximately 87% of the operating fund is spent on salaries and benefits, with the remainder allocated to supplies, materials, contracted services, and equipment.

FY 2019-20 General Fund Expenditures



### FY 2018-19 General Fund Expenditures by Type

<b>86.56%</b>	<b>8.65%</b>	<b>2.75%</b>	<b>1.16%</b>	<b>0.88%</b>
Salaries & Benefits	Contracted Services	Materials	Equipment	Other

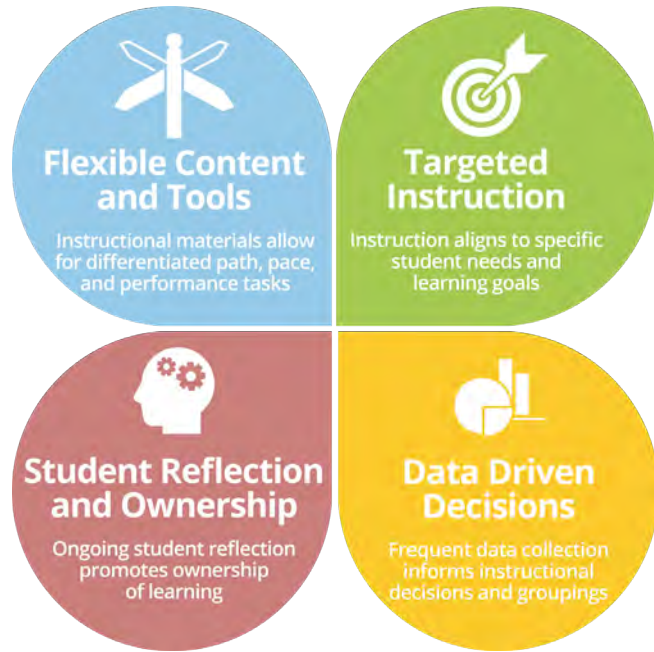
# 2019-20 Proposed Budget Summary

The main priority of the 2019-20 proposed budget is maintenance of a status quo level of services and continued implementation of the district’s strategic plan. This budget represents the path towards a district where each student achieves their highest potential by creating a student-centered environment that engages, inspires, and empowers all learners based on their unique needs and strengths. Toward that end, the district continues the process of implementing a system-wide shift that focuses on four core elements:

- Flexible content and tools
- Targeted instruction
- Student reflection and ownership
- Data driven decisions

The 2019-20 budget is the district’s best effort to present a spending plan that meets student needs while still addressing budget challenges faced by the district. Despite rising labor, equipment, and transportation costs, and decreasing student enrollment, the district’s revenue has not significantly increased. While nearly 87% of the district’s budget is used to pay salaries and benefits for employees, the pupil-teacher ratio (PTR) staffing formula has been maintained at 2018-19 levels.

The greatest challenge currently facing the district is the prospect of static or decreasing revenue over the next several years at both the state and local level. The Alaska State Legislature will again be dealing with budgetary issues due to declining oil prices. The implications of the state fiscal concerns affect local municipalities which, in turn, impact the school district. The local contribution from the Borough has decreased each of the past three years.





# Elementary Schools

The elementary school target class sizes remain unchanged from 2018-19.

Two of the K-8 elementary schools, Arctic Light and Ladd, will maintain status quo teacher allocations for FY20. Joy Elementary will be provided an additional FTE as they did not receive this allocation last year. For FY20, Arctic Light, Ladd, and Joy are planning to add 8th grade with multi-age staffing configurations.

Teacher allocations for Discovery Peak Charter School have been shifted from surrounding area elementary and middle schools. Once Discovery Peak holds their lottery, staffing in the North Pole area schools will be adjusted. Additional adjustments to the Approved Budget may need to be made in late May.

## Reductions

- 13.0 FTE Teachers (enrollment)

## Reallocations

- 8.0 FTE Teachers (to Discovery Peak Charter)

## Investments

- 1.0 FTE Joy Elementary K-8 Teacher
- 1.0 FTE Ticasuk Brown Elementary Prevention Intervention Specialist
- Discovery Peak Charter School

## Non-Certificated and Certificated Staffing Comparison

School Name	2019-20 Staffing by Location			2018-19 Staffing by Location		Variance		
	Non Certificated FTE	Certificated FTE	Total FTE	Non Certificated FTE	Certificated FTE	Non Certificated FTE	Certificated FTE	Total Variance
Anderson Elementary	9.50	13.60	23.10	9.50	13.40	-	0.20	0.20
Anne Wien Elementary	10.50	24.00	34.50	10.60	24.40	(0.10)	(0.40)	(0.50)
Arctic Light Elementary	12.00	27.50	39.50	12.00	31.75	-	(4.25)	(4.25)
Badger Road Elementary	11.00	23.50	34.50	10.80	26.50	0.20	(3.00)	(2.80)
Barnette Magnet School	12.50	25.50	38.00	12.50	25.00	-	0.50	0.50
Crawford Elementary	7.50	14.10	21.60	7.50	14.80	-	(0.70)	(0.70)
Denali Elementary	9.00	21.90	30.90	9.80	22.50	(0.80)	(0.60)	(1.40)
Hunter Elementary	10.50	24.20	34.70	11.00	24.95	(0.50)	(0.75)	(1.25)
Joy Elementary	11.00	25.50	36.50	10.40	26.60	0.60	(1.10)	(0.50)
Ladd Elementary	12.00	28.60	40.60	11.60	30.60	0.40	(2.00)	(1.60)
Nordale Elementary	9.00	21.40	30.40	9.80	23.20	(0.80)	(1.80)	(2.60)
North Pole Elementary	10.50	22.50	33.00	10.60	25.50	(0.10)	(3.00)	(3.10)
Pearl Creek Elementary	11.00	29.00	40.00	10.80	29.00	0.20	-	0.20
Salcha Elementary	4.43	7.50	11.93	4.63	7.50	(0.20)	-	(0.20)
Ticasuk Brown Elementary	13.00	24.60	37.60	10.60	29.40	2.40	(4.80)	(2.40)
Two Rivers Elementary	4.50	8.70	13.20	4.50	9.10	-	(0.40)	(0.40)
University Park Elementary	12.00	28.80	40.80	10.60	27.80	1.40	1.00	2.40
Weller Elementary	11.00	26.90	37.90	9.60	26.40	1.40	0.50	1.90
Woodriver Elementary	11.00	26.80	37.80	9.60	25.80	1.40	1.00	2.40
Districtwide Elementary	108.30	15.80	124.10	103.60	15.80	4.70	-	4.70

## Secondary Schools

The secondary target class sizes remain unchanged from 2018-19.

Teacher allocations for Discovery Peak Charter School have been shifted from surrounding area elementary and middle schools. Once Discovery Peak holds their lottery, staffing in the North Pole area schools will be adjusted. Additional adjustments to the Approved Budget may need to be made in late May.

Additional CTE positions have been added to North Pole High and West Valley High to support the district CTE strategic plan.

### Reductions

- 8.7 FTE Teachers (enrollment)

### Reallocations

- 2.0 FTE Teachers (to Discovery Peak Charter)

### Investments

- 1.5 FTE Career & Technology Education to North Pole High and West Valley High
- 0.5 FTE Prevention Intervention Specialist at North Pole Middle
- 0.5 FTE Prevention Intervention Specialist at North Pole High

## Non-Certificated and Certificated Staffing Comparison

School Name	2019-20 Staffing by Location			2018-19 Staffing by Location		Variance		
	Non Certificated FTE	Certificated FTE	Total FTE	Non Certificated FTE	Certificated FTE	Non Certificated FTE	Certificated FTE	Total Variance
North Pole Middle School	13.50	37.80	51.30	12.10	38.80	1.40	(1.00)	0.40
Randy Smith Middle School	9.50	20.00	29.50	9.00	20.30	0.50	(0.30)	0.20
Ryan Middle School	11.00	24.00	35.00	10.60	23.90	0.40	0.10	0.50
Tanana Middle School	10.00	24.00	34.00	9.10	24.20	0.90	(0.20)	0.70
Districtwide Middle School	18.50	-	18.50	23.00	-	(4.50)	-	(4.50)
Ben Eielson Jr/Sr High School	10.50	20.70	31.20	10.50	26.10	-	(5.40)	(5.40)
Districtwide Jr/Sr High	3.00	-	3.00	2.00	-	1.00	-	1.00
Hutchison High School	9.00	29.60	38.60	8.60	30.00	0.40	(0.40)	0.00
Lathrop High School	22.50	54.40	76.90	19.60	60.00	2.90	(5.60)	(2.70)
North Pole High School	17.00	39.10	56.10	16.30	42.80	0.70	(3.70)	(3.00)
West Valley High School	21.00	55.90	76.90	20.40	57.60	0.60	(1.70)	(1.10)
Districtwide High School	56.50	7.00	63.50	52.47	6.00	4.03	1.00	5.03

## Districtwide

### CURRICULUM

Additional resources are being allocated to update curriculum materials. Although updated language arts materials were provided to K-6 in fall 2018, adopted secondary language arts textbooks date from 2003-2005 and have no digital components. Elementary social studies materials were last purchased in 2007. Grades 7 and 8, and some specific high school courses received updated social studies materials in 2014, although copyright dates vary from 2008-2014 and few have digital components. The Teaching & Learning Department is committed to providing teachers with quality, relevant, instructional materials which meet the varied needs of students and teachers, and help ensure equity across schools.

### CYBER SECURITY

Based on a security assessment performed during summer 2017, it was reported that the district is incurring a moderate to high level of risk based on the current state of the district's information security program. Certain systemic vulnerabilities exist in the environment due to the emerging threat landscape and complexities associated with maintaining an open, student accessible network with a protected administrative network.

In support of these findings, and in light of recent ransomware attacks against government entities in the state of Alaska, we are proposing to add an additional position, the Information Security Officer (ISO), whose key role will be to protect the district's information technology programs from internal and external threats. The ISO identifies security issues, develops and documents security policies, responds to security incidents, performs security audits, and trains staff about security issues.

### HEALTH PLAN

The district has experienced significant savings in health plan costs as a result of changes to plan design made in FY17. To date, the district has realized approximately \$10M in savings as a result in these changes and anticipates an additional \$4M in savings in FY19.

### Reductions

- 0.5 FTE Assistant Accounts Payable Clerk
- 0.83 FTE Purchasing Agent

### Investments

- Curriculum materials
- IT Security Officer (Technology and Information Systems)



# Districtwide Personnel Comparison

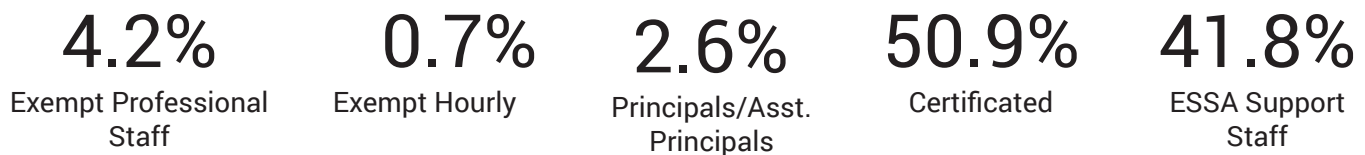
## FTE by Group

Operating Fund	Exempt Professional Staff	Exempt Hourly	Principals/ Assistant Principals	Certificated	ESSA Support Staff	Total	2018-19 Approved Positions	Over(Under) 2018-19 Positions
Instruction	0.08	-	-	640.30	92.23	732.60	750.47	(17.87)
Special Ed Instruction	-	-	-	112.70	193.81	306.51	292.34	14.17
Special Ed Support Service	4.00	-	-	46.00	26.00	76.00	82.00	(6.00)
Support Services Instruction	6.00	-	-	12.00	51.10	69.10	67.51	1.59
Support Services Student	9.50	-	-	41.50	76.60	127.60	122.80	4.80
School Admin	-	-	43.00	-	-	43.00	44.00	(1.00)
School Admin Support	-	-	-	-	79.53	79.53	80.00	(0.47)
District Admin	10.00	3.00	-	-	3.00	16.00	15.00	1.00
District Admin Support	32.62	8.00	-	0.50	19.00	60.12	60.45	(0.33)
Facilities Maintenance	7.00	-	-	-	161.80	168.80	167.80	1.00
Student Activities	1.00	-	-	2.50	-	3.50	3.50	-
	<b>70.20</b>	<b>11.00</b>	<b>43.00</b>	<b>855.50</b>	<b>703.08</b>	<b>1,682.77</b>	<b>1,685.87</b>	<b>(3.10)</b>

## FTE by Function

Operating Fund	Total	2018-19 Approved Positions	Over(Under) 2018-19 Positions	% Change
Instruction	732.60	750.47	(13.87)	-1.85%
Special Ed Instruction	306.51	292.34	14.17	4.85%
Special Ed Support Service	76.00	82.00	(6.00)	-7.32%
Support Services Instruction	69.10	67.51	1.59	2.36%
Support Services Student	127.60	122.80	4.80	3.91%
School Admin	43.00	44.00	(1.00)	-2.27%
School Admin Support	79.53	80.00	(0.47)	-0.58%
District Admin	16.00	15.00	1.00	6.67%
District Admin Support	60.12	60.45	(0.33)	-0.55%
Facilities Maintenance	168.80	167.80	1.00	0.60%
Student Activities	3.50	3.50	-	0.00%
	<b>1,682.77</b>	<b>1,685.87</b>	<b>0.90</b>	<b>0.05%</b>

## Employee Group Percentage Breakdown



# Organizational Section

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# District Profile

## Fairbanks North Star Borough

Spanning a total area of 7,444 square miles in interior Alaska, the Fairbanks North Star Borough (FNSB) is in an area characterized by extreme temperature differences, with extremely cold winters and warm summers. Temperatures have been recorded as low as -62°F in mid-winter and as high as 96°F in summer.

Home to 97,738 people, as estimated by U.S. Census, the FNSB contains the communities of Fairbanks, North Pole, Ester, Fox, Salcha, and Two Rivers, as well as two military installations: Fort Wainwright and Eielson Air Force Base.

The FNSB is governed by a mayor and nine-member assembly who serve in three-year terms.

The University of Alaska Fairbanks (UAF) is the largest campus in the state's university system, and is a land grant, sea grant, and space grant institution. In 2013, the campus had 10,000 students enrolled. The UAF campus includes the Museum of the North, a major year-round visitor attraction.

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## School District

The first school in Fairbanks was started in 1904 with 10 students. Over 110 years later, the Fairbanks North Star Borough School District (FNSBSD) has grown to **38 schools** educating over **13,000 students**. The school district operating fund employs nearly **1,700 full-time equivalent employees**, including members of three unions.

Schools in the district range in size from a small, rural elementary school of fewer than 100 students, to comprehensive high schools with more than 1,000 students. The school district is also home to charter, magnet, and specialized schools.

### *Elementary Schools*

The district has 21 elementary schools. Each school provides a well-rounded academic program that includes general music, physical education, and art.

Many schools also offer before and after school programs, breakfast programs, and tutoring. As of academic year 2018-19, full-day kindergarten is available in all district elementary schools.

### *Middle Schools*

The district has three middle schools for 7-8th grade and one junior high. North Pole Middle is the only middle school with grades 6-8. These schools offer a

full academic program including health and physical education, plus electives such as art, world languages, and music.

### *High Schools*

The district has four traditional high schools for students in grades 9-12. The high schools offer a wide range of classes including electives, honors courses, and advanced placement classes.

### *Schools of Choice*

The district has ten schools of choice including Fairbanks BEST Homeschool, Barnette Magnet School, and several charter schools. Hutchison High School is a state of the art career and technical high school focusing on five career clusters and is also a school of choice.

Star of the North Charter School serves two campuses; North Pole Academy, located in the heart of North Pole, and Career Education Center, located in Fairbanks.

In academic year 2019-20, a new charter school will open its doors: Discovery Peak Charter. Discovery Peak welcomes students in grades K-8 and will be located in North Pole.

# Academic Year 2018-19

## ENROLLMENT

Grade	2018-19
Elementary (Pre K-6)	7,727
Middle/Jr High (7-8)	1,927
High School (9-12)	3,635
<b>Total</b>	<b>13,289</b>

## TARGET CLASS SIZE

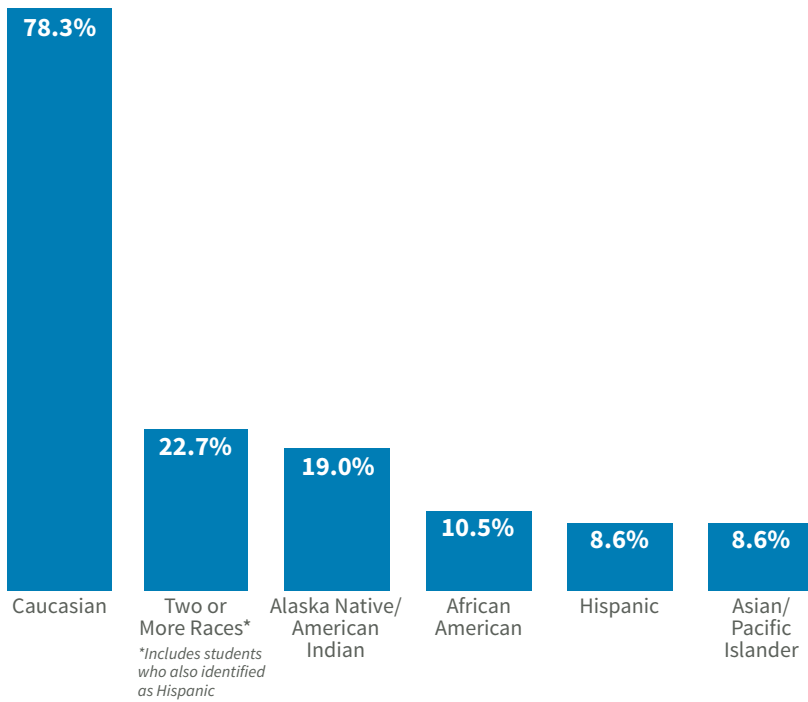
Grade	2018-19
Kindergarten	22.5
1st - 3rd	24.0
4th - 6th	26.0
7th - 8th	28.0
9th - 12th	30.5

## FAST FACTS

- 4,357 students, or 31%, are economically disadvantaged
- 3,335 students, or 26%, are military connected
- The 2017-18 4-year graduation rate was 78.5%, the 5-year graduation rate was 83.3%
- Districtwide attendance is 92%
- Nearly 87% of the district's operating fund is spent on employee salaries and benefits

## ETHNICITIES

Includes students who identified as an additional race or ethnicity.



## LANGUAGES

There are **over 82 different heritage languages** spoken in our students' families across the school district. Approximately 10% of all students have a heritage language.

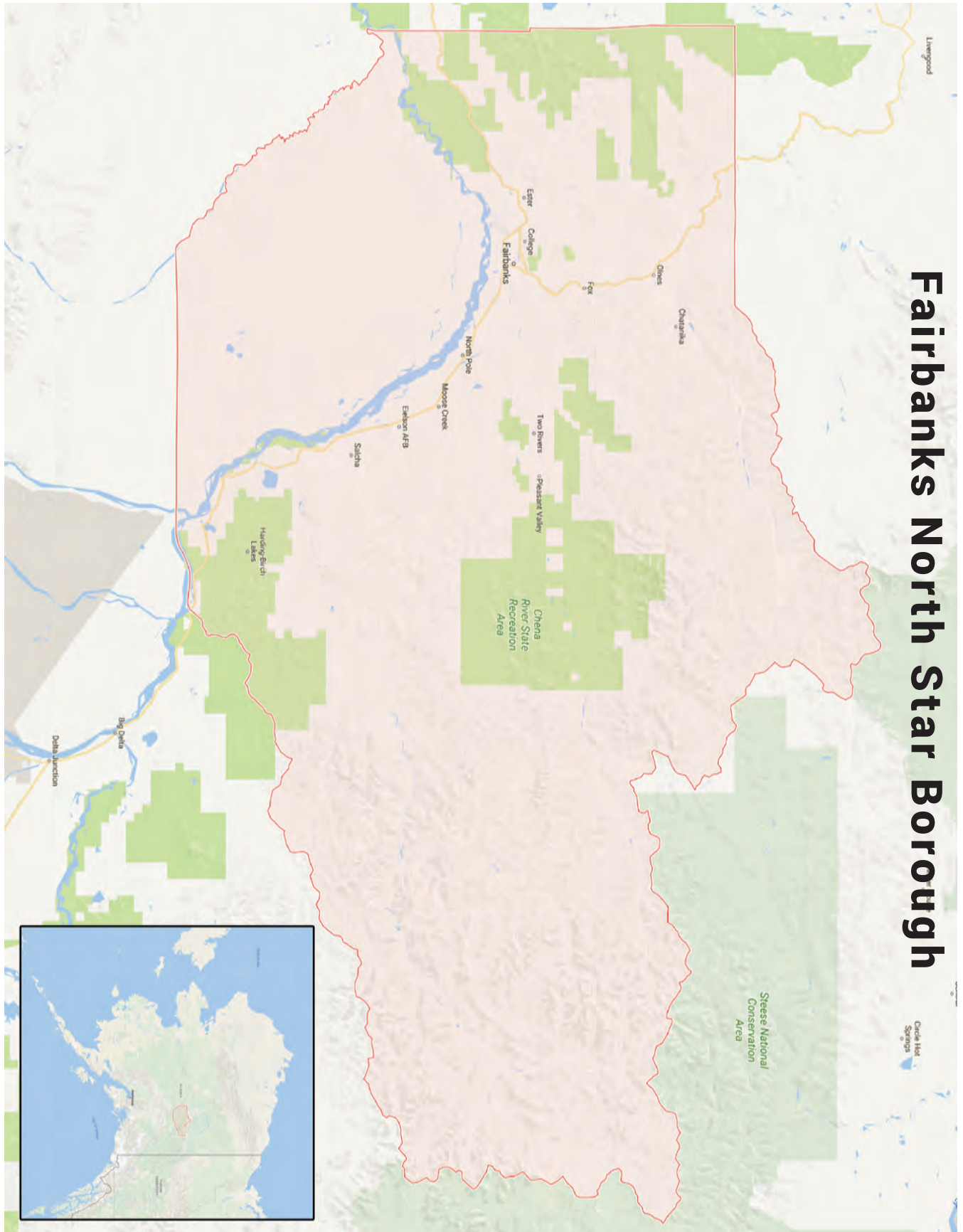
## DISTRICT STAFF

Instruction: **750.47**  
 Instruction Support Services: **67.51**  
 Special Education Instruction: **292.34**  
 Special Education Support Services: **82.00**  
 Facilities Maintenance: **167.80**  
 School Administration & Support: **124.00**  
 Student Support Services: **122.80**  
 District Administration & Support: **75.45**  
 Student Activities: **3.50**

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**Total: 1,685.87** Full-Time Equivalent Positions

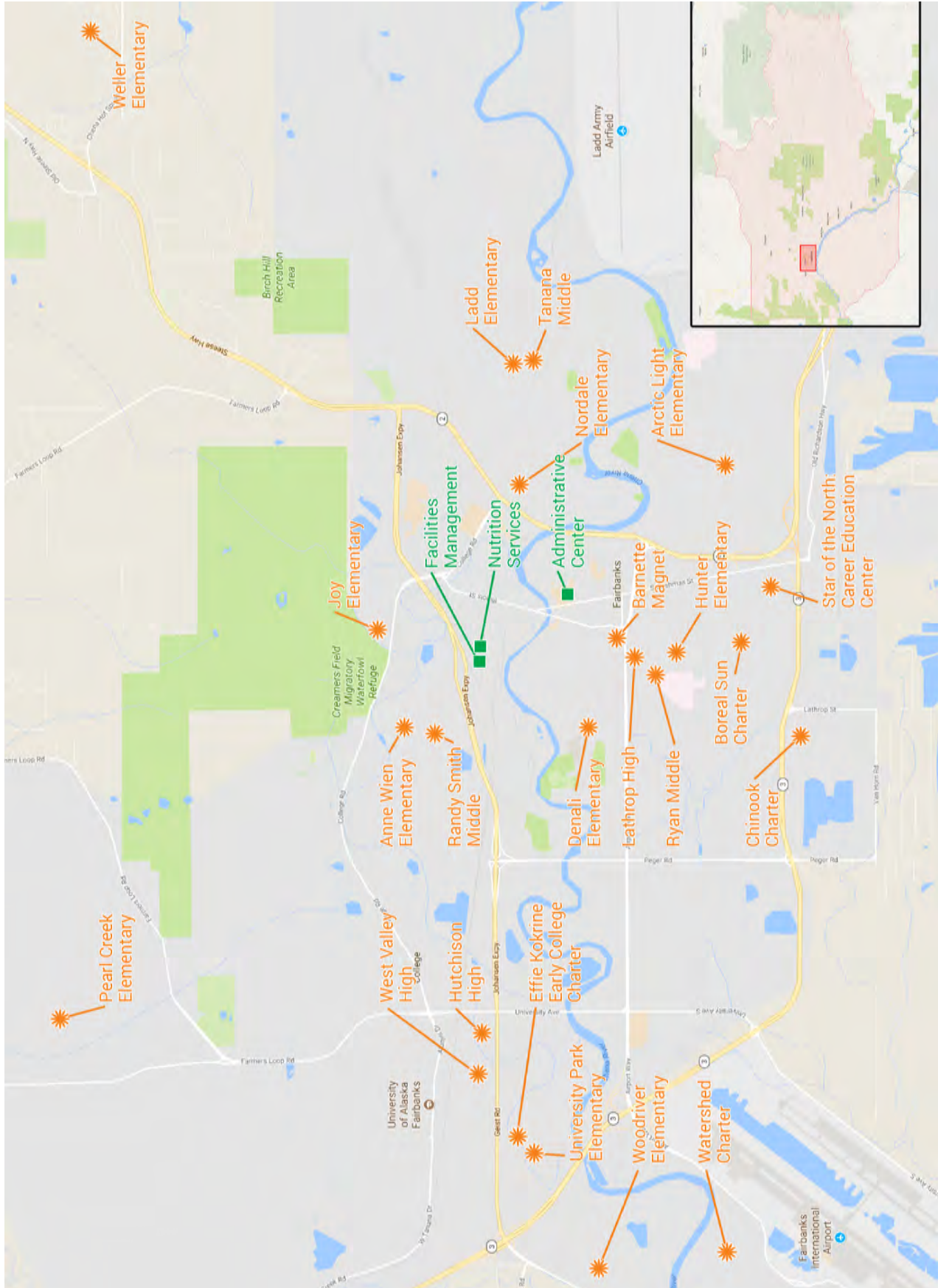




# Fairbanks North Star Borough



# Fairbanks Area Inset



# North Pole Area Inset



# Eielson Air Force Base & Salcha Area Inset



# BOARD OF EDUCATION

K12NORTHSTAR.ORG/SCHOOLBOARD

The 10-person Fairbanks North Star Borough Board of Education consists of seven elected, voting members and three appointed, advisory members. Elected members serve for three-year, staggered terms. They are elected at-large and do not serve specific geographical regions within the Fairbanks North Star Borough. Advisory members include two military representatives, one from Fort Wainwright and one from Eielson Air Force Base. The third advisory member is a high school student from the Regional Student Council.



**Wendy Dominique**

President  
Seat G, expires October 2020



**Timothy Doran**

Vice President  
Seat E, expires October 2020



**Erin Morotti**

Treasurer  
Seat A, expires October 2021



**Sharon McConnell**

Clerk  
Seat C, expires October 2019



**Allyson Lambert**

Member  
Seat D, expires October 2019



**Sean Rice**

Member  
Seat F, expires October 2020



**Chrya Sanderson**

Member  
Seat B, expires October 2021



**Alden Jerome**

Student Representative  
Appointed, advisory vote



**Colonel Chad BonDurant**

Base Representative  
Appointed, advisory vote



**Colonel Sean Fisher**

Post Representative  
Appointed, advisory vote

The Board of Education generally meets the first and third Tuesday of every month, August through June.

Meetings are held in the Administrative Center Board Room.

Regular meetings are broadcast live on GCI cable channel 14, KUAC-FM 89.9, and <http://streaming.k12northstar.org>.

# FY2018-FY2021 Strategic Plan

The district's strategic plan is a document designed to set overall goals for the district and develop a plan to achieve them. The strategic plan shows where the district is headed and what its priorities should be. The following is the district's strategic plan for fiscal year 2018 to fiscal year 2021.

## MISSION STATEMENT - What is our purpose?

**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.**

## VISION STATEMENT - What does success look like?

We envision learning without boundaries, where every student achieves his/her path to academic and career success. Learning will be driven by student need, through flexible and adaptive options. Supporting the district's educational system are highly engaged families; proven technology infrastructure; staff that are continually raising the bar in their profession; and a community that is committed to growing our future.

## CORE VALUES - How will we behave?

- **Student-Centered:** Center everything we do on the student and student learning.
- **Respect:** Embody respect for the diversity and dignity of all.
- **Safe Environment:** Provide a safe learning environment.
- **High Expectations:** Maintain high expectations and educational opportunities to inspire high achievement.
- **Collaborative:** Actively collaborate with students, family, staff and community to support student success.
- **Innovative:** Aim to be innovative and adaptive to student needs.
- **Integrity:** Be transparent, trustworthy and professional.

## STRATEGIC GOALS - How will we succeed?

// 01

### ***Personalized Learning***

Provide all students with options to meet their needs and achieve academic success.

OBJECTIVES:

- **Class size:** Ensure class size is conducive to learning.
- **CTE:** Provide comprehensive technical training combined with relevant CTE experiences to increase student awareness of postsecondary options and prepare them for high skill, high demand careers.
- **Effective Teaching:** Support a culture of continuous improvement.
- **eLearning:** Expand student access to online courses.
- **Full-Day Kindergarten:** All kindergarteners will have full-day options.
- **K-8 Options:** Expand K-8 options.
- **Secondary Options:** Expand secondary options.
- **Success Pathways:** Create multiple pathways to graduation.
- **Support Services:** Support academic and social/emotional needs of students.

// 02

### ***Effective Communication***

Establish relevant, inclusive, and consistent two-way communication to enable/encourage student, parent, staff and community connectedness with the district and increase the diversity of voices within the district.

OBJECTIVES:

- **Parents:** Ensure all parents are informed through systemic, multi-channel delivery of relevant information.
- **Community:** Proactively engage by providing numerous opportunities for dialogue between community and the district.
- **Staff:** Connect and engage with all staff through frequent and streamlined communication.
- **Board:** Guide the strategic directions of the district by facilitating the engagement of all stakeholders both internal and external.

// 03

### ***Parent & Community Engagement***

Engage parents and community to create a meaningful learning environment for students.

OBJECTIVES:

- **Parent Engagement:** Focus on meaningful parent engagement through a variety of opportunities to support student success.
- **Business Partnerships & Community Groups:** Expand partnerships with businesses and community groups.
- **Stakeholder Engagement:** Engage local stakeholders in educational decision making.
- **UA System & DEED Collaboration:** Collaborate with the University of Alaska System and Department of Education & Early Development to facilitate alignment.

// 04

### ***Organizational Excellence***

Create an environment that supports the needs of staff to enable a school and organizational climate where students thrive.

OBJECTIVES:

- **Organizational Support:** Execute efficiency and best practice in operational support and financial management.
- **Diversity:** Engage and foster a strong, diverse workforce, representative of all cultures that enriches the quality of education provided to all students.
- **Curriculum System:** Redesign our curriculum system to be agile and adaptive to change, keeping materials and resources relevant.
- **School Buildings:** Ensure facility plans to address safety, changing delivery needs and declining enrollment.
- **Workforce Excellence:** Attract, retain and develop excellence in our employees.

// 05

### ***Technology Integration***

Expand student access across the district.

OBJECTIVES:

- **Technology in the Classroom:** Ensure technology is embedded within instruction to support personalized learning.
- **Tech Support:** Improve and expand site-level technology proficiency.
- **IT Infrastructure:** Ensure a robust IT infrastructure.
- **PD for Staff:** Embed technology into all professional development.

# Budget Process

Planning for the 2019-20 budget process began in October 2018 with the selection of new members to the budget committee. In the fall, the committee reviewed the 2018-19 approved budget and met with district administration to create recommendations. In November, the administration submitted 2019-20 enrollment projections to the Alaska Department of Education.

The Superintendent launched a community budget survey to solicit input from a wide range of stakeholders. Respondents included students, parents, district employees, and community partners.

In December, school, department, and program leadership provided budget recommendations to the superintendent. The superintendent used the recommendations from the budget committee, the budget survey and district leadership, as well as class size targets and strategic goals and objectives to determine the administrative priorities.

Through the strategic plan, the Board

of Education has provided guidance on district initiatives and budget priorities.

Preparation of 2019-20 proposed budget begins in December and is presented to the Board of Education on February 1. Once the proposed budget is presented to the Board of Education, the public can provide feedback at regular board meetings, through email, and online through public outreach tools.

After public input, changes are made to the budget as needed and the recommended budget is presented to the Board for approval. By State of Alaska statute, the Board of Education must submit the district budget to the Fairbanks North Star Borough (FNSB) Assembly no later than

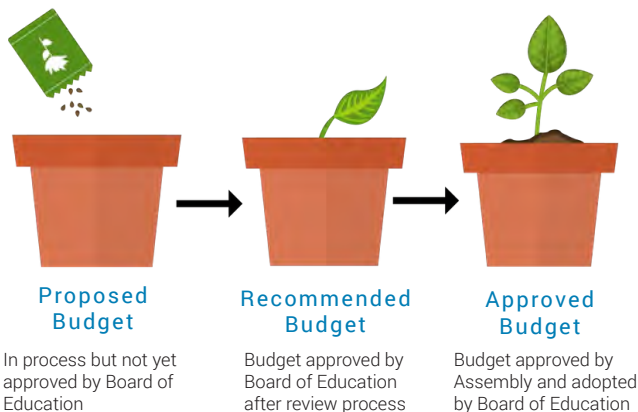
May 1 for approval of the total amount. Borough ordinance has set that date as April 1.

The Assembly determines the local appropriation for education, approves the district's bottom line budget in total, and sets the local mill levy accordingly. Funds for the support of operating schools are subject to the tax cap adopted by FNSB voters.



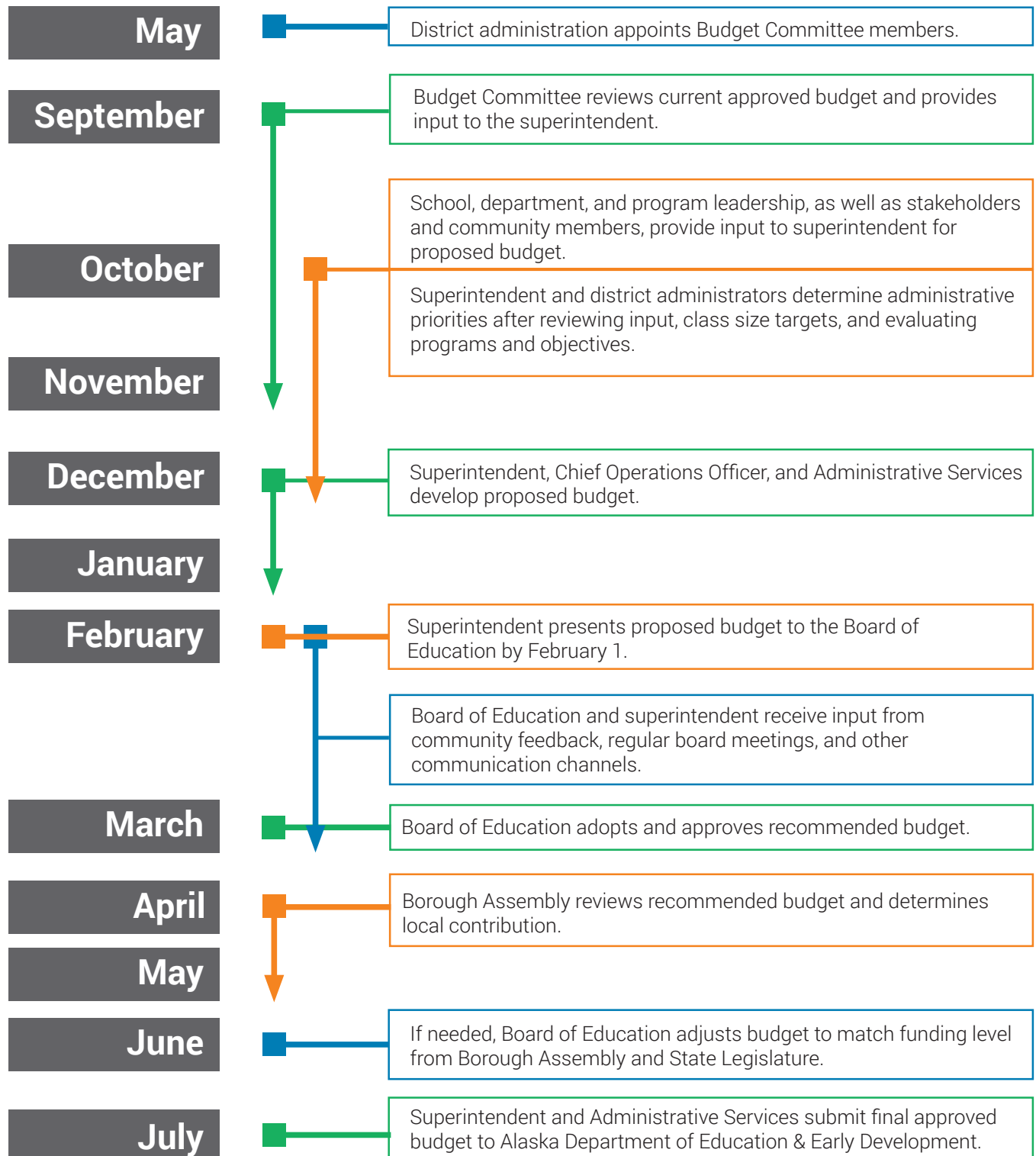
With a 90-day session, the legislature will typically approve a statewide budget for education by mid-April, unless they extend to special session(s). The budget is subject to veto by the governor, which can occur as late as July. If the district requests are fully funded by the Borough Assembly and the State, the budget process is nearly complete. If the level of local or state funding has changed, the Board must determine where budget adjustments are to be made and provide an opportunity for public comment. In either case, final action on the budget is required.

When the final budget is balanced to the match funding levels from the Borough and State, the budget becomes the "Approved Budget" and the spending plan of the district. The Board of Education adopts the Approved Budget by resolution.



# Budget Process Timeline

Updated January 2019





# State Foundation Formula & Local Contribution

Funding for the school district is based off its **Average Daily Membership (ADM)**. ADM is the average student enrollment for 20 school days, ending on the fourth Friday in October. The ADM is then adjusted by the following factors, determined by the State of Alaska, to get the **Adjusted Average Daily Membership (AADM)**.



### SCHOOL SIZE FACTOR

A formula from the school size factor table is used to calculate the adjusted ADM for each school. Smaller schools will be adjusted at a greater level than larger schools.

**Step 1: 12,924 (ADM) -> 15,146**



### CAREER & TECHNICAL EDUCATION FACTOR

Assist districts in providing career and technical education services in grades 7-12. The district's previously adjusted ADM is multiplied by the vocational and technical education factor of 1.015.

**Step 4: 19,447 -> 19,739**



### DISTRICT COST FACTOR

Cost factors are specific to each school district and dependent on geographic location. The district's school size adjusted ADM is multiplied by the cost factor.

**Step 2: 15,146 -> 16,206**



### INTENSIVE SERVICES COUNTS

Adjustment for students meeting qualifications and receiving specialized services. The district's intensive count is added to the previously adjusted ADM.

**Step 5: 19,739 -> 25,043**



### SPECIAL NEEDS FACTOR

Includes special education, gifted/talented, and bilingual/bicultural. The previously adjusted ADM is multiplied by the special needs factor.

**Step 3: 16,206 -> 19,447**



### CORRESPONDENCE STUDENT COUNTS

Adjustment for students enrolled in correspondence courses. The correspondence count is added to the previously adjusted ADM.

**Step 6: 25,043 -> 25,286 (AADM)**

The AADM is then multiplied by the **Base Student Allocation (BSA)**, which is set annually by the State of Alaska, to determine the district's **Basic Need Entitlement**.

$$25,286 \text{ (AADM)} \times \$5,930 \text{ (BSA)} = \$149,944,088 \text{ (Basic Need Entitlement)}$$

The **Required Local Contribution** and the **Deductible Federal Impact Aid** are then determined.

The **Required Local Contribution** equals the full and true value of taxable property multiplied by the mill rate.

$$\$11,508,526,740 \times .00265 = \$30,497,596$$

The **Deductible Federal Impact Aid** is: **\$8,527,032**

The **State Foundation Aid**, or the level of funding provided to the district from the State of Alaska, is determined by the **Basic Need Entitlement** subtracted by the **Required Local Contribution** and the **Level of Federal Impact Aid**.

<b>Basic Need Entitlement</b>	<b>\$149,944,088</b>
<b>Required Local Contribution</b>	<b>- \$30,497,596</b>
<b>Level of Federal Impact Aid</b>	<b>- \$8,527,032</b>
<b>State Foundation Aid</b>	<b>\$110,919,460</b>

# Informational Section: Appendices

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## 2019-20 Class Size Target - Proposed Budget

### Elementary

<u>Grade Level</u>	<u>PTR - Pupil Teacher Ratio</u>
Kindergarten	22.5
Grades 1 thru 3	24
Grades 4 thru 6	26

### Secondary

<u>Grade Level</u>	<u>PTR - Pupil Teacher Ratio</u>
Grades 7 thru 8	27
Grades 9 - 12	29.5

**Fairbanks North Star Borough School District  
School and Grade Level Enrollment Projections  
For the 2019-20 School Year**

School	PK	KG	1	2	3	4	5	6	Elem (PK-6)	7	8	JR	9	10	11	12	SR	Totals
Alternative Learning Systems	20	1	1	1	2	2	2	3	32	4	7	11	11	14	16	20	61	104
Anderson Elementary	6	69	73	60					208									208
Anne Wien Elementary	12	51	64	48	61	49	53	55	394									394
Arctic Light Elementary	12	89	86	71	62	53	46	46	465	9	8	17						482
Bamette Magnet	1	45	48	48	48	52	52	52	346	41	40	81						427
Ben Eielson Jr./Sr. High										58	62	120	54	57	43	37	191	311
Boreal Sun Charter		20	24	23	24	24	24	23	162	24	23	47					0	209
Chinook Charter		16	16	16	16	16	16	16	112	16	16	32						144
Crawford Elementary					62	69	64	62	256									256
Denali Elementary	1	42	50	33	46	52	49	54	327									327
Discovery Peak Charter		30	30	29	30	26	29	24	198			0						198
Effie Kokrine Early College Charter										31	31	62	30	20	38	14	102	164
Fairbanks BEST	1	11	15	15	13	14	23	17	109	20	23	43	19	25	41	33	118	270
Golden Heart Academy													7	7	7	7	28	28
Hunter Elementary	11	49	59	52	56	44	53	43	367									367
Hutchison High													106	101	104	77	388	388
Joy Elementary	13	49	55	54	60	47	50	58	386	15	14	29						415
Ladd Elementary	11	67	60	73	68	66	65	62	472	14	13	27						499
Lathrop High													263	243	262	169	937	937
Midnight Sun Elementary	1	59	68	62	68	68	61		387									387
Nordale Elementary	11	44	43	43	43	47	37	41	309									309
North Pole Elementary	10	55	65	50	58	74	74	0	386									386
North Pole High													183	175	176	127	661	661
North Pole Middle								204	204	222	168	390						594
Pearl Creek Elementary	9	56	64	62	70	73	66	71	471									471
Randy Smith Middle										138	146	284						284
Ryan Middle										168	183	351						351
Salcha Elementary	1	10	14	15	8	10	11	9	78									78
Star of the North Secondary School										15	17	32	10	18	65	52	145	177
Tanana Middle										185	206	391						391
Ticasuk Brown Elementary	9	58	61	71	73	72	68	0	412									412
Two Rivers	1	9	10	5	8	13	8	14	68	7	6	13						81
University Park Elementary	5	58	67	63	63	59	70	72	457									457
Watershed Charter		22	22	22	22	22	22	22	154	22	22	44						198
Weller Elementary	9	55	70	62	53	70	54	73	446									446
West Valley High													249	250	263	177	939	939
Woodriver Elementary	1	55	63	60	71	63	71	60	444									444
<b>Totals</b>	<b>145</b>	<b>1020</b>	<b>1128</b>	<b>1038</b>	<b>1085</b>	<b>1085</b>	<b>1068</b>	<b>1080</b>	<b>7650</b>	<b>989</b>	<b>985</b>	<b>1974</b>	<b>932</b>	<b>910</b>	<b>1015</b>	<b>713</b>	<b>3570</b>	<b>13194</b>

Fairbanks North Star Borough School District	
ESSA Employee Classifications	
<b>GRADE 1</b>	<b>GRADE 6B</b>
<b>GRADE 2</b>	Lead Custodian III
Kitchen Aide	<b>GRADE 6C</b>
<b>GRADE 2A</b>	Lead Custodian IV
Central Kitchen Packaging Crew Member	Central Kitchen Coordinator
<b>GRADE 3</b>	<b>GRADE 7</b>
Central Kitchen Production Crew Member	Academic Intervention Aide
Laborer	Accounts Payable Clerk
<b>GRADE 3A</b>	Autism Behavior Support Aide (entry level)
Elementary Kitchen Manager	Cashier
Roving Kitchen Manager	School Safety Assistant
<b>GRADE 4</b>	<b>GRADE 8</b>
<b>GRADE 4A</b>	Administrative Secretary
Secondary Kitchen Manager (supervises 1-5 employees)	Assistive Technology Media Technician
<b>GRADE 4B</b>	Counseling Technician
Secondary Kitchen Manager (supervises more than 5 employees)	Elementary Library Media Associate
<b>GRADE 5</b>	Library Media Technician
Custodian	Migrant Records Manager
Day Custodian I	Printer
Purchasing/Warehouse Clerk	<b>GRADE 9</b>
Secretary	After School Program Coordinator (fee based)
Special Education Secretary	Autism Behavior Technician (mid-level)
Teacher Aide - Intervention Room	Curriculum Technician
Teacher Aide - Special Education	Payroll Technician
Teacher Aide - Swimming	School Technology Support Technician
Teacher Assistant	<b>GRADE 10</b>
<b>GRADE 5A</b>	After School Program Coordinator II
Day Custodian II	Buyer
<b>GRADE 5B</b>	Computer Technician
Day Custodian III	Grants and Strategic Partnerships Specialist
<b>GRADE 6</b>	Grounds Technician
ANE Cultural Resource Coordinator	Information Systems Support Technician I
ANE Liaison	Materials Development Specialist
Assistant Accounting Clerk	Sign Language Interpreter/ Transliterater
Assistant Accounts Payable Clerk	Special Education Assessment Specialist
Bus Scheduler	<b>GRADE 11</b>
CTE Technician	After School Program Coordinator III (lead)
Lead Custodian I	Autism Behavior Specialist (advanced)
Library Assistant	Certified Occupational Therapist Assistant
Program Secretary	Licensed Speech Language Pathology Assistant
Project Liaison- Mentoring for Success Through Education	Payroll Clerk - Lead
Reading Assistant	Prevention/Intervention Specialist
Records Management Assistant	Records Management Specialist
RTI Assistant	School Psychologist Intern
Special Education Lead Records Assistant	Warehouseperson II
Teacher Aide, BASE	<b>GRADE 12</b>
Teacher Aide - Behavior/Intervention	Information Systems Support Technician III
Teacher Aide - Extended Resource	Maintenance Mechanic:
Teacher Aide - Intensive Resource	Auto/Generator
Teacher Aide- Pre-Kindergarten Intensive Resource	Carpenter
Teacher Aide- Sign Language	Grounds
Tutor - ANE Program	Electronics
Tutor - Classroom	Locksmith
Tutor - Correspondence/ BEST	Hazardous Materials
Tutor- ELL	Network Technician
Warehouseperson	School Nurse
Warehouseperson/Expeditor	<b>GRADE 13</b>
<b>GRADE 6A</b>	Maintenance Technician:
Lead Custodian II	Boiler
	Electrician
	HVAC
	Plumber
	Preventive

**Fairbanks North Star Borough School District  
2018-19 ESSA SALARY SCHEDULE**

Grade	Step																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21
Grade 1	13.24	13.53	13.82	14.12	14.44	14.73	15.07	15.41	15.73	16.09	16.45	16.82	17.17	17.58	17.96	18.36	18.78	19.21	19.66	20.10	20.57
Grade 2	14.15	14.47	14.78	15.11	15.44	15.78	16.14	16.49	16.86	17.25	17.63	18.01	18.43	18.83	19.27	19.72	20.16	20.62	21.10	21.58	22.09
Grade 2A	14.47	14.78	15.11	15.44	15.78	16.14	16.49	16.86	17.25	17.63	18.01	18.43	18.83	19.27	19.72	20.16	20.62	21.10	21.58	22.09	22.58
Grade 3	15.17	15.49	15.83	16.18	16.53	16.90	17.29	17.68	18.07	18.48	18.91	19.33	19.78	20.21	20.67	21.16	21.64	22.14	22.64	23.16	23.70
Grade 3A	15.49	15.83	16.18	16.53	16.90	17.29	17.68	18.07	18.48	18.91	19.33	19.78	20.21	20.67	21.16	21.64	22.14	22.64	23.16	23.70	24.25
Grade 4	16.21	16.56	16.94	17.32	17.71	18.12	18.51	18.94	19.36	19.81	20.26	20.70	21.20	21.68	22.18	22.68	23.20	23.73	24.28	24.84	25.42
Grade 4A	16.56	16.94	17.32	17.71	18.12	18.51	18.94	19.36	19.81	20.26	20.70	21.20	21.68	22.18	22.68	23.20	23.73	24.28	24.84	25.42	26.02
Grade 4B	16.94	17.32	17.71	18.12	18.51	18.94	19.36	19.81	20.26	20.70	21.20	21.68	22.18	22.68	23.20	23.73	24.28	24.84	25.42	26.02	26.62
Grade 5	17.37	17.77	18.18	18.58	19.00	19.42	19.86	20.31	20.76	21.25	21.73	22.23	22.75	23.27	23.80	24.36	24.92	25.49	26.09	26.70	27.32
Grade 5A	17.77	18.18	18.58	19.00	19.42	19.86	20.31	20.76	21.25	21.73	22.23	22.75	23.27	23.80	24.36	24.92	25.49	26.09	26.70	27.32	27.96
Grade 5B	18.18	18.58	19.00	19.42	19.86	20.31	20.76	21.25	21.73	22.23	22.75	23.27	23.80	24.36	24.92	25.49	26.09	26.70	27.32	27.96	28.60
Grade 5 Shift	17.97	18.37	18.78	19.18	19.60	20.02	20.46	20.91	21.36	21.85	22.33	22.83	23.35	23.87	24.40	24.96	25.52	26.09	26.69	27.30	27.92
Grade 5A Shift	18.37	18.78	19.18	19.60	20.02	20.46	20.91	21.36	21.85	22.33	22.83	23.35	23.87	24.40	24.96	25.52	26.09	26.69	27.30	27.92	28.56
Grade 5B Shift	18.78	19.18	19.60	20.02	20.46	20.91	21.36	21.85	22.33	22.83	23.35	23.87	24.40	24.96	25.52	26.09	26.69	27.30	27.92	28.56	29.20
Grade 6	18.63	19.05	19.46	19.91	20.35	20.83	21.30	21.77	22.29	22.79	23.31	23.86	24.41	24.97	25.55	26.14	26.75	27.38	28.01	28.66	29.35
Grade 6 Lead	20.63	21.05	21.46	21.91	22.35	22.83	23.30	23.77	24.29	24.79	25.31	25.86	26.41	26.97	27.55	28.14	28.75	29.38	30.01	30.66	31.35
Grade 6A	19.05	19.46	19.91	20.35	20.83	21.30	21.77	22.29	22.79	23.31	23.86	24.41	24.97	25.55	26.14	26.75	27.38	28.01	28.66	29.35	30.04
Grade 6B	19.46	19.91	20.35	20.83	21.30	21.77	22.29	22.79	23.31	23.86	24.41	24.97	25.55	26.14	26.75	27.38	28.01	28.66	29.35	30.04	30.75
Grade 6C	19.91	20.35	20.83	21.30	21.77	22.29	22.79	23.31	23.86	24.41	24.97	25.55	26.14	26.75	27.38	28.01	28.66	29.35	30.04	30.75	31.48
Grade 6 Shift	19.23	19.65	20.06	20.51	20.95	21.43	21.90	22.37	22.89	23.39	23.91	24.46	25.01	25.57	26.15	26.74	27.35	27.98	28.61	29.26	29.95
Grade 6A Shift	19.65	20.06	20.51	20.95	21.43	21.90	22.37	22.89	23.39	23.91	24.46	25.01	25.57	26.15	26.74	27.35	27.98	28.61	29.26	29.95	30.64
Grade 6B Shift	20.06	20.51	20.95	21.43	21.90	22.37	22.89	23.39	23.91	24.46	25.01	25.57	26.15	26.74	27.35	27.98	28.61	29.26	29.95	30.64	31.35
Grade 6C Shift	20.51	20.95	21.43	21.90	22.37	22.89	23.39	23.91	24.46	25.01	25.57	26.15	26.74	27.35	27.98	28.61	29.26	29.95	30.64	31.35	32.08
Grade 7	19.97	20.42	20.89	21.36	21.82	22.34	22.85	23.37	23.92	24.48	25.05	25.61	26.21	26.85	27.46	28.10	28.76	29.44	30.12	30.82	31.55
Grade 8	21.43	21.90	22.40	22.92	23.47	23.99	24.56	25.12	25.70	26.30	26.92	27.53	28.20	28.86	29.52	30.22	30.90	31.63			
Grade 8 Lead	23.43	23.90	24.40	24.92	25.47	25.99	26.56	27.12	27.70	28.30	28.92	29.53	30.20	30.86	31.52	32.22	32.90	33.63			
Grade 9	22.99	23.54	24.06	24.64	25.19	25.80	26.37	27.00	27.62	28.28	28.93	29.62	30.30	31.01	31.77	32.51					
Grade 9 Lead	24.99	25.54	26.06	26.64	27.19	27.80	28.37	29.00	29.62	30.28	30.93	31.62	32.30	33.01	33.77	34.51					
Grade 10	24.70	25.27	25.87	26.46	27.07	27.72	28.37	29.03	29.70	30.40	31.12	31.85	32.60	33.35	34.17						
Grade 11	26.53	27.14	27.77	28.42	29.10	29.76	30.47	31.19	31.93	32.68	33.44	34.25	35.05	35.90							
Grade 12	28.50	29.17	29.86	30.57	31.28	32.02	32.76	33.55	34.35	35.15	36.00	36.83	37.73								
Grade 12 Lead	30.50	31.17	31.86	32.57	33.28	34.02	34.76	35.55	36.35	37.15	38.00	38.83	39.73								
Grade 13	30.66	31.37	32.10	32.87	33.65	34.43	35.25	36.09	36.92	37.83	38.72	39.66									
Grade 13 Lead	32.66	33.37	34.10	34.87	35.65	36.43	37.25	38.09	38.92	39.83	40.72	41.66									

A single step for 2018-19 Salary Schedule is awarded pursuant to Article 15.3c Step Advancement. Employees who receive additional compensation in addition to the salary schedule are:

- Per Article 7.7 HR Designated Leads = \$2.00 Temporary Working Foreman = \$1.50
- Per Article 7.11 Shift Differential=\$0.60
- Per Article 7.19 Aides w/ Signing Responsibilities=\$1.2! Network Techs Certified for High Tower Work = \$8.00

**Fairbanks North Star Borough School District  
2018-19 Teacher Salary Schedule**

<b>STEP</b>	<b>B+0</b>	<b>B+18</b>	<b>M/B+36</b>	<b>M+18</b>	<b>M+36</b>	<b>M+ Spec Cert</b>
0	\$ 49,278.97	\$ 51,564.01	\$ 54,304.01	\$57,045.02	\$ 58,873.03	\$61,519.17
1	\$ 51,564.01	\$ 53,850.07	\$ 56,589.02	\$59,448.36	\$ 61,160.09	\$63,805.18
2	\$ 53,850.07	\$ 56,136.12	\$ 58,873.03	\$61,612.00	\$ 63,440.02	\$66,085.13
3	\$ 56,136.12	\$ 58,417.04	\$ 61,160.09	\$63,896.01	\$ 65,721.98	\$68,366.08
4	\$ 58,417.04	\$ 60,701.05	\$ 63,440.02	\$66,182.04	\$ 68,006.00	\$70,650.08
5	\$ 60,701.05	\$ 62,981.99	\$ 65,721.98	\$68,465.02	\$ 70,286.93	\$72,932.06
6	\$ 62,981.99	\$ 65,264.97	\$ 68,006.00	\$70,742.92	\$ 72,571.96	\$75,218.10
7	\$ 65,263.95	\$ 67,547.96	\$ 70,204.32	\$73,026.93	\$ 74,851.88	\$77,498.00
8		\$ 69,830.94	\$ 72,571.96	\$75,308.88	\$ 77,138.93	\$79,784.07
9		\$ 72,111.98	\$ 74,851.88	\$77,592.89	\$ 79,419.90	\$82,066.02
10		\$ 74,396.90	\$ 77,138.93	\$79,875.85	\$ 81,701.85	\$84,347.97
11			\$ 79,420.90	\$82,158.85	\$ 83,984.83	\$86,631.98
12			\$ 81,703.89	\$84,440.82	\$ 86,267.81	\$88,913.95
13			\$ 83,988.92 *	\$86,724.79	\$ 88,551.80	\$91,195.90
14				\$89,009.85	\$ 90,834.80	\$93,479.91
15					\$ 93,116.77	\$95,762.91
16					\$ 95,401.77	\$98,047.93

\* Master's Degree Only

Step movement on the salary schedule shall be limited to one (1) step per year.

**Fairbanks North Star Borough School District  
PRINCIPAL SALARY SCHEDULE 2018-19**

DAYS	POSITION	0	1	2	3	4	5	6	7	8	9	10	11	**12	13	**14	15
PA 191	Assistant Principal - Elementary Level	\$80,255	82,261	84,317	86,425	88,586	90,801	93,071	95,397	97,782	100,227	102,733	105,301	105,301	107,934	107,934	\$110,632
PB 196	Assistant Principal - Middle Level	\$85,042	87,168	89,347	91,581	93,870	96,217	98,623	101,088	103,615	106,206	108,861	111,582	111,582	114,372	114,372	\$117,231
PC 196	Assistant Principal - High Level & Dean of Students	\$88,408	90,619	92,884	95,206	97,586	100,026	102,527	105,090	107,717	110,410	113,170	115,999	115,999	118,899	118,899	\$121,872
PD 196	Principal - Elementary Le	\$91,006	93,281	95,613	98,004	100,454	102,965	105,539	108,178	110,882	113,654	116,495	119,408	119,408	122,393	122,393	\$125,453
PE 196	Principal - Middle Level	\$91,006	93,281	95,613	98,004	100,454	102,965	105,539	108,178	110,882	113,654	116,495	119,408	119,408	122,393	122,393	\$125,453
PF 206	Principal - High Level	\$98,214	100,670	103,187	105,766	108,410	111,121	113,899	116,746	119,665	122,656	125,723	128,866	128,866	132,087	132,087	\$135,390

\*\*Denotes no salary increase from previous step



**Fairbanks North Star Borough School District**  
**Exempt and Non-Exempt Employee Positions by Grade and Title**  
**Exempt Administrative Positions**

12	Assistant Superintendent
12	Chief Operations Officer
11	Executive Director of Human Resources
9	Director of Accounting Services
9	Director of Employee & Labor Relations
9	Employment and Education Opportunity Officer
9	Executive Director of Communications, Development, and Engagement
9	Executive Director of Facilities Maintenance
9	Executive Director of Federal Programs
9	Executive Director of Information & Technology
9	Executive Director of Special Education
9	Executive Director of Teaching & Learning
8	Assistant Director of Special Education
8	Assistant Director of Accounting Services
8	Director of Business Services and Risk Management Liaison
8	Director of Career & Technical Education
8	Director of Nursing Services
8	Director of Procurement and Warehousing
8	Director of Student Support Services
8	Maintenance, Construction & Energy (MCE) Manager
7	Assistant Director of Grants & Partnerships
7	College & Career Coordinator
7	Coordinator Benefits
7	Coordinator Elementary and Secondary Curriculum
7	Coordinator ESEA Program Compliance Coordinator
7	Coordinator of IT/eLearning
7	Coordinator Professional Learning
7	Coordinator Special Education
7	Digital Communications Manager
7	Director of 21 <sup>st</sup> Century After School Program
7	Director of Alaska Native Education
7	Director of Business Information Systems
7	Director of Public Relations
7	Director of ELL/Bilingual Program
7	Director of Network and Computer Services
7	Director of Nutrition Services
7	Director of Transportation
7	Director of Student Information Systems
7	Employee Relations Specialist
7	Federal and State Compliance Facilitator
7	Information Security Officer

**Fairbanks North Star Borough School District**  
**Exempt and Non-Exempt Employee Positions by Grade and Title**

**Exempt Administrative Positions**

7	Payroll Manager
7	Senior Research Analyst
7	Title IX Specialist
7	Training Specialist
6	Accountant II
6	Assistant Director Nutrition Services
6	Digital Learning Coordinator
6	Electrical Administrator/Energy Specialist
6	HR Coordinator II
6	Maintenance Foreman
6	Migrant Education Program Coordinator
6	Manager of Custodial and Grounds
6	Military Student Support Coordinator
6	Network Administrator
6	Nursing Clinical Coordinator
6	Project Diplomas Coordinator
6	Recruiting & Staffing Coordinator
6	Social Services Manager
6	System Administrator
6	System Administrator - Human Resources Information Systems
6	Systems Database Administrator
5	Accountant I
5	Activities Coordinator
5	Budget Specialist
5	Coordinator GHA Transition
5	Custodial Zone Manager
5	HR Coordinator I
5	Nutrition Services Supervisor
5	Purchasing Agent
5	Shipping & Receiving Supervisor
5	Theater Coordinator

**Non-Exempt Hourly Positions**

4	Executive Assistant
4	Senior Human Resources Technician
3	Human Resources Secretary
3	Human Resources Technician

**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT  
EXEMPT AND NON-EXEMPT SALARY SCHEDULE  
EFFECTIVE JULY 1, 2018**

**Pay Grades**

<b>Steps</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>1</b>	\$39,474	\$43,213	\$47,331	\$51,868	\$59,608	\$65,873	\$72,933	\$81,365	\$90,821	\$99,653	\$108,482	\$119,079
<b>2</b>	\$40,734	\$44,599	\$48,801	\$53,465	\$61,505	\$67,873	\$75,043	\$83,578	\$93,139	\$102,076	\$111,011	\$121,713
<b>3</b>	\$42,016	\$45,986	\$50,293	\$55,040	\$63,401	\$69,876	\$77,149	\$85,790	\$95,458	\$104,500	\$113,539	\$124,347
<b>4</b>	\$43,255	\$47,331	\$51,742	\$56,637	\$65,298	\$71,877	\$79,256	\$88,003	\$97,776	\$106,921	\$116,067	\$126,981
<b>5</b>	\$44,536	\$48,717	\$53,234	\$58,192	\$67,195	\$73,880	\$81,363	\$90,216	\$100,093	\$109,345	\$118,597	\$129,616
<b>6</b>	\$45,797	\$50,083	\$54,704	\$59,767	\$69,091	\$75,882	\$83,470	\$92,429	\$102,413	\$111,769	\$121,125	\$132,250
<b>7</b>	\$47,057	\$51,448	\$56,175	\$61,364	\$70,987	\$77,883	\$85,577	\$94,640	\$104,730	\$114,193	\$123,653	\$134,884
<b>8</b>	\$48,339	\$52,814	\$57,645	\$62,939	\$72,884	\$79,886	\$87,686	\$96,853	\$107,048	\$116,616	\$126,183	\$137,518
<b>9</b>	\$49,578	\$54,200	\$59,137	\$64,515	\$74,780	\$81,886	\$89,793	\$99,067	\$109,364	\$119,040	\$128,711	\$140,152
<b>10</b>	\$50,860	\$55,545	\$60,608	\$66,091	\$76,676	\$83,889	\$91,900	\$101,278	\$111,684	\$121,461	\$131,241	\$142,786
<b>11</b>	\$52,120	\$56,931	\$62,078	\$67,687	\$78,573	\$85,892	\$94,007	\$103,491	\$114,002	\$123,885	\$133,768	\$145,420
<b>12</b>	\$53,381	\$58,276	\$63,549	\$69,263	\$80,469	\$87,892	\$96,114	\$105,704	\$116,319	\$126,309	\$136,296	\$148,055
<b>13</b>						\$89,895	\$98,220	\$107,917	\$118,636	\$128,732	\$138,826	\$150,689
<b>14</b>						\$91,895	\$100,327	\$110,128	\$120,956	\$131,156	\$141,354	\$153,323

**FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT**  
**Comparison of Fringe Benefit Rates**  
**FY 2016-17 to FY 2019-20**

	2016-17 Approved	2017-18 Approved	2018-19 Approved	2019-20 Proposed
<b>Certified</b>				
Health Insurance	32.70%	31.70%	28.86%	28.86%
Unemployment	0.15%	0.15%	0.15%	0.15%
Workers Comp	1.00%	1.00%	0.75%	0.75%
FICA Medical	1.45%	1.45%	1.45%	1.45%
TRS	12.56%	12.56%	12.56%	12.56%
<b>Total</b>	<b>47.86%</b>	<b>46.86%</b>	<b>43.77%</b>	<b>43.77%</b>
<b>Classified</b>				
Health Insurance	32.70%	31.70%	28.86%	28.86%
Unemployment	0.15%	0.15%	0.15%	0.15%
Workers Comp	1.00%	1.00%	0.75%	0.75%
FICA	7.65%	7.65%	7.65%	7.65%
PERS	22.00%	22.00%	22.00%	22.00%
<b>Total</b>	<b>63.50%</b>	<b>62.50%</b>	<b>59.41%</b>	<b>59.41%</b>
<b>Substitute/Temporary</b>				
Unemployment	0.15%	0.15%	0.15%	0.15%
Workers Comp	1.00%	1.00%	0.75%	0.75%
FICA	7.65%	7.65%	7.65%	7.65%
<b>Total</b>	<b>8.80%</b>	<b>8.80%</b>	<b>8.55%</b>	<b>8.55%</b>

# State Chart of Accounts - Function Summary

## **100 - Instruction**

Instruction includes the educational activities directly involving the interaction between teachers and students. Included here are the certificated classroom teachers or other certificated personnel who are performing as classroom teacher and classroom aides or classroom assistants who directly assist in the instructional process.

## **200 - Special Education Instruction**

Special education instruction includes the educational activities directly involving the interaction between teachers and special education students in the classroom or other facility. Included here are the certificated special education teachers or other certificated personnel who are performing as the special education teacher and classroom aides or classroom assistants who directly assist in the special education instructional process.

## **220 - Special Education Support Services**

Special education support services - students includes educational activities designed to assess and improve the wellbeing of special education students. Included here is the special education director/coordinator/manager. Also included are the costs of such activities as special education guidance, health services, social work, psychological services, speech pathology services, audiology services, and physical therapy services provided to students as the result of an Individualized Education Program (IEP).

## **300 - Support Services - Students**

Support services - students includes the activities designed to assess and improve the wellbeing and health of students and to supplement the instruction process. Included here are guidance services, health services, attendance and social work services and boarding home costs.

## **350 - Support Services - Instruction**

Support services - instruction includes those activities that assist instructional staff with the content and process of providing learning experiences for students. Included are improvement of instructional services (curriculum development and techniques of instruction), library services, audiovisual services, and in-service training. Included here are the costs of nonteaching

director/coordinator/managers who are specifically trained and directly assigned to instructional programs and librarians and library aides.

## **400 - School Administration**

School administration includes the activities of overall management, direction and leadership of a school. This includes general supervision of the school, evaluation of school staff members, assignment of duties to staff members, and coordination of school instructional activities. Included here are certificated school administration staff including principals and head teachers while not in the classroom teaching.

## **450 - School Administration Support Services**

School administration support services includes the activities that support School Administration, function 400 in the overall management of a school. Included here are the noncertificated school administration staff including secretaries and clerks.

## **510 - District Administration**

District administration includes the activities of broad overall district-wide executive and general administration of the school district. This includes the office of the superintendent; activities of the elected school board and any expenditures for lobbyists; public relations and information services; and any district-wide planning, research, development and evaluation activities.

## **550 - District Administration Support Services**

Activities of managing and conducting general administrative services of the school district including accounting, payroll and budgeting, purchasing, recruiting and placement, statistical manipulation and reporting, and data processing.

## **600 - Operations and Maintenance of Plant**

Activities of keeping buildings open and ready for use, equipment in an effective state of repair and grounds keeping. This includes the director/coordinator/manager of operations, janitors, and custodial staff.

## **780 - Community Services**

Activities provided by a school or school district for purposes of relating to the community as a whole or some segment of the community not directly related to providing education for students.