



**HERITAGE ACADEMY
BOARD MINUTES**

**Location: 500 South Lincoln Jerome, Idaho
7:00 PM – January 16, 2014**

VISION

As a community of children, families, and educators, Heritage Academy believes that each individual has gifts, talents, and strengths. Our commitment to academic excellence will ensure that all students acquire the meta-cognitive skills and knowledge necessary to reach their highest potential and become responsible, respectful, and caring members of society. We will accomplish this by establishing high expectations, integrating enriched learning strategies for all students, and by promoting home, school and community partnership.

MISSION

Using the School-Wide Enrichment Model, Heritage Academy will educate students, leading them to develop meta-cognitive skills. In a safe and respectful environment, these skills will allow them to learn how to organize information and solve real-life problems. Our students will graduate with skills in both the core content areas and in critical thinking that will lead to success in school, in the workforce, and in the community.

This session is a public session for the purpose of conducting Heritage Academy business; patron comment time will be provided for in accordance with the established agenda.

7:08 pm – CALL TO ORDER WELCOME – B. Crouch

- ❖ Pledge of Allegiance
- ❖ Reading of Heritage Academy's Mission and Vision – K Tate & A Crouch
- ❖ Roll Call – Establishment of a Quorum

Blair Crouch, Kala Tate, Teresa Molitor, Amanda Bingham, Anneli Crouch
Also present: Christine Ivie, Cheryl Kary, Teresa Berry, Kurt Hopper,

- ❖ Approval of Agenda

A Bingham motioned to approve agenda as outlined
A Crouch seconded

7:10 pm CONSENT AGENDA: *(Information in Board Packet)*

The Board previews the enclosures under Consent Agenda. If a Board Member elects, any consent Agenda item may be pulled and discussed at the meeting. If no item is pulled, acceptance will be automatic under the motion for the Consent Agenda.

- Approval of Minutes
 - December 19, 2013
 - January 9, 2014
- Approval of Bills Paid
- Current Budget & Payroll Report

Fix spelling error on Jan. 9 minutes

A Bingham motioned to approve consent agenda after error fixed
K Tate seconded motion
Vote – All Aye

7:15 pm REPORTS (for discussion only)

❖ Administrator's Report – C Ivie

This week is Board Appreciation week. The sunshine committee purchased pen and notebook for each board member to show appreciation for all they do.

Highlights from Administrator Report:

Child nutrition review is over. There only 3 mistakes, all of which were resolved immediately.

They were pleased with our Wellness Policy and appreciated the way our lunch program is going. We have almost 50% of our student population that are on food stamps. This makes us eligible for a program where all of the students will qualify for free breakfast and lunch. We will apply in April and wait to see if we will receive this benefit.

Cluster started today for the Spring. The students are so excited. Some of the clusters are: sculpting, signing, birds, woodwork, cooking, ice, fairytales.

Secondary students are doing well. They also started new clusters this semester. We have had no suspensions. A student that was close to expulsion is doing really well and working back into school. We have a couple of students that are serving as teachers' aides.

We are doing "positive training" for the older and younger students in assemblies.

❖ USDA Update – B Crouch

USDA is in a better situation than they have been. Blair is continuing to work with Rob Lambford and hoping to move to the next stage in the next 30 days.

❖ Facilities Report – B Crouch

Don Soto, manager of First Federal Bank, has been working to get a flashing light on So. Lincoln to remind drivers that this is a school zone. It will be solar powered.

❖ Finance Committee Report – C Kary

We have a reserve of about \$2900 right now. This is exciting. We made about \$200 on the ice cream sale that the Business Cluster is doing.

❖ Marketing Update – K Tate

We are trying to get an article put together for the Northside Journal. We should be in the February edition. The Journal is expanding to 9000 mailboxes in the valley.

A Bingham suggested that we have an advertisement or something quarterly. K Tate said that that is an option. C Kary also noted that our lottery is open and that should be put in the article.

7:45 pm DISCUSSION ITEMS

❖ Legislative Update – T Molitor

The board had discussion of happenings in the state legislation and how last year's legislation may affect Heritage Academy in the future.

❖ Resignation of Employee

Ms. Bell decided that she did not want to come back after the break and submitted her resignation. The students and teachers had a going-away party for her Wednesday afternoon.

In Ms. Bell's place, Dr. Ivie is teaching 3 of her classes and Mrs. Scarrow will teach the 2 alternate classes. Dr. Ivie informed the Board that she will be asking Teacher Certification at the

State Department for an amendment to Anna Waters-Clark's Provisional Authorization to add K-8 elementary education and 6/12 science to her certification.

B Crouch wondered if we needed to hire someone to relieve Dr. Ivie of some of the stress and time constraints so that she can be Administrator. Dr. Ivie doesn't think that there is money in the budget to hire someone. She also thinks that there are fewer discipline issues where she is able to be with the secondary students.

A Bingham is wondering where the funds not being used for the full-time position are going. It is going to long term sub, making up for subs needed in the fall and more special education services.

A Crouch wondered if there could be a plan "B" if things got too stretched for Dr. Ivie. Dr. Ivie said that she would work on a plan over the weekend and see what she could come up with. A Bingham is concerned that Dr. Ivie does not burn the candle at both ends. B Crouch watches the budget very closely as does C Kary and it is very tight right now.

❖ New Board Member Appointment – Kurt Hopper

Discussion pursued as to whether to fill the last appointed seat or to have a vote. After looking at the By-Laws section 4.3 (f) it was determined that Kurt Hopper would be able to fill Jason Peterson's (Seat #1) as a Director appointed position to finish Seat #1 term to end June 30, 2015

❖ 2014-2015 School Calendar

There are some dates that need to be cleared up. Parent/teacher conference dates need to be change to March 25-26.

8:15 pm BUSINESS ITEM(s)

❖ Personnel Policy 5800 – Classified Employment, Assignment and Grievance

A Crouch Motioned to approve Policy 5800

A Bingham

Vote: All Aye

❖ Personnel Policy 5800P – Classified Employee Grievance Procedure

K Tate Motioned to approve Policy 5800P

A Bingham Second

Vote: All Aye

❖ Personnel Policy 5810 – Compensatory Time and Overtime/Classified Employees

T Molitor Motion to approve Policy 5810

K Tate seconded

All Aye

❖ Employee Resignation

K Tate to accept employee Resignation, Ms. Bell

T Molitor Second

Vote: All Aye

❖ New Board Member Appointment

A Crouch motioned to appoint Kurt Hopper to fill vacancy left by Jason Peterson and to fill term in seat #1.

A Bingham seconded

Vote: All Aye

Kurt Hopper was sworn in by Chairman Blair Crouch

❖ Approval of 2014-2015 School Calendar

A Crouch motion to approve Heritage Academy 2014-2015 school calendar with the following changes: August need a line that states school starts the 25th. March calendar will have parent teacher conferences changed to March 25th and 26th. The words "school closed for Spring Break march 30-April 2". Strike yellow on May 25th.

A Bingham seconded

Vote: All Aye

K Hopper motion to adjourn meeting

K Tate seconded

Vote: All Aye

8:37 pm ADJOURN

If auxiliary aids or services are needed for individuals with disabilities, or if you wish to speak during an Open Forum if applicable, please contact a Heritage Academy board member before the meeting opens. While the Board of Directors will attempt to address items in the listed order, some items may be addressed prior to or after the order listed above. To contact the Board of Directors, please email: teresa@molitorandassociates.com. or call (208) 595-1617