



**HERITAGE ACADEMY
BOARD MINUTES
Location: 500 So. Lincoln, Jerome ID
November 17, 2016 7:00PM**

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.

7:11 pm - CALL TO ORDER WELCOME – S Ahrens

- Pledge of Allegiance
- Reading of Heritage Academy's Vision and Mission – T Packard, K Gilgren
- Roll Call – Establishment of a Quorum

Sarah Ahrens, Kris Gilgren, Tiffany Packard, Amanda Bingham, Karen McGee

- Approval of Agenda

A Bingham - Motion to approve the agenda with adding discussion and possible business item of Board Applications

T Packard - second

7:05 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
October 6, 2016
November 6, 2016
November 8, 2016
- Approval of Bills Paid
- Payroll Report
- Budget

K McGee - motion to approve consent agenda

A Bingham - second

7:10 pm PUBLIC COMMENT

This time is open for public comment. Information shared during this time that is not on the agenda will not be added to this agenda or discussed by the Board during this meeting, but will be acknowledged by the Board and may be added to a future meeting as necessary.

7:15 pm REPORTS (for discussion only)

- Gift presentation for previous board members – A Crouch

Postponed

- Administrative Report – C Ivie

Dr. Ivie will send a report to the board in December. She doesn't have much to report as there have been several days where the school had to close.

- Facilities Report – K Gilgren
 - Winter Snow Removal Agreement

Gas regulator was replaced and the piping was completed. Busses are doing pick up and drop off on the side of the school until we have a freeze so that we don't worry about cracking the pipes.

Board asked if this bid is similar to the contract we had last year and if the bid is for per snow or whole season. It is for the whole season and similar to the contract last year.

- Budget & Finance Report –K Gilgren, T Carver

We got the bill for the sewer placement. It was about \$5000 as expected. The budget reports we are about 35% through the school year. We have a couple of areas that are a little high because of building repair and liability coverage.

- Employee/Consultant Agreement

Dr. Ivie informed the board that she has been in conversation with board members. A Bingham and K Gilgren, T Carver and C Kary about the contract. The board discussed the monies paid for time not worked and whether or not to receive payment back for that. T Packard also questioned the vacation that C Kary has accrued with the contract that started in July. T Carver and Dr. Ivie clarified this. They said that vacation showed as it would come as a part time employee and that she could use these to cover the time she didn't work the hours that were agreed on in her contract.

We are thankful for everything Cheryl has done for the school. We thought we would need her services more that we have. Dr. Ivie's suggested is that the board make a motion to move forward from where we are at, not look for compensation of payment for hours not worked and change the agreement to hourly to meet the needs of the school.

- Marketing, Parent & Community Relations – T Packard

The Remind App seems to be working really well. Mass emails have also been working really well. The Times News will be coming in the next couple of months to do a couple of articles about the school.

T Packard also wondered who is running our Facebook page. She commended that she has built her business on Facebook and is encouraging the school to continue to use this for school. Dr. Ivie suggested that some of the middle school students might want to help with this.

A Crouch joined the meeting at 7:40pm

- Administrator Evaluation & Cert. Staff Prof Dev. – A Bingham
 - Administrator Evaluation

A Bingham went over the evaluation that she did with Dr. Ivie yesterday. There was great improvement with the parents' feelings about school communication. They feel more unified. Dr. Ivie's presence out in the hallway has really helped connect with the students. Overall the evaluation was "Expert". There are still a couple of areas that she is continuing to improve on. The board was very complimentary of Dr. Ivie.

- December Board Meeting

Board discussed whether there was a need to have the board meeting or if there was anything pressing that will be need to be discussed.

- Policy 3260 - Dress Code– C Ivie

Board discussed moving a couple of parts around, but not changing any wording.

- SEM & Student Achievement - A Crouch

No report this month

- Board Training, Board Evaluation, Strategic Plan – S Ahrens
 - Charter Report and Renewal Application

More of the information was correct this year. SDE sent a report that showed that we have met our SPED money requirements. She feels that it is difficult to evaluate a school in a 6 hour time limit. The visitors didn't take time to look at the documentation that we had available for them to see our data. We recommend that we write our response with a chart that divides out our school categories that show our growth from year 1 through this year that will be detailed and data driven. We will put our response on the form and submit our documentation. We are concerned that the Commission will disregard any information that we turn in.

We would like to invite Center for Education Reform from Washington D.C. to come with a team and use the commission's template and create their own evaluation and report. We would try and present this in a positive manner to show that we are looking in all areas to see what we can do to continue to improve. Dr. Ivie recommended having board members form a committee to put together a response. Cost was discussed to pay for travel and compensation. T Carver said that the budget is tight, we may have to go into our reserves.

There is great concern that the Commission will shut us down and use it as an example to other charter schools. There was also great concern that the charter report was very assuming and opinionated based. The board is frustrated that the committee didn't look at any documentation that was submitted and available for them to look at while they were at the school. There is data that the board both submitted and had available at the school for the committee to review. The

board members felt that the renewal committee didn't ask questions that they graded the school on. The board and Dr. Ivie feel that the committee didn't report accurately the information that the board and staff did share in their interviews.

Suggested Board plan is to continue to stay diplomatic and positive and to make sure that we again give the Charter Commission all the documentation that they need for a complete view of our school and the growth we have made.

- Board Application

LaMar Brooks and Terri List have turned in applications to be considered a board member. Board members discussed whether there is a need to fill a seat at this time.

8:20 pm Executive Session

Pursuant to Idaho Code 67-2345(1)(b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student.

8:50 pm BUSINESS ITEM(S)

- Employee/Consultant Agreement

K Gilgren – motion to authorize Dr. Ivie to renegotiate an agreement with Cheryl Kary with a hourly salary offering \$24 an hour with a cap of 40 hours a month, no sick time and vacation benefits and not pursue what we preserve as overpayment as of November 18, 2016

A Bingham – second

Vote: all aye; Motion passed

- Winter Snow Removal Contract

K Gilgren -Motion to accept the snow removal contract for 2016-17 with Neuscapes Property Maintenance.

A Bingham - second

Vote: all aye; motion passed

- Charter Renewal Assignment

A Bingham - Authorize Dr. Ivie to work with the Center for Education Reform to have an independent evaluation of HA as long as it is within the current adopted budget.

A Crouch - second

Vote: all aye; motion passed

A Crouch – authorize Anneli C to form a commission renewal and response committee and approve any commission documents that are submitted for that purpose

K Gilgren – second

Vote: all aye; motion passed

- December Board Meeting

A Bingham – move to postpone meeting to January

A Crouch – motion to cancel December meeting
K Gilgren – second
Vote: all aye; motion passed

- Policy 3260 - Dress Code

A Crouch - motion to approve the dress code with format change on Policy 3260 pg.3 as recommended
A Bingham – second
Vote; all aye; motion passed

K Gilgren – motion to adjourn
A Crouch - second
Vote: all aye; motion passed

9:51 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: tberry@heritageacademyid.org or call (208) 595-1617.