



HERITAGE ACADEMY

BOARD MINUTES

Location: 500 South Lincoln Jerome, Idaho

March 19, 2015 7:00 PM

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.

7:00 pm – CALL TO ORDER WELCOME – B Crouch

- ❖ Pledge of Allegiance
- ❖ Reading of Heritage Academy's Mission and Vision - Amanda Bingham & Kurt Hopper

- ❖ Roll Call – Establishment of a Quorum
Kurt Hopper, Kala Tate, Amanda Bingham, Teresa Molitor, Blair Crouch, Anneli Crouch

- ❖ Approval of Agenda

Dr. Ivie asked the board to add student discipline to the agenda

A Bingham motioned to approve agenda as amended.

K Tate seconded

Vote: All Aye

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
 - February 19, 2015
- Approval of Bills Paid
- Payroll Report

A Crouch asked for clarification on the 5th bullet point in discussion. The board asked to have the wording changed to “clerk will assist the secretary”. A Crouch also noticed that there were extra pages in the budget section. These will be removed from the board packet.

K Hopper motion to approve consent agenda with changes as discussed.
A Crouch seconded
Vote: All Aye

7:15 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.

The Board read a letter and signed petition from 30 students at Heritage Academy.

7:25 pm REPORTS (for discussion only)

❖ Board Training – T Molitor

T Molitor discussed and clarified some of the information about executive session and meeting with school employees. Documents are found in the board packet. She reminded the board that decisions made about employees are to be made by the board at a board meeting.

❖ Administrator's Report – Dr. Ivie

Lottery time was discussed. Dr. Ivie reminded the board that the lottery will happen Tuesday April 7th at 9 am. A Crouch has been the one to recruit the member from the public, not affiliated with the school to help with the lottery. Dr. Ivie told the board that some of the students helped write the classroom highlights.

❖ Habitual Truant Discussion – Dr. Ivie

When a student has approximately 20 absences, Dr. Ivie sends their names to Mrs. Berry to put on the board meeting agenda. When the board declares the student(s) habitually truant, Mrs. Berry sends paperwork to the Jerome county prosecutor's office. From there they are put into a program (usually the diversion program). If they go through the diversion program then the charges are dropped. If you have additional charges that come, then the first charges are not dropped and there is further action taken. So when the board declares students truant, that is the first step to help the students.

❖ Marketing Update – K Tate

K Tate made comment about the Northside Journal advertisements. She also reminded the board that the lottery will happen on April 7, 2015. She reminded the board that we can promote the school through advertising great things that have happened for the school. If we want to advertise in the Northside Journal to increase enrollment only, then we would need to pay an advertising fee. B Crouch suggested that we use other media to cover more ground to advertise the school.

❖ Facilities Report – B Crouch

• Irrigation Water

B Crouch brought a bid back to the board for fence replacement. B Crouch is recommending that the board consider this bid for when we get a loan as the school does not have funds to replace it at this time. C Kary asked B. Crouch to get a second bid. A Bingham wondered about the safety of the swing set and if there is a way to reinforce it. B Crouch stated that he would look into it.

C Kary noted that the school pays for the irrigation water for the property, but we don't use the water. We use between \$600-900 in city water. She did more research and found out that we would only get 1 day of water a week. This isn't enough for what the school needs and not worth the cost to set up a pump.

❖ DL Evans Loan update – B Crouch

The appraisal came back a \$592,000. This means that we will continue pursuing our \$250,000 loan to pay off our building. We will also pursue the \$100,000 loan. B Crouch is very optimistic that these will go through. B Crouch spoke with Magic Valley Christian School and they are excited to have the loan paid off.

❖ **Lawn Mowing Contract with Neuscapes Lawn Care – C Kary**

Brian Henry is our maintenance and snow removal contractor. He asked to put in a bid for our lawn care. Our previous lawn care company did an adequate job, but we would like to hire someone different this year.

❖ **Full day Kindergarten option Parent survey – Dr. Ivie**

The staff members have been discussing having full-day kindergarten. We feel that it would help our students get to where they need to be for 1st grade. Dr. Ivie asked Ms. Waterman, our kindergarten teacher, to come and answer questions that the board may have. Dr. Ivie is asking the board to consider doing a parent survey after the lottery is complete to find out what the kindergarten parents would like to have for their students.

A Bingham asked if there may be adverse effects of doing a survey after the lottery. She wondered if that may have parents not enroll their kindergartener. Ms. Waterman didn't think that the survey would impact the enrollment either way. Ms. Waterman said that the kindergarteners are pretty tired at the end of the day for the first few weeks, but then they adjusted. They do still have a rest time and a snack and she saw students adjust and do really well at her pervious school.

K Hopper noted that many kindergarteners go to day care after half day kindergarten. Being in school is not much different. As a parent, he would rather have his child in school instead of daycare. Ms. Waterman has always taught full-day kindergarten until she came to Heritage Academy and is used to having the children all day. She has also been discussing "Cluster" options and ideas with Dr. Ivie and they have come up with a couple of options. She shared a draft schedule of a full day. K Hopper commented that there may be fire codes issues that we need to consider.

❖ **South Central Public Health District Contract – Dr. Ivie**

Dr. Ivie would like to have maturation talks for our middle school students. She wanted to get the board opinion about having these talks as we have not done this before. She would like to try the basic presentation from SCPH.

❖ **Policy 2310 – Health Enhancement Education**

Discussion pursued. It was stated that the policy is very vague, but that it provides a backbone for this education. The board discussed the importance of this education and how in depth the education should be. Dr. Ivie stated that there have been quite a few issues in 4th grade with "love letter" writing and conversations that you would not think a 4th grader would be discussing. A Crouch stated that the parents could come in and listen to the lecture with their student or have their student not attend the lesson. Dr. Ivie stated that they would log and follow whether each parent received and responded to the letter that would be sent home.

❖ **Policy 6110 – Board/District Employee Relations**

K Hopper stated that he was uncomfortable with the finality of the wording in this policy as it would not allow him to talk to any employee from Heritage Academy unless the board approved it, even if it was a personal conversation about non-school topics. He made suggestion that the wording be added that would clarify that point. Discussion pursued about responsibility of individual board members, responsibilities so far as committees, individuals, and what is a meeting and responsibilities of the offices of the board.

K Hopper asked the board to add, "about business of Heritage Academy" to the policy

❖ **Policy 5900 – Workplace Bullying**

No discussion

❖ Policies – A Crouch

It was brought up that the school policies do not allow make-up for students. A Crouch would like the board to think about this and discuss it next month. Also she would be willing to draft a change to this policy if the board so approves.

A Crouch motioned to move into executive session pursuant to Idaho Code 67-2345(1)(a)(b)(2)
K Hopper second

Roll call:

K Hopper – aye
K Tate 0 aye
A Crouch – Aye
A Bingham – Aye
T Molitor – yes
B Crouch – Aye

9:19 pm EXECUTIVE SESSION

Pursuant to Idaho Code 67-2345(1)(a)(b)(2) (CLOSED TO THE PUBLIC). Executive sessions:

(a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general.

(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;

A Bingham made the motion to move out of executive session at 10:22 pm.
KTate seconded

Roll Call Vote

K Hopper – aye
K Tate - aye
A Crouch – Aye
A Bingham – Aye
T Molitor – Aye
B Crouch – Aye

8:50 pm BUSINESS ITEM(s)

❖ Teacher Contracts

A Bingham made motion to hire the following people based on contingent of state funding: Kindergarten – Ms. Waterman, 1st grade – Mrs. Weir, 2nd grade – Mrs. Lehnus, 3rd grade – 4th grade – Mrs. Huyser, Math & Science – Mr. Grove, Language Arts & History – Mrs. Richman, Technology & Music – Mr. Ivie, Special Education – Mrs. Sauer, Superintendent & K-5 Principal – Dr. Ivie, Middle School Principal, Professional Development & Curriculum – Mrs. Gangwer.

A Crouch seconded
Vote: All Aye

❖ Habitual Truancy for students A, B, C, D

K Hopper made the motion to approve Habitual truancy for students A, B, C, D

K Tate second

Vote: All Aye

❖ Appointment of Nomination Committee

T Molitor motioned to appoint a nomination committee and use the emailed school board candidate application to choose nominees. T Molitor also offered to head the committee.

K Tate seconded

Vote: All Aye

❖ South Central Public Health District Contract

K Tate motioned to approve contract as presented.

K Hopper seconded

Vote: All Aye

❖ Lawn Mowing Contract with Neuscapes Lawn Care

K Hopper motioned to approve the lawn mowing contract with Neuscapes Lawn Care.

A Crouch seconded

Vote: All aye

❖ Full day Kindergarten option Parent Survey

A Crouch made the motion for full day kindergarten option parent survey to be done after the lottery.

K Tate seconded

Vote: All Aye

❖ Policy 2310 - Health Enhancement Education

A Crouch Motion to approve Policy 2310 as discussed and presented.

K Tate second

Vote: 5-1

A Bingham opposed

Motion carried

❖ Policy 5900 - Workplace Bullying

K Hopper moved to approve Policy 5900 as presented.

A Bingham seconded

Vote: All aye

❖ Policy 6110 - Board/District Employee Relations

A Bingham motioned to approve policy 6110 as amended.

T Molitor seconded

Vote: All Aye

T Molitor made the motion to adjourn.

A Bingham second

Vote: All Aye

10:34 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.