



**HERITAGE ACADEMY  
BOARD MINUTES  
Location: 500 South Lincoln Jerome, Idaho  
April 16, 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 - A Crouch, A Bingham

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

- ❖ Approval of Agenda

A Bingham motioned to approve the agenda  
K Hopper second  
Vote: All Aye

**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
  - March 19, 2015
  - April 6, 2015
- Approval of Bills Paid
- Payroll Report

K Tate made a motion to accept the consent agenda  
A Bingham seconded

Vote: All Aye

**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.*

No Public Comment

**7:15 pm REPORTS (for discussion only)**

❖ Board Training – T Molitor

We had a question come up as an employee’s spouse wanted to run for a board position. The board discussed Conflict of interest 7.5 in By-laws. Dr. Ivie did some research in the Idaho Statutes and the language was very similar to our By-Laws. B Crouch encouraged the board to review this and discuss it in another meeting to make this point more clear.

❖ Administrator’s Report – Dr. Ivie

Dr. Ivie gave information about Ms. Lehnus receiving a mentor award in Boise. Testing is almost half way done and it is going really well. All of the contracts approved last meeting have been signed. Only 1 position is not full. We hired a new para-professional that is also able to do Spanish translation.

❖ Marketing Update – K Tate

K Tate got the banner printed for about \$70. The Board discussed where and how to hang it up. K Tate sent information to the Northside Journal. It did not make it in this month’s addition and she was going to follow up to see what happened. Lottery was very successful. Josh Hagley from D.L. Evans Bank came to help draw names. Mike Williams from the community commented to a board member on the efforts we are making to make our property look great.

❖ Facilities Report – B Crouch

Lawn mowing, weed spraying and watering has been started for the season. The board is pleased with the work of the new company.

❖ Loan updates – B Crouch

D.L Evans approved us for \$100,000 line of credit but declined us for \$250,000 loan. Washington Federal is very anxious for our business. B Crouch is giving them information needed to try and go forward with the \$250,000. T Berry asked whether there is has been a board vote to approve the loan. She will look in past minutes and report to the board next meeting.

❖ 2015-2016 Calendar revision - C Ivie

A Bingham noted that one of the only differences between our calendar and Jerome School District with the changes proposed in our calendar is that our Thanksgiving Break a whole week and JSD is shorter. There was discussion about when quarters will end.

❖ Board Nomination Committee Presentation – T Molitor

T Molitor and the nomination committee reviewed the board applications. The applicants all look qualified. The nomination committee is recommending that all applicants for board positions. Teresa Molitor and Blair Crouch will not be running for their positions.

❖ Reply letter from Board - A Crouch

Last month the board received a letter from a student about the dress code. A Crouch wrote a thank you letter to send back to this student and had T Molitor add suggestions. She would like the Board as a whole to be a part of this response.

❖ Job Descriptions

No comments

❖ Online/Home School Education – B. Crouch

B Crouch was called by another school district to see about having some of their online students start using our school. This would potentially benefit our school, but the timing is too short and we would have to revise our charter to make it possible. Dr. Ivie expressed to the board all the things that we are doing to open up education options to children in our community. We want to make sure that all of our students are meeting the state standards. We would also want to make sure that if we were to open the school to other students and education options that we are still helping our students meet these standards. This is something that we can look at in the future. The board does desire to open education opportunities for our community.

A Crouch made the motion to move into executive session pursuant to Idaho Code 67-2345(1)(a)(2) at 8:10 pm.

K Tate seconded

K Hopper - aye

K Tate - aye

A Crouch - aye

T Molitor - aye

B Crouch - aye

**8:00 pm EXECUTIVE SESSION**

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.

K Hopper made the motion to leave executive session at 8:22 pm.

K Tate seconded

K Hopper - aye

K Tate - aye

A Crouch - aye

T Molitor - aye

B Crouch - aye

**8:15 pm BUSINESS ITEM(S)**

❖ Staff Contracts

K Hopper made the motion to table this item until next month  
A Crouch seconded  
Vote: all aye

❖ Board Nominations

T Molitor moved that the board nominate for service Sarah Ahrens, Jake Robeson, and Kurt Hopper as a reinstate applicant.  
K Tate second

❖ 2015-2016 Calendar Revisions

A Crouch moved to approve the 2015-2016 calendar with the revisions made.  
K Hopper seconded  
Vote: all aye

❖ Reply letter from Board

K Tate made the motion to approve this beautiful letter.  
A Crouch seconded  
Vote: all aye

❖ Job Descriptions

T Molitor moved to approve the job descriptions.  
K Tate seconded  
Vote: all aye

K Hopper motioned to adjourn at 8:30  
A Crouch seconded  
Vote: all aye

**8:30 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](mailto:teresa@molitorandassociates.com) or call (208) 595-1617