



**HERITAGE ACADEMY
BOARD MINUTES**

**Location: 500 South Lincoln Jerome, Idaho
7:00 PM – April 17, 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 - A Crouch and Vision – K Tate
- ❖ Roll Call – Establishment of a Quorum

Kala Tate, Anneli Crouch, Blair Crouch, Kurt Hopper
Also in attendance: Christine Ivie, Cheryl Kary and Teresa Berry

- ❖ Approval of Agenda –

A Crouch made a motion to approve agenda
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 20, 2014
- Approval of Bills Paid
- Current Budget & Payroll Report

K Tate made a motion to approve consent agenda

A Crouch seconded
Vote – All Aye

7:15 pm USDA PRESENTATION

Dave Flesher and Rob Lanford made a presentation to the Board.

Mr. Fletch started off by sharing a major concern they have is that based on experience and looking at similar facilities, the appraisal will not be high enough to qualify for the loan. Similar facilities have come in at about half the value of what we are hoping for. They have concerns that a lot of money will be put into the appraisal and most likely not end up qualifying for the loan because the property will not be appraised high enough.

They encouraged the Board to look at the whole picture and consider building instead of improving the old building. There are several schools that have built nice facilities that cost about as much as HA is looking to spend on school improvements in an old building.

This building does not have a gymnasium, and has old plumbing, high ceilings, and a lot of poorly utilized space.

Discussion pursued about options for building a new building instead of upgrading parts of the building HA is now in. There was also discussion on how the loan financing would work and requirements.

8:00 pm REPORTS (for discussion only)

❖ Administrator's Report – C Ivie

In addition to the administrator report, the staff had a wonderful staff meeting this afternoon. They are starting a PBIS program and the Dr. Ivie and the staff are excited about that.

The Charter Commissioners had some questions about our academic assessments and growth. We have made good progress and would like to make more progress. We will keep monitoring student growth. We will not have SBAC results by next month, but will have IRI results. There have been some technical issues with test, but not on our part.

❖ Facilities Report – B Crouch

There will be a couple of items that will be presented to the board next month for things that will need our attention over the summer for building improvements.

❖ Finance Committee Report – C Kary

C Kary had nothing to add to the financial report.

She informed the board that a budget and cash flow report was submitted to the commission. The summary of that report that was given to the commission was not entirely correct. We will have more money than the commission summary showed.

Commission stated a law and made a motion to direct the SDE that the commission cannot remain fiscally balanced through this term.

This is the first year that this law can be used. It is not known what the SDE will do with this motion. Dr. Ivie tried to look at the bright side. We should still have the same revenue, it will just not come at the beginning of the year. C Kary would just have to work through different budgeting to make the accommodations. It was stated that C Kary worked very hard over Spring Break to provide the information required by the commission. The board is very appreciative of her hard work.

❖ Marketing Update – K Tate

K Tate has been working with Tina Malone to get the website changed to have a look that will be more colorful, friendly and inviting. More will be ready to share in the coming month.

Events coming up: May 16th Carnival

May 17th Writing contest event

Northside Journal published in the award that Helen Sauer received. The suggestion was made that we have our lottery and other events put in the next addition.

The next 2 items were postponed as T Molitor was sick and unable to attend the board meeting.

- ❖ Legislative Update – T Molitor
- ❖ Board Training – T Molitor

8:25 pm DISCUSSION ITEMS

- ❖ USDA Discussion – B Crouch

Board members shared thoughts about the presentation.

A Crouch does not want to see the building torn down.

K Tate stated that she would need to start the thought process over before deciding about building options.

B Crouch has been resistant to check into building new because of the research he had done. He thought the cost would be too much.

K Hopper asked how much we owe on the mortgage and how much the property would be worth.

Nostalgia is not necessarily profitable.

C Kary questioned if there is an option of keeping the building and also building something new.

B Crouch stated that he had discussed this with the USDA Loan officers. If we want to use USDA money, we have to follow their rules.

K Tate stated that it is not worth looking at this new option if we cannot afford the loan payments. C Ivie said that she would need to look at the budget that C Kary sent during the meeting to see if it was possible. She does believe that we would draw more students if they saw a new building.

- ❖ School Grounds Maintenance - B Crouch

3 bids were submitted for mowing. B Crouch recommended using All Seasons Landscaping. He negotiated with them to lower their prices by some. He will also try to negotiate the fertilizing schedule. C Kary stated that the Believer's Church might be willing to mow every other week. She is very concerned with the cash flow through July. C Ivie suggested that we need to be careful that we don't over-use the services of the church. We appreciate all that they do for our school.

B Crouch will take the soccer nets down for repairs and will be spraying for weeds this weekend.

- ❖ Teacher and Administration Evaluation Timeline – B Crouch

A letter is included in the board packet. The board members were encouraged to look at the evaluation and give recommendations. The board members were given Administrator evaluation rubrics. The board will vote later on the date changes for dates for these rubrics.

A Crouch suggested that the parent satisfaction survey could also be used as an exit survey.

A Crouch motioned to move into Executive Session at 8:54pm.

Roll call vote

K Tate – Aye

A Crouch – Aye

B Crouch – Aye

Kurt Hopper – Aye

8:54 pm EXECUTIVE SESSION

(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;

(d) To consider records that are exempt from disclosure as provided in chapter 3, title 9, Idaho Code

K Tate motioned to move out of Executive Session at 9:30pm.
Roll call vote
K Tate – Aye
A Crouch – Aye
B Crouch – Aye
Kurt Hopper – Aye

9:30 pm BUSINESS ITEM(s)

❖ School Grounds Maintenance

A Crouch made a motion to accept all Seasons proposal with exception of 1 mowing and 1 fertilizer ground maintenance
K Tate Second
Vote – All Aye

❖ timeline

K Tate made a motion to move the Teacher and Administrator Evaluation timeline to be completed by May 15th
K Hopper Second
Vote – All Aye

❖ Personnel Policy - 5820 PERSONNEL

K Hopper made a motion to approve Personnel Policy 5820
A Crouch Second
Vote – All Aye

❖ Personnel Policy - 5830 PERSONNEL

K Tate made a motion to approve Personnel Policy 5830
K Hopper Second
Vote – All Aye

❖ Personnel Policy - 5830P PERSONNEL

A Crouch questioned whether the bus company was responsible to do the testing or if the school is responsible. The response is that the bus company is responsible and they have a more in depth policy that they adhere to.

A Crouch made a motion to approve Personnel Policy 5830P
K Tate Second
Vote – All Aye

K Tate made the motion to adjourn
K Hopper Second
Vote – All Aye

9:37 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