



**HERITAGE ACADEMY  
BOARD MINUTES  
Location: 500 South Lincoln Jerome, Idaho  
May 14, 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.

**7:10 pm CALL TO ORDER WELCOME – B Crouch**

- ❖ Pledge of Allegiance
- ❖ Reading of Heritage Academy's Mission and Vision  
A Crouch & K Tate

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

❖ Approval of Agenda  
K Hopper motioned to approve agenda as presented.  
Second – K Tate  
Vote – All aye

**7:15 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
  - April 16, 2015
- Approval of Bills Paid
- Payroll Report

A Crouch motioned to approve minutes from April 16, 2015, bills paid and payroll in consent agenda.  
Second – A Bingham  
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.*

Sarah Ahrens was invited to come and introduce herself to the board. She is a mom and wants to be involved with her children's education. She believes that a parent should be involved in their children's education as volunteer, substitute or other ways. She would like to have the opportunity to serve on the board.

Kurt Hopper has been serving on the board and is happy to serve as long as he is here. He and his wife just found out that are moving to Ketchum in June through September. He is not sure if he will be able to call in to meetings over the summer, but will do what he can during that time. He is willing as long as the board approves of the situation.

### **7:20 pm REPORTS (for discussion only)**

#### **❖ Administrator's Report – Dr. Ivie**

Dr. Ivie wanted to make sure that the board was aware that Mrs. Lehnus received a state educator award this spring. She would like to make sure we put an article in the Northside Journal this summer. We got an \$8500 grant for school improvement to help improve our reading scores. We are also waiting to see if we get a couple of more grant awards in the next few weeks.

#### **❖ Marketing Update – K Tate**

Banner is waiting to be hung on the building. Reader board is working well. Discussion happened about articles to put in the Northside Journal. Moni Gangwer has volunteered to keep up on our Facebook page.

#### **❖ Facilities Report – B Crouch**

No new facility issues. There are beautiful new benches made by the Woodworking Cluster.

#### **❖ Loan updates – B Crouch**

B Crouch is still working with the bank on the large loan.

#### **❖ Line of Credit – B Crouch / C Kary**

There is a letter in the packet that will be voted on later in the meeting. If the board motions to sign the letter, the loan will come through in about a month.

#### **❖ Administrative Evaluation/Parent Survey – A Bingham**

A Bingham thanked all board members and parents that participated. All comments were very positive. The board is very pleased with Dr. Ivie's performance. Areas that needed attention were all-day kindergarten and lunch portions. Dr. Ivie stated that we can provide snacks, but we cannot provide a larger lunch because of federal regulations. Dr. Ivie suggested that we do a quarterly or semester letter to update families and answer some questions that have come up about our breakfast and lunch program. Dr. Ivie also suggested that we use Mrs. Peterson and have her line up family volunteers to come in and clean. Board gave a big thank you to Dr. Ivie for all of her work.

#### **❖ Board Election Results – Nominating Committee**

The nominating committee was comprised of board member Teresa Molitor, staff member Teresa Berry and parent Shariah Phillips. They held the elections on May 8, 2015. The results: Sarah Ahrens – 6, Kurt Hopper – 2, Jake Robertson – 3. From these results, Sarah Ahrens will fill seat #4 starting July 1, 2015.

#### **❖ All Day Kindergarten – Dr. Ivie**

Poll showed that out of 34 polls, 24 wanted full day; 10 wanted half day. Dr. Ivie and Ms. Waterman called each of the parents and only 2 parents felt strongly about only having their child come ½ day. All staff is

supporting the full day kindergarten as it will provide a longer learning day and will help our community see that we are committed to education.

❖ **New Salary Schedule – Dr. Ivie/C Kary**

The state passed new legislation that affects the state salary levels for teachers.

❖ **Reduction in Force – Dr. Ivie/C Kary**

This is a policy that has a few options in the board policy manual. The state has passed new legislation and Policy 5740 is the one that meets this new legislation. The board opted not to also approve a procedure policy – 5740A1 or A2 – as our school is so small, this policy will let us do a reduction in force without pointing out specific teachers and taking away employee privacy.

❖ **Job Description – Mentor**

The board is working to approve all job descriptions over the next few months.

❖ **Policy 2520 – Curriculum Materials**

No comments

❖ **Policy 2530 – Learning Materials Review**

No comments

❖ **Policy 5740 - Reduction in Force**

Discussed in previous agenda item.

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

❖ **Line of Credit**

A Crouch made a motion to approve the signing of the Line of Credit letter.  
Second – A Bingham  
Vote: All aye

❖ **Board Election Ratification**

A Bingham moved to ratify the board election results.  
Second – K Tate second  
Vote: All aye

❖ **All Day Kindergarten**

K Tate made motion to approve all day kindergarten  
Second – K Hopper  
Vote: 4-1 motion passed

❖ **New Salary Schedule**

K Hopper made the motion to approve the new salary schedule.  
Second – A Bingham  
Vote: All aye

❖ **Job Description – Mentor**

A crouch move to approve the job description as mentor teacher  
Second – A Bingham  
Vote: All aye

❖ **Policy 2520 – Curriculum Materials**

K Hopper move to approve policy 2520.  
Second – A Crouch

Vote: All aye

❖ Policy 2530 – Learning Materials Review

A Bingham moved to approve policy 2530.

Second – K Tate

Vote: All aye

❖ Policy 5740 - Reduction in Force

A Crouch Move to approve as amended and presented.

Second – A Bingham

Vote: All aye

K Hopper moved to go to executive pursuant to Idaho Code 67-2345(1)(a)(2)

Second – A Bingham

Roll Call Vote: K Hopper – aye, K Tate – aye, A Bingham – aye, A Crouch – aye, B Crouch - aye

**8:05 pm EXECUTIVE SESSION**

Pursuant to Idaho Code 67-2345(1)(a)(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.

A Bingham Motion to move out of executive session at 8:41

Second – K Tate

Roll Call Vote: K Hopper – aye, K Tate – aye, A Bingham – aye, A Crouch – aye, B Crouch - aye

**8:45 pm BUSINESS ITEM(s)**

❖ Reduction in Force

No motion needed

❖ New Teacher Contracts

A Bingham made the motion to approve teacher contracts for Jennifer Coffin and Delphine Kalulu.

Second – K Hopper

Vote – All aye

A Crouch made the motion to adjourn the meeting at 8:50 pm.

Second – A Bingham

Vote: All aye

**8:50 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