



**HERITAGE ACADEMY
BOARD AGENDA**

**Location: 500 South Lincoln Jerome, Idaho
June 18, 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.

7:07 pm CALL TO ORDER WELCOME – B Crouch

- Pledge of Allegiance
- Reading of Heritage Academy's Mission and Vision
Amanda Bingham & Teresa Molitor
- Roll Call – Establishment of a Quorum

Amanda Bingham, Anneli Crouch, Kala Tate, Teresa Molitor, Blair Crouch, Kurt Hopper (by phone)

- Approval of Agenda

T Molitor Motion to approve the agenda as presented

K Tate second

Vote: All Aye

7:12 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
 - May 14, 2015
- Approval of Bills Paid
- Payroll Report

A Bingham motioned to approve consent agenda as presented.

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.

Burke Richman made public comment that had to be stricken.

The board was instructed on proper procedure in how to proceed with public comment that has to do with employees. They were instructed that they cannot allow public comment about employees in an open session.

7:27 pm REPORTS (for discussion only)

- **Administrative Report – C Ivie**

Mrs. Gangwer, Dr. Ivie and Mrs. Kary will be going to training for teacher evaluation next week. Dr. Ivie and Mrs. Kary will also be working on more grants. K Tate made a comment of appreciation that we do not have any teacher openings at this time.

- **Finance Report – C Kary and K Hopper**

C Kary stated that she is here to answer any questions about bills or payroll. Discussion pursued about when our audit is due. The answer is that the date has been moved up to October 15, 2015.

- **Facilities Report – B Crouch**

K Tate asked if there was a school clean-up scheduled before the beginning of school. There is a team that is working on a firm date and also making a list of things that need to be done.

- **Marketing Report – K Tate and M Gangwer**

M. Gangwer is working to update the facebook face. K Tate will work to get a flyer put together to put in the Northside Journal. She will get information from M. Gangwer. There should be a full page “all-day kindergarten” flyer in next month’s edition. A Crouch questioned whether the school would be a part of the Jerome parade this summer. K Hopper wanted to make sure that we have someone at school to receive calls of people interested in finding out more about our school. The board discussed options for this. C Kary’s number should be on the answering machine. The voice message also states that there are office hours on Thursday. K Tate also wanted to make sure that we have money in the budget for pencils to give out at the parade. C Kary stated that we have \$500 set aside.

- **OCR complaint against Idaho charter schools – C Ivie**

Idaho Charter School Network and Idaho State Board of Education have complaints submitted to them. After a complaint is submitted, the OCR reviews and determines whether or not a complaint is investigated. The complaint they are looking in to right now is whether or not the lottery system for Charter Schools in the state of Idaho is fair and whether the demographics are equally represented. Dr. Ivie feels that our school demographics are represented well. Right now the ORC is in the investigation stage of this complaint.

- **Health Insurance Benefits – C Kary**

There has been a change with the Blue Cross insurance due to Obamacare. This change is because of the 4% tax that they will now incur. They are becoming private and said that there would only be a 3% increase for us. There is also a 3% cost for us to use Gallagher Broker. She is requesting the board’s permission to send a letter to terminate our contract with them to save us a 3% cost. This will help offset the 3% increase with BC.

- **Legal Contract with Moore Smith Buxton & Turcke (merged with Eberharter-Maki & Tappen)**

This is the company that Elaine Eberharter-Maki has joined with. This contract is the typical contract that we sign every year. Her specialty is in special education and students with disabilities. Dr. Ivie explained

the different options there are with the contract. The board asked for clarification on the different specialties that Joe Borton has and why we need to have different attorneys.

- **Alternative Authorizations for Teachers – C Kary and C Ivie**

We have several teachers that are pursuing addition or initial certification through either testing through the ABCTE or a different route. They have a time limit to get their certification done or they do not receive their certificate. Mrs. Fuger, Mrs. Coffin, Mr. Ivie, Mr. Grove, Mrs. Richman and Mrs. Kalulu are all pursuing alternate routes to certification at this time.

- **Contract Renewal for Cierra Therapy and Primary Therapy Source**

These are the companies that we have been contracting with to provide our special education services. We would like to renew these contracts again as we are happy with their services. Cierra Therapy provides our speech therapy. We also have a good relationship with Primary Therapy and they are working hard to meet our needs.

- **Audit with Rexroat, Harberd & Assoc. – C Kary**

C Kary stated that this is a renewal of the contract. C Kary and the board have been happy with their services and would like to continue with them for our auditing. B Crouch questioned if they stayed within our budget. C Kary answered that she has budgeted for their services. She would like to continue using their services.

- **2015 – 2016 Budget – C Kary and C Ivie**

C Kary provided a budget for revenue and expenses for both the 182 students we have enrolled right now and also for our goal of 191 students. The budget the board is asked to approve is based on the 182 students. This year we get more funding in the categories of charter school facility funding, leadership premium and professional development. Our total revenue is \$1,389,966. Our mortgage will be paid off in 2017. Our estimated reserve is \$24,597. T Molitor thanked C Kary for her work on the budget. C Kary commented that it is a combined effort with Dr. Ivie.

- **Board Transition – B Crouch**

B Crouch and T Molitor will be graduating this month. B Crouch offered his help to whoever becomes the board chairman.

- **Recognition of graduating board members - A Crouch**

A Crouch presented “thank you” gifts to our parting board members. T Molitor received a tray that was decorated by students, staff and board members fingerprints. T Molitor expressed her appreciation for the time she was allowed to serve on the board. B Crouch received a boutonniere made from the rose bush at Heritage Academy. His gift will be presented when it is finished. A Crouch expressed her appreciation of all he did for the school and the board. A Bingham also expressed her appreciation for the seed that both B Crouch and T Molitor helped plant at Heritage Academy.

8:15 pm BUSINESS ITEM(s)

- **Swearing in of new board members - term to start July 1, 2015**
Sarah Ahrens was sworn in as a new board member at 8:20 pm on June 18th 2015. She will be filling seat 4 by stakeholder vote.
- **Designation of interim board chairman to facilitate July board meeting**
T Molitor nominated Kala Tate for the interim board chairman as she is a seasoned board member.
A Bingham seconded the nomination.
Vote: All Aye

- Health Insurance Broker Contract
A Crouch motioned to terminate the health insurance with Gallagher Broker.
K Tate seconded
Vote: All Aye

- Legal Contract with Moore Smith Buxton & Turcke
T Molitor motioned to approve the legal contract with Moore, Smith, Buxton & Turcke.
A Crouch seconded
Vote: All Aye

- Approval of Contracts:
 - Cierra Therapy Renewal
 - Primary Therapy Contract Renewal
 A Crouch motioned to approve the renewal contacts as presented.
A Bingham seconded
Vote: All Aye

- Approve Audit with Rexroat, Harberd & Assoc.
K Tate made the motion to approve the contract with Rexroat, Harberd & Assoc. as presented.
A Crouch seconded
All Aye

- Approval of 2015-2016 Budget
T Molitor motioned to approve the 2015-2016 Budget.
K Tate seconded
Vote: All Aye

A Bingham made the motion to move into executive session pursuant to Idaho Code 67-2345(1)(a)(b) at 8:30 pm.
K Tate seconded

Roll Call Vote:
A Crouch – Aye
T Molitor – Aye
K Hopper – Aye
K Tate – Aye
A Bingham – Aye
B Crouch – Aye

Motion carried

8:30 pm EXECUTIVE SESSION

Pursuant to Idaho Code 67-2345(1)(a)(b)(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 Motioned to move out of executive session at 9:27 pm.
T Molitor Seconded

Roll call Vote:

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

Motion carried

9:27 pm BUSINESS ITEM(s)

- Declaration of Emergency and Approval for Alternate Authorization - Applications:
Fuger, Coffin, A. Ivie, Grove, Richman
T Molitor made the motion to make a declaration of emergency and approve the Alternate Authorization of certification for Fuger, Coffin, A Ivie, Grove and Richman.
A Bingham seconded
Vote: All Aye
- Approval of Contract: Fuger
A Bingham made the motion to approve the contract for Fuger.
K Tate second
Vote: All Aye
- Release from Contract: Huyser
T Molitor made the motion to release Huyser from her contract.
A Crouch seconded
Vote: All Aye
- Business items regarding Personnel as needed following Executive Session
A Bingham made the motion to renew contract with C Kary with a \$2000 raise, authorize C Kary to contact A Richman and schedule a hearing and to approve supplemental contracts with Fuger, Coffin, Gangwer, A Ivie, C Ivie, Lehnus, Sauer, and M Kary.

T Molitor second
Vote: All Aye

A Bingham Motion to adjourn the meeting at 9:32 pm
K Hopper Second
Vote: All Aye

9:32 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.