

HEALTHY LEARNING ACADEMY
Board of Directors Meeting- May 26, 2015

The meeting was called to order at 4:34 p.m. by Bettianne Ford

1. Welcome/Introductions –

Board members present at the meeting: Bettianne Ford, Carolyn Lichty, Sharon Sperling, Wendy Heimann, Peggy Ford, and Bernd Liesenfeld. Also attending, Anni Egan (Principal), Amber Matts, Lynn Little, and Mary Ann Harris.

Absent: Sheila Crapo, Betty Braun

2. Old Business

- Approve Minutes from April 2015 meeting
 - Bettianne will make the following changes to the April minutes, which are approved if amended as follows:
 - Remove the following sentence: “Board members informed her that strategic planning has guided the board in the past.”
 - Clarify that Anni and Sharon were working on providing background information so that the board could make more informed decisions about 2015-2016 contracts. They were not working on the contracts per se.
 - Sharon moved to approve the minutes as amended, Bernd seconded
 - Minutes approved
- Follow up from previous meetings
 - Board resolution to reduce required minimum number of board members from 7 to 5 (keeping maximum at 9)
 - Carolyn moved to approve change, Wendy seconded, motion carried.
 - Discuss Staff Contracts for 2015-16
 - Bettianne asked Anni to explain how teachers are rated “highly effective” vs. “effective.” Anni, with a member of the school district, developed a rubric for evaluating teachers. Note: Ms. Trujillo’s rating is lower only because of her small class size in the 2013-2014 year.
 - Discussion regarding proposed increase in salaries:
 - Anni provided information that the School Board of Alachua County takes into account in setting salaries and increases for background.
 - Board members discussed increases in salary for the 2015-16 school year and considered the following:
 - ❖ Existing salaries already reflect the teachers’ years of experience and education.
 - ❖ Fairness of the proposed 5% increase and possible need for adjustment for any individuals
 - ❖ Clarification of the chart and any missing elements, e.g. principal’s bonus, numbers that may have been omitted from final column, but included in the total.
 - Sharon moved to adopt the salary increase numbers in the 5% column heading, Wendy seconded, motion carried.
 - Budget approval
 - April Budget: After review and discussion by the board, Bernd moved to approve, Sharon seconded, motion carried.

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- 2015 – 2016 Budget: After review and discussion by the board, Carolyn moved to approve budget using amended salaries, Bernd seconded, motion carried.
- Budget questions
 - Anni proposed a stipend for the teacher who does safety patrol and for training other teachers, and also for mentoring new teachers. Safety patrol stipend and teacher training stipend are already included in the approved budget. Mentoring stipend is not yet included.
 - Carolyn suggested that we need a stipend schedule so we will know what is approved to offer people going forward.
 - Anni asked if we want to pay down the mortgage now. The board agreed to discuss this item at our June meeting.
- Status of Parent survey – establish committee to review
 - Peggy and Bernd will be helping Lynn and Amber analyze survey responses.

3. New Business

- Use of facility - agenda for June meeting (create committee)
- Grievance policy for parents/students and staff – agenda for June meeting
- Parent representative report/school concerns follow up – agenda for June meeting and put first on the agenda as old business
- Parent Liaison role - Since Wendy's last meeting as an HLA board member is in June, Carolyn has offered to take the role of Parent Liaison when she steps down.
 - We need clarification about the role and include it in the policy manual.
 - Carolyn and Peggy will work on Grievance policy and parent liaison description for the next meeting.
- Board agenda for June:
 - Parent representative report/school concerns – Wendy
 - Yard and Playground plan and status
 - Bernd volunteered to be on playground committee and will begin researching playgrounds.
 - Bettianne noted that a combination of parents and staff on the playground committee would be best.
 - Strategic planning – Carolyn
 - Use of facility discussion
 - Grievance policy discussion
 - Decide whether or not to pay down some of the mortgage - Sharon will send information about this prior to the next board meeting.
 - Discussion of survey results – Survey committee will send results before the next meeting.
 - Other

4. Public Comment Period - no comments

5. Bettianne adjourned the meeting at 6:02 p.m.

Minutes submitted by Peggy Ford for approval at the June meeting.