

IDAHO VIRTUAL EDUCATION PARTNERS

BOARD OF TRUSTEES

REGULAR BOARD MEETING

VIRTUAL MEETING: 1-712-432-6100 PASSCODE: 312288#

TUESDAY, JUNE 14TH, 2016

6:00 PM MT

The IVEP Board of Trustees welcomes public feedback. To ensure that business is done in a timely manner, individuals who want to address the board should:

- Sign up to speak with the Clerk of the Board at the beginning of the meeting
 - Come forward to speak when called by the Chairman
 - State their name and limit their comments to five (5) minutes.
-

AGENDA

CALL TO ORDER

- Approval of Agenda
- Public Comments

ACTION

TRUSTEE COMMENTS

INFORMATION

STATE OF THE SCHOOL UPDATE

INFORMATION

CONSENT AGENDA

ACTION

- BUDGET FOR THE 16-17 SCHOOL YEAR
- CONTINUOUS SCHOOL IMPROVEMENT PLAN
- MEETING SCHEDULE FOR THE 16-17 SCHOOL YEAR

ADJOURNMENT

ACTION

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STATE OF THE SCHOOL UPDATE

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CONSENT AGENDA

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- BUDGET FOR THE 16-17 SCHOOL YEAR
- CONTINUOUS SCHOOL IMPROVEMENT PLAN
- MEETING SCHEDULE FOR THE 16-17 SCHOOL YEAR

ADJOURNMENT

ACTION

Meeting was called to order at 6:07 PM. Attendance was taken with Chairman High, Trustee McMahon, Trustee Wilkes, Business Manager Dorian Bell, Head of School Vickie McCullough and Board Advisor Don Reading.

No public comment was brought forth. Parent did join the meeting later at 6:30 PM but did not have any comment to share other than they were happy to be there to observe the process. Board Chairman did acknowledge.

Trustee Comments were brought forth by Chairman High who wanted to acknowledge the hard work that had gone into prepping and preparing for the meeting.

State of the School update was given by the Head of School. School had just ended and end of year data had not yet been finalized. Head of School recognized however two students that were graduating from

ICON. One student that had graduated a year early and one graduate student that had received Military entrance honors as he began his career with the Navy.

Business Manager Dorian Bell moved into the budget highlights for the 16-17 school year which was considered to be conservative but attainable. Highlights included:

- Composite ADA for the 1st Reporting Period of 195, Best-28 Weeks ADA of 225 (2015-2016 1st)
- Reporting Period Composite ADA was reported by SDE as 196.75;
- Each composite ADA unit achieved for 1st Reporting Period results in approximately \$4,700 of
- Salary Based Apportionment Revenue;
- Instructional Salary + Advanced Degrees calculated at \$40,057.65;
- 5,100 Court-Ordered Tuition Equivalency attended days at the State-approved Daily Tuition Rate
- of \$14.47 (ICON had 6,157 Court-Ordered Tuition Equivalency attended days in 2015-2016);
- 33-1002 Technology Funding and College and Career Advisors and Student Mentors (new), 33-
- 1021 Math and Science Requirement Funding, District IT Staffing, 33-1004J Leadership Premiums,
- SB 1184 Professional Development (increased), and SB 1185 Instructional Management System
- Management, all included at State-provided rates/amounts. IDEA School Age Federal Funding
- included at 100% of state-provided amount as no maintenance of effort or excess cost deficiencies
- expected due to increased staffing.
- *Expenses*
- Certified FTE increase from 16.25 to 17.00 from FYE 06/30/2016 actuals;
- Classified FTE increase from 3.00 to 4.50 from FYE 06/30/2016 actuals;
- 3.16% salary increase for all continuing staff to match increase to minimum SDE Salary Based
- Apportionment salary;
- New Counselor position budgeted for hire along with existing Director of Student Services;
- Five Department Chair Stipends of \$2,500 each;
- Health Benefit premiums at quoted rate, a 5% increase;
- \$32,000 budgeted for external data consultant (SDE projects);
- Rental of Buildings budgeted at \$3,500/month with corresponding Charter Schools Facility
- Reimbursement Revenue of \$1,750/month;
- Charter Commission Authorizer fee budgeted at \$11,000 (2015-16 fee was \$9,241);
- 125 Odysseyware licenses budgeted at reduced 3-year contract amount of \$418/license annually

- (40.27% reduction in per license cost over annual contract);
- 50 Laptops @ \$300 each for the year;
- Commercial and D&O Insurance policies budgeted to renew at 10% increase each (Two year
- average showed a net 0.01% decrease for the Commercial Package and 3.32% net increase for
- D&O);
- No Affordable Care Act healthcare premiums credit budgeted.

Given no comments on the budget a motion was brought forth by Trustee McMahon to formally accept the 1617 budget which was seconded by Chairman High with all giving support for the acceptance of the budget for the 1617 school year.

Head of School along with Board Advisor Don Reading walked through the Continuous Improvement Plan to go over the sections and the contents of the section. Full plan is posted on the school website. Board members were appreciative of all of the work that had gone into the plan and Chairmain High brought forth the motion to accept the CIP plan as written with a second by Trustee McMahon. All approved the plan was approved and is found on the school website.

The board had discussion around the next board meetings and a schedule for the 1617 school year. The board would like to aim for the following:

September Face to Face

October phone in

November Face to Face

February Face to Face

April phone in

June Face to Face

Meeting was adjourned at 8:30 PM

Approved 10/13/16

IDAHO VIRTUAL EDUCATION PARTNERS

BOARD OF TRUSTEES

REGULAR BOARD MEETING

VIRTUAL MEETING: 1-712-432-6100 PASSCODE: 312288#

OCTOBER 13TH, 2016

6:00 PM MT

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TRUSTEE COMMENTS

INFORMATION

CONSENT AGENDA

ACTION

- FINANCIAL AUDIT 1516

ACTION

ADJOURNMENT

ACTION

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- FINANCIAL AUDIT 1516

ACTION

ADJOURNMENT

ACTION

Meeting was called to order at 6:00 PM. Attendance taken included Chairman High, Trustee McMahon, Trustee Wilkes, Business Manager Dorian Bell, Head of School Vickie McCullough, and representatives from Harris and Company were present.

The audit team began by sharing that the audit was close to the same as last year with no concerns or issues. It was noted that all financial transactions were recognized within the proper period and no transactions went outside of the scope of authority that is in place at the school. It was noted that working with the management team at ICON to get the information for the audit was cooperative and a pleasure to work with.

There was board discussion around the qualified opinion. The opinion was in relation to ICON's 'Other Post Employment Benefits' (OPEB) relating to Idaho code that allows all Idaho public school teachers to be able to retire early, but still be able to stay on benefits (somewhat like COBRA) until they are eligible to receive Medicare (65) –

OPEB - which is intrinsic to all Idaho public schools as they have to live by Idaho Code and the simple fact is that there needs to be an actuarial valuation on this OPEB liability which you then need to disclose in your audited financial statements if you want to get rid of the qualified opinion - the big districts have interest, and funds to do this to remove the qualification, but Harris & Co themselves recommends that smaller entities not endeavor the cost or time, inasmuch they deem it not cost-effective for an entity of ICON's size

After discussion, a motion was made by Trustee McMahon to accept the audit and that any minor changes that need to be done be in written format to all board members with a 24 hour response time to make comment. Chairman High gave and second and the motion passed.

Meeting was adjourned at 7:30 PM.

Approved 12/2/16

IDAHO VIRTUAL EDUCATION PARTNERS

BOARD OF TRUSTEES

REGULAR BOARD MEETING

Eagle Public Library

100 N Stierman Way
Eagle, Idaho 83616

December 2nd, 2016

9:15 am MT

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- Approval of Meeting Minutes
- Draft Policy for Federal Funds
- Financial Update for 1617
- Discussion of Cash Protection
- Holiday options for ICON staff
- Continuous Improvement Plan Update
- Preparation for Charter Application Renewal

ACTION

ACTION

ACTION

ADJOURNMENT

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| • Public Comments | |

TRUSTEE COMMENTS

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CONSENT AGENDA

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| • Draft Policy for Federal Funds | ACTION |
| • Financial Update for 1617 | |
| • Discussion of Cash Protection | |
| • Holiday options for ICON staff | ACTION |
| • Continuous Improvement Plan Update | |
| • Preparation for Charter Application Renewal | |

ADJOURNMENT

Meeting was called to order at 9:15 am. Those in attendance were:

Chairman High, Trustee Wilkes, Trustee McMahon, HOS Vickie McCullough, ICON Data Advisor Don Reading, Business Manager Dorian Bell and Henry Rents.

Chairman High asked that we amended the agenda to include an update of ICON ECO.

Chairman High began meeting with introductions about Mr. Rents who is currently looking at serving on the ICON board. Mr. Rents comes with a rich background in IT management and has experience in working in the education field supporting schools. His background includes experience as Boise Cascade, work with the Boise School District where he developed and supported platforms for ELL students. He has also served on the board at the Log Cabin Literacy Center. All welcomed Mr. Rents to the meeting.

Approval of prior meeting minutes from June 14th, 2016 and October 13th, 2016 were approved by the Board which Trustee McMahon bringing for the motion with a second by Trustee Wilkes. The meeting notes were approved unanimously by the Board

Business Manager Dorian Bell then introduced a series of Federal Funds policy that were given to ICON by the State Department of Education in draft language to ensure that ICON was in compliance with Federal laws for receiving Federal Monies. The policies included: Federal Time and Effort Procedures, Travel Allowances and Expenses, Financial Management System Procedures, Procurement System Procedures, Property Management System Procedures, and Record Keeping. Discussion centered on the need for these procedures based upon the federal funds that ICON receives for IDEA for special education. Trustee McMahon brought forth the motion to approve with Trustee Wilkes giving a second. The policies were approved unanimously by the Board.

Dorian Bell then introduced an overview of some cash protection options. Options included: Federal program options such as investing in CD's, a managed investing program through Idaho Independent Bank and the ability to divide up funds throughout several banks. ICON Board of Directors wants to ensure that they have examined how to best protect the tax payer dollars in ICON's account. Discussion around the services that Idaho Independent offered occurred with the Chairman of the Board asking for more information as to what that program might look like. Business Manager and HOS were directed to gather further information from Idaho Independent Bank and send to Chairman High for review and update at the next ICON meeting.

The HOS brought forth approval for a holiday recognition for staff. The board had approved a \$300.00 gift card in the school budget for the year and had wanted to review a bonus structure later in the year. With the upcoming charter renewal process and a lack of understanding as to how ICON might fare, the HOS requested that the bonus structure be implemented at the holiday's instead of the gift card program to fall in accordance with whatever type of messaging may come later from the Commission. Trustee Wilkes brought the motion forward with a second by Trustee McMahon. The holiday bonus was approved unanimously by the Board.

The HOS presented an update on the Continuous Improvement Plan which include an update on policies through the Idaho State School Board Association. ICON has joined the association and will be provided a policy service to assist with policy making in ICON. HOS updated on the interim benchmarking pilot taking place in ICON for the school year which includes 9 students who are taking the tests three times over the course of the year to help drive instruction and show growth. While the interim assessments are aligned with the state testing system they are time consuming to take and not sustainable over a long period of time in a virtual model. HOS is investigating other assessment types that could be purchased such as STAR and MAPS to see how they might work better in our online platform. HOS updated the roles of the school counselor in working with at risk youth and the community wrap around support services that we are sharing with students to assist them with life outside of the classroom.

HOS and Chairman of the Board then discussed the next timeline for paperwork submission for the charter application. ICON must complete a renewal application that contains an executive summary, discussion of school effectiveness, and discussion of vision for the next charter renewal timeline. There was discussion around what key topics that we may want to examine such as future growth in facilities, increasing student sample size and how best to serve at risk youth. It was determined that as HOS was working through the application process that board be given drafts as they were written with the opportunity to provide feedback and direction for the final packet. Board members would also need to give approval via email for the final packet to be sent to the Commission.

Meeting was adjourned at 12:15.

Approved 4/7/2017

IDAHO VIRTUAL EDUCATION PARTNERS

BOARD OF TRUSTEES

REGULAR BOARD MEETING

Concordia Law School

501 W Front Street, Boise, Idaho 83702

VIRTUAL MEETING: 1-712-432-6100 PASSCODE: 312288#

April 7, 2017

9:30-11:30 MT

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TRUSTEE COMMENTS

INFORMATION

CONSENT AGENDA

ACTION

- Approval of two ICON alternative routes to certification Action
- Idaho School Board Association Policy Subscription Action

IDAHO VIRTUAL EDUCATION PARTNERS

BOARD OF TRUSTEES

REGULAR BOARD MEETING

Concordia Law School

501 W Front Street, Boise, Idaho 83702

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April 7, 2017

9:30-11:30 MT

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CONSENT AGENDA

ACTION

- Approval of two ICON alternative routes to certification Action
- Idaho School Board Association Policy Subscription Action

DISCUSSION

- Review of marketing plans for ICON for fall 2017 Head of School
- Discussion about Mastery Based Education for implementation Head of School/Teacher Rep

ADJOURNMENT

ACTION

Meeting was called to order at 6:00 PM MT. Those in attendance were:

Chairman High, Trustee Wilkes, Trustee McMahon, Trustee Rent, Trustee Hendricks HOS Vickie McCullough, ICON Data Advisor Don Reading, and Business Manager Dorian Bell. Teachers Jon Gould, Tara Tolzin, Kate Milburn and Kristin Houle joined later in the meeting for a curriculum walk through.

HOS asked that the marketing plans be removed as an agenda item due to the fact that the proposal from the marketing company was not received in time for the meeting. Chairman High removed the agenda item from the agenda.

HOS began with bringing for the two alternative routes to certification that were needed for teacher A and teacher B. Teacher A needed alternate route in order to teach certain social studies courses at the high school level. HOS wanted to work with current ICON faculty to gain certification since the former certified ICON staff member left the school. Teacher B needed alternate route in order to work with the provisional need for her position of working with students in a supporting role as counselor. Teacher B came with the background and experience in working with the court system and with at risk youth which is highly beneficial to ICON. Trustee McMahon gave the motion that Teacher A and B be approved for alternative routes to certification. Trustee Wilkes gave a second and the request passed.

HOS then brought forth the policy manual purchased by the Idaho School Boards Association for consideration of how to best begin the process of working through the policies to fit to ICON. HOS gave an overview of the policies contained within the purchased manual and what each sections represented. Chairman High asked the HOS to visit with ICON legal counsel and determine if a blanket adoption could take place and then each month review each policy OR if ICON should take each policy one at a time. HOS was given action item to follow up for next month.

HOS then brought forth three staff members to educate the board about the items found within the current curriculum that may support a mastery based approach to educating students in ICON. A quick review of the mastery based project and anticipated timeline was given to the board as outlined through the State Board and Education and HOS discussed how ICON needed to begin to prepare now for this model. Kristen Houle joined to share how credit recovery courses could function in our current platform. Tara Tolzin and Jon Gould joined to share how the placement test feature in OW functions. Kate Milburn joined to share how the course customization tool worked in OW to support the use of pre-and post unit tests. It was the intent to begin to educate not only the board but ourselves on what we currently had in place that we had already purchased that could be examined for user in allowing students to show mastery of content. It was determined that no one approach was better than others and that decisions of what tool might support mastery education would be best be determined by teacher and driven by content. The HOS was given an action item to run a small pilot in the 1718 school year to see how the credit recovery, placement and pre and posttests functioned and how we would track and collect data to demonstrate effectiveness. HOS was asked to come back to the next meeting with a proposal.

Meeting was adjourned at 11:30 PM.

Approved 6/9/2017

IDAHO VIRTUAL EDUCATION PARTNERS

BOARD OF TRUSTEES

REGULAR BOARD MEETING

5680 E Franklin Road Suite 200, Nampa, Idaho 83687

June 9, 2017

1:00-4:00 PM MT

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1718 School Year Budget

IDAHO VIRTUAL EDUCATION PARTNERS

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1718 School Year Budget

Meeting was called to order at 1:00 PM . Attendance included: Chairman High, Trustee Wilkes, Trustee McMahon, Trustee Rents, and Trustee Hendricks. Also in attendance: Vickie McCullough, Head of School, Business Manager, Dorian Bell, and Data Analyst, Don Reading.

As the meeting began the agenda was approved and there was not public comment.

The Head of School began the meeting with opening budget remarks. Budget highlights included:

- a budget to support a new Personalized Learning Initiative that allows for lower student teacher and advisor ratios, access to improved technology and internet access, and student academic screeners that will allow ICON to evaluate the educational health of our students to further develop the appropriate learning pathways for them
- expenses to provide for support staff for our students with disabilities to receive support to meet their classrooms and individualized goals

- A competitive salary and benefit package to allow us to continue to attract and retain highly qualified staff, as well as, teacher leadership premiums that will be used to recognize teachers that are working above and beyond their daily classroom instruction to further support the growth of the school.
- Increased staffing to allow for teachers and advisors to have the time to develop relationships with our students and families and to allow for them to provide for that personalized learning support that our ICON students need. This also includes requests from three staff members to leave their other teaching jobs to be able to work for ICON full time.
- A professional development budget that will support their educational growth to allow them to demonstrate their proficiency through the Idaho Framework for Teachers and to support them as they seek to receive the Master Teacher Status and financial compensation that accompanies that status as defined through the State Board of Education
- Marketing that will support a new build of our ICON website, marketing plans each month for ICON messaging, ICON blogs and record webinars from the Head of School to help educate and engage with our Idaho customers
- Our new office space that allows for easy access for students and parents, and a safe work environment for our staff. The new space also allows for easy access to the College of Western Idaho as they partner with us in our Personalized Learning Initiative
- Technology services and support to further provide quality service and access to school

Business Manager, Dorian Bell, then did a quick review of how the school is funded per the state funding model. This included an overview of average daily attendance and salary based apportionment for teachers years of experience and knowledge. Mr. Bell then shares overviews of the proposed budget which included:

Revenues

- Composite ADA for the 1st Reporting Period of 195, Best-28 Weeks ADA of 225 (2016-2017 1st
- Reporting Period Composite ADA was reported by SDE as 189.87);
- Each composite ADA unit achieved for 1st Reporting Period results in approximately \$5,031 of
- Salary Based Apportionment Revenue;
- Average Instructional Salary + Advanced Degrees calculated at \$43,747.19;
- 7,719 Court-Ordered Tuition Equivalency attended days at the State-approved Daily Tuition Rate
- of \$14.29 (ICON had 6,975 Court-Ordered Tuition Equivalency attended days in for 2016-17 as of
- May 12, 2017);

- 33-1002 Technology Funding and College and Career Advisors and Student Mentors, 33-1021
- Math and Science Requirement Funding, District IT Staffing, 33-1004J Leadership Premiums, and
- SB 1184 Professional Development (increased), all included at State-provided rates/amounts.
- IDEA School Age Federal Funding included at 100% of state-provided amount as no maintenance
- of effort or excess cost deficiencies expected due to increased staffing.
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- Certified FTE increase from 17.00 to 18.50 from FYE 06/30/2017 actuals;
- Classified FTE increase from 5.00 to 5.50 from FYE 06/30/2017 actuals;
- 3.65% salary increase for all continuing staff to match increase to minimum SDE Salary Based
- Apportionment salary;
- Head of School salary increase of 9.00% for additional duties performed;
- New Special Education paraprofessional position budgeted to meet actual student need;
- Health Benefit premiums at quoted rate, a 2.2% increase;
- \$23,000 budgeted for external data consultant (SDE projects);
- Rental of Buildings budgeted at \$38,293.75 for fiscal year with corresponding Charter Schools
- Facility Reimbursement Revenue of \$19,146.88;
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- 125 Odysseyware licenses budgeted at reduced 3-year contract amount of \$389.50/license annually
- (44.36% reduction in per license cost over annual contract);
- 50 Student Laptops @ \$300 each for the year. 50 Student Hotspots @ \$6,000 annually;
- Commercial and D&O Insurance policies budgeted to renew at 5% increase each (Two year
- average showed a net 2.22% increase for the Commercial Package and 0.4% net decrease for
- D&O);
- No Affordable Care Act healthcare premiums credit budgeted.

The Head of School was directed to contact the Public Charter School Commission to support the board in detailing the expenses that would be associated with the Personalized Learning Project as the school begins to move toward Mastery Based Education. It was the intent of the Board that monies in reserve should be used to support innovative ideas such as the Master Based Education Pilot and needed direction from the Commission as to how to account for that expense if negative variance should occur.

There was additional dialogue around the current salary schedule and how ICON staff was paid. In addition to discussion of the State Funding Formula the discussion of the ICON salary schedule occurred to establish a baseline of where the salary numbers were derived from. The schedule is as follows:

1.00 FTE Teacher	
Year 0-4	37,934.52
Year 5-10	48,772.95
Year 11+	54,192.17

Trustee McMahon made a motion that the Board enter into Executive Session pursuant to Idaho Code 74-206 to address issues of: Personnel, Legal Issue and matters relating to individual student matters with Trustee Rents making a second with all Trustee's agreeing

Executive Session began at 4:00.

Executive Session ended at 4:20.

Chairman High called the meeting back to general session at 4:20.

Trustee McMahon motioned that the 1718 Budget be approved as presented with the exception of the Leadership Budget which should be approved with a 6% raise and a \$3000.00 bonus. Trustee Wiles seconded the motion and the budget was unanimously approved.

Meeting adjourned at 4:30 PM

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- Average Instructional Salary + Advanced Degrees calculated at \$43,747.19;
- 7,719 Court-Ordered Tuition Equivalency attended days at the State-approved Daily Tuition Rate
- of \$14.29 (ICON had 6,975 Court-Ordered Tuition Equivalency attended days in for 2016-17 as of
- May 12, 2017);

- 33-1002 Technology Funding and College and Career Advisors and Student Mentors, 33-1021
- Math and Science Requirement Funding, District IT Staffing, 33-1004J Leadership Premiums, and
- SB 1184 Professional Development (increased), all included at State-provided rates/amounts.
- IDEA School Age Federal Funding included at 100% of state-provided amount as no maintenance
- of effort or excess cost deficiencies expected due to increased staffing.
- *Expenses*
- Certified FTE increase from 17.00 to 18.50 from FYE 06/30/2017 actuals;
- Classified FTE increase from 5.00 to 5.50 from FYE 06/30/2017 actuals;
- 3.65% salary increase for all continuing staff to match increase to minimum SDE Salary Based
- Apportionment salary;
- Head of School salary increase of 9.00% for additional duties performed;
- New Special Education paraprofessional position budgeted to meet actual student need;
- Health Benefit premiums at quoted rate, a 2.2% increase;
- \$23,000 budgeted for external data consultant (SDE projects);
- Rental of Buildings budgeted at \$38,293.75 for fiscal year with corresponding Charter Schools
- Facility Reimbursement Revenue of \$19,146.88;
- Charter Commission Authorizer fee budgeted at \$10,500 (2016-17 fee was \$9,729);
- 125 Odysseyware licenses budgeted at reduced 3-year contract amount of \$389.50/license annually
- (44.36% reduction in per license cost over annual contract);
- 50 Student Laptops @ \$300 each for the year. 50 Student Hotspots @ \$6,000 annually;
- Commercial and D&O Insurance policies budgeted to renew at 5% increase each (Two year
- average showed a net 2.22% increase for the Commercial Package and 0.4% net decrease for
- D&O);
- No Affordable Care Act healthcare premiums credit budgeted.

The Head of School was directed to contact the Public Charter School Commission to support the board in detailing the expenses that would be associated with the Personalized Learning Project as the school begins to move toward Mastery Based Education. It was the intent of the Board that monies in reserve should be used to support innovative ideas such as the Master Based Education Pilot and needed direction from the Commission as to how to account for that expense if negative variance should occur.

There was additional dialogue around the current salary schedule and how ICON staff was paid. In addition to discussion of the State Funding Formula the discussion of the ICON salary schedule occurred to establish a baseline of where the salary numbers were derived from. The schedule is as follows:

1.00 FTE Teacher	
Year 0-4	37,934.52
Year 5-10	48,772.95
Year 11+	54,192.17

Trustee McMahon made a motion that the Board enter into Executive Session pursuant to Idaho Code 74-206 to address issues of: Personnel, Legal Issue and matters relating to individual student matters with Trustee Rents making a second with all Trustee's agreeing

Executive Session began at 4:00.

Executive Session ended at 4:20.

Chairman High called the meeting back to general session at 4:20.

Trustee McMahon motioned that the 1718 Budget be approved as presented with the exception of the Leadership Budget which should be approved with a 6% raise and a \$3000.00 bonus. Trustee Wiles seconded the motion and the budget was unanimously approved. Trustee McMahon stated the efforts of the Head of School were recognized for several reasons which included:

Achievements over the past year include:

- Improvement in curriculum areas found deficient in prior assessments
- It should be noted that these achievements are not amorphous in nature. They have been analyzed, demonstrated and documented by Ms. McCullough in close conjunction with expertise provided by Mr. Don Reading, a long-time Boise economist.
- In addition, Ms. McCullough has revamped the faculty evaluation process by use of a portfolio system. Each teacher takes ownership of the evaluation criteria and links the assessment to the daily tasks they perform with on-line students. (Fix wording here.)
 - In the midst of a very busy year, Ms. McCullough sought out and located more suitable office space, identified an attorney to work with her in negotiating the lease and oversaw the move. This was done during the school year without interruption of services.

Initiatives being launched during Academic Year 2017-2018

- ICON is adopting a freestanding Mastery approach to learning (wording) similar to the official pilot program being launched by the State.
- The unconditional charter, the Mastery approach, and the Personalized learning initiative were all adopted in cooperation with and assistance from staff at the Idaho State Department of Education and the Idaho Charter School Commission. The Board is proud of the relationships formed and the assistance provided to Ms. McCullough by those organizations.
- Ms. McCullough is undertaking a revision of ICON's marketing and outreach approach and materials to make them more accurate and more user friendly. A complete overhaul of ICON's website is also being done.

- ICON is becoming known as a skilled statewide resource with the expertise to intervene and solve problems throughout the state. This includes:
 - Providing summer school program services for Idaho
 - Providing school services for treatment centers throughout

As stated by Trustee McMahon: "It should be noted that the achievements listed above were accomplished by Ms. McCullough single-handedly along with her staff but without any other administrative level support personnel. The school is growing in size and complexity. The issue of additional administrative support staff will need to be addressed. Ms. McCullough is exploring creation of a tier of "Teacher Leaders" rather than top-heavy administrative staffing. The Board is supportive of this initiative."

Meeting adjourned at 4:30 PM

Approved 10/13/2017