

IDAHO CONNECTS ONLINE SCHOOL

Governing Board Agenda

Wednesday, October 29th, 2025, Noon Mountain Time (US and Canada)

Please join our meeting using the following link

<https://us06web.zoom.us/j/4937680894?pwd=aGx2MFdDOEN0Y0RGMG5iN2JiWEg4QT09>

TIME	TOPIC	TYPE	PRESENTER	NOTES
12:00	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	
12:05	Public Comment	Discussion	Board Chair	
12:10	Presentation of School Financial Audit	Discussion/Action	Morgan Browning	
12:30	HOS Update New School Year	Discussion	Vickie McCullough	
1:00	Meeting Adjourns	Action	Board Chair	

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TIME	TOPIC	TYPE	PRESENTER	NOTES
12:00	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	Meeting was called to order at 12:03 by Chairman High. Those in attendance were Chairman High, Trustee Robinson, Trustee Reading, HOS Vickie McCullough and Morgan Browning. Trustee Robinson brought forth a motion to approve the agenda with a second by Trustee Reading. This passed unanimously. Trustee Reading brought forth a motion to approve the prior meeting minutes with a second by Trustee Robinson. This passed unanimously.
12:05	Public Comment	Discussion	Board Chair	There were no members of the public at the meeting for comment.
12:10	Presentation of Financial Audit	Discussion/Action	Morgan Browning	HOS McCullough welcomed Morgan Browning to the meeting and introduced him to the board. Mr. Browning shared once again what a pleasure it was to conduct the yearly audit for the school, Mr. Browning shared once again that ICON received a successful audit again for the year and noted the following: 1. No challenges found with checks and balances 2. Healthy fund balance 3. Healthy balance sheet 4. The finding last year of pre paid expenditures was corrected over the course of this year. 5. No non compliance issues were found 6. A clean unmodified opinion was issued 7. The audit team did note that new process in place that needs to be examined for next year's audit is the placement of staff on the state salary schedule. The audit team suggested that the HOS update the

				files for staff each year noting the placement on the schedule for the staff in order to be prepared for next year's compliance. The HOS shared that a process would begin to be implemented for that to occur. After the audit review was completed Trustee Reading brought forth a motion to approve the audit as presented with a second by Trustee Robinson. This was passed unanimously. The HOS will ensure that sending of the audit to all of the authorizers as needed.
12:30	HOS Update New School Year	Discussion	Vickie McCullough	HOS shared that we had just completed our first 30 days of school with an enrollment of 281 and that school was officially back in session for the new year. Highlights shared included: 1. Teachers all have a 30-day goal to reach out to all students through a voice to voice contract as we begin the year. This is part of an overall school improvement goal for engagement and communication for the school. 2. New student information system has been implemented for the new year which allows for great ease of access along with additional securing measures to support safety of data. Staff have been supportive of the new system and have appreciated the efficiency of the new platform. 3. We are working on a new website that moves us away from Hawke Media and allows us to support a website that is truly ICONs. This would include the ability to add or delete information as needed when needed. 4. The school is also starting a new intervention process through the advising side of the house that will allow parents to become a greater part of the schooling process. This will include a notification every Monday to all parents about where and how their student is performing and then follow up intervention as needed when needed. This would include the use of extra tutoring

				sessions and work with teachers if needed.
1:00	Meeting Adjourns	Action	Board Chair	Chairman High for a motion to call the meeting to order. Trustee Robinson brought a motion to adjourn with a second by Trustee Reading. This was passed unanimously. Meeting adjourned at 1:00,

IDAHO CONNECTS ONLINE SCHOOL

Governing Board Agenda

Friday, December 12, 2025, 2:30 PM Mountain Time (US and Canada)

Please join our meeting using the following link or at the ICON central offices located at
4483 Dresden Place Suite 101
Garden City, Idaho 83714

<https://us06web.zoom.us/j/4937680894?pwd=aGx2MFdDOEN0Y0RGMG5iN2JiWEg4QT09>

TIME	TOPIC	TYPE	PRESENTER	NOTES
2:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	
2:35	Public Comment	Discussion	Board Chair	
2:40	State of the School	Discussion	Vickie McCullough	
3:15	Holiday Support	Discussion/Action	Vickie McCullough	
3:30	Meeting Adjourns	Action	Board Chair	

MINUTES

IDAHO CONNECTS ONLINE SCHOOL

Governing Board Agenda

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TIME	TOPIC	TYPE	PRESENTER	NOTES
2:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	Chairman High called the meeting today order at 2:30. Present were Chairman High, Trustee Reading, Trustee Robinson and Head of School Vickie McCullough. Trustee Robinson brought forth a motion to approve the draft agenda. Trustee Reading provided a second and vote was unanimous to approve. Trustee Reading brought forth a motion to approve the prior meeting minutes. Trustee Robinson gave a second and vote was unanimous to approve.
2:35	Public Comment	Discussion	Board Chair	No members of the public were present.
2:40	State of the School	Discussion	Vickie McCullough	The HOS brought forth the topic of the course platform as the state of the school topic for the meeting. Earlier in the month the course provided for the school, Odysseyware, had called her to let her know that the course platform would not be available for purchase for the next school and the 25/26 school year would be the last opportunity to purchase the product. In the previous year it had been shared with the HOS from the company that they would no longer offer multi year contracts but just one year stand alone as they were thinking of shutting down the older portion of the platform including OW. The HOS shared with the company that anything less than a year's notice was not acceptable in giving the school enough

				time to plan and prepare the next year. The company shared that their sister company, Imagine Learning, would be happy to serve the needs of the school. The HOS asked for the sales rep to ask if ICON could have one full additional year of the product in order to plan and prepare. At the time of the meeting, the answer had not yet been given. The HOS shared that if the request was not granted, that ICON would plan on purchasing content through Imagine Learning. The HOS expressed some frustration that it felt as if the school were being held hostage to purchase the new content. The HOS also expressed that the curriculum committee had examined Imagine Learning as a platform option but were not happy with several portions of the product including lack of customization, and teacher recording videos that were not the ICON staff conducting the instruction. Chairman High asked if OW might be willing to sell the platform to ICON for use and while the HOS shared that she did not know but would ask. The HOS shared that the level of course customization that is currently being completed by ICON staff to work with our diverse population in our mastery based model already prepared staff to design their own content and felt it was appropriate to examine the building of content within Canvas to own the ICON courses rather than paying another provider. The HOS shared that staff was excited to see that a change from OW was on the horizon but did express concern over time to develop and bring on a new content to the school. The HOS promised to keep the board updated with information as it became available
3:15	Holiday Support	Discussion/Action	Vickie McCullough	The HOS brought forth the request for staff holiday bonuses for the year. Prior year was a stipend of \$500.00 and the HOS was asking for at least a \$300.00 bonus for all staff. The HOS position was that we want to reward the employees but want to ensure that we are thinking about the financial picture at the state level and the questions about budget cuts that are taking place at the present time. Given that we have cash reserves Trustee Reading suggested that \$500.00 appeared to be an appropriate amount for the stipends again. Trustee Robinson agreed that if the money is available that keeping with the prior year

				stipend was something the board could and should do. Trustee Reading brought forth a motion to approve holiday bonuses in the amount of \$500.00 for every employee. Trustee Robinson provided and second and the motion passed unanimously.
3:30	Meeting Adjourns	Action	Board Chair	Trustee Robinson brought forth a motion to adjourn. Trustee Reading provided a second and the vote was unanimous to close meeting at 3:30.

IDAHO CONNECTS ONLINE SCHOOL

Governing Board Agenda

Monday, April 6th, 2026, 11:30 AM Mountain Time (US and Canada)

Please join our meeting using the following link

<https://us06web.zoom.us/j/4937680894?pwd=aGx2MFdDOEN0Y0RGMG5iN2JiWEg4QT09>

TIME	TOPIC	TYPE	PRESENTER	NOTES
11:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	
11:35	Public Comment	Discussion	Board Chair	
11:40	State of the School	Discussion	Vickie McCullough	
12:15	Charter Renewal	Discussion/Action	Vickie McCullough	
12:30	Meeting Adjourns	Action	Board Chair	

IDAHO CONNECTS ONLINE SCHOOL

Governing Board Agenda

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TIME	TOPIC	TYPE	PRESENTER	NOTES
11:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	Meeting called to order by Chairman High at 11:30 AM. In attendance: Chairman High, Trustee Reading, Trustee Robinson, HOS Vickie McCullough, Jared Dawson from the Idaho Public Charter Commission. Trustee Reading made a motion to approve the April Agenda. Trustee Robinson gave a second and the motion passed. Trustee Robinson made a motion to approve the prior meeting minutes. Trustee Reading gave a second and the motion passed.
11:35	Public Comment	Discussion	Board Chair	No members of the public were present outside of Jared Dawson from the Idaho Public Charter Commission. He stated that he was there as part of the renewal process to simply observe a board meeting per the process.
11:40	State of the School	Discussion	Vickie McCullough	The HOS began by sharing demographic data about the students. At the time of the meeting 301 students were enrolled with 60% of the student classified as at risk. ICON continues to draw from large Treasure Valley Areas with Boise, Meridian, Nampa, and Caldwell as the highest population sites. We also have a strong presence in the Magic Valley area. We currently have 22 students enrolled in our Homeschool Program. ICON has also just opened their 10 th treatment center. The HOS also shared that the fall semester data demonstrated an increase in credit attempted vs. credits earned and the highest level in our at risk population ever. 92% of the general population credits were passed while 85% of the at risk population credits were passed. This

				is up from our baseline data of 66.9% and 43.3%. The HOS discussed the fact that the mastery model and the mastery-based understanding process were fully implemented and showing positive results in teaching students skills and application. Trustee Reading commended the school on how far we have come since our baseline data of 2014.
12:15	Charter Renewal	Discussion/Action	Vickie McCullough	Chairman High shared with the board that the Idaho Public Charter Commission had sent a courtesy letter to the board concerned about the number of meetings that that board had during the year. Chairman High responded to the Commission stating that ICON did recognize the need for more consistent board meetings and laid out not only the next three meetings for the year but laid out a general plan for meetings for the 26/27 school year. The Commission was pleased with the response. Jared Dawson was there as part of the renewal process to observe a board meeting. He briefly shared that in the upcoming weeks ICON would meet with the Commission to walk through the renewal process to outline what to expect. HOS McCullough shared how instrumental both Mr. Dawson and the Commission had been to the school over the past year.
12:30	Meeting Adjourns	Action	Board Chair	Trustee Reading made a motion to adjourn the meeting at 12:30 with a second by Trustee Robinson. The motion was approved and the meeting adjourned.

Meeting Minutes
IDAHO CONNECTS ONLINE SCHOOL
Governing Board Agenda

Wednesday, May 13, 2026, 10:30 AM Mountain Time (US and Canada)

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TIME	TOPIC	TYPE	PRESENTER	NOTES
10:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	The meeting was called to order at 10:30 by Chairman High. In attendance were Chairman High, Trustee Reading, Trustee Robinson, and HOS Vickie McCullough. Trustee Robinson brought forth a motion to approve the agenda for the meeting. Trustee Reading issued a second and the motion was passed. Trustee Reading brought forth a motion to approve the prior meeting minutes. Trustee Robinson supplied a second and the motion passed.
10:35	Public Comment	Discussion	Board Chair	There were not members of the public present for comment.
10:40	State of the School	Discussion	Vickie McCullough	HOS McCullough started by asking Chairman High to share information about our meeting with the Idaho Public Charter Commission that occurred in April. Chairman High shared that it was a productive meeting and that we had always felt much support from the Commission in the past and they were supportive as they walked as through the renewal process. HOS McCullough shared that during the meeting not only did they go over timelines they also mentioned that when ICON goes to present their additional data they should share the positive things happening within the school such as the achievement and work with treatment centers in Idaho. Trustee Robinson suggested that we would have a Brag Fact Sheet that we could not only use to promote our information to centers, but to share with the Commission as well. Chairman High suggested that we should also discuss our mastery based model and how our achievement has changed.

				through our credit data over time. Trustee Reading also commented that ensuring we have data to share celebrating what we do well is important. The HOS then shared the information from staff appreciation week and how staff received coffee, books, and Amazon gift cards during a week long celebration of staff. Trustee Robinson stated that things like this help retain quality staff within our school.
11:15	2627 School Year Budget	Discussion/Action	Vickie McCullough	The HOS then shared that the budget process is taking place and key highlights of the next year budget would include the purchase of two platforms for the school. One will be the OW platform for use and the Canvas platform to build. Insurance rates have increased 19.5%. The teachers had also expressed that some were in need of upgraded technology as we go to enter the year of development. The HOS collected their wishes and is shopping to see what we can find that will fit within the budget and within their needs. The HOS also brought up the possibility of examining teacher pay with an increase of 3-8% and a desire to ensure that we had a COL living raise. The HOS also expressed concern about having a livable wage for some of our hourly employees. Trustee Robinson said that we should ensure a living wage and a COL raising when examining what we should be paying our hourly staff. The HOS shared that revenue was still being examined at the state level as the budget was being prepared. The next meeting on June 2 nd , will be the budget meeting.
11:30	Meeting Adjourns	Action	Board Chair	Trustee Reading brought forth a motion to adjourn the meeting at 11:30. Trustee Robinson made a second and the motion was passed with the meeting adjourned.

Meeting Minutes
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11:30	Meeting Adjourns	Action	Board Chair	Trustee Reading brought forth a motion to adjourn the meeting at 11:30. Trustee Robinson made a second and the motion was passed with the meeting adjourned.

IDAHO CONNECTS ONLINE SCHOOL

Governing Board Agenda

Friday, June 5th, 2026, 10:30 AM Mountain Time (US and Canada)

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TIME	TOPIC	TYPE	PRESENTER	NOTES
11:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	
11:35	Public Comment	Discussion	Board Chair	
11:40	ICON School Budget 26-27	Discussion	Vickie McCullough	
12:30	Meeting Adjourns	Action	Board Chair	

DRAFT
IDAHO CONNECTS ONLINE SCHOOL
Governing Board Agenda

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TIME	TOPIC	TYPE	PRESENTER	NOTES
11:30	• Call to Order • Roll Call • Approval of Agenda • Approval of Prior Meeting Minutes	Action	Board Chair	Meeting called to order at 11:30 Chairman High, Trustee Robison, and Trustee Reading in attendance. HOS McCullough was also in attendance. Trustee Reading brought forth a motion to approve the agenda for today with a second by Trustee Robins. Motion passed. Trustee Robinson brought forth a motion to approve prior meeting minutes with a second by Trustee Reading. Motion passed.
11:35	Public Comment	Discussion	Board Chair	There were no members of the public present.
11:40	ICON School Budget 26-27	Discussion	Vickie McCullough	26/27 Budget was present to the board. Due to budget cuts and increases in insurance, no raises were presented within the budget. A discussion among the board members centered around the concept of a living wage and asked if we felt the ICON provided that for our staff. The board walked through the hourly wages of classified staff and determined that an increase of \$2.00 per hour should be given for any employee making \$20.00 or \$21.00 per hour. Trustee Robinson brought forth that motion to have the budget amended and approval with the amendment with a second by Trustee Reading with the motion being passed. The board also discussed the importance of enrollment within the treatment center side of the house and encourage the HOS to market and work with new and existing treatment centers to grow. Ideas included a marketing sheet to share with new centers and references to share with new centers. The board also discussed that because ICON was not able to provide raises for the rest of the staff that we should examine the budget and funds throughout the year to see if any changes might

				be made. This could include bonuses or raises as appropriate.
12:30	Meeting Adjourns	Action	Board Chair	Meeting closed as 12:30. Trustee Reading made the motion to close the meeting with a second by Trustee Robinson. Motion approved.