



HERITAGE

HERITAGE COMMUNITY CHARTER SCHOOL

BOARD MEETING Minutes

Location: 1803 Ustick Rd. Caldwell, ID 83605, Library

Time/Date: 7:00pm, August 30, 2011

The vision of Heritage Community Charter School is to achieve:

- **H**igh Academic Achievement
- **C**ontinuous Love of Learning
- **C**ommunication that is Effective
- **S**afe and Respectful Environment

Mission: The Mission of Heritage Community Charter School is to create an atmosphere of mutual respect where students feel safe and are challenged to become their best selves as they develop a curiosity and love of learning that will continue throughout their lives and prepares them for post-secondary education, careers, and service in their communities as well educated leaders who desire to preserve a democratic society and who act with integrity and character.

Board Members at the meeting: Bridger Fly, Nichole Andrews, Emmanuel Navarro (phone)

7:00 PM - WELCOME AND INTRODUCTIONS:

- ❖ Recognize Public Parties Addressing Agenda Items
- ❖ Approve Agenda

7:05 PM – BUSINESS ITEMS

1. Emmanuel and Nichole met with Trey Klauss for lunch, and thought he was a good recommendation for the Board because of his current and past involvement in his community. E. Navarro made the motion to recommend Trey Klaus as a new Board member, B. Fly 2nd; all.
2. B. Fly motioned to approve the attached Merit Pay Plan; E. Navarro 2nd; all
3. B. Fly motioned to approve the posted bus routes; E. Navarro 2nd; all
4. B. Fly motioned to approve the Service Provider Contracts that Jean Taylor had discussed at the August 23rd Board Meeting; E. Navarro 2nd; all..
5. B. Fly motioned to adjourn the Board Meeting; E. Navarro 2nd; all.

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 Heritage Community Charter School staff 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.

Heritage Community Charter School
 Certified Salary Schedule and 2011-12 Pay for Performance Plan
 (ammended 08/30/2011)

Step	BA	BA + 15	BA + 30	MA	MA + 18	MA + 36
				BA + 45	BA + 60	BA + 75
1	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750
2	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$32,190
3	\$31,750	\$31,750	\$31,750	\$31,750	\$31,750	\$33,397
4	\$31,750	\$31,750	\$31,750	\$31,750	\$32,783	\$34,649
5	\$31,750	\$31,750	\$31,750	\$32,783	\$34,012	\$35,947
6	\$31,750	\$31,750	\$33,275	\$34,522	\$35,815	\$37,854
7	\$31,750	\$33,275	\$34,522	\$35,815	\$37,157	\$39,274
8	\$33,275	\$34,522	\$35,815	\$37,157	\$38,551	\$40,746
9	\$34,692	\$35,992	\$37,340	\$38,741	\$40,193	\$42,481
10	\$36,168	\$37,523	\$38,931	\$40,390	\$41,904	\$44,290
11	\$36,697	\$39,501	\$40,981	\$42,517	\$44,111	\$45,766
12		\$40,070	\$41,572	\$43,130	\$46,426	\$48,166
13			\$43,740	\$45,379	\$48,846	\$52,577
14				\$46,197	\$49,726	\$53,525
15					\$50,826	\$54,709
16						\$55,656

Policy Statement

1. Placement on the salary schedule according to training and experience will determine the salary for the school year consisting of 190 days of service for the teacher, including days in which school is in session.

Extended contract time allowance will be determined by dividing the salary determined from the salary schedule by 190 and multiplying by the total number of days for the extended period, unless the extended time is the result of a special program or project funded by other sources, which determine the amount of funds available for the extended time.

POLICY insert number

Salary Schedule and Placement for Certificated Employees

Educational Placement on Salary Schedule

1. Official transcripts and credits earned *“after initial teaching certificate”* will be used in determining educational placement on the salary schedule.
2. No credits shall be allowed in addition to the bachelor's degree unless accepted for an approved graduate program relative to the assignment of the teacher or unless approved by the board as applicable to a program related to the educational program of HCCS. Additional hours start only after awarding of the bachelor's degree. No credits shall be allowed in addition to the bachelor's degree prior to becoming eligible for a teaching certificate.
3. The district shall allow for one salary adjustment per year for additional credit earned as verified by official transcript or verification submitted for adjustment by September 10. Salary adjustments shall be made in the September pay period.
4. Allowable credit must be graduate credit or approved by the board as applicable to a program related to the educational program of HCCS.
5. If a teacher does not agree with the educational placement determined by the board, he/she may request a review and a decision from the Education Placement Committee composed of the principal and two board members. Every effort shall be made by both parties to appoint knowledgeable members to the committee. In case of a tie, the committee may ask for an opinion from a college or university teacher, who is knowledgeable in the applicant's field(s) of teaching. All recommendations shall be submitted to the board, and the final determination as to placement shall be made by the board of directors.
6. An employee required to work for a period longer than the regular contracted school year shall be paid one one-ninetieth (1/190) of his/her regular salary for each additional day worked except in the event of emergency closure that required an extension of the school year.

Allowable Prior Experience

1. Experience for placement on the basic salary schedule will be limited to contracted services at an accredited K-12 or post-secondary education institution. At least five (5) months service is required for one year's experience. Placement may be more but shall not be less than that indicated by the salary schedule.

Merit Pay:

Each year, when adopting the annual budget, the board of directors will consider including a line item expense to support a merit pay system that will be added to the base salary of any qualifying certified employee. The HCCS merit pay system shall be aligned to, and comply with state statute and administrative rule regarding salaried employees.

Once approved, the HCCS principal must meet with a committee of no fewer than 7 members in order to determine the elements included in the merit pay scale. The committee must include a minimum of two certified elementary teachers, two secondary core content teachers, two elective teachers and one member at large. Elements must include, but will not be limited to: student achievement as measured by state assessment tools; hard to fill positions; teacher mentoring/professional development; service as a club advisor or coach; service as a team leader or department head within the school; student academic growth as measured by state-approved or school administration-approved assessments. Elements included in the HCCS merit pay system shall comply with state statute and administrative rule.

APPROVED:

Board Chairperson _____

Date April 7, 2011

For the 2011-2012 School Year, the HCCS Board-Approved Pay for Performance Plan is as follows:
2011-2012 HCCS Pay for Performance Plan

- The HCCS Pay for Performance plan is based upon “shares”
- In order to receive any share (bonus), certificated staff must meet at least a fraction of the academic target for the State measure AND for the local measure.
- In order to receive any share, certificated staff must work for HCCS during the full 2011-12 school year and must be employed as a certificated staff member for the 2012-13 school year
- The determination of award will be based on how certificated employees are grouped. Certificated employees may be grouped by grade level, subject area, administration or specialty teacher.
- The State measure is based on ISAT performance. There are two ways to earn a full or partial State share:
 - The first is to score in the top two quartiles. Combined scores for the 2012 ISAT (math, reading, language usage and science) will be used. (Scale score = top quartile = .5 share; 2nd quartile = .25 share)
 - The second way to earn a State share is for the building to show growth on the ISAT. (Growth = top quartile = 1.0 share; 2nd quartile = .5 share; 3rd quartile = .25 share)
- Each person can earn up to 1 full State share if HCCS meets the specified targets.
- For the local measure, there are a number of ways to earn shares:
 - Elementary (K-3)
 - IRI Growth from Fall 2011 to Spring 2012
 - 5% Growth = 1.0 shares
 - 4% Growth = 0.8 shares
 - 3% Growth = 0.6 shares
 - 2% Growth = 0.4 shares
 - 1% Growth = 0.2 shares
 - Elementary (4-5) and Secondary (6-8)
 - ISAT Proficiency or Growth
 - 90% proficiency or 5% growth = 1.0 shares
 - 80% proficiency or 4% growth = 0.8 shares
 - 70% proficiency or 3% growth = 0.6 shares
 - 60% proficiency or 2% growth = 0.4 shares
 - 50% proficiency or 1% growth = 0.2 shares
 - High School (9-12)
 - Power Standards Assessment
 - All teachers must administer and grade one writing assessment per quarter. This assessment should be common across the subject area and must include a rubric aligned to the State and/or Common Core language arts standards and the six traits.
 - All teachers must administer a minimum of 4 common assessments per semester. Proficiency levels will be determined by teachers at the beginning of the year and reflect an average of all students enrolled in that class. Shares are per semester.
 - 90% proficient average across all assessments = .5 shares
 - 80% proficient average across all assessments = .4 shares
 - 70% proficient average across all assessments = .3 shares
 - 60% proficient average across all assessments = .2 shares
 - 50% proficient average across all assessments = .1 shares

- For hard to fill positions, HCCS has defined hard to fill positions (for the 2011-12 school year) as special education teach, music teacher and science teacher.
- For the 2011-2012 school year, HCCS has identified teacher leaders as those serving as:
 - Mentors to new teachers
 - Instructional coaches
 - Committee chairs
 - Secondary club advisors

**HERITAGE COMMUNITY CHARTER SCHOOL
BUS TIMES/STOPS**

REVISED 08/19/11

Tracy J. Rt. Supervisor
For TJCS/HERITAGE
Brown Bus Company
(208) 455-2532 x207 fax 455-2534
tracyj@brownbuscompany.com

*PLEASE REMEMBER TO HAVE STUDENTS OUT AT THE BUS STOP WAITING,
FIVE MINUTES BEFORE BUS STOP TIME.*

*PLEASE CALL BROWN BUS CO. AT LEAST A DAY AHEAD IF YOU ARE PLANNING
ON FRIENDS OR OTHER STUDENTS RIDING HOME WITH YOUR STUDENTS, OR
IF YOUR STUDENT DOES NOT NORMALLY RIDE THE BUS. THIS IS DUE TO BUS
CAPACITY CONCERNS.*

YMCA FORMS

*EACH NEW SCHOOL YEAR PLEASE PICK-UP A NEW YMCA TRANSPORTATION
FORM. PLEASE FILL IT OUT AND RETURN THE FORM TO TJCS OFFICE TO
ENSURE A RIDE TO THE YMCA FOR RECREATION.*

****PLEASE NOTE PM TIMES MAY VARY BY TEN MINUTES WILL BE
ADJUSTED AS AFTER THE START OF SCHOOL.**

THANK YOU

BUS #27

AM/PM

- 7:00 / 3:41 E ITHICA @ N3RD
- 7:03 / 3:18 N 1st @ NOGALES
- 7:06 / 3:36 RIMVIEW @ LANSING
- 7:07 / 3:33 RICE @ TYLER
- 7:12 / 3:30 TERRACE DR @ INDIANA
- 7:13 / 3:29 INDIANA @ ROOSEVELT
- 7:14 / 3:26 LINCOLN ST @ TETON
- 7:17 / 3:22 MARBLE FRONT @ MARBLE VALLEY WY
- 7:19 / 3:20 CENTRAL PARK CT. @ FORREST PARK WAY DR
- 7:20 / 3:19 FORREST PARKWAY DR @ SYRINGA
- 7:21 / 3:18 SYRINGA LA @ DEKER
- 7:23 / 3:16 MULLER LN @ PARKHILL DR
- 7:33 / 3:07 E OAK ST. @ S INDIANA
- 7:35 / 3:05 WISCONSIN AV @ LINDEN
- 7:36 / 3:05 S OHIO AV @ WILLOW
- 7:38 / 3:02 INDIANA @ FAIROAKS

BUS # 47

AM/PM

- 6:45 / 3:55 CIRRUS DR @ REGUSCI
- 6:51 / 3:50 CHAPARREL @ HORESHOE DR
- 6:56 / 3:45 FARMWAY @ LUNAR
- 6:57 / 3:44 FARMWAY @ PALLSHAW CT

7:03 / 3:36 LONKEY @ COLT DR
7:11 / 3:32 WAGNER @ BOEHNER RD
7:16 / 3:27 LAUREL ST @ FARMWAY
7:26 / 3:16 FARMWAY @ FARMWAY VILLAGE AT THE SIGN
7:30 / 3:20 OLD HYW 30 @ DAISY
7:31 / 3:19 OLD HYW 30 @ UNA
7:39 / 3:06 CLEVELAND BD @ 14TH

BUS #64

AM/PM

7:10 / 3:31 USTIC @ CHEYENNE
7:14 / 3:28 LEANNE AFTER CHARME
7:18 / 3:26 HOMEDALE @ WAREAGLE
7:18 / 3:26 HOMEDALE @ BASTIAN AV
7:19 / 3:26 HOMEDALE RD @ ORMSBY
7:20 / 3:24 HOMEDALE RD @ BASTAIN AVE
7:22 / 3:22 LAKE @ ASBURY
7:23 / 3:21 LAKE @ HICKMAN
7:26 / 3:02 FLORIDA @ FOURSEASONS ST.
7:27 / 3:02 FLORIDA @ LASTER
7:28 / 3:03 FLORIDA @ McLaughlin
7:29 / 3:06 INDIANA @ CAROLINA
7:27 / 3:08 CIELO @ PARK
7:33 / 3:09 INDIANA AFTER AVENTE
7:33 / 3:09 MOSS @ REGENCE WY
7:34 / 3:11 MOSS @ MORENO AVE
7:35 / 3:12 FRISCO @ MOSS
7:38 / 3:14 DIETZ @ COMMON AREA
7:41 / 3:15 HOMEDALE @ ASPENWOOD

BUS #73

AM/PM

7:05 / 3:45 MIDWAY @ MNT. HOOD
7:06 / 3:46 MIDWAY @ HONEYSUCKLE
7:10 / 3:40 CLEVELAND BD @ 43RD ST
7:13 / 3:12 S. 34th @ MALLARD COVE
7:15 / 3:14 LINDEN @ ARROWHEAD DR
7:16 / 3:15 3602 LINDEN
7:18 / ----- CHICAGO @ 12TH
7:23 / 3:22 N 5TH @ DENVER
7:24 / 3:24 BELMONT AFTER 6TH
7:28 / 3:33 AUTHER @ N 12th
7:30 / 3:34 DEARBORNE AFTER CORNER OF 12TH
7:31 / 3:35 15TH AFTER CORNER OF CLEVELAND BLD.
7:33 / 3:10 WILLOW @ INDIANA
7:36 / 3:08 BEECH @ SANDSTONE
7:37 / 3:07 FLORIDA @ TWILIGHT
7:38 / 3:06 FLORIDA @ STONECREEK

7:39 / 3:05 FLORIDA @ TURNING LEAF
7:40 / 3:04 FLORIDA @ SALEM
7:42 / 3:02 YMCA DRIVE (WITH PERMISSION FORM SEE TOP OF WEBSITE FOR FURTHER DIRECTION)

BUS #81

AM/PM

7:14 / 3:28 16456 USTICK RD
7:15 / 3:24 USTICK @ DORMAN
7:16 / 3:23 904/1003 USTICK RD
7:18 / 3:22 AIRPORT @ ROTHBURY DR.
7:19 / 3:21 AIRPORT @ CROMWELL
7:21 / 3:20 AIRPORT @ HAMPTON
----- / 3:17 AIRPORT @ MAPLE ST.
7:24 / 3:14 LINDEN @ MEADOWS
7:26 / 3:13 ASH @ MEADOWS
7:28 / 3:11 KIMBALL/PAYNER @ MORRISON AV
7:30 / 3:10 KIMBALL @ SUNNYSIDE AV
7:33 / 3:08 KIMBALL @ FILLMORE
7:37 / 3:04 KIMBALL @ RUDOLPH ST
7:38 / 3:03 KIMBALL @ BEECH ST
7:39 / 3:02 KIMBALL @ NEWPORT

BUS #88

AM/PM

7:08 / 3:32 3009 HOMEDALE RD
7:14 / 3:20 MONTANA @ HONEY CRISP
7:15 / 3:21 MONTANA @ LASTER
7:16 / 3:22 MONTANA @ FLINT
7:17 / 3:22 MONTANA @ FALCON
7:18 / 3:23 HOMEDALE @ HAWK AVE
7:19 / 3:24 HOMEDALE @ BUCKBOARD
7:21 / 3:25 10th @ LASTER
7:23 / 3:18 USTICK @ IDAHO
7:24 / 3:01 MONTANA @ HELENA DR
7:28 / 3:03 COLLEGE @ ALDER
7:27 / 3:04 ALDERS @ MONTANA
7:29 / 3:06 MONTANA @ WILLOW
7:30 / 3:07 WYOMING AV @ MAPLE
7:31 / 3:08 MONTANA @ ELM
7:34 / 3:11 RAY @ ELM
7:37 / 3:14 10TH @ CHAPPARO ST
7:39 / 3:15 10TH @ LARKSPUR
7:40 / 3:16 10TH @ AMBER
7:41 / 3:17 DEWEY @ RAY

