

**The Ranches Academy  
School Board Meeting Minutes**

<b>Date</b>	9/20/18
<b>Attendees</b>	Reed Ryan, Paul Jerome, Erin Jeppson, Tiffanie Owens, Sherlyn Griffin, Kim Garner, Susie Scherer.
<b>Guests</b>	none
<b>Start time</b>	7:04
<b>End time</b>	9:18

<b>Agenda Topic</b>	<b>Discussion</b>	<b>Motions/Actions</b>
Consent of Agenda	The agenda and previous meeting minutes were presented for review.	A motion and 2nd to approve the agenda as it stands as well as the previous meeting minutes passed unanimously.
Teacher compensation	Salaries and benefits from surrounding schools were presented. RA teacher retention has not be affected by our base pay, nor does our base pay impede the hiring of quality teachers. The pay scale will be restructured so it's more indicative of the complete benefit/salary package. RA can do a certain percentage raise for each staff member (including Susie), depending on the budget that year.	
Merit-based bonuses	Teacher feedback was presented. They felt very strongly against this idea. RA can do a Christmas bonus every year. Another bonus may be given at the end of the year if they are invited back.	
Capital improvement wish list	A list of improvements the school needs/wants was presented. Timelines and costs were discussed. Bids will be researched.	

Director compensation	Most directors make \$90,000-120,00 with a year-end bonus. Susie feels comfortable with her salary, and should be included in teacher bonuses.	
Exhibit 'A' draft	The drafted document was presented and discussed. Some minor changes in wording were made. Mission specific goals were made. Susie will continue to work on the document.	
Proposed meeting schedule	Meetings will be held the third Thursday of each month at 7:00 pm.  Oct. 25, Nov. 15, Jan. 17, Feb. 21, Mar. 21, Apr. 18	
2017-2018 School Land Trust	The 2017-2018 SLT final report was presented.	A motion and 2nd to approve the 2017-2018 School Land Trust Final report was passed unanimously.
Early Literacy Plan	The Early Literacy Plan was presented.	A motion and 2nd to approve the Early Literacy Plan as provided was passed unanimously.
Strategic planning	Goals and actions items were presented and discussed.	A motion and 2nd to adopt the Ranches Strategic plan as presented for the 2018-2019 school year was passed unanimously.
<b>Adjourn</b>	9:18	A motion and 2nd to adjourn passed unanimously.