

American Leadership Academy



Board of Trustees Public Meeting
February 7, 2008
7:30 P.M.
Elementary Library

Meeting called to order: 7:49 p.m.

Attendees: Chairman, Dr. Hogenson, Mary Ann Davis,
Ann Marie Mair, Vickie Peterson, Mike Hess,
Jan Searle, Shelina Way, Director Rob Muhlestein,
Asst. Director Kenna Marrelli, and Asst. Director
Kalin Hall, and Elementary Director Paul Carpenter

General Public, (Roll attached)

Excused: Krystin Morley

Spiritual Thought: Mike Hess

Adoption of Minutes: December 6, 2008 minutes adopted, and were
posted on the website.

Items of Business:

Library Policy (Shelina Way)

American Leadership Academy Media Policy was
presented to determine guidelines for book
selection. Books that have excessive swearing,
explicit sexuality, excessive violence, grotesque
materials or “How to Books” including sexuality or

destruction/terrorism will not be allowed. There will be a procedure for those who have complaints, which are outlined in the Media Policy procedures.

A Library Board has been formed to handle the procedures of the policy. Shelina Way will be the the ALA Board member who will serve on the Library Board.

The Board voted unanimous in favor to adopt the policy. Jan Searle made the motion and MaryAnn Davis seconded.

Policy is attached to minutes.

Conflict of Interest

The board moved to delete Article VII and VIII from the Conflict of Interest Policy. The sections speak about outside auditors to come in and evaluate American Leadership Academy. It is determined that we do not need outside auditors, due to the fact that the state sends auditors monthly and yearly which accommodates this requirement.

Board voted unanimous in favor to delete Article VII and VII. Mary Ann Davis made the motion with Jan Searle seconded the motion.

Chairman, Dr. Hogenson explained that the conflict of interest was not completely understood by the board when making the land purchase for the marquee. Shelina Way was not aware that her husband owned the land. The vote was unanimous by board members to purchase the land even without Shelina Way's vote it would have passed. The land was sold to ALA at a really good price.

Dr. Hogenson made a public apology for not following the Conflict of Interest Policy. The Board has now been trained and will not make the mistake again.

The Board of Trustees has changed the monthly public meeting to quarterly public meetings. The next public meeting is scheduled for May 1, 2008.

Public Comment:

Mandy Marie Eldredge has concerns with administrative turnover. Are they leaving due to being overburdened? Maybe they have concerns that are not being addressed.

Jan Searle asked Mrs. Eldredge to be specific.

Ms. Eldredge said that she has visited with teachers for 2 ½ years who have concerns of not being heard or penalized for voicing their opinion. She understands that this is a team effort, and everyone has a voice. She is concerned that highly qualified people leave because they feel they do not have a voice. These people have made a difference with her children.

Jan Searle This could be a lack of commitment on the part of the employee. They may not be speaking with the person who could make a correction or fix the problem. Employees usually give reasons for leaving.

Shelina Way asks for an example of someone who has had the problem.

Mr. Muhlestein comments that the board cannot comment on the reasons employees leave, this is done in a closed session of the public meeting. Personnel have an opportunity to address the board in those meetings.

Mike Hess Everyone will need to follow the line of authority in correcting problems.

Paul Carpenter has teacher socials once a month on the last Thursday of each month from 3:30 until 5:00.

Chairman, Dr. Hogenson, ALA has the freedom teachers need to explore new ways of teaching.

Becky Harrison There was a huge amount of work to get the school started. This may have burned people out. This required a lot of people. We needed more money to get started this was frustrating. We were able to listen to individuals for needed improvements.

Jan Searle we need ways to help empower teachers. We need to do what we can for teachers; we want them to want to be here and to stay here.

Paul Carpenter feels more interaction with board members may help teachers feel they can communicate with them.

Beth Pearson Ann Marie answers her email and she seems to be the only one. Beth would like more communication with individual board members. A few board members gave her their personal cell phone numbers.

Pat Parkinson expressed concerns over class sizes. She state that the original charter states that the class size should be twenty-five students. The over crowding could be the cause of behavior problems. Are there future plans to work this out?

Board: This is hard to work out, especially with the junior high and high scheduling of particular classes, but we are trying to work this out.

Meeting adjourned: 8:55 p.m.

General comments from the board:

1. We have three directors, fewer administrators than most of the traditional public schools.
2. Teachers have more freedom.
3. Teacher appreciation needs more attention.
4. Teachers need to be reviewed for strengths and weaknesses.
5. We need team work and make teachers feel like a team.
6. We have no plans for social events for teachers.

