

Valley Academy Special Board Meeting Agenda  
July 2, 2013 at 6:00pm  
539 N 870 W, Hurricane, UT 84737

1. Closed meeting for the purpose of contract negotiation.
2. Open meeting for any action needed.

Valley Academy Special Board Meeting Minutes  
July 2, 2013 at 6pm

In attendance: Lane Blackmore, Derek Lewis, Tonya Heyder, Alisha Terry-Martin, Jimmy Ashley, Doug Beecher, Trent Seegmiller (by phone), Ed Woodd, Mike Killeen

1. Welcome and open meeting at 6:00pm
2. Derek made a motion to move into closed session for the purpose of contract negotiation. All members in favor.

**\*\*Closed Session\*\***

Lane requested that Mike be available for interview later during this session.

Ed presented his reasons for resignation. Ed is recommending Mike to take his place as Director. Ed feels Mike is capable of doing this job, but may need some assistance with budgeting. With Bruce and Doug to help, this will not be a problem.

Discussion of accepting Ed's resignation as of July 15, 2013. His last day at work would be July 12, 2013. We need to create a unified message to send out to all Stakeholders. We will need to have a meeting, inviting all teachers and staff members to be unified and fully informed to reduce rumors and any hard feelings. We don't want any staff members or stakeholders to feel they need to choose sides. The statement will be a unified one from Board and Administration. Trent will prepare this and circulate it to the Board. The statement should be one where support

and appreciation is given to Ed along with our high hopes and intentions regarding Ed's replacement.

Discussion of opening the job to other candidates? If offered to Mike, should there be a probationary period or an interim title? There have been concerns from parents and staff members about Mike. We need to have a clear plan to present to the staff, then ask for their support. Some of the Board members don't know Mike as well as Ed and want to feel more comfortable with this choice. The Board interviewed and hired Ed with a long process...some process should be followed for this transition. We don't have a lot of time to take and Mike has been an intricate part of the process this year.

Ed was asked to step out while the Board met with Mike.

Mike was asked what his plan for a possible transition would be if he was chosen to be the Director. <Mike said: no huge changes. He would continue with what we are currently doing well and add to that. Some examples would be partnering with other entities to strengthen our arts programs and building our music program starting with Kindergarten. He would also like to have more SEI training for stakeholders and continue to build on the strong technology program we have. Things to improve: traffic plan to be safer for the students, lunch needs more help and potentially different people catering to share the responsibility. Mike is ok with the Board viewing his end of year review done by the staff. If he was chosen as the Director, he would assign different responsibilities out to others, be in the classrooms more often, do more PR, have more after school activities available. Mike was asked what he felt was a strength and something to improve from the staff review. A strength was positive feedback from teachers he spent personal time with in their classrooms. Something to work on was communication. Mike said that a probationary period or "interim" title would be a handicap to him to fully perform as the Director. >

Mike was asked to step out while the Board finished discussion.

Discussion of what type of employment agreement we could or should offer. 1 year, 2 year, 5 year? What was our original intention when we offered Ed a 5 year agreement? What decision would reflect confidence

in our Administration and solidarity in the school? Trent brought up that when Vista lost their first Director, there was a different feeling in the school, and that is unavoidable. What will help our teachers, parents, and students feel less disruption in the process and what they have come to enjoy and expect from us?

The suggestion was made that the Board hold two additional meetings next week:

- On July 9<sup>th</sup> at 6pm: to allow Mike to prepare and present his vision to the Board, then also allow for a closed session for the Board to discuss the decision and any contract issues. Mike will review the current agreement the Board has with Ed and discuss with Trent any changes he would like to see.
- On July 12<sup>th</sup> at 10am: Ed will officially present his resignation and reasons for that. The joint statement will be presented to staff and other attendees. Staff will be asked for input and support of the plan.

Any decisions on new leadership for the school have been tabled while further information is gathered.

Derek made a motion to move into open session. All members in favor.

**\*\*\*Open Session\*\*\***

Next special meeting, closed session (contract negotiation): July 9, 6pm at the school

Next special open meeting: July 12, 10am at the school

Next regular open meeting: July 23, 7pm at the school

Board Retreat: July 27, 12pm in Springdale

Derek made a motion to close the meeting. All members in favor.