**Promise Academy Board of Directors Meeting Minutes**

**Meeting Details -** Tuesday, June 27, 2023, 10:00 am, Nagel Center 2nd Floor Conference Room, 5465 W. Irving St., Boise.

**Call to Order**

1. Chair, Scott Curtis called the meeting to order at 9:58 am
2. Attendees:
   * Scott Curtis, Chair
   * Rick Alis, Vice Chair & Secretary
   * Kim Thomas, Treasurer
   * Terry Self, Director
   * Rick Hale, Promise Academy School Leader, Guest
   * Annie Edwards, BLUUM, Guest
   * Terry Self, Volunteer, Guest & Board Director nominee
   * Deborah Imbrogno, Executive Director, Idaho Youth Ranch Residential Center for Healing and Resilience (RCH&R), Guest

**Approval of Minutes from 6/13/23 PA Board Meeting**

* + Director Thomas moved to approve the Minutes of the Board’s 6/13/23 meeting; Director Alis seconded the motion; the motion was approved unanimously.

**Approval of Agenda for 6/27/23 PA Board Meeting**

* + Director Alis moved to approve the agenda; Director Thomas seconded the motion; the motion was approved unanimously.

**Old Business**

1. Review and Approval of Revised Promise Academy (PA) Budget

* Ms. Edwards (BLUUM) briefed the Directors on the changes to the original draft budget based on feedback from the Directors at the 6/27/23 meeting. She reported the PA budget is driven by the number of students and the number of students was estimated conservatively.
* The revised budget eliminated one teacher position, resulting in a budget surplus for the first school year. School Leader Hale confirmed the reduction of one teacher position would not adversely impact PA’s ability to effectively deliver the complete curriculum. This decision also provides the School Leader with flexibility to address any unexpected needs or expenses during the first school year. The decision on number of teachers can be revisited, if necessary, via budget amendment during the school year.
* Director Thomas expressed that building a budget reserve in the first school year is a sound fiscal practice, in part because PA will owe IYR money to cover its use (rental) of the school property.
* Ms. Edwards briefed the Directors on the process for submitting the budget to the State.
* Director Thomas moved that the Board approve the PA budget; Director Self seconded the motion; the motion passed unanimously.

1. Review and Approval of Revised Promise Academy Employee Benefits

* The Directors reviewed the revised Promise Academy employee benefit scenarios provided by Camille Andersen, Idaho Youth Ranch Chief People Officer.
* PA School Leader Hale recommended the Board approve Scenario 1, which provided a PA premium contribution on group health insurance of 90% for a single employee, 60% for all family tiers, and 40% for all tiers of dental coverage.
* Director Thomas moved to approve the School Leader’s recommendation; Director Self seconded the motion; the motion passed unanimously.
* The Board directed that Ms. Andersen conduct further research into options for short-term disability and life insurance.

1. Review of Supplemental Contracts for Promise Academy Teachers

* PA School Leader Hale briefed the Directors on the provisions of temporary supplemental contracts for the three teachers hired for PA to cover the extra days they will be required to work during the first school year.
* Hale recommended that July 10, 2023, be the appropriate start date for the teachers, with the time between 7/10/23 and the arrival of the first students to be used for staff training.
* The Directors raised questions regarding the date the teachers would receive the supplemental payments and wanted to ensure the calculation of each individual teacher’s pay were correct.
* Director Alis moved that the Board approve the supplemental contracts subject to amendment by Hale, as required, regarding the date teachers would be paid and confirmation of the individual pay calculations; Director Self seconded the motion; the motion passed unanimously.

**New Business**

1. Process for Appointment of New Board Members – Scott Curtis 
   * Due to time constraints, this topic was deferred to the next meeting of the Board.

**Other Items:** Executive Director Imbrogno shared her experience recruiting and hiring key staff for the RCH&R. She reported outstanding, mission-driven candidates with very high motivation.

**Adjournment -** The meeting was adjourned at 1105 am.