

**Mountain West Montessori Academy  
Board of Directors Meeting  
Monday, December 2, 2013**



**Hub:** South Jordan Library  
10673 S. Redwood Road  
South Jordan, UT 84095

**In Attendance:** Angie Johnson, Linda Hume, Dan Galli

**Excused:** Steve Barnes, Rusty Bentley

**Others in Attendance:** Kim Dohrer (AW), Kara Finley (AW), Sandi Weber (AW)

*Founded upon Montessori philosophy, the mission of Mountain West Montessori Academy is to facilitate student-centered learning and intellectual curiosity through an individualized and interdisciplinary curriculum, hands-on experience, and community involvement.*

## **MINUTES**

---

**5:42 PM – CALL TO ORDER by Angie Johnson**

### **CONSENT ITEMS**

- **Board Meeting Minutes**  
Linda Hume moved to approve the October 22, 2013 Board Meeting Minutes; Dan Galli seconded. Motion passed unanimously.

### **PUBLIC COMMENT**

- No public comments were made.

### **VOTING ITEMS**

- **Board Policies**  
Dan Galli moved to approve the Dress Code Policy, FERPA Policy, Staff Grievance Policy, GRAMA Policy, Purchasing Policy, Child Abuse and Neglect Reporting Policy, Civil Rights Policy, and the Enrollment and Lottery Policy; Angie Johnson seconded. The Board discussed the policies, including the Dress Code Policy and the middle school student's ability to approach the Director and Board for additional allowances. Angie Johnson also explained the FERPA Policy, Staff Grievance Policy, and GRAMA Policy. Linda Hume reviewed the Purchasing Policy and the limits set forth for purchasing and the need to adopt a Procurement Policy. Dan Galli explained the Civil Rights Policy and the Enrollment and Lottery Policy and the need to publish the enrollment periods on the school website. Motion passed unanimously.

## DISCUSSION ITEMS

- **Board Liability Coverage**

The options for insurance were discussed including the ability for the Board to issue an RFP for insurance services. The Board will publish an RFP on the school website and Angie Johnson will be the lead contact.
- **IT Services Provider**

The Board will issue an RFP on the school website seeking an IT Services Provider and Angie Johnson will be the lead contact.
- **Compensation Philosophy**

Kim Dohrer discussed compensation philosophy options for administration. The options included holiday bonuses, training completion bonuses, and performance pay. Montessori Training and tuition costs were examined, including the need to see if certified teachers are available. Salary schedules, probationary periods, and administrative discretion will be considered in the future.
- **Benefits and Payroll Vendor**

Options for getting a payroll vendor were considered, including utilizing A Plus Benefits until an RFP is completed next spring. The ability for the school to provide stipends for teachers to allow them the option to choose either insurance coverage or take the stipend as extra income was considered.
- **Policy Assignments**

Policies were assigned to Board Members for review in preparation for the January Board Meeting.
- **Founder Requirements and Parent Volunteers**

The Board discussed parent volunteer opportunities and how they can help improve the school. Founder preference and limited founding enrollment was considered.
- **Pre-Opening Site Visit**

The pre-opening checklist visit with Marlies Burns from the USOE went well and the next visit will be onsite in January.
- **Action Items**

The Board reviewed the status of current action items and newly assigned action items.
- **Marketing/Community Meetings**

The ability to get the word out about the school and upcoming community meetings was discussed and a social media plan will be created.
- **Calendaring**
  - Community Meeting December 10, 2013 at 7:00 PM.
  - Board Meeting January 28, 2014 at 5:30 PM.

## ADJOURN

- Linda Hume moved to adjourn the Board Meeting; Dan Galli seconded. Motion passed unanimously.  
Board Meeting adjourned at 6:56 PM.