

ENTHEOS ACADEMY BOARD MEETING MINUTES

October 28, 2021 7:00pm

Held at Entheos Academy Kearns Campus
4710 West 6200 South, Kearns, UT 84118

OPENING

- I. Roll Call
 - a. Board Members Present: Xazmin Prows, Adrienne Olsen, Rod Eichelberger, Karen Bogenschutz, Deb Ivie, Stephanie Gibson, Joel Coleman
 - b. Board Members Excused: None
 - c. Administrators and Staff also present: Annette Barney, Sue Talmadge, Esther Blackwell, Jason Bennion, Denise Matthews and Nyman Brooks, Brian Cates of Red Apple
 - d. Administrators Excused: None
 - e. Time: 7:06 pm
- II. Meeting Opened by Rod Eichelberger (7:06pm)
- III. Pledge of Allegiance led by Stephanie Gibson (7:07 pm)
- IV. Mission Statement by Deb Ivie (7:07 pm)
- V. Approve minutes from 10/28/2021 and consent agenda (7:08 pm)
 - a. **Rod Eichelberger motions to approve minutes and consent agenda. Stephanie Gibson seconds. Motion passes by unanimous 7-0 vote (7:09 pm)**
- VI. Board welcome by Joel Coleman (7:09 pm)
 - a. Shares the story of the torch bearer

PUBLIC COMMENT

- I. Response to Public Comment: (7:12 pm)
 - a. No public comment given.

INFORMATIONAL ITEMS

- I. Questions and Feedback regarding Executive Director's report by Esther Blackwell (7:13 pm)
 - a. Review slides including enrollment, COVID update, Acadience reading scores, additional curriculum, literacy night, new EL regional director, the West ED CALL survey results.
 - b. Acadience reading results met all goals and the West ED CALL survey showed above average results in all areas.
 - c. Questions: None
- II. Questions and Feedback regarding Magna Director's report by Jason Bennion (7:29 pm)
 - a. Jason reviewed slides in the Magana Director's report including, PCO, service learning and the school work plan
 - b. Staff recognition included Zach Johnstone, Jenn Te'o, Shirron Peterson, Cari Stott.
 - c. Cindy Northon and Melanie Speers from Manga first grade presented about the celebration of learning on the sun and moon module and how high quality work was taught.
 - d. Questions: Positive feedback was given. Stephanie Gibson asked about attendance for the Celebration of Learning. Jason reported it was well attended.

- III. Questions and Feedback regarding Kearns Director's report by Nyman Brooks (7:40 pm)
 - a. Nyman reviewed slides in the Kearns Director report including service learning, PCO, and the work plan review
 - b. Staff recognition included Rylee Boiteux, Chris Munsey, Tanielle McDaniel.
 - c. Anna Clark and Renee Stills shared about the polar plunge module as a program of high quality work.
 - d. Questions: Stephanie Gibson commented that she was impressed with how engaged the students were during the zoon field trip. Xazmin asked about when the museum night will happen. It will be sometime in February or March. Rod commented he liked seeing the refinement and improvement process for the students.
- IV. Budget and Finance Report, Deb Ivie reporting (8:02 pm)
 - a. Deb reviewed the board budget commenting it has only secretary costs currently, but additional expenses are being added for staff recognition and the upcoming board-staff holiday party. The holiday party will cost about \$7 per person for a total around \$1,000.
 - b. Deb reviewed the budget reporting that most areas are on track except for those normally front-loaded costs.
 - c. Days cash on hand is looking good, PTIF had a reinvestment that was a little bit lower this month.
 - d. SPED and NSLP spend down are in progress, but it's 2 steps forward 1 step back.
 - e. Brian shared there was state training he sent a summary out if anyone has question please let him know.
 - f. Deb reported that the audit is wrapping up and that is expected soon after completion.
 - g. Questions: Rod requests recommendation from finance committee on if more funds should be invested in PTIF. Stephanie Gibson asked what the Grow Your Own Teacher program is. Deb explained it is a grant to help pay for schooling for paras to become teachers. We have 12 paras in the program.

DISCUSSION ITEMS

- V. Board Development lead by Rod Eichelberger(8:12 pm)
 - a. Rod asks board members send suggestions for a board development plan for the upcoming calendar year.
 - b. Rod requests the board consider growing as a board. Xazmin's term is ending soon. Stephanie suggests her daughter Hannah. Rod also requested the begin looking for a new board secretary as Annette has sent in her resignation effective April 1, 2022. Adrienne Olsen is having a baby in March and will likely take a leave of absence.
 - c. Rod wanted to talk about the function of committees. Committees are put together for a purpose and to make recommendations to the board unless vested directly with decision making authority.
 - d. Xazmin Prows would like to discuss board report formats and meeting format. Stephanie felt today's meeting was the first that felt like Entheos and not just any school. Rod and Xazmin would like to see more meetings that are like today. Xazmin requested that directors give individual calendars with specification about events to attend and why. Joel requests a variation in board meeting format and perhaps a move the every other meeting being online. Stephanie would like more education on the data since the

type shared has changed since her last service on the board. Karen knows teacher spotlights are valuable but 3 per report is perhaps too many.

- e. Esther asks what items board members feel is valuable. Board members share that PCO is nice, but only necessary from time to time for large events. The entire report does not need to be read in the meeting. Service learning is important, academic data is important, but perhaps more useful at key reporting times. Finances should be reviewed at every meeting.
- f. Board members will be added to the Bloomz communication system to ensure they receive information about school goings-on.
- g. Concerns expressed that if reports to be read before hand become burdensome this may not work. Also the lose of quality dialogue with in person meeting could occur should we move to online meetings often.

ACTION ITEMS

- I. Motion: approve TSSA Form (8:48 pm)
 - a. Esther Blackwell requests approval of the Teacher Student Success Act form for the school to receive funds to pay stipends to leadership crews and instructional teams who put in extra time and effort for the work.
 - b. Stephanie Gibson asked about the discrepancy of not including “values” in both schools character goals. Esther explained that work plans are for individual schools and alignment is getting closer, but is not complete. Stephanie asks that “values” be added to the TSSA form.
 - c. **MOTION: Joel moves to approve the TSSA plan. Karen Bogenschutz seconds. Motion passes by 6-0 vote unanimous, Rod abstains as chair.**
- II. Motion: To separate the Charter and Bylaws Update Committee into the Bylaws Review Committee and the Charter Update Committee (8:50 pm)
 - a. Rod Eichelberger explains that the previously created committee for exhibit A also included a Bylaws update and as the Bylaws are procedure and not charter based he requests we separate that committee out. And simultaneously we discuss if EL review should be the work of the Charter Update committee or a separate committee.
 - b. Discussion was held. Clarification of the urgency and timeline for each committee was given. Exhibit A is not an urgent process at the moment and getting the EL review completed prior to that would be best for goal updates. Stephanie: something we might study as a board is the EL core practices (board development). Bylaw Rod and Joel, EL: Steph, Xazmin, Adriane, Deb and Karen.
 - c. **MOTION: Rod motions that board members Stephanie, Xazmin, Adriane, Deb and Karen form the EL Review Committee with any staff they need to review EL’s role within our charter and bring recommendations to the board. Joel Coleman. Motion passes by unanimous vote (9:46 pm)**
 - d. The committee is informed that due to the number of board members present they will need to post their meetings and take minutes.
 - e. **Rod Eichelberger motions that the Bylaw Committee be formed with Joel Coleman and Rod Eichelberger. Stephanie Gibson seconds. Motion passes by unanimous vote.**
 - i. Stephanie requests the bylaws be updated to include preference for founders grand children at the school.
 - ii.

Rod Eichelberger motions to move into closed session to discuss the character, competence or health of an individual and to discuss pending or imminent litigation. Deb Ivie seconds. Motion passes by 7-0. (9:09 pm)

CLOSED SESSION

Rod Eichelberger motions we leave closed session. Joel Coleman seconds. Motion passes by a unanimous vote, 7-0, motion passes by unanimous vote. (9:51 pm)

ADJOURN

I. Time: 9:51 pm