

ENTHEOS ACADEMY BOARD MEETING MINUTES

December 3, 2020 7:00pm

Via Zoom

<https://us02web.zoom.us/j/85453281475?pwd=WmVVL3Azb09oV1ZyZWE2THY4NmRFUT09>

Meeting ID: 854 5328 1475

Passcode: 7392

OPENING

- I. Roll Call
 - a. Board Members Present: Xazmin Prows, Adrienne Olsen, Rod Eichelberger, Deb Ivie, Karen Bogenschutz
 - b. Board Members Excused: none
 - c. Administrators and Staff also present: Annette Barney, Sue Talmadge, Brian Cates of Red Apple, Mat Edvik, Esther Blackwell, Jason Bennion, Dina Wecker, Brett McAllister
 - d. Administrators Excused: none
 - e. Time: 7:00 pm
- II. Meeting Opened by Rod Eichelberger. (7:01 pm)
- III. Mission Statement by Xazmin Prows (7:02 pm)
- IV. Approve minutes from for 10/22/2020 meeting (7:03 pm)
 - a. **Deb Ivie motions we approve the minutes. Adriane Olsen seconds. Motion passes 3-0, Rod Eichelberger abstains.**
- V. Mission of Entheos Value Presentation on Integrity by Brett McAllister. (7:03 pm)
- VI. Nomination of new board member Karen Bogenschutz (7:08 pm)
 - a. **Deb Ivie motions to nominate Karen Bogenschutz as a member of the Entheos Academy School Board. Xazmin Prows seconds. Motions passes by a 4-0 vote.**
 - b. Rod welcomes Karen and gives the floor to Karen. She expresses gratitude to the board.

PUBLIC COMMENT

- I. Public Comment: (7:10pm)
 - a. Debra Bore, teacher in Kearns expressed concern about moving to a 4 day a week schedule. If it is going to happen, she asks the school wait until the end of January when spread from the holidays has decreased.
 - b. Michelle Tiffany Safadi stated that with 4 days a week there will be no social distancing inside the classroom. The risk of whole class quarantine is higher and worried the school will be shut down. She feels that the pattern of behavior in and out of school remains the same (work at school, works at home). She expressed concern for the extra strain 4 days a week would place on teachers, as they are already at their limit.
 - c.
- II. Response to Public Comment: (7:07 pm)
 - a. NONE

INFORMATIONAL ITEMS

- I. Questions and Feedback regarding Executive Director's report by Esther Blackwell (7:22 pm)
 - a. COVID data review. Protocols are working and we have avoided spread within our campuses. Staffing shortages are the main issue.
 - b. Middle of Year surveys were put out. Data includes
 - i. Larger portion of parents did not want to return to 4 days per week.
 - ii. Majority of teachers do not want to return to 4 days a week.
 - iii. Bloomz is being used as the primary communication method.
 - iv. Feedback concerning struggling readers and ways to support
 - c. Actions from survey include:
 - i. After school tutoring for below level readers.
 - ii. Giving COVID rates and practices information to concerned parents.
 - iii. Hired individuals to help with the students who are not attending from home.
 - d. State assessments are still happening. The data will not be used to determine turnaround or school grades this year.
 - e. Many teachers are working on ESL certification through Cristelle.
- II. Questions and Feedback regarding Magna Director's report by Jason Bennion (7:35 pm)
 - a. Review of Calendar
 - b. Enrollment reviewed, there has been a drop since Thanksgiving with families leaving for a 4 days a week schedule.
 - c. PCO reported by Alisha Cartier to Jason
 - d. Increased value focus at Magna with the Values Bulletin Board
 - e. Service Learning highlighted one student's efforts to build looms to create waterproof sleeping mats for refugees.
 - f. Staff recognition includes Emma Hocking, Charity Foutz, and Missy Manzanares
 - g. Work plan
 - i. Mastery of Knowledge and skills: teachers are using the iReady data to determine their tier 2 and tier 3 interventions
 - ii. High Quality Work: completed the latest professional development cycle successfully.
 - iii. Character Goa: teachers are doing a great job to focus on positive recognition and the elementary is receiving it though the Principals 200 club.
 - h. Outdoor Learning Center: Town Hall meeting to present it was held Nov 10th
 - i. Xazmin Prows shared that she the iReady progress boards to motivate students.
- III. Questions and Feedback regarding Kearns Director's report by Esther Blackwell (7:45 pm)
 - a. Calendar review
 - b. Enrollment is 571
 - c. Service Learning is moving forward including letters to military and get out and vote campaigns.
 - d. PCO literacy, appreciation and value crew are active.
 - e. Staff recognition includes Stephanie Gerrard, Michelle Timothy Safadi, Maria Garcia
 - f. Work Plan
 - i. Mastery of Knowledge and Skills: Emphasis on how to engage children working from home more.
 - ii. High Quality Work: not currently in a professional development cycle.
 - iii. Character: Community circle is happening again. Grade reports have a character report section available now that aligns with the 2 pillars.
- IV. Coordinating for board member participation at district and community circle ups. (8:02 pm)
- V. Bond Committee (8:06pm)

- a. It's all done and finished. Thanks to Red Apple, Admin and Veripath. There will be significant savings to the school.
- VI. Budget and Finance Report, Brian Cates Reporting (8:07 pm)
 - a. Brian shared financial summary as the end of October. Emphasizing the new one time revenue streams associated with COVID.
 - b. Rod asked about how Entheos is doing compared to other schools Red Apple works with. Entheos is faring well on enrollment and the refinance is great for finances. The overall trend is still students moving from districts to charters, home or private school. Coming from the state the main discussions are mainly how are schools reacting and planning for the future.
 - c. Rod asked the audit. Brian responded. It was submitted the end of November. The only matter was state special education. We saw that issue across all schools. For compliance we supplied all the information to auditors so they did not need to modify their opinion on that.
 - d. Adrienne asked what enrollment number puts the school in danger. Brian said as far as the budget is concerned we need to be close to the average daily membership forecasted.

DISCUSSION ITEMS

- I. Board Development by Deb Ivie (8:24 pm)
 - a. Welcome to Karen joining the board.
 - b. Xazmin Prows introduces potential member Joel Coleman.
 - i. Joel is supportive of Entheos mission and he'd like to help out. Joel is the superintendent for Utah School for The Deaf and the Blind. He lives in West Jordan. He helped found Monticello. As the superintendent, he reports directly to the USBE and the legislature, since it is a statewide school.
 - ii. Deb asked why he would choose Entheos. Joel feels the three pillar values address the items missing in the whole education system. A focus on character development aligns with his views for education.
 - iii. Deb asks about the time commitment availability. He feels he can add the items into life and he creates limits on his work schedule to allow for volunteering.
 - iv. Xazmin asked if there is a favorite Entheos value that spoke to him. Joel's favorite was excellence, because it describes the mindset we want to have.
 - v. Deb asked about keeping conflicts of interest clear and would like to know if there are any conflicts that he knows of or would need to share. He works directly for the State Board of Education and volunteers to Monticello academy. Should any of those conflict his job will come first in that situation.
 - c. Deb mentioned about the student advisory council. That is still a good idea, but more easily addressed after covid is calmed down.

ACTION ITEMS

- I. **MOTION (8:47 pm)** Define "at-risk of academic failure" as "a student at Entheos Academy who scores below proficient on an LEA approved assessment:
 - a. Esther said this needed for a grant we apply for each year.
 - b. Xazmin Prows moves to approve the definition of "at risk of academic failure as presented. Karen Bogenschutz seconds. Passes 4-0, Rod abstains.**
- II. **MOTION (8:50 pm)** Motion to approve changes to the COVID school plan and schedule

- a. Esther explained the dilemma of dropping enrollment with students leaving for schools that are holding class 4 days per week. 27 lost at Magna and 26 lost at Kearns. Our plan of hybrid is managing COVID spread effectively. We have several teachers who are high risk. 38% of parents at magna want to return to 4 days a week. 34% at kearns. Only 19% of teachers want to change to 4 days a week.
 - b. Rod stated we can afford lose of 12 students but not 4 teachers. For the long term care of our staff we need to stay the course. He would prefer we don't decide this tonight, but discuss here and get feelings and then consider a special session.
 - c. Xazmin expressed our responsibility is to students and that takes priority. Are we offering good education in a hybrid model.
 - d. Xazmin shares feedback from people who couldn't make it to the meeting.
 - i. Lily Loveland, 3rd grade teacher at Kearns. She feels most who want a 4 day schedule have left. The hybrid schedule gives parents comfort. The staff struggles are easier to deal with when we have 10 in classes versus full classes.
 - ii. Kaden Prows, para at Kearns, feels students are falling behind and a 4 day schedule would help that immensely. The parents need our support to help their children progress.
 - e. Deb Ivie understand that conflict and difficulty of this. And expressed the value of hybrid and 4 days a week.
 - f. Adriane Olsen wants to stay on hybrid schedule to the consistency it offers in student education
 - g. Karen Bogenschutz can see both sides of this. She asks the board study this more.
 - h. Jason Bennion feels we don't have enough data to support that it isn't a quality education model. We have a consistent program and changes will upset that.
 - i. Rod opens the floor to public present that wish to comment.
 - i. Jason Gilbert in Kearns. He feels the hybrid model is working successfully for education and would like to remain on that program.
 - ii. Tracy Kaufmann at Kearns. She would like to remain on hybrid as it has minimal behavior issues in middle school, teachers have no prep period and she is at her teacher capability limit.
 - iii. Justin Leavitt would like to remain on hybrid as he has a teacher program in place and the logistics of change would upset all parties too much.
 - iv. Katie Ellis at Magna wants to switch to 4 days as students are not completely at home work and many students are losing a year of education.
 - v. Charity Foutz at Magna. She is high risk and wants to stay on hybrid. She is seeing students improve and with a change to 4 day she would personally have to evaluate if she could remain a teacher for her health and safety.
 - vi. Annette shares comments from the You Tube Live.
 - j. Rod asks the board not make a decision tonight.
 - k. Esther asks the board form a committee to watch the metrics and take action when needed. This issue needs to be looked at more often then waiting until next month.
 - i. Rod suggests Adriane and Karen for this committee. Xamin would like to serve on this committee. Administration will include Esther and Jason.
 - ii. **Deb motions that we form a COVID19 committee to keep on top of the COVID 19 decision. Rod amends the motion to form a COVID 19 committee to evaluate next steps and changes to our COVID plan. Adriane Olsen seconds. Motion passes 4-0, rod abstains. (9:43pm)**
- III. **MOTION: (9:46 pm) Xazmin Prows motions that we make a one time COVID exception to Mission of Entheos Grant allowing funds disbursement for previous recipients to take place**

next year as well. Adriane Olsen seconds. Motion passes by unanimous vote 4-0, Rod abstains.

- IV. **MOTION: Rod Eichelberger motions that we approve the updated policy 3100 fiscal Procedures. Karen Bogenschutz seconds. Passes by unanimous vote 4-0, Rod abstains. (9:48 pm)**
- V. **MOTION for policy 3301 Meal Charges**
 - a. Edit of “irregardless” to “regardless”
 - b. **Adriane Olsen motions to approve policy 3301 Meal Charges to replace the Meal Charges policy and the Lunch Charges policy. Second by Deb Ivie. Passes by unanimous vote 4-0, Rod abstains. (9:51 pm)**
- VI. **MOTION: Adriane Olsen motions to remove Website Terms of Service and Website Payment Privacy Policy from board policies. Xazmin Prows seconds. Motion passes by unanimous vote 4-0, Rod abstains. (9:53 pm)**
- VII. **MOTION: Xazmin Prows moves that we approve updated policy 3500 Website Guidelines. Adriane Olsen seconds. Motion passes by unanimous vote. 4-0, Rod abstains. (9:54pm)**
- VIII. **MOTION Rod Eichelberger motions to table the policy and bring to the finance committee next month. Adriane Olsen seconds. Passes unanimous 4-0, Rod abstains. (9:59pm)**

Xazmin Prows moves we move into closed session to discuss the character competency or health of an individual. Adriane Olsen seconds. Passes 4-0 vote, Rod abstains. (9:59 pm)

CLOSED SESSION

Deb Ivie motion to move out of closed session Xazmin Prows seconds. (10:37 pm)

ADJOURN

- I. Motion to adjourn by Adriane Olsen. Seconded by Rod Eichelberger. Motion passes by unanimous vote 4-0, Rod Abstains. (10:37 pm)