

ENTHEOS ACADEMY BOARD MEETING MINUTES

Jan 25th 6:15 pm

Held at Entheos Academy 2606 South 7200 West Magna, UT 84044

OPENING

- I. Roll Call
 - a. Board Members Present: Jaren Gibson, Alisha Cartier, Adriane Olsen, Nate Pilcher, Stephanie Gibson, Xazmin Prows, Adriane Olsen (arrived 6:51 pm)
 - b. Board Members Excused: Kathy Larrabee
 - c. Administrators, Staff, Board Advisors also present: Mathew Edvik, Annette Barney, Deena Wecker, Eric Robins, Deb Ivey
 - d. Administrators/Board Advisors Excused: Sue Talmadge
 - e. Time: 6:23 pm
- II. Board Welcome by Nate Pilcher
- III. Pledge of Allegiance led by Mat Edvik
- IV. Mission Statement by group recitation
- V. Approve minutes from 11/30/2017
 - a. Chair approved 6:23 pm

INFORMATION ITEMS

- I. Public Comment:
 - a. Tanya McDaniel: requested the board do not dissolve the 9th grade at Kearns.
- II. Response to Public Comment:
 - a. Tanya was thanked for her input.
- III. Budget and Finance Report, Brian Cates Reporting
 - a. Brian was not present at this time and his report was moved to later in the evening.
- IV. Questions and Feedback regarding Director's report from Kearns, report by Eric Robins.
 - a. Xazmin Prows requested that all board members see the Service Learning Brochure. She requested to be notified by Eric Robins when the Valley Journal article publishes. He concurred. Xazmini requested further details about the March National Service Learning Conference. Eric turned the floor over to Deb Ivey for details. There will be a presentation by Entheos at the conference. The school applied for a youth leadership award involving the STEM program this year. The school won and that will include a \$1,000 grant and further recognition at the conference in march.
 - b. Eric handed out books for each board member from Celebrating Greatness night.
 - c. Eric presented the following teachers for spotlight by the administration
 - i. Brandy Rasmussen did student teaching at Entheos and came back after a year somewhere else. She took on all-day kindergarten though there was no clear plan to of lessons or implementation.
 - ii. Chirs Munsey came from a business background, then decided he wanted to be a teacher to give back. He tackled the challenge to become more involved in the Kearns community by visiting sites. He and students are working to get Target to come to a location in the city

- iii. Chris Tandiman has worked at Entheos since its second year. She is consistent and reliable for the staff and all appreciate her work.
 - d.
- V. Questions and Feedback regarding Director's report from Magna, report by Mat Edvik.
 - a. Pajamas were taken to the road home. Photos of the activity were added to the board packet.
 - b. Mat presented the following teachers for spotlight by the administration
 - i. Anita Holfeltz went to extra efforts to deal with student's dropping scores. She is terrific at communicating to parents often doing much of that communicating on the weekends.
 - ii. Brian Jackson could have been spotlighted anytime over the last 2 years. Mat said he is a steady and calm presence in our middle school. He coached boys basketball to its first playoffs. He also leads the ELA collaborative team, keeping the team focused on student data and what shifts need to be made based on the data.
 - c. Mat brought attention to the parent surveys that were taken at parent teacher conferences. About 120 parents were surveyed. Most felt the school a safe environment and that there is an adult they can communicate with about problems at the school. Many parents claimed to understand the grading system, but the active parent accounts on Compass present different information.
- VI. Finance Report by Brian Cates
 - a. Operating margin and days cash on hand are at goal. Enrollment is holding steady. Cash balance is holding steady. Total revenues 47% of forecast and 50% of year. Federal is low, as expected for this time of the year. IDEA reimbursement requests have been made, but Title 1, 2, 3 still due to be made as the UCA needs tweaks.
 - b. Adrian Olsen arrive (6:51 pm)
 - c. Brian asked for further questions. None were brought forth.
 - d. Brian reported information from the state finance meeting. Projections for next year are looking good, 2.5% increase in local replacement funds, WPU is projected to increase about 5.5%, but final increase is still pending.
 - e. Brian requests the board approve the budget in the May board meeting.
 - f. Entheos and Red Apple received their audit report. The following were findings of note from Brian.
 - i. Non compliance was found in the category of "Other". This was due to finding vendor accruals on the books that have built up from previous years. Those accruals have been realized and procedures in place to ensure that all submitted expenses will be categorized and realized in the year they are expensed. Alisha Cartier asked if we are clear on where the expenses were made and where the money went. Brian assured the expenses had been approved by administration and the vendors were are known to Entheos. The categorizing was delayed, for reasons he can only guess as he was not employed with Red Apple at the time.
 - ii. SPED Maintenance of Effort will be adjusted to more conservative numbers and Red Apple has more clarity on what can be expensed to state SPED fund. And there may e a large deferral of state SPED expenses.
- VII. Celebration of Service Committee
 - a. Invitation requests should be sent to Eric. Annette will hand that. The event is scheduled May 10th.
 - b. Eric state there increasing new and good contacts for this.

SCHOOL LAND TRUST COMMITTEE

- I. Eric Robins reported that all committee members should have gotten the link to do the training video. 4 years ago the school was receiving approximately \$50,000 and now that is over \$100,000. The state has been managing the funds well, thus the increase in receipt by schools.
- II. In March's meeting the committee needs to decide where to spend that money. In the past the school has purchased books, science and math equipment, computers etc.

DISCUSSION ITEMS

- I. Turnaround Plan reported by Mat Edvik
 - a. Mat reviewed the Appraisal Findings report from Education Direction.
 - b. This is the last year for SAGE testing and it is unclear if the school does not get out of turnaround but only extends, there is no clear information on future requirements.
- II. Bylaws Update
 - a. Annette Barney reviewed the changes to the bylaws that were previously approved by the board but never formally added to the the bylaws. There were also various typo corrections to be approved.
- III. Board Development led by Jaren Gibson.
 - a. Interim Treasurer Vote
 - i. Jaren asked board members to read the bylaw duties of the treasurer. The important jobs being attending finance meeting 10 days before board meeting, being an extra set of eyes on the reporting from Red Apple. Jaren then opened the floor for those interested.
 - ii. Xazmin asked that the board move this to the following board meeting as there will be new board members to consider this evening and they may be good options for board treasurer.
- IV. 9th grade Program Alignment
 - a. Jaren asked that board members keep to rules of order and he will open the floor for 5 minutes of additional comment from the public. There was none. Jaren then requested Eric explain his recommendation and then Mat can comment and Deena Wecker can add further information.
 - b. Eric explained that the state has changed teacher endorsement requirements at the high school level, is changing the standardized testing for 9th grade students to be different from middle school, and the class offering requirements have increased. Due to the way in Entheos the 9th grade crosses over with 7th and 8th grade in teachers and class offerings, these additional requirements place significant pressure on teachers and will compromise the school's 7th and 8th grade programs. There will also be financial impact on the additional hires to meet class offerings requirements, without additional space to house those classes.
 - c. Eric reported that he and Sue Talmadge looked at the options to keep the 9th grade. It is possible to make this work. But after considering the effect on 7th grade and the additional strain on teachers he recommended the discontinuing of the 9th grade at Kearns and amending the charter to reflect such.
 - d. Eric turned the floor over to Mat. No further comment from Mat.
 - e. Mat turns the floor over to Deena Wecker.
 - i. Deena reported that as an educator the expectations for 9th grade teachers with the schedule change and additional training for new testing isn't going to fit nicely into expeditions, so those will suffer. She feels that 7th and 8th grade will be harmed because 9th grade will set the schedule and curriculum more. There will be wear and tear on teachers.

- f. The floor is open for board member questions.
- i. Xazmin asked if the bubble of students going through Kearns from when Magna dropped 9th grade is pushing this decision to discontinue. Eric responded that the driving forces are the limitations to schedule for 7th and 8th grade, the best health of the school. He will implement whatever the board decides be it to keep or discontinue the 9th grade.
 - ii. Teacher concerns and feedback were requested. Eric Robins indicated that teachers and staff were unaware of this need until Wednesday. There is not formal feedback on the situation, but the staff is resilient and supportive of administration and board decisions.
 - iii. Xazmin Prows asked what classes will be affected in 9th grade if it is kept. Eric explained an additional teacher would be needed for foreign language studies and the higher skills math students are not being served and this will require an additional teacher to place those students on track with high school accelerated math programs and another CTE/math. And there would definitely need to be an additional administrator to ensure compliance for the school as the current individual over compliance is stretched to limits without the 9th grade complications to come. Currently one teacher would not be endorsed to teach ninth grade with the changes so that will need to be addressed as well. Further financial obligations will include purchasing a new SIS system because the high school system at the state will no longer be compliant with Compass.
 - iv. Xazmin asked about the numbers of Jordan district families currently at Kearns that this could affect or cause a drop in numbers in other grades. Eric estimates that an additional 10 students will drop from our rolls by next year from this change. But the majority of families are not effected.
 - v. Alisha Cartier asked if there is a possibility of waiting one year to make this change. Eric Robins said that if the school chooses to keep the 9th grade fro next year all changes from the state must be implemented in school year 2018-19 and resources must be allotted, so he would prefer we make a clear decision now to utilize funds appropriately and most effectively.
 - vi. Alisha asked if there are good options for parents for 9th grade besides KEarns. Eric said that no local schools offer service learning, but many charter schools have high school space and have already contacted Entheos about recruiting 8th graders to their 9th grade.
 - vii. Stephanie Gibson asked about a concern for parents that don't have a smooth transition to a high school in their district right away, specifically students in teh Jordan school district. Will most of those families opt to leave Entheos at the start of 7th grade to save the 1 year middle school issue before high school. Eric said he can't assess the certainty of those families leaving as some will choose charter high schools and some may choose district anyway. But the effect may not be as big as we are guessing, because Entheos prepares students well for high school.
 - viii. Stephanie asked if the 8th grade program will then absorb and complete all that is required in 9th grade for service learning, passage portfolios etc. Eric said that Kearns will implement a program much like the 8th grade at Magna. Which does not have all the components but does an equally good job of culminating years of service learning for students.
 - ix. Stephanie asked for clarity on endorsement and class requirements. Deena answered for Eric explaining that high school endorsements are different

between high school and middle school, so teachers would need to have a high school endorsement for a subject and a middle school endorsement. The scheduling is a requirement that the school offer multiple options specific to a subject. For example in science Entheos th graders take a Science class, but under the new guidelines the students must have the option to take Science or biology and we must offer both.

- x. Jaren calls for final comment from Eric before the vote. Eric said he will implement the decision of the board without reservation. His recommendation is to drop the 9th grade and boost up programs in the lower grades.
 - xi. Jaren turns the floor over to Deb Ivey for input. Deb stated that from a personal standpoint she doesn't want to drop the 9th grade. But looking at what is required for the high school grade it will make it hard for the school to do a good job for the rest of the students.
 - xii. Jaren closes comment on the th grade issue.
- V. Jaren requests a motion to ove into closed session.
- VI. Nate Pilcher motions that the board move into close session to discuss the charater, health or competency of an individual. Xazmin Prows seconds the motion.

CLOSED SESSION

ACTION ITEMS

- I. **Motion 1:** Bylaws update
- a) Xazmin Prows motions that we approve the bylaws as updated. Nate Pilcher seconds. Motions passes by unanimous vote.
- II. **Motion 2:** New Board Member
- a) Nate Pilcher motions that we approve Corey Mecham as a member of the Etheos Academy Board of Directors. Xazmin Prows seconds. Motion passes by unanimous vote.
 - b) Adriane Olsen motions to approve Fabian Castro as a new board member. Stephanie Gibson seconds. Motion passes by unanimous vote.
- III. **Motion 3:** Interim Treasurer
- a) Alisha Cartier motions to table interim treasurer until February board meeting. Stephanie Gibson seconds. Motion passes by unanimous vote.
- IV. **Motion 4:** 9th grade Alignment
- a) Jaren opens the floor for final statements about the issue. Adrian Olsen comments that what will happen int he long-term is most important to her. Th grade is moving into high schools and to keep the 9th grade is postponing the inevitable. Alisha Cartier stated that this is taking care of students and it's more important to keep the vision intact. She is keeping the long game in mind. Nate Pilcher with the level of work asked from teachers to make the change and the waning interest in 9th grade and the impact keeping 9th would have on the 8th grade the pro list to drop is much longer than the con list. Jaren Gibson said he tends toward a view of a business perspective. Resources are not a question here, the school can find the resources to keep the 9th grade. The reasons against using resources that way are compelling. Stephanie Gibson commented she does not feel that the grade can't be continued and effectively. She wants more exploration of the the possibility to keep 9th grade. Eric Robins responded that he can keep 9th grade and he can meet all the state requirements, but to what purpose if the other programs and the th grade suffer in quality. Stephanie Gibson expressed that the announcement to the board was made with too little time for proper exploration of options and she would have liked to see scenarios in clearer detail for each option. Jaren called the

question to make a motion to discontinue 9th grade. Eric Robins corrected that the motion must be to amend the charter.

- b) Nate Pilcher motions to amend our charter to remove the 9th grade program from Kearns campus of Entheos Academy. Alisha Cartier seconds. Motion passed by unanimous vote.
- c) Jaren expressed appreciation to staff and administration in discussing this difficult thing.

ADJOURN

- I. Adriane Olsen motions to adjourn. Xazmin Prows seconds the motion.
- II. Meeting adjourned at 10:29 pm