



Learning through the Arts

Board Meeting Packet

Board Mission Statement

AS BOARD MEMBERS, WE AGREE AND UPHOLD THE FOLLOWING STATEMENTS AS OUR MISSION:

- ★ **WE WILL GOVERN, NOT MANAGE THE SCHOOL DIRECTOR OR EMPLOYEES.**
- ★ **WE WILL MAKE ARTS INTEGRATION A KEY ELEMENT OF OUR SCHOOL.**
- ★ **WE WILL MAINTAIN A STABLE AND WORKABLE FINANCIAL BUDGET.**
- ★ **WE WILL SPEAK AS ONE VOICE.**

May 9, 2024

Syracuse Arts Academy Board Meeting Agenda Thursday, May 9, 2024

Location: SAA Antelope Elementary Campus, 2893 W 1700 S, Syracuse, UT 84075



NOTE: *It is possible that the SAA Board of Directors may be utilizing an electronic meeting component with one or more of their members.*

The purpose of Syracuse Arts Academy is to develop respectful, confident citizens in a solid educational environment enriched by artistic expression.

Agenda

2023-2024 School Priorities

Schoolwide Unity, Cooperation & Collaboration

Expansion of Arts Integration

Maximize All Data Sources to Improve Student Instruction and Performance

5:30 PM – INTRODUCTORY ITEMS (5 minutes)

- Welcome & Roll Call – Mary Johnston
 - Board Mission – Jerrad Pullum
 - School Vision – Reid Newey

5:35 PM – PUBLIC COMMENT (Comments will be limited to 3 minutes each)

5:35 PM – REPORTS

- Administration
 - State of the School – Dale Pfister (10 minutes)
 - [Upcoming School Year](#) – Reid Newey (10 minutes)
 - Introduction of the New Jr. High Principal
 - Timeline for Selection of New Elementary Principal
 - Administrative Procedures – Dale Pfister (2 minutes)
 - [Amended Religion and Education Administrative Procedures](#)
- Board of Directors
 - Financial Update – Rene Dreiling (2 minutes)
 - [Legislative Update](#) – Janey Stoddard (15 minutes)

6:14 PM – CONSENT ITEMS

- [New Hires](#)
- [April 11, 2024 Board Meeting Minutes](#)

NOTE: Times on this agenda are estimated as a courtesy only. Actual times may vary.

In compliance with the Americans with Disabilities Act, persons needing accommodations for this meeting should call (801) 444-9378 to make appropriate arrangements.

6:15 PM – VOTING ITEMS

- [Audit Engagement Letter](#) – Rene Dreiling (2 minutes)
- [2024-2025 Teacher Student Success Act Plans](#) – Dale Pfister (2 minutes)
- [Property & Liability Insurance Renewal](#) – Dale Pfister (2 minutes)
- [Antelope Campus Asphalt Crack Seal and Striping](#) – Dale Pfister (2 minutes)

6:23 PM – DISCUSSION ITEMS

- Calendaring Items – ALL (5 minutes)
 - Next Pre-Board Meeting – May 30th
 - Next Board Meeting – June 14th 9-3 @ Academica West (possible date change)
 - Electronic Board Meeting – June 27th (if needed)
 - NCSC24 Boston, MA – June 30 – July 3

6:28 PM – CLOSED SESSION to discuss the character, professional competence, or physical or mental health of an individual and to discuss strategy sessions to discuss the purchase, exchange, or lease of real property pursuant to Utah Code 52-4-205(1)(a)&(d) (15 minutes)

6:43 PM – ADJOURN

UPCOMING CALENDAR ITEMS

June

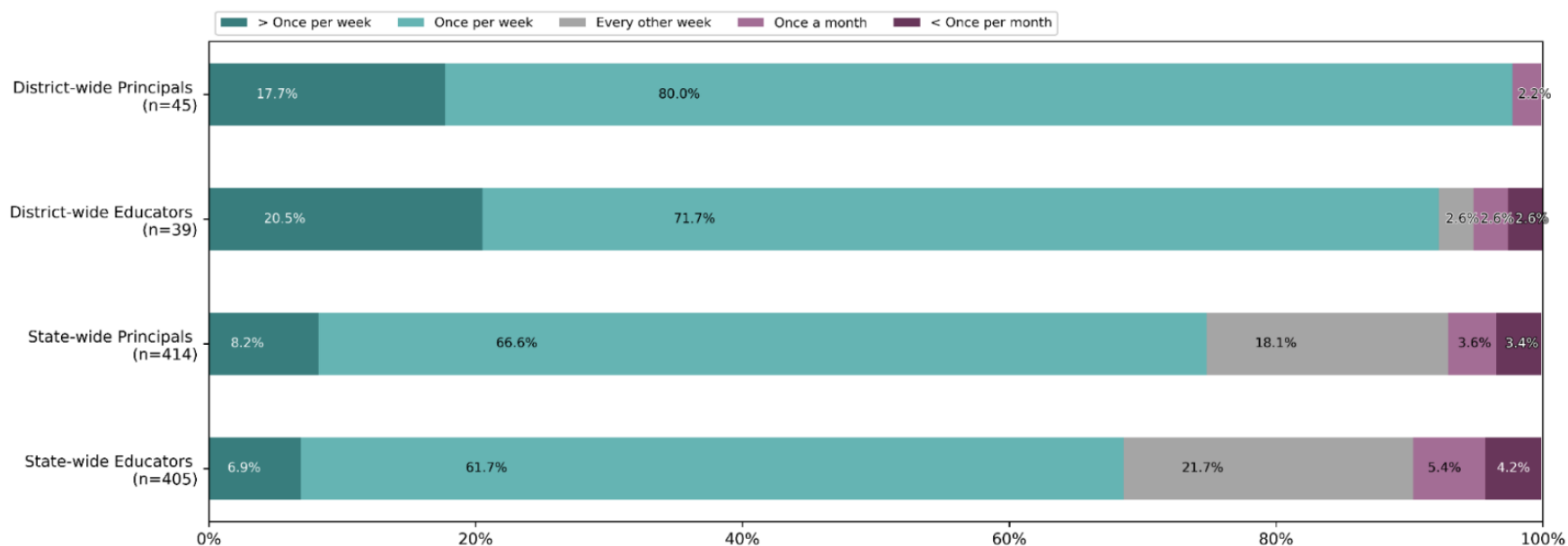
2023-2024 Final Amended Budget
2024-2025 Annual Budget
2024-2025 TSSA Plans
Ratify Board Members & Terms
Ratify Board Officers
Director Evaluation/Bonus
2024-2025 Board Meeting Schedule
Mental Health Screening Determination (*if changes*)
Annual PPP Training & Review
Fraud Risk Assessment/Ethical Behavior
Review Board Communication Guidelines
Ratify Lead Director
PTIF Resolution
Ratify Lead Admin & Employment Agreement
Sex Education Instruction Committee

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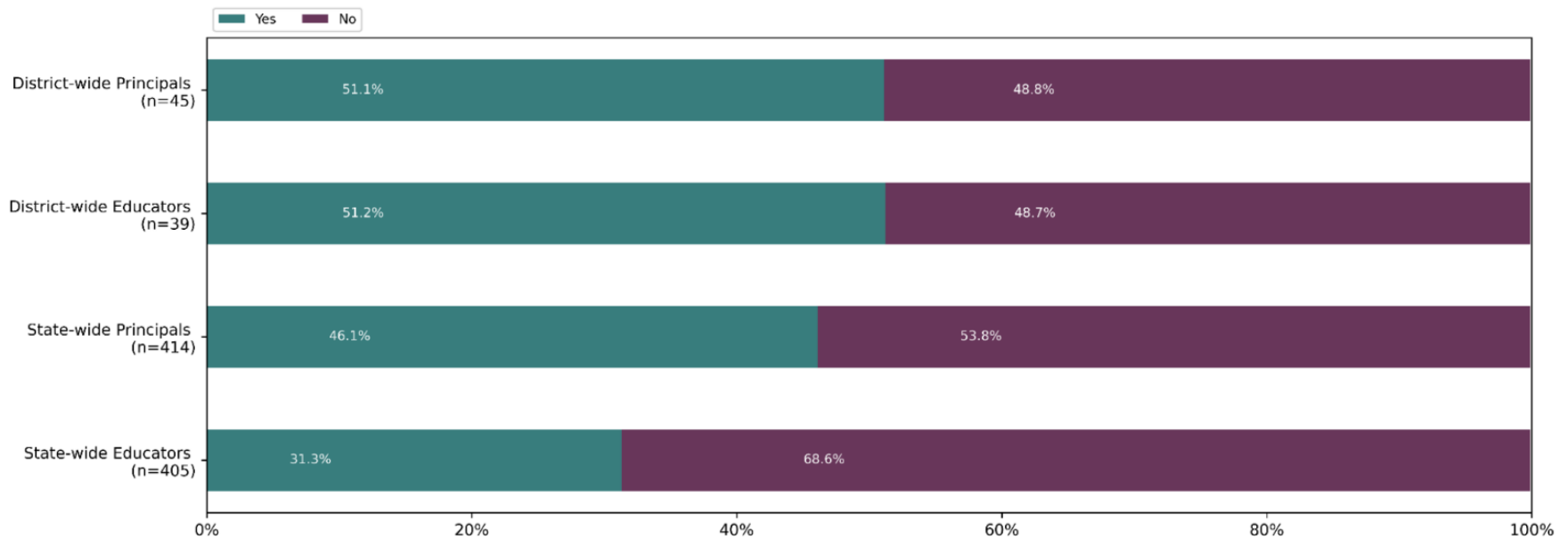
Programming, Frequency

Of the students receiving BTS Arts, how frequently did the majority of them receive programming?



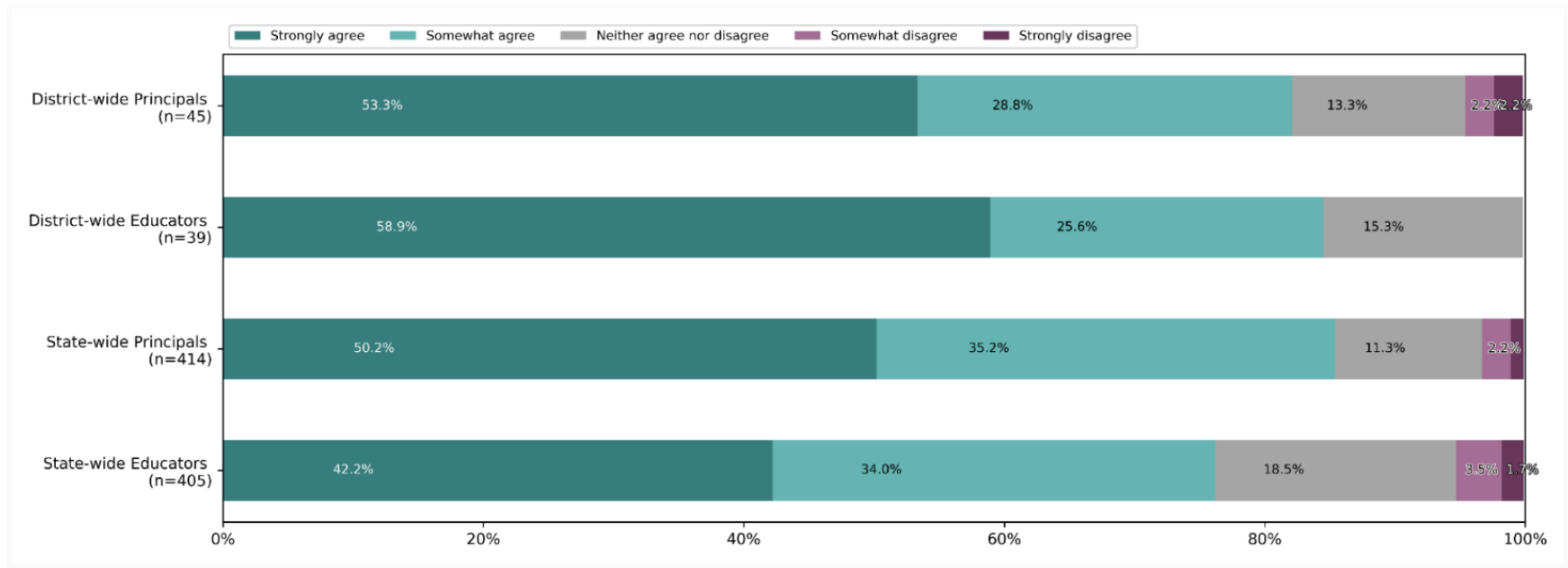
Collaboration Standardization

Is the BTS Arts educator's collaboration time with classroom teachers standardized by this school?



Parent/Guardian Engagement, Impact

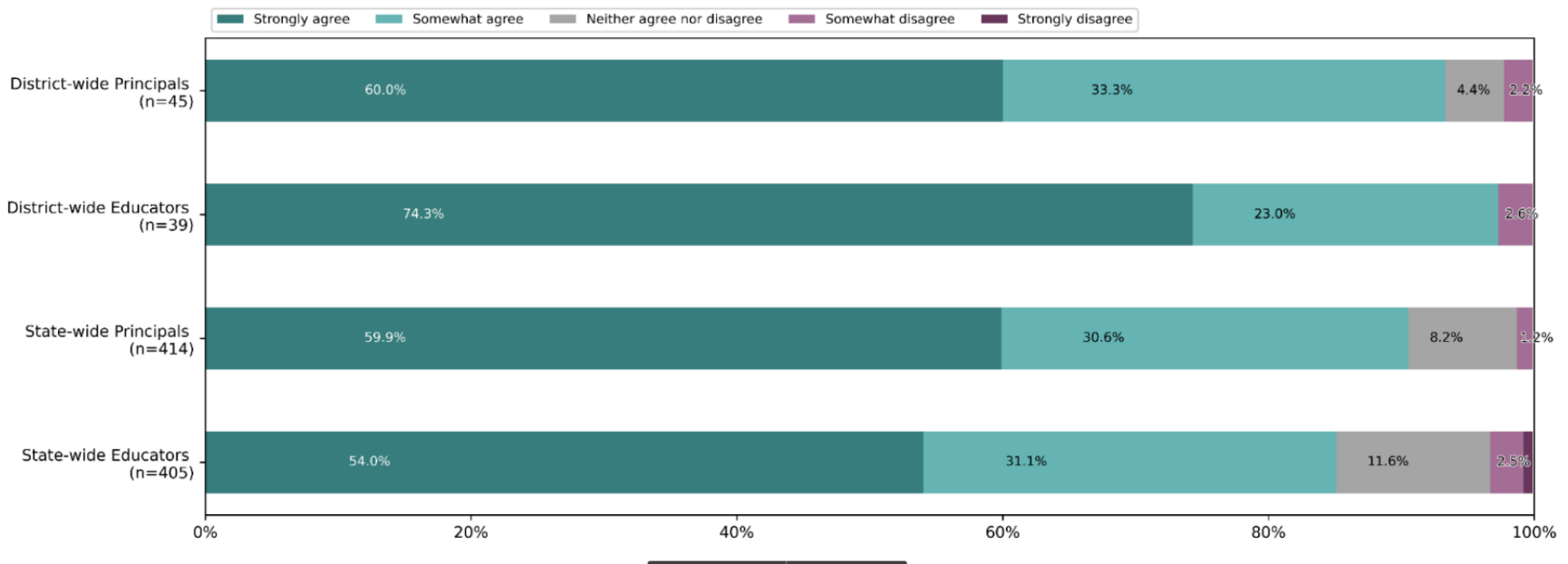
BTS Arts has a positive impact on parent and guardian engagement at this school.



Arts Team

Working Relationships

Collaboration between the BTS Arts educator and classroom teachers builds positive working relationships between teachers.



Engagement, Outside of BTS Arts

Classroom teachers told me that BTS Arts improves student engagement outside of BTS Arts class time.





Religion & Education *Administrative Procedures*

PURPOSE

~~It is the policy of~~ Syracuse Arts Academy (the “School”) ~~to~~ recognize, protect, and accommodate the rights of religious practice and expression guaranteed by state and federal laws and by the constitutions of Utah and the United States.

The purpose of this ~~policy~~ procedure is to help School personnel protect and accommodate individual religious belief and rights of conscience in the School.

~~POLICY~~ GENERAL RULES REGARDING RELIGION AND EDUCATION

The School's ~~Board of Directors~~ expects School personnel to foster mutual understanding and respect for all individuals and beliefs. Study about religion is an important part of a complete education and is necessary to achieving an understanding of history, societies, and cultures throughout the world. School curricula – including activities, discussions, assignments, displays, and performances – may refer to religious thought and expression, provided such references are designed to achieve specific educational objectives.

School personnel should neither promote nor disparage any religious, agnostic or atheistic belief or religion in general. Teaching about religion should be objective, thus avoiding any implication that religious doctrines have the endorsement of school authority. School personnel should recognize that religious holidays are observed in various ways, or not observed at all, based upon the influence of ethnic tradition, family style, or religious conviction.

Students may refrain from participation in any aspect of school that violates a religious belief or right of conscience of the student or of the student's parent or guardian.

The School shall not, in any aspect of school:

- a. require or incentivize a student to affirm or deny the student's or the student's parent or guardian's religious belief or right of conscience;
- b. engage a student in a practice that violates or is contrary to the student's or the student's parent or guardian's religious belief or right of conscience; or
- c. penalize or discriminate against a student for refraining from participation due to the student's or the student's parent or guardian's religious belief or right of conscience.

~~Secondary~~ A student's parent or guardian may request to be excused or refrain from waive the student's participation ~~in any aspect of school (e.g., activities, discussions, and assignments) that they parent or guardian feels would violate their parent or guardian's or student's rights of conscience or religious freedom belief.~~ Such ~~requests~~ waivers must be ~~made~~ communicated in a

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timely manner to the appropriate School authorities. ~~The parent(s) or legal guardian(s) of a minor student may also make a request for excusal on that student's behalf. If focused on a specific activity, discussion, or assignment, and in accordance with Utah Code, State Board of Education Rules, and School Procedures, such requests will be granted routinely and without penalty.~~

Procedures for Implementation

1. ~~At least once a year,~~ The Lead Director or Campus Principal will periodically review these procedures with teachers and staff ~~this policy and related statutes and regulations~~. This review will stress the Board School's expectation that School personnel will recognize, protect, and accommodate religious freedom belief and individual rights of conscience in the operation of the School, while fostering mutual understanding and respect for all individuals and beliefs.

2. The Board School encourages teachers and employees at the School to discuss, equitably and with civility, and, if possible, resolve with students, parents, and guardians, any concerns regarding curricular content, activities, or student participation.

3. Students, parents, and legal guardians will be provided with a copy of these procedures ~~notified annually through the posting of the procedures on the School's website, of their rights under the Policy, state law, and state administrative rules. The notice will contain at least the following information:~~

a. ~~A copy of the Policy, rules, and related statutes and regulations regarding religion in the curriculum will be available upon request in the school office;~~

~~b. 4. A secondary school student, or parent or legal guardian of any student, may make a complaint to the Lead Director or Campus Principal that a portion of the curriculum, a School activity, or the conduct of a School employee violates state or federal law insofar as it "endorse[s], promote[s], or disparage[s] a particular religious, denominational, sectarian, agnostic, or atheistic belief or viewpoint." See Utah Code §53A-13-101.1(4); 53G-10-202(4).~~

~~A secondary school student, or parent or legal guardian of any student, may make a request to the Campus Principal for a waiver of participation in any portion of the curriculum or a School activity, which the student, parent, or legal guardian believes is an infringement of the student's right of conscience or the exercise of religious freedom in any of the following ways:~~

~~It requires the affirmation or denial of a religious belief or practice, or right of conscience.~~

~~It requires participation in a practice forbidden by a religious belief or practice, or right of conscience.~~

~~It bars participation in a practice required by a religious belief or practice, or right of conscience.~~

~~Pursuant to Utah State Administrative Rules (R277-105-5.B), a claimed infringement must rise to a level of belief that the requested conduct violates a superior duty which is more than personal preference in order to justify waiver of participation.~~

4.5. The Lead Director ~~will~~may discuss annually with the Board any requests for accommodation, or complaints about religion in the curriculum, made within the last year in order to determine how the School can more effectively recognize, protect, and accommodate religious

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~~freedom~~belief and individual rights of conscience in the operation of the School. In discussing these matters with the Board, the Lead Director will take care to protect the privacy rights of those who made complaints or requests. The Lead Director and Each Campus Principal will~~may~~ also submit the written record of each complaint received and any decisions made regarding such complaints to the Board President.

~~Requests for~~Waivers of Participation

1. When a student refrains from participating in any aspect of school that violates the student's or the student's parent or guardian's religious belief or right of conscience, the School:

- a. Shall promptly notify the student's parent or guardian;
- b. May offer an alternative that does not violate the student's or the student's parent or guardian's religious belief or right of conscience; and
- c. May not require the student or the student's parent to explain, defend, or justify the student's or the student's parent or guardian's religious belief or right of conscience.

2. In addition, if a student refrains from a portion of a course or to a course in its entirety under Utah Code § 53G-10-205, the parent and School may work together to establish an alternate academic accommodation, which allows the student to demonstrate mastery of Core Standards or alternate standard, consistent with Utah Code § 53G-6-803(7) and Utah Code § 53G-10-205(2)(b).

3. When a student's parent or guardian waives the student's participation in any aspect of school that the parent or guardian feels would violate the student's or the student's parent or guardian's religious belief or right of conscience, the parent or guardian shall communicate that waiver (preferably in writing) as soon as possible to the Lead Director or Campus Principal so that an appropriate alternative for the student can be considered.

~~In general, and within the bounds of law, such requests by secondary students, or parents or legal guardians of any students, to be excused or refrain from participating in activities, discussions, and assignments they feel would violate their rights of conscience or religious freedom will be granted routinely and without penalty. Any student, parent, or legal guardian who desires a waiver of participation or substitution of another activity as provided in Utah State Board Administrative Rules (R277-105-5) will put that request in writing and direct it to the Campus Principal.~~

~~Once a student, parent, or legal guardian has requested a waiver of participation, the student will not be compelled to participate in any curriculum or activity pending resolution of the request, unless the Campus Principal has determined that requiring the participation of that particular student in that particular activity is the least restrictive means necessary to achieve a specifically identified educational objective in furtherance of a compelling governmental interest. (R277-105-5. The Campus Principal, student, the student's parent or legal guardian, and the teacher or employee responsible for the program in question will meet to discuss the request. The Campus Principal will arrive at a decision, swiftly and in a manner consistent with state law, whether to waive participation, alter the curriculum or activity, substitute another activity, or require the student's participation. The Campus Principal will encourage the student and student's parent or guardian to suggest a reasonable alternative. In making a decision, the Campus Principal will give proper consideration to any suggestions made by the student and the student's parent or guardian.~~

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4. The ~~Campus Principal~~School will keep for a reasonable time, a written record of every ~~request for a waiver of participation or substitution of activity~~ based on religious ~~freedom~~belief or right of conscience ~~and any decisions made regarding each request~~.

Complaints Alleging Violation of Law

If a complaint is made by a minor student, the Lead Director or Campus Principal will give written notice to the student's parent or legal guardian by email~~letter addressed~~ to the parent or legal guardian's last known email address.

The Lead Director or Campus Principal, student, the student's parent or legal guardian, and the teacher or employee responsible for the program in question will meet to discuss the complaint, and the Lead Director or Campus Principal will arrive at a decision, consistent with state and federal law, whether to alter the curriculum or activity, substitute another activity, or deny that the curriculum or activity is in violation of law. The Lead Director or Campus Principal will give a written decision as soon as practical under the circumstances.

The ~~Campus Principal~~School will keep for a reasonable time, a written record of every complaint and any decisions made regarding each complaint.

~~The Board President will personally, or by a committee of his or her choosing, evaluate the curriculum or activity in question. If the Board President is concerned that any curriculum or activity may violate state or federal law, he or she may determine whether the educational objectives could be achieved by less restrictive means and may request that the Campus Principal alter or substitute another curriculum or activity.~~

Appeals Process

A student, parent, or legal guardian who is dissatisfied with a Campus Principal's decision regarding ~~either requests for waiver of participation or~~ complaints about curricula and activities perceived to be in violation of law, may appeal that decision within ten (10) days to the Lead Director. The Lead Director will review the complaint of the student, parent, or legal guardian and the decision of the Campus Principal and may modify the Campus Principal's decision.

The Lead Director will keep for a reasonable time, a written record of every appeal and any decisions made regarding each appeal.

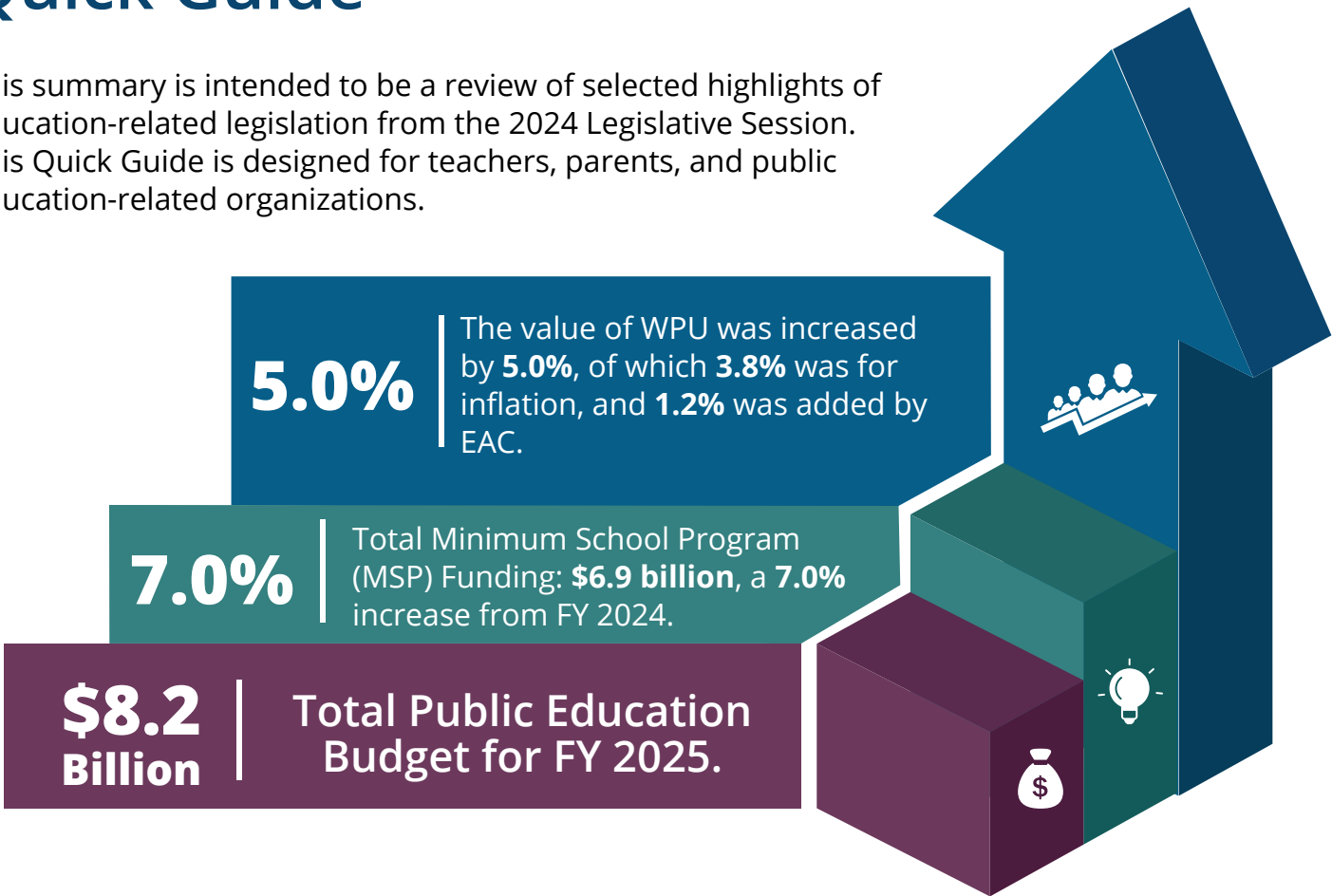
The decision of the Lead Director will be final.

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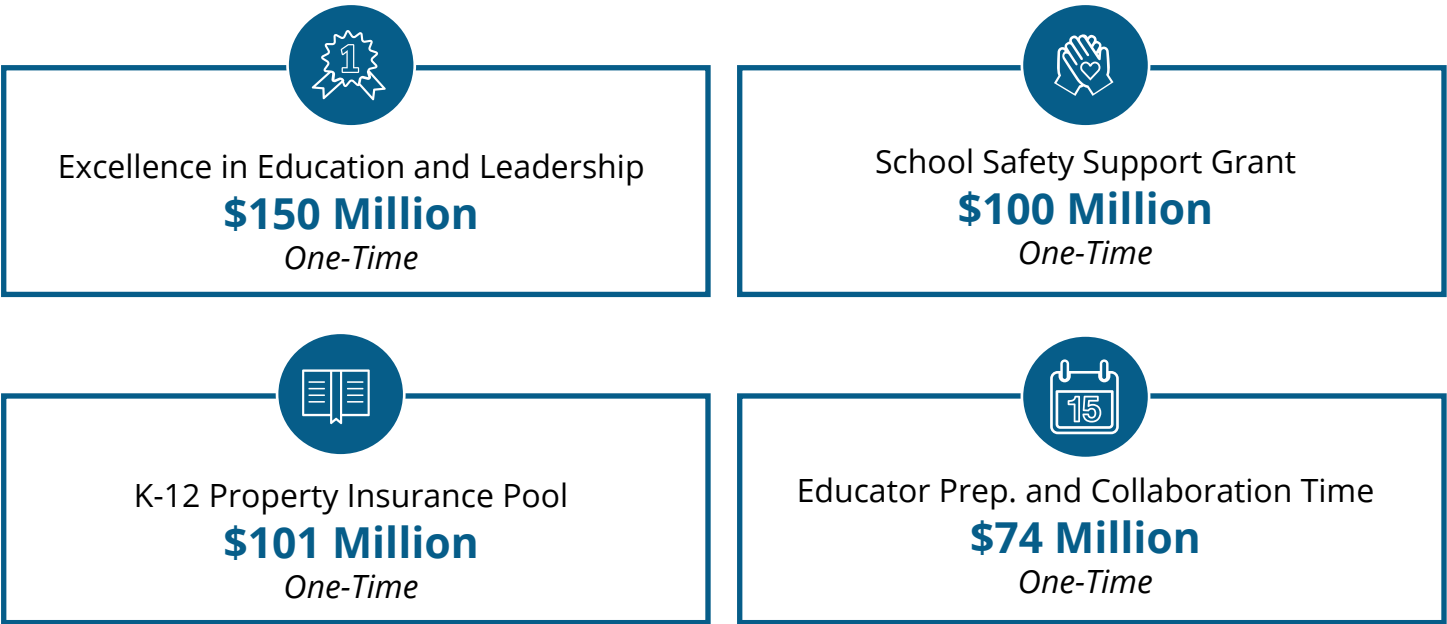
Quick Guide

This summary is intended to be a review of selected highlights of education-related legislation from the 2024 Legislative Session. This Quick Guide is designed for teachers, parents, and public education-related organizations.



Weighted Pupil Unit (WPU) Value	FY 2024	FY 2025	Increase	Percentage
	\$4,280	\$4,494	\$214	5.0%

Notable Education Stabilization Funding Distribution



Notable Funding Highlights

Educator Support

Teacher
Retention
\$4.8 Million
One-Time

Educator Expense
Modifications
\$8.4 Million
One-Time

Stipends for Future
Educators
\$8.4 Million
One-Time

Student Safety and Support

Early Warning
Systems
\$2.1 Million
Ongoing

Child Sexual Abuse
Prevention Amendments
\$1.5 Million
Ongoing

At-Risk Students WPU
Weighting Phase-In
\$27.9 Million⁺
Ongoing

Technology

Innovation in AI Grant Pilot
Program
\$2 Million
One-Time

K-12 Computer Science
Initiative
\$1 Million *Ongoing*
\$6 Million *One-Time*

Additional Funding

School Fees
Amendments
\$36 Million
One-Time

Utah Fits All
Program
\$40 Million^{*}
Ongoing

High School Service Pilot
Program
\$3 Million
One-Time

Small/Rural
Capital Grants
\$30 Million
Ongoing

⁺ The \$27.9 Million is not new funding but rolls existing funding from repealed programs into the At-Risk WPU Add-on.

^{*} In addition to the \$42 million already appropriated for FY25

2024 Other Notable Education Bills

The following are notable bills which passed during the 2024 General Session.

**HB
84**

School Safety Amendments

Creates a school guardian program. Requires LEAs to conduct school safety needs assessment for classrooms to have panic alert devices and video cameras. Requires schools to provide regular parental updates on bullying.

**SB
173**

Market Informed Compensation for Teachers

Creates the Excellence in Education and Leadership Supplement program to provide salary bonuses to high performing teachers. Renames and redesigns the existing TSSP program to the Highly Needed Educators program, which allows LEAs to designate up to 5 high-needs areas.

**HB
221**

Stipends for Future Educators

Provides stipends for student teachers enrolled in an education preparation program that leads to a Utah professional level education license and works at an LEA as a full time student teacher.

**HB
431**

Teacher Retention

Creates the Mentoring and Supporting Teacher Excellence and Refinement Pilot Program to improve teacher retention. Beginning July 2027, requires LEAs to provide postpartum recovery leave to equivalent to state employees.

**HB
331**

School and Classroom Amendments

Requires toilet training as a condition for kindergarten enrollment. Includes the superintendent's designee as one of the school officials that can be notified of civil and criminal charges against a student in their school.

**HB
29**

Sensitive Material Review Amendments

Prioritizes the protection of children from sensitive materials over other considerations in evaluating instructional material. Establishes a process to review allegations and requires statewide action to remove material when certain criteria are met.

**HB
517**

Half-Day Kindergarten Amendments

Requires instruction to meet the Board's minimum standards for half-day kindergarten. Requires notification of half-day options and requires half-day designated classrooms when enrollment thresholds are met.

**HB
261**

Equal Opportunity Initiatives

Prohibits engaging in or maintaining a policy, procedure, practice, program, office, initiative, or required training that is based on an individual's personal identity characteristics. Requires an institution to ensure that all students have access to programs providing student success and support.

**HB
257**

Sex-based Designations for Privacy, Anti-bullying, and Women's Opportunities

Requires government entities to ensure the preservation of distinctions on the basis of sex that protect individual privacy and competitive opportunity. Requires LEAs to establish privacy plans with parents and students.

**HB
247**

Statewide Online Education Program Amendments

Requires USBE to update the SOEP operating system allowing the transfer of student information within the program, dedicates staff to the program and requires coordination between the LEAs and the online course provider.

**HB
82**

Public Education Program Modifications

Incorporates many USBE policy requests and requires LEAs to submit school employee work email addresses to USBE. Allows USBE and the Legislature to send email communication to school employees up to three times per year. Extends the deadline to include ethnic studies standards into materials.

**HB
347**

Educational Rights Amendments

Requires an LEA to provide an education environment that is safe for all students and staff and has minimal disruptions.

**SB
159**

Public School Discipline and Conduct Plans Amendments

Creates a Teaching Self-Government Skills for Success, Classroom Communication And Discipline Framework Pilot program that LEAs can participate in using TSSA funds.

**HB
362**

Juvenile Justice Revisions

Modifies requirements for juvenile gang and other violent crime prevention and intervention programs, requirements for referring a minor who is alleged to be habitually truant, and reintegration plans for students who have committed a serious offense.

**HB
119**

School Employee Firearm Possession Amendments

Creates the Educator-Protector Program to incentivize school teachers to responsibly secure or carry a firearm on school grounds.

**SB
137**

Teacher Empowerment

Expands the allowable use of funds allocated for paid professional hours, establishes an alternative teacher evaluation process, and prohibits data of a chronically absent student from being used in a teacher's evaluation.

**HB
208**

Teacher Licensure Amendments

Directs USBE and the Utah Board of Higher Education to develop a strategy for modifying traditional and alternative programs for training and licensing teachers and prohibits the state board from requiring a pedagogical performance assessment to obtain licensure.

**HB
121**

Educator Background Check Amendments

Allows entities to clone background information between LEAs or qualifying private schools under certain circumstances and prohibits LEAs from collecting background check fees from volunteers and licensed, non-licensed and contract employees.

**HB
499**

Education Reporting Amendments

Modifies the required frequency of certain trainings and extends certain due dates for required reporting.

**HB
415**

School Fees Amendments

Narrows the list of possible school fees an LEA may charge students beginning in the 2025-2026 school year.

**HB
1**

Beverley Taylor Sorenson Grant Funding Change

Requires USBE to establish a uniform amount per specialist for the Beverly Taylor Sorenson Elementary Arts Learning Program and ensure that the funding will not duplicate state funding for the educator salary adjustment.

**SB
86**

Local Government Bond Amendments

Prohibits a local political subdivision from issuing a lease revenue bond if the issuance of the bond will cause the combined total to exceed \$200 million. Requires a notice and comment period when proposing issuance of a lease revenue bond.

**HB
460**

Government Employee Conscience Protection Amendments

Prohibits a governmental entity from denying an employee's reasonable request to be relieved from performing a certain task if the task would conflict with the employee's sincerely held religious beliefs or conscience.

**HB
182**

Student Survey Amendments

Requires that LEAs obtain parental consent before administering a survey to students. Prohibits any incentives or adverse action related to a student's participation in a survey. Allows LEAs to opt into administering the model school climate survey created by the USBE.

Key Education Bills from 2024 Legislative Session

H.B. 1 – Beverly Taylor Sorenson Grant Funding Change

(<https://le.utah.gov/~2024/bills/static/HB0001.html>)

- Requires the USBE to establish a uniform amount for the Beverly Taylor Sorenson Elementary Arts Learning Program beginning with the 24-25 school year. This uniform amount must not duplicate state funding an educator receives under the educator salary adjustment.
- LEAs that receive these funds must provide matching funds equal to the difference between the uniform amount and the actual cost of the educator's salary.

H.B. 14 – School Threat Penalty Amendments

(<https://le.utah.gov/~2024/bills/static/HB0014.html>)

- Requires a student to be suspended or expelled from a public school if the student makes a false emergency report targeted at a school.
- Enhances penalties for making a threat against a school.
- Makes it a second-degree felony for an actor to make a false emergency report in certain circumstances.
- ACTION: Amend Student Conduct and Discipline Policy.

H.B. 29 – Sensitive Material Review Amendments

(<https://le.utah.gov/~2024/bills/static/HB0029.html>)

- Prioritizes the protection of children from sensitive materials over other considerations in evaluating instructional material.
- Adds definitions for “objective sensitive material” and “subjective sensitive material.” Modifies definitions for “instructional material” and “sensitive material.”
- Establishes a review process LEAs must follow after receiving sensitive material allegations.
- Requires all LEAs statewide to remove instructional material when at least 3 school districts or 2 school districts and 5 charter schools determine that the instructional material constitutes “objective sensitive material.” When this occurs, the USBE may place the instructional material on the agenda of one of its board meetings and vote to overturn the application of this requirement with respect to the instructional material.
- Only the following people can trigger a sensitive material review: employees of the LEA, students of the LEA, parents of students enrolled in the LEA, or a member of the LEA's board.
- ACTION: Amend Selection, Approval, and Purchase of Instructional Materials Policy.

H.B. 36 – Open and Public Meetings Act Amendments

(<https://le.utah.gov/~2024/bills/hbillenr/HB0036.pdf>)

- Modifies definitions applicable to the Open and Public Meetings Act.
- Modifies provisions related to electronic meetings, repeals language relating to chance or social meetings and replaces it with language prohibiting individuals constituting a quorum of a public body from acting together outside a public meeting to predetermine an action.
- ACTION: No longer required to post written notice of an electronic meeting at the anchor location. No longer required to have an anchor location for electronic meetings when all members of the board are participating electronically. Amend Electronic Meetings Policy.

H.B. 82 – Public Education Program Modifications

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(<https://le.utah.gov/~2024/bills/static/HB0082.html>)

- Requires LEAs to annually submit school employee work email addresses to the USBE by October 1.
- Allows the USBE and the state legislature to send email communication to school employees up to three times per year.
- Extends the deadline to include ethnic studies standards into curriculum and instructional materials (deadline is now December 31, 2025).
- Requires the USBE to make rules that require LEAs to notify the USBE, UPPAC, and the educator of a complaint from a parent against an educator alleging a violation of educator licensing standards.
- Requires charter LAND trust plans to be approved by the charter school's budget officer instead of the charter school's authorizer.
- Requires LEAs to annually notify parents of students enrolled in the LEA of the constitutional protections described in 53G-10-205 (waivers of participation due to religious beliefs or right of conscience). This could be done through the posting of a Religion and Education Policy or Procedure.
- Requires reporting on student attendance by grade level, absences (chronic, excused, unexcused), suspensions, and expulsions.

H.B. 84 – School Safety Amendments

(<https://le.utah.gov/~2024/bills/static/HB0084.html>)

- See the summary of H.B. 84 prepared by the UAPCS, as well as notes prepared by Nicole Jones from AW here: [HB 84](#)
- Sets forth duties for the state security chief, including but not limited to establishing minimum safety and security standards for all public and private schools. Standards include those related to limited entry points, video surveillance of entrances when school is in session, ground level windows protected by security film or ballistic windows, internal classroom door locks, bleed kits and first aid kits, exterior cameras on entrances, parking areas, and school grounds, fencing around playgrounds, and radio communication equipment in schools.
- Sets forth duties for county security chiefs, including but not limited to conducting school safety needs assessments for schools and annual building safety evaluations for schools using the results of a school's safety needs assessment.
- Creates the "School guardian program." The state security chief oversees the school guardian program, and the applicable county security chief administers the school guardian program in each county.
- Creates a School Security Task Force. Provides that the USBE may award a grant to an LEA in accordance with the results of the school safety needs assessment and based on recommendations from the School Security Task Force grant subcommittee.
- Requires that no later than December 31, 2024, LEAs shall (a) ensure that a school safety needs assessment is conducted for each school within the LEA to determine the safety and security needs and deficiencies of the school; (b) report the results of the school safety needs assessment for each school within the LEA to the state security chief and the School Safety Center. A school's safety specialist in collaboration with the county security chief or designee shall conduct the school safety needs assessment for each school. The School Safety Center will create a school safety needs assessment tool for LEAs to use. The USBE will use the results of the school safety needs assessment for each school within an LEA to award a grant to an LEA.
- Requires each school within an LEA to have the following school safety personnel:

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- A school safety and security director (this person must have a valid concealed carry permit);
- A school safety and security specialist (this cannot be a principal or director); and
- Based on the results of the needs assessment described above, at least one of the following: a school resource officer, a school guardian, or an armed school security guard.
 - If a school has more than 350 students enrolled at the school, the same individual may not serve in more than one of the roles listed above.
 - The state security chief in consultation with the School Safety Center shall establish a timeline for an LEA to comply with the school safety personnel requirements described above.
 - Schools may apply to the state security chief for an approved alternative to these and other safety requirements.
- Creates school resource officer policy requirements for LEAs that use a school resource officer.
- Requires that, in accordance with the results of the school safety needs assessment, an LEA shall provide a staff person in each classroom with a wearable panic alert device that allows for immediate contact with emergency services or emergency services agencies, law enforcement agencies, health departments, and fire departments. Mandates that all school building personnel receive, before the school year begins, training on the protocol and appropriate use of the panic alert devices.
- Requires that an LEA ensures that all security cameras within a school building are accessible by a local law enforcement agency. LEAs must coordinate with a local law enforcement agency to establish appropriate access protocols.
- Modifies parental notification requirements related to incidents of suicide threats, bullying, hazing, or retaliation. Schools must now notify parents of the incident as well as the action plan (which must include certain criteria) to address the incident.
- Amends laws related to schools' bullying, hazing, abusive conduct, and retaliation policies.
- Amends training requirements related to bullying, hazing, abusive conduct, and retaliation. and training requirements.
- **ACTION:** Among other things, conduct a school safety needs assessment prior to December 31, 2024, apply for grant monies based on the assessment, designate required school safety personnel, provide panic alert devices to required staff, amend Bullying and Hazing Policy, amend emergency response/preparedness plans.

H.B. 105 – Educator Expense Modifications

(<https://le.utah.gov/~2024/bills/static/HB0105.html>)

- States that for the fiscal year that begins July 1, 2024, the USBE shall distribute money appropriated for teaching supplies and materials as follows: (a) \$500 to each classroom teacher position for kindergarten through 6th grade; and (b) \$250 to each classroom teacher position for grades 7 through 12.

H.B. 119 – School Employee Firearm Possession Amendments

(<https://le.utah.gov/~2024/bills/static/HB0119.html>)

- Creates the Educator-Protector Program, which is a program to incentivize teachers to responsibly secure or carry a firearm on the grounds of the school where the teachers are employed.
- In order to participate in the program, teachers must complete initial and ongoing training, have a valid concealed carry permit, and comply with rules.

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In compliance with the Americans with Disabilities Act, persons needing accommodations for this meeting should call (801) 444-9378 to make appropriate arrangements.

- Teachers participating in this program may store their firearm on school grounds only if the firearm is stored in a biometric gun safe, such safe is in the teacher's classroom or office, and the teacher is physically present on the grounds of the school while the firearm is stored in the gun safe.
- Requires teachers participating in the program to carry their firearm in a concealed manner unless there is an active threat.
- LEAs cannot prohibit teachers from participating in this program.
- ACTION: Amend Weapons on School Property Policy (if you have such a policy).

H.B. 121 – Educator Background Check Amendments

(<https://le.utah.gov/~2024/bills/static/HB0121.html>)

- Prohibits LEAs from collecting background check fees from volunteers and licensed, non-licensed, and contract employees. This includes substitutes.
- Allows an LEA or qualifying private school to provide another LEA or qualifying private school the opportunity to clone background information for employees or volunteers who are relocating, providing temporary volunteer services, or under contract.
- ACTION: Review Background Check Policy and make any necessary revisions.

H.B. 172 – Student Athlete Participation Amendments

(<https://le.utah.gov/~2024/bills/static/HB0172.html>)

- Establishes that for homeless or non-US Citizens students who are unable to produce a birth certificate, athletic associations may collect documentation that confirms the students' date of birth and sex (e.g., affidavits from parents/guardians, hospital, or religious certificates, etc.).

H.B. 182 – Student Survey Amendments

(<https://le.utah.gov/~2024/bills/static/HB0182.html>)

- Requires that LEAs obtain parental consent before administering certain surveys to students and to update their policies accordingly. Prohibits any incentives or adverse action related to a student's participation in a survey.
- Requires an LEA to annually obtain parental consent for the following surveys at the time a student registers with the LEA:
 - Surveys related to an early warning system;
 - Surveys that include social emotional learning questions; and
 - The school climate survey.
- LEAs are required to give parents copies of the surveys.
- LEAs cannot rely on a parental consent that a transfer student received from the student's prior school.
- LEAs cannot provide rewards to students for participating in surveys and cannot provide consequences for not participating in surveys.
- Allows LEAs to opt into administering the model school climate survey created by the USBE. (In other words, LEAs are not required to administer or use the USBE model school climate survey.)
- ACTION: Revise FERPA Policy and/or Procedures; create necessary survey consents and add them to registration materials.

H.B. 192 – Local Education Agency Employee Paid Leave

(<https://le.utah.gov/~2024/bills/static/HB0192.html>)

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- Requires LEAs, by July 1, 2025, to develop parental leave and postpartum recovery leave policies that are no more restrictive than parental leave and postpartum recovery leave policies available to state employees. (State employees who are employed in a position that receives state retirement benefits and who accrue paid leave are entitled to up to three (3) work weeks of paid parental leave and up to three (3) work weeks of paid postpartum recovery leave. Such leave for eligible employees runs consecutively to each other).
- The policies may provide for a mechanism for leave sharing between employees of the LEA for all types of leave (sick leave, annual leave, parental leave, postpartum leave, etc.)
- LEAs must notify its employees of these policies and may not retaliate against employees for using the leave policies.
- LEAs may use leave bank sharing and other efforts to mitigate incurred costs of compliance with this new law.
- **ACTION:** By July 1, 2025, add paid parental leave and paid postpartum recovery leave policies to the employee handbook or create separate policies outside of the employee handbook.

H.B. 208 – Teacher Licensure Amendments

(<https://le.utah.gov/~2024/bills/static/HB0208.html>)

- Directs USBE and the Utah Board of Higher Education, by July 1, 2028, to develop a strategy for modifying traditional and alternative programs for training and licensing teachers.
- Prohibits the state board from requiring a pedagogical performance assessment to obtain licensure.

H.B. 221 – Stipends for Future Educators

(<https://le.utah.gov/~2024/bills/static/HB0221.html>)

- Creates the “Stipends for Future Educators Grant Program.”
- Provides stipends for student teachers who (a) are enrolled in an education preparation program that leads to a Utah professional level education license and (b) work at an LEA as a full-time student teacher. The USBE will determine the amount of the stipend based on the number of qualifying student teachers and the amount of funding available.

H.B. 247 – Statewide Online Education Program Amendments

(<https://le.utah.gov/~2024/bills/static/HB0247.html>)

- Requires USBE, by January 31, 2026, to update the Statewide Online Education Program operating system to allow the transfer of student information (transcript and current IEP or Section 504 plan) within the program.
- Dedicates staff to the program and requires coordination between the LEAs and the online course provider.

H.B. 257 – Sex-based Designations for Privacy, Anti-bullying, and Women’s Opportunities

(<https://le.utah.gov/~2024/bills/static/HB0257.html>)

- Establishes that a student may only access a restroom or changing room (locker room, dressing room, etc.) at school if the student’s sex corresponds with the sex designation of the restroom or changing room.
- Students may request to use a restroom or changing room other than the one that corresponds with the student’s sex because of fear of bullying or gender identity reasons. If such a request is made, LEAs shall coordinate with the student’s parent and develop a privacy plan that provides the student with (a) reasonable access to a unisex or single occupant restroom or changing room or (b) reasonable access to a faculty or staff restroom. If neither of these options are available, the

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student shall be given reasonable access to private use of an otherwise sex-designated restroom or changing room through staggered scheduling or temporary private access.

- Prohibits LEAs from providing males or females with more sex-designated opportunities than the opposite sex in excess of a 10% disparity.
- Prohibits LEAs from requiring males or females to participate or compete against the opposite sex in any sex-designated facility, program, or event.
- Prohibits LEAs from requiring, giving official authorization for, or knowingly allowing males or females to use a sex-designated facility in the presence of the opposite sex.

H.B. 261 – Equal Opportunity Initiatives

(<https://le.utah.gov/~2024/bills/static/HB0261.html>)

- Prohibits engaging in or maintaining a policy, procedure, practice, program, office, initiative, or required training that is based on an individual's personal identity characteristics. Requires an institution to ensure that all students have access to programs providing student success and support.

H.B. 301 – Charter School Accountability Amendments

(<https://le.utah.gov/~2024/bills/static/HB0301.html>)

- Amends certain charter school performance measures.
- Amends certain charter school accountability measures.
- Allows charter schools found to be in noncompliance of certain requirements the opportunity for a review of evidence of noncompliance before the charter school authorizer.

H.B. 331 – School and Classroom Amendments

(<https://le.utah.gov/~2024/bills/static/HB0331.html>)

- Requires the USBE to make rules to:
 - Beginning with the 24-25 school year, require a student to be toilet trained before being enrolled in kindergarten;
 - Establish requirements for an LEA's kindergarten enrollment process to include assurances from a parent that the parent's student is toilet trained;
 - Create a process for an LEA to follow when an enrolled student in kindergarten is found to not be toilet trained, including referring the student and student's parent to a school social worker or counselor for supports and resources, allowing the parent or parent's designee to aid in toilet training as needed, and, when needed, reintegration of a student once student has become toilet trained; and
 - Create exemptions for students who aren't able to be toilet trained because of a condition described in an IEP or Section 504 plan.
- Also includes the superintendent's designee as one of the school officials that can be notified of civil and criminal charges against a student in their school.
- **ACTION:** After USBE makes its rules, amend kindergarten enrollment process to meet the requirements.

H.B. 347 – Educational Rights Amendments

(<https://le.utah.gov/~2024/bills/static/HB0347.html>)

- Requires an LEA to provide, by July 1, 2025, (a) an education environment that does not pose a predictable threat of serious bodily injury to educators, staff, or students; (b) an education to all students in which the students' classroom is not disrupted by a pattern of behavior that interferes

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substantially and materially with classroom instruction; and (c) an environment to all educators, staff, and students that is free from repeated verbal or physical sexual harassment or sexual assault.

- Requires the USBE to make rules to ensure LEAs implement the requirements above.

H.B. 362 – Juvenile Justice Revisions

(<https://le.utah.gov/~2024/bills/static/HB0362.html>)

- Modifies requirements for juvenile gang and other violent crime prevention and intervention programs, including funding under such programs.
- Modifies requirements for referring a minor who is alleged to be habitually truant. Minors that are alleged to be habitual truant may be referred to a law enforcement officer, agency, or court ONLY if they have been previously alleged to be habitual truant twice during the same school year and after an evidence-based alternative intervention or prevention program was used.
- Modifies requirements regarding reintegration plans for students who have committed a serious offense. Now schools are required to notify appropriate parties if an offending student has a reintegration plan in their school. Prohibits reintegration where there are protective orders against the student, or the crime was a sexual crime.
- Amends definitions, such as “dangerous weapon,” “evidence-based,” and “habitual truant.”
- Amends requirements for employees to notify the principal (and subsequently the principal to notify law enforcement or a court if the offense is referable) when an offense is committed by a minor on school grounds.
- ACTION: Amend Student Conduct and Discipline Policy and/or Procedures and Attendance Policy and/or Procedures.

H.B. 396 – Workplace Discrimination Amendments

(<https://le.utah.gov/~2024/bills/static/HB0396.html>)

- Prohibits an employer from compelling an employee to communicate or otherwise act in a manner that the employee believes would burden or offend the employee’s sincerely held religious beliefs, unless accommodating the employee would cause an undue burden to the employer by substantially interfering with the employer’s (a) core mission or ability to conduct business in an effective or financially reasonable manner; or (b) ability to provide training and safety instruction for the job.
- Provides a process for an employee to request such accommodations.
- Employers with fewer than 15 employees are not required to grant an employee a scheduling accommodation under this law.

H.B. 411 – Local Governmental Entity Drug-Free Workplace Policies Amendments

(<https://le.utah.gov/~2024/bills/static/HB0411.html>)

- Local governmental entities (including schools) may not test employees, volunteers, potential employees, or potential volunteers for drugs unless they have a written policy for the testing, have distributed the policy to employees and volunteers, and have made the policy available for review by prospective employees and prospective volunteers.

H.B. 413 – Student Mental Health Amendments

(<https://le.utah.gov/~2024/bills/static/HB0413.html>)

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- Amends the student mental health screening program to extend the deadline to allow an LEA to determine whether to be a participating or non-participating LEA.
- If an LEA governing board failed to make the determination to be a participating or non-participating LEA by July 1, 2023, the LEA governing board shall determine whether the LEA will be a participating LEA for the 24-25 school year and notify the USBE of the determination on or before August 1, 2024.
- ACTION: If your board hasn't already made the determination to be a participating or non-participating LEA with respect to the student mental health screening program, your board should do so and notify the state of its determination by August 1, 2024.

H.B. 415 – School Fees Amendments

(<https://le.utah.gov/~2024/bills/static/HB0415.html>)

- Beginning with the 25-26 school year, limits required curricular and co-curricular fees that are not part of elective courses to instructional equipment or supplies, driver's ed courses, instrument rentals, or school activity clothing.
- Allows LEAs to charge fees for extracurricular activities and AP/CE/IB courses.
- Prohibits LEAs from charging a general fee.
- Prohibits charging 6th graders fees for remediation programs.
- Removes "fundraising" from definition of fee.
- ACTION: Revise Fee/Fee Waiver Policy.

H.B. 418 – Student Offender Reintegration Amendments

(<https://le.utah.gov/~2024/bills/static/HB0418.html>)

- Requires LEAs to adopt a policy for responding to when a student has committed a violent felony/serious offense or sexual crime/sexual misconduct. Policy must address/include certain topics, including such misconduct related to hazing and procedures for alternative placement if the offending student attends the same school as the victim of the offending student's crime or an individual who has a protective order against the offending student.
- Adds "the actual use of violence or sexual misconduct" to the list of reasons for which a student shall be suspended or expelled from school.
- Amends requirements related to reintegration plans for students who have committed a serious offense/violent felony.
- Prohibits a student who has committed a violent or sexual crime from attending school in certain circumstances. Creates civil liability for the parent of such a student under certain circumstances.
- This bill is sort of a companion bill to H.B. 362, and since both bills were passed, some coordination in the language of the bills will need to be done.
- ACTION: Amend Student Conduct and Discipline Policy and/or Procedures to incorporate new requirements.

H.B. 431 – Teacher Retention

(<https://le.utah.gov/~2024/bills/static/HB0431.html>)

- Creates the "Mentoring and Supporting Teacher Excellence and Refinement Program." This program is a two-year pilot program that provides funding to an LEA to improve retention of strong educators who remain in the classroom and have access to growth opportunities in the form of innovative teacher leadership tracks outside of contractual educator steps and lanes.

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- Establishes required criteria for LEAs to apply for a grant under the program. Grants are awarded by the USBE on a competitive basis.
- Requires the USBE to make rules for the program, grants, etc.

H.B. 460 – Government Employee Conscience Protection Amendments

(<https://le.utah.gov/~2024/bills/static/HB0460.html>)

- Prohibits LEAs (and other governmental entities) from denying an employee's reasonable request to be relieved from performing a certain task if (a) performing the task would conflict with the employee's sincerely held religious beliefs or conscience; (b) the employee has submitted a timely written request explaining why performing the task would conflict with the employee's sincerely held religious beliefs or conscience; and (c) relieving the employee from the task would not impose an undue hardship on the LEA.
- There are some exceptions to the requirement above, including, for example, if performing the task is part of training or safety instructions directly related to the employee's employment.
- LEAs that receive these requests must respond to the request as soon as practicable but at least five days before the day on which the certain task is required to be performed. Denials of a request have to include certain information.
- Creates a legal cause of action for employees whose request to be relieved from performing a certain task was denied.
- LEAs may adopt a policy detailing the requirements of this new law, but a new policy is not required. If a new policy is adopted, certain requirements related to the policy must be met.

H.B. 464 – Social Media Amendments

(<https://le.utah.gov/~2024/bills/static/HB0464.html>)

- Amends the criminal offense of electronic communication harassment and creates a civil cause of action to address certain conduct involving minors. Essentially, an adult person is guilty of electronic communication harassment if the person (a) posts or otherwise discloses in a public online site or forum PII of a minor who is unrelated to the person by blood, marriage, or adoption; and (b) knows of, but consciously disregards, a substantial and unjustifiable risk that posting/disclosing the PII of the minor will result in the minor being the victim of a criminal offense; and (c) the minor is aware of the adult person's posting/disclosure online.
- Enacts legislative findings regarding potential harms of excessive social media use by minors.

H.B. 491 – Data Privacy Amendments

(<https://le.utah.gov/~2024/bills/static/HB0491.html>)

- Creates multiple new state entities, including the Office of Data Privacy that is supposed to, among other things, work with and assist state agencies in implementing effective and efficient privacy practices, tools, and systems.
- Requires the Office of Data Privacy to create a data privacy training program that will be made available to all employees of governmental entities (including schools). All employees of governmental entities that have access to personal data as part of their job are required to complete this training within 30 days of beginning employment and at least once each calendar year.
- Creates new data privacy requirements for governmental entities, including but not limited to:
 - Implementing and maintaining a privacy program before May 1, 2025;
 - Providing notice to an individual, or the legal guardian of the individual, if the individual's personal data is affected by a breach;

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- Obtaining and processing only the minimum amount of personal data reasonably necessary to efficiently achieve a specified purpose;
- Meeting all data privacy processing activity requirements as soon as reasonably practical but no later than January 1, 2027; and
- Reporting annually to the state privacy officer on a variety of things.
- Requires contactors of governmental entities to abide by the same requirements as employees of governmental entities.
- Requires governmental entities to provide a personal data request notice to individuals, or the legal guardian of individuals, from whom the governmental entity requests or collects personal data. This notice can be provided/posted to such individuals in a number of ways.
- Requires governmental entities to provide a procedure by which an individual, or a legal guardian of an individual, may request an amendment or correction of personal data that has been furnished to the governmental entity.
- Requires governmental entities to retain and dispose of personal data in accordance with a documented record retention schedule.
- Requires government entities to notify the Cyber Center and the Attorney General of breaches affecting 500 or more individuals. Notification must meet certain requirements. Breaches affecting fewer than 500 individuals require an internal incident report to be made.
- Requires governmental entities to notify individuals, or the legal guardian of individuals, affected by a data breach.
- ACTION: Have employees complete the new data privacy training program after it becomes available; review and potentially amend data privacy and related policies and plans.

H.B. 493 – Concurrent Enrollment Participation Amendments

(<https://le.utah.gov/~2024/bills/static/HB0493.html>)

- Provides that for a student who wants to enroll in an existing concurrent enrollment course that is not offered online by an LEA's designated institution of higher education, the LEA shall contract with any eligible institution that offers the online concurrent enrollment course. An "eligible institution" is defined as "a degree-granting institution of higher education or a technical college within the state system of higher education . . ."

H.B. 499 – Education Reporting Amendments

(<https://le.utah.gov/~2024/bills/static/HB0499.html>)

- Extends the deadline for an educator to submit their plan for paid professional hours to September 30 (deadline is no longer the fifth day of instruction in a given school year).
- Still requires licensed employees to complete professional development training on youth suicide prevention every three years, but such training no longer has to be "a minimum of two hours."
- Reduces training frequency from every other year to once every three years for child sexual abuse and human trafficking prevention training and seizure awareness training.

H.B. 517 – Half-Day Kindergarten Amendments

(<https://le.utah.gov/~2024/bills/static/HB0517.html>)

- Requires half-day kindergarten instruction to meet the Board's minimum standards for half-day kindergarten.
- Requires LEAs to notify parents of half-day kindergarten options at the time of registration by email, posters, or other announcements.
- Requires half-day kindergarten designated classrooms when enrollment of half-day kindergarten students at a school exceeds a minimum of 18 students.

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- Requires LEAs to ensure that half-day kindergarten students who attend full-day class for half the day receive the required instruction.
- ACTION: Notify parents of half-day kindergarten options by email, posters, or other announcements. A draft email/letter that LEAs can use was provided as part of the March AW Directors Meeting.

H.B. 529 – Utah Fits All Scholarship Program Amendments

(<https://le.utah.gov/~2024/bills/static/HB0529.html>)

- Amends a variety of provisions regarding the Utah Fits All Scholarship Program, including that a student may not receive education services funded through the Utah Fits All Scholarship Program if the student is, upon receiving the scholarship, enrolled in an LEA or the Statewide Online Education Program.

H.J.R. 007 – Joint Resolution Condemning Abusive Coaching Practices

(<https://le.utah.gov/~2024/bills/static/HJR007.html>)

- Recognizes that there is a power imbalance between a coach and student athletes.
- Condemns abusive coaching practices.
- Encourages Utah schools to create positive environments for student athletes by penalizing abusing coaching practices in school sports.
- Encourages school sports teams to incorporate practices to support healthy relationships and mindsets.

S.B. 56 – Home School Amendments

(<https://le.utah.gov/~2024/bills/static/SB0056.html>)

- Removes the notary requirement on a home school affidavit. Now the affidavit just needs to be signed.

S.B. 98 – Online Data Security and Privacy Amendments

(<https://le.utah.gov/~2024/bills/static/SB0098.html>)

- Amends provisions related to cybersecurity, breach notification requirements, and authorized domain name extensions.
- Describes a person's breach notification responsibilities to the Utah Cyber Center.
- Describes a governmental entity's reporting responsibilities to the Utah Cyber Center.
- ACTION: Review and potentially amend data privacy and related policies and plans.

S.B. 137 – Teacher Empowerment

(<https://le.utah.gov/~2024/bills/static/SB0137.html>)

- Renames the “Teacher Salary Supplement Program” the “Salary Supplement for Highly Needed Educators Program.”
- Expands the allowable uses of funds allocated for paid professional hours, including, for example, using funds for trainings, conferences, seminars, workshops, certain coursework, as well as for expenses incurred for professional earning, including such things as registration fees and travel expenses.
- Provides a definition for “chronically absent” students.

S.B. 159 – Public School Discipline and Conduct Plans Amendments

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(<https://le.utah.gov/~2024/bills/static/SB0159.html>)

- Creates, beginning May 1, 2025, a “Teaching Self-Government Skills for Success, Classroom Communication, and Discipline Framework Pilot Program” that LEAs can participate in using TSSA funds. This is a three-year pilot program.
- This program is intended to provide LEAs with a training course that LEAs can use to (a) train school faculty and students in personal self-government communication and problem-solving practices and (b) improve classroom discipline, teacher and student mental health, and classroom management.
- The USBE shall ensure that the program and training course meet certain requirements. The USBE shall also make rules related to the program and training course.
- Teachers that provide the training course under the program receive a stipend upon completion of the different modules. Stipend increases with the number of modules completed.

S.B. 164 – Family Outreach Amendments

(<https://le.utah.gov/~2024/bills/static/SB0164.html>)

- Provides that a school may establish a family outreach program if the LEA’s governing board approves it. Establishes timelines/deadlines for schools to apply to their governing boards for such programs and for the boards to approve or deny such applications. Allows an LEA governing board to appoint and oversee a family outreach liaison and sets forth the responsibilities of a family outreach liaison.

S.B. 173 – Market Informed Compensation for Teachers

(<https://le.utah.gov/~2024/bills/static/SB0173.html>)

- Repeals the “Teacher Salary Supplement Program” (TSSP) and replaces it with the “Salary Supplement for Highly Needed Educators Program.” Goes into effect July 1, 2025.
- Amends the qualifying teaching areas for the Salary Supplement for Highly Needed Educators Program to be a high-needs area (allows LEAs to designate up to 5 high-needs areas).
- Requires an LEA to create a policy describing the administration of the Salary Supplement for Highly Needed Educators Program within the LEA. Policy must address the following: the LEA’s high-needs areas; the amount of the salary supplement; an appeals process for a teacher to follow if the teacher does not receive a salary supplement; a process for determining if a teacher is an eligible teacher; and a process for certifying a list of eligible teachers to be awarded a salary supplement.
- Provides how the USBE will allocate funding under the Salary Supplement for Highly Needed Educators Program to charter schools and school districts.
- Establishes the “Excellence in Education and Leadership Supplement” program and describes the eligibility requirements for that program. This is a five-year pilot program that provides a salary supplement to an eligible teacher in recognition for outstanding instructional talent. The Center for the School of the Future at Utah State University oversees this program.
- LEAs have to declare their intent to participate in the Excellence in Education and Leadership Supplement program no later than December 31, 2024. LEAs that declare their intent are required to develop and submit, by April 1, 2025, an assessment process to identify eligible teachers under the program. The Center for the School of the Future at Utah State University reviews and makes the final decision of an LEA’s assessment process.
- **ACTION:** Create a policy describing the administration of the Salary Supplement for Highly Needed Educators Program.

S.B. 205 – Child Sexual Abuse Prevention Amendments

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(<https://le.utah.gov/~2024/bills/static/SB0205.html>)

- Amends the options to provide instruction on child sexual abuse and human trafficking, including (a) allowing LEAs to create and use their own instructional materials (but such materials would still have to be approved by the USBE before an LEA could use them); (b) requiring the USBE to contract with a provider for child sexual abuse and human trafficking instruction and training; and (c) establishing a grant for LEAs to help pay the costs of training or instruction by alternative providers (in order to become an alternative provider, a provider has to apply to the USBE and meet certain criteria).

S.B. 246 – Juvenile Justice Modifications

(<https://le.utah.gov/~2024/bills/static/SB0246.html>)

- States that beginning July 1, 2025, an LEA shall digitally maintain a secure file regarding a notification the LEA receives from a juvenile court or law enforcement agency about a student. This secure file must be digitally maintained for one year from the day the notice is received and ensure the secure file follows the student if the student transfers to a different school or LEA.

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**SAA Board of Director's Meeting
Thursday, May 9, 2024**

Consent Item: *New Hires*

Issue

The Board approves the hiring of all employees.

Background

The following people have been hired after the **MARCH** Board meeting:

ANTELOPE CAMPUS

- Wendy Long – Jr. High Principal
- Jay Welk – Jr. High Assistant Principal

As always, each employee meets the minimum qualifications required by the state, and/or they have passed a background check.

Recommendation

It is recommended that the Board approve the new hires.

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Syracuse Arts Academy Board Meeting Minutes Thursday, April 11, 2024

Location: SAA Antelope Elementary Campus, 2893 W 1700 S, Syracuse, UT 84075

In Attendance: Neil Garner, Mary Johnston, Nate Schow, Jerrad Pullum, Rene Dreiling,

Others in Attendance: Reid Newey, Stacey Phillips, Nicole Jones, Dale Pfister, Jon McQueary, Dawn Kawaguchi, Brad Taylor (6:06 p.m.)



The purpose of Syracuse Arts Academy is to develop respectful, confident citizens in a solid educational environment enriched by artistic expression.

Minutes

2023-2024 School Priorities

Schoolwide Unity, Cooperation & Collaboration

Expansion of Arts Integration

Maximize All Data Sources to Improve Student Instruction and Performance

5:30 PM – INTRODUCTORY ITEMS

- Welcome & Roll Call – Mary Johnston
 - Board Mission – Neil Garner
 - School Vision – Nate Schow

There was no PUBLIC COMMENT.

REPORTS

➤ Administration

- State of the School – Dale Pfister reported on the state of school. He reviewed the current enrollment which is 1697 and next year's enrollment is currently 1756. They are still registering students for next year. Dale also stated that he and Reid are doing interviews tomorrow for the Jr. high principal. They have some great candidates. Reid reiterated that the candidates are excellent. They haven't set up interviews for the assistant principal yet. Dale also reported that they have had their first two ballgames on the new field. They have some great players and things are going well. Mary gave a brief history of how the sports program came to SAA. Dale also thanked the board for supporting the purchase of the field.
- Amended Equipment and Other Capital Assets Acquired with Federal Funds Administrative Procedures – Jon McQueary reviewed the amended

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Equipment and Other Capital Assets Acquired with Federal Administrative Procedures. This update was necessary due to several State audits and the State wanting a more detailed procedure.

- Update on Administration – Reid Newey wanted to thank AW for the two day orientation that he had with them. He also reported that he has been working with Dale and has met with every staff member from both campuses. He has gained an appreciation of what Dale has done. The staff is very appreciated of Mr. Pfister and his work done during his tenure. There was a discussion on the recruitment and the pool of applicants.

➤ **Board of Directors**

- Financial Review – Rene Dreiling reviewed the financials as of March 31st. We are about 75% through the year. There was a discussion on the ADM, attrition, and backfilling as students leave. Rene highlighted the supplies and materials that are high due to the safety grant money which has to be purchased and then reimbursed. Also the utilities except for the water have been reclassified and will true up with our end of the year amendment. Property is also high due to some of the purchases for the bleachers and band cabinets. For the S&P bond rating, we have 155 days cash on hand as of April 1st. We are down \$2.2 million from last year this down. Jon added that we are through with the field and the jr. high addition. We only have the storage for the amphitheater.
- Jerrad shared a story about his son who started an accelerated math program here at SAA and has just excelled at math. He is now taking college level classes. Jerrad stopped by and thanked his teacher for his son's success. Rene added that his granddaughter hated math before coming to SAA. Dale shared that because of DSD doing accelerated math, SAA ramped up their program.

BOARD TRAINING

- Open and Public Meetings Act Training – Jon McQueary asked all board members to scan a QR code that linked to an 11-question quiz on the Open and Public Meetings Act. Jon read each question and possible answer. After every question, there was discussion on the answers. Jon passed around an affirmation of training for all board members to sign.

CONSENT ITEMS

- March 14, 2024 Electronic Board Meeting Minutes – There was no further discussion. **Neil Garner made a motion to approve the consent items. Jerrad Pullum seconded the motion. The votes were as follows:**

Neil Garner – Aye

Mary Johnston – Aye

Nate Schow – Aye

Jerrad Pullum – Aye

Rene Dreiling – Aye

Motion passed unanimously.

VOTING ITEMS

NOTE: Times on this agenda are estimated as a courtesy only. Actual times may vary.

In compliance with the Americans with Disabilities Act, persons needing accommodations for this meeting should call (801) 444-9378 to make appropriate arrangements.

- Rescind Religion and Education Policy – Dale Pfister stated that the school is no longer required to have the Religion and Education Policy. We will still have to notify parents about their rights. Dale and Platte will work together on administrative procedures. **Jerrad Pullum made a motion to rescind the Religion and Education Policy. Rene Dreiling seconded the motion. The votes were as follows:**

Neil Garner – Aye

Mary Johnston – Aye

Nate Schow – Aye

Jerrad Pullum – Aye

Rene Dreiling – Aye Motion passed unanimously.

DISCUSSION ITEMS

- Calendar Items – Mary asked the members to look over the dates and declare any conflicts.
- Next Preboard Meeting – April 25th
 - Electronic Board Meeting – May 9th (if needed)
 - PreBoard Meeting – May 30th
 - Annual Board Meeting – June 14th
 - Electronic Board Meeting – June 27th (if needed)
 - NCSC24 Boston, MA – June 30 – July 3

Stacey Phillips, Nicole Jones, and Jon McQueary were excused at 6:33 p.m.

6:33 PM – Nate Schow made a motion to enter a CLOSED SESSION to discuss strategy sessions to discuss the purchase, exchange, or lease of real property pursuant to Utah Code 52-4-205(1)(d) Antelope Elementary Library. Neil Garner seconded the motion. The roll call votes were as follows:

Neil Garner – Aye

Mary Johnston – Aye

Nate Schow – Aye

Jerrad Pullum – Aye

Rene Dreiling – Aye

Motion passed unanimously.

7:28 PM – Neil Garner made a motion to exit the CLOSED SESSION and ADJOURN. Nate Schow seconded the motion. The votes were as follows:

Neil Garner – Aye

Mary Johnston – Aye

Nate Schow – Aye

Jerrad Pullum – Aye

Rene Dreiling – Aye

Motion passed unanimously.

NOTE: Times on this agenda are estimated as a courtesy only. Actual times may vary.

In compliance with the Americans with Disabilities Act, persons needing accommodations for this meeting should call (801) 444-9378 to make appropriate arrangements.

[Back to Agenda](#)



SAA Board of Director's Meeting Thursday, May 9, 2024

Action Item: *Engage School's Auditor*

Issue:

Audit attestation services are required to be approved each year.

Background:

Eide Bailly is a regional certified public accounting firm that has performed the school's audit attestation services in prior years. Such attestation services include the audited financial statements, agreed-upon procedures for student enrollment, state compliance procedures, and possibly a single audit. A single audit will be required if the school incurs more than \$750,000 in federal expenditures. Each year the school is required to approve the aforementioned services. If approved, audit engagement letters will be provided for the board president's signature.

We have received a draft audit engagement letter for this packet which includes authorization on the single audit. However, Eide Bailly will be sending the actual letter electronically through DocuSign to the Board President.

Recommendation:

It is recommended that the Board approve the engagement of services provided by Eide Bailly for the year ending June 30, 2024 and allow the Board President to sign on behalf of the school.

NOTE: Times on this agenda are estimated as a courtesy only. Actual times may vary.

In compliance with the Americans with Disabilities Act, persons needing accommodations for this meeting should call (801) 444-9378 to make appropriate arrangements.

May 1, 2024

Board of Directors

School

Address

City, State

You have requested that we audit the financial statements of the governmental activities and each major fund of School as of June 30, 2024, and for the year then ended, and the related notes to the financial statements, which collectively comprise School's basic financial statements.

In addition, we will audit the entity's compliance over major federal award programs for the period ended June 30, 2024, if necessary. We are pleased to confirm our acceptance and our understanding of this audit engagement by means of this letter.

Our audits will be conducted with the objectives of our expressing an opinion on each opinion unit and an opinion on compliance regarding the entity's major federal award programs. The objectives of our audit of the financial statements are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America (GAAS) and in accordance with *Government Auditing Standards*, and/or any state or regulatory audit requirements will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

The objectives of our compliance audit are to obtain sufficient appropriate audit evidence to form an opinion and report at the level specified in the governmental audit requirement about whether the entity complied in all material respects with the applicable compliance requirements and identify audit and reporting requirements specified in the governmental audit requirement that are supplementary to GAAS and *Government Auditing Standards*, if any, and perform procedures to address those requirements.

Accounting principles generally accepted in the United States of America (U.S. GAAP), as promulgated by the Governmental Accounting Standards Board (GASB), require that Management's Discussion and Analysis, Statement of Revenues, Expenditures and Changes in Fund Balance – Budget and Actual – General Fund and Notes to Required Supplementary Information be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to the required supplementary information (RSI) in accordance with auditing standards generally accepted in the United States of America. These limited procedures will consist primarily of inquiries of management regarding their methods of measurement and presentation and comparing the information for consistency with management's responses to our inquiries. We will not express an opinion or provide any form of assurance on the RSI. The following RSI is required by accounting principles generally

accepted in the United States of America. This RSI will be subjected to certain limited procedures but will not be audited:

- Management's Discussion and Analysis
- Statement of Revenues, Expenditures and Changes in Fund Balances - Budget and Actual – General Fund
- Notes to Required Supplementary Information

Schedule of Expenditures of Federal Awards

We will subject the schedule of expenditures of federal awards to the auditing procedures applied in our audit of the basic financial statements and certain additional procedures, including comparing and reconciling the schedule to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and additional procedures in accordance with auditing standards generally accepted in the United States of America. We intend to provide an opinion on whether the schedule of expenditures of federal awards is presented fairly in all material respects in relation to the financial statements as a whole.

Data Collection Form

Prior to the completion of our engagement, we will complete the sections of the Data Collection Form that are our responsibility. The form will summarize our audit findings, amounts and conclusions. It is management's responsibility to submit a reporting package including financial statements, schedule of expenditure of federal awards, summary schedule of prior audit findings and corrective action plan along with the Data Collection Form to the federal audit clearinghouse. The financial reporting package must be text searchable, unencrypted, and unlocked. Otherwise, the reporting package will not be accepted by the federal audit clearinghouse. We will assist you in the electronic submission and certification. You may request from us copies of our report for you to include with the reporting package submitted to pass-through entities.

The Data Collection Form is required to be submitted within the *earlier* of 30 days after receipt of our auditors' reports or nine months after the end of the audit period, unless specifically waived by a federal cognizant or oversight agency for audits. Data Collection Forms submitted untimely are one of the factors in assessing programs at a higher risk.

Audit of the Financial Statements

We will conduct our audits in accordance with GAAS, the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America, the audit requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance) and, if applicable, in accordance with any state or regulatory audit requirements. As part of an audit of financial statements in accordance with GAAS and in accordance with *Government Auditing Standards*, Uniform Guidance and/or any state or regulatory audit requirements we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of control.

- Obtain an understanding of the system of internal control in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing concerning any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the School's ability to continue as a going concern for a reasonable period of time.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, an unavoidable risk that some material misstatements or noncompliance may not be detected exists, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards* of the Comptroller General of the United States of America and/or state or regulatory audit requirements.

Our responsibility as auditors is limited to the period covered by our audit and does not extend to any other periods.

We will issue a written report upon completion of our audit of the School's basic financial statements. Our report will be addressed to the governing body of the School. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinions, add an emphasis-of-matter or other-matter paragraph(s) to our auditor's report, or if necessary, withdraw from the engagement. If our opinions on the basic financial statements are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or to issue a report as a result of this engagement.

In accordance with the requirements of *Government Auditing Standards*, we will also issue a written report describing the scope of our testing over internal control over financial reporting and over compliance with laws, regulations, and provisions of grants and contracts, including the results of that testing. However, providing an opinion on internal control and compliance over financial reporting will not be an objective of the audit and, therefore, no such opinion will be expressed.

We also will issue a written report on our financial statement and single audit upon completion of our audit.

Audit of Major Program Compliance

Our audit of the School's major federal award program(s) compliance will be conducted in accordance with the requirements of the Single Audit Act, as amended; and the Uniform Guidance and will include tests of accounting records, a determination of major programs in accordance with the Uniform Guidance, and other procedures we consider necessary to enable us to express such an opinion on major federal award program compliance and to render the required reports. We cannot provide assurance that an unmodified opinion on compliance will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion or withdraw from the engagement.

The Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether the material noncompliance with applicable laws and regulations, the provisions of contracts and grant

agreements applicable to major federal award programs, and the applicable compliance requirements occurred, whether due to fraud or error, and express an opinion on the entity's compliance based on the audit.

Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the entity's compliance with the requirements of the federal programs as a whole.

As part of a compliance audit in accordance with GAAS and in accordance with *Government Auditing Standards*, we exercise professional judgment and maintain professional skepticism throughout the audit. We also identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks.

Our procedures will consist of determining major federal programs and performing the applicable procedures described in the U.S. Office of Management and Budget *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of the entity's major programs, and performing such other procedures as we considers necessary in the circumstances. The purpose of those procedures will be to express an opinion on the entity's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

Also, as required by the Uniform Guidance, we will obtain an understanding of the entity's internal control over compliance relevant to the audit in order to design and perform tests of controls to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each of the entity's major federal award programs. Our tests will be less in scope than would be necessary to render an opinion on these controls and, accordingly, no opinion will be expressed in our report. However, we will communicate to you, regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we have identified during the audit.

We will issue a report on compliance that will include an opinion or disclaimer of opinion regarding the entity's major federal award programs, and a report on internal controls over compliance that will report any significant deficiencies and material weaknesses identified; however, such report will not express an opinion on internal control.

Management Responsibilities

Our audit will be conducted on the basis that management and, when appropriate, those charged with governance, acknowledge and understand that they have responsibility:

1. For the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America;
2. For the design, implementation, and maintenance of the system of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error;
3. For identifying, in its accounts, all federal awards received and expended during the period and the federal programs under which they were received;

4. For maintaining records that adequately identify the source and application of funds for federally funded activities;
5. For preparing the schedule of expenditures of federal awards (including notes and noncash assistance received) in accordance with the Uniform Guidance;
6. For designing, implementing, and maintaining effective internal control over federal awards that provides reasonable assurance that the entity is managing federal awards in compliance with federal statutes, regulations, and the terms and conditions of the federal awards;
7. For identifying and ensuring that the entity complies with federal laws, statutes, regulations, rules, provisions of contracts or grant agreements, and the terms and conditions of federal award programs and implementing systems designed to achieve compliance with applicable federal statutes, regulations, and the terms and conditions of federal award programs;
8. For disclosing accurately, currently, and completely, the financial results of each federal award in accordance with the requirements of the award;
9. For identifying and providing report copies of previous audits, attestation engagements, or other studies that directly relate to the objectives of the audit, including whether related recommendations have been implemented;
10. For taking prompt action when instances of noncompliance are identified;
11. For addressing the findings and recommendations of auditors, for establishing and maintaining a process to track the status of such findings and recommendations and taking corrective action on reported audit findings from prior periods and preparing a summary schedule of prior audit findings;
12. For following up and taking corrective action on current year audit findings and preparing a corrective action plan for such findings;
13. For submitting the reporting package and data collection form to the appropriate parties;
14. For making the auditor aware of any significant contractor relationships where the contractor is responsible for program compliance;
15. To provide us with:
 - a. Access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements including disclosures, and relevant to federal award programs, such as records, documentation, and other matters;
 - b. Additional information that we may request from management for the purpose of the audit; and
 - c. Unrestricted access to persons within the entity and others from whom we determine it necessary to obtain audit evidence.
16. For adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the current year period(s) under audit are immaterial, both individually and in the aggregate, to the financial statements as a whole;
17. For acceptance of nonattest services, including identifying the proper party to oversee nonattest work;
18. For maintaining adequate records, selecting and applying accounting principles, and safeguarding assets;
19. For informing us of any known or suspected fraud affecting the entity involving management, employees with significant role in the system of internal control and others where fraud could have a material effect on compliance;
20. For the accuracy and completeness of all information provided;
21. For taking reasonable measures to safeguard protected personally identifiable and other sensitive information; and
22. For confirming your understanding of your responsibilities as defined in this letter to us in your management representation letter.

With regard to the schedule of expenditures of federal awards referred to above, you acknowledge and understand your responsibility (a) for the preparation of the schedule of expenditures of federal awards in

accordance with the Uniform Guidance, (b) to provide us with the appropriate written representations regarding the schedule of expenditures of federal awards, (c) to include our report on the schedule of expenditures of federal awards in any document that contains the schedule of expenditures of federal awards and that indicates that we have reported on such schedule, and (d) to present the schedule of expenditures of federal awards with the audited financial statements, or if the schedule will not be presented with the audited financial statements, to make the audited financial statements readily available to the intended users of the schedule of expenditures of federal awards no later than the date of issuance by you of the schedule and our report thereon.

With regard to the supplementary information referred to above, you acknowledge and understand your responsibility (a) for the preparation of the supplementary information in accordance with the applicable criteria, (b) to provide us with the appropriate written representations regarding supplementary information, (c) to include our report on the supplementary information in any document that contains the supplementary information and that indicates that we have reported on such supplementary information, and (d) to present the supplementary information with the audited financial statements, or if the supplementary information will not be presented with the audited financial statements, to make the audited financial statements readily available to the intended users of the supplementary information no later than the date of issuance by you of the supplementary information and our report thereon.

As part of our audit process, we will request from management and, when appropriate, those charged with governance, written confirmation concerning representations made to us in connection with the audit.

We understand that your employees will prepare all confirmations we request and will locate any documents or invoices selected by us for testing.

If you intend to publish or otherwise reproduce the financial statements and make reference to our firm, you agree to provide us with printers' proofs or masters for our review and approval before printing. You also agree to provide us with a copy of the final reproduced material for our approval before it is distributed.

Nonattest Services

With respect to any nonattest services we perform, we agree to perform the following:

- Prepare federal and state income tax returns.
- Prepare or assist with preparing financial statements in conformity with U.S. generally accepted accounting principles based on information provided by you.
- Complete the auditee's portion of the Data Collection Form, as applicable.
- Prepare or assist in preparing the government-wide statements and conversion entries and note disclosures.
- Assistance with preparation of Schedule of Expenditures, as applicable.

We will not assume management responsibilities on behalf of the School. The School's management understands and agrees that any advice or recommendation we may provide in connection with our audit engagement are solely to assist management in performing its responsibilities.

The School's management is responsible for (a) making all management decisions and performing all management functions; (b) assigning a competent individual to oversee the services; (c) evaluating the adequacy of the services performed; (d) evaluating and accepting responsibility for the results of the services performed; and (e) designing, implementing, and maintaining the system of internal control, including the process used to monitor the system of internal control.

Our responsibilities and limitations of the nonattest services are as follows:

- We will perform the services in accordance with applicable professional standards.
- The nonattest services are limited to the services previously outlined above. Our firm, in its sole professional judgment, reserves the right to refuse to do any procedure or take any action that could be construed as making management decisions or assuming management responsibilities. Our firm will advise the School with regard to tax positions taken in the preparation of the tax return, but the School must make all decisions with regard to those matters.

Fees and Timing

Ken Jeppesen is the engagement partner for the audit services specified in this letter. He will be assisted with the Single Audit portion of the engagement (as necessary) by Paul Skeen. The engagement partner's responsibilities include supervising services performed as part of this engagement and signing or authorizing another qualified firm representative to sign the audit report.

Our fees are based on the amount of time required at various levels of responsibility, plus actual out-of-pocket expenses, administrative charges and a technology fee. Invoices are payable upon presentation. We estimate that our fees for the financial statement audit and state compliance procedures will be \$12,985. If a Single Audit is required, these fees will be billed separately. The information return (Form 990) fees are estimated at \$1,900.

The ability to perform and complete our engagement consistent with the estimated fee included above depends upon the quality of your underlying accounting records and the timeliness of your personnel in providing information and responding to our requests. To assist with this process, we will provide you with an itemized request list that identifies the information you will need to prepare and provide in preparation for our engagement, as well as the requested delivery date for those items. A lack of preparation, including not providing this information in an accurate and timely manner, unanticipated audit adjustments, and/or untimely assistance by your personnel may result in an increase in our fees and/or a delay in the completion of our engagement.

We may be requested to make certain audit documentation available to outside parties, including regulators, pursuant to authority provided by law or regulation or applicable professional standards. If requested, access to such audit documentation will be provided under the supervision of Eide Bailly LLP's personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the outside party, who may intend, or decide, to distribute the copies of information contained therein to others, including other governmental agencies. We will be compensated for any time and expenses, including time and expenses of legal counsel, we may incur in making such audit documentation available or in conducting or responding to discovery requests or participating as a witness or otherwise in any legal, regulatory, or other proceedings as a result of our Firm's performance of these services. You and your attorney will receive, if lawful, a copy of every subpoena we are asked to respond to on your behalf and will have the ability to control the extent of the discovery process to control the costs you may incur.

Should our relationship terminate before our audit procedures are completed and a report issued, you will be billed for services to the date of termination. All bills are payable upon receipt. A service charge of 1% per month, which is an annual rate of 12%, will be added to all accounts unpaid 30 days after billing date. If collection action is necessary, expenses and reasonable attorney's fees will be added to the amount due.

Other Matters

During the course of the engagement, we will only provide confidential engagement documentation to you via Eide Bailly's secure portal or other secure methods, and request that you use the same or similar tools in providing information to us. Should you choose not to utilize secure communication applications, you acknowledge that such communication contains a risk of the information being made available to unintended third parties. Similarly, we may communicate with you or your personnel via e-mail or other electronic methods, and you acknowledge that communication in those mediums contains a risk of misdirected or intercepted communications.

Should you provide us with remote access to your information technology environment, including but not limited to your financial reporting system, you agree to (1) assign unique usernames and passwords for use by our personnel in accessing the system and to provide this information in a secure manner; (2) limit access to "read only" to prevent any unintentional deletion or alteration of your data; (3) limit access to the areas of your technology environment necessary to perform the procedures agreed upon; and (4) disable all usernames and passwords provided to us upon the completion of procedures for which access was provided. We agree to only access your technology environment to the extent necessary to perform the identified procedures.

Regarding the electronic dissemination of audited financial statements, including financial statements published electronically on your website or elsewhere, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in these sites or to consider the consistency of other information in the electronic site with the original document.

Professional standards prohibit us from being the sole host and/or the sole storage for your financial and non-financial data. As such, it is your responsibility to maintain your original data and records and we cannot be responsible to maintain such original information. By signing this engagement letter, you affirm that you have all the data and records required to make your books and records complete.

We may use third party service providers and/or affiliated entities (including Eide Bailly Shared Services Private Limited) (collectively, "service providers") in order to facilitate delivering our services to you. Our use of service providers may require access to client information by the service provider. We will take reasonable precautions to determine that they have the appropriate procedures in place to prevent the unauthorized release of confidential information to others. We will remain responsible for the confidentiality of client information accessed by such service provider and any work performed by such service provider. You acknowledge that your information may be disclosed to such service providers, including those outside the United States.

Neither of us may use or disclose the other's confidential information for any purpose except as permitted under this engagement letter or as otherwise necessary for Eide Bailly to provide the services. Your confidential information is defined as any information you provide to us that is not available to the public. Eide Bailly's confidential information includes our audit documentation for this engagement. Our audit documentation shall at all times remain the property of Eide Bailly LLP. The confidentiality obligations described in this paragraph shall supersede and replace any and all prior confidentiality and/or nondisclosure agreements (NDAs) between us.

We agree to retain our audit documentation or work papers for a period of at least eight years from the date of our report.

Further, we will be available during the year to consult with you on financial management and accounting matters of a routine nature.

You agree to share all facts that may affect your financial statements, even if you first become aware of those facts after the date of the auditor's report but before the date your financial statements are issued.

At the conclusion of our audit engagement, we will communicate to management and the board of directors the following significant findings from the audit:

- Our view about the qualitative aspects of the entity's significant accounting practices;
- Significant difficulties, if any, encountered during the audit;
- Uncorrected misstatements, other than those we believe are trivial, if any;
- Disagreements with management, if any;
- Other findings or issues, if any, arising from the audit that are, in our professional judgment, significant and relevant to those charged with governance regarding their oversight of the financial reporting process;
- Material, corrected misstatements that were brought to the attention of management as a result of our audit procedures;
- Representations we requested from management;
- Management's consultations with other accountants, if any; and
- Significant issues, if any, arising from the audit that were discussed, or the subject of correspondence, with management.

Government Auditing Standards require that we provide, upon request, a copy of our most recent external peer review report and any subsequent review reports to the party contracting for the audit. Accordingly, we will provide a copy of our most recent peer review report at your request.

MEDIATION

Any disagreement, controversy or claim arising out of or related to any aspect of our services or relationship with you (hereafter a "Dispute") shall, as a precondition to litigation in court, first be submitted to mediation. In mediation, the parties attempt to reach an amicable resolution of the Dispute with the aid of an impartial mediator. Mediation shall begin by service of a written demand. The mediator will be selected by mutual agreement. If we cannot agree on a mediator, one shall be designated by the American Arbitration Association ("AAA"). Mediation shall be conducted with the parties in person in Ogden, Utah. Each party will bear its own costs in the mediation. The fees and expenses of the mediator will be shared equally by the parties. Neither party may commence a lawsuit until the mediator declares an impasse.

LIMITED INDEMNITY

Eide Bailly LLP and its partners, affiliates, officers and employees (collectively "Eide Bailly") shall not be responsible for any misstatements in your financial statements and tax return that we may fail to detect as a result of misrepresentations or concealment of information by any of your owners, directors, officers or employees. You shall indemnify and hold Eide Bailly harmless from any claims, losses, settlements, judgments, awards, damages and attorneys' fees arising from any such misstatement or concealment of information.

If through no fault of Eide Bailly we are named as a party to a dispute between you and a third party, you shall indemnify and hold Eide Bailly harmless against any losses, damages, settlements, judgments, awards, and the costs of litigation (including attorneys' fees) we incur in connection with the dispute.

Eide Bailly shall not be entitled to indemnification under this agreement unless the services were performed in accordance with professional standards in all material respects.

LIMITATION OF LIABILITY

The exclusive remedy available to you for any alleged loss or damages arising from or related to Eide Bailly's services or relationship with you shall be the right to pursue claims for actual damages that are directly caused by Eide Bailly's breach of this agreement or Eide Bailly's violation of applicable professional standards. In no event shall Eide Bailly's aggregate liability to you exceed two times fees paid under this agreement, nor shall Eide Bailly ever be liable to you for incidental, consequential, punitive or exemplary damages, or attorneys' fees.

TIME LIMITATION

You may not bring any legal proceeding against Eide Bailly unless it is commenced within twenty-four (24) months ("Limitation Period") after the date when we delivered our report, return, or other deliverable under this agreement to you, regardless of whether we do other services for you or that may relate to the audit and tax return preparation. The Limitation Period applies and begins to run even if you have not suffered any damage or loss, or have not become aware of a possible Dispute.

GOVERNING LAW AND VENUE

Any Dispute between us, including any Dispute related to the engagement contemplated by this agreement, shall be governed by Minnesota law. Any unresolved Dispute shall be submitted to a federal or state court located in Minneapolis, Minnesota.

ASSIGNMENTS PROHIBITED

You shall not assign, sell, barter or transfer any legal rights, causes of actions, claims or Disputes you may have against Eide Bailly to any person.

Please sign and return the attached copy of this letter to indicate your acknowledgment of, and agreement with, the arrangements for our audit of the financial statements including our respective responsibilities.

We appreciate the opportunity to be your certified public accountants and look forward to working with you and your staff.

Respectfully,

Kenneth D. Jeppesen
Partner

RESPONSE:

This letter correctly sets forth our understanding.

Acknowledged and agreed on behalf of the School by:

Name: _____

Title: _____



SAA Board of Director's Meeting Thursday, May 9, 2024

Action Item: 2024-2025 TSSA Plans

Issue:

Teacher and Student Success Act (TSSA) was established by SB 149 in the 2019 legislative session. The board has established and adopted a Student Success Framework. The administration must create a Teacher and Student Success Plan annually, which must be approved by the board.

Background:

In 2019, the Utah State Legislature passed the TSSA as SB 149.

Under the TSSA, LEA governing boards must establish a student success framework to provide guidelines and processes for the school to follow in developing a teacher and student success plan. The framework was submitted to the USBE last year.

Principals of schools must develop the school's teacher and student success plan in accordance with the board's framework by integrating school-specific goals and criteria for improving the school's performance within the state accountability system.

In creating the plan, the principal must solicit input on the plan from the charter trust land council, educators in the school, parents of students at the school, and other administrators. The principal may solicit input from students, other support professionals, or other community stakeholders. Each campus must have their own plan.

The board must annually review the plan and approve or disapprove it in a regularly scheduled board meeting. The board is to use best efforts to help complete this process on or before June 30 each year.

Recommendation:

It is recommended that the board approve the 2024-2025 Teacher and Student Success Act (TSSA) Plans for the Antelope campus and North campus.

NOTE: Times on this agenda are estimated as a courtesy only. Actual times may vary.



Teacher & Student Success Act Plan School Year: 2024-2025

School: Syracuse Arts Academy – ANTELOPE

Date Board Student Success Framework Approved: June 21, 2019

Date Teacher and Student Success Plan Approved: May 9, 2024

TSSA Goal

1. Syracuse Arts Academy will increase the percentage of students grades 3-6 at or above benchmark for reading fluency from the beginning to the end of the year by 1%.
2. Syracuse Arts Academy will increase the percentage of students' grades K-6 at or above benchmark on accuracy from the beginning to the end of the year by 1%.

Measurement

1. Goal 1 is measured by Acadience Reading results.
2. Goal 2 is measured by Acadience Reading results.

Action Steps

1. Syracuse Arts Academy will provide ongoing professional learning opportunities, instructional coaching to all 3-6 teachers and instructional aides including classroom observations and feedback, and administrative evaluative observations on implementation of explicit phonemic awareness and phonics instruction to improve the percentage of students with end of year assessment data.
2. Syracuse Arts Academy will provide targeted evidence-based interventions, to improve the percentage of students with end of year assessment data.

Budget

50% Purchase of Intervention Based Reading Materials

25% Teacher/TA Salaries

25% Professional Learning Activities

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In compliance with the Americans with Disabilities Act, persons needing accommodations for this meeting should call (801) 444-9378 to make appropriate arrangements.



Teacher & Student Success Act Plan School Year: 2024-2025

School: Syracuse Arts Academy – NORTH

Date Board Student Success Framework Approved: June 21, 2019

Date Teacher and Student Success Plan Approved: May 9, 2024

TSSA Goal

3. Syracuse Arts Academy will increase the percentage of students grades 3-6 at or above benchmark for reading fluency from the beginning to the end of the year by 1%.
4. Syracuse Arts Academy will increase the percentage of students' grades K-6 at or above benchmark on accuracy from the beginning to the end of the year by 1%.

Measurement

3. Goal 1 is measured by Acadience Reading results.
4. Goal 2 is measured by Acadience Reading results.

Action Steps

3. Syracuse Arts Academy will provide ongoing professional learning opportunities, instructional coaching to all 3-6 teachers and instructional aides including classroom observations and feedback, and administrative evaluative observations on implementation of explicit phonemic awareness and phonics instruction to improve the percentage of students with end of year assessment data.
4. Syracuse Arts Academy will provide targeted evidence-based interventions, to improve the percentage of students with end of year assessment data.

Budget

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SAA Board of Director's Meeting Thursday, May 9, 2024

Consent Item: *Insurance Renewal*

Issue

The school is required by law to have adequate insurance coverage.

Background

The school has carried general liability, property & casualty, directors & officers, educators legal liability, and umbrella coverage through Hanover Insurance Company for several years. Hanover has provided a renewal quote for these coverages in the amount of \$68,713. The school's insurance broker, Jeff Hirst with American Investments & Insurance also solicited bids from Philadelphia Insurance Company and Cincinnati Insurance Company, but both companies declined to bid.

Recommendation

It is recommended that the Board approve the renewal of the school's insurance policies with Hanover Insurance Company.

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Syracuse Arts Academy
Revised Insurance Coverage Comparison



Coverage	2024 State Risk Proj	2022 Hanover	2023 Hanover	2024 Hanover	Notes
A.M. Best Rating	Not rated	A, XIV	A, XIV	A, XIV	
LIABILITY COVERAGES					
Coverage Territory	Utah	USA, T&P, Canada	USA, T&P, Canada	USA, T&P, Canada	
General Liability	Included	Yes, separate limit	Yes, separate limit	Yes, separate limit	Premises and operations
Occurrence	779,000	1,000,000	1,000,000	1,000,000	Parent groups included
Aggregate	3,138,300	3,000,000	3,000,000	3,000,000	
Personal Injury	307,700	1,000,000	1,000,000	1,000,000	
Malpractice Included	Yes	Yes	Yes	Yes	
Employee Benefits Liability	No	Available	Available	Available	
Cyber Liability		50,000	50,000	50,000	\$106, 7/1/2016 Retro
Number of Students	1,740	1,744	1,740	1,740	
Abuse and Misconduct	Not excluded	Separate Limit within GL	Separate Limit within GL	Separate Limit within GL	Civil cases
Each Occurrence	Uncertain	1,000,000	1,000,000	1,000,000	
Aggregate	Uncertain	3,000,000	3,000,000	3,000,000	
Innocent Party Defense	No	300,000	300,000	300,000	
Automobile Liability	Included	Included with GL	Included with GL	Included with GL	
Hired & Non-Owned Liability	Limited	1,000,000	1,000,000	1,000,000	
School Educator's Legal Liability	Included	Separate Limit	Separate Limit	Separate Limit	
Each Claim	779,000	1,000,000	1,000,000	1,000,000	
Aggregate	3,138,300	3,000,000	3,000,000	3,000,000	
Defense Outside Limits	Uncertain	Yes, unlimited	Yes, unlimited	Yes, unlimited	
Directors & Officers as Insureds	Yes	Yes	Yes	Yes	
Deductible	?	10,000 Loss & Expense	10,000 Loss & Expense	10,000 Loss & Expense	
Non-Monetary Relief Defense (Injunction)	No	300,000	300,000	300,000	
Retroactive Date	n/a	1/1/07	1/1/07	1/1/07	
Director's & Officer's Policy	Included in E&O	Specifically in ELL	Specifically in ELL	Specifically in ELL	
Each Claim	n/a	1,000,000	1,000,000	1,000,000	
Defense Outside Limits	n/a	Yes, unlimited	Yes, unlimited	Yes, unlimited	
Deductible	n/a	10,000 Loss & Expense	10,000 Loss & Expense	10,000 Loss & Expense	
Supervision or management vicarious	n/a	Implied (part of duties)	Implied (part of duties)	Implied (part of duties)	
Employment Practices Liability	Not excluded	Separate Limits within ELL	Separate Limits within ELL	Separate Limits within ELL	
Each Claim and Aggregate	No	1,000,000	1,000,000	1,000,000	
Defense Outside Limits	No	Yes, unlimited	Yes, unlimited	Yes, unlimited	
Wage and Hour Defense	No	100,000 + 10K Ded	100,000 + 10K Ded	100,000 + 10K Ded	
Deductible	n/a	10,000 Loss & Expense	10,000 Loss & Expense	10,000 Loss & Expense	
Umbrella Liability Limit	Not dedicated	1,000,000	1,000,000	1,000,000	
Underlying Coverages	n/a	GL, AL, ELL, EBL, SAM, D&O, EPL	GL, AL, ELL, EBL, SAM, D&O, EPL	GL, AL, ELL, EBL, SAM, D&O, EPL	
PROPERTY COVERAGES					
Building Coverage (Blanket for Three Buildings)	37,089,942	32,310,000	35,710,511	37,089,942	
Business Personal Property (Blanket for Three Locations)	2,665,147	2,513,724	2,664,547	2,665,147	
Business Income (BI) and Extra Expense (EE)	ALS with Stipulations	(BI+EE) 1,000,000	(BI+EE) 1,000,000	(BI+EE) 1,000,000	
Computer Equipment	Included	Included above	Included above	Included above	
Data Breach Coverage	No	50,000	50,000	50,000	
Ordinance and Law	Limited	A=Incl., B&C=500,000	A=Incl., B&C=500,000	A=Incl., B&C=500,000	
Emergency Event Management	No	100,000	100,000	100,000	
Employee Theft	Crime coverage	100,000	100,000	100,000	
Computer and Funds Transfer Fraud		100,000	100,000	100,000	
Equipment Breakdown	Limited	Included	Included	Included	
Outdoor School Equipment	Limited	Yes	Yes	Yes	
Deductible	1,000	1,000	1,000	1,000	
Earthquake	Pro-rata share	No	No	No	Indication: \$1M EQ = \$4000
Flood	Pro-rata share	1,000,000 Limit; Ded: 25K BPP + 25K Bldg each Bldg	1,000,000 Limit; Ded: 25K BPP + 25K Bldg each Bldg	1,000,000 Limit; Ded: 25K BPP + 25K Bldg each Bldg	Deductibles apply per building
PREMIUM					
Liability Premium	\$ 27,996.60	\$ 25,486.00	\$ 27,006.00	\$ 29,266.00	
Property Premium	\$ 38,264.89	\$ 22,258.00	\$ 24,638.00	\$ 27,506.00	
SUBTOTAL	\$ 66,261.49	\$ 47,744.00	\$ 51,644.00	\$ 56,772.00	
Directors & Officers and Educator's Legal	\$	4,839.00	4,839.00	5,613.00	
Umbrella Premium	- \$	3,457.00	4,520.00	5,243.00	
Flood Premium	- \$	649.00	687.00	574.00	
Floater - Band, Choir, Athletic, Cameras	- \$	511.00	511.00	511.00	
Employee Benefit Liability	\$	380.00	380.00	380.00	
GRAND TOTAL	\$ 66,261.49	\$ 57,200.00	\$ 62,201.00	\$ 68,713.00	
OTHER COVERAGES PROVIDED:					
Travelers Crime Bond		520,000	520,000	520,000	
Premium		\$1,888	\$2,194	\$2,194	
Cyber Liability - 1M limits, 5K deductible (less on certain areas)		1M Limit	1M Limit	1M Limit	Some areas have lower limits
Premium		\$9,993.97	\$9,993.97	\$9,993.97	Not renewed yet

This is just a summary of coverage for information purposes.



SAA Board of Director's Meeting Thursday, May 9, 2024

Action Item: *Antelope Campus Asphalt Crack Seal & Striping*

Issue:

In accordance with the School's purchasing policy, all invoices that exceed \$25,000 must be approved by the Syracuse Academy Board of Directors. This includes all purchases from a single vendor in a 30-day period.

Background:

Last summer, a portion of Antelope Campus asphalt was crack sealed, resurfaced and restriped to upgrade the asphalt and bring it up to industry standard. A portion was intentionally left off because of the new addition and concern over damage due to the construction project. Now that construction is complete as far as heavy equipment is concerned, SAA Administration would like to complete the project in full this summer after July 1st.

- Two bids were obtained from Andersen Asphalt and Bass Pavement. (Both bids are included in this Board packet) (Maps included in Andersen Asphalt bid show areas to be completed)
- Andersen Asphalt bid was \$37,138.41
- Bass Pavement bid was \$45,934.37

Recommendation:

It is recommended that the Board approve the Andersen Asphalt bid for asphalt crack seal and striping in the amount of \$37,138.41, with work to take place after July 1, 2024, using next fiscal year's funding.

NOTE: Times on this agenda are estimated as a courtesy only. Actual times may vary.



Andersen Asphalt

1710 S 2050 W, West Haven, UT, 84401 US

8016751555

admin@andersenam.com

Prepared For:

Academica West

Kirk Blake

290 N Flint St Kaysville, UT 84037 US

Project Summary

JOB SITE: SAA ANTELOPE

2893 West 1700 South,
Syracuse, Utah, 84075
US

PRODUCT	QTY	RATE	AMOUNT
Crack Seal	7,054	0.9	\$6,321.77

Crack seal 7054 linear feet of transverse and lateral pavement cracking greater than ¼" up to 1 ½". This is performed using the highest quality crack sealant and proven installation techniques.

AP4 Surface Treatment	119,194	0.22	\$26,357.49
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Apply AP4 Surface Treatment to 119194 square feet of pavement at a rate of (80 mils). AP4 is a high performance, high density emulsion based surface treatment consisting of 6% cutting edge polymers for added durability and better resistance to ultraviolet rays, oxidation, water, and chemicals.

*Price includes cleaning, preparation, installation, traffic control and barricades.

Line Striping	5,161	0.86	\$4,459.15
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Apply traffic paint to approximately 5161 linear feet of stripes. All striping will be done in accordance to details/plans provided by the purchaser. If plans are not provided, we will maximize our best effort to striping the area according to previous layout.

ITEM NAME	QUANTITY INCLUDED
ADA Stall	2
Arrow	21
Crosswalk	4
Four Square	2
Basketball Court	3
Hopscotch	5
Tetherball	1

Job Total	\$37,138.41
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SAA Antelope

Crack Seal

ESTIMATE

Bass Seal Coat & Striping
474 E 1310 S
Kaysville, UT 84037

basssealcoatandstriping@gmail.com
+1 (801) 648-3524
<https://bassconstructionut.com>



Syracuse Art Academy Antelope

Bill to
Syracuse Art Academy Antelope

Estimate details

Estimate no.: 1184
Estimate date: 04/02/2024

#	Date	Product or service	Qty	Rate	Amount
1.		Seal Coat Sweep And Clean Existing Asphalt Surface	110432	\$0.19	\$20,982.08
2.		Crack Seal fill Clean and fill all crack quarter of an inch or wider for linear footage listed below . Furnish and install	6500	\$1.00	\$6,500.00
3.		Seal Coat Drive lane	76591	\$0.19	\$14,552.29
4.		4 inch Striping- Per Linear Foot 4,115 linear feet , 2 stop bars , 24 crosswalk blocks , 2 handicaps , 38 arrows , lined crosswalk(\$1950 credit if all 3 services)	1	\$3,900.00	\$3,900.00
5.		General Info -striping & parking lot signs **Price only good for 30 days from date of bid** **Work that will be preformed is for actual items on This estimate , additional items or work will be a change order for additional costs. **quantities in this bid for mobilizations/ days are estimated for completion when given full access to given project , any additional mobs / days due to items in the way , the contractor or owner shall be billed a base rate of \$150 per additional mob depending on of the job location*** **there will also be a charge of \$75.00 per man hour for down time after the first hour on the job for any wait time due to items in the way , the contractor or owner etc *** or any other delay Bidded for the following unless stated different above . We assure and warranty quality workmanship.. there is no warranty on wear and tear of striping paint and epoxy on the ground that would result in additional charges for a restripe ..this is for one coat of paint unless stated otherwise		\$0.00	\$0.00
6.		terms & conditions of asphalt work & striping Notes: <ul style="list-style-type: none">• Prior to work beginning, this estimate must be signed by the customer and returned to Bass Pavement.• Price does not include Traffic Control, Saw Cutting, Soft Spot Repair, Compaction Testing or Material Testing unless noted above• Price does not include permits or survey fees for quoted items unless noted above• we will not guarantee drainage on grades with 1% or less slope• Price to be billed based on measurements following job completion Payment Terms:		\$0.00	\$0.00

Payment terms are net (15) days from the date of each original Invoice. If payment is not received within such fifteen days, interest shall be charged on the outstanding principal amount at the rate of two percent per month (twenty-four percent annually), until paid in full. Where legal proceedings are instituted for recovery of all balance's due, Bass Pavement aka Bass seal coat and striping shall be entitled to recover additional costs incurred, including reasonable attorney's fee. We are hereby authorized to file a preliminary notice describing the aforesaid Customer Address pursuant to UTAH CODE ANN. 38-1a-501,1953 (as amended).

Total	\$45,934.37
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Note to customer

Thank you for your business.