

ENTHEOS ACADEMY BOARD MEETING MINUTES

June 27, 2024 6:00pm

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

OPENING

- I. Roll Call
 - a. Board Members Present: Xazmin Prows (arrived 6:12 pm), Deb Ivie, Karen Bogenschutz, Rod Eichelberger, Brittany Garner
 - b. Board Members Excused:
 - c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Brian Cates of Red Apple, Alisha Cartier
 - d. Administrators Excused:
 - e. Time: (6:03 pm)
- II. Meeting Opened by Rod Eichelberger (6:03 pm)
- III. Pledge of Allegiance led by Karen Bogenschutz (6:03 pm)
- IV. Mission Statement by Brittany Garner (6:03 pm)
- V. Approve May 23, 2024 board meeting minutes and Consent Agenda (6:04 pm)
 - a. Words: **Rod Eichelberger motions to approve May 23, 2024 board meeting minutes and the Consent Agenda. Karen Bogenschutz seconds. Passes 4-0.**
- VI. Entheos Value Presentation by Brittany Garner (6:05 pm)
 - a. Value: Family

PUBLIC COMMENT

- I. Public Comment: (6:14 pm)
 - a. NONE

INFORMATIONAL ITEMS

- I. Q&A on Director Reports (6:14 pm)
 - a. District: Esther Blackwell shares it is a very short report since we just had the board retreat. Hot Dog Hello coming up in August. Great time for board members to come, especially if they help cook. Enrollment looks good. Full at both campuses. Rod Eichelberger asks how the conference was in Nashville. Esther Blackwell, Jason Bennion, Denise Mathews, and Sue Talmadge all share a takeaway from the conference. Brittany Garner asks if wanting to have the board attend a back to school PD session? Esther Blackwell will look at morning crews and will determine which one is best and will send an invite.
 - b. Kearns: Denise Mathews - few fun things. Celebration on attendance. Field Day - PCO. Well received. End of year award assembly. Bulletin board competition. End of year PD. Nashville. Training over the summer. Karen really appreciates all of the pictures.
 - c. Magna: Jason Bennion - PCO and Discovery field day. All the kids enjoyed it. Paras also did a bulletin board competition. Discovery mural in hallway. Karen loves the Discovery mural.
- II. Staff Recognitions (6:25 pm)

- a. Kearns: Meg Prevost, Marsha Pierce, Megan Lindhardt
- b. Magna: Suzanne Giravi, Angelique Thomas, Amanda Robison

III. Budget and Finance Report by Deb Ivie (6:32 pm)

- a. Finishing up last year's budget. There are a lot of grants and end of COVID funds. Beginning of the new year's funds. Esther Blackwell shares that just today making sure everything is finished out appropriately. Nothing particular to point out. Next year starts next week. Rod Eichelberger comments that he loved seeing change in PTIF balance being on the report. He also thanks Brian Cates for doing great with the school this year. Brian Cates shares that he is looking forward to another great year next year. Overall decrease in revenues and expenses for next year. ESSER funds expiring. Wrapping up an audit next month.

IV. Fraud Risk Assessment by Deb Ivie (6:35 pm)

- a. Every year the school completes a form to assess risk for fraud. Separation of duties. Making sure no one has access to pay themselves. School has always done well and low risk. The one place the school previously didn't score well in was that didn't have certified CPA. But Red Apple now has a CPA on staff. The other item should say "NA" because it only applies to schools with 10K or more. No questions from the board.

DISCUSSION ITEMS

- I. Policies for discussion by Xazmin Prows (6:37 pm)
 - a. 4105 Maternity and Paternity Leave - content wasn't changed, just rewording it to make it sound better. One grammatical suggestion during the meeting.
 - b. 4106 Hiring Process - discussion regarding if there should be a recruiting committee when hiring executive director. Rod Eichelberger also further discusses if the committee should be involved when hiring school directors. Also discussion regarding if a temporary job offer should be made. Everyone agrees to remove that part. Review questions from Sue Talmadge. Esther Blackwell recommends that mission and value commitment should be signed by all employees. This will go back to the committee and they will clean up and then bring it back to the board.
 - c. 5405 Notification of Rights under the Protection of Pupil Rights Amendments. Nothing has changed. Something that is required to do.
 - d. 5500 Discipline Policy - added specific wording regarding if a student brings in a weapon.
 - e. 6200 Classroom Content - name is being changed. Completely re-wording.
 - f. 6304 Internet Safety Policy - no changes.
- II. School Board Committees by Rod Eichelberger (6:55 pm)
 - a. Discussion regarding committees and adjustments made as discussed.
- III. Early learning Plan by Esther Blackwell (7:21 pm)
 - a. This is a required plan by state that needs to be submitted. Includes both literacy and math goals. Has been pre-approved by the state. Just need board approval as well.
- IV. Entheos District Work Plan/TSSA Plan 2024-2025 by Esther Blackwell (7:23 pm)
 - a. This plan is very important to the school. Not just because it is required by the state. Guides work for the entire school year. Focus and action steps. Every room has a copy in the school. Mastery of Knowledge and Skills (MKS) staying the same. Steps toward character goals have changed a little bit. High Quality Work (HQW) - highest leverage move to move school forward. Newer teachers don't always know what HQW looks like. Need all to understand what work should look like. Steps to implement.
 - b. Two leadership goals - held by admin.

- c. This will be voted on in August.

ACTION ITEMS

- I. **MOTION** (7:28 pm)
 - a. **Deb Ivie motions to approve the Entheos Academy FY24 Final Budget. Xazmin Prows seconds. Passes 4-0, Rod abstains.**
- II. **MOTION** (7:28 pm)
 - a. **Deb Ivie motions that we approve the Entheos Academy FY25 Initial/Preliminary Budget. Rod Eichelberger seconds. Passes 4-0, Rod abstains.**
- III. **MOTION** (7:29 pm)
 - a. **Rod Eichelberger motions to approve the Entheos Early Learning Plan. Deb Ivie seconds. Passes 4-0, Rod abstains**
- IV. **MOTION** (7:30 pm)
 - a. **Rod Eichelberger motions to approve the current Board Advisors continuing for another year. Xazmin Prows seconds. Passes 4-0, Rod abstains.**
- V. **MOTION** (7:30 pm)
 - a. **Xazmin Prows motions to approve policy #5500 the Discipline Policy. Deb Ivie seconds. Passes 4-0, Rod abstains.**
- VI. **MOTION** (7:31 pm)
 - a. **Xazmin Prows motions to approve 6200 Classroom Instructional Materials Policy. Karen Bogenschutz seconds. Passes 4-0, Rod abstains.**
- VII. **MOTION** (7:32 pm)
 - a. **Rod Eichelberger motions to approve updates to the board committees as discussed earlier in this meeting. Xazmin Prows seconds. Passes 5-0.**

ADJOURN

- I. **Time: 7:32 pm**
- II. **Brittany Gardner motions that we adjourn this meeting. Karen Bogenschutz seconds. Passes 4-0, Rod abstains.**