



DIA Board of Directors Meeting Minutes

September 19, 2025

Dual Immersion Academy

The meeting opened at 5:42 pm

In-person

Roll Call

Attendance

Members present: Preston Reynolds, Mac Newbold, Rocio Fuentes, Teri Slaugh, Lucia Murdock

Absent: Arbie Nersisian & Dallin Jones

DIA staff: Angela Fanjul & Jazmeen Gonzalez

The meeting began at 5:42 p.m.

Closed Session under UT 52-4-205

Motion to: Close session

Motion by: Mac Newbold

Seconded by: Teri Slaugh

The motion passed unanimously.

Re-open the meeting for board vote

Motion to: Open meeting

Motion by: Mac Newbold

Seconded by: Teri Slaugh

The motion passed unanimously.

Elementary Special Education Teacher Vacancy

The elementary special education teacher position is currently vacant, and the school is working to re-hire for the role. In the short term, Angela has stepped in to coordinate the special education department, with support from a licensed Blind Mule contractor who will be on-site two days a week to assist with paraprofessional oversight and training. One paraprofessional has been promoted to serve as a daily supervisor, while Will and Olivia will manage paraprofessionals and ensure that required service minutes are being met. To maintain coverage, staff from other departments have been temporarily reassigned to assist special education operations. Tiffanie from Spedco will handle compliance tasks such as IEPs, consents, evaluations, and re-evaluations. This period is being treated as a triage situation, and it is expected to take Angela approximately one to one and a half months to fully stabilize the department. Delegation of Angela's other responsibilities is not possible at this time. In the long term, hiring and recruitment for a permanent special education teacher is a priority, with Preston and Terri assisting in the recruitment process. The position has been posted on Indeed, and the

ideal candidate will have specialized training, hold a special education teaching license, possess relevant experience, and preferably be bilingual.

Budget Report by Jeff Biesinger

The budget report was scheduled to be presented by Jeff Biesinger; however, he was unable to attend the meeting due to other commitments and unforeseen changes or issues. As a result, no formal budget update was provided during this session.

Director's Executive Report by Angela Fanjul

Due to unforeseen changes within the special education department and various impromptu needs that arose throughout the school over the past two weeks, Director Angela Fanjul did not provide a formal executive report during the meeting. Instead, all relevant updates and items intended for the board were shared during the closed session.

Executive Director Salary Review

The board reviewed the Executive Director's salary and agreed to implement an increase within the 3–10% range. Jeff proposed a 6% salary increase, which he confirmed can be accommodated within the current budget. Comparative data was reviewed to ensure the adjustment is competitive and aligns with industry standards.

Motion to: Increase the Executive Director's salary

Motion by: Mac Newbold

Seconded by: Rocio Fuentes

The motion passed unanimously.

Building Renovations Updates by Angela Fanjul & Building Subcommittee

Angela Fanjul and the Building Subcommittee reported that the school has received provisional approval from the USBE to move forward with the front remodel project. The team is currently waiting on a few final approvals before construction can begin, which is anticipated to start at the beginning of October. The Will Group is coordinating contractor start times, while Chad continues to maintain regular communication with the city to ensure progress. It was confirmed that the transformer does not need to be relocated, and the removal of deadbolts has been identified as a required step in the renovation process.

Board Retreat Reschedule

The board retreat has been postponed and will be rescheduled for the spring. During this time, the strategic planning budget will need to be re-adjusted, and the board aims to stabilize its membership before proceeding. The retreat will focus on clarifying and solidifying the school's strategic goals, gathering the necessary information to define those goals, and determining the most effective direction for the school—potentially emphasizing quality over quantity. The discussion will also center on setting realistic and achievable objectives, ensuring that staff members feel included in the planning process, and incorporating board training into the retreat. Additionally, the board intends to commit to meeting three times a year for deeper, more focused participation and discussion.

Consent Agenda

The board members quickly reviewed and approved all items on the consent agenda, including the approval of the minutes from the August 19, 2025, meeting.

Motion to: Approve all items on the Consent Agenda

Motion by: Mac Newbold

Seconded by: Terri Slaugh

The motion passed unanimously.

Motion to: Close meeting
Motion by: Teri Slaugh
Seconded by: Lucia Murdock
The motion passed unanimously

The meeting concluded by 7:07 pm

Next meeting:
Tuesday, November 18, 2025