

# MOUNTAIN HEIGHTS ACADEMY BOARD OF TRUSTEES MEETING



**Date:** October 24, 2025

**Location:** 9067 S 1300 W #204, West Jordan, UT 84088

**In Attendance:** Kari Malkovich, Royce Kimmons, Jen Robison, Quinn Sutton

**Others In Attendance:** DeLaina Tonks, Cathie Hurst, Priscilla Stringfellow, Krystal Taylor, Todd Henderson

**Excused:** Wade Glathar

## MINUTES

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### CALL TO ORDER

Kari Malkovich called the meeting to order at 10:05AM.

### REPORTS

- Directors Report
  - Final 5-year SCSB Comprehensive Review

Delaina presented the results of the State Charter School Board's final five-year comprehensive review, including the SWOT report and overall findings. She summarized the school's strengths, areas for growth, and key outcomes identified in the review. The full report was provided to the board for their review and reference.
- Budget Report

The board reviewed the September 2025 financials, noting that the school is 25% through the fiscal year with revenues at 30% and expenses at 18%. Revenue is tracking ahead of budget due to State funding adjustments and strong PTIF interest, while federal income is pending approval of applications. A few expense categories are higher due to annual or beginning-of-year payments, and cash and investments remain higher than the prior year.

### CONSENT ITEMS

- September 22, 2025 Board Meeting Minutes

*Quinn Sutton made a motion to approve the September 22, 2025 board meeting minutes. Jen Robison seconded. Motion passed unanimously. Votes were as follows: Kari Malkovich, Aye; Royce Kimmons, Aye; Jen Robison, Aye; Quinn Sutton, Aye.*

### VOTING AND DISCUSSION ITEMS

- Stipend Proposal

This proposal recommends awarding a \$7,500 stipend (prorated by FTE) to all staff to recognize their exceptional efforts in supporting student success, implementing new programs, and managing a significant increase in enrollment. The funds are available due to consistent annual surpluses, and this stipend reflects both strong financial stewardship and appreciation for employees' dedication.

*Jen Robison made a motion to approve the proposed Stipend Proposal. Quinn Sutton seconded. Motion passed unanimously. Votes were as follows: Kari Malkovich, Aye; Royce Kimmons, Aye; Jen Robison, Aye; Quinn Sutton, Aye.*

- Policies:

- Hotline Complaint Policy
- Amended Bullying and Hazing Policy
- Amended Supervision of Students at School-Sponsored Activities Policy
- Amended Postpartum and Recovery Leave Policy

The board reviewed the new Hotline Complaint Policy, which aligns with R277-123 requirements. The policy outlines how the school will respond to hotline complaints and clarifies that complainants should not use the hotline to bypass the school's grievance procedures. The school links directly to the USBE public education hotline rather than maintaining a local one. Updates to the Bullying and Hazing Policy reflect legislative changes from SB 223 and USBE Rule R277-613. The revisions define "staff bullying" and "student bullying," include new prohibitions related to explicit images, and add "safe digital citizenship" to training topics. The policy has been revised to ensure compliance with the updated definitions and requirements. This policy was amended to address situations when parents fail to pick up students promptly after school-sponsored activities. It establishes procedures for staff to follow and consequences for repeated occurrences. The Postpartum and Recovery Leave Policy was updated to specify that leave is based on 15 contracted workdays. This clarification will make the policy easier to manage and apply consistently.

*Quinn Sutton made a motion to approve the Hotline Complaint Policy; Amended Bullying and Hazing Policy; Amended Supervision of Students at School-Sponsored Activities Policy and the Amended Postpartum and Recovery Leave Policy. Royce Kimmons seconded. Motion passed unanimously. Votes were as follows: Kari Malkovich, Aye; Royce Kimmons, Aye; Jen Robison, Aye; Quinn Sutton, Aye.*

- Board Member Roles & Elected Officers

Item tabled to allow for the committee to have additional time to interview applicants.

## **WORK SESSION**

- Values Update Process and Proposal

Todd Henderson, Mountain Heights Academy's Assessment 2 Achievement consultant from MGT, led a workshop focused on identifying and aligning personal and organizational values. Board members reflected on and selected their top three individual values, sharing how these contribute to the overall values of Mountain Heights Academy. The activity supported the board's ongoing work toward unity and a shared sense of purpose.

Royce Kimmons left the meeting at 10:26AM

Quinn left the meeting at 12:20 PM

**CALENDARING**

- Board Meetings
  - Next meeting: December 12, 2025

**ADJOURN**

*At 12:33 PM Kari Malkovich adjourned the meeting.*

DRAFT