

# ENTHEOS ACADEMY BOARD MEETING MINUTES

November 20, 2025 6:00pm

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

## OPENING

- I. Roll Call
  - a. Board Members Present: Deb Ivie, Karen Bogenschutz, Rod Eichelberger, Jaren Gibson
  - b. Board Members Excused: Xazmin Prows
  - c. Administrators and Staff also present: Esther Blackwell, Denise Mathews, Sue Talmadge, Brian Cates of Red Apple, Alisha Cartier
  - d. Administrators Excused: Jason Bennion
  - e. Others in attendance: Joe Hall, Maggie Busch, Luseane Tafisi
  - f. Time: (6:02 pm)
- II. Meeting Opened by Rod Eichelberger (6:02 pm)
- III. Pledge of Allegiance led by Jaren Gibson (6:03 pm)
- IV. Mission Statement by Rod Eichelberger (6:03 pm)
- V. Approve October 23, 2025 Board Meeting Minutes, November 12, 2025 Board Meeting Minutes, and November 20, 2025 Consent Agenda (6:04 pm)
  - a. **Motion: Rod Eichelberger motions we approve the October 23, November 12 board meeting minutes and the consent agenda. Second by Karen Bogenschutz**
  - b. Vote: Deb Ivie, Karen Bogenschutz, Jaren Gibson, Rod Eichelberger
- VI. Entheos Value Presentation by Sue Talmadge (6:05 pm)
  - a. Value: Patriotism
  - b. Maggie Busch - 8th grade student and Student Council president. Read her essay on patriotism that was read at the Kearns' Veterans Day program

## PUBLIC COMMENT

- I. Public Comment: (6:13 pm)
  - a. NONE

## INFORMATIONAL ITEMS

- I. Q&A on Director Reports (6:13 pm)
  - a. District: Esther Blackwell reviews transfer rates and retention rates
  - b. Kearns: Denise Mathews - 8th grade service water testing, Veterans Day presentation, over \$21K contributed to Huntsman over 16 years.
  - c. Magna: Esther Blackwell - Service, wellness committee food collection for families. Fifteen boxes of food to 15 families.
- II. Staff Recognitions (6:23 pm)
  - a. District: Melanie Louviere
  - b. Kearns: Jance Neel, Aileen Zendejas, Carrie Usher
  - c. Magna: Tony Paiallii, Jamie Oyler, Arianna Foutz
- III. School Presentation by Joe Hall (6:32 pm)

- a. Utah Science Teachers Association conference
  - b. Next generation science practices - 3 dimensions of teaching. Rewrote his classroom curriculum. Adapted from Davis County
  - c. Science Instruction: practices, core ideas, cross cutting concepts - other disciplines
  - d. Shared different classes he was able to attend at the conference.
  - e. Fantastic conference. Professional Development - if it doesn't change the way I teach the next day, it was a waste of time. Money well spent.
  - f. Rod Eichelberger - portfolio way of doing things. Goes along with RISE test
  - g. Sue Talmadge shares that Joe Hall is also a Veteran.
- IV. Budget and Finance Report by Deb Ivie (6:44 pm)
- a. End of Oct, 33% through the year. Enrollment is good, debt ratio good. Audit is through and no findings. Single Audit has started with the school lunch program. In progress. Brian Cates - single audit is usually done with regular audit. Due end of December. Esther Blackwell - took into account large building expenses. Letting enrollment come down. Been great for school culture.
- V. Reserve Fund Accounting Proposal by Brian Cates (6:47 pm)
- a. Capital Expenditures -
    - i. operating expenses - day-to-day
    - ii. capital expenditures - bigger, last longer than a year. Spread the cost over multiple years. Serve students over multiple years
  - b. Why should the board care? separate funding sources, leverage debt, loan offered by state, shows up differently on financial statements. Some treat reserve accounts incorrectly. Cash reserves are an asset.
  - c. Fund Balances of Fund Financial Statements - pulled from audit report.
    - i. Nonspendable
    - ii. Restricted
    - iii. Committed
    - iv. Assigned - preferred by auditor, not restricted or committed, delegate to director
    - v. Unassigned
  - d. Reserve study - different ways of appropriating funds to build up account on books.
  - e. Rod Eichelberger - looks at our budget approval as assigned. Would like to fund reserve from PTIF. This is really helpful.
- VI. Charter LAND Trust Board Training by Esther Blackwell (7:04 pm)
- a. Remind board this is an annual training - separate council for each school. Board still needs to stay up to date. State sends out trainings. Will receive training video from state. Report watched and completed. Larger councils than in past for parent majority. Really active each month.

## DISCUSSION ITEMS

- I. Board Development by Rod Eichelberger (7:05 pm)
  - a. Anxious Generation chapter 3-4
  - b. Board members and administrators share their insights while reading chapters three and four. The need for outdoor play, opportunities to learn how to negotiate, opposition creates strength, growth mindset, and overcoming challenges. Phones become a blocker

- of experiences and hard to build relationships. We treat people differently in person versus online.
- c. Esther Blackwell had a call with someone at Moab Field Institute - experts, river rafting, amazing. Raise level of 8th grade experience. Passage of sorts. Educate parents so they let them go.
- d. NEXT READING - chapter five only for next meeting.
- e. Sue Talmadge shares she could get copies for both school libraries for people to check out
- II. Board Training: Financial Oversight by Deb Ivie (7:41 pm)
  - a. Based on charter training. 8 points
    - i. financial statements clear and aligned with budget
    - ii. revenues and spend tracking
    - iii. material changes that may affect budget
    - iv. reports, compliance documents submitted and up to date
    - v. reserves, funds balance and cash flow
    - vi. internal control to prevent misuse
    - vii. finance committee review, bring to board for action
    - viii. positioned to advance priorities
- III. Policies for discussion by Sue Talmadge (7:47 pm)
  - a. 3200 Donations, Gifts and Sponsorships - no questions
  - b. 5200 Attendance and Tardy Policy - clarification from Sue Talmadge
  - c. 5302 Head Injury & Concussion Policy - rewording about loss of consciousness , clarification about who pays if transported, will run by school attorney. Will review again next board meeting.
  - d. 6304 Internet Safety - no questions
  - e. 7103 Animal on the Premises - no questions
  - f. 4112 LEA Relationship to Educator External Activities - Rod Eichelberger asks should we take out their job title? Decided OK to remove that part.
- IV. Entheos Academy Emergency Response Plan (ERP) to replace Entheos Academy Crisis Plan by Esther Blackwell (8:01 pm)
  - a. Updated name. Similar to crisis plan, reworked to include I Love You Guys, adopted for consistency of language. Secure, hold, etc - different steps. Language more in line with state. Gaps in previous plan. Medical emergencies - call 911 for losing consciousness unless medical condition. Rod Eichelberger asks Esther Blackwell to send to attorney for review. Referenced in Emergency Response Policy. ADD the policy to January for discussion. Discuss Policy 5302, 5300, and plan in January

## ACTION ITEMS

- I. **MOTION: Jaren Gibson motions to approve the 2026-2027 School District Calendar. Second by Karen Bogenschutz. (8:11 pm)**
  - a. Discussion - parents should be informed about how weather closure day works. No snow day added to the calendar.
  - b. Vote: Deb Ivie, Karen Bogenschutz, Jaren Gibson, Rod Eichelberger
- II. **MOTION: Karen Bogenschutz motions that we approve the Kearns PBIS Plan. Second Jaren Gibson (8:12 pm)**
  - a. Vote: Deb Ivie, Jaren Gibson, Karen Bogenschutz, Rod Eichelberger
- III. **MOTION: Rod Eichelberger motions that we approve the Magna PBIS Plan. Second Jaren Gibson. (8:13 pm)**
  - a. Vote: Karen Bogenschutz, Deb Ivie, Rod Eichelberger, Jaren Gibson

ADJOURN

- I. Time 8: 13 pm
- II. **Motion: Karen Bogenschutz motions that we close this meeting. Deb Ivie seconds.**
- III. Vote: Karen Bogenschutz, Deb Ivie, Jaren Gibson, Rod Eichelberger