

Reagan Academy Board of Trustees

Public Meeting

1143 W. Center Street

Springville, UT 84663

October 21, 2025

11:30 AM

*Anyone wishing to make public comments must state their intentions at the beginning of the meeting.
Public comment will be heard as noted on the agenda. Please limit comments to two minutes.*

Meeting starts: 11:46pm

Attendance: Joe Millward, Amber Rogers, Joy Herring, Justin Riggs, David Fox, Austianna Wilson, Ron Squire

Welcome: Joe Millward

Prayer: Joe Millward

Pledge: Austianna Wilson

Timekeeper: Ron Squire

Facilitator: Joy Herring

Policy Training: Amber Rogers

New Business:

- **Approve Previous Board Meeting Minutes - September 2024**


Move that we accept the minutes from September 16, 2025 as presented.

Motion: Joe 2nd: Amber Carries 5:0

- **Board Training - Productive Board Meetings**

Joe presented the training, clarifying time keeper and facilitator roles. The timekeeper monitors the time spent on agenda items and makes the board aware if/when the approximate time allotted for the agenda item being discussed has been exceeded in an effort to keep the meeting efficient. At that point the board can decide if the topic needs more time for discussion, needs to be tabled, or the discussion can be concluded. The facilitator monitors the board's discussions in relation to agenda items and brings it to the board's attention if the conversation has strayed from the agenda. The board can decide to continue with the direction of the discussion or re-orient back to the agenda item.

- **Board Training - Hotline Training**

The Board watched a video ( 2025-09-16 | Required Hotline Training | USBE) required by the Utah State Board of Education (USBE) Audit Department regarding basic levels of Public Education System Governance and an overview of the Public Education Hotline for reporting, auditing, and resolving concerns and complaints. Video paused at the 16:03 mark, we will watch the remainder of the training in a future meeting.

- **Policy Report Training and Preview- ES 3c 1,2,3 Absolute Gains and Relative Performance**

Move to table Policy Report Training and Preview - ES 3c 1,2,3 Absolute Gains and Relative Performance

Motion: Joe 2nd: Austianna Carries 5:0

- **Policy Report Training and Preview- EL 3f Asset Protection**

Move to table Policy Report Training and Preview - EL 3f Asset Protection
Motion: Joe 2nd: Austianna Carries 5:0

- **Land Update (10 Minutes)**

Ron is preparing to draft a letter to the Diamond family and presented a few questions about the road project and best practice for approaching the Diamond family about the possible purchase of their property. Those questions included what would be the best way to contact the family, does the family know about the road project/that it will change access to their property, and if there is a projected start/end date to the road project.

Mr. Riggs suggested that Justin Diamond might be a good point of contact to initiate a conversation and provided his contact information. Mr. Riggs is not sure if the Diamond family is aware of the road project or that it will be affecting their access to the property. Mr. Riggs shared that Springville City plans to purchase what they need from the Cattleman's and Paulsen's to complete the road project and that they would let us know what is left over. Mr. Riggs also reported that the city has told him that they are aiming to have it completed around July/August 2026.

Joe suggested that Ron reach out to Justin Diamond to invite him to lunch with the board committee and/or to extend an invitation for a meeting to establish a relationship versus sending a letter.

Public Comments: None

Director Reports:

- **EL 3b Treatment of Faculty and Staff**

Ensures CEO provides written personnel rules for faculty and staff, including the effective handling of grievances, protection of staff against wrongful conditions, prevention of retaliation against faculty for the expression of non-disruptive dissent, or allowing faculty and staff to be unprepared to deal with emergency situations. The CEO provides clear and comprehensive rules understood by staff, adequate training, and the development of emergency plans and training of staff to execute those plans. Canvas and video modules have also been created and provided to offer staff further clarification and updates to policies, and are especially helpful with consistency and onboarding new staff. Policy regarding situation management is also provided, including the practice of all emergency drills during the first week of school, the availability of emergency charts in each classroom with quick reference guides for each emergency situation, and emergency drill training for substitutes and aides.

Staff have received training, reviewed updated handbook, and signed off on policies. No reports of grievances or retaliation are filled or under review at this time.

Move that we determine the director's interpretation of EL 3b as reasonable.
Motion: Austianna 2nd: Amber Carries: 5:0.

We find Mr Riggs in compliance of EL 3b Treatment of Faculty and Staff
Motion: Austianna 2nd: Joy Carries: 5:0.

- **ES 3a 4,5 Critical Thinking, Classics and Fine Arts**

The Fine Arts curriculum, opportunities/electives for students, and faculty are one of Reagan Academy's biggest strengths, and reportedly more comprehensive and robust than what is offered elsewhere in the district. Classical genres are utilized in our reading, music, and arts programs. Newer digital resources have been integrated, but classical literature and other materials are still very much a pillar of these curriculums.

The benefits of these materials seem to be reflected in our Language Arts scoring, but assessment standards of how proficient and literate our students are in classical genres is not well defined and may need to be an area of focus over the next few years. Direction from the board may be needed as to the question of literacy in the classics, drawing focused attention in defining goals/metrics for exposing our students to the classics and determining standards. Despite the current lack of a formal standardized or assessment structure, the board agrees that the Fine Arts faculty are doing a great job at facilitating student exposure to classical genre materials and implementing it into their curriculums.

Move that Reagan Academy has made adequate progress in ES 3a 4,5 Critical Thinking, Classics and Fine Arts.

Motion: Joe 2nd: Joy Carries: 5:0.

- **EL 2e Emergency CEO Succession**

The board and Reagan Academy would be protected from sudden loss of CEO services, as Mr. David Fox is prepared to act as the interim successor or replacement of the CEO in its role and designated responsibilities. Mr. Fox would also be supported and assisted by Launa Nelson (finances), Tanelle Shade (school operations), Shantelle Richardson and Michelle Laraway (veteran office personnel), Mr. Black (student behavioral needs) and other core staff and faculty.

A cross training program within office administration is currently being developed to ensure critical operations and functions can reasonably continue in any emergency situation.

Move that we determine the director's interpretation of EL 2e as reasonable.

Motion: Austianna 2nd: Ron Carries: 5:0.

We find Mr Riggs in compliance of EL-2e Emergency CEO Succession.

Motion: Austianna 2nd: Joy Carries: 5:0.

Executive Session:

None

Adjourn the meeting

Move that we adjourn the meeting.

Motion: Joe 2nd: Austianna Carries: 5:0

Meeting end: 12:28 p.m.

Next Meeting: November 20th @ 11:30am

To Do:

- ***Ron: Reach out to Justin Diamond and propose a lunch/meeting with Board Members and Mr. Riggs. Update the Board on the status of communication with Justin Diamond and possible meeting dates/times.***