

Reagan Academy Board of Trustees

Public Meeting

1143 W. Center Street

Springville, UT 84663

November 25, 2025

11:30 AM

Meeting starts: 11:33 am

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

Welcome: Joe Millward

Prayer: Amber Rogers

Pledge: Joe Millward

Timekeeper: Austianna Wilson

Facilitator: Amber Rogers

Policy Training: Joy Herring

New Business:

- **Approve Previous Board Meeting Minutes - October 2025**

Move that we accept the minutes from October 21, 2025 as presented.

Motion: Joe 2nd: Joy Carries 4:0

- **Board Training - Hotline Training Part 2**

The board watched the remainder of the Hotline training ([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. A link to the hotline is located on the Reagan Academy website's home page.

- **Board Training - Utah School Land Trust Training**

The board watched two videos related to the Utah School Land Trust, one a system overview ([Trust System Overview](#)) and the other on the specific responsibilities for charter boards ([Responsibilities for Charter Boards serving as Charter Trust Land Councils](#)).

- **Land Trust Council Signature Page**

Board members signed the Land Trust Council Form.

- **Policy Training - EI 3g Compensation and Benefits**

Outlines framework for compensation and benefits for CEO and staff. Mr. Riggs will

report on this next month.

- **Audit Results Report**

Overall Audit results were satisfactory. No major issues flagged or requiring attention. Recommended to change some language within some behavioral policies to clarify “prohibit” vs “no tolerance” for certain behaviors.

- **Mid-Year Letter Discussion**

Traffic issues, absent policy, and highlighting the new sound system were discussed. Austinanna will work on drafting the letter.

- **West Land Update**

Justin Diamond’s uncle owns the property and he indicated that he doesn’t know when his uncle wants to sell, but did report that his uncle would possibly like to sell the property to the school. Justin is going to reach out to his uncle and will give us an update.

Public Comments:

None

Director Reports:

- **ES 3a 1,2 and 3 Absolute, Gains and Relative Performance on Assessments**

The goal has been to get back to Pre-COVID scores. Progress has been made, and Reagan Academy is out pacing the state average and proximal schools.

We find that Reagan Academy has made adequate progress of ES 3a 1,2, and 3.

Motion: Austianna 2nd: Joy Carries 4:0.

- **EL 3f Asset Protection**

Move that we determine the director’s interpretation of EL 3f as reasonable.

Motion: Austianna 2nd: Joe Carries: 4:0.

We find Mr Riggs in compliance of EL 3f Treatment of Faculty and Staff

Motion: Austianna 2nd: Joy Carries: 4:0.

Move that we adjourn the general meeting and enter into Executive Session to discuss the Semi-Annual Director Compensation

Motion: Joe 2nd: Amber

Joe Millward - Aye. Joy Herring - Aye. Amber Rogers - Aye. Austianna Wilson - Aye.

Time is now 12:57 p.m.

Executive Session:

- **Director Semi-Annual Review and Compensation**

Adjourn Executive Session at 1:01

Resume general session 1:02 p.m.

- **Director Semi-Annual Review and Compensation**

Motion to approve \$5,000 bonus for Justin Riggs for December 2025.

Motion: Joy 2nd: Joe Carries: 4:0.

Adjourn the meeting

Move that we adjourn the meeting.

Motion: Joe 2nd: Austianna Carries: 4:0.

Meeting end: 1:05 p.m.

Next Meeting: Virtual meeting December 11th @ 12-1 pm

To Do: