

ENTHEOS ACADEMY BOARD MEETING MINUTES

January 22, 2026 6:00pm

Held at Entheos Academy Magna Campus
2606 South 7200 West Magna, UT 84044

OPENING

- I. Roll Call
 - a. Board Members Present: Xazmin Prows, Deb Ivie, Rod Eichelberger, Jaren Gibson
 - b. Board Members Excused: Karen Bogenschutz
 - 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: Kate Buchanan, Evette Mendisabal
 - f. Time: (6:00 pm)
- II. Meeting Opened by Rod Eichelberger (6:00 pm)
- III. Pledge of Allegiance led by Jaren Gibson (6:01 pm)
- IV. Mission Statement by Deb Ivie (6:02 pm)
- V. Approve minutes from November 20, 2025, December 19, 2025, and January 22, 2026 Consent Agenda (TIME)
 - a. **Rod Eichelberger motions to approve the November 2025 board meeting minutes. Second by Jaren Gibson. (6:02 pm)**
 - b. Vote: Rod Eichelberger, Jaren Gibson, Xazmin Prows, Deb Ivie
 - c. **Rod Eichelberger motions to approve the December 19th 2025 board meeting minutes. Second by Xazmin Prows (6:03 pm)**
 - d. Vote: Rod Eichelberger, Jaren Gibson, Xazmin Prows
 - e. **Rod Eichelberger motions to approve the January board meeting consent agenda. Second by Xazmin Prows. (6:04 pm)**
 - f. Vote: Rod Eichelberger, Jaren Gibson, Xazmin Prows
- VI. Entheos Value Presentation by Xazmin Prows (6:05 pm)
 - a. Value: Respect

PUBLIC COMMENT

- I. Public Comment: (6:15 pm)
 - a. NONE

INFORMATIONAL ITEMS

- I. Q&A on Director Reports (6:15 pm)
 - a. District: Esther Blackwell - review of calendar both campuses, Utah budget for upcoming year - no new funding. Reallocating funding. 4.2% WPU inflation. Enrollment is decreasing across Utah. Charter school is strong. Early lit progress. Teachers RISE testing progress.

- b. Magna: Esther Blackwell shares about Magna's Service learning, effective teachers in high poverty schools (8 teachers - spectacular). Based on data, growth, kindergarten open house led by student council.
 - c. Kearns: Denise Mathews - Early Lit Certificates, Ms Anna crew (slide 2), MS orientation - attendance. Buddy crews.
- II. Staff Recognitions (6:28 pm)
 - a. District: Misty Startup
 - b. Kearns: Evelyn Robb, Allison Weber, Haylee Ashworth
 - c. Magna: Melissa Durfee, Kate Buchanan, Tatiana Bothell
- III. School Presentation by Kate Buchanan (6:37 pm)
 - a. Beverley Taylor Sorenson (BTS) - statewide program K-6, focus art ed that integrates other core standards, supports other subjects
 - b. Works: integrated curriculum, access to supplies, professional development, community support, school requirements for eligibility. Examples of what is happening with art that goes along with the program.
- IV. Budget and Finance Report by Deb Ivie (6:46 pm)
 - a. PTIF - pretty on par with previous months, 50% through year, operating margin forecast robust, enrollment is good. Esther Blackwell - budget is strong. Because of enrollment strategy, benefitted school.
- V. 2024-2025 Charter LAND Trust Plan implementation by Esther Blackwell and Denise Mathews (6:48 pm)
 - a. Denise Mathews shares Kearns prior year plan. What it was used for and how much was spent. Esther Blackwell shares that the final report submission for 24-25 school year is due by January 15th. Brian Cates also reviews and submits report before March 1st. All went as planned and money spent as planned.

DISCUSSION ITEMS

- I. Board Development by Rod Eichelberger (6:53 pm)
 - a. Anxious Generation chapter 5 - led by Esther Blackwell
 - i. Harms in our community - social deprivation, sleep deprivation, attention fragmentation, addiction
 - 1. Kids are paying a high cost, different learning environment
 - 2. So many distractions
 - 3. Teachers have to change how they are teaching so they can keep the attention of the students.
 - 4. Not able to develop the grit
 - 5. Reduced attention span
 - ii. Expedition adds interest, including crew, adventure, and Discovery - hands on, experiential - interacting. The revision process slows down and focuses more. Teachers are to be the connection maker, asking about real life things. Investment in time, core - relationships. PD on character building, go back to basics
- II. Board Training (UAPCS) by Rod Eichelberger (7:12 pm)
 - a. April 20th - Jaren Gibson, March 23rd - Xazmin Prows, February 23rd - Rod Eichelberger, May 11th - Deb Ivie
 - b. Jaren Gibson participated in January training - back to Brian Carpenter. Repeat of principles, good reminder.
 - c. Have Karen Bogenschutz do a quick 1-2 min recap of December

- III. Hotline Discussion & training report by Esther Blackwell (7:17 pm)
 - a. Track training of board, hotline - state link on website. Anyone can make a complaint online straight to the public education hotline. Could also have one specific to the school. Would go directly to Esther Blackwell, Rod Eichelberger, or Sue Talmadge. Choice - LEA (local) hotline or state hotline. Create a policy on how the LEA responds to and resolves complaints.
 - b. This is separate from grievance policy
 - c. Esther Blackwell would prefer to have an LEA hotline but it would not prevent anyone from still using the state hotline.
 - d. Still need training information from Xazmin Prows, Deb Ivie, and Karen Bogenschutz
 - e. Esther Blackwell has one ready to go live on the website tomorrow. Will use a google form
- IV. Policies for discussion by Xazmin Prows (7:24 pm)
 - a. 4300 Employee and Student Computer Acceptable Use - no questions or changes
 - b. 5300 Emergency Response Policy & Procedures - no questions or changes
 - c. 5301 Wellness Policy - Esther Blackwell explained why the change, streamlined, reviewed by wellness district committee - no questions or changes
 - d. 5302 Head Injury & Concussion Policy - no questions or changes
 - e. 5310 Emergency Safety Interventions (ESI) - code updated, needed to update definition to new state language - no questions or changes
 - f. 3114 Hotline Complaints: Process for Reporting Violations of Statute and Board Rule - no questions or changes
 - g. REF Entheos Academy Emergency Response Plan (ERP) - no questions or changes
- V. LEA-specific endorsement for health by Esther Blackwell (7:32 pm)
 - a. PE teacher at Magna Campus - K-8 PE, fully licensed educator, teaches MS health in addition. In the middle of earning an endorsement. Requesting an LEA specific endorsement while in the process of earning.
- VI. Compensation Committee by Rod Eichelberger (7:33 pm)
 - a. Board chair and board treasurer - delegated approval to issue and approve bonuses to executive director and board secretary. Recommend compensation changes. Board would then approve. Bonuses should be in the budget. Jaren Gibson - great way to address. Deb Ivie - can preapprove. Have not had a previous conflict. Role - recommend and approve bonus Christmas and end of year bonus, annual compensation.

ACTION ITEMS

- I. **MOTION** (7:36 pm)
 - a. **Xazmin Prows motions to approve policy 3114 Hotline Complaints: Process for Reporting Violations of Statute and Board Rule. Second by Rod Eichelberger.**
 - b. Vote: Jaren Gibson, Deb Ivie, Xamin Prows, Rod Eichelberger
- II. **MOTION** (7:37 pm)
 - a. **Rod Eichelberger motions that we form a board compensation committee. The board will be delegated the approval to release bonuses for the executive director as well as the board secretary within the confines of the budget. And will also be tasked with recommending to the board annual compensation changes for the board's approval. Second by Jaren Gibson.**
 - b. **Modify motion. The committee will be comprised of the board chair and the treasurer. Second by Jaren Gibson.**
 - c. Vote: Deb Ivie, Xazmin Prows, Jaren Gibson, Rod Eichelberger
- III. **MOTION** (7:38 pm)

- a. **Rod Eichelberger motions to approve an LEA-specific health endorsement for Frank Towle in Magna. Second by Xazmin Prows.**
- b. Vote: Xazmin Prows, Deb Ivie, Jaren Gibson, Rod Eichelberger

ADJOURN

- I. Time: 7:38 pm
- II. Motion: Deb Ivie motions we adjourn. Second by Jaren Gibson.
- III. Vote: Rod Eichelberger, Jaren Gibson, Xazmin Prows, Deb Ivie