



Summit Academy Board of Trustees

1225 E 13200 South

Draper, UT 84020

January 8, 2026

Board Work Session

9:00 am.

(Approved)

Welcome

The meeting was called to order at 9:11 am with Elizabeth Lau, Tracy Ellis, Jared Morgan, Wilson Sivertson, Peter Baxter, and Daynia MacArtney. Chelsea Welch is excused.

A motion to go into closed session for the purpose of discussion of the character, professional competence, or physical or mental health of an individual for Summit Academy was given by Tracy Ellis

A second was given by Jared Morgan

Single Voice Vote - Peter Baxter-Yes, Elizabeth Lau-Yes, Tracy Ellis-Yes, Jared Morgan-Yes, Wilson Sivertson-Yes, and Daynia MacArtney-Yes.

Motion carries

Those attending closed session

Elizabeth Lau, Tracy Ellis, Jared Morgan, Wilson Sivertson, Peter Baxter, and Daynia MacArtney.

Open Session ended at 9:12 a.m.

Closed session began at 9:12 p.m.

Open session resumed at 10:34 am.

Survey Approval

Elizabeth Lau – Cognia is our accreditation body. We are accredited by the high school. We are trying to get the other campuses accredited. Alana took the information from both of our last surveys and put it all together. There are two pages. One is for parents and one is for employees. Cognia requires that the students are surveyed as well. Liz proposes that the board keeps the parent and employee surveys the same as in the past for consistency. Cognia isn't that picky. Liz proposes that the board turn the student survey over to the administration to fill Cognia requirements. Liz also proposes that they pass the action item for the parent and employee surveys and wait until the student survey is ready and then approve that one. We could go through and mark some of these questions as "optional." We are supposed to conduct this survey annually.

A Motion to allow the LEA to handle student surveys to be compliant with Cognia's requirements was given by Elizabeth Lau.

A second was given by Dania

Vote - Yes- Peter Baxter, Elizabeth Lau, Tracy Ellis, Jared Morgan, Wilson Sivertson, and

Motion Carries

A Motion to approve the parent survey with the adjustment on question 3 for an addition of becoming aware of extracurricular activities was given by Elizabeth Lau.

A second was given by Tracy Ellis

Vote - Yes- Peter Baxter, Elizabeth Lau, Tracy Ellis, Jared Morgan, Wilson Sivertson, and Daynia MacArtney

Motion Carries

A Motion to approve the employee survey was given by Elizabeth Lau.

A second was given by

Vote - Yes- Peter Baxter, Elizabeth Lau, Tracy Ellis, Jared Morgan, Wilson Sivertson, and Daynia MacArtney

Motion Carries

Peter Baxter lets everyone know that Brad Wilkinson has joined the meeting and Alana Johnson will be joining shortly. He gave everyone a book "As A Man Thinketh". Peter shows a short video about a SWAT analysis. Strengths, Weaknesses, Opportunities, Threats. Peter shows the group the analysis from the state with a SWAT report. The purpose is to provide some clarity from the State perspective, and Peter would like everyone to do one from the Board perspective. He would like to describe how the state views us.

Strengths

Dual Immersion-German and Spanish

Strong Community- Tracy believes the families are tighter versus a regular public school.

Small Class Size-

Cross campus collaboration for whole school k-12 which creates a seamless education K-12 without gaps, and everyone collaborates.

More opportunities to Individualize each student's learning experience.

We have greater potential for innovation. Our administration is interested in what is coming up.

The geography of where our campus is located within the state of Utah. Peter thinks that is a weakness since all our campuses are so widespread. Our Draper parents are not committed because they are not committed to sending their kids to the Summit High School. He thinks that is the largest reason the numbers at Draper are low. Daynia would like it if Bluffdale was K-8. Neighboring schools sending kids to Summit with discipline problems could be a threat. A good strong solid 5-year strategic plan would be a real strength and lack of one would be a weakness. Daynia feels like safety at Summit is a real strength.

Opportunities- We have a lot of different extracurricular and academic opportunities. We have great principles that are open to partnering and other things. Sports are a real opportunity. We have established ourselves as a place where students could come and actually get the chance to play. As we grow into this 4A level, it gives those that cannot at a 5A level for a lot of people. Being a smaller population school gives us many opportunities verses the larger surrounding schools. A weakness is the lack of facilities for the performing arts as well as the variety of class offerings. Junior High is one of our greatest threats. Liz reminds everyone that we shouldn't be comparing ourselves to the school across the street because we are so different. At the High School, Concurrent Enrollment is a huge opportunity. Daynia feels like Home School is a threat. The demographic change in Draper is a threat. Teacher retention and salaries are a great concern.

Peter wants everyone to think about what our goal is and what our identity is and how to define it. We have a real opportunity to attract real dollars to our school. We are surrounded by successful businesses and people that could be donating regularly to our school. Liz is asking who is going to make that 5-year plan. Liz reminds everyone that at the last retreat, there were a lot of ideas, but then nothing came from it. Peter feels like the campuses are Siloed. The development committee will continue to work on this. Liz would love to see us move more towards offering opportunities keeping the end in mind. Just like our dual immersion programs that keep you on through twelfth grade.

Peter would like the board to have a "To Do" list for every board member to keep the momentum going. He would like everyone to bring two or three ideas to our next board meeting.

Break for Lunch

Noah Togia- SAHS Athletic Director

He is new to Summit and has been here for nine months and really loves Summit. He is from Utah. He went to Hunter High School and Oregon State and then played for the Colts and Cardinals. He has a wife, son, and daughter.

He has a lot of life experience. He knows what is out there and knows what we could offer our students at Summit. Sports took him to all 50 states. He is hiring and training coaches. He teaches to lead by

example. He wants to become a destination high school. We are getting a lot of kids that didn't necessarily choose Summit, but they didn't make the team at their neighborhood school.

Phase 1- Bring in the right people. Giving people the chance to show him what they can do. Football field, track and press box.

Phase 2- Recruiting more people.

Phase 3 – Start building programs for the younger people that can move into our program. Building training programs year round

It is time to replace our turf. It has an 8–10-year life span and we are at year 8. He proposes a plan for what they want to build and create a vision for the school.

Noah is proposing a new plan for the football field, adding a track, and replacing the press box. He is proposing phase 1 of the plan at a cost of 2.1 million dollars. They could build it out, but this plan doesn't allow us to be able to host other schools for track and field. We also don't want to deny the focus of performing arts.

Brad Wilkinson-

Brad met with Noah for a while, and they are looking at future capital projects. This isn't a budget meeting, but more of a discussion about what Summit can do now and in the future. A bit of history is that a capital expenditure is anything over \$5,000.00. That is what our spending has been. We have been pretty reactive on capital projects. We do capital projects when we need to. We had to do more during Covid for germ control and air flow. The age of our buildings is coming into play. We will have about fifty million dollars that we will need to depreciate over the next thirty or so years. If anything has been fully amortized; it comes off the depreciation schedule.

High School- We have a current needs assessment-five-year plan. There are olive trees that need to be removed. Gymnasium has some needs as well as locker upgrades. Performing Arts building, and possible building expansions.

Draper campus is the oldest building. - Main need at Draper is needing a new roof. The repairs have been holding up so far. Carpet needs replacing as well. There are some rebranding updates that need to happen as well. There is some curbing that needs to be replaced and some fencing.

Bluffdale and Independence are in really good shape. We finished the upstairs at Bluffdale. That looks really good. Some railings need work as well as gym floors etc. Not a whole lot of budget needs the next five years.

LEA- There are some safety things happening in the next few years. We need to look at a lot more fencing in different areas. The big one coming around 2035 is all new windows. It could be around two million dollars.

As far as budget for the additional improvements for the high school, Brad has to look at the debt and debt service numbers. Our number is 1.75. It allows a little bit of wiggle room. We have to meet our bond covenants every year. We don't ever really want to get too close to that number. Long-term expansion for an auditorium wouldn't be possible. Typically, the main questions are how you are going to pay for it. Spending money on extra-curricular activities is tricky. We don't want to draw down regularly. Wilson asks about the ERC funds and when will we be able to comfortably draw money out

from that. The high School funds are separate from the rest of the LEA. Some money is available this year and some is available in 2028. Brad is still very uncomfortable using any of that money due to the IRS coming after it. Brad states that even though we have access to that money, he still has to explain why it was used and how it was used. The actual funds are 3.5. If they could figure out how to phase this, he would feel good about it, but not all at once. Brad would like to find out more about what is needed for a performing arts center so that we would know about moving the field or not. Liz would also like to know what the possibilities are for fund raising. Donations are a positive thing for Summit. Items they would like to find answers to are: 1. Talking to the State authority about the changes to the metrics, the one-year dip and getting specific about the numbers 2. What does a performing Arts Center look like and how much does it cost. 3. Confirm that we can get some flexibility on the billing on phase one. 4. What plan if any as far as fund raising for it. 5. They need to find out how close they can get to the row of houses on the North side. They are working with this company because they are approved by the State. Peter would like the answers to the questions as soon as possible so that they can make a well-informed decision. Liz would like all the principals to be included in the conversation about this project and if it makes the most sense for everyone. There are many needs for all campuses. How do we balance all of the needs. They are all important. Peter is asking how robust the budget for capital needs is. How can we be proactive verses reactive. There are needs and there are wants. Brad lets everyone know that the answer is really about more students. More students equal more dollars. Peter mentions that maybe capital expenditure will become our strategic plan. It really comes down to the squeaky wheel, or some would say that it gets political. Brad says that historically, the principals have full autonomy. They have to juggle wants and needs as long as they stay within their budgets. There are a few items in each budget that are non-negotiable. When there is something that is unrealistic or out of the norm, then we would bring that discussion to the board. Some campuses have specific grants. The board doesn't need to vote on the job description. Liz tells everyone that we can become the Charter School that people will come to regardless of location. We have to offer something that no one else offers. She drove her kids to a high school that was all concurrent for all of the high school. That was their culture. We need to make our culture super unique. This is a long-term discussion, and Liz believes that we could create it. Draper is the right place to do it. They have the money and drive to do it. Daynia wants everyone to see the job description. It doesn't need to be voted on. Everyone can put their comments in. She will do the first-round screening of candidates. She would like at least a couple of others to screen them before they bring anyone in. The faster the better. Peter would like to know when that is up so that he can let the staff know that it is up. Daynia would like everyone to think if they know of anyone because personal connections are the best.

Committee Assignments

Peter thinks that the board needs to be seen at the campuses that they were assigned to more often. Daynia needs to be assigned to a committee. Chelsea is leaving soon, so they will have an opening in Governance and Education. Daynia will be added to the Development Committee, and Tracy will move to the Education committee. Tracy's kids go to Lone Peak in Sandy and Peter's youngest son will be going to Alta High School next year. Neither of them will have kids attending Summit next year. The bylaws state that the majority of board members need to have children that attend Summit.

A Motion to adjourn was given by Peter Baxter

A second was given by Wilson Sivertson

Vote - Yes- Peter Baxter, Elizabeth Lau, Tracy Ellis, Jared Morgan, Wilson Sivertson, and Daynia MacArtney

Motion Carries

The meeting adjourned at 3:15 p.m.