American Leadership Academy
Board of Trustees Meeting Agenda
March 5, 1pm
ALA Jr High Staff Lounge

Subject

Approval of Board Minutes from 1-28-26

Director Report:

RFP for Educational Service Provider

Open Public Discussion -

American Leadership Academy		
Date: January 28, 2026	Location: Jr High Room 226	
Public Meeting of the Board of Trustees:	Jan Searle taking minutes	
Called to order:	Mike Johnson	6:02 PM
Board Members in Attendance	Administration in Attendance	
Mike Johnson Yes	Rich Morley Yes	
Brenda Peterson Yes	Jan Searle Yes	
Matt Throckmorton Yes	Juliel Davis Yes	
Cody Reynolds Yes	Sheldon Carvalho Yes	
Monique Hone Yes	Rhett Anderson Yes	
	Stephanie Diediker No	
	Les Hamilton No	
	Jessica Boren Yes	
Attendees:	Andrea Oliver Kirsten Smith Anika Talbot Brian Blackham Malea Simmons Alexa Lambourne, Summer Wright	
Items of Business		
TOPIC	**DISCUSSION**	**ACTION**
Approval of Minutes for	Minutes are good as they are	Matt Throckmorten made a motion to approve the minutes. Brenda Peterson seconded the motion. Roll call vote. Passes 100% in the affirmative.

Principal Report Academics/Culture	Rhett Anderson representing the Elementary talked about the culture surrounding the RISE UP values and he can see a difference as he walks around and listens to the students. He believes this has a lot to do with the Eagle Council. Jessica Boren has stepped up and led those students in their efforts. The data from the DI program continues to be a strong presence in our Elementary and Mrs. Richan is doing a great job. Our students are out performing the National average in Dual Immersion in all grades. Writing has become an emphasis at the State and ours is at 99%. Our IReady benchmark is done and the students have already completed 71% of their growth. Math has not gone up as high, but six grade is doing really well with math. Mr. Anderson highlighted several amazing teachers. Keri Johnson in reading. Kim Dyer in reading. Romero in math. Carol Woolard scored high in Language Arts and Math. Malea Simmons has been an amazing support to the teachers in their instructional approach. Sheldon Carvalho, representing the Secondary presented that he is happy to be at ALA and that the focus is high love with high expectations. Administration has spent many hours walking around and talking to students and parents to build relationships. Their goal is to care for students and expect high expectations. Believes our students need social interactions and believes that attendance is important in its overall effect on students. They went from 251 absence letters first term to 52 second term. Believes that if the students feel seen then they will come. There is some work to be done academically. We are seeing strong cultural growth and working on building a strong academic foundation and use data for targeted support.	
Juliel Davis Presents:		
Sexual Harassment TitleIX Policy Update	The updates are due to changes in definitions along with an update to the co-ordinator. All employees are mandatory reporters. No disciplining for reporters. A report may be made without a complaint. All parties need to see the evidence. Provides an update to what the final notice of outcome needs to include. Supportive measures are there to support both sides. All evidence needs to be preserved. Matt Throckmorten asked for examples of supportive measures. Juliel Davis stated that it depends on the circumstances and the parties involved. We would work with the counselor for their advice. Matt Throckmorten asked if the employees receive training. Yes, they do on an annual basis. Brenda Peterson asked about a report being done without a formal complaint for more clarification.	Cody Reynolds made a motion to accept the Sexual Harassment Title IX Policy with its updates. Brenda Peterson seconded the motion. Roll call vote. Passes 100% in the affirmative.
Land Trust Amendment	There needs to be a couple of adjustments to the budget. The Math foundations teacher was not done so that money is being re-allocated to chromebooks. Due to a difference in the original cost of some of the educational supplies adjustments have been made to the budget. Brenda Peterson asked why we didn't have a Math Foundations teacher. Jan Searle explained that do to scheduling issues a one of the math teachers going part time we were unable to provide that this year.	Brenda Peterson made a motion to approve the Land Trust Amendment. Matt Throckmorten seconded the motion. Roll call vote. Passes 100% in the affirmative.

LEA Specific Licenses Update	We received notice that several teachers were teaching in a position they were not licensed in and were not on the original LEA specific licensing approval. We are asking that these teachers be added to the LEA Specific Licenses. 2 of the teachers are Dual Immersion and licensed in Secondary instead of elementary.	Matt Throckmorten made a motion to approve the additional LEA Specific Licenses. Brenda Peterson seconded it. Roll call vote. Passes 100% in the affirmative.
Jan Searle Presents:		
Wellness Policy	All Local Educational Agencies (LEAs) participating in the National School Lunch/Breakfast programs are required to have a Wellness Policy. Our current policy was last approved in June of 2017 and needed updating. The USBE puts out a model policy that I referred to when writing this one. There are key, mandatory elements that need to be included such as goals for nutrition education, physical activity, and complying with USDA regulations. This policy gives direction on the Elementary recess process, school food culture, and parties, and rewards. It also covers substance misuse prevention and intervention, and a section on medication management. Because we participate in the National School Lunch Program there is a requirement for an assessment of thie policy every 3 years.	Brenda Peterson made a motion to accept the updated Wellness Policy. Cody Reynolds seconded the motion. Roll call vote. Passes 100% in the affirmative.
Concurrent Enrollment Reports	Because we receive Concurrent Enrollment money from the State we are required to report to the Board each year on student participation in the school's CE program. I have provided you with 2 separate graphs . The first one is for the school year 2024 and the second one for 2025. The total number of students taking at least one CE course went down by 7 students, but the different identified student group percentages stayed pretty close to each other. Our goal for last year was to increase the number of male students taking CE courses and that percentage did go up by 3%.	
Fee Policy Review	LEA governing boards are required to review fee policies every year and make changes according to any change in law. Our current policy has already been updated with all the changes in definitions and requirements, but they recently changed the fee approval date from April 1st to June 1st so I am asking that you approve that one change for our current policy. When we do approve fees for the school year 2026 2027 I will send out the fee and fundraising policies for a more comprehensive review to be done.	Cody Reynolds made a motion to change the fee approval date to June 1st from April 1st. Matt Throckmorten seconded the motion. Roll call vote. Passes 100% in the affirmative.
Sex Ed Curriculum	Each year we are required to complete Sex Education Assurances. These assurances require those educators who are responsible for the instruction of sex education to complete the law and policy training. This was done by JaKenzie Jones, Jodalyn Buck and Jerilyn Brown. There have been no changes to our health education and maturation curriculum for the year. The Board is also required to review every two years county data on teen pregnancy, child sexual abuse and sexually transmitted disease and infections. I have inlcuded that information for you to review. We also need to review the number of pornography complaints, but I am not aware of any complaints.	Matt Throckmorten made a motion to keep the same Sex Ed curriculum and Cody Reynolds seconded it. Roll call vote. Passes 100% in the affirmative.

Brenda Peterson Parent Council President	Brenda Peterson presented that the current Parent Council President has resigned due to family issues. The by-laws state that the board can replace that person without running an election if it happens mid year. Brenda Peterson is nominating Summer Wright who has seven kids at the school and is very invested in the school and with what's going on.	Roll call vote on the nomination of Summer Wright for Parent Council President. Passes 100% in the affirmative.
Director Report:		
Board Training/Questions to ask at your Board Meeting	All present board members reported that they had watched the video training.	
Construction Update	Rich Morley presented an update on the construction of the Athletic Facility. The update was centered around the movement of the sewer line and would save the school $195,000.00 if we left it in a lateral line. The downfall to this is that the line will run under the new footings and could potentially cause the sewer line to break, but is highly unlikely. Mr. Morley's recommendation is to go ahead with the lateral line and save the money. Mr. Morley with the Board approval will sign the waiver for this potential item. The Board agreed with signing the waiver.	
Calendar 2026-27 School Year	Mike Johnson asked if there were any questions. Brenda Peterson asked if there are more in-school Fridays. We have kept them if there is a Monday holiday then we have an in-school Friday on the week of the Monday holiday. We do this in order to be done by Memorial Day.	Summer Wright made a motion to approve the 2026-27 school calendar. Cody Reynolds seconded it. Roll call vote. Passed 100% in the affirmative.
4-Day School Week Renewal	Mr. Morley with Jennifer Fulton got going with this application early in the school year and after 3 State meetings was able to get this approved for another 3 years.	
RFP update for Educational Service Provider	We put out a RFP and the only viable company that submitted a proposal was Charter One. We are still waiting on answers from them on questions that we as a school have. The State has already approved the same type of agreement with another Utah school. Need to make sure that all references are to Utah and not Arizonia. Mike's concern is with the dress code and if it is a financial burden. Cody Reynolds expressed that he had concerns, but after many hours of conversation and research feels it is a great move. Sheldon Carvalho stated that when he went to ALA Arizonia it was like going back home to how we were in the beginning. Several teachers expressed concern that ALA would not stay the same.	
Public Discussion	None	
need to be limited to 3		
Meeting Closed 8:34pm		Motion to close by Cody Reynolds Seconded by Brenda Peterson. All in favor.

American Leadership Academy		
Date: 03/05/2026	Location: ALA JH room 222	1:08 PM
Public Meeting of the Board of Trustees:	Jan Searle taking minutes	
Called to order:	Mike Johnson	
Board Members in Attendance	Administration in Attendance	
Mike Johnson Yes by Google Meet	Rich Morley Yes	
Brenda Peterson Yes by Google Meet	Jan Searle Yes	
Matt Throckmorton Yes	Juliel Davis Yes	
Cody Reynolds Yes	Sheldon Carvalho Yes	
Monique Hone Yes by Google Meet	Rhett Anderson Yes	
Summer Wright Yes	Stephanie Diediker Yes	
	Les Hamilton No	
	Jessica Boren No	
Attendees:	Malea Simmons	
Items of Business		
TOPIC	**DISCUSSION**	**ACTION**
Approval of Minutes for	Minutes are good as they are	Matt Throckmorton made a motion to accept the minutes with changing the spelling of his name and Cody Reynolds seconded. Roll call vote. Passes 100% in the affirmative.
Education Provider Services RFP	Mr. Morley has been sending updated information out on the RFP that was sent out in December. We only received 2 bids, but only one met the qualifications. Charter One LLC was the provider that met the qualifications and scored high on the proposal. Since that time we received a draft document of an agreement, and questions were sent from the board to Charter One to get their questions answered. Mike Johnson and Cody Reynolds met with a Charter One representative to get their questions answered. At this time we are looking for any additional questions or any motion to go forward or to not go forward with them. Time is turned back to the board for any questions. Received the updated draft of the contract this morning and it was provided to the board. Rich summerized the documents through AI. Matt Throckmorton said that when the management company takes the fee upfront then they donate back because they cannot always take their full fee due to bond covenants. Rich agreed that Glen Way had verbally expressed this same thing. We did ask for this to be in writing in order to hold them to that stipulation. You can vote to accept it or reject it or accept due to stipulations. Matt suggested that they accept going with them and then do another vote on the agreement itself. Rich would like it to be voted on as quickly as possible due to decisions that need to be made at the school. Cody is bothered by them taking so long. If we go with Charter One we would not need to hire specific positions because Charter One would be taking those district level positions. Matt feels like we have narrowed it down to 2 or 3 questions and would move to approve if those questions were answered. Cody is concerned with being able to terminate the contract. What the contract says and what Glen said seem to be different in the time given for termination. They can terminate if we fail to pay them. We have legal and financial people look at it and their concerns were the same as the board. Charter One has shown itself to be a premier rated education provider with their schools being A rated. Matt feels like we give 2 board members along with Charter One 96 hours to come to terms in a written agreement. Cody does not doubt their ability to perform, his fear is that they aren't motivated to perform contracturally. He is bothered by the contract, but not by them. Cody asked for Juliel's opinion and for her either way is good. She loves their organization and systems that they have in place. She loves their experience. Brenda was all on board, but also concerned with the contract and is concerned with our ability to market. Monique is in line with Cody, but hasn't been to Arizona to see what they can do in person. Cody wants to know what a performance claus would look like. Rich has no question about their desire to grow which is great. Cody thinks it would be great if we could do a 3 year that they have an analysis at that point and time and then we are either done or resign another agreement. Rich would suggest that it would be on a 5 year review so that gives Charter One time to perform. Rich feels like the board is wanting to go with Charter One, but still have concerns with the contract. Cody suggested reaching out to an attorney. Should approve moving forward with Charter One subject to contract questions being answered.	Matt Throckmorton moved that we approve the RFP with Charter One and have Cody and Mike work with an attorney on the contract to have an answer by the end of day on Tuesday March 11th. Brenda Peterson seconded. Passes 100% in the affirmative.

Public Discussion	Cody Reynolds wanted to know how the other people in the room feel. Malea Simmons feels that we need Charter One to helps us grow and challenge us to become better. It's what she wants. Jennifer Fulton knows that Charter One has the same value system that we do. Sheldon Carvalho likes the operational piece that they provide and that they will help us reboot to a higher level and a higher standard.	
Meeting Closed	2:23 PM	Cody Reynols made a motion to close the meeting and Monique Hone seconded. All in favor.