

ENTHEOS ACADEMY BOARD MEETING MINUTES

June 27, 2026 10:00 am

Held at Entheos Academy Kearns Campus
4710 West 6200 South Kearns, UT 84118

OPENING

- I. Roll Call
 - a. Board Members Present: Xazmin Prows, Deb Ivie, Karen Bogenschutz, Rod Eichelberger, Jaren Gibson
 - b. Board Members Excused:
 - c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Alisha Cartier
 - d. Administrators Excused: Brian Cates of Red Apple
 - e. Others in attendance: Evette Mendisabal, Luseane Tafisi
 - f. Time: (10:05 AM)
- II. Meeting Opened by Rod Eichelberger (10:05 AM)
- III. Pledge of Allegiance led by Karen Bogenschutz (10:06 AM)
- IV. Mission Statement by Jaren Gibson (10:06 AM)

PUBLIC COMMENT

- I. Public Comment: (10:11am)
 - a. NONE

Morning Crew by Evette Mendisabal and Luseane Tafisi (10:12 am)

Value: Family

State of the School Report by Esther Blackwell (10:45 am)

So many things to celebrate this year. We have items that we need to focus on to improve. And many things to protect including service learning, teacher retention, the Magna science fair participation.

Recognition Committee Review by Karen Bogenschutz (11:13 am)

Jaren Gibson and Karen Bogenschutz work out plan for new school year. Plan for this month's recognitions. End of the year, big cakes taken to the school. Would like to know when meals are planned so they don't bring those days. Esther Blackwell shares that they only provide food on PD days. Could do cookies or donuts for first day of school. Discussion about getting to the schools as soon after board meeting to recognize teachers from spotlight.

Recruiting Board Members by Rod Eichelberger (11:20 am)

Xazmin Prows has reached out to previous teachers to see if they are interested. Timing is not good. Suggestion for new board secretary. Alisha Cartier offered to rejoin the board after a break. Using celebration to recruit people including those involved in planning for celebration. Deb Ivie brings

up concern about having board member's children joining the board. Committees could have alumni. Put out application at celebration dinner.

Discuss Board Advisors and Committees by Rod Eichelberger (11:30 am)

Board advisors to stay the same for the next year. Voted on by position not person.

Small adjustments to board committees. Safety Committee and Sex Ed Committee moved into required committee section. Building Committee name changed to Special Projects Committee. Anniversary Committee will come to an end in August 2026.

Policies for Discussion by Xazmin Prows (11:42 am)

3104 Conflicts of Interest - no questions or concerns

5103 Student Membership Reporting Procedure - no questions or concerns

Title IX Policy - no questions or concerns (no number to be assigned)

BREAK (11:48 am)

2026 - 2027 Preliminary Budget by Deb Ivie (12:42 pm)

Will be voted on today.

Decrease in local revenue, minimal.

Federal small increase.

Adding admin-fellow position

900's - capital expenditures for reserve study expenses. Replace HVAC units, resurfacing parking lot at Magna, play ground costs.

Operating margin is very strong, and does not include capital expenditures.

Budget is very conservative

Most capital expenditures will happen in summer months, some throughout the year.

Budget and Finance Report by Deb Ivie (12:52 pm)

As of 5/31/26, operating margin is strong. Cash on hand. Cash balance. Enrollment was where hoped it would be at end of the year. Few things wrapping up. Not as much going on end of the year.

Fraud Risk Assessment by Deb Ivie (12:53 pm)

Several questions are asked on form each year to see if we are at risk. Check list for example "who can sign the checks", two person system. Separate leadership, policies regarding conflict of interest, travel. We are at minimal risk for fraud. Red Apple has added an accountant so that no longer dings our school.

Open Meeting Law - board training by Deb Ivie (12:57 pm)

Using information from UAPCS latest training

Need at least 24 hours notice to post a meeting

Yearly calendar of when meetings will be held

Emergency meetings should only be used for a true emergency

Recording of each meeting, take minutes

Need to have anchor location when holding an electronic meeting
How to post minutes and audio of meeting
Closed meeting reasons, how and when to vote
Can't interview for elected board position in closed meeting
Best practices: 24 hour notice, do not reply all on emails, do not discuss board business when together in a public place

Work Plan - Kearns by Denise Mathews (1:08 pm)

15 minute gallery stroll of Kearns data
Debrief: MKS goal 65% of students will make typical or better growth. Only have growth results from Acadience testing. Reading: 71%, Math 83%
Character: goal - 80% of teachers will implement a Morning Crew centered around our school values, and support our Entheos PBIS structure with strong classroom management to help shape student character. Surpassed their goal with 93.8%.
HQP: goal - 80% of students will have high-quality work samples from the current school year in their portfolio by End-of-Year.
Discussion regarding portfolios for middle school. Need to have students own the process. Help elementary students understand what they are working toward.
Attendance: goal - increase attendance 3%. Just shy with a 2% increase.

Work Plan - Magna by Jason Bennion (1:49 pm)

Pirate themed activity to review data.
Acadience Math surpassed goal at 75% (goal was 65%)
Reviewed other various parts of the work plan including Special Education was just shy of their goal in reading by 5%. Science is holding strong and grew a percentage.

Discuss 2026-2027 District Work Plan/TSSP Plan by Esther Blackwell (2:37 pm)

MKS - two performance goals: 65% of growth, added second part 80% proficiency of kindergarten of Acadience reading.
Entheos Teacher Immediacy Walkthrough Rubric - verbal and nonverbal communication behaviors that educators use to reduce the perceived psychological and physical distance between themselves and their students.
Character performance goal: 80% of observed crews will be student led. Build classroom cohesion.
HQP goal: 100% of classrooms will demonstrate Academic Press, high expectations with student achievement.
Leadership goal: increase attendance by 3% from prior year. Attendance intervention system.

Role play different old way and new way of each goal

Anniversary Celebration Discussion by Xazmin Prows & Jaren Gibson (3:10 pm)

Thanksgiving Point at Electric Park. Did a tour of the location. Food trucks, adventurous (bounce houses, zipline and climbing wall, live music). Raffle items. Posting on social media, flyers, email to

archive of families of those from the past. Posters outside registration. Working on a commemorative video. Great parking. Easy to explain how to get there and where to park. Legacy dinner at a room nearby (across the parking lot).

BREAK and board elections (3:20 pm)

Board voted by ballot to retain Rod Eichelberger as the board chair, Xazmin Prows as vice-chair, and Deb Ivie as board treasurer.

Staff Recognition by Esther Blackwell, Denise Mathews, Jason Bennion (3:31 pm)

District: Evette Mendisabal

Kearns: Brielle Prows, Debra Bore, Chris Munsey

Magna: Suzanne Giravi, Atoosa Samani, Jennifer Chavez

ACTION ITEMS

- I. **MOTION (3:43 pm)**
 - a. **Rod Eichelberger motions to approve the May 28, 2026 board meeting minutes and June 27, 2026 consent agenda. Second by Karen Bogenschutz.**
 - b. Vote: Karen Bogenschutz, Deb Ivie, Jaren Gibson, Rod Eichelberger, Xazmin Prows
- II. **MOTION (3:43 pm)**
 - a. **Deb Ivie motions to approve the Entheos Academy 2025 - 2026 final budget. Second by Rod Eichelberger**
 - b. Vote: Deb Ivie, Jaren Gibson, Rod Eichelberger, Xazmin Prows, Karen Bogenschutz
- III. **MOTION (3:44 pm)**
 - a. **Deb Ivie motions to approve Entheos Academy 2026 - 2027 preliminary budget. Second by Xazmin Prows.**
 - b. Vote: Xazmin Prows, Rod Eichelberger, Jaren Gibson, Deb Ivie, Karen Bogenschutz
- IV. **MOTION (3:44 pm)**
 - a. **Rod Eichelberger motions to approve the Entheos Academy District Work Plan/TSSP Plan. Second by Karen Bogenschutz.**
 - b. Vote: Jaren Gibson, Deb Ivie, Karen Bogenschutz, Xazmin Prows (Rod Eichelberger abstains)
- V. **MOTION (3:45 pm)**
 - a. **Rod Eichelberger motions to approve the board advisors as currently constituted. Second by Deb Ivie.**
 - b. Vote: Xazmin Prows, Jaren Gibson, Deb Ivie, Karen Bogenschutz, Rod Eichelberger
- VI. **MOTION (3:45 pm)**
 - a. **Rod Eichelberger motions to approve updates to committees. Second by Karen Bogenschutz.**
 - b. Vote: Jaren Gibson, Deb Ivie, Karen Bogenschutz, Xazmin Prows, Rod Eichelberger

ADJOURN

- I. Time 3:46 pm
- II. Motion: Jaren Gibson motions we adjourn the 2026 retreat board meeting. Second by Xazmin Prows.
- III. Vote Karen Bogenschutz, Xazmin Prows, Jaren Gibson, Deb Ivie, Rod Eichelberger