DUAL IMMERSION ACADEMY

DIA Board of Directors Agenda
October 6, 2026
Dual Immersion Academy

The meeting opened at 5:30 pm
Via Zoom

Attendance
Members present: Preston Reynolds, Teri Slaugh, Lucia Murdock, Mac Newbold, & Travis Dom
Absent: Rocio Fuentes
DIA staff: Angela Fanjul & Jazmeen Gonzalez

Board Retreat
The board agreed to hold the retreat on November 6 and 7, with an evening session on the 6th and a morning session on the 7th. Arrangements will be made for these dates.

Executive Director/Principal Compensation
Mac Newbold reported that he has been in conversation with Jeff and Angela about compensation for much of the year. In summer 2025, the school was transitioning to a new principal, and in summer 2026 the school was again without a principal. As a result, there is time worked that has not been compensated. Mac would like to find an appropriate way for the school to make up the missed compensation. Angela said she is not concerned about summer 2025 and asked the board to focus on summer 2026 and the current school year.

Motion to: Move into a closed session of the meeting
Motioned by: Preston Reynolds
Seconded by: Travis Dom
Approved unanimously

Closed Session under UT 52-4-205 held

Motion to: Close the Closed Session and re-open the Public Session
Motioned by: Preston Reynolds
Seconded by: Mac Newbold
Approved unanimously

Re-opened Session
After the meeting reopened, board members asked questions to understand the context and decide on next steps. The board noted that current and former employees had raised concerns about the Executive Director, including:

- How extra time worked is documented
- Stipends and the distribution of funds not being clear in payroll records
- Opinions that former employees shared with one board member

- Last year's high teacher turnover
- Allegations about performance, including how the director spends the workday, financial management, and why some staff left the school

The board stated its goal of resolving these issues before the next board meeting.

A subcommittee will be formed, with Preston Reynolds and Lucia Murdock conducting staff interviews. The subcommittee will:

- Address the concerns listed above and the questions about compensation
- Send questions to Angela and possibly interview other staff members
- Schedule a meeting with Angela during the week

Motion to: Adjourn the Meeting
Motion made by: Preston Reynolds
Seconded by: Travis Dom
The motion passed unanimously.

The meeting concluded at 6:53 pm

Next meeting:
Tuesday, October 20, 2026