ENTHEOS ACADEMY BOARD MEETING MINUTES/NOTES
September 24, 2026 6:00pm

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, Brian Cates of Red Apple, Denise Taylor
   d. Administrators Excused:
   e. Others in attendance: Evette Mendisabel, Luseane Tafisi, David Erickson - Eide Bailly, Sarah Erickson, Jessica Nash, 2 Entheos Kearns students, Kathy Larrabe
   f. Time: (6:04 pm)
II. Meeting Opened by Rod Eichelberger (6:04 pm)
III. Pledge of Allegiance led by Rod Eichelberger (6:05 pm)
IV. Mission Statement by Jaren Gibson (6:06 pm)
V. Approve minutes from August 27, 2026 and September 24, 2026 Consent Agenda (6:06 pm)
   a. **Rod Eichelberger motions to approve the August 27, 2026 board meeting minutes. Second by Karen Bogenschutz**
   b. Vote: Jaren Gibson, Xazmin Prows, Karen Bogenschutz, Rod Eichelberger
VI. Approve Consent Agenda for September 24, 2026 (6:07 pm)
   a. **Rod Eichelberger motions to approve the Consent Agenda for September 24, 2026. Second by Xazmin Prows**
   b. Vote: Karen Bogenschutz, Xazmin Prows, Jaren Gibson, Rod Eichelberger
VII. Entheos Value Presentation by Jason Bennion (6:08 pm)
   a. Integrity

PUBLIC COMMENT

I. Public Comment: (6:41 pm)
   a. NONE

INFORMATIONAL ITEMS

I. Q&A on Director Reports (6:20 pm)
   a. District: Esther Blackwell - Thanks Board again for putting on such a wonderful 20th anniversary celebration together. Pictures of the event are included in her report for everyone to enjoy. We received the End of Year EOY Growth results for both campuses. Kearns is just barely over their goal. Magna is coming right along. We are really proud of all the work the teachers have done. Growth is the main focus because it is an accessible goal for all students (multi-language learners, students with IEP', and our gifted and talented students). The preliminary report card came yesterday. They will be publicly released tomorrow and they will be in next month's board report. There are so

many teachers at both campuses that have over 65% of their students making typical growth on state tests. The teachers on slide 10 have over 85% of their students achieving this which is phenomenal. Getting the numbers is not all we care about, but these numbers are a result of the students understanding and learning. She will be able to share more about how we compare to Granite School District next month. Our K-3 team is under so much pressure with the new RIP's. This is a big lift. This is a team effort with the parents. There are parents who don't know what to do with their kids at home to get them reading. Rinella is going to provide them with personal reading coaches to coach the parents on how to support their students at home and this will be done in both English and Spanish. They will provide activities and coach the parents on how to close the reading gap at home. Rod shares that the financial rating is great and Esther agrees that it is stellar for a small charter school and thanks all who help make those decisions.

b. Kearns: Denise Mathews - overall growth is at 68%, ELA 66%, Math 73%, and Science 64.3%. Connecting to our charter there are a lot of hands-on experiences going on: 2nd Grade Discovery, 5th Grades expedition going to Hale Center Theater, and the visit from the Zoo to 2nd Grade. The teachers are modeling reading excellence and were spotlighted in our Community Circle. 4-H Family Night was held at Kearns with about 150 people in attendance. We had 70% of the 6th Grade participate in Adventure this year which is stable from last year. Rod Eichelberger shares that it is good to see the Student Council put together portfolios for the kindergarten class.

c. Magna: Jason Bennion - Service Learning - we got our first local school pantry happening on Monday. We are pretty excited about getting free groceries out to our families. Our elective Lead and Serve class (6th - 8th grade) went to The Food Bank and served there. Our K-3 classes are doing amazing with Acadience. They are gradually increasing and working towards our overall goal of 65%. We also had our 6th Grade adventure trip, and both Jason and Ms. Tafisi was able to go. The students were awesome. They did a lot of team building activities. Students were able to help one another and showed great respect to each other. Discovery is doing a lot right now with 1st, 2nd, 3rd through 5th grades.

II. Staff Recognitions (6:30 pm)
   a. District: Lavon Hatch
   b. Kearns: Anna Clarke, Spencer Nielson, Mason Baker
   c. Magna: Suzanne Giravi, Megan Stubbs, Jessie Zufelt

III. Entheos Kearns Campus Student Report on Adventure and Electives by Denise Mathews, Sarah Erickson, 2 Entheos Students (6:42 pm)
   a. Student report - Adventure - He learned that ancient peoples' discoveries are still used today. He really liked the Native Americans connection between the rocks and the stars. He liked how the parent volunteers were able to participate in the trip. Rod Eichelberger asked what he would remember most from this trip and Wyatt stated he will remember the friendships that were made. Jaren Gibson asked if it was hard to fall asleep at night because of all the things to reflect on or was it easy to fall asleep. He stated that he was really exhausted so it was easy to fall asleep.
   b. Student report - Electives - She loves having some control over what classes you will have. She also likes the freedom the teachers have to teach. They don't have to stick to a certain curriculum. She also appreciates that the teachers can be creative and bring their passion to the classroom. Karen Bogenschutz asked which classes she is taking. She responded with Team Sports and Advanced STEM. Karen Bogenschutz agrees with her that teaching something you are passionate about really helps. Denise Mathews

asked if she is happy about Entheos moving to electives. She responded with "Yes." Rod Eichelberger asked her which is her favorite and she stated STEM. Jaren Gibson asked if there was something she noticed about her Advanced STEM teacher and she replied that Mr. Horscroft really likes Chemistry. They have done some great experiments.

IV. Finance Training from David Erickson from Eide Bailly - Audit Partner (6:48 pm)
   a. The Entheos Board has governance responsibility to oversee the financial health of the school and stewardship of these public resources.
   b. The school submits the Annual Financial or Program report to the State Board of Education each year. Entheos is in a strong financial position.
   c. Purpose of an independent audit:
      i. Clarify what the audit does and does not provide
      ii. Discuss the board's role in financial reporting
      iii. Highlight benefits to the school and its stakeholders
   d. Why Charter Schools Have Audits?
      i. Independent credibility for many stakeholders
      ii. Board members, families, and the community
      iii. State authorizers and grant agencies
      iv. Bondholders, lenders, and donors
      v. Management and other financial statement users
   e. What an Audit Provides
      i. Reasonable assurance and useful insight
      ii. Independent opinion on the financial statements
      iii. Greater confidence in financial reporting
      iv. Consideration of financial and compliance risks
      v. Communication of significant findings and control matters
      vi. Recommendations that may strengthen processes
   f. What an Audit Does Not Do
      i. Clear boundaries preserve accountability
      ii. Does not guarantee all fraud or errors will be detected
      iii. Does not manage finances or make operational decisions
      iv. Does not replace management's responsibility for reporting and controls
      v. Does not replace the board's governance and oversight
      vi. Does not ensure future financial success
   g. The Board's Role in the Audit Process
      i. Engagement makes oversight more effective
      ii. Ask informed questions about significant risks
      iii. Review audit results, findings, and recommendations
      iv. Monitor management's corrective actions
      v. Promote integrity, transparency, and accountability
      vi. Maintain communication with management and the auditor
   h. Internal Controls Matter
      i. Practical checks and balances protect the mission
      ii. Protect public resources and school assets
      iii. Promote accurate and timely reporting
      iv. Help prevent and detect errors or fraud
      v. Support compliance with laws, grants, and regulations
      vi. Create checks and balances, even with limited staffing
   i. How to Get the Most Value from Your Audit

i. Move from compliance to continuous improvement
ii. Use recommendations to improve processes
iii. Discuss sustainability, cash flow, and liquidity
iv. Monitor enrollment and funding trends
v. Address grant compliance and emerging risks

j. Final Thoughts
i. Three parties, one shared objective
ii. Management prepares reliable financial information
iii. The board provides governance and oversight
iv. The auditor provides an independent opinion
v. Consider cybersecurity, data protection, and fraud risk

V. Budget and Finance Report Deborah Ivie (7:00 pm)

a. Rod Eichelberger made a comment about the financial report. Entheos Academy is on target to have 410 days of unrestricted cash which is higher than the goal of 365. Rod asked Esther if they are looking at ways to spend the excess. She replied that they are in they will be putting in a new playground at both campuses. Rod Eichelberger is encouraging the finance committee to keep putting aside funds because that will allow Entheos to provide additional things to the students. Rod Eichelberger also asked about the enrollment. Deborah Ivie responded that the enrollment will drop to where it should be and that it was on purpose.

b. Deborah Ivie: We are 17% through the year which is good to know when you look at the different areas. Our service ratio is healthy. Our PTIF balance we continue to be reinvesting which means we are getting income off of that as well. Operating margin is also very healthy.

c. Brian Cates: We did complete the financial piece of the audit. Esther Blackwell certified those reports today. There will be more compliance related testing. We will see the final report in the next month. There may be questions when the audit report comes out. It can be a very confusing report. Some of the data is presented several different ways in the same report. If there are questions about the report, Eide Bailly can be available to help answer any questions. He repeated what Esther Blackwell said in that they are looking to make several purchases that would be capital expenditures. They are always monitoring cash levels in our main operating account to see if we can continue to transfer money over to the PTIF account.

d. Rod Eichelberger asked about the PTIF interest that Entheos earns, where does that revenue show up? Brian Cates responded that it shows up in the Local Revenue Interest on Investments.

e. Esther Blackwell: Not reflected on the Budget Summary: We had the Reserve Study done which was very helpful to plan for our large building expenses. They discovered recently that the estimates to replace the HVAC units was off by about 50%. Kearns needs to replace almost all units and several at Magna. Those expenses have been approved. Sue Talmadge stated: The replacement will begin over Fall Break with wiring and then over Thanksgiving break they will be installing the units. The reserve study was off partly because they had the incorrect size of the units and they didn't include installation costs and prices have also gone up dramatically.

DISCUSSION ITEMS

I. Board Development - Anxious Generation Chapter 11 - Xazmin Prows (7:08 pm)
   a. Jaren was excited that we already are working on our adventure playground.
   b. Rod Eichelberger shared that the state has pushed cell phone usage. We are already doing that.
   c. Karen Bogenschutz agreed with most of the chapter. She really liked the statement "When we give trust to kids, they soar." We do that well here by giving them responsibility for their learning and trust them to make good choices. With the things we discuss in Circle Up gives them the opportunity to soar.
   d. Rod Eichelberger asked about less regulated playtime. Esther really likes the idea, but it makes her nervous. She toured an Adventure Playground and it was full of wooden planks, nails, paint and lots of things that are dangerous. The kids were good. The playground was incredibly high risk. The kids learned so much. As an administrator she doesn't feel brave enough to do this. She really likes this type of learning.
   e. Denise Mathews wondered about going back to writing essays on paper. She feels the connection of writing on paper solidifies learning. Xazmin Prows stated that when you type it doesn't stick as well. Xazmin Prows doesn't think there would be as much push back from parents. She feels there are a lot of people that think there has been something lost from not writing stories, etc. Karen Bogenschutz agrees. Rod Eichelberger states that there is research stating that writing activates parts of the brain that typing does not and that you learn more by writing than typing. This would be an adjustment, but we can do hard things.
   f. Karen Bogenschutz stated that there is too much screen time. Everything is online including testing.
   g. Rod Eichelberger asked about reducing playground monitoring restrictions and rules. Xazmin Prows states that she loves it. In the chapter it stated that bullying and problems lessened because students worked it out without adult intervention. Karen Bogenschutz stated that they learn life skills by working it out themselves. Luseane Tafisi shares from the 6th grade Adventure Trip there was a time where the kids had the opportunity to make the rules to an activity. This is where they learn. Karen Bogenschutz stated that the kids will own the rules because they came up with them. Rod Eichelberger stated that they learn what rules work and don't work. Esther Blackwell stated that she would really like to get to that point. It would take parent and educator training to accomplish this. The administration team has discussed how to talk about this because when we do have the adventure playground there will be an element of risky play. This could be stressful for some. This will be a gradual process. Karen Bogenschutz stated there would need to be some ground rules / guidelines in place to help keep students safe. Xazmin Prows states that many people don't understand the difference between bullying and kids being mean. She defines bullying as being targeted by someone or a group over and over again. Rod Eichelberger states that right now we as a generation are trying to protect people from harsh words and we need to help them work through those words. After reading this chapter, Rod Eichelberger wonders if there is a way to incorporate this into the Crew curriculum. This is how to get teachers to buy in. This might be the way to get to some of these outputs we are looking for.
   h. Rod Eichelberger wonders if we should encourage the Entheos staff to go through this book. Esther Blackwell thinks we could offer it as an optional book club, but she doesn't feel she could ask the teachers to take another thing on.

i. Xazmin Prows: “Any schools whose leaders say they care about fostering belonging, community or mental health but haven't gone phone free are standing on whale fishing for minnows.” The three changes made in a school (1) Longer recess with little adult intervention (2) opening the school playground 30 minutes early before school begins (3) offering a play club. What are your thoughts about this section? Denise Mathews states that this would need to be a gradual process. There is a phenomenon developing that students who experience problems on the playground sometimes they lack parental attention and so talking to their parents gets the parent up in arms about it and this reinforces the student by telling the story. Then the parents are upset and talk to the administration about lack or supervision. Let’s say we open up the playground early in the morning to families with little or no supervision. These families would complain if something happened because they left their student in the school's care. She feels that we all need to be on the same page to accomplish this. Esther Blackwell pointed out that they track all student behavior and currently they have the highest amount of behavior issues during unstructured time. There would need to be a mind shift of parents, students, teachers, and the community to achieve this idea.

II. Policies for discussion by Xazmin Prows (7:30 pm)
   a. 4600 Volunteer and Visitor Policy - some minor edits to make the language sound better. The content wasn’t adjusted at all.
   b. 5401 Bullying, Cyber-Bullying, Hazing and Abusive Conduct Policy - this one had an overhaul. Esther Blackwell was made aware of some things that the state required us to have in our bullying policy. Sue Talmadge revamped the whole thing and included the things that were necessary from the state. Esther Blackwell is very appreciative that the state has very clearly defined what qualifies as bullying and we have included those in our policy. We need that language because we use it in our conversations.
   c. 7104 Parent and Family Engagement Policy - This is required by the state. We didn’t alter anything on this policy.

III. Board Retreat Date by Rod Eichelberger (7:34 pm)
   a. June 19th will be the board retreat. Many have the same conflicts. Xazmin Prows may have a conflict in June that she will need to be at, but she doesn’t know when yet.

IV. Winter Party Date & Festivities by Karen Bogenschutz - December 15th from 6-8 pm. It will be for staff and immediate families (spouse and children) are invited. More details to come.

ADJOURN

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