



**ATHLOS ACADEMY OF UTAH
BOARD OF DIRECTORS MEETING
AGENDA**

Date: Thursday, March 14th, 2019 Time: 6:30 PM to 9:30 PM
 Location: 12309 South Mustang Trail Way, Herriman, UT 84096, Room 124

Board Members	Present/Absent
Bethany Zeyer	X
Josh Cummings	
Ben Hyink	X
Jake McCrea	X
Eric Christensen	X
Gary Hansen	X
Others	
Board Clerk: Courtney Haacke (X) School Leader: Jarom Airhart (X) Athlos Academies: Darin Knicely(X), Jill Turgeon (X via phone), Bobby LaBorde (), Dominick Clayton () Charter Solutions: Alan Anderson (X)	

The meeting was called to order at _____6:32pm _____

Item #	Topic	Description	Who
1.0	Call to Order- 6:30pm		
1.1	Pledge of Allegiance		Bethany Zeyer
2.0	<p>Public Comment- 6:32pm public comment started at 6:38 policy read by Bethany Zeyer Board will call on members from the sign-up sheet that must have been previously signed up before the meeting was called to action.</p> <p>Eric entered at 6:40pm</p> <p>Airhart stated he emailed homecourt last night stated he resigned as Item Director. He also had meeting with staff this morning informing the staff that he sent an email stating that he resigned from his positions as Interm Director and that even with the changes he wants to make sure everyone is focused on the goal of the children and their education.</p> <p>Bobbie Evans- read a poem, staff came in all wearing team Airhart shirts in show of support for Mr. Airhart. Her letter in summary stated that Athlos staff has built an amazing foundation and homecourt had broke it down. She stated examples of data dives, student success, and comradery. Stated that the last director was only wanting to move up and take down anyone necessary. She does not believe that homecourt has her best interest in heart as a teacher and an educator. She gave the board a paper with her written statement on it.</p> <p>Nina RedThunder- Thanked Maddie for the shirts. Expressed her love for Mr. Airhart and his love and staff. Stated was not happy with Director Herr said he dictated what homecourt wanted only and did not listen to the staff in Utah. Stated that she notices many differences with Mr. Airharts leadership notices that staff puts in additional effort under his guide and it</p>		



	<p>feels like a family and again under his direction. Expressed her concern for the unknown of the future and what it may hold. Also how we look to the community, and to new perspective students with all the change that is continuing to happen. Ended with praise for Mr. Airhart and all he has done for our school community.</p> <p>Mr. Knicely- stated he was proud of Mr. Airhart and his work at Athlos also thanked Mr. Airharts wife for her support. Praised his commitment and all the conversation that have happened in the past few months since Mr. Herr has left. Mr. Knicely stated that he will be taking over the interim director position and relocating to Utah 5 days a week until a new leader is found.</p> <p>Emily Doll- new teacher at Athlos, 8 years teaching. Stated she loves teaching and teaches for the “light bulb moment”, stated that teachers need to be supported and that Mr. Airhart is that leader. Wants to be supported in teaching and learning not test taking and scores.</p>		
3.0	Teacher and Student Recognition- 6:40pm		
3.1	Teacher Recognition	Tracy Floyd shuffled order presented 2 nd presented to Ms. Floyd by Bethany Zeyer, took photo of photo	Jarom Airhart
3.2	Student Recognition	Isaac Cummings Shuffled order presented to Isaac Cummings 1 st Mr. Airhart, honored him and Took a photo of him with Mr. Airhart	Jarom Airhart
4.0	Consent Agenda- 6:55pm		
4.1	February 13, 2019 open session minutes	Propose approval of minutes from February 13, 2019 open session meeting Motion to approve by Gary as indicated Second by Ben None Opposed	Bethany Zeyer
5.0	Administrative Reports- 7:05pm		
5.1	Director’s Report	Update on progress on key priorities at AAU Hired Mr. Jolley for 6 th grade science has 6 – 12 th grade with endorsements. Mr. Pechman has resigned last day will be the 22 nd . Moving Mr. Jolley from 6 th grade to 7 th -8 th grade math and science. Natalie Norman- level 1 teacher took over	Jarom Airhart



		<p>Ms. Blackburn 1st grade.</p> <p>Still looking for Dean of Culture- Ben asked why Dean of Culture has not been chosen since it has been a month. Jarom stated that because both finalists are ELA teachers in MS they would need to leave to take the Dean spot that we would be left with with no ELA. If Jarom goes back to Assistant Director, then there is no need for Dean of Director.</p> <p>Stated staff morale is good and getting better daily. But has taken a dive since the latest news on him stepping back down to Assistant Director.</p> <p>RISE- takes place of SAGE, kids taking benchmarks during lab time in computers. Taking results and working as grade level teams to build intervention lessons based on scores.</p> <p>Committees- working hard, meeting weekly to try and get things ready and in place for next year. Calendar Committee- athletics, music, recess, lunches...almost done. PBIS- took data and triggers on what makes students upset and “triggered” behavior, and how to apply different options to get students calm, along with 4 rhetorical questions. Building genuine connections with students. PCC- end of year celebrations, doing surveys with students and teachers, taking data to boost performance MS- working on what middle school will look like next year.</p> <p>Enrollment- 932 currently, open houses twice a week, a few day tours, word of mouth, PTO boutique open to community, MS open house coming up.</p> <p>Ben- asked why if the board allocated the money last month for new hires, has it not been done a month later. Jarom said he didn’t want to remove a teacher to promote</p>	
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		<p>them to dean of culture until he had someone to fill the position.</p> <p>Justin –Homecourt currently at 932 students, 770 students returning, 195 new offers have accepted, 965 total for next year.</p> <p>Jake- wants to know the difference with this time last year vs where we are this year and how it is different. Mr. Airhart said he would reach out and find out that data if he can.</p>	
5.2	Athlos Report	<p>Update on homecourt projects being conducted to support AAU</p> <p>Program support- In Utah February 12-14, 19-22, 27-28 meeting with academic team and team leads, and Meeting with Jarom Dominic Clayton on site 2-27 / 3-1 (for performance pillar) Juliana- enrollment and offers out to new students Bobby- on going financials with Alan and risk management Marketing- prepping recruitment fairs, and upcoming open house. Social media posts on going at the school.</p>	Darin Knicely
5.3	Enrollment Update	<p>Enrollment Update Justin – current enrollment is 932 lower than last month 8 students have moved, loss has been to relocation</p>	Justin Mann
5.4	Monthly Financials	<p>Review January financial statements</p> <p>Alan- Operating cash in the bank 1.2 million net income is up 90,000 end of year info needing to be done or got done, W2s and 1099 done and delivered Glitches on state site system, IDEA will come in on the next allotment number. January, several teachers left and as result,</p>	Alan Anderson



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		<p>those teachers have been paid out their accrued wages, there will be a few showing on Jan and Feb.</p> <p>1.2 mil / Daily Expense + \$185,000 Stated that there has been more in janitorial expense due to salt and snow removal</p> <p>Rental payments coming in Lunch is running hirer then normal</p> <p>Gary- clarified October 1st count is what we got funding from at 932. ADM= average daily membership and it will adjust?</p> <p>Ben- asked to clarify what we will be paid at beginning of year?</p> <p>Alan said it will be general at first and then once Oct 1st count they will back pay if needed.</p> <p>\$25,000 from line 136 from last board meeting Ben asked we do not hire Dean of Culture where the \$25,000 will go. Alan stated in June when we do the revised budget we can decide where the additional money will go.</p> <p>Purchase Professional Services, those are all PPTS. Went over each line and specified what each title represented for what company.</p> <p>ENA contact with Bobby at homecourt, 3 year contract is about to expire. Telephone and internet.</p> <p>Over Budget 281%</p> <p>Motion to accept financial report for month of Jan by Bethany</p>	
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5.5	Executive Director Summary	<p>Overview of candidates for the position of Executive Director</p> <p>Camille- homecourt Only 2 candidates left because the other people withdrew. Those 2 are: Andrew Burt and Mandy Kartchner *See notes in board packet for exact answers and notes from interviews conducted by homecourt.</p> <p>Bethany- asked will it be full committee or full board for the next process. Camille said she will clarify in a few minutes.</p> <p>Camille highlighted the remaining timeline</p> <p>March 14-29 ref check and background</p> <p>April 11 finalists visit campus and meet with board and parent advocate (see notes below)</p> <p>Before April 19 board and homecourt will debrief</p> <p>End of April- announcement made</p> <p>July 1st start date</p> <p>Camille- wants to know who from the board wants to be on the hiring committee. Josh was nominated and Ben, Jake want to go depending on time and if can get off work.</p>	Camille Wells



		<p>Camille asked, do we want to do a parent stake holder group in the decision?</p> <p>Eric thinks yes, Ben thinks yes. Board all talked and said yes! Bethany wants it to be a parent that has already reached out and is being proactive.</p>	
6.0	Committee Reports-7:35pm		
6.1	Pillar Committee	<p>Ben- Reported talked mainly about middle school language and how it will be as an actual Jr. High.</p> <p>They are asking permission about gathering information about a booster club and then sending it to the governance committee. It is a group of parents that would run fundraisers to reduce fees and new or special equipment. They are only over athletics. They would go to local business, and hang banners on school grounds, etc. Bethany expressed fundraising might be an issue need to double check fundraising language in bylaws.</p> <p>No motion to be accepted. Ben stated they will get it going and over to the governance committee.</p>	Ben Hyink
6.2	Governance Committee	<p>Eric- reviewed employee leave, safety and expectations, all was okay. But wondering why or who rewrote it.</p> <p>Jill came in via phone stated we can have meeting virtual, either change policy or add a committee member. Jake wants to know if they can go straight to action with items or not. Bethany stated you must go to discussion first and call to action the next month.</p> <p>New board members need to be interviewed. Will be touched on later.</p>	Eric Christensen
6.3	Finance Committee	<p>Jake, wants to get a rough guide to start collaborating with other committee.</p>	Jake McCrea
6.4	Safety Committee	No report. Next meeting is May 8 th .	



7.0 Action Items-7:45pm			
7.1	2019-2020 School Calendar	<p>Propose approval of school calendar</p> <p>We start one day after the JSD, parent teacher conference are during the day and then a comp day is one of a the main difference other than that it is essentially the same, all the other day's line up with the elementary schools.</p> <p>Eric said he agrees as long as we mirror JSD.</p> <p>Make motion to accept proposed calendar By Ben second by Jake None Opposed</p>	Jarom Airhart
7.2	6 th Grade	<p>Propose approval of 6th grade to be moved to elementary</p> <p>Mr. Airhart explained how 6th grade would work with minimal transitions and each term have a different "special" class, one for each term.</p> <p>Bethany, stated JSD rotated as a core but not specials. She liked that best!</p> <p>Board is only approving going to back to Elementary not how it is done. That will be up to school leaders.</p> <p>Eric made motion to Move 6th to elementary Second by Ben Non opposed</p>	Jarom Airhart
10 Minute Break- 8:00pm break at 8:10 called back to order at 8:20			
8.0 Board Training- 8:10pm			
8.1	Agenda Development	<p>Developing and Effective and Efficient Agenda; RRO QT- Consent Agenda</p> <p>Jill- brief training on how to have an effective board meeting.</p> <p>Effective and efficient Having an agenda Created/presented in timely manner Easy to follow Numbering system Background on item Action if needed by board Cover Pages detailing items, action, discussion for some items (not all, for</p>	Jill Turgeon



		<p>example not the Pledge of Allegiance)</p> <p>Agenda- Chair is responsible for what goes on the agenda, but others can also add.</p> <p>Bethany asked can something be added last minute even though it is not on the public site? Jill stated she will double check with Utah Law but best practice is you do not add items to the agenda that are action items. Depending on your bylaws you can change or make a requirement to extend the rules to break your rules. But you can add items still after it has been posted on the site. Jill stated will talk later in detail if needed and double check. Bethany still questioning that the above info is accurate and wants 100% clarification.</p> <p>Bethany asks are we supposed to approve the agenda for the meeting at the beginning of each meeting. Jill said it is up to the board.</p> <p>Ben asked if the board meeting is on a Thur and a committee on a Monday so only 4 days separating it does it need to wait to the next meeting to get on the agenda if there is something that needs to be on the agenda? Jill said no, any Action made at a committee it is not a motion made by the board but a motion to ask the board to make a motion to create a boost club.</p>	
9.0	Discussion Items- 8:25pm		
9.1	Bylaw Revisions	<p>Revisions related to elections and board appointments.</p> <p>A description of how the members and the public will be connected to the electronic meeting.</p> <p>The problem is in our own policy. Section 3. This can be removed or amended.</p>	Jill Turgeon



		<p>Eric wants to know if a committee meeting is a public meeting? He stated is it the quorum of the board of quorum the committee. Jill said she would look into it more with Utah Law for a clearer answer.</p> <p>Jill said you can have up to 9 board members, so 3 more members. If a member is appointed between now and Aug they would need to be appointed again.</p> <p>Bethany asked about what is a legitimate position. Jill said she did not look at it but she will. Like if we have a clerk do we need a secretary?</p> <p>New board position timeline: Call for applications in May Elections in June New board shadow in July Annual Meeting in August (board will leave and seat new members at August)</p> <p>All positions must be posted.</p>	
9.2	Policy 4024	<p>Safety Expectations for Employees Eric wants to know if there are any issues with the new policies. Gary wants to know why it was rewritten and any time we rewrite a policy we should know why and where the rewrite stemmed from. Jill said that none of these are time sensitive, so could bring back to committee to discuss.</p> <p>Eric makes a motion to send back to governance committee policies 4024, 4038, 4034 Second by Jake None Opposed.</p>	Governance Committee Chair, Jarom Airhart
9.3	Policy 4038	<p>Employee Leave Policy</p>	Governance Committee Chair, Alan Anderson, Jarom Airhart
9.4	Policy 4034	<p>Expense Reimbursement</p>	Governance Committee Chair



10.0	Closed Session- 9:00pm Motion to go into closed session For the purpose of the discussion of the character, professional competence or physical or mental health of an individual for strategy sessions to discuss the purchase, exchange or lease of real property. By Ben at 8:57 Second by Jake None Opposed	
10.1		For the purpose of the discussion of the character, professional competence or physical or mental health of an individual for strategy sessions to discuss the purchase, exchange or lease of real property. Open session at 9:42 back to order Motion to end meeting by Gary Second by Ben None Opposed
11.0	Adjournment- 9:30pm	

Next Regular Meeting

Adjournment: