



# ATHLOS ACADEMY

## ATHLOS ACADEMY OF UTAH BOARD OF DIRECTORS MEETING

February 13, 2019, 6:30 PM  
12309 South Mustang Trail Way, Herriman, UT 84096, Room 124

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### Board Members:

Bethany Zeyer  
Josh Cummings  
Ben Hyink  
Jake McCrea  
Eric Christensen  
Gary Hansen

### Other:

Board Clerk: Courtney Haacke  
School Director: Jarom Airhart  
Athlos Academies (Home Court): Darin Knicely, Jill Turgeon  
Charter Solutions: Alan Anderson

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### **CALL TO ORDER 6:32**

6:30 pm Item 1. Pledge of Allegiance

6:32 pm Item 2. Public Comment

**No Public Comment**

### **CONSENT AGENDA**

6:40 pm Item 3. Approval of Minutes

3.1 January 19, 2019 open session

3.2 January 19, 2019 closed session

3.3 February 5, 2019 open session

3.4 February 5, 2019 closed session

**Motion to receive by Ben**

**Seconded by Gary**

**None opposed**

## REPORTS

### 6:45 pm Item 4. Directors report by Jarom Airhart

\*Amendment to the report- 6<sup>th</sup> grade science teacher has now been hired. Starts Monday. His name is Mr. Jolley and he has 7 years Science teaching experience.

\*6<sup>TH</sup> & 8<sup>TH</sup> grade math is Ms. Laughter. She has a mentor set up and CPM has already been out to meet with her and do some training.

\*Staff morale is good overall but some people want to know why Mr. Herr was let go and more information. Mr. Airhart stated he has sent out a few morale boosting emails urging to put your best foot forward and stay away from gossiping and unprofessional behaviors

\*For academic growth there was about 60 students that showed exceptional growth in reading. They have set up Reading data boards and plan to do one for math in the near future to showcase growth publicly.

\* For academic growth, Ben asked how do we celebration those 60 students. For example, you would have a big party or celebration if you won state in track, but what do we do for academics? Mr. Airhart stated that celebration is happening, but only between the teacher and the student's family. He stated he would like to start something as well to showcase and celebrate academic growth publicly. Ben agreed, saying we are "academic first" which means we need to celebrate these achievements.

\*Josh asked how are you increasing staff morale? Mr. Airhart stated some small things such as Trivia Nights, Staff Egg hunt, Staff Luncheon and some other holiday based items. Put on by Ms. Flowers and her staff. They also meet as a leadership team and decided they need to be the leads and set the precedence and also meet with the teams leads and discussed a similar idea of setting an example of how we talk, what we talk about and the "feel " we are presenting.

\*Josh expressed concern regarding moral and the underline issues why people start looking for a job might be environment in which they work makes them look around at other options. They then find something that might be better, but need to make sure we are aware of the underline issue of why people start looking for something else in the first place.

\*Ben Suggested thinking about an action or consequence of some kind for employees who continued to engage in unprofessional behavior. Mr. Airhart agreed and said he would like about it in case it needed to be addressed further.

### 7:00 pm Item 5. Financials report by Alan Anderson and Jake McCrea

#### 5.1 December financials

\*Bethany made Motion to accept the December Financials  
Jake accepted the motions and moved

Ben Second  
None opposed  
Gary left at 6:57pm

## 5.2 Audit report findings

\*Bethany called for motion to accept  
Josh accepts and motion to move  
Seconded by Jake  
None Opposed

## 5.3 Revised budget

Darin stated that a amendment needs to be made to the director wage in order for the board to vote on the revised budget due to Mr. Herr no longer employed. Alan suggested approve the budget and make a adjustment.

Mr. Airhart asked that a Dean of Students be hired and some of Mr. Herr's salary be used to pay for the Dean's salary. Josh expressed concern that additional support or training might be needed for the Dean and where would that money come from? Mr. Airhart said in house training could be done but nothing that would add to any additional expenses. Two paras are leaving SPED department. They are both relocating to other areas. They can be replaced with 2 more paras or one SPED teacher. Ms. Trujillo would prefer a SPED teacher instead of replacing the 2 paras. Darin was concerned that that was the best decision. Replacing the 2 para's with a teacher would equal about the same salary wise but they would then qualify for benefits, which is an additional cost. Darin suggested maybe the 90K in additional SPED money be used for things that are a onetime purchase since the fund will expire, or hire a teacher where their agreement ends with the end of the year. Alan stated that they did talk about using some of the SPED money for new SPED computers and Kitchen computers. Original computers were purchased with Charter School startup money.

Josh trying to clarify the computers needing repair vs replacement. Alan clarified some repair but mainly replaced. Josh and Jake expressed their concern with hiring a Dean of Students this year when it is just something we could really USE and not a need. This is due to adding 9<sup>th</sup> grade next year and what type of staffing we are legally required to hire and not having the proper funding. We could save the money we are longer paying Mr. Herr instead of hiring a Dean of Student to help offset the costs next year for legally require staffing that will need to be hired. Alan said we will know more about the budget once we get budget in April for next year. Josh said we need to make sure we are thinking about these things now that we will need to do in the fall that are must haves. Josh asked Mr. Airhart if he would be okay with the Dean of Students becoming the assistant director for the fall and just having a director and an assistant director like we previously had. There might not be money in the fall for all three positions. Mr. Airhart stated yes, he thing the school will be about the same size and that hiring a Dead this year that becomes an Assistant Director could help alleviate some of the work load now and then carry over to fall.

\*Gary returned at 7:38pm

\*Jake went back over his finding and comments on the budget  
Ben stated for motion to accepted revised budget from line item 136 to 103 for the payment of the Dean of Students with the total net income of \$32,030 dated 1/31/2019 05:12 PM  
Josh seconded  
None Opposed

## **ACTION ITEMS**

7:25 pm Item 6. Lottery- by Darin Knicely

\*Lottery ran by Darin, Bethany pushed the button. Darin and team with start sending out offers tomorrow

7:30 pm Item 7. Finalize Committee meeting dates by Bethany Zeyer

- \*Safety committee meets May 8<sup>th</sup> 10am Mr. Airhart's Office
- \*Pillar committee meets first Monday of the month, every month
- \*Finance committee meets Thursdays before each board meeting at 3pm via zoom
- \*Governance committee meets Tuesday before the board meeting at 3:30

7:40 pm Item 8. Upcoming board meeting schedule by Bethany Zeyer

\*Darin went over the timeline of searching and hiring a new director. Josh requested being able to see the data from the parent surveys regarding qualities a director should have. Bethany expressed Alan Anderson might not be able to be at the current board meetings that our tentatively on the calendar due to City county obligations as well as other board members might not be able to make the meetings due to Spring Break. Board was okay with the time line just wanting to possible change the dates. \_\_\_\_\_???

### **Future Board Meetings**

Motion to move March meeting to March 14<sup>th</sup> at 6:30pm

Motion to move April meeting to April 11<sup>th</sup> @ 6:30pm

Motion accepted by Ben

Seconded by Jake

None Opposed

7:50 pm Item 9. Approval of board resource for closed session documents by Josh Cummings

\*Josh asked clarifying question to keep in mind when making a decision on choosing a recording / archiving program for board meetings.

Courtney left meeting at 8:05 returned at 8:08

Josh outline all options

Gary Motioned to approve and use Office 365 as a recording / archiving purpose for board meetings

Jake seconds motion

none opposed

8:00 pm Item 10. Approval of payment for lawyer bill by Bethany Zeyer

\*Jake wants to negotiate the lawyer bill, Josh wants to question it but pay it, Gary suggested we pay it since the services were rendered and go forward with clearer expectations.

Gary makes motion to pay Kirton McConkie for league services rendered as invoiced

Jake Seconds motion

All in favor, but Josh opposed

**8:10 pm 10-minute break**

### **BOARD TRAINING**

8:20 pm Item 11. Board Training by Jill Turgeon

11.1 Board Roles, Communication and Interactions

Jill went over general board training, gave expectations of how future trains will go

### **DISCUSSION ITEMS**

8:35 pm Item 12. Review Proposed 2019-20 school calendar by Jarom Airhart

\*Mr. Airhart displayed 2 calendar options. Calendar will be voted on next meeting for school year. Mr Airhart will find out what Jordan School District went with and send an email to all board members with their decision.

8:45 pm Item 13. Discussion of 6<sup>th</sup> grade as part of middle school or elementary by Jarom Airhart

\*Mr. Airhart stressed following the same model of Jordan District and recommends moving 6<sup>th</sup> grade to be elementary school. Which would allow Middle School to be completely separate and hopefully retain more middle school students because it would have more of a “traditional” middle school feel.

Josh expressed retention issues of upcoming 6<sup>th</sup> graders. Suggested combined 6/7 as a unit and 8/9 as a unit. He is concerned that it might affect our retention. Ben wants to know if any other schools in Utah, charter or public combine 6-9? Darin informed Early Light is K-6 and 7-9,

Josh motioned for a 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.

Motion by Josh

Second by Ben

None opposed

### **CLOSED SESSION**

9:00 pm Item 14. 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.

Back to order 9:38

Gary makes a motion to adjourn

Jake seconds

None opposed

9:30 pm Item 15. Adjournment

**Next meeting Wednesday, March, 14, 2019 6:30 pm.**