



Athlos Academy

UTAH

ATHLOS ACADEMY OF UTAH BOARD OF DIRECTORS MEETING

AGENDA

Date: Wednesday, June 19th, 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	X
Ben Hyink	X
Jake McCrea	X
Eric Christensen	X
Gary Hansen	X
Others	
<i>School Leader:</i> Mandy Kartchner (X) <i>Athlos Academies:</i> Darin Knicely(X), Jill Turgeon (X), Tabitha Bowers(X), Justin Mann (X) <i>Charter Solutions:</i> Alan Anderson (X) <i>Board Clerk:</i> Courtney Haacke (X)	

The meeting was called to order at 6:34

Item #	Topic	Description	Who
1.0	Call to Order- 6:30pm		
1.1	Pledge of Allegiance		Bethany Zeyer
2.0	Public Comment- 6:34pm		
	No public comment		
3.0	Teacher and Student Recognition- To resume in the fall		
4.0	Consent Agenda- 6:52pm		
4.1	May 15, 2019 open session minutes	Propose approval of minutes from May 15, 2019 open session meeting	Bethany Zeyer



		Proposed by Gary to accept the May 15, 2019 Open board meeting minutes Second by Ben None opposed	
4.2	May 15, 2019 closed session minutes	Propose approval of minutes from May 15, 2019 closed session meeting Not yet approved Gary would like to see the minutes before they are approved	Bethany Zeyer
5.0	Administrative Reports- 7:00pm		
5.1	Director's Report	Update on progress on key priorities at AAU Josh stated he was concerned that he is concerned that their needs to be a firm deadline even on the registration. Darin stated we are breaking up the numbers when reporting our numbers to make it more accurate. Community Relations- Mandy went over all community events throughout summer Went over how back to school night will be different this year. Will start with a general meeting and introducing staff and admin and talk about a few changes that will hopefully get the committee is excited. Also talking about volunteer. Staffing- Mandy went over all the new hires and where we are at in hiring. Testing Scores- Mandy 71% kindergarten was proficient 62% first 68% second 73% third Overall 68% 80 percent is Mandy's goal Added a reading specialist Ms. Doll TSA funds will we hire 3 aides to help Concern that there has not been a solid	Mandy Kartchner



		<p>level 2 program and this will address that and hopefully get our scores up.</p> <p>Dean of Culture Model culture, Provide PD, communicate with parents, work with social worker with character pillar, manage discipline k-3 Jarom 4-6 Morgan 7-8 Aubree</p> <p>PBIS program will continue 400 club new program k-6 200 club new program 7-8</p> <p>Board Clerk funding Courtney Haacke for board clerk</p>	
5.2	Monthly Financials	<p>Review monthly financial statements</p> <p>Alan Anderson April 30th balance sheet 72 days cash on hand Alan explain the balance sheet and each page. Page one local rev, page two state rev, page three federal & title II, page four primary expense salary and benefits, page five purchase properties, page six consumables and supplies.</p> <p>Open to questions for April financials</p> <p>Motion to accept April Financials by ben Second by Jake all in favor none opposed</p>	Alan Anderson
6.0	Committee Reports-7:15 pm		
6.1	Pillar Committee (5 min)	<p>Ben talked about proficiency scores. Mandy is confident that all the pieces are in place with improvement. Mandy stated scores are way below in all of Jr. High she talked about RISE leaving and SAGE returning.</p>	Ben Hyink



		<p>Which will allow us to use bench mark testing which will give us a better idea of where the students are through the year and know where to make adjustments.</p> <p>Josh asked do you know how long going to be using SAGE, Mandy looking into it.</p> <p>Jake wants to know what is the normal in this area Mandy said 50-60%.</p> <p>Josh asked how do you know we are making headway. Mandy stated again, the SAGE has benchmarks that we will use.</p> <p>Charter Solutions- read the exact quote from the email.</p> <p>Ben stated talked about recruiting with Boise, they adviced word of mouth and the building. We need to build up our word of mouth.</p>	
6.2	Governance Committee (5 min)	Eric stated went over policies. That we will discuss later.	Eric Christensen
6.3	Finance Committee (5 min)	Jake stated we will go over the budget that they did talk about adjusting the enrollment to match the budget but will go over that later.	Jake McCrea
7.0	Action Items-7:30pm		
7.1	Board Election (20 min)	<p>Election of new board members</p> <p>Jill went over the board reports by candidates. Jill went over how long each candidate will fill their seat.</p> <p>Josh asks why do you want to serve on the board.</p> <p>Stephanie- said mainly it is due to the negative attitude the community, wants to help change it. Used her children as examples. She wants to help the school be what she knows it can be and want the communities to see that.</p> <p>John- loves the 3 pillars, wife comes in a lot to help and saw this as a way for him to be able to help. He is a product</p>	Jill Turgeon



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		<p>manager and would use that experience to help Athlos.</p> <p>Fountain- Has helped his children, loves to help influence with the children and students, love to polish and make things better, enjoys this type of work.</p> <p>Purser- would love to help turn around the communities attitude to the school Wants to help with the finances and has lots of experience.</p> <p>Ben wants to know how being on the board will help with the negative community.</p> <p>Purser- He feels that it is the boards responsibility to have a positive outlook and filter out the bad and the good.</p> <p>Fountain- Said we need to work toward the positive and the reinforce the positive. Board members do that by shaping the curriculum and the culture.</p> <p>John- all part of the community, get out and talk to the community and be a listener and a doer. Create a positive attitude about all feedback.</p> <p>Stephanie- Just being a advocate for the school and getting out in the community.</p> <p>Gary asked about the how long do you think you can give the board. Bethany advised it is about 10 hours a month.</p> <p>Stephanie- She is able to give time sometimes has 3-year-old in tow but is willing to give time John- very flexible and able to give the time.</p>	
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		<p>competence or physical or mental health of an individual.</p> <p>Second by Jake All in favor none opposed</p> <p>Back to order at 8:20 Board Elections</p> <p>Josh thanked the candidates for coming in and asked them to serve on a committee. Said that it is his personal opinion that we should only take 2 candidates, and if you are not nominated to server on a committee.</p> <p>Jill entertained any nominations. Josh will nominate Will Fountain Ben will nominate Will Cazia.</p> <p>Will Fountain John Cazia Entertain a motion to make a motion for the slate to candidates</p> <p>Ben made a motion to elect the 2 nominees John Cazia and Will Fountain Second by Gary no discussion noted all in favor none opposed.</p> <p>Jill went over the remaining time line for the board process. Both for a 3 year term in cohort A.</p>	
7.2	Public Hearing (20 min)	<p>Public comment to be received related to the proposed budget Advised the board we have hit HOLD HARMLESS level Ben asked how did we land at 890 Alan advised Mandy advised his to go to 890. Jake advised he also helped with that decision based on trends and numbers. Alan advised line 28 will continue to go down if number are lower. Line 77 and 75 will go away. Page 2 line 47- TSSA grant Page 4 Health insurance 8% increase on the budget in health,</p>	Alan Anderson



		<p>Select Health premium with decrease 4%, U of U would decrease 8%, SIGNA 22% decrease. Decrease from the current year. Gary asked who makes the decision. Alan stated Mandy No change to vision or dental.</p> <p>Darin said you will notice the reeducation in student numbers but salaries do not match that.</p> <p>Jake stated that they are going to meeting again before Friday.</p> <p>Bethany wants to know about secondary water. Darin asked for clarification. Bethany said that would save us a ton of money. Darin said they would look into it.</p> <p>Telephone and Internet we will change and we have strawberry communication for our phone. Internet is No cost with UEN. Line 203 needs to be 30k for text books</p> <p>Bethany said we are going to meet and vote on Friday for this. Josh asked why 203 is such different Mandy stated it is different because last year it was a whole curriculum and now it is just additional items to service the curriculum.</p>	
7.3	Policy 4038 (5 min)	<p>Employee Leave Eric advice they want to go over it more. And look at it at a later time.</p>	Eric Christensen
7.4	Policy 4024 (5 min)	<p>Safety Expectations Change name to Utah Educator Professional Standards for Employees Nothing has changed just imbedded in the new policy. Man addition is the professional behavior provisions. Rule 277-5154</p> <p>Motion to accept the change policy 4024 by Eric</p>	Eric Christensen



		Second by Gary discuss- none noted all in favor NO by Josh	
7.5	Policy 4034 (5 min)	Expense Reimbursement 7.1 policy rational states the reasoning of why we are changing 4034 is a new policy State code rule 25- 7 Gary makes motion to approve Policy 4034 Expense Reimbursement Second by Ben all in favor, NO Josh	Eric Christensen
7.6	Kindergarten Fees (10 min)	Fees related to expanded kindergarten program. Mandy advised how the Extended Day Bethany advised that she talked to the lawyer and was told to advised that the money coming in does not mingle with regular school funds. Lawyer advised we have a separate LLC, Darin stated we will need more information and language on that and Mandy will take a look at in depth. Mandy agreed. Eric asked about Fee waiver. Darin advised we will have a tuition waiver. Darin advised you are following both guidance by the state by having 2 public meetings regarding the fees and what you are planning to ask for fees for. Bethany entertains a motion Josh makes a motion to accept the fees for the kindergarten program as outlined. Second by Eric all in favor, none opposed.	Mandy Kartchner
7.7	Early Literacy Plan (5 min)	Mandy outlined the early literacy program and how it will work. Mandy explained the goals in detail.	Mandy Kartchner



		<p>Ben made motion to accept the Early Literacy Plan as presented and outlined Second by Josh no discussion all in favor none opposed</p>	
7.8	Teacher Student Success Act Plan (5 min)	<p>Mandy outline 40% of the money to hire 3 aides part time, improve reading interventions to use I-Ready to purchase computers, Mandy said she will be checking with the state. Jake asked does this show in the new budget? Mandy said yes it is reflected.</p> <p>Jake motioned to accept the Teacher Student Success Act Plan Second by Ben no discussion All in favor, none opposed</p>	Mandy Kartchner
7.9	9th Grade Articulation (10 min)	<p>Mandy said Darin and her went to the state talked about if they made an articulation agreement. Darin explained the articulation agreement to the board. They would be given a modified were more of their time is spent with 8th graders or we offer them a articulation for one year were these students are given preference.</p> <p>Jake asked if we articulate where there be any cost savings. Mandy advised no that the position is still needed for a counselor.</p> <p>Motion to accept by the proposed 9th grade articulation Second by Ben Josh asked again, what I am approving? all in favor none opposed</p>	Darin Knicely



7.10	New Hires (5 min)	<p>Justin explained the board clerk position, appointed by the director No approval needed for Board Clerk.</p> <p>Ben asked to go back to add Bethany to cohort B, Ben said he did not see Bethany is not new to the board. Jill advised the board needs to stay to the process. Gary wants to know if we can just open it again and do another application process. Jill advised against it said you will not have time. Josh asked why we do not have time. Jill said there are other options to add to the board through appointments. Ben wants to know what it looks like to appoint to a position.</p>	Justin Mann
10 Minute Break- 9:00 pm			
8.0	Board Training- 9:10pm		
8.1	Board Training (10 min)	<p>Working with the Executive Director Jill walked through the information in board packet and how to create a positive environment for the students. This is communication with the board and the director. The board and the director do NOT work independently. Jill talked about a Governing board vs managing board.</p>	Jill Turgeon
9.0	Discussion Items- 9:20		
9.1	School Culture Roadmap (10 min)	Mandy stated she discussed in directors report	Mandy Kartchner Darin Knicely
9.2	Vendor Evaluation (5 min)	<p>Darin outlined how to use a tool to have open communication and build a stronger relationship with the board He explained the tool and how Athlos HQ plans to use it to build a better relationship with the board.</p> <p>Bethany wants to add a column that says NOT SURE. Darin advised this is the point where you need to work with the director about so that we</p>	Darin Knicely



		<p>look at governance board and not a management board. Darin continued to explain the tool. Josh asked how often is this used, Darin stated it would be a yearly review.</p>	
9.3	Strategic Plan (10 min)	<p>Gary asks to table to next board meeting, Bethany agrees. Mandy stated she has not had much time to look at it but there are goals for the strategic plans.</p>	Mandy Kartchner Darin Knicely
9.4	Staff recruitment/hiring (5 min)	<p>Tabitha explained to the board how they have been recruiting. Justin explained offers and how many have been offered, declined and so on. Josh asked why are some declining working here? Justin stated we are competitive with Jordan district. Some that declined were from the hiring fairs, so they made of had multiple offers. Gary asked what is the general expectation for turnover in a given year. Darin said 10 -20% rate. Gary said that being said what are we doing to retain these teachers so that this does not happen again. Mandy stated that having extra support with leadership. They will feel more supported with behavior. Culture needs to increase and there needs to be more transparency about Boise so the negative about Boise will go away.</p>	Justin Mann, Tabitha Bowers, Mandy Kartchner
9.5	State Charter School Board (10 min)	<p>SCSB Notice of Concern Bethany asked if anyone has question regarding the letter. Darin stated that Boise updated to the website 2 years of financials and added an extra page to the site for it. Mandy, stated spoke with some else today our rep was out on vacation. Mandy said her and the board chair need to sit down with the state and make sure</p>	Mandy Kartchner Bethany Zeyer



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		<p>we have a clear understanding of their definition of “long-term viability” so we can set goals to meet their definition. Mandy said it looks like we are always saying we are putting more kids in the building then we can. Coming is she wanted to budget conservatively. She if we can get this under control. They want to see that we are working with Boise to purchase the building and be conservative on the budget. Bethany wants to have an action plan for next month so we can move forward. Darin advised we should reply to letter and let them know what we were able to do in the request from the letter. Bethany asked Mandy to write the letter and offered her help. Jake asked to make sure the board say the letter. Mandy stated she would send something to the board first so they could see what she was sending to the board.</p>	
9.6	Calendar (5 min)	<p>Annual School Board Calendar Eric wanted to prospective change to be the same day as the finance committee. Bethany said she thinks we should wait to put this off to get the new board members opinion. Jill said she could put together 2 options. Keep current schedule until they can look at it as a new board. Jill went over when the committee meetings are to get the on the calendar. Josh wants to make sure board meetings do not happen during Fall break week board meeting and that the timing of the school lottery matches up with the board meeting so that we do not have to schedule an extra board meeting like we did this year.</p>	Jill Turgeon
9.7	Policy 6205 (15 min)	Parent and Family Engagement this will be moved to next month	Mandy Kartchner
10.0	Closed Session- 10:20pm		



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10.1	Closed Session (10 min)	<p>For the purpose of the discussion of the character, professional competence or physical or mental health of an individual</p> <p>Motion to adjourn meeting by Gary Second by Ben All in favor none opposed</p>	Bethany Zeyer
11.0	Adjournment- 10:30pm		

Next Regular Meeting: July 17, 2019

Adjournment: