

ATHLOS ACADEMY OF UTAH  
BOARD OF DIRECTORS MEETING AGENDA

Date: Wednesday, July 10th, 2019

Time: 6:30 PM to 9:30 PM

Location: 12309 South Mustang Trail Way, Herriman, UT 84096, Room 124

The meeting was called to order at 6:32PM

Attendees:

Gary Hanson, Jon Cazier, Bethany Zeyer, Jake McCrae, Ben Hyink, Eric Christensen, Rich Eccles, Jill Tergeron (Call In),

No Public Comment

4.0 Consent Agenda

4.1 - 4.6 - Motion made to receive the Consent Agenda made by Ben Hyink; 2nd by Jake (Vote: Unanimous)

5.0 Administrative Reports

5.1 - Director's Report (see attached Report)

Enrollment - Current 909!!

Letter going out to address issues: Behavioral issues; Bullying vs. Conflict; 9th Grade; Communication (Classroom websites for upper grades); Reading scores and academic scores in general

Letter from the state received regarding academics

Professional Development in Boise - Team building and lots of excitement was built at this event; Mandy would like to budget to have more teachers attend next year

5.2 - Monthly Financials (see attached Report)

71 days cash on hand

Income Statement - categories are track as they should be for income

Federal Revenue -

\$47k savings from the wages paid because no teachers working in summer

Legal bill is on the horizon (invoice received) and there should be enough money

to pay this

Bathroom repair bill may be coming

Extra money in the "Supplies" and this can be used for future items

A good surplus is anticipated

Why does it seem that we are 1.5mo behind on this reporting? - Rich will work with Alan to make the reporting more current at the board meetings moving forward.

Motion made to receive the monthly financials through the end of May made by Gary and 2nd by Jake (Unanimous)

6.0 Committee Reports

6.1 - Pillar Committee

Pillars committee will be focused on the MSA agreements and how AA is fulfilling what they say they are going to do

6.2 - Governance Committee

No notes

6.3 - Finance Committee

No notes

6.4 - FACE Committee

More detail is going to be put on this and determine if we are going to start this committee without taking away from the PTO. Brief explanation was given to what was done by the FACE committee in the past.

Jill Commented - 2 board members would need to be on the committee for it to be an official committee OR simply sending a board member simply as a liaison and not make it an official committee

Mandy has committed to meet with the PTO monthly

This will be further discussed next month with the information gathered about the details around the FACE committee

7.0 Action Items

7.1 - Early Literacy Plan - Motion to approve the Early Literacy Plan made by Eric and 2nd by Ben (Unanimous)

Spire Program will be used and funding is there

Goal #1 was changed for 2nd Grade because of state recommendation

Goal #2 was changed because of state recommendation

7.2 - Policy 4038 - Motion to approve Policy 4038 made by Eric and 2nd by Gary (Unanimous)

Employee Leave Policy - grammar changes made; Employees have to pay back any negative balance at the end of the school year whether or not an employee leaves or stays

7.3 - Policy 6204 Committee - Motion to approve the Executive Director to appoint the members of the Instruction in Maturation and Human Sexuality Committee made by Ben and 2nd by Eric (Unanimous)

Instruction in Maturation and Human Sexuality Committee

Changes made to reflect the changes required by the state

This would be part of the Pillar Committee to avoid creating another committee and this committee would report to the Pillar Committee

Committee is needed by Aug 1

Jill Commented - Board should give the Executive Director to establish the members of the committee

7.4 - SCSB Letter of Concern - Motion to accept the Action Plan

7.5 - 2019/2020 SB Calendar - No motion made because no change was made to the August Board Meeting

This action will be pushed to the next month when all board members will be at the meeting because of Board Elections

Next Board Meeting Date - August 21, 2019 @ 6:30pm

Consideration is being made to move 2019/2020 Board Meetings to the 4th Wed so that financials can be presented as accurately and currently as possible

7.6 - New Hires (review from packet) - Motion to approve the new hires as read by Justin during the meeting made by Ben and 2nd by Jake (Unanimous)

## 8.0 Board Training

### 8.1 - Board Training

Review of the Process of Officer Elections (process sheet in the packet)

Request for nominations for the positions and the nominee can refuse

Nominations are made until no more are made

Chair is first and then all other are made after that

Committee elections will follow a similar process

### Future Training Discussion

Board Retreat (intensive look at Strategic Plan and Board Training) - 2-3hrs will be committed to this; potentially off-site; Public Meeting

Date in September to be decided later - Potential days to be discussed at the next meeting; Evenings are best; 2nd week of Sept out

Action Item to be on Aug Mtg to determine the dates for the Board Retreat

## 9.0 Discussion Items

### 9.1 - Policy 8002 LAND policy-req. meeting

Changes: capitalize LAND; few other additions and grammar changes; annual meeting was added by state requirements

All board members will be part of this

### 9.2 - Strategic Plan -

Full review will be made with Darin and Mandy next week

Letter from the Executive Director was added at the beginning

MGP - this metric may not be the best to measure growth; percentage of growth is considered

Current Teacher Retention Rate was asked - this % is not known

Gary Commented - This document should be provided to the board to see if they are in agreement especially concerning the teacher retention rate

Jake Asked - Cash reserve goal has already been met and Exec Dir should consider increasing.

Gary Commented - Are these attainable goals?

Mandy - Some goals were taken off and revised. The metrics are not the best and should be changed. She is confident in staff retention. Chronic Absence is a difficult one because there is no UT law requiring kids to attend school.

Gary Commented - We want to do what we can to support the Exec Dir to meet the goals.

Ben Asked - How often is this reviewed and updated?

Mandy - Objectives need to be created that are reported to the Board once or twice each year

### 9.3 - Policy 4025 (new) - Code of Conduct/Appropriate Behavior

This is a policy required by the state

Focuses on the code of conduct for the students and staff

Bethany Commented - Side hugs - should this be updated to state "if unwanted"  
This was based upon the state recommendation; copied and pasted from the state policy so as to be 100% compliant

Jill added section 2.E - language changed to "any individual 18 years or older" so as not to be specific to students

9.4 - Policy 6204 - Instruction in Maturation and Human Sexuality

Review of the policy

No changes made

9.5 - Policy 6205 - Parent and Family Engagement/Compact

Summary - Parents and Teachers will be committed to be part of the education of their students

Committee needs to be formed

Jill Commented - She is creating an annual commission calendar on when all items and committees need to be reviewed

9.6 - Board Appointment - Ben wants an Action to be added to the August Mtg to appoint Bethany Zeyer to Cohort B which will allow her to be on the Board for the 2019/2020 school year.

9.7 - Meeting Assignments

Assignment - Strategic Plan to be sent to Board (**Mandy**)

Assignment - Review of Invoice (**Jake**)

Board Secretary to document the assignments and following up on the completion of the each assignment.

Gratitude was made by Gary to Bethany for the admirable job in being the Board Chair for the past 2yrs.

Motion made to adjourn the meeting made by Gary and 2nd by Jake (Unanimous)