



# Athlos Academy

UTAH

## ATHLOS ACADEMY OF UTAH BOARD OF DIRECTORS MEETING

### AGENDA

Date: January 27, 2022 Time: 6:30 PM to 9:30 PM  
Location: 12309 South Mustang Trail Way, Herriman, UT 84096  
For virtual attendees, use Zoom Link: <https://zoom.us/j/93972204852>

Board Members	Present/Absent
Jon Cazier	X
Will Fountain	
Benj Heuston	X
Ben Hyink	X
Jared Jensen	X
KC Loder	X
Kelly Shaftho	X
Amber Wade	X
Others	Nina Shaftho
<i>AAU Staff:</i> Shylah Poirier (X ) <i>Interim School Leader:</i> Josalyn Filkins (X ) <i>Athlos Academies:</i> Darin Knicey ( ), Jill Turgeon (X ) Kyle Leybas (XX ), Camille Staley ( ), Heather Crocker (X ) <i>Board Clerk:</i> VACANT ( )	

The meeting was called to order at 6:41pm by Benj Heuston as B. Hyink was remote for this meeting and asked Benj to take the lead.

Item #	Topic	Description	Who
1.0	Call to Order- 6:30pm		
1.1	Pledge of Allegiance	Led by B, Heuston	Ben Hyink
2.0	Public Comment- 6:32pm No public comments		
3.0	Consent Agenda- 6:35pm Motion to accept consent agenda made by Jon Cazier.; 2 <sup>nd</sup> Kelly Shaftho; All in favor		
3.1	Meeting Minutes	Propose approval of meeting minutes from November	Ben Hyink



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3.2	Athlos Report	Update on support provided to the school by Homecourt. <b>Not available to present</b>	Darin Knicely
<b>4.0</b>	<b>Administrative Reports- 6:40 pm</b>		
4.1	Director's Report	<p>Update on progress on key priorities at AAU Presented by J. Filkins she discussed the distance Learning Plan that was put into place 1/19-1/21/22 due to rising COVID numbers. Utilizing feedback from 2019 &amp; 2020 surveys to improve the overall experience for students &amp; families this time around. Changes included technical support for teachers and universal communication with parents/families about expectations &amp; schedules. This included a staff mtg with HQ to review Huddles using the Train the Trainer model.</p> <ul style="list-style-type: none"> <li>Griffins Points of Pride were sent out to recognize efforts/outstanding work by teachers.</li> <li>185 laptops checked out for distance learning week with clear expectations &amp; consequences.</li> <li>Daily huddles were held with coaches and we had good attendance. W-87%; H-90%, F-85%.</li> <li>K-4 parents were contacted directly by phone to check in and see how it was going and if any assistance was needed. This info was connected to larger school feedback.</li> <li>Administration and Community Outreach counselor made personal drop offs of food to 5 neediest families serving 11 students.</li> <li>100% teacher attendance during distance learning week.</li> </ul> <p>Interim director's goals include:</p> <ul style="list-style-type: none"> <li>Continuing to find ways to connect with community regarding systems refinement in school operations and provide positive perceptions.</li> <li>Other focus areas include: Arrival/dissmissal and use of the Driveline app</li> <li>Cafeteria noise control – reintroduced stop light to regulate</li> </ul>	Josalyn Filkins



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		<ul style="list-style-type: none"><li>• Recess/Lunch supports – utilizing aides for supervision to help free up teachers during these times.</li><li>• Middle School tardies – aiming for 90% incentivized w/Valentine's Dance.</li><li>• Asked for creation of a Google Doc to help track subs &amp; provide access for all. Working w/HQ to digitize all HR resources.</li><li>• A community food pantry has been established by our enrollment/outreach counselor to support our community. Have received support from Herriman High and will expand as possible. Current enrollment sits @ 501 students.</li></ul>	
4.2	Monthly Financials	<p>Review monthly financial statements</p> <p>Monthly financial overview was presented by Kyle Leybas from HQ. Focused overview of Nov. Pushing Dec/Jan to Feb.</p> <p>Unrestricted cash @ 49 days; Debt to asset ratio @ 1.0; imbalance between accumulated depreciation. Current rate @ 2.91 (above standard)</p> <p>State revenue on track w/budget; local – underbudget slightly; food service budget to be addressed with next budget revision.</p> <p>Questions from K. Shafto: Asked @ breakdown of Dues; How can we streamline between Home Court &amp; school with needs &amp; helping each other? Seems to not be in alignment?</p>	TBD
4.3	Receive Financials	<p>Vote to receive financial reports Request for Motion to accept monthly financials made by B.Heuston; Motion made by J. Jensen; 2<sup>nd</sup> J. Cazier, All in favor.</p>	Ben Hyink



5.0	Committee Reports-7:10 pm		
5.1	Pillars Committee (5 min)	Pillars Committee met Jan 26 – discussion/questions regarding open enrollment and intent to return timing/efforts; teacher intent to return timeline; overview of distance learning. Discussion regarding NOC from the USCSB specifically retention; plans made to reach out to Tana Archer @ North Star Academy as suggested by USCSB contact, Clarification from USCSB on request for initial charter to be posted to website. Compliance in process.	Amber Wade
5.2	Governance Committee (5 min)	4 policies were reviewed including: Reporting arrests – update to morror state code Safety protocols reviewed Sub Teacher evaluation – moved to teacher evaluation to streamline Board Recruitment – 3 vacancies; J. Cazier & W. Fountain terms are up this year. Linked in suggested as recruitment tool as well as school social media; really need some people with a finance background especially Charter School finance. A.Wade suggested simplifying terms/descriptions for newsletter regarding board openings.	Jared Jensen
5.3	Finance Committee (5 min)	Review of financials as shared by K. Leybas; worked on revised budget and timeline to present to Board next month. Update – No more property taxes as of July 1, 2021. Only need to pay Jan 1 – June 30, 2021.	Jon Cazier
5.4	Strategic Planning AdHoc (5min)	Working with outside firm; Surveys were sent out over Winter Break; analysis will be coming; reevaluating public meeting timeline.	KC Loder
6.0	Discussion Items- 7:30		



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6.1	Hiring Timeline	<p>Review of upcoming spring hiring process – 22-23 Hiring Timeline – Staff Intent to Return will go out Jan 28-Feb 11; Feb 16 &amp; 17 – Attend job fairs with focused info from Intent to Return</p> <p>March – Board approval of staff salary schedule or asap; then offer letters will go out in April-May.</p> <p>K. Shafto asked for comparison with past AAU and surrounding districts/schools. Told it would be addressed in process by the Finance committee and then presented to the Board as a whole. B. Hyink reminded the Board of Fiduciary responsibility and process; emphasized the need to really examine salary increase this year. KC. Loder – reiterated a desire to find a way to access local programs to help support financial needs within the school (Grant writer/Specialist)</p>	Kyle Leybas
6.2	Leader search	<p>Update on progress of search for new leader</p> <p>Reviewed Steps and highlighted current place in process; There are approximately 7 candidates that are being narrowed down to 3-5 for presentation in February. A. Wade asked about access to full records in addition to the search summary from Home Court. Assured we will receive/ have access to full resumes/ transcripts.</p>	Camille Staley
6.3	Lottery	<p>Update on the lottery and enrollment coming up in February</p> <p>Reviewed plan for enrollment:</p> <p>Based on historical data we currently have surpassed the number of applications typical for this time in the process.</p> <p>Continue to raise awareness through Owned Media, Paid Media, Outreach at community events, Brand identity w/emphasis on Bldg image and word of mouth. K. Shafto – Are we advertising @ the Rec center or any other local places? Atelie delivers flyers to businesses/ organizations. Group discussion of other places to contact and methods of communication. Intent to return for current students/families will go out in the next week and the follow up with non-responses will start after that. Lottery will be held in March not February.</p>	Heather Crocker



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6.4	Notice of Concern	Current status of NOC Jun 2021 is clear and the team is shifting focus to Enrollment & Retention portion while continuing to address academic concerns.	Ben Hyink/Josalyn Filkins
6.5	State Charter Board	Update on discussions	Ben Hyink
6.6	COVID update	Update on plan moving forward Group discussion over current Utah legislature moves regarding COVID.	Josalyn Filkins
7.0	Action Items-8:00 pm		
7.1	New Hires	Approval of new hires No new hires just shifting in responsibilities. Specifically Enrollment/ Community Outreach counselor to Head Secretary position.	
8.0	Adjournment – 8:24pm Motion made by J. Jensen, 2 <sup>nd</sup> by Jon C.; All in Favor		

Next Regular Meeting: Feb 24, 2022

**Adjournment:**