



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

Date: October 18th, 2016

Time: 7:00 PM

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

Attendance:

Andy Lavin:	Present
Todd Bingham:	Absent
Tyson Horrocks:	Absent
Bethany Zeyer:	Present
Chelsey Jones	Absent
Josh Cummings:	Present
Kelsey Sorenson:	Present
Jeana Bonner:	Present

Others Present: Esther Thompson, Jeff Gunther, Jonathan Gillen, Rich Eccles, Alan Anderson, Sharlie Bodell, Camille Wells (by phone)

Standing Items:

Called to order at: 7:04 pm

Minutes:

Motion to approve Sept. 14th and Sept. 20th minutes by: Josh
2nd by: Kelsey
Discussion: no
For: unanimous
Against:

Public Comment:

none

Board Development:

Description of Development: Jeff Gunther introduces a self-assessment tool for the board. Board will use the results to plan future trainings. He encouraged the board to go through the self-assessment every six months. Feedback will be given next month and trainings will come from received thoughts.

Financial Reports:

Key highlights: Athlos is in a good financial position. Cash balance is \$812,420. Current ratio: 3.89. School has 67 days of cash on hand. For beginning schools anything over 45 is good. Fund balance should grow and accrue earnings. Fund Balance is \$609,940. Fund balance as a percentage 7.63% Jonathan reviewed his document that is found in the packet. Andy asked if there is a budget broken down by month because the percentage of budget YTD isn't as clear as he would like it to be. The answer was yes, if it is requested. Josh requested a visual to accompany the verbal explanation of the statistics. Kelsey expressed concern about categories such as custodial & office supplies that are running close to budget. Charter Solutions is happy to answer any questions and will warn the board of things that are running "hot." They will bring different viewing options next month to clarify budgeting. As we get further into being an established school there will be more data to compare to, and start up costs will diminish.



Director's Report:

Key highlights: Esther stated the total enrollment is 842 out of 832 total seats. The school wants to build wait list. First lock down drill on Oct. 11 in conjunction with UPD. Teachers are putting out weekly newsletters. 197 responses from parent survey. PTO bylaws have been drafted. Student led conferences are going well and have amazing attendance. A first grade teacher left for personal reasons but was replaced within 4 days. School has hired a cafeteria supervisor, but still looking for afternoon custodian. First batch of teacher evaluations are beginning. Smart boards have been installed. Gym will be finished and usable on October 24. Concrete floors were not sealed correctly, the school is working on getting this addressed. There are still multiple ongoing minor construction issues that are still being completed. All students grades 1-5 have been assessed and placed into appropriate groups for math. No state assessments until January.

Athlos Report:

Key highlights: Jeff shared that we have been getting assistance from all of the Athlos headquarters departments. Lunch program was approved. Pillars have been brainstorming to get curriculum adjusted to accommodate incomplete gym floor. Board Governance is going to discuss later on the agenda setting up committees. Each month, moving forward, Jeff will present a "time spent" pie chart to show how much Athlos Boise has been involved in our school processes.

Discussion Items:

Policy Review Procedure:

Discussion: Policy will be evaluated and reviewed, at a minimum, of every three years, some will be reviewed more frequently. Josh noticed that most policies will be reviewed every two years, whereas the others have much less to be reviewed in year one and three. Andy wondered if teacher and administrators should be evaluated more frequently than the suggested three years. It was determined that those evaluations will be moved to the two year review.

Bylaws Amendments:

Discussion: Bethany requested that there be additional clarification and expectation defined for removal of board members.

Wellness Committee Plan:

Discussion: As part of the federal school lunch program we need to create a policy which includes 3 pieces: nutrition, physical activity, and staff and community engagement. One member of the board needs to be on this committee and will also include teachers, parents, kitchen manager, and performance coach. This committee will meet four times a year.

Action Items:

Standing Committee Meeting Schedule:

Discussion: Finance can meet whenever it works, FACE committee will meet 1st week of the month, Governance can meet anytime but Tuesdays, Academic oversight will discuss options. Because no definitive schedule was made, there was no motion made.

Parent teacher organization:

Motion to postpone definitely approval pending identified changes until the November meeting by:

Bethany

2nd by: Josh

Discussion: Kelsey felt that time spent helping PTO should count towards family hours to the school. The board expressed support in favor of PTO hours counting towards the 30 parent hours. Josh asked about



the Board of Directors having a conflict of interest with voting rights in the PTO and also asked to have the title adjusted to reflect specifically, the PTO bylaws. Jeff had some proof-reading items that he was going to forward through email. One concern brought to light is that the administrator is listed as a vice-president and has power to sign contracts, and should be changed to NOT have the director be a vice-president. Jonathan discussed financial protocol and policy and would like to be included in the process of review for the financial portion of the PTO bylaws.

For: unanimous

Against:

Workplan Goals:

Motion to postpone definitely, the approval of the workplan goals pending further data gathering, to the November meeting by: Josh

2nd by: Jeana

Discussion: Esther has tried to consolidate and sync the workplan goals, school land trust, and Utah consolidated application goals. The goals are good, but one of her concerns is that the targets are sky high. An example is the performance character category which currently reads that 90% of students need to have 3.5 or higher to meet school accountability. She would like to propose that we drop the percentage on that particular goal. She doesn't want to teach the kids to over inflate their abilities, and indirectly cause students to not accurately self-evaluate in order to meet the goals. Esther has emailed the state for feedback. She would also like to lower the percentage on the "prepared mind: reading" category also. Esther proposed changing the percentages to 80%. Josh asked Esther if 80% is a number that she feels she could attain and be comfortable with. She responded yes.

For: unanimous

Against:

School LAND Trust:

Motion to approve by: Josh

2nd by: Andy

Discussion: The state would like to see something unique to our school that isn't funded through any other organization. Esther would like to propose that we fund our athletic coaches since it is an ongoing expense for our school. This is an expense every year and will be easy to maintain this plan. Cost is estimated to be \$56,713.

For: unanimous

Against:

Utah Consolidated Application:

Motion to approve by: Josh

2nd by: Andy

Discussion: It is expected to have 2-3 goals. We have four. 1. Early reading skills goal: 80% of students in grades K-3 will score at or above benchmark on end of year reading assessment. 2. Performance character: 80% of students scoring a 3.5 or higher on the performance character report card by the end of the first school year. 3. Healthy body: 81% of students enrolled for at least 3 full academic years, will demonstrate proficiency on the physical literacy standards as outlined in the Athlos Academy Athletic curriculum. 4. Educator effectiveness: 90% of retained teachers will achieve an overall score for professional performance of "effective" on their end of year evaluation.

For: unanimous

Against:

Virtual Meetings Policy:

Motion to approve by: Bethany



2nd by: Josh

Discussion: Josh had a question on section 3.B.6.--What are the consequences of this not happening? The answer is those phoning in would not be allowed to participate.

For: unanimous

Against:

Athlos Trademark and Licensing Agreement:

Motion to approve by: Andy

2nd by: Kelsey

Discussion: none

For: unanimous

Against:

Revised Fee Schedule:

Motion to approve revised fee schedule as found in the family handbook by: Josh

2nd by: Jeana

Discussion: Jeff shared specifics of what was revised: elementary fees were dropped.

For: unanimous

Against:

School Fees Policy Amendment:

Motion to approve the school fees policy as amended to correct K-6th grade to 7-12 by: Kelsey

2nd by: Josh

Discussion: Jeff explained that the fees were expanded and clarified. Josh had a proof-reading comment for item "I."

For: unanimous

Against:

Fee Waiver Policy:

Motion to approve by: Bethany

2nd by: Jeana

Discussion: Jeff commented that this would include procedure and confidentiality. This is not relevant this year, but will be relevant in the future. Josh brought question to #7: do we need to quantify the major contribution. It was decided that no we did not.

For: unanimous

Against:

Food Sales Outside Reimbursable Meals Policy Amendment:

Motion to approve by: Bethany

2nd by: Josh

Discussion: Section E is the redlined section found in the board packet. Director should set parameters and communicate guidelines. Food that is clearly out of parameter is not allowed. Esther would like to teach that food is not bad, but that we want to make wise choices, and so she doesn't want to have a written policy. Bethany and Kelsey expressed concern about causing family friction because teachers in one class are allowing something that another class doesn't allow. Josh shared that he likes when kids compared because its real life. Kelsey proposed the option of non-food items for birthdays. Everyone agreed that it was a delicate situation because whatever is decided has the potential to upset parents. Josh shared that maybe it could be something that a critical mass of people could consider and then parents would embrace the idea better than if the board put forth another policy.

For: unanimous



Against:

Adjournment:

Motion to adjourn at 9:15 pm by: Andy

2nd by: Jeana

Discussion: none

For: unanimous

Against: