



**Athlos Academy**  
UTAH

## Athlos Academy of Utah Board of Directors Meeting Minutes

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Date: **20 June 2018**

Time: **6:00pm**

Location: **12309 South Mustang Way, Herriman, UT 84096, Room 202**

### Attendance

***bold** indicates present*

- **Bethany Zeyer**
- **Josh Cummings**
- Rob Ninow
- Todd Bingham
- Andy Lavin
- **Jeana Bonner**
- **Eric Christensen**

and also **Alan Anderson, Jeff Gunther** (virtual), **Jarom Airhart** (virtual), **Jake McCrea, Gary Hansen, Ben Hyink, and Heather Miller**

### Standing Items

Called to Order: **6:33pm**

(Eric was caught in traffic)

Approval of Virtual Meeting: *N/A*

**Pledge of Allegiance**

### Public Comment

None

## Board Development - *Robert's Rules*

*by Jeff Gunther*

Jeff refreshed us on Robert's Rules of Order, namely the purpose of "Parliamentary Procedure"

Alan handed out a packet with the details about Robert's Rules

Officially, Robert's Rules are a "norm" for our board, not precisely a rule.

Jeff recommended that we consider being more clear in our amendments, and using "calling the question" to refocus the board

## Committee Reports

**Director's Report** *by Jarom Airhart*

Jarom talked about Herriman Days and associated recruitment efforts, Jarom said that he would bring Athlos shirts for the board members that come to help out.

Jarom has interviewed three teachers at this point for the 5th grade position. Just hired Marah Sweeney to help out with Recess Duty. Still looking for lunch room duty.

Bethany recommended that the lunch room job posting be posted to Facebook.

**Athlos Report** *by Jeff Gunther* ~ Enrollment, ELA

Jeff reported on Summer Camps, intent to re-enroll surveys, teacher recruitment, and student recruitment

Athlos HQ is doing Leadership training this week with the school's leadership team

Dovetta and HQ are busy submitting reports

HQ is also screening candidates for the new director

Bethany: Does Athlos HQ do training for all staff? Jeff: Yes, local PD with the Pillars team

**Monthly Financial And Enrollment Reports** *by Eric Christensen and Jeff Gunther*

*Finance*

Eric reported on Finance Committee meeting

The committee discussed in their meeting the purchase of a van to transport students with daily transportation needs

*Enrollment*

Jeff reported that the decrease in returning students is due to upcoming middle schoolers transferring out plus siblings of those students

Josh: What is the motive for moving younger siblings of incoming 7th graders?

Alan: Sometimes it's logistics, we can drive three kids across town, but not two, etc. Jeff: We don't actually know, we don't have data on that

Josh: Are there ways to target certain age groups?

Jeff: Certain middle-school specific activities, though not always great return on investment

Jeff: What we are targeting is getting students back who are leaving once we announce intent to open a 9th grade

### *Finance*

Jeff discussed how revenues as well as expenses are fairing for the year. A little more money than budgeted a little more expenditure than expected.

Josh: Why did we have a need to hire at the middle of the year? Jeff: Due to increased enrollment of special needs children during year

### **Motion to Receive April and May financial statements by Jeana:**

Seconded: **Eric** For: **4** Against: **0**

## **Discussion Items**

### **Student Performance** *by Jeff Gunther and Jarom Airhart*

Jeff reviewed DIBELS performance with the board. We ended with the same proficiency percentage from BOY to EOY, which is what we want to see.

### **First grade, though, did not recover and actually had lower performance by the end of the year (read: they are falling behind)**

How are teachers responding to the data dives, etc., are they feeling too much pressure, are they feeling like they are improving?

This re-enforces the need for a basic skills program to assist teachers

Eric: Where were the first grader's at last year at the end of Kingergarten? Jeff: First grade is a place where those that came to Athlos last year actually performed worse than those starting Athlos in First Josh: Cohort issue? Jeff: Right now, this really isn't alarming, but something we'll keep our eye on

Jeff explained that the school made solid gains in Science proficiency this year

Students are decreasing in proficiency by age, much lower performance for 6th and 7th graders

Eric: There are rumors that Utah is going away from SAGE Jeff: If that happens, my intuition is that it happens at the high school level first, probably not this year since Utah renewed its contract with the creators of SAGE for this year

Overall, students who were with Athlos for two years performed much better than those for one

Josh: How are teachers responding to the pressure related to the additional data dives, etc.

Jarom: We stress with the teachers that the numbers are attached to a kid, not to the teacher's ability. As we have done this more regularly, teachers have responded positively.

Jeff: Teachers have responded positively and have said that it might be good to back off a little bit this next year, but that it has been very helpful. Jarom: Yeah, maybe we focus on one at a time.

### **School Leader Search** *by Jeff Gunther*

Jeff reported that we have 25 applicants, screened out 8 of them, 17 will go to screening calls. Done about one-third so far. We will try and whittle down to second interviews by the end of next week. Have 4-5, 3rd or 4th week of July.

Josh: What are the primary strengths that we are looking for? Jeff: We need someone that is strong organizationally as well as education, though we are looking for someone with a proven instructional focus, maybe 60-40, 70-30 instruction to operations weighting

Bethany: We need to consider the local culture Eric: Who incurs the cost of school leader recruitment? Jeff: HQ does

### **2018-19 Lunch Prices** *by Jeff Gunther*

Jeff started us off by reviewing current lunch prices

Bethany: Why is breakfast so cheap? Jeff: Actually, our breakfast is a bit more expensive relative to our lunch Alan explained that once we have 90 days of lunch fund surplus, we need to spend it; for 2018 \$7500, for 2019 we are projecting \$25000

Bethany: Can we use that funding to pay for the lunch aid or worker that we have open?

Jeana: Are we close to that 90 days? Alan: No, we won't be there for a few years

### **Policy Review** *by Governance Committee and Jeff Gunther*

#### *Free and Reduced Lunch Policy*

Jeff reviewed the Free and Reduced Lunch policy changes.

We had \$1500 of lunch money in arrears, 45% from students that later on because eligible for free and reduced lunch

Not a huge number, \$11 per student

#### *Visitor Policy*

GC added that badges should always be worn. Jeff mentioned that Athlos Utah does a great job at this.

Bethany: Does this policy cover folks who don't pass the DL scan? Jeff: Yes

### *Access to Private Data Policy*

GC changed Esther to Jarom on Data Steward

Bethany: What if a parent wants to dispute? Jeff: That is in the student data records policy

### **Online Processing Fees** *by Josh Cummings*

Josh explained that we could possibly get back some of the late lunch money by absorbing the online transaction fee so it is more convenient

The board estimated that if all students used the online system, it would be around \$4000, which would exceed the \$1500 of possibly recuperation

Bethany: Can students bring in money themselves to pay down their accounts? Alan: Yes, so long as it is a check.

### **Discuss Athlos Academies services agreement** *by Jeff Gunther*

Jeff reviewed a projection of MSA costs over the next 10 years

Josh: Right now we are on a flat fee basis, can we go to percentage of revenue Jeff: % of revenue is preferable

Bethany: In order to buy the building, we have to show 5 years of projected revenue. We would need to renew with Athlos HQ at this time since the agreement ends before that 5 years period ends

Josh: Is there a way that we can separate the contract renegotiation from the building purchase?

Bethany: The reason rates will go down is b/c Athlos HQ will be providing fewer services.

### **Legal Counsel** *by Bethany Zeyer*

Bethany opened the discussion for changing legal counsel

Eric explained some nuances of seeking legal counsel. We need to hire borrowers counsel, and a lawyer could advise on on who to hire.

The board resolved that Bethany would research legal counsel options and report back next month.

## **Action Items**

**Interim Director** *by Bethany Zeyer*

**Motion to Approve Jarom Airhart as interim Lead School Administrator** *by Josh:*

Seconded: **Eric** For: **4** Against: **0**

**2017-18 Budget** *by Jeff Gunther and Alan Anderson*

10 students is a job for a teacher

We need to make hard decisions, if necessary, in September, not November

Alan: With 1000 students, it's about \$600000 in revenue, or about \$6000 per student

The budget is close at 1000, so if it is lower than that (e.g. 925), then we'd need to make cuts, current projection is 1008

Maybe plan a fun event on October 3rd, keep the kids in school until then. :)

The current budget is conservative

**Motion to Approve the 2017-18 Budget timestamped June 19, 2018 11:08 AM with a loss of \$343934 by Josh:**

Seconded: **Eric** For: **4** Against: **0**

**2018-19 Budget** by *Jeff Gunther and Alan Anderson*

Alan reminded us that we have a special ed student that we transport daily. The transportation cost is high, might be cheaper to purchase a van and hire a driver. Our insurance does cover a single school owned vehicle. We wouldn't use SpED money in order to give the school more leeway with usage of the van.

We'll receive a letter to which will need to give an explanation of the loss for 2017-18.

**Motion to Adopt the 2018-19 Budget timestamped June 19, 2018 11:08 AM with a net income of \$53987 by Bethany:**

Seconded: **Eric** For: **4** Against: **0**

**Policy Revisions** by *Jeff Gunther*

**Motion to Approve changes to Policy 2008, 5605, 7104, and 7104 by Jeana:**

Seconded: **Josh** For: **4** Against: **0**

**Grade Configuration** by *Bethany Zeyer*

Bethany explained to the board that we need to, as a board, have a statement that the board is pursuing expanding to a 9th grade

**Motion to Moving Forward with Adding a 9th grade in the 2019-2020 school year by Bethany:**

Seconded: **Eric** For: **3** Against: **0** Abstain: **1**

**Board Member Appointments** by *Governance Committee*

**Motion to Appoint Ben Hyink, Gary Hansen, and Jake McRea to the Board by Bethany:**

Seconded: **Josh** For: **4** Against: **0**

## Adjournment

Motion to adjourn @8:35pm : **Eric** Seconded: **Jeana** For: **4** Against: **0**