



Athlos Academy
UTAH

Athlos Academy of Utah Board of Directors Meeting Minutes

Date: **1 June 2018**

Time: **4:00pm**

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 **Ryan Van Aflen, Jeff Gunther, Jarom Airhart, and Esther Thompson**

Standing Items

Called to Order: **4:15pm**

Approval of Virtual Meeting: *N/A*

Pledge of Allegiance

Public Comment

None

Discussion Items

Esther explained to the board that she is resigning as Director of Athlos Academy of Utah with her last day being Friday, June 7th. She will remain on board as a consultant for a short period of time thereafter.

Esther shared some of her thoughts and feelings about choosing to leave for another opportunity including that she enjoyed the opportunity to serve. She shared that she had done her best to not create a personality cult and that she was not planning on taking any students, teachers, or admins with her.

Bethany led with thanks to Esther for all she had done for the school and additional board members followed.

Jeff explained where the school will go from here with regards to making the announcement public. Esther has let her leadership team know. The rest of the staff and parent community will be alerted after this meeting. Staff is back for PD on Monday, addressing questions or concerns. Jeff will be here on Monday to help out.

Jeff reviewed the hiring process with the board, namely timelines and people involved. The goal is to have a new director early to mid August in order to be there for Personal Development. This means that we need to have an accepted offer by the end of July.

Josh asked what Esther's role would be in the process, and both Esther and Ryan explained that Esther would be contracting for a short period of time and would be happy to help in any way she can.

Esther dismissed herself at this point in the meeting.

As part of the process, Jeff explained that it would be possible to do a meet and greet with possible candidates and parents, which the board felt would be too messy and could potentially divide parents into camps.

The group then discussed who would be involved in the hiring process and how. Some will interview the candidates while others' points of view could be soliticited generally from something like a survey.

Jeff pointed out that there are two board meetings prior to on-site visits, so there is still time for questions between now and then.

Josh asked a question babout who handles any attrition, to which Jeff answered that Esther would though there will be an interim director while HQ searches for a new director.

Jeff also mentioned that Jarom has been invited to be the interim director (depending on what Jarom's wife says)

Bethany affirmed that Esther will be discrete and invested in keeping teachers at the school to which Ryan agreed.

Eric asked about potential Facebook fallout, to which Bethany responded that a single positive comment can go a long way, inviting board members to hop on and join the conversation.

Bethany began a discussion about qualifications. Andy asked for a draft set of qualifications from Jeff, which Jeff responded that he would get a copy to the board.

Jeff mentioned that some basics were prior leadership experience, 2-3 years, and an admin license

Josh mentioned that experience with running a middle school, but more especially experience with what specific challenges we have at hand like opening up a 9th grade.

Ryan asked if we felt it would need to be a local candidate. Most of the board thought an outside candidate would work, though Andy brought up the point that bringing in someone from out-of-state that doesn't understand the unique Utha culture could fair poorly. Rob added that a certain cultural awareness is necessary.

Ryan explained that at this point in Athlos Utah's history, it may be good to have a candidate with a strong instructional background, transitioning from Esther's strengths of establishing operations and culture.

Rob asked whether it would be posted on Facebook, and Jeff explained that they'd only send an email, though it would probably be on Facebook within minutes after that.

Action Items

Motion to adjourn @ 4:43pm: **Josh** Seconded: **Andy** For: **5** Against: **0**