



ENTHEOS ACADEMY
EXCELLENCE • SERVICE • LEADERSHIP

Entheos Academy – Magna

Positive Behavior Plan

Our Values

The three pillars of Entheos Academy's values are:

- **Excellence** – Striving for academic and personal bests.
- **Service** – Supporting and helping others in our school and community.
- **Leadership** – Modeling positive behavior and taking responsibility for choices.

We are guided by these values as we reinforce positive behaviors within our school community.

Purpose of Our Positive Behavior System

- Create a safe environment free from unwarranted disruptions.
 - Support every student in learning self-discipline, strong character, and social-emotional skills.
 - Reward positive choices while addressing poor decisions with consistent and fair consequences.
 - Align with EL Education practices by fostering belonging, character, and high achievement.
-



Morning Crew: Building Culture Daily

At Entheos, “*we are crew, not passengers.*” Crew is the foundation for teaching, practicing and upholding our school values.

- **Structure:** Each morning, Crews meet for 20-30 minutes. Meetings include a **greeting, reading, activity/initiative, and debrief.**
 - **Purpose:** Build character, strengthen relationships, and practice service, empathy, and leadership.
 - **Student Leadership:** Over time, students take on leading Crew, developing responsibility and leadership skills.
 - **Behavior Connection:** Crew reinforces expectations, provides a safe space to reflect on choices, and celebrates students who model Excellence, Service, and Leadership.
-

What If Chart

The “**What If**” chart is posted in every middle school classroom to clearly communicate:

- **Expected behaviors** (aligned to Excellence, Service, Leadership - BE SAFE, BE RESPECTFUL, BE RESPONSIBLE).
- **Unwanted behaviors** and consequences if expectations are not followed.
- **Rewards and recognition** students earn for making positive decisions.

These charts ensure students understand both the **benefits of good choices** and the **protocol for addressing misbehavior.**



Decision Tree

The Decision Tree is the teacher-facing guide that aligns with the “What If” chart. It provides a clear, consistent **Behavior Sequence Protocol**:

1. **Verbal reminder/redirection.**
2. **First warning** (option for a short break).
3. **Second warning/seat change** (buddy classroom if needed).
4. **Reflection Sheet** completed by student; teacher logs the incident.
5. **Parent contact** to inform and support behavior correction.
6. **Office referral** → parent/teacher/admin conference.

If behavior persists, the student may be referred to the **Student Support Team** for observation, interventions, and a formal plan.

Reflection Sheets

Reflection sheets are a **teaching tool, not a punishment**. They allow students to:

- Think about their choices.
- Recognize who was impacted.
- Plan how to repair harm.
- Identify better future choices.

Parents are notified whenever a reflection sheet is completed, and are encouraged to discuss it with their child.



Restorative Practices

Entheos uses **Restorative Justice Protocols** to repair harm and restore relationships. Those most affected by the behavior meet with the student to create solutions and prevent recurrence.

Recognition & Rewards

We celebrate positive behavior daily, weekly, and annually.

Daily & Weekly Recognition

- **Director's 200 Club (Elementary, Grades K-5)** – tickets for Excellence, Service, Leadership → daily, weekly, and ultimate group rewards.
- **Bloomz Store (Middle School, Grades 6-8)** – tickets earned for positive behavior and exemplifying school Values → prizes or privileges.

Annual Recognition

- **Academic Growth Awards** – for reaching typical or stretch growth goals.
 - **Citizenship Awards** – for exemplifying school values and attendance.
-

Commitments Adopted from EL Education

- Set high expectations with mutual respect and accountability.
 - Create norms and rituals that build trust and support collaboration.
 - Celebrate both team and individual achievements.
 - Address conflict proactively, professionally, and with kindness.
-



Entheos Exemplars

Each week, teachers nominate a student who exemplifies **Excellence, Service, or Leadership**.

- Families are invited to the staff Crew recognition.
 - Students receive recognition in front of staff and family members.
-

✓ This creates a **full-circle system**:

- **Crew** = Daily teaching & culture.
- **What If Chart** = Clear expectations for students.
- **Decision Tree** = Clear protocol for teachers.
- **Reflection Sheets + Restorative Practices** = Repair & learning opportunities.
- **Recognition Programs** = Celebrating positive choices.

Middle School “What If” Chart

We are guided by our values of Excellence, Service, and Leadership.

At Enthéos, we are crew, not passengers. Our choices affect everyone’s success.

What If I... Make Positive Choices?

I will be recognized and rewarded when I:

- **Excellence** → BE RESPECTFUL: Do my best, stay on task, and show persistence.
- **Service** → BE RESPONSIBLE: Help others, show kindness, and care for our space.
- **Leadership** → BE SAFE: Model respect, responsibility, and safe choices.



Possible Rewards:

- Praise and shout-outs in Crew
 - Classroom rewards & privileges
 - Bloomz tickets & store (Middle School)
 - Exemplar recognition in Crew & schoolwide announcements
 - Parent calls/notes home celebrating success
 - End-of-year awards (academic & citizenship)
-

What If I... Make Poor Choices?

If my behavior does not reflect our values, the following steps may happen:

1. **Reminder/Redirection**
2. **Verbal Warning** (with break option)
3. **Second Warning/Seat Change or Buddy Class Break**
4. **Reflection Sheet** (think, repair, choose better)
5. **Parent Contact**
6. **Office Referral** (conference with admin, teacher, parent)

Restorative practices may be used to repair harm and restore relationships. We also refer to our Middle School Code of Conduct for our older students.



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Middle School Code of Conduct



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Middle School Student Code of Conduct

As a middle school member of the Entheos Crew, we believe that you have the maturity and capacity to exhibit good character and behavior at school. We know that each of you want to feel physically and emotionally safe at Entheos. In addition, every one of you has the right to learn in an environment that is free from unnecessary disruption. Everyone's rights are also everyone's responsibility. Therefore, it is very important that each student in our middle school agree to support our Crew by upholding these standards. To show that you will strive to live by these standards at school please read every line, check each box, and sign your name at the bottom.

As a student I will:

- ☐ Strive to live by the school values.
- ☐ I will do my best to fully participate in lessons and learning activities.
- ☐ Obey the directions of my administrators, teachers, and other people in authority at school.
- ☐ Talk to my teachers and my parents/guardians about my learning and my challenges, so that they can help me achieve my potential.
- ☐ Adhere to school standards to help make a physically and emotionally safe environment including:
 - ☐ Following Dress code.
 - ☐ Using appropriate language.
 - ☐ Treating school property with respect.
 - ☐ Using technology appropriately (no mobile phone use during school hours)
 - ☐ Telling the truth.
 - ☐ Not chewing gum at school.
 - ☐ No food in hallways, classrooms or outside.
 - ☐ Not cheating.
 - ☐ Not engaging in physically rough play.
 - ☐ Not engage in bullying, hazing, cyberbullying, or retaliation.
 - ☐ Staying away from gang activity.
 - ☐ Not discriminating or using hate language.
 - ☐ Staying away from drugs, tobacco, vaping, and alcohol.
 - ☐ Never bringing anything dangerous to school or making threats.
 - ☐ Not being physically aggressive such as fighting or throwing things.
 - ☐ Arriving at my classes prepared and on time when it is in my power to do so.
 - ☐ Helping keep the learning environment clean.
- ☐ Follow norms that are set in my classrooms with my teachers.
- ☐ Report any serious safety or behavior concerns of which I am aware to a teacher, administrator or parent so that I help them keep our environment physically and emotionally safe.

Student Name: _____ Date: _____

Student Signature: _____ Grade: _____

Parent's Signature: _____ Date: _____



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✓ **Remember:** Our goal is as follows:

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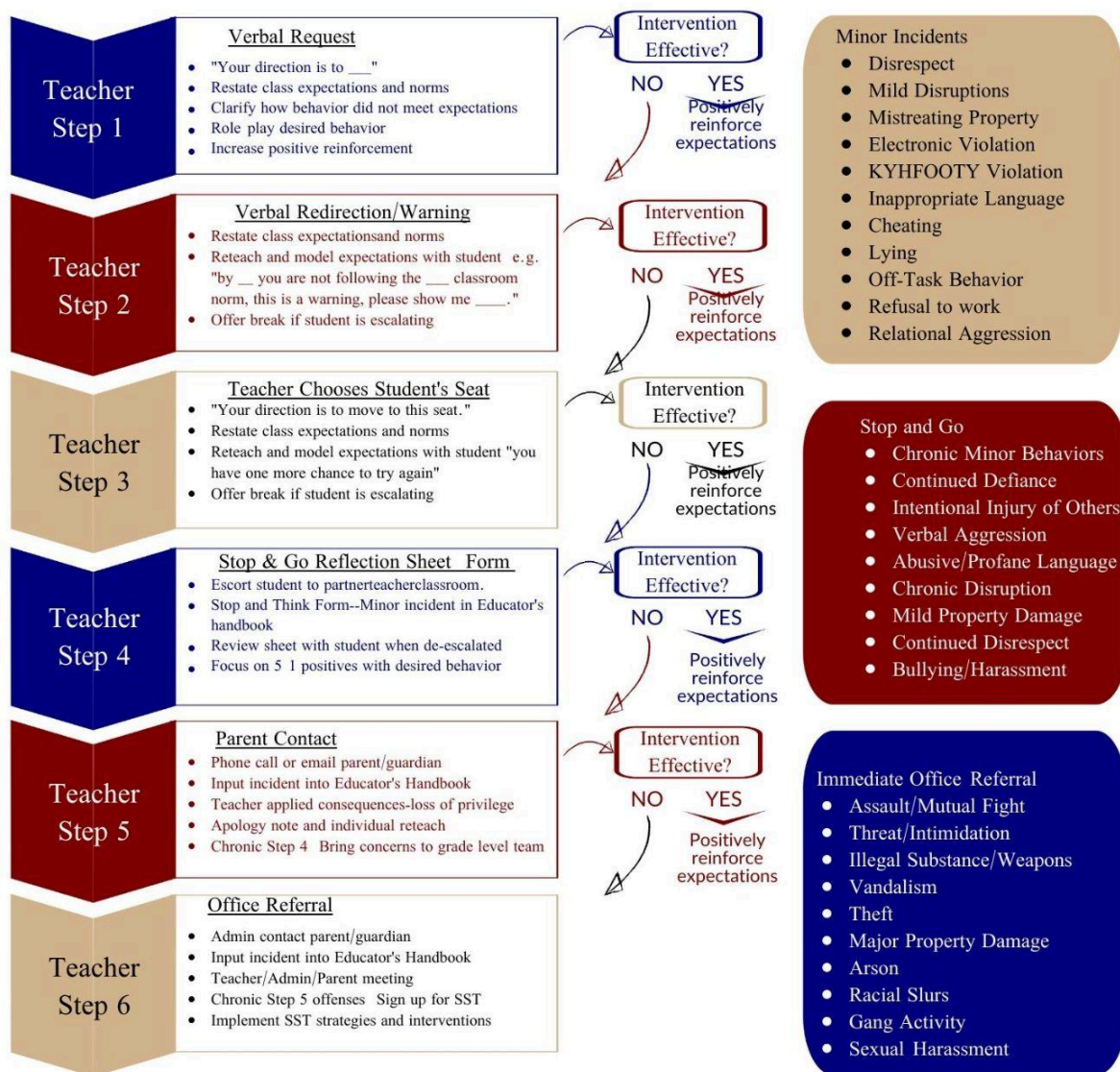
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Teacher's Response to Challenging Behavior Decision Tree



Class Norms Posted	Class Schedule Posted	Brain Breaks
Review Norms and Routines Daily	Proximity	Praise 5 1
Calming Corners	Restorative Justice	Attention Strategies
Class-wide Reinforcers	Small Group Reinforcers	
Class/Recess Contracts	Classroom Community	Goal Setting
Reinforce Social Skills	Mindfulness	Posted Consequences

We are calm, collected and neutral when we are correcting behavior.



What If Chart

I Do

Follow Classroom Rules

I Don't

Be Respectful

Examples

Non-Examples

Be Responsible

Examples

Non-Examples

Be Safe

Examples

Non-Examples



Entheos Academy – Kearns

Positive Behavior Plan

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 - Align with EL Education practices by fostering a sense of belonging, character development, and high achievement.
-

Morning Crew: Building Culture Daily

At Entheos, *we are crew, not passengers*. Crew is the foundation for teaching and practicing our school values.

- **Structure:** Each morning and afternoon, Crews meet for 10–20 minutes. Meetings include a **greeting, reading, activity/initiative, and debrief**.
 - **Purpose:** Build character, strengthen relationships, and practice service, empathy, and leadership.
 - **Student Leadership:** Over time, students take on leadership roles within the Crew, developing responsibility and leadership skills.
 - **Behavior Connection:** The power of Crew reinforces expectations, provides a safe space for reflection on choices, and celebrates students who model Excellence, Service, and Leadership.
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Entheos Exemplars

Each week, teachers nominate a student who exemplifies **Excellence, Service, or Leadership**.

- Families are invited to the Crew recognition.
 - Students receive a certificate, photo, and recognition on morning announcements and social media.
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✓ This creates a **full-circle system**:

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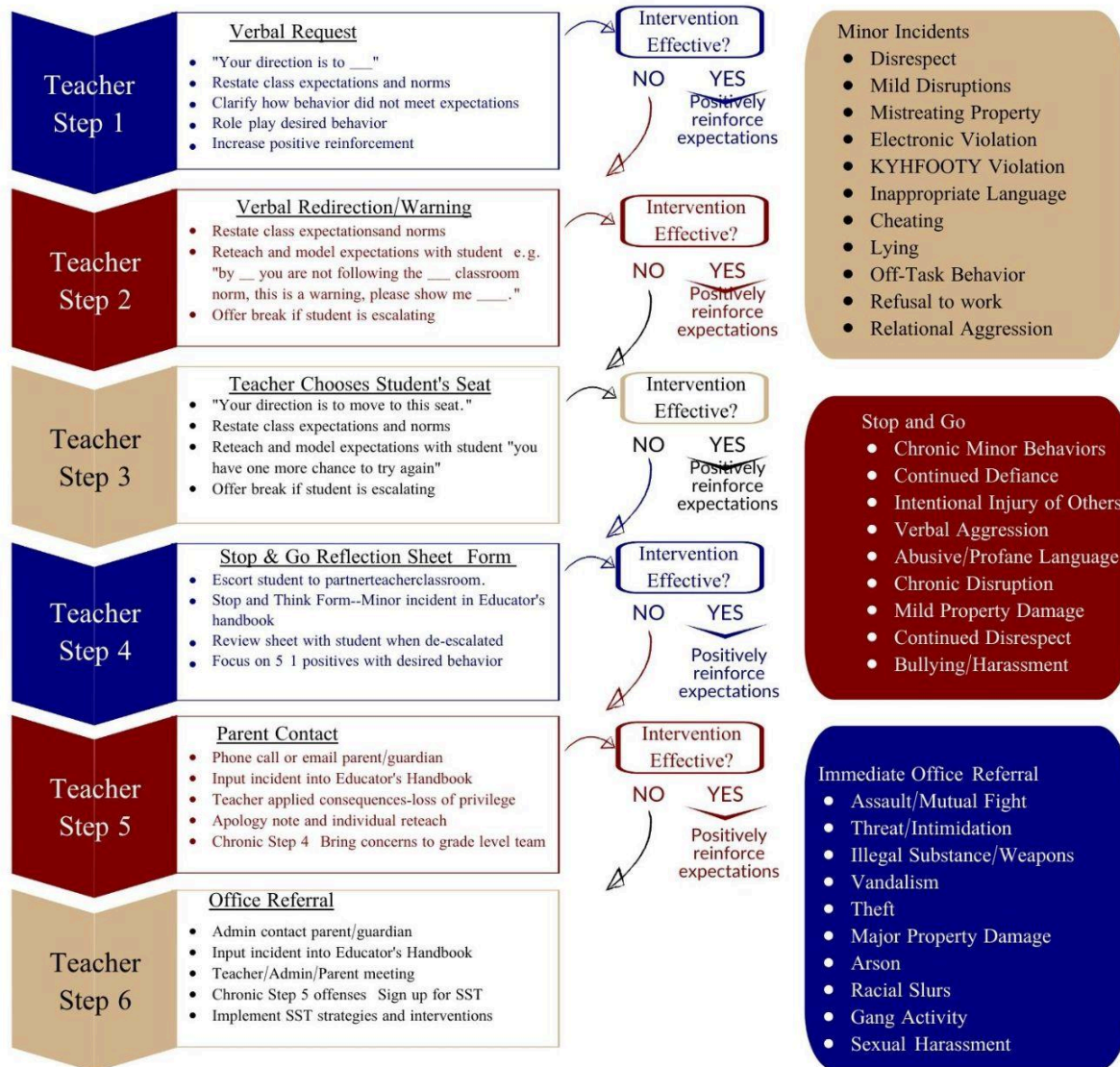
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"WHAT IF" CHART

I DO

OUR NORMS Excellence

Examples

- Sitting in correct seats
- Listening position
- KHYFOOTY
- Appropriate language and volume
- Be on time
- Be ready to learn
- Raise hand

Non-Examples

- Making noises
- Distracting others
- Name calling, swearing, off topic conversations
- Late/Tardy
- Out of seat wandering
- Leaving without permission
- Writing on school property

Leadership

Examples

- Use supplies correctly
- Be ready to learn with supplies
- Phone in locker
- Follow dress code
- Complete assignments correctly and on time

Non-Examples

- Using supplies or equipment incorrectly
- Wearing hood in class
- Phone ivisible
- Not doing class activity
- Late, missing or incomplete assignment

Service

Examples

- Walk in school building
- Clean up
- Follow instructions
- Walk your bikes/scooters on school property
- Help others
- Be kind to others

Non-Examples

- Running in school building
- Kick, hit, punch, spit, slap, throw objects
- Breaking or removing school property/supplies
- Damaging school property

I DON'T

**STEP 1
Request / Reminder /
Redirect**

**STEP 2
Verbal Warning**

**STEP 3
2nd Warning/ Seat
Away**

**STEP 4
Reflection Sheet**

**STEP 5
Parent Contact**

**STEP 6
Office Referral**



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5306 CHILD ABUSE AND NEGLECT REPORTING

Purpose

The Board recognizes that Utah law requires reporting child abuse and neglect by any person who has reason to believe that a child has been abused or neglected. To implement this law, the Board authorizes school administration to develop procedures for school employees to carry out the intent of the law

Administration Policy

- I. The Administration recognizes that to fully implement the law on reporting child abuse and neglect, school personnel must be fully informed and made aware of their responsibilities in this area. Therefore, the Administration shall cause that any school employee who knows or reasonably suspects that a child's health or welfare has been or appears to have been harmed as a result of abuse and neglect shall report and cause reports to be made in accordance with the procedures in this policy.
- II. The Administration shall provide all professional employees annual training on the subject of identifying and reporting children suspected of being abused or neglected.
- III. The Administration shall distribute annually to all school employees copies of this policy and the Child Abuse-Neglect reporting form.

Guidelines

- IV. If a school employee knows or reasonably suspects that a child 17 years old or younger is being abused or neglected, the employee shall immediately make an oral report to the school principal or their designee. (The State Attorney General mandates this policy.) The employee shall also call by telephone to local city police, county sheriff, or the Division of Family Services office to report the suspected abuse or neglect. Correlation with the principal or his/her designee should be made to contact the same agency and person in reporting the abuse or neglect. Both the principal or his/her designee and the employee must make immediate contact to report the suspected abuse or neglect.
- V. To support the suspicion of abuse and neglect, professional school employees may (but are not required to) gather information by interviewing the child.

5306 Child Abuse and Neglect Reporting

- VI. If, after conducting the interview, it is determined that the child is in need of immediate medical attention, the School's procedure for dealing with injuries or illness shall be followed. However, contact with the parents or guardian for purposes of determining the cause of the injury shall be avoided.
- VII. If the information gathered from interviewing the child supports suspected child abuse or neglect:
 - A. The principal or his/her designee shall immediately report the case by telephone to the local city police or county sheriff, or office of the Division of Family Services.
 - B. Within 24 hours after making the oral report, the school employee initiating the report shall complete and give to the principal or his/her designee the School's Child Abuse-Neglect reporting form.
- VIII. Upon receiving the School's Child Abuse-Neglect reporting form, the principal or his/her designee shall:
 - A. Mail one copy within 24 hours to the agency receiving the oral report (local city police or county sheriff or office of the Division of Family Services).
 - B. Place one copy of all reported cases of suspected child abuse or neglect in a separate file to be maintained by the principal or his/her designee. The Child Abuse-Neglect reporting form shall not be placed in the child's personal file.
- IX. It is not the responsibility of the school employee to: (1) prove that the child has been abused or neglected or (2) determine whether the child is in need of protection.
- X. School employees shall not make contact with the child's family or other persons (relatives, friends, neighbors, etc.) for the purpose of determining the cause of the injury and/or apparent neglect.
- XI. School employees are immune from any civil and/or criminal liability when reporting in good faith suspected child abuse or neglect. (§78-3a-20.10, Utah Code Annotated 1953, as enacted in 1978)
- XII. Any school employee who willfully fails to report a case of suspected child abuse or neglect may face legal and/or disciplinary action up to and including termination of employment. (§78- 2a-19, Utah Code Annotated 1953, as enacted in 1978)



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5104 REFUGEE AND IMMIGRANT STUDENTS

Purpose

H.B. 230 requires the State Board of Education to create a repository for immigrant students' and foreign exchange students' transcripts; amends requirements for when an individual enrolling a student in a school is unable to produce the student's birth certificate; and a student's birth certificate does not accurately reflect the student's age; amends requirements related to conditional enrollment when a school has not received a student's complete immunization record.

Policy

Upon enrollment of a student for the first time at Entheos Academy, the school shall notify the person enrolling the student that within 30 days of enrollment the student's parent or guardian shall provide to the school either:

- (a) a certified copy of the student's birth certificate, or
- (b) other reliable proof of the student's identity and age.

Supporting documentation may include:

- (i) a religious, hospital, or physician certificate showing the student's date of birth;
- (ii) an entry in a family religious text;
- (iii) an adoption record;
- (iv) previously verified school records;
- (v) previously verified immunization records;
- (vi) documentation from a social service provider; or
- (vii) other legal documentation, including from a consulate, that reflects the student's biological age.

5104 Refugee and Immigrant Students

If the supporting documentation is not available, the school shall assign a review team to work with the parent or guardian to determine the student's biological age for enrollment and placement.

The review team may include:

- (A) a district administrator;
- (B) the student's teacher or teachers;
- (C) the school principal;
- (D) a school counselor;
- (E) a school social worker;
- (F) a school psychologist;
- (G) a culturally competent and trauma-informed community representative;
- (H) a school nurse or other school health specialist;
- (I) an interpreter, if necessary;; and

(ii) shall include at least three members, at least one of which has completed the instruction described in Subsection [53G-9-207\(3\)\(a\)](#), no more than two years prior to the member's appointment to the review team.



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3700 INSURANCE

Entheos Academy business manager or designee will purchase a risk management insurance policy within a prudent fiduciary value and premium. Business manager or designee will provide written evidence of insurance to local and state agencies as required.

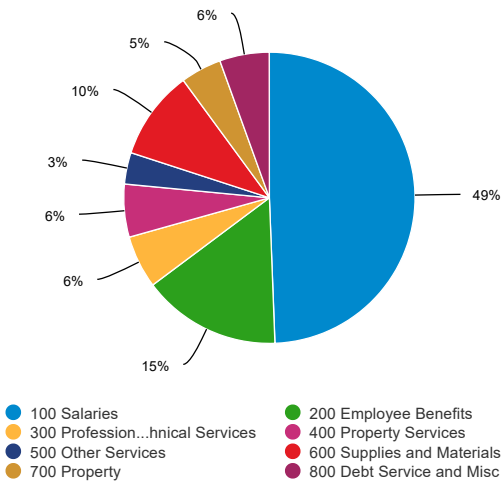
Financial Summary

	Category	YTD Amount	Total Budget	Total Forecast	% Target	% Forecast
Revenue (3 School Category records)						
	1000 Local Revenue	\$124,081	\$518,850	\$533,850	18.0%	23.2%
	3000 State Revenue	\$3,225,592	\$12,598,143	\$12,526,700	25.6%	25.7%
	4000 Federal Revenue		\$929,124	\$929,124	0.0%	
TOT		\$3,349,673	\$14,046,117	\$13,989,674		
Expense (8 School Category records)						
	100 Salaries	-\$1,354,465	-\$6,395,000	-\$6,395,000	23.1%	21.2%
	200 Employee Benefits	-\$412,200	-\$1,991,544	-\$1,991,544	24.6%	20.7%
	300 Professional and Technical Services	-\$82,765	-\$757,350	-\$757,350	6.2%	10.9%
	400 Property Services	-\$234,710	-\$761,060	-\$761,060	5.0%	30.8%
	500 Other Services	-\$72,360	-\$453,000	-\$453,000	-0.0%	16.0%
	600 Supplies and Materials	-\$393,165	-\$1,282,091	-\$1,282,091	-0.0%	30.7%
	700 Property	-\$317,128	-\$591,000	-\$591,000	-0.0%	53.7%
	800 Debt Service and Misc	-\$177,015	-\$712,689	-\$712,689	-0.0%	24.8%
TOT		-\$3,043,809	-\$12,943,734	-\$12,943,734		
TOT		\$305,864	\$1,102,383	\$1,045,940		

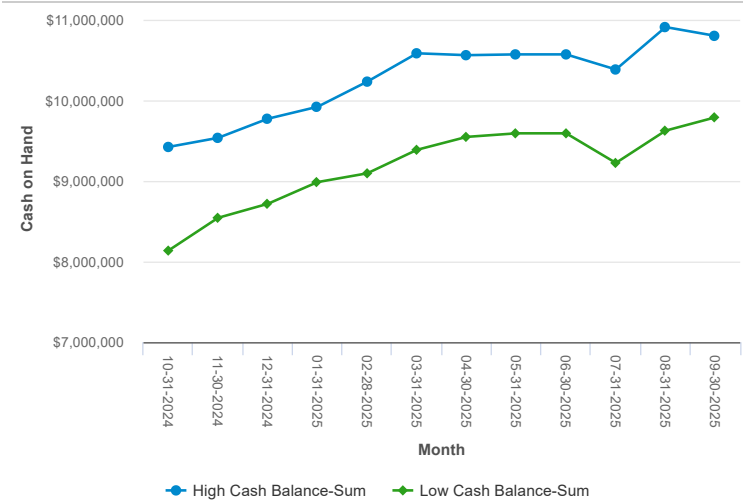
Financial Metrics

	Financial Metric	Covenant	Target	Forecast
	Net Income		398,565	1,045,940
	Operating Margin		4.5%	7.48
	Debt Service Ratio	1.10	1.37	2.66
	PTIF Balance			8,506,542
	Unrestricted Days Cash	30	150	319
	Restricted Cash			509,311

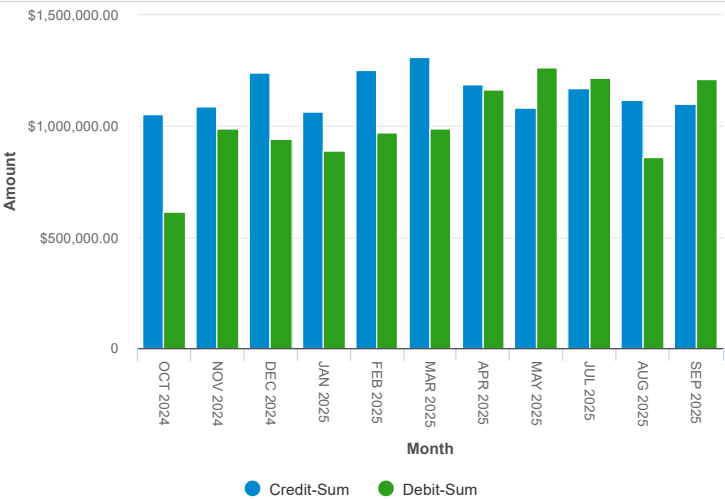
Expense Distribution



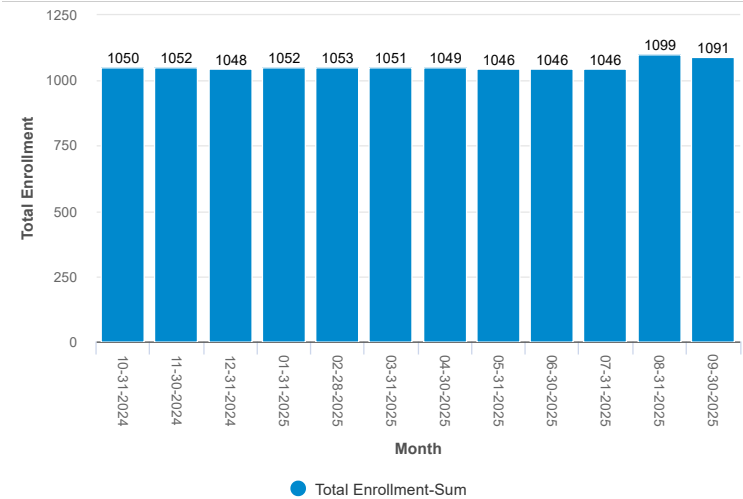
Cash Balance



Revenue vs Expenses



Enrollment Trend



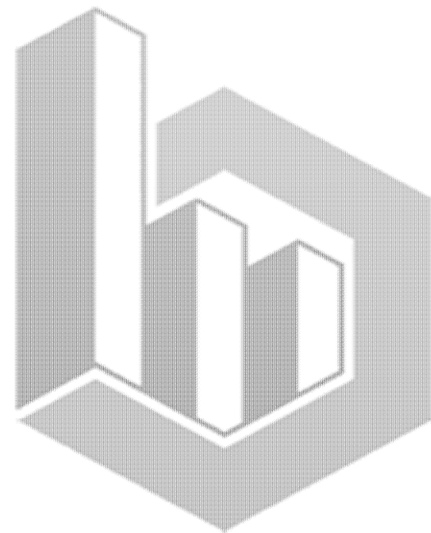


RESERVE STUDY

For

Entheos Academy: Kearns Campus
4710 W 6200 S
Kearns, UT

Date of Inspection: July 23, 2025



This Reserve Study was:

- Submitted by Building Reserves on: September 12, 2025
- Inspected and Prepared by: Erik Salmon, Reserve Specialist
- Professionally Reviewed by: Brittany Eggert, Reserve Specialist



The RS (Reserve Specialist) designation is awarded by the Community Associations Institute (CAI) to qualified Reserve Specialists who, through years of specialized experience, can help ensure that community associations and facilities prepare their reserve budget as accurately as possible.



The Reports contain intellectual property that was developed by Building Reserves Inc. and is provided on a confidential basis to only Customer for only Customer's benefit. The Reports are limited to only the express purpose stated herein and may be relied upon only by Customer.

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RESERVE STUDY UPDATE

It is necessary to update this reserve study in two or three years to ensure an equitable funding plan is in place, since a Reserve Study is a snapshot in time. Many variables can alter the study after it is completed which may result in significant underfunding or overfunding of the reserve account.

Examples of variables that can change the recommended funding are:

- Timing of proposed projects
- Maintenance practices of reserve components
- Changes in interest rates on invested reserves
- Changes in inflationary cost of labor, equipment and materials

**To Request a Reserve Study Update proposal,
Email: PROPOSALS@BUILDINGRESERVES.COM
Call: 877.514.8256**

Client Reference Number: 250596

	Full New Study	Update with Site Inspection	Virtual Update, No Site Inspection
Full Site Inspection with Condition Assessment	●	●	Not Included
Photographic Inventory & Captions of all Reserve Components	●	●	Not Included
Pre-Inspection Meeting	●	●	Virtual Call
Reserve Component Inventory List Creation	●	Component List from Prior Report	Component List from Prior Report
Measurements and Quantities of all Reserve Components	●	Measurements from Prior Report	Measurements from Prior Report
Report compliant with CAI National Reserve Study Standards	●	●	●
Analysis of all Property Documents	●	●	●
Satellite Image Showing Property Boundaries	●	●	●
Customized Engineering Narrative for all Reserve Components	●	●	Not Included
Customized Funding Plan for Your Property	●	●	●
Number of Independent Budgets / Cash Flows:	●	●	●
30-Year Cash Flow Analysis + 5-Year Cash Flow Division Break-outs	●	●	●
Phone / Email / Video Support with Senior Engineering Team	●	●	●
Component Evaluation Framework	●	●	Not Included
Building Reserves Exclusive Easy-to-Read PDF Report Layout	●	●	●
Two Revised Reports at No Additional Cost (upon request, within 6 months)	●	●	1 Revision Included
Excel File - Create unlimited what-if scenarios for free NEW	●	●	●
Reserve Health Assessment NEW	●	●	●
Priority Rating System - Low Priority, Deferrable, Highly Recommended NEW	●	●	●
Priority Scoring System - View projects sorted in order of high to low priority NEW	●	●	●
Responsibility Matrix NEW	●	●	●
Comparative Reserve Balance Scenarios at Varying Interest Rates NEW	●	●	●



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REVISIONS AND UPDATES

Revisions

Revisions will be made to this Reserve Study in agreement with written instruction from the Board of Directors. No additional charge is incurred for the first (2) sets of revisions, if requested in writing and in list format, within (6) months of the shipment date of this report.

Updates

It is necessary to update this reserve study in two or three years to make certain an equitable funding plan is in place since a Reserve Study is a snapshot in time. Many variables can alter the study after it is completed which may result in significant underfunding or overfunding of the reserve account. Examples of variables that can change the recommended funding are:

- Timing of proposed projects
- Maintenance practices of reserve components
- Changes in interest rates on invested reserves
- Changes in inflationary cost of labor, equipment and materials

**To Request a Reserve Study Update proposal,
Email: PROPOSALS@BUILDINGRESERVES.COM
Call: 877.514.8256**

Client Reference Number: 250596

WHAT IS A RESERVE STUDY?

What Is A Reserve Study? Why Have One Done?

A Reserve Study is a financial plan used to set aside the appropriate amount of money required for capital repairs and replacements for the development's infrastructure and surrounding assets. Reserve studies are one of the most reliable ways of protecting the value of the property's infrastructure and marketability.

It is best that schools avoid the use of outside funding or loans to fund major replacements projects. Funding capital repairs and replacements using outside funding and loans is less cost effective than slowly accumulating reserves over time and investing the balance until the funds are needed for major projects.

A Reserve Study: A Multi-Functional Tool

- 1.) Lending institutions often request Reserve Studies during the process of a loan application for the community and/or the individual owners.
- 2.) A Reserve Study contains a detailed inventory of the school's major assets and serves as a management tool for planning, scheduling and coordinating future repairs and replacements.
- 3.) Reserve Studies are an essential tool for your accountant during the preparation of the school's annual audit.
- 4.) A Reserve Study is a tool that can assist the board in fulfilling its legal and financial obligations of keeping the property in an economically manageable state of repair. If the school is operating on a deficit basis, it cannot guarantee that a special assessment, when needed, will be approved. Therefore, the school cannot guarantee its ability to perform necessary repairs and replacement to major components for which they are responsible.

Other Advantages Of Reserve Studies Include:

- Fulfill statutory requirements
- Reduces cost of asset maintenance
- Maintains market value of property
- Reduces deferred maintenance
- Preserves property appearance
- Minimizes outside funding
- Equitable spread of funding

EXECUTIVE SUMMARY - CURRENT AND RECOMMENDED FUNDING

Current Funding

Current Reserve Status as of:	June 30, 2025
Current Reserve Balance:	\$4,235,000
Current Annual Reserve Contribution:	\$770,000
Current Reserve Contribution Per Month:	\$64,166.67
Current Total Income	\$7,458,000
Current Percentage of Total Income to Reserve Account:	10.32%

(Unaudited Cash Status Of the Reserve Fund)

Full Funding and Percentage Funded

Fully Funded Balance (Refer to Terms & Definitions for More Information)	\$2,538,717.05
Percent Funded (Refer to Terms & Definitions for More Information)	166.82%

Recommended Funding

Recommended Fund Start as of:	July 1, 2026
Recommended Annual Reserve Contribution:	\$130,000
Per Month:	\$10,833.33
Recommended Special Assessments:	\$0
Per Month:	\$0.00
Total Recommended Reserve Contribution:	\$130,000
Per Month:	\$10,833.33

Recommended Adjustment

Recommended Adjustment in Annual Reserve Contribution:	-\$640,000
Per Month:	-\$53,333.33

Total Suggested Annual Reserve Contributions For Next 30-Years

Year	\$	% Adjustment	Year	\$	% Adjustment	Year	\$	% Adjustment
2027	\$130,000	-83.1%	2037	\$187,100	3.7%	2047	\$269,000	3.7%
2028	\$134,800	3.7%	2038	\$194,000	3.7%	2048	\$279,000	3.7%
2029	\$139,800	3.7%	2039	\$201,200	3.7%	2049	\$289,300	3.7%
2030	\$145,000	3.7%	2040	\$208,600	3.7%	2050	\$300,000	3.7%
2031	\$150,400	3.7%	2041	\$216,300	3.7%	2051	\$311,100	3.7%
2032	\$156,000	3.7%	2042	\$224,300	3.7%	2052	\$322,600	3.7%
2033	\$161,800	3.7%	2043	\$232,600	3.7%	2053	\$334,500	3.7%
2034	\$167,800	3.7%	2044	\$241,200	3.7%	2054	\$346,900	3.7%
2035	\$174,000	3.7%	2045	\$250,100	3.7%	2055	\$359,700	3.7%
2036	\$180,400	3.7%	2046	\$259,400	3.7%	2056	\$373,000	3.7%

Special Assessments

This recommended funding plan does NOT include any special assessments

EXECUTIVE SUMMARY - PROPERTY OVERVIEW

Client Profile

Client Reference Number:	250596
Type of Study:	Full Reserve Study
Date of Non-Invasive Inspection:	July 23, 2025
Date of Study Shipment:	September 12, 2025
Fiscal Year Start and End:	FY26: 7.1.25 - 6.30.26

Community Description

Number of Units:	1
Number of Buildings:	1
Year(s) Built:	2006-2014

The fiscal year does not run concurrently with the calendar year. All years noted within this report relate to the fiscal year ending in that year, as specified above.



EXECUTIVE SUMMARY - NEAR-TERM EXPENDITURES, YEARS 1-5

Line Item	Component Name	Component Category	Priority Score	Current Condition	Estimated Cost
-----------	----------------	--------------------	----------------	-------------------	----------------

2026 Expenditures

2026 Total: --

2027 Expenditures

1	Doors, Exterior, Metal, Phased	EXTERNAL BUILDING COMPONENTS	95	Fair	\$45,628
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	SERVICE COMPONENTS	109	Poor	\$31,110
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	SERVICE COMPONENTS	102	Fair	\$33,184
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	SERVICE COMPONENTS	102	Fair	\$70,516
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	SERVICE COMPONENTS	102	Fair	\$118,218
23	Air Handling Units, Split System, Room 123	SERVICE COMPONENTS	87	Fair	\$9,333
26	Chromebooks and iPads, Refresh	SERVICE COMPONENTS	73	Good	\$45,628
32	Projectors and Screens, Phased Replacement	SERVICE COMPONENTS	77	Good	\$17,292
37	Water Heater, 199-MBH	SERVICE COMPONENTS	90	Fair	\$12,185
2027 Total:					\$383,094

2028 Expenditures

6	Walls, Masonry, Capital Repairs	EXTERNAL BUILDING COMPONENTS	83	Fair	\$53,021
8	Walls, Stucco, Paint Finishes and Capital Repairs	EXTERNAL BUILDING COMPONENTS	90	Fair	\$35,616
26	Chromebooks and iPads, Refresh	SERVICE COMPONENTS	73	Good	\$47,316
2028 Total:					\$135,954

2029 Expenditures

5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	EXTERNAL BUILDING COMPONENTS	95	Good	\$658,389
26	Chromebooks and iPads, Refresh	SERVICE COMPONENTS	73	Good	\$49,067
30	Phone System	SERVICE COMPONENTS	71	Good	\$18,066
32	Projectors and Screens, Phased Replacement	SERVICE COMPONENTS	77	Good	\$18,595
36	Water Fountains, Phased Replacement	SERVICE COMPONENTS	78	Fair	\$22,582
39	Asphalt Pavement, Repaving (Incl. Catch Basin Repairs), Phased	SITE COMPONENTS	85	Fair	\$135,130
40	Concrete Curbs and Gutters, Partial Replacement	SITE COMPONENTS	41	Good	\$11,653
41	Concrete Sidewalks, Partial Replacement	SITE COMPONENTS	68	Good	\$18,672
2029 Total:					\$932,155

2030 Expenditures

25	Audio System, Public Announcement (PA), Replacement	SERVICE COMPONENTS	82	Fair	\$75,167
26	Chromebooks and iPads, Refresh	SERVICE COMPONENTS	73	Good	\$50,882
45	Maintenance Building, Exterior Renovations	SITE COMPONENTS	62	Fair	\$37,584
2030 Total:					\$163,633

2031 Expenditures

12	Floor Coverings, Carpet	INTERNAL BUILDING COMPONENTS	48	Good	\$165,784
26	Chromebooks and iPads, Refresh	SERVICE COMPONENTS	73	Good	\$52,765
28	Fire Detection, Control Panel and Emergency Devices	SERVICE COMPONENTS	94	Good	\$47,968
29	Light Fixtures, Emergency and Exit	SERVICE COMPONENTS	89	Good	\$11,872
32	Projectors and Screens, Phased Replacement	SERVICE COMPONENTS	77	Good	\$19,997
42	Fencing, Chain Link	SITE COMPONENTS	53	Good	\$19,097
47	Playground Equipment, Replacement	SITE COMPONENTS	77	Good	\$106,130
2031 Total:					\$423,614

EXECUTIVE SUMMARY - ANALYSIS METHODS AND FUNDING STRATEGIES

This reserve study utilizes the **Cash Flow Method and Threshold Funding** to calculate the minimum recommended annual reserve contribution to determine adequate, but not excessive annual reserve contributions. The Cash Flow Method pools all reserve expenditures into one cash flow.

Building Reserves employs the following funding strategies:

- Threshold Funding: Sufficient reserve funds are maintained above a specified threshold
- Stable and equitable reserve contribution rate over future years, whenever possible
- Goal of timely, prioritized project execution
- Avoid reliance of supplemental funding, whenever possible

Building Reserves uses level recommended reserve contributions which are increased annually.

- Building Reserves has established recommended reserve contributions, which are adjusted upwards annually to stay ahead of inflationary costs of labor, equipment, and materials. The reserve recommendations help to ensure that the reserve balance is positive, healthy, and above a minimum threshold in each of the next 30 years.

EXECUTIVE SUMMARY - FINANCIAL PARAMETERS

Interest Rate	4.40%
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Based upon the actual weighted-average interest rate of invested reserve fund(s), or the interest rate supplied by the Board of Directors and/or management. We assume that all interest or dividends are reinvested into the reserve fund(s) and are not subject to federal or state taxes.

Inflation Rate	3.70%
-----------------------	--------------

Obtained from averages of national cost indexes as well as Building Reserves' proprietary cost database information.

# of Units	1
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Current Total Income	\$7,458,000.00
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Obtained from the Annual Budget, provided by the Board of Directors and/or management.

Current Annual Reserve Contribution	\$770,000.00
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Obtained from the Annual Budget, provided by the Board of Directors and/or management.

Current Monthly Reserve Contribution	\$64,166.67
---	--------------------

Obtained from the Annual Budget, provided by the Board of Directors and/or management.

Months Remaining Until Start Date of Recommended Funding Plan	12
--	-----------

Current Reserve Balance	\$4,235,000.00
--------------------------------	-----------------------

Unaudited reserve balance, obtained from the Board of Directors and/or management.

Reserve Balance Date	6/30/2025
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Fiscal Year	FY26: 7.1.25 - 6.30.26
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Start Date of Recommended Funding Plan	7/1/2026
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Projected Reserve Balance at Start of Funding Plan	\$5,208,280.00
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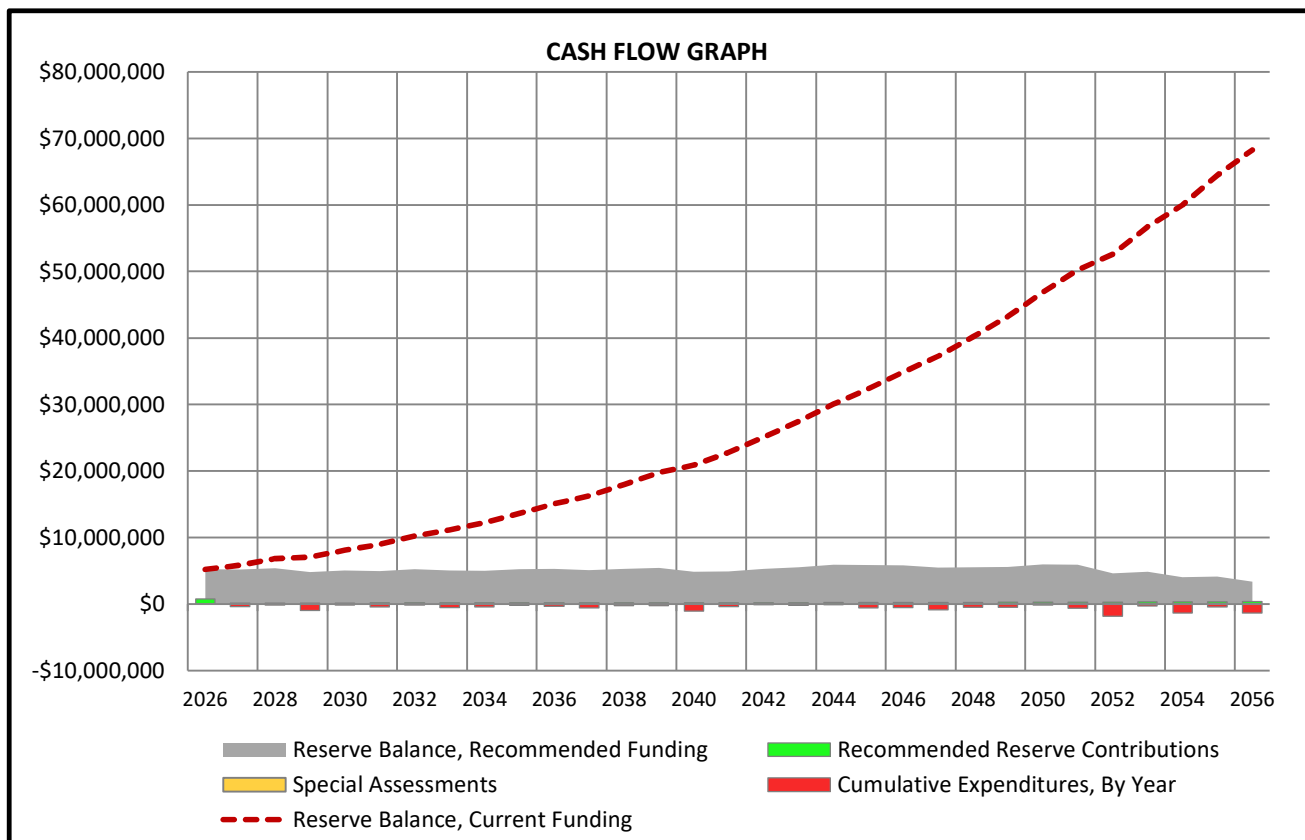
Calculated by taking the "Current Reserve Balance" + (Remaining Monthly Reserve Contributions + Remaining Monthly Special/Additional Assessments + Remaining Monthly Estimated Interest Earned - Remaining Expenditures within the portion of the "Fiscal Year" between the "Reserve Balance Date" and the "Start Date of Recommended

Percent Funded (As of "Reserve Balance Date")	166.82%
--	----------------

*Calculated by finding the sum of the Fully Funded Balance for all reserve components divided by the "Current Reserve Balance." Fully Funded Balance = (Current Cost * Effective Age / Useful Life) + [(Current Cost * Effective Age / Useful Life) / (1+Interest Rate) ^ Remaining Life] - [(Current Cost * Effective Age / Useful Life) / (1+Inflation Rate) ^ Remaining Life]*

EXECUTIVE SUMMARY - RECOMMENDED RESERVE FUNDING PLAN

Recommended Reserve Funding Plan, Next 30-Years



EXECUTIVE SUMMARY - BUDGET FORECAST

2026 Funding						
Year	Operating	Operating % Adjustment	Reserve	Reserve % Adjustment	Total	Dues % Adjustment
2026	\$6,688,000		\$770,000		\$7,458,000	

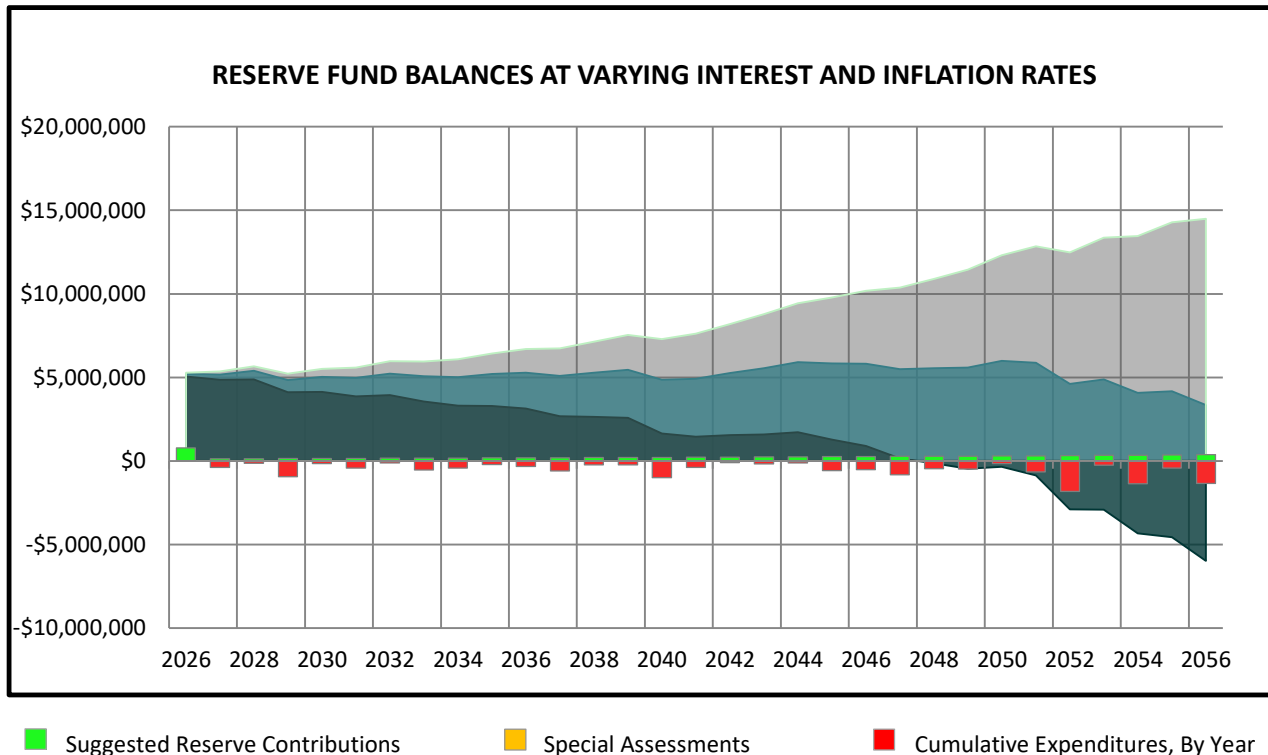
2027 - 2031 Budget Forecast						
Year	Operating	Operating % Adjustment	Reserve	Reserve % Adjustment	Total	Dues % Adjustment
2027	\$6,935,456	3.7%	\$130,000	-83.1%	\$7,065,456	-5.3%
2028	\$7,192,068	3.7%	\$134,800	3.7%	\$7,326,868	3.7%
2029	\$7,458,174	3.7%	\$139,800	3.7%	\$7,597,974	3.7%
2030	\$7,734,127	3.7%	\$145,000	3.7%	\$7,879,127	3.7%
2031	\$8,020,290	3.7%	\$150,400	3.7%	\$8,170,690	3.7%

The scope of this Reserve Study is strictly limited to reserve contribution recommendations, and we cannot comment on the need to adjust operating expenses. Our recommendations for reserve contributions are independent of any changes to operating expenses.

Budget projections assume that operating expenses rise at an annual rate of 3.7%. Any changes in the operating budget will affect dues percentage adjustments. Outside funding, if included in the funding plan, are excluded from dues projections.

How do Interest and Inflation Rate Fluctuations Affect Reserve Funds?

Fluctuating macro-economic factors, such as varying inflation and interest rates, can have a significant impact on the status of the school's reserve funds. Increases or decreases in the interest rate of the school's invested reserve funds or the local construction inflation rate, combined with the time-value of money, will affect long-term reserve balances. Higher interest rates or low inflation rates typically result in lower recommended reserve contributions, and lower interest rates or higher inflation rates typically result in higher recommended reserve contributions. The interest rate utilized in this Reserve Study is based upon the actual weighted-average interest rate of invested reserve fund(s), or the interest rate supplied by the Board of Directors and/or management. We assume that all interest or dividends are reinvested into the reserve fund(s) and are not subject to federal or state taxes. The inflation rate utilized in this Reserve Study is based upon averages of national cost indexes as well as Building Reserves' proprietary cost database information.



Projected Reserves at Year End.

6.00% Interest Rate, 2.70% Inflation Rate, 'Best Case Scenario'

- 30-Year Cumulative Interest: \$15,568,473.00

Projected Reserves at Year End.

4.40% Interest Rate, 3.70% Inflation Rate

- 30-Year Cumulative Interest: \$6,904,499.00
- This interest rate is used as the basis for the recommended cash flow within this report
- This interest rate is based on how reserve funds are currently being invested, or the interest rate provided by the Board of Directors and/or Management

Projected Reserves at Year End.

1.00% Interest Rate, 4.70% Inflation Rate, 'Worst Case Scenario'

- 30-Year Cumulative Interest: \$639,951.00

CLASSIFICATION OF RESERVE COMPONENTS AND NON-RESERVE COMPONENTS

Property components are classified as one of the following categories:

- 1.) Reserve Components
- 2.) Operating Budget Components
- 3.) Long-Lived Components
- 4.) Components Maintained by Others

Reserve Components

Reserve Components are classified as items that are:

- 1.) The school's responsibility
- 2.) Have a remaining expected useful life within the next 30 years
- 3.) Have a remaining expected useful life beyond 30 years, for which partial, or long-term funding is included
- 4.) Have a replacement cost above a minimum threshold
- 5.) Components which are funded from the school's capital reserve funds

Non-Reserve Components

Operating Budget Components are classified as:

- 1.) Relatively minor expenses which have little effect on Suggested Reserve contributions
- 2.) Components which are funded through the operating budget
- 3.) Components which have a current cost of replacement under **\$9,000**

Long-Lived Components are classified as:

- 1.) Components with estimated remaining useful life beyond 30-Years
- 2.) Components without predictable remaining useful life

Components Maintained by Others are classified as:

- 1.) Components maintained and replaced by the local government, the utility service provider or others

COST CONSIDERATIONS - SOFT COSTS

Building Reserves uses a wholistic approach to calculating unit costs and we leverage a variety of databases and local resources to determine what your projects should cost. The unit costs we provide will consider materials, labor, size of project, location, and construction soft costs.

Soft costs are indirect, non-physical costs that are required to complete a capital project. These costs can make up a large portion of a total project cost, ranging from 0% up to 30%, depending on the property and type of project. Examples of soft costs include: engineering or architecture fees, design fees, project managements fees, permits or inspections, legal or administrative fees, and contingency allowances.

RESPONSIBILITY MATRIX

This responsibility matrix is not intended to constitute legal advice. Responsibility classifications used within this report are based upon Building Reserve's interpretation of the school's governing documents and/or directives from school representatives. The governing documents are the final authority on defining asset responsibilities and may require professional legal review.

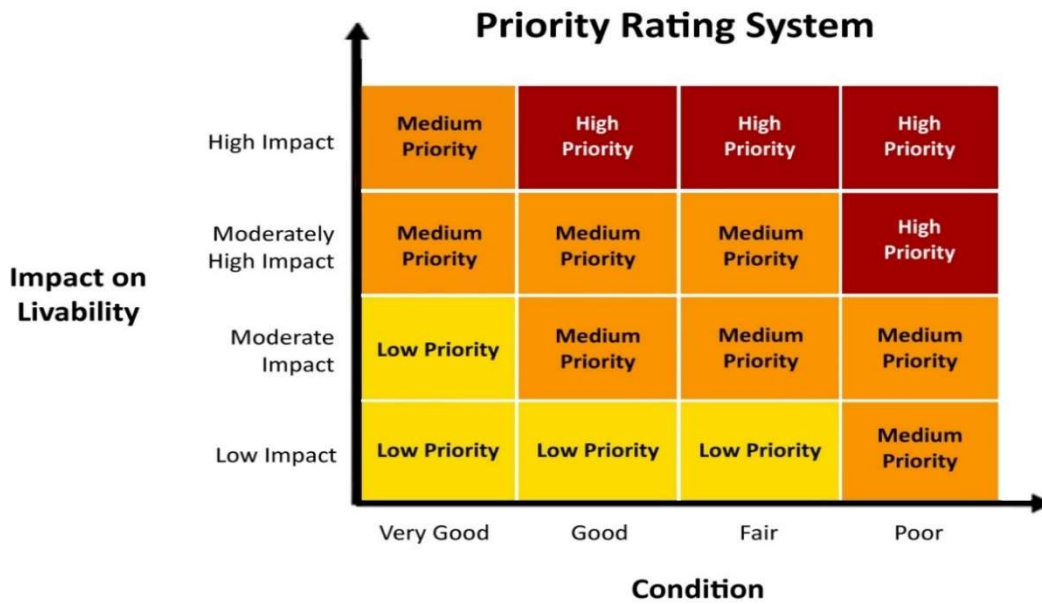
<u>Component Name</u>	Association-Responsibility			
	Reserve	Operating	Long-Lived	Other
Air Handling Unit, Make-Up Air Unit, Cafeteria	X			
Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	X			
Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	X			
Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	X			
Air Handling Units, Split System, Room 123	X			
Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	X			
Asphalt Pavement, Crack Repair, Patch, Seal Coat, and Striping	X			
Asphalt Pavement, Repaving (Incl. Catch Basin Repairs), Phased	X			
Audio System, Public Announcement (PA), Replacement	X			
Basketball Goal		X		
Cabinetry and Countertops, Classrooms and Common Areas	X			
Cafeteria Tables, Replacement	X			
Ceilings, Acoustical Tiles	X			
Chromebooks and iPads, Refresh	X			
Classroom Supplies, Gym Accessories, and Office Supplies		X		
Concrete Curbs and Gutters, Painting		X		
Concrete Curbs and Gutters, Partial Replacement	X			
Concrete Floors, Coating and Repairs, Art and Science Rooms		X		
Concrete Sidewalks, Partial Replacement	X			
Custodian and Maintenance Equipment		X		
Doors, Exterior, Metal, Phased	X			
Doors, Interior			X	
Dumpsters				X
Electrical Systems, Complete Replacement			X	
Electrical Systems, Repairs		X		
Entry Door System, Replacement	X			
Exhaust Fans, Replacement	X			
Fencing, Chain Link	X			
Fencing, North and South Boundaries				X
Fire Detection, Control Panel and Emergency Devices	X			
Fire Extinguishers		X		
Fire Suppression, Automatic Sprinkler System, Inspections and Repairs		X		
Fire Suppression, Automatic Sprinkler System, Replacement			X	
Flag Pole			X	
Floor Coverings, Carpet	X			
Floor Coverings, Resilient	X			
Foundations			X	
Furnishings, Interior		X		
Glass Doors and Windows, Exterior	X			
Gym, Renovation	X			
Irrigation System, Annual Repairs and Interim Controller Replacements		X		
Irrigation System, Replacement	X			
Kitchen Appliances, Interim Replacements		X		
Kitchen, Renovations (Incl. Appliances)	X			
Landscaping		X		
Library Shelving		X		
Light Fixtures, Cafeteria		X		
Light Fixtures, Emergency and Exit	X			
Light Fixtures, Exterior, Replace as Needed		X		
Light Poles and Fixtures	X			

RESPONSIBILITY MATRIX

This responsibility matrix is not intended to constitute legal advice. Responsibility classifications used within this report are based upon Building Reserve's interpretation of the school's governing documents and/or directives from school representatives. The governing documents are the final authority on defining asset responsibilities and may require professional legal review.

<u>Component Name</u>	Association-Responsibility			
	Reserve	Operating	Long-Lived	Other
Lockers, Replacement	X			
Maintenance Building, Exterior Renovations	X			
Maintenance Items Normally Funded through the Operating Budget		X		
Maintenance Shed, Building North Façade		X		
Metal Roof, Over Cafeteria South Entrance		X		
Paint Finishes		X		
Pergolas, Metal, Replacement	X			
Phone System	X			
Photovoltaic System, Interim Inverter Replacements		X		
Photovoltaic System, Replacement	X			
Pipes, Subsurface Utilities, Common, Inspections and Repairs		X		
Pipes, Subsurface Utilities, Laterals, Sanitary Sewer and Water Supply			X	
Pipes, Subsurface Utilities, Mains and Laterals, Gas				X
Pipes, Subsurface Utilities, Mains, Sanitary Sewer				X
Pipes, Subsurface Utilities, Mains, Water Supply				X
Pipes, Subsurface Utilities, Storm Water				X
Playground Equipment, Replacement	X			
Playground, Annual Safety Inspections		X		
Playground, Resilient Ground Covering Replenishments		X		
Portable Classrooms				X
Projectors and Screens, Phased Replacement	X			
Restrooms, Large, Renovation	X			
Restrooms, Small, Renovation	X			
Retaining Wall, Boulder, Repairs		X		
Retaining Wall, Boulder, Replacement			X	
Roof Inspections, Preventative Maintenance, and Repairs		X		
Roof, Coping, Metal	X			
Roofs, TPO, Phased (Incl. Gutters and Downspouts)	X			
Security System, FOB Access	X			
Security System, Surveillance	X			
Site Furnishings		X		
Speakers and Stereos, Gym and Cafeteria		X		
Split System, Ductless, Electrical Room		X		
Structural Building Frames			X	
Transformers			X	
Utility Boxes and Meters				X
Vehicles, Buses (Shared 50% With Magna Campus)				X
Vehicles, Buses, Replacement (Shared 50% With Magna Campus)	X			
Walk-In Refrigerators, Replacement			X	
Walls, Masonry, Capital Repairs	X			
Walls, Metal, Replacement, Long Term Funding	X			
Walls, Stucco, Paint Finishes and Capital Repairs	X			
Water Fountains, Phased Replacement	X			
Water Heater, 199-MBH	X			
Windows, Interior			X	

PRIORITY RATING SYSTEM



Reserve Inventory		Priority Rating, Condition & Impact on Livability Assessment		
Line Item	Reserve Component Listed by Property Class	Priority	Current Condition	Impact on Livability
EXTERNAL BUILDING COMPONENTS				
1	Doors, Exterior, Metal, Phased	Medium Priority	Fair	Moderately High Impact
2	Entry Door System, Replacement	Medium Priority	Good	Moderately High Impact
3	Glass Doors and Windows, Exterior	Medium Priority	Good	Moderately High Impact
4	Roof, Coping, Metal	Medium Priority	Good	Moderately High Impact
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	High Priority	Good	High Impact
6	Walls, Masonry, Capital Repairs	Medium Priority	Fair	Moderately High Impact
7	Walls, Metal, Replacement, Long Term Funding	Medium Priority	Good	Moderately High Impact
8	Walls, Stucco, Paint Finishes and Capital Repairs	Medium Priority	Fair	Moderately High Impact
INTERNAL BUILDING COMPONENTS				
9	Cabinetry and Countertops, Classrooms and Common Areas	Medium Priority	Good	Moderately High Impact
10	Cafeteria Tables, Replacement	Medium Priority	Good	Moderately High Impact
11	Ceilings, Acoustical Tiles	Medium Priority	Good	Moderately High Impact
12	Floor Coverings, Carpet	Low Priority	Good	Low Impact
13	Floor Coverings, Resilient	Low Priority	Good	Low Impact
14	Gym, Renovation	Medium Priority	Good	Moderately High Impact
15	Kitchen, Renovations (Incl. Appliances)	Medium Priority	Very Good	Moderately High Impact
16	Lockers, Replacement	Low Priority	Good	Low Impact
17	Restrooms, Large, Renovation	Medium Priority	Good	Moderately High Impact
18	Restrooms, Small, Renovation	Medium Priority	Good	Moderately High Impact
SERVICE COMPONENTS				
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	High Priority	Poor	Moderately High Impact
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	Medium Priority	Fair	Moderately High Impact
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	Medium Priority	Fair	Moderately High Impact
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	Medium Priority	Fair	Moderately High Impact
23	Air Handling Units, Split System, Room 123	Medium Priority	Fair	Moderately High Impact
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	Medium Priority	Fair	Moderately High Impact
25	Audio System, Public Announcement (PA), Replacement	Medium Priority	Fair	Moderately High Impact
26	Chromebooks and iPads, Refresh	Medium Priority	Good	Moderately High Impact
27	Exhaust Fans, Replacement	Medium Priority	Good	Moderately High Impact
28	Fire Detection, Control Panel and Emergency Devices	High Priority	Good	High Impact
29	Light Fixtures, Emergency and Exit	High Priority	Good	High Impact

PRIORITY RATING SYSTEM
CONTINUED

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PRIORITY SCORING SYSTEM

CONDITION - The state of a building system, equipment, or material with regard to its working order, deficiency level or appearance.

1 to 10 Rating: 1 = Poor Condition; 10 = Very Good Condition

Weighted most heavily in the priority score rating

IMPACT ON LIVABILITY - The degree to which a building system, equipment, or material is required in order to maintain owner safety and well-being.

1 to 10 Rating: 1 = Low Impact on Livability; 10 = High Impact on Livability

Weighted to a moderate degree in the priority score rating

DESIRABILITY - The degree to which a building system, equipment, or material is favorable, attractive, or the degree to which intrinsic community value is added.

1 to 10 Rating: 1 = Low Desirability; 10 = High Desirability

Weighted least heavily in the priority score rating

Reserve Inventory		Life Analysis	Condition, Impact on Livability, and Desirability Ratings			Priority
Line Item	Reserve Component Listed by Priority	Remaining Useful Life	Condition Rating	Impact on Livability Rating	Desirability Rating	Priority Score
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	1	2	8	6	109
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	1	3	8	6	102
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	1	3	8	6	102
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	1	3	8	6	102
1	Doors, Exterior, Metal, Phased	1	4	8	6	95
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	3	6	10	10	95
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	6	4	8	6	95
28	Fire Detection, Control Panel and Emergency Devices	5	6	10	9	94
8	Walls, Stucco, Paint Finishes and Capital Repairs	2	5	8	8	90
37	Water Heater, 199-MBH	1	4	7	6	90
29	Light Fixtures, Emergency and Exit	5	6	9	9	89
23	Air Handling Units, Split System, Room 123	1	5	8	5	87
39	Asphalt Pavement, Repaving (Incl. Catch Basin Repairs), Phased	3	4	6	6	85
6	Walls, Masonry, Capital Repairs	2	5	7	6	83
25	Audio System, Public Announcement (PA), Replacement	4	5	7	5	82
36	Water Fountains, Phased Replacement	3	5	6	6	78
10	Cafeteria Tables, Replacement	8	6	7	7	77
32	Projectors and Screens, Phased Replacement	1	6	7	7	77
38	Asphalt Pavement, Crack Repair, Patch, Seal Coat, and Striping	7	5	6	5	77
47	Playground Equipment, Replacement	5	6	7	7	77
3	Glass Doors and Windows, Exterior	14	7	8	8	76
4	Roof, Coping, Metal	20	7	8	6	74
26	Chromebooks and iPads, Refresh	1	7	8	5	73
11	Ceilings, Acoustical Tiles	7	6	6	6	71
30	Phone System	3	6	6	6	71
14	Gym, Renovation	11	7	7	7	70
7	Walls, Metal, Replacement, Long Term Funding	30	8	8	8	69
2	Entry Door System, Replacement	21	8	8	7	68
17	Restrooms, Large, Renovation	7	7	7	5	68
18	Restrooms, Small, Renovation	7	7	7	5	68
27	Exhaust Fans, Replacement	6	7	7	5	68
41	Concrete Sidewalks, Partial Replacement	3	7	7	5	68
9	Cabinetry and Countertops, Classrooms and Common Areas	10	7	6	6	64
31	Photovoltaic System, Replacement	12	6	5	4	64
45	Maintenance Building, Exterior Renovations	4	4	2	3	62
33	Security System, FOB Access	14	9	8	6	60
34	Security System, Surveillance	14	9	8	6	60
43	Irrigation System, Replacement	10	6	4	4	59
44	Light Poles and Fixtures	8	7	5	5	58
42	Fencing, Chain Link	5	6	3	3	53
15	Kitchen, Renovations (Incl. Appliances)	13	9	6	5	49
12	Floor Coverings, Carpet	5	6	2	3	48

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2-4

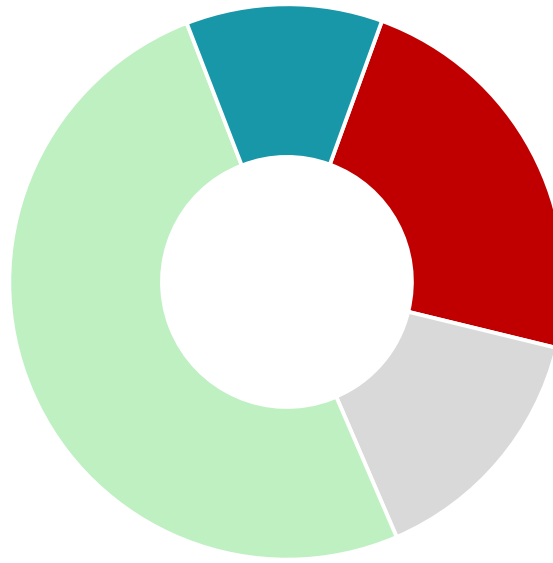
QUANTITY AND COST PROJECTIONS FOR NEXT 30-YEARS

Graph Illustrates Total Future Cost of Replacement By Property Class

Total Future Cost of Replacement, All Property Classes:

\$15,501,036

- EXTERNAL BUILDING COMPONENTS
23.27%
- INTERNAL BUILDING COMPONENTS
14.72%
- SERVICE COMPONENTS 50.58%
- SITE COMPONENTS 11.44%

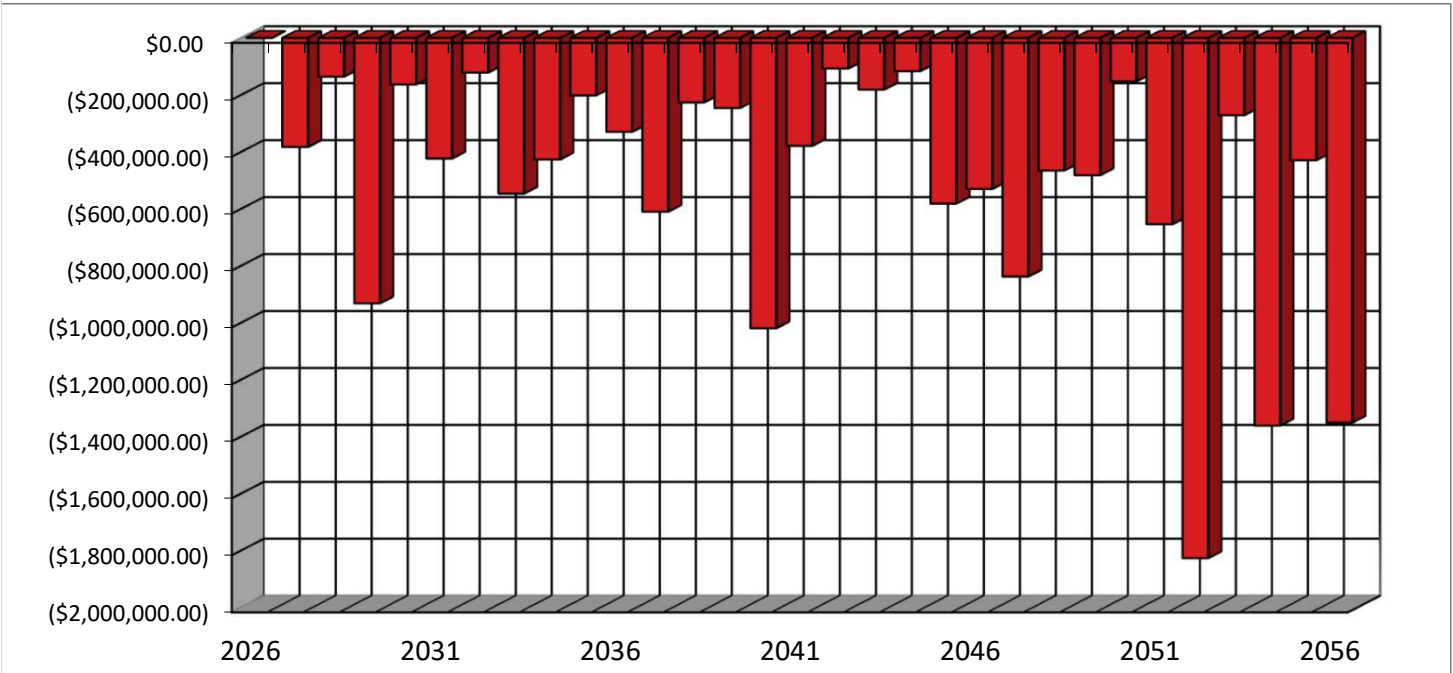


Reserve Inventory		Replacement Quantities			Replacement Costs		
Line Item	Reserve Component Listed by Property Class	Units	Per Phase	Total for 30-Years	Unit Cost	Current Cost Per Phase	Total Future Cost
EXTERNAL BUILDING COMPONENTS							
1	Doors, Exterior, Metal, Phased	Each	14	28	\$4,000.00	\$56,000	\$195,815
2	Entry Door System, Replacement	Square Feet	870	870	\$120.00	\$104,400	\$223,900
3	Glass Doors and Windows, Exterior	Square Feet	1,590	1,590	\$107.00	\$170,130	\$282,933
4	Roof, Coping, Metal	Linear Feet	820	820	\$37.00	\$30,340	\$62,747
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	Squares	410	738	\$1,800.00	\$738,000	\$2,396,933
6	Walls, Masonry, Capital Repairs	Square Feet	8,650	25,950	\$5.70	\$49,305	\$238,924
7	Walls, Metal, Replacement, Long Term Funding	Square Feet	728	728	\$20.75	\$15,106	\$44,927
8	Walls, Stucco, Paint Finishes and Capital Repairs	Square Feet	11,040	33,120	\$3.00	\$33,120	\$160,494
INTERNAL BUILDING COMPONENTS							
9	Cabinetry and Countertops, Classrooms and Common Areas	Allowance	1	1	\$90,000.00	\$90,000	\$129,429
10	Cafeteria Tables, Replacement	Each	44	88	\$1,150.00	\$50,600	\$172,314
11	Ceilings, Acoustical Tiles	Square Feet	31,635	31,635	\$7.50	\$237,263	\$305,971
12	Floor Coverings, Carpet	Square Yards	3,215	9,645	\$43.00	\$138,245	\$747,059
13	Floor Coverings, Resilient	Square Feet	3,380	3,380	\$11.00	\$37,180	\$68,952
14	Gym, Renovation	Square Feet	4,480	4,480	\$38.00	\$170,240	\$253,880
15	Kitchen, Renovations (Incl. Appliances)	Allowance	1	2	\$76,000.00	\$76,000	\$317,343
16	Lockers, Replacement	Square Feet	580	580	\$115.00	\$66,700	\$137,943
17	Restrooms, Large, Renovation	Each	2	2	\$33,000.00	\$66,000	\$85,113
18	Restrooms, Small, Renovation	Each	9	9	\$5,500.00	\$49,500	\$63,835
SERVICE COMPONENTS							
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	Each	1	2	\$30,000.00	\$30,000	\$97,830
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	Each	3	6	\$16,000.00	\$48,000	\$169,889
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	Each	2	4	\$34,000.00	\$68,000	\$216,351
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	Each	9	18	\$19,000.00	\$171,000	\$605,231
23	Air Handling Units, Split System, Room 123	System	1	2	\$9,000.00	\$9,000	\$29,349
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	Systems	2	4	\$10,000.00	\$20,000	\$72,704
25	Audio System, Public Announcement (PA), Replacement	Allowance	1	2	\$65,000.00	\$65,000	\$236,374
26	Chromebooks and iPads, Refresh	Allowance	1	30	\$44,000.00	\$44,000	\$2,434,499
27	Exhaust Fans, Replacement	Each	10	10	\$3,400.00	\$34,000	\$42,282
28	Fire Detection, Control Panel and Emergency Devices	System	1	2	\$40,000.00	\$40,000	\$166,934
29	Light Fixtures, Emergency and Exit	Each	30	60	\$330.00	\$9,900	\$41,316

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LIFE ANALYSIS AND CONDITION ASSESSMENT

Graph Illustrates Reserve Expenses Per Year, Displaying Years 1-30



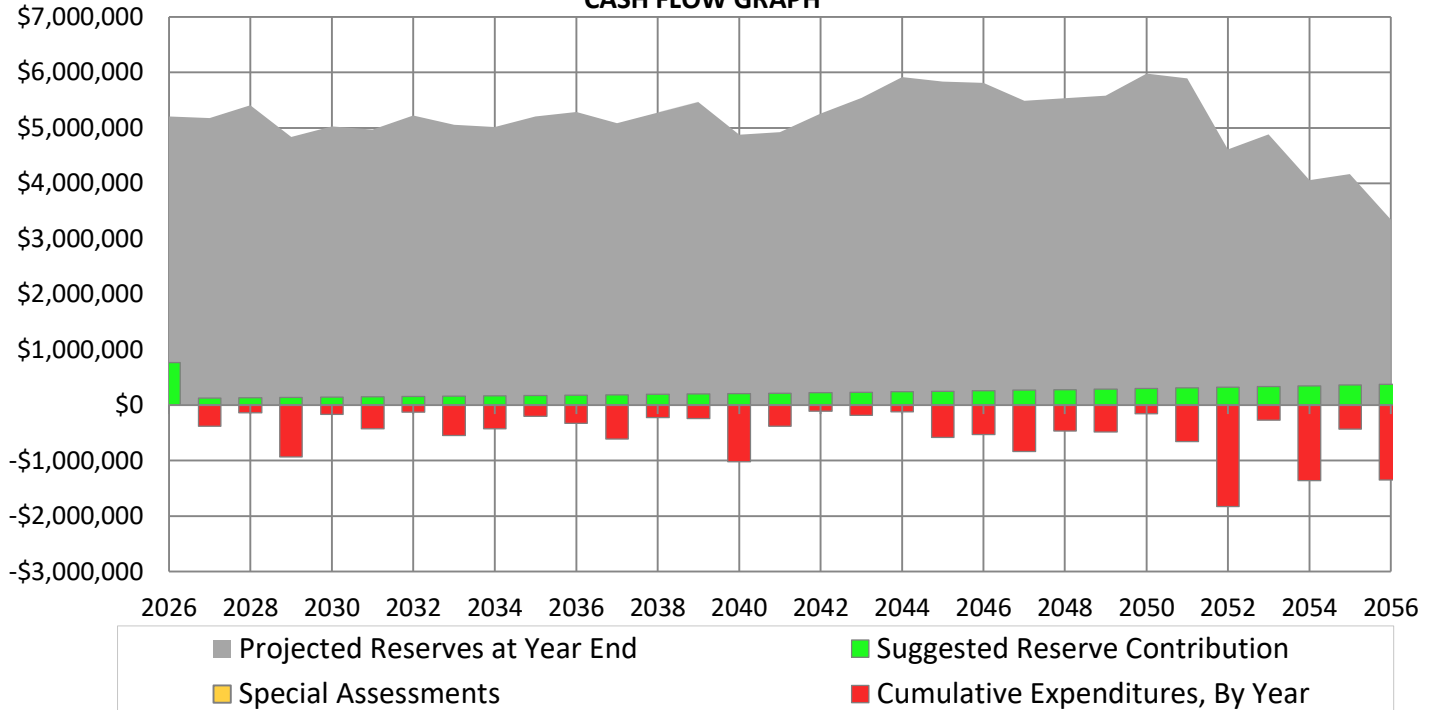
Reserve Inventory		Life Analysis and Condition Assessment				
Line Item	Reserve Component Listed by Property Class	Useful life	Remaining Useful Life	Estimated 1st Replacement Year	Estimated Current Age	Current Condition
EXTERNAL BUILDING COMPONENTS						
1	Doors, Exterior, Metal, Phased	20 to 25	1	2027	12 to 20	Fair
2	Entry Door System, Replacement	25 to 35	21	2047	12	Good
3	Glass Doors and Windows, Exterior	25 to 35	14	2040	to 20	Good
4	Roof, Coping, Metal	35 to 40	20	2046	12 to 20	Good
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	20 to 25	3	2029	12 to 20	Good
6	Walls, Masonry, Capital Repairs	8 to 12	2	2028	Not Available	Fair
7	Walls, Metal, Replacement, Long Term Funding	to 60	30	2056	12	Good
8	Walls, Stucco, Paint Finishes and Capital Repairs	8 to 12	2	2028	Not Available	Fair
INTERNAL BUILDING COMPONENTS						
9	Cabinetry and Countertops, Classrooms and Common Areas	20 to 30	10	2036	12 to 20	Good
10	Cafeteria Tables, Replacement	10 to 20	8	2034	4	Good
11	Ceilings, Acoustical Tiles	20 to 30	7	2033	12 to 20	Good
12	Floor Coverings, Carpet	8 to 12	5	2031	5	Good
13	Floor Coverings, Resilient	20 to 25	17	2043	to 5	Good
14	Gym, Renovation	to 25	11	2037	12	Good
15	Kitchen, Renovations (Incl. Appliances)	10 to 15	13	2039	<1	Very Good
16	Lockers, Replacement	35 to 45	20	2046	20	Good
17	Restrooms, Large, Renovation	20 to 30	7	2033	20	Good
18	Restrooms, Small, Renovation	to 30	7	2033	12 to 20	Good
SERVICE COMPONENTS						
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	20 to 25	1	2027	20	Poor
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	15 to 25	1	2027	12 to 20	Fair
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	15 to 25	1	2027	20	Fair
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	15 to 25	1	2027	12 to 20	Fair
23	Air Handling Units, Split System, Room 123	15 to 25	1	2027	20	Fair
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	to 20	6	2032	Not Available	Fair
25	Audio System, Public Announcement (PA), Replacement	to 30	4	2030	12 to 20	Fair
26	Chromebooks and iPads, Refresh	Varies	1	2027	Varies	Good
27	Exhaust Fans, Replacement	20 to 30	6	2032	12 to 20	Good
28	Fire Detection, Control Panel and Emergency Devices	20 to 25	5	2031	to 20	Good
29	Light Fixtures, Emergency and Exit	20 to 25	5	2031	to 20	Good

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30-YEAR CASH FLOW

CASH FLOW GRAPH



NOTE: 2026 includes funding data from
6/30/2025 - End of Fiscal Year

	Start Year	1	2	3	4	5	6	7	8	9	10
	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
+ Reserves at Beginning of Year	\$4,235,000	\$5,208,280	\$5,178,782	\$5,405,470	\$4,833,524	\$5,027,156	\$4,969,126	\$5,222,648	\$5,059,108	\$5,016,745	\$5,208,845
+ Suggested Reserve Contribution	\$770,000	\$130,000	\$134,800	\$139,800	\$145,000	\$150,400	\$156,000	\$161,800	\$167,800	\$174,000	\$180,400
Annual Reserve Adjustment (%)		-83.1%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
+ Estimated Interest Earned	\$203,280	\$223,596	\$227,841	\$220,409	\$212,265	\$215,184	\$219,392	\$221,329	\$216,897	\$220,120	\$225,901
+ Cumulative Expenditure, By Year	\$0	-\$383,094	-\$135,954	-\$932,155	-\$163,633	-\$423,614	-\$121,871	-\$546,669	-\$427,060	-\$202,020	-\$329,879
= Projected Reserves at Year End	\$5,208,280	\$5,178,782	\$5,405,470	\$4,833,524	\$5,027,156	\$4,969,126	\$5,222,648	\$5,059,108	\$5,016,745	\$5,208,845	\$5,285,267

	11	12	13	14	15	16	17	18	19	20
	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046
+ Reserves at Beginning of Year	\$5,285,267	\$5,085,311	\$5,275,908	\$5,462,222	\$4,873,657	\$4,921,682	\$5,257,442	\$5,541,017	\$5,911,937	\$5,832,821
+ Suggested Reserve Contribution	\$187,100	\$194,000	\$201,200	\$208,600	\$216,300	\$224,300	\$232,600	\$241,200	\$250,100	\$259,400
Annual Reserve Adjustment (%)	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
+ Estimated Interest Earned	\$223,241	\$223,040	\$231,153	\$222,494	\$210,859	\$219,120	\$232,452	\$246,541	\$252,823	\$250,674
+ Cumulative Expenditure, By Year	-\$610,297	-\$226,444	-\$246,038	-\$1,019,659	-\$379,133	-\$107,661	-\$181,477	-\$116,821	-\$582,038	-\$530,762
= Projected Reserves at Year End	\$5,085,311	\$5,275,908	\$5,462,222	\$4,873,657	\$4,921,682	\$5,257,442	\$5,541,017	\$5,911,937	\$5,832,821	\$5,812,134

	21	22	23	24	25	26	27	28	29	30
	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056
+ Reserves at Beginning of Year	\$5,812,134	\$5,486,168	\$5,536,692	\$5,583,248	\$5,979,081	\$5,891,158	\$4,612,820	\$4,880,039	\$4,057,942	\$4,164,802
+ Suggested Reserve Contribution	\$269,000	\$279,000	\$289,300	\$300,000	\$311,100	\$322,600	\$334,500	\$346,900	\$359,700	\$373,000
Annual Reserve Adjustment (%)	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
+ Estimated Interest Earned	\$243,212	\$237,283	\$239,372	\$248,896	\$255,524	\$226,113	\$204,347	\$192,403	\$177,006	\$161,732
+ Cumulative Expenditure, By Year	-\$838,178	-\$465,759	-\$482,116	-\$153,063	-\$654,548	-\$1,827,051	-\$271,628	-\$1,361,400	-\$429,846	-\$1,351,171
= Projected Reserves at Year End	\$5,486,168	\$5,536,692	\$5,583,248	\$5,979,081	\$5,891,158	\$4,612,820	\$4,880,039	\$4,057,942	\$4,164,802	\$3,348,363

15-YEAR CASH FLOW & EXPENDITURES DISPLAYING YEARS: 1-15

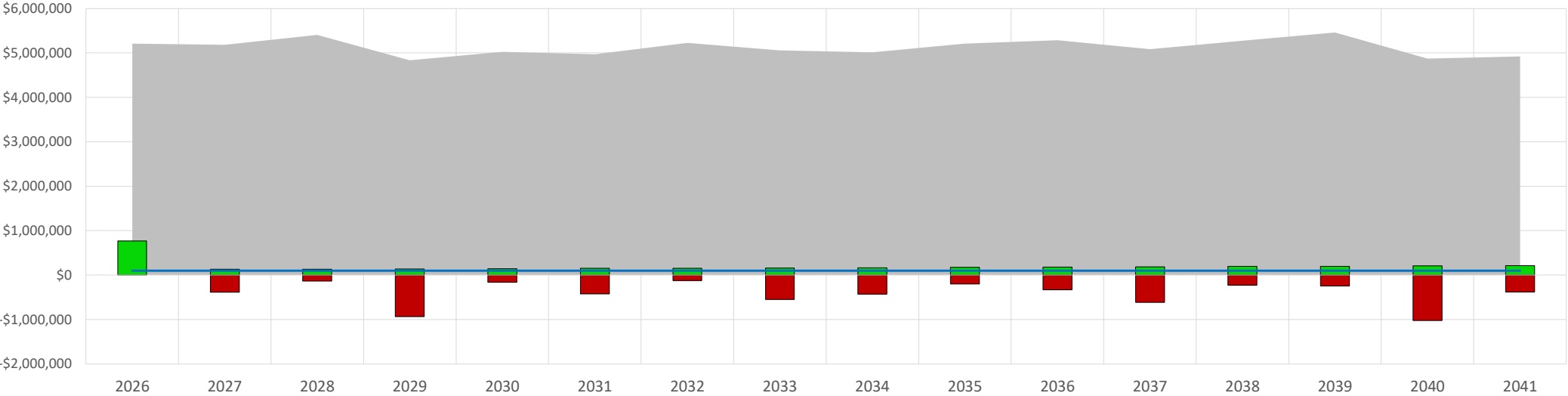
Entheos Academy: Kearns Campus

4710 W 6200 S, Kearns, UT

buildingreserves.com - OR - contact: proposals@buildingreserves.com

Financial Inputs and Outputs	
Interest Rate:	4.40%
Inflation Rate:	3.70%
Reserve Balance:	\$4,235,000.00
Reserve Balance Date:	06/30/25
Current Total Income:	\$7,458,000.00
Current Annual Reserve Contribution:	\$770,000.00
Current Monthly Reserve Contribution:	\$64,166.67
Remaining Months Until Start Date of Recommendations:	12
Start Date of Recommendations:	07/01/26
Fiscal Year:	FY26: 7.1.25 - 6.30.26
Low Balance Threshold:	\$100,000.00
Critical Year (Low Balance):	2056

- Reserves at Year End
- Annual Expenditures
- Special Assessments
- Annual Reserve Contribution
- Low Balance Threshold



.Inflation Rate (By Year)	3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70% 3.70%															
.Critical Year (Lowest Balance Year) ----->																
.Reserves at Beginning of Year	\$4,235,000	\$5,208,280	\$5,178,782	\$5,405,470	\$4,833,524	\$5,027,156	\$4,969,126	\$5,222,648	\$5,059,108	\$5,016,745	\$5,208,845	\$5,285,267	\$5,085,311	\$5,275,908	\$5,462,222	\$4,873,657
.Annual Reserve Contribution	\$770,000	\$130,000	\$134,800	\$139,800	\$145,000	\$150,400	\$156,000	\$161,800	\$167,800	\$174,000	\$180,400	\$187,100	\$194,000	\$201,200	\$208,600	\$216,300
.Annual Reserve Adjustment (%)		-83.12%	3.69%	3.71%	3.72%	3.72%	3.72%	3.72%	3.71%	3.69%	3.68%	3.71%	3.69%	3.71%	3.68%	3.69%
.Recommended Adjustment /unit/month ave (\$)		-\$53,333.33	\$400.00	\$416.67	\$433.33	\$450.00	\$466.67	\$483.33	\$500.00	\$516.67	\$533.33	\$558.33	\$575.00	\$600.00	\$616.67	\$641.67
.Special Assessments																
.Interest Earned	\$203,280	\$223,596	\$227,841	\$220,409	\$212,265	\$215,184	\$219,392	\$221,329	\$216,897	\$220,120	\$225,901	\$223,241	\$223,040	\$231,153	\$222,494	\$210,859
.Annual Expenditures	\$0	-\$383,094	-\$135,954	-\$932,155	-\$163,633	-\$423,614	-\$121,871	-\$546,669	-\$427,060	-\$202,020	-\$329,879	-\$610,297	-\$226,444	-\$246,038	-\$1,019,659	-\$379,133
.Reserves at Year End	\$5,208,280	\$5,178,782	\$5,405,470	\$4,833,524	\$5,027,156	\$4,969,126	\$5,222,648	\$5,059,108	\$5,016,745	\$5,208,845	\$5,285,267	\$5,085,311	\$5,275,908	\$5,462,222	\$4,873,657	\$4,921,682

Line Item	Reserve Component	Priority Score - Priority Rating	Percentage of Future Expenditures	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041
EXTERNAL BUILDING COMPONENTS																			
1	Doors, Exterior, Metal, Phased	95 - Medium Priority	1.26%		\$45,628								\$16,641						
2	Entry Door System, Replacement	68 - Medium Priority	1.44%																
3	Glass Doors and Windows, Exterior	76 - Medium Priority	1.83%															\$282,933	
4	Roof, Coping, Metal	74 - Medium Priority	0.40%																
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	95 - High Priority	15.46%				\$658,389								\$220,117				
6	Walls, Masonry, Capital Repairs	83 - Medium Priority	1.54%			\$53,021										\$76,249			
7	Walls, Metal, Replacement, Long Term Funding	69 - Medium Priority	0.29%																
8	Walls, Stucco, Paint Finishes and Capital Repairs	90 - Medium Priority	1.04%			\$35,616										\$51,220			
INTERNAL BUILDING COMPONENTS																			
9	Cabinetry and Countertops, Classrooms and Common Areas	64 - Medium Priority	0.83%											\$129,429					
10	Cafeteria Tables, Replacement	77 - Medium Priority	1.11%									\$67,668							
11	Ceilings, Acoustical Tiles	71 - Medium Priority	1.97%								\$305,971								
12	Floor Coverings, Carpet	48 - Low Priority	4.82%						\$165,784										\$238,413
13	Floor Coverings, Resilient	34 - Low Priority	0.44%																
14	Gym, Renovation	70 - Medium Priority	1.64%												\$253,880				
15	Kitchen, Renovations (Incl. Appliances)	49 - Medium Priority	2.05%														\$121,881		
16	Lockers, Replacement	44 - Low Priority	0.89%																
17	Restrooms, Large, Renovation	68 - Medium Priority	0.55%								\$85,113								
18	Restrooms, Small, Renovation	68 - Medium Priority	0.41%								\$63,835								
SERVICE COMPONENTS																			
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	109 - High Priority	0.63%		\$31,110														
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	102 - Medium Priority	1.10%		\$33,184								\$22,189						
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	102 - Medium Priority	1.40%		\$70,516														
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	102 - Medium Priority	3.90%		\$118,218								\$79,047						
23	Air Handling Units, Split System, Room 123	87 - Medium Priority	0.19%		\$9,333														
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	95 - Medium Priority	0.47%							\$24,872									
25	Audio System, Public Announcement (PA), Replacement	82 - Medium Priority	1.52%					\$75,167											

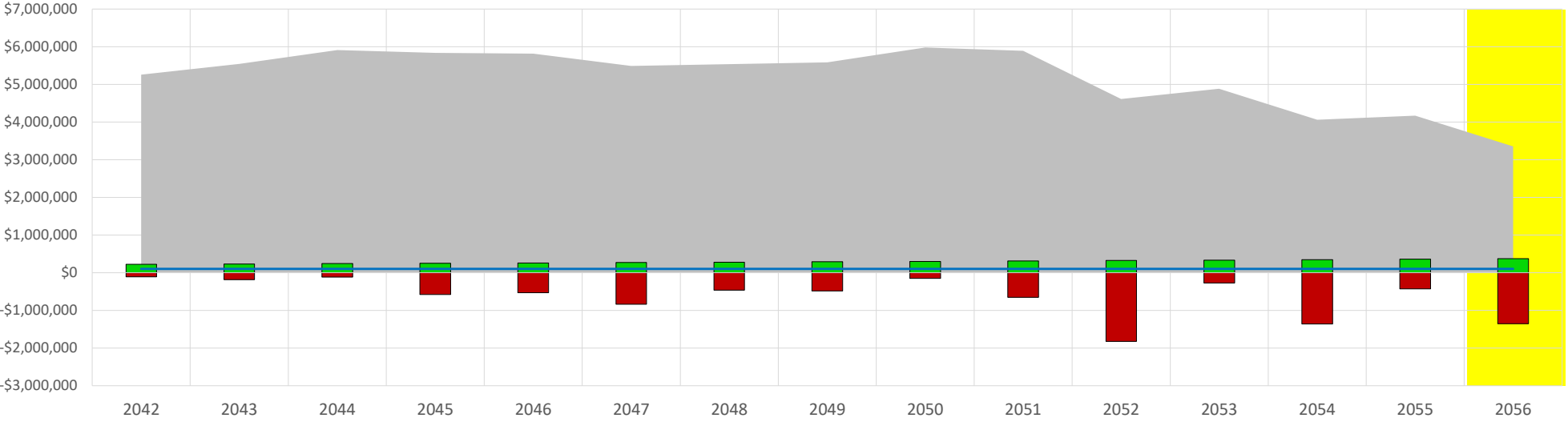
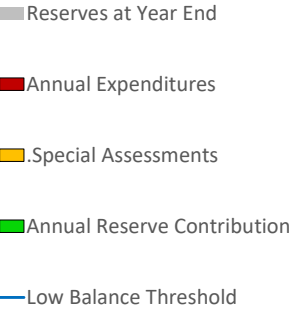


15-YEAR CASH FLOW & EXPENDITURES DISPLAYING YEARS: 16-30

Entheos Academy: Kearns Campus

4710 W 6200 S, Kearns, UT

buildingreserves.com - OR - contact: proposals@buildingreserves.com



.Inflation Rate (By Year)	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%	3.70%
.Critical Year (Lowest Balance Year) ----->																	Critical Year
.Reserves at Beginning of Year	\$4,921,682	\$5,257,442	\$5,541,017	\$5,911,937	\$5,832,821	\$5,812,134	\$5,486,168	\$5,536,692	\$5,583,248	\$5,979,081	\$5,891,158	\$4,612,820	\$4,880,039	\$4,057,942	\$4,164,802		
.Annual Reserve Contribution	\$224,300	\$232,600	\$241,200	\$250,100	\$259,400	\$269,000	\$279,000	\$289,300	\$300,000	\$311,100	\$322,600	\$334,500	\$346,900	\$359,700	\$373,000		
.Annual Reserve Adjustment (%)	3.70%	3.70%	3.70%	3.69%	3.72%	3.70%	3.72%	3.69%	3.70%	3.70%	3.70%	3.69%	3.71%	3.69%	3.70%		
.Recommended Adjustment /unit/month ave (\$)	\$666.67	\$691.67	\$716.67	\$741.67	\$775.00	\$800.00	\$833.33	\$858.33	\$891.67	\$925.00	\$958.33	\$991.67	\$1,033.33	\$1,066.67	\$1,108.33		
.Special Assessments																	
.Interest Earned	\$219,120	\$232,452	\$246,541	\$252,823	\$250,674	\$243,212	\$237,283	\$239,372	\$248,896	\$255,524	\$226,113	\$204,347	\$192,403	\$177,006	\$161,732		
.Annual Expenditures	-\$107,661	-\$181,477	-\$116,821	-\$582,038	-\$530,762	-\$838,178	-\$465,759	-\$482,116	-\$153,063	-\$654,548	-\$1,827,051	-\$271,628	-\$1,361,400	-\$429,846	-\$1,351,171		
.Reserves at Year End	\$5,257,442	\$5,541,017	\$5,911,937	\$5,832,821	\$5,812,134	\$5,486,168	\$5,536,692	\$5,583,248	\$5,979,081	\$5,891,158	\$4,612,820	\$4,880,039	\$4,057,942	\$4,164,802	\$3,348,363		

				16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Line Item	Reserve Component	Priority Score - Priority Rating	Percentage of Future Expenditures	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056
	EXTERNAL BUILDING COMPONENTS																	
1	Doors, Exterior, Metal, Phased	95 - Medium Priority	1.26%							\$97,856								\$35,690
2	Entry Door System, Replacement	68 - Medium Priority	1.44%						\$223,900									
3	Glass Doors and Windows, Exterior	76 - Medium Priority	1.83%															
4	Roof, Coping, Metal	74 - Medium Priority	0.40%					\$62,747										
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	95 - High Priority	15.46%										\$1,518,427					
6	Walls, Masonry, Capital Repairs	83 - Medium Priority	1.54%							\$109,654								
7	Walls, Metal, Replacement, Long Term Funding	69 - Medium Priority	0.29%															\$44,927
8	Walls, Stucco, Paint Finishes and Capital Repairs	90 - Medium Priority	1.04%							\$73,659								
	INTERNAL BUILDING COMPONENTS																	
9	Cabinetry and Countertops, Classrooms and Common Areas	64 - Medium Priority	0.83%															
10	Cafeteria Tables, Replacement	77 - Medium Priority	1.11%					\$104,647										
11	Ceilings, Acoustical Tiles	71 - Medium Priority	1.97%															
12	Floor Coverings, Carpet	48 - Low Priority	4.82%										\$342,861					
13	Floor Coverings, Resilient	34 - Low Priority	0.44%		\$68,952													
14	Gym, Renovation	70 - Medium Priority	1.64%															
15	Kitchen, Renovations (Incl. Appliances)	49 - Medium Priority	2.05%										\$195,462					
16	Lockers, Replacement	44 - Low Priority	0.89%					\$137,943										
17	Restrooms, Large, Renovation	68 - Medium Priority	0.55%															
18	Restrooms, Small, Renovation	68 - Medium Priority	0.41%															
	SERVICE COMPONENTS																	
19	Air Handling Unit, Make-Up Air Unit, Cafeteria	109 - High Priority	0.63%							\$66,720								
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	102 - Medium Priority	1.10%						\$68,628								\$45,889	
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	102 - Medium Priority	1.40%						\$145,835									
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	102 - Medium Priority	3.90%						\$244,489								\$163,478	
23	Air Handling Units, Split System, Room 123	87 - Medium Priority	0.19%							\$20,016								
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	95 - Medium Priority	0.47%									\$47,832						
25	Audio System, Public Announcement (PA), Replacement	82 - Medium Priority	1.52%										\$161,206					



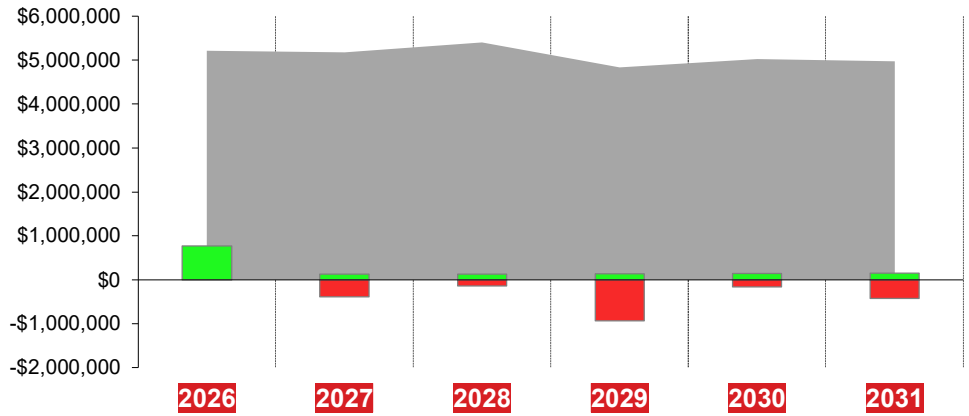
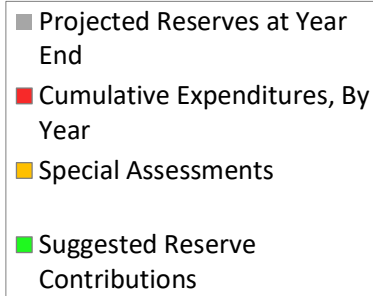
DIVISION 1: CASH FLOW & EXPENDITURES DISPLAYING YEARS 1-5

Local Inflationary Costs for Labor, Equipment and Materials:

3.70%

Interest Earned on Invested Reserves:

4.40%



+ Reserves at Beginning of Year		4,235,000	5,208,280	5,178,782	5,405,470	4,833,524	5,027,156
+ Suggested Reserve Contribution		770,000	130,000	134,800	139,800	145,000	150,400
Annual Reserve Adjustment (%)			-83.1%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments							
+ Estimated Interest Earned on Invested Reserves		203,280	223,596	227,841	220,409	212,265	215,184
+ Cumulative Expenses, By Year			-383,094	-135,954	-932,155	-163,633	-423,614
= Projected Reserves at Year End		5,208,280	5,178,782	5,405,470	4,833,524	5,027,156	4,969,126
Line Item	Reserve Component Listed by Property Class	2026	1	2	3	4	5
		2026	2027	2028	2029	2030	2031
EXTERNAL BUILDING COMPONENTS							
1	Doors, Exterior, Metal, Phased		45,628				
2	Entry Door System, Replacement						
3	Glass Doors and Windows, Exterior						
4	Roof, Coping, Metal						
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)				658,389		
6	Walls, Masonry, Capital Repairs			53,021			
7	Walls, Metal, Replacement, Long Term Funding						
8	Walls, Stucco, Paint Finishes and Capital Repairs			35,616			
INTERNAL BUILDING COMPONENTS							
9	Cabinetry and Countertops, Classrooms and Common Areas						
10	Cafeteria Tables, Replacement						
11	Ceilings, Acoustical Tiles						
12	Floor Coverings, Carpet						165,784
13	Floor Coverings, Resilient						
14	Gym, Renovation						
15	Kitchen, Renovations (Incl. Appliances)						
16	Lockers, Replacement						
17	Restrooms, Large, Renovation						
18	Restrooms, Small, Renovation						
SERVICE COMPONENTS							
19	Air Handling Unit, Make-Up Air Unit, Cafeteria		31,110				
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased		33,184				
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton		70,516				
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased		118,218				
23	Air Handling Units, Split System, Room 123		9,333				
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers						
25	Audio System, Public Announcement (PA), Replacement					75,167	
26	Chromebooks and iPads, Refresh		45,628	47,316	49,067	50,882	52,765
27	Exhaust Fans, Replacement						
28	Fire Detection, Control Panel and Emergency Devices						47,968
29	Light Fixtures, Emergency and Exit						11,872

DIVISION 1: CASH FLOW & EXPENDITURES DISPLAYING YEARS 1-5 CONTINUED

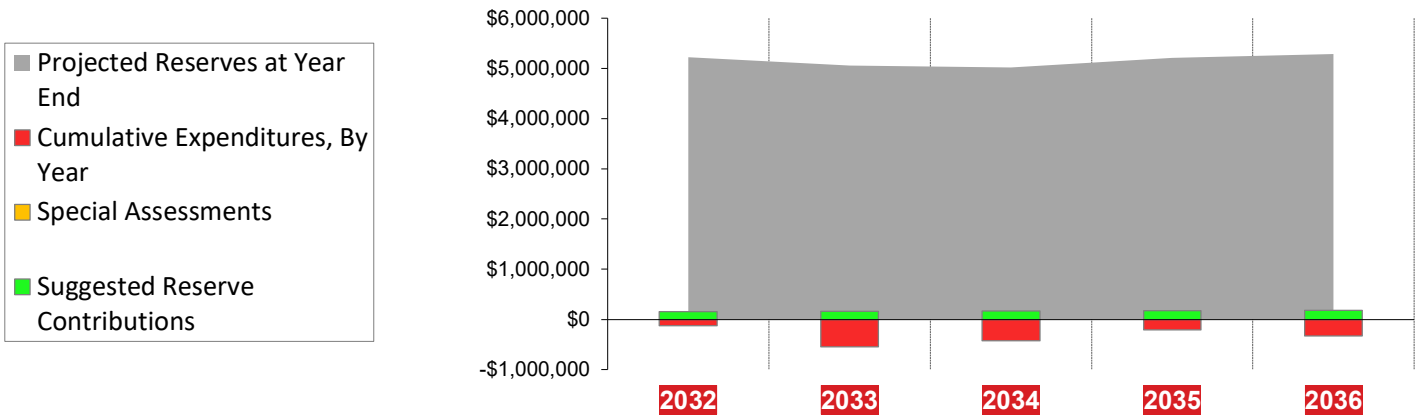
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DIVISION 2: CASHFLOW & EXPENDITURES DISPLAYING YEARS 6-10

Local Inflationary Costs for Labor, Equipment and Materials:

3.70%

Interest Earned on Invested Reserves: 4.40%



+ Reserves at Beginning of Year		4,969,126	5,222,648	5,059,108	5,016,745	5,208,845
+ Suggested Reserve Contribution		156,000	161,800	167,800	174,000	180,400
Annual Reserve Adjustment (%)		3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments						
+ Estimated Interest Earned on Invested Reserves		219,392	221,329	216,897	220,120	225,901
+ Cumulative Expenditure, By Year		-121,871	-546,669	-427,060	-202,020	-329,879
= Projected Reserves at Year End		5,222,648	5,059,108	5,016,745	5,208,845	5,285,267
Line Item	Reserve Component Listed by Property Class	6 2032	7 2033	8 2034	9 2035	10 2036
EXTERNAL BUILDING COMPONENTS						
1	Doors, Exterior, Metal, Phased				16,641	
2	Entry Door System, Replacement					
3	Glass Doors and Windows, Exterior					
4	Roof, Coping, Metal					
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)					
6	Walls, Masonry, Capital Repairs					
7	Walls, Metal, Replacement, Long Term Funding					
8	Walls, Stucco, Paint Finishes and Capital Repairs					
INTERNAL BUILDING COMPONENTS						
9	Cabinetry and Countertops, Classrooms and Common Areas					129,429
10	Cafeteria Tables, Replacement			67,668		
11	Ceilings, Acoustical Tiles		305,971			
12	Floor Coverings, Carpet					
13	Floor Coverings, Resilient					
14	Gym, Renovation					
15	Kitchen, Renovations (Incl. Appliances)					
16	Lockers, Replacement					
17	Restrooms, Large, Renovation		85,113			
18	Restrooms, Small, Renovation		63,835			
SERVICE COMPONENTS						
19	Air Handling Unit, Make-Up Air Unit, Cafeteria					
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased				22,189	
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton					
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased				79,047	
23	Air Handling Units, Split System, Room 123					
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers	24,872				
25	Audio System, Public Announcement (PA), Replacement					
26	Chromebooks and iPads, Refresh	54,717	56,742	58,841	61,018	63,276
27	Exhaust Fans, Replacement	42,282				
28	Fire Detection, Control Panel and Emergency Devices					
29	Light Fixtures, Emergency and Exit					

DIVISION 2: CASHFLOW & EXPENDITURES DISPLAYING YEARS 6-10

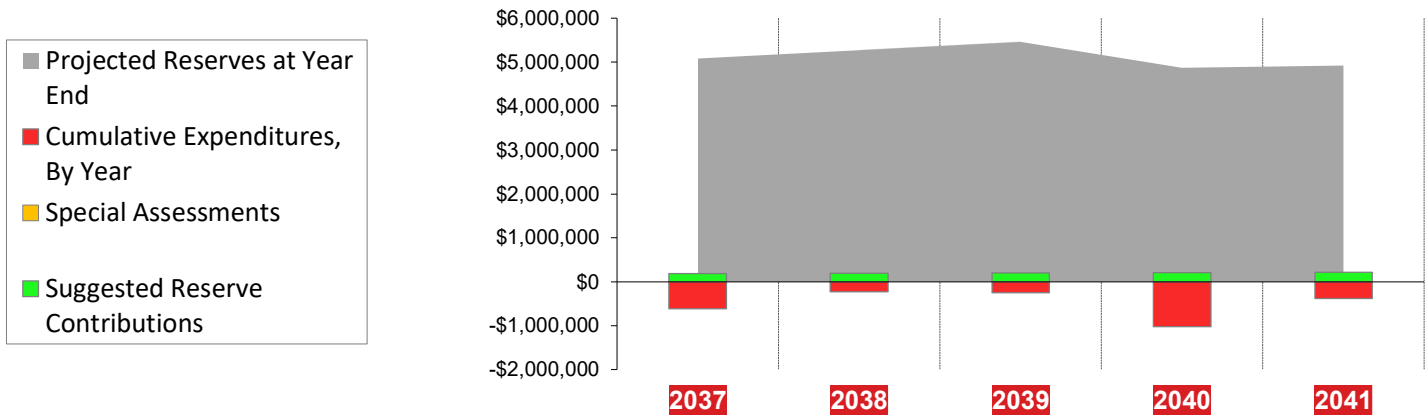
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DIVISION 3: CASH FLOW & EXPENDITURES DISPLAYING YEARS 11-15

Local Inflationary Costs for Labor, Equipment and Materials:

3.70%

Interest Earned on Invested Reserves: 4.40%



+ Reserves at Beginning of Year		5,285,267	5,085,311	5,275,908	5,462,222	4,873,657
+ Suggested Reserve Contribution		187,100	194,000	201,200	208,600	216,300
Annual Reserve Adjustment (%)		3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments						
+ Estimated Interest Earned on Invested Reserves		223,241	223,040	231,153	222,494	210,859
+ Cumulative Expenditure, By Year		-610,297	-226,444	-246,038	-1,019,659	-379,133
= Projected Reserves at Year End		5,085,311	5,275,908	5,462,222	4,873,657	4,921,682
Line Item	Reserve Component Listed by Property Class	11 2037	12 2038	13 2039	14 2040	15 2041
EXTERNAL BUILDING COMPONENTS						
1	Doors, Exterior, Metal, Phased					
2	Entry Door System, Replacement					
3	Glass Doors and Windows, Exterior				282,933	
4	Roof, Coping, Metal					
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	220,117				
6	Walls, Masonry, Capital Repairs		76,249			
7	Walls, Metal, Replacement, Long Term Funding					
8	Walls, Stucco, Paint Finishes and Capital Repairs		51,220			
INTERNAL BUILDING COMPONENTS						
9	Cabinetry and Countertops, Classrooms and Common Areas					
10	Cafeteria Tables, Replacement					
11	Ceilings, Acoustical Tiles					
12	Floor Coverings, Carpet					238,413
13	Floor Coverings, Resilient					
14	Gym, Renovation	253,880				
15	Kitchen, Renovations (Incl. Appliances)			121,881		
16	Lockers, Replacement					
17	Restrooms, Large, Renovation					
18	Restrooms, Small, Renovation					
SERVICE COMPONENTS						
19	Air Handling Unit, Make-Up Air Unit, Cafeteria					
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased					
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton					
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased					
23	Air Handling Units, Split System, Room 123					
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers					
25	Audio System, Public Announcement (PA), Replacement					
26	Chromebooks and iPads, Refresh	65,617	68,045	70,563	73,174	75,881
27	Exhaust Fans, Replacement					
28	Fire Detection, Control Panel and Emergency Devices					
29	Light Fixtures, Emergency and Exit					

DIVISION 3: CASH FLOW & EXPENDITURES DISPLAYING YEARS 11-15 CONTINUED

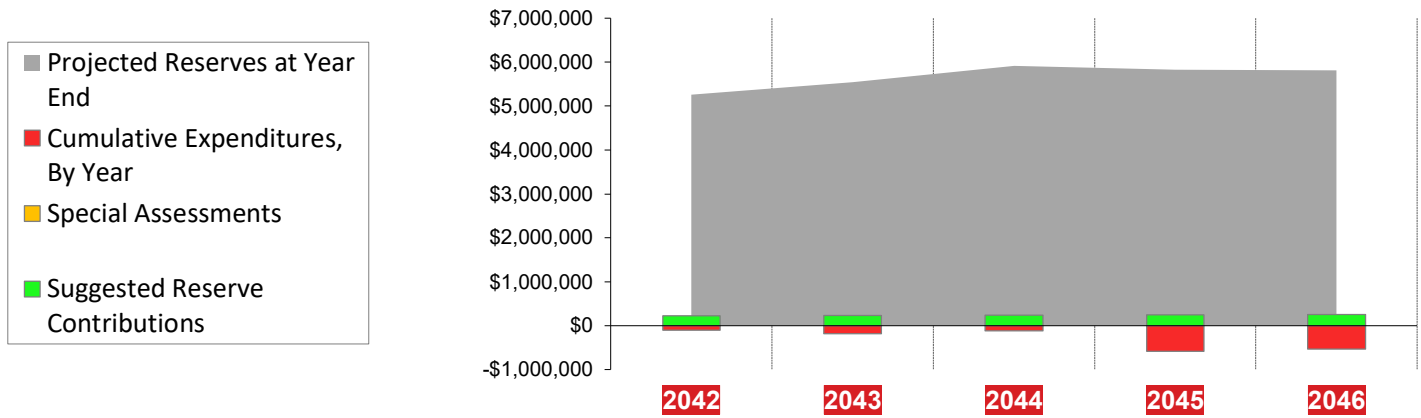
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DIVISION 4: CASH FLOW & EXPENDITURES DISPLAYING YEARS 16-20

Local Inflationary Costs for Labor, Equipment and Materials:

3.70%

Interest Earned on Invested Reserves: 4.40%



+ Reserves at Beginning of Year		4,921,682	5,257,442	5,541,017	5,911,937	5,832,821
+ Suggested Reserve Contribution		224,300	232,600	241,200	250,100	259,400
Annual Reserve Adjustment (%)		3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments						
+ Estimated Interest Earned on Invested Reserves		219,120	232,452	246,541	252,823	250,674
+ Cumulative Expenditure, By Year		-107,661	-181,477	-116,821	-582,038	-530,762
= Projected Reserves at Year End		5,257,442	5,541,017	5,911,937	5,832,821	5,812,134
Line Item	Reserve Component Listed by Property Class	16 2042	17 2043	18 2044	19 2045	20 2046
EXTERNAL BUILDING COMPONENTS						
1	Doors, Exterior, Metal, Phased					
2	Entry Door System, Replacement					
3	Glass Doors and Windows, Exterior					
4	Roof, Coping, Metal					62,747
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)					
6	Walls, Masonry, Capital Repairs					
7	Walls, Metal, Replacement, Long Term Funding					
8	Walls, Stucco, Paint Finishes and Capital Repairs					
INTERNAL BUILDING COMPONENTS						
9	Cabinetry and Countertops, Classrooms and Common Areas					
10	Cafeteria Tables, Replacement					104,647
11	Ceilings, Acoustical Tiles					
12	Floor Coverings, Carpet					
13	Floor Coverings, Resilient		68,952			
14	Gym, Renovation					
15	Kitchen, Renovations (Incl. Appliances)					
16	Lockers, Replacement					137,943
17	Restrooms, Large, Renovation					
18	Restrooms, Small, Renovation					
SERVICE COMPONENTS						
19	Air Handling Unit, Make-Up Air Unit, Cafeteria					
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased					
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton					
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased					
23	Air Handling Units, Split System, Room 123					
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers					
25	Audio System, Public Announcement (PA), Replacement					
26	Chromebooks and iPads, Refresh	78,689	81,600	84,619	87,750	90,997
27	Exhaust Fans, Replacement					
28	Fire Detection, Control Panel and Emergency Devices					
29	Light Fixtures, Emergency and Exit					

DIVISION 4: CASH FLOW & EXPENDITURES DISPLAYING YEARS 16-20 CONTINUED

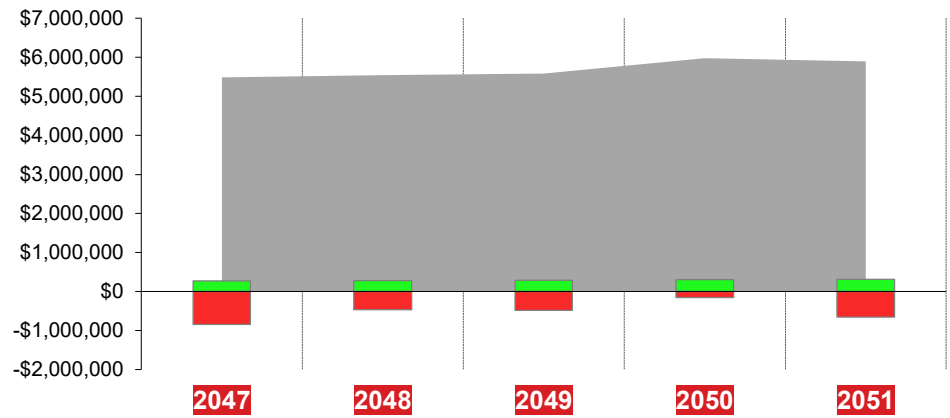
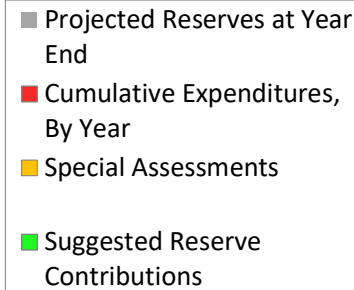
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DIVISION 5: CASH FLOW & EXPENDITURES DISPLAYING YEARS 21-25

Local Inflationary Costs for Labor, Equipment and Materials:

3.70%

Interest Earned on Invested Reserves: 4.40%



+ Reserves at Beginning of Year		5,812,134	5,486,168	5,536,692	5,583,248	5,979,081
+ Suggested Reserve Contribution		269,000	279,000	289,300	300,000	311,100
Annual Reserve Adjustment (%)		3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments						
+ Estimated Interest Earned on Invested Reserves		243,212	237,283	239,372	248,896	255,524
+ Cumulative Expenditure, By Year		-838,178	-465,759	-482,116	-153,063	-654,548
= Projected Reserves at Year End		5,486,168	5,536,692	5,583,248	5,979,081	5,891,158
Line Item	Reserve Component Listed by Property Class	21	22	23	24	25
		2047	2048	2049	2050	2051
EXTERNAL BUILDING COMPONENTS						
1	Doors, Exterior, Metal, Phased		97,856			
2	Entry Door System, Replacement	223,900				
3	Glass Doors and Windows, Exterior					
4	Roof, Coping, Metal					
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)					
6	Walls, Masonry, Capital Repairs		109,654			
7	Walls, Metal, Replacement, Long Term Funding					
8	Walls, Stucco, Paint Finishes and Capital Repairs		73,659			
INTERNAL BUILDING COMPONENTS						
9	Cabinetry and Countertops, Classrooms and Common Areas					
10	Cafeteria Tables, Replacement					
11	Ceilings, Acoustical Tiles					
12	Floor Coverings, Carpet					342,861
13	Floor Coverings, Resilient					
14	Gym, Renovation					
15	Kitchen, Renovations (Incl. Appliances)					
16	Lockers, Replacement					
17	Restrooms, Large, Renovation					
18	Restrooms, Small, Renovation					
SERVICE COMPONENTS						
19	Air Handling Unit, Make-Up Air Unit, Cafeteria		66,720			
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased	68,628				
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton	145,835				
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased	244,489				
23	Air Handling Units, Split System, Room 123		20,016			
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers				47,832	
25	Audio System, Public Announcement (PA), Replacement					161,206
26	Chromebooks and iPads, Refresh	94,364	97,856	101,476	105,231	109,124
27	Exhaust Fans, Replacement					
28	Fire Detection, Control Panel and Emergency Devices					
29	Light Fixtures, Emergency and Exit					

DIVISION 5: CASH FLOW & EXPENDITURES DISPLAYING YEARS 21-25 CONTINUED

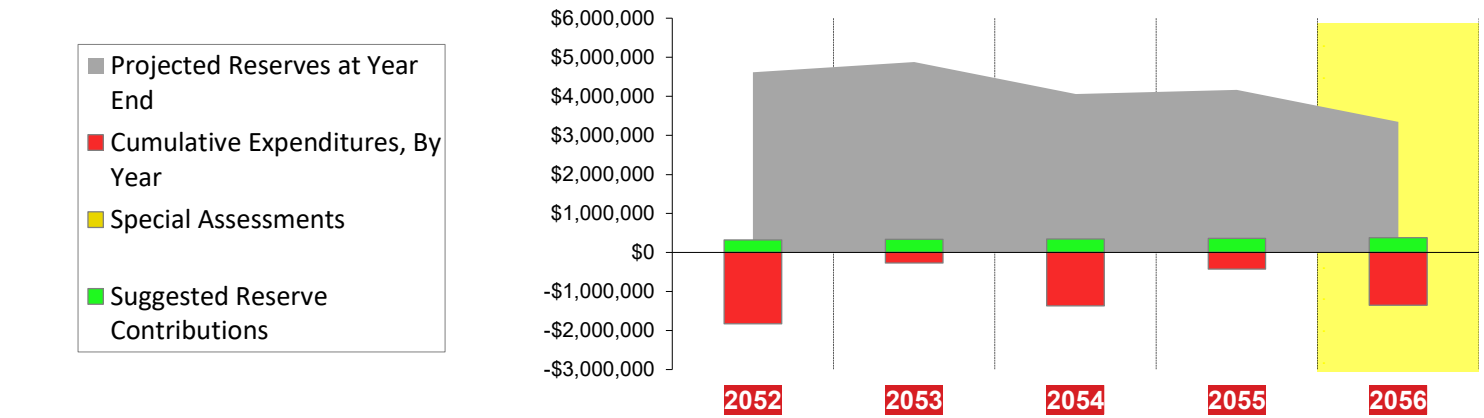
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DIVISION 6: CASH FLOW & EXPENDITURES DISPLAYING YEARS 26-30

Local Inflationary Costs for Labor, Equipment and Materials:

3.70%

Interest Earned on Invested Reserves: 4.40%



+ Reserves at Beginning of Year		5,891,158	4,612,820	4,880,039	4,057,942	4,164,802
+ Suggested Reserve Contribution		322,600	334,500	346,900	359,700	373,000
Annual Reserve Adjustment (%)		3.7%	3.7%	3.7%	3.7%	3.7%
+ Special Assessments						
+ Estimated Interest Earned on Invested Reserves		226,113	204,347	192,403	177,006	161,732
+ Cumulative Expenditure, By Year		-1,827,051	-271,628	-1,361,400	-429,846	-1,351,171
= Projected Reserves at Year End		4,612,820	4,880,039	4,057,942	4,164,802	3,348,363
Line Item	Reserve Component Listed by Property Class	26	27	28	29	30
		2052	2053	2054	2055	2056
EXTERNAL BUILDING COMPONENTS						
1	Doors, Exterior, Metal, Phased					35,690
2	Entry Door System, Replacement					
3	Glass Doors and Windows, Exterior					
4	Roof, Coping, Metal					
5	Roofs, TPO, Phased (Incl. Gutters and Downspouts)	1,518,427				
6	Walls, Masonry, Capital Repairs					
7	Walls, Metal, Replacement, Long Term Funding					44,927
8	Walls, Stucco, Paint Finishes and Capital Repairs					
INTERNAL BUILDING COMPONENTS						
9	Cabinetry and Countertops, Classrooms and Common Areas					
10	Cafeteria Tables, Replacement					
11	Ceilings, Acoustical Tiles					
12	Floor Coverings, Carpet					
13	Floor Coverings, Resilient					
14	Gym, Renovation					
15	Kitchen, Renovations (Incl. Appliances)	195,462				
16	Lockers, Replacement					
17	Restrooms, Large, Renovation					
18	Restrooms, Small, Renovation					
SERVICE COMPONENTS						
19	Air Handling Unit, Make-Up Air Unit, Cafeteria					
20	Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased				45,889	
21	Air Handling Units, Rooftop Heating and Cooling Units, 20-ton					
22	Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased				163,478	
23	Air Handling Units, Split System, Room 123					
24	Air Handling Units, Walk-In Refrigerators, Compressors / Condensers					
25	Audio System, Public Announcement (PA), Replacement					
26	Chromebooks and iPads, Refresh	113,162	117,349	121,691	126,193	130,863
27	Exhaust Fans, Replacement					
28	Fire Detection, Control Panel and Emergency Devices					118,966
29	Light Fixtures, Emergency and Exit					29,444

DIVISION 6: CASH FLOW & EXPENDITURES DISPLAYING YEARS 26-30 CONTINUED

[illegible]

Doors, Exterior, Metal, Phased

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.26%

Line Item: 1

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	14	Each	Current Unit Cost:	\$4,000.00
Replacement Per Phase:	14	Each	Current Cost Per Phase:	\$56,000
Replaced in Next 30-Years:	28	Each	Total Cost Next 30-Years:	\$195,815
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Fair
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	20 to 25 Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	95



(2012) metal exterior door overview



Rusted and damaged metal door



Locations of damage or rust on exterior metal doors



Significant rust on door and hinge

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$45,628	2038	\$0	2048	\$97,856
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$16,641	2046	\$0	2056	\$35,690
2036	\$0				

Engineering Narrative
Component includes replacement of the exterior metal doors located around the building. We note (11) doors dating to the original 2006 construction, and (3) doors dating to the 2014 addition. We observe rust and damage at most doors dating to 2006. Therefore, we recommend replacement of the 2006 doors by 2027 (and again by 2048) and replacement of 2014 doors by 2035 (and again by 2056).

Entry Door System, Replacement

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.44%

Line Item: 2

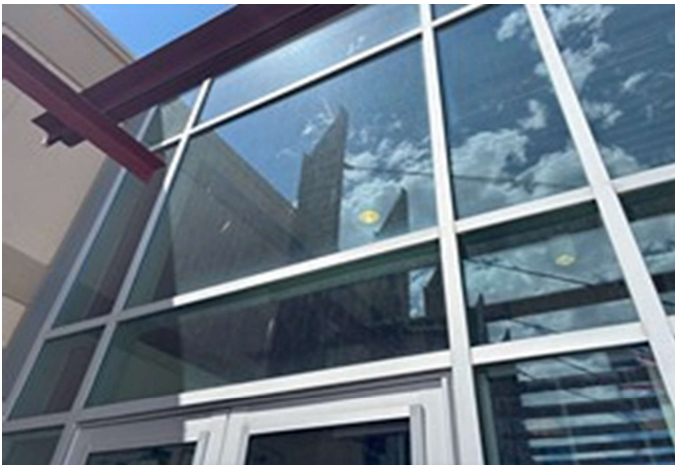
ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	870	Square Feet	Current Unit Cost:	\$120.00
Replacement Per Phase:	870	Square Feet	Current Cost Per Phase:	\$104,400
Replaced in Next 30-Years:	870	Square Feet	Total Cost Next 30-Years:	\$223,900
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12		Overall Current Condition:	Good
Remaining Years Until Replacement:	21		Useful Life in Kearns, UT	25 to 35 Years
Estimated First Year of Replacement:	2047		Full or Partial Replacement:	Full 100.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	68



Overview of entry door system



Windows in good condition



Entry door system windows in good condition



Doors in good condition

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$223,900
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Component includes replacement of the entry door system (and associated interior door system). We observe the entry system in good overall condition. The exterior portion was augmented this year as part of a larger security enhancement project. We recommend the school budget for replacement of the entry door system by 2047.

Glass Doors and Windows, Exterior

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.83%

Line Item: 3

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1,590	Square Feet	Current Unit Cost:	\$107.00	
Replacement Per Phase:	1,590	Square Feet	Current Cost Per Phase:	\$170,130	
Replaced in Next 30-Years:	1,590	Square Feet	Total Cost Next 30-Years:	\$282,933	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	to 20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	14		Useful Life in Kearns, UT	25 to 35	Years
Estimated First Year of Replacement:	2040		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	76	



Overview of cafeteria entrance door system



Detailed view of window



Windows in good condition



Gymnasium window in good condition

Schedule of Replacements Costs					
2026	\$0				
2027	\$0	2037	\$0	2047	\$0
2028	\$0	2038	\$0	2048	\$0
2029	\$0	2039	\$0	2049	\$0
2030	\$0	2040	\$282,933	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$0
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$0
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes replacement of the windows and glass doors (both exterior and interior vestibule door systems at the cafeteria). We observe these elements in good overall condition and no air or moisture intrusion is reported. All doors opened smoothly at the time of our site visit. We recommend the school budget for replacement by 2040. Of note, the school completed security augmentation this year.

Roof, Coping, Metal

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.40%

Line Item: 4

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	820	Linear Feet	Current Unit Cost:	\$37.00	
Replacement Per Phase:	820	Linear Feet	Current Cost Per Phase:	\$30,340	
Replaced in Next 30-Years:	820	Linear Feet	Total Cost Next 30-Years:	\$62,747	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	20		Useful Life in Kearns, UT	35 to 40	Years
Estimated First Year of Replacement:	2046		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	74	



Coping overview



Coping overview



Overview of roof parapet wall



Detailed view of coping

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$62,747	2056	\$0

Engineering Narrative
Component includes replacement of the metal coping at the roof. We observe the coping in good overall condition. We recommend the school budget for replacement of the coping by 2046.

Roofs, TPO, Phased (Incl. Gutters and Downspouts)

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 15.46%

Line Item: 5

ESTIMATED UNIT QUANTITY		ESTIMATED REPLACEMENT COSTS	
Present:	410 Squares	Current Unit Cost:	\$1,800.00
Replacement Per Phase:	410 Squares	Current Cost Per Phase:	\$738,000
Replaced in Next 30-Years:	738 Squares	Total Cost Next 30-Years:	\$2,396,933
ESTIMATED AGE AND REPLACEMENT YEARS		CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12 to 20	Overall Current Condition:	Good
Remaining Years Until Replacement:	3	Useful Life in Kearns, UT	20 to 25 Years
Estimated First Year of Replacement:	2029	Full or Partial Replacement:	Full 180.0%
PRIORITY RATING		PRIORITY SCORE	
Priority Rating	High Priority	Priority Score	95



Overview of TPO roof dating to 2006



TPO roof dating to 2012



TPO roofing membrane and gutter



TPO roofing membrane detail

Schedule of Replacements Costs

2026	\$0	2037	\$220,117	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$658,389	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$1,518,427
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Approximately 80% of the TPO dates to 2006 and approximately 20% dates to 2014. We did not note any tears or adhesion issues with the membrane. The school should fund annual roof inspections and repairs through the operating budget. We recommend the school budget for replacement of the 2006 membrane by 2029 (and again by 2052) and replacement of the 2014 membrane by 2037. Unit cost includes gutters and downspouts.

Walls, Masonry, Capital Repairs

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.54%

Line Item: 6

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	8,650	Square Feet	Current Unit Cost:	\$5.70	
Replacement Per Phase:	8,650	Square Feet	Current Cost Per Phase:	\$49,305	
Replaced in Next 30-Years:	25,950	Square Feet	Total Cost Next 30-Years:	\$238,924	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	Not Available		Overall Current Condition:	Fair	
Remaining Years Until Replacement:	2		Useful Life in Kearns, UT	8 to 12	Years
Estimated First Year of Replacement:	2028		Full or Partial Replacement:	Full	300.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	83	



Overview of masonry



Damaged masonry at cafeteria entrance



Efflorescence present



Aging mortar and efflorescence present

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$76,249	2048	\$109,654
2028	\$53,021	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
Masonry is one of the claddings at the building. The masonry is in good to fair overall condition, though we note isolated locations of efflorescence. We recommend the school investigate the cause of this potential water intrusion (i.e. flashing or caulking issues, proper drainage, or grading away from the building) operationally. For budgetary purposes, we recommend budgeting for repointing, cleaning, isolated spot replacements, sealant replacement, and other capital repairs by 2028 and every 10 years thereafter.

Walls, Metal, Replacement, Long Term Funding

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.29%

Line Item: 7

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1,040	Square Feet	Current Unit Cost:	\$20.75	
Replacement Per Phase:	728	Square Feet	Current Cost Per Phase:	\$15,106	
Replaced in Next 30-Years:	728	Square Feet	Total Cost Next 30-Years:	\$44,927	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	12		Overall Current Condition:	Good	
Remaining Years Until Replacement:	30		Useful Life in Kearns, UT	to 60	Years
Estimated First Year of Replacement:	2056		Full or Partial Replacement:	Partial	70.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	69	



Metal siding overview



Metal siding overview



Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$44,927

Engineering Narrative

Component includes replacement of the metal siding. We observe the siding in good overall condition. At the end of this study, the metal siding will have reached approximately 70% of its useful life. As such, we include replacement of 70% of the total quantity by 2056.

Walls, Stucco, Paint Finishes and Capital Repairs

EXTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.04%

Line Item: 8

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	11,040	Square Feet	Current Unit Cost:	\$3.00	
Replacement Per Phase:	11,040	Square Feet	Current Cost Per Phase:	\$33,120	
Replaced in Next 30-Years:	33,120	Square Feet	Total Cost Next 30-Years:	\$160,494	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	Not Available		Overall Current Condition:	Fair	
Remaining Years Until Replacement:	2		Useful Life in Kearns, UT	8 to 12	Years
Estimated First Year of Replacement:	2028		Full or Partial Replacement:	Full	300.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	90	



Stucco overview



Instance of discoloration



Vegetation overgrowth on stucco



Detailed view

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$51,220	2048	\$73,659
2028	\$35,616	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

The stucco is observed in good to fair overall condition with isolated areas of discoloration and vegetation overgrowth present, as seen in the photos above. We recommend the school budget for large scale painting and repairs to the stucco by 2028 and every 10 years thereafter.

Cabinetry and Countertops, Classrooms and Common Areas

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.83%

Line Item: 9

ESTIMATED UNIT QUANTITY		ESTIMATED REPLACEMENT COSTS	
Present:	1 Allowance	Current Unit Cost:	\$90,000.00
Replacement Per Phase:	1 Allowance	Current Cost Per Phase:	\$90,000
Replaced in Next 30-Years:	1 Allowance	Total Cost Next 30-Years:	\$129,429
ESTIMATED AGE AND REPLACEMENT YEARS		CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12 to 20	Overall Current Condition:	Good
Remaining Years Until Replacement:	10	Useful Life in Kearns, UT	20 to 30 Years
Estimated First Year of Replacement:	2036	Full or Partial Replacement:	Full 100.0%
PRIORITY RATING		PRIORITY SCORE	
Priority Rating	Medium Priority	Priority Score	64



Overview of cabinetry and countertops



Cabinetry and countertop in good condition



Hallway cabinets



Cabinetry and countertop in good condition

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0
2036	\$129,429				

Engineering Narrative

Component includes replacement of the cabinetry and countertops (and associated sink inserts) in all classrooms and common areas (and offices). We observe these elements in good overall condition. Replacement is largely driven by aesthetics and should be conducted at the school's discretion. For budgetary purposes, we include replacement by 2036.

Cafeteria Tables, Replacement

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.11%

Line Item: 10

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	44	Each	Current Unit Cost:	\$1,150.00	
Replacement Per Phase:	44	Each	Current Cost Per Phase:	\$50,600	
Replaced in Next 30-Years:	88	Each	Total Cost Next 30-Years:	\$172,314	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	4		Overall Current Condition:	Good	
Remaining Years Until Replacement:	8		Useful Life in Kearns, UT	10 to 20	Years
Estimated First Year of Replacement:	2034		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	77	



Overview of cafeteria tables



Cafeteria tables in good observed condition



Seat in good condition



Stored tables

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$67,668	2045	\$0	2055	\$0
2035	\$0	2046	\$104,647	2056	\$0

Engineering Narrative

Component includes the replacement of the cafeteria tables. We observe the tables in good overall condition and all tables were replaced in 2022. We recommend the school budget to replace the cafeteria tables every 12 years, beginning by 2034.

Ceilings, Acoustical Tiles

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.97%

Line Item: 11

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	31,635	Square Feet	Current Unit Cost:	\$7.50
Replacement Per Phase:	31,635	Square Feet	Current Cost Per Phase:	\$237,263
Replaced in Next 30-Years:	31,635	Square Feet	Total Cost Next 30-Years:	\$305,971
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Good
Remaining Years Until Replacement:	7		Useful Life in Kearns, UT	20 to 30 Years
Estimated First Year of Replacement:	2033		Full or Partial Replacement:	Full 100.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	71



Overview of acoustical tile ceiling



Displaced tile



Damaged acoustical tile



Damaged tile

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$305,971	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes replacement of the acoustical tile ceilings and lights. We observe the ceilings in good to fair condition, with areas of damaged or stained tiles, as seen in the photos above. We recommend aggregate replacement by 2033.

Floor Coverings, Carpet

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 4.82%

Line Item: 12

ESTIMATED UNIT QUANTITY		ESTIMATED REPLACEMENT COSTS	
Present:	3,215 Square Yards	Current Unit Cost:	\$43.00
Replacement Per Phase:	3,215 Square Yards	Current Cost Per Phase:	\$138,245
Replaced in Next 30-Years:	9,645 Square Yards	Total Cost Next 30-Years:	\$747,059
ESTIMATED AGE AND REPLACEMENT YEARS		CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	5	Overall Current Condition:	Good
Remaining Years Until Replacement:	5	Useful Life in Kearns, UT	8 to 12 Years
Estimated First Year of Replacement:	2031	Full or Partial Replacement:	Full 300.0%
PRIORITY RATING		PRIORITY SCORE	
Priority Rating	Low Priority	Priority Score	48



Carpet overview



Carpet overview



Carpet in good condition



Detailed view

Schedule of Replacements Costs			
2026	\$0	2037	\$0
2027	\$0	2038	\$0
2028	\$0	2039	\$0
2029	\$0	2040	\$0
2030	\$0	2041	\$0
2031	\$165,784	2042	\$238,413
2032	\$0	2043	\$0
2033	\$0	2044	\$0
2034	\$0	2045	\$0
2035	\$0	2046	\$0
2036	\$0	2047	\$0
		2048	\$0
		2049	\$0
		2050	\$0
		2051	\$342,861
		2052	\$0
		2053	\$0
		2054	\$0
		2055	\$0
		2056	\$0

Engineering Narrative

Component includes an aggregate replacement of the school's carpets. The school replaced all carpeting in 2021 for \$130,747. We observed the carpeting in good overall condition. We recommend the school budget for replacement by 2031 and every 10 years thereafter.

Floor Coverings, Resilient

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.44%

Line Item: 13

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	3,380	Square Feet	Current Unit Cost:	\$11.00	
Replacement Per Phase:	3,380	Square Feet	Current Cost Per Phase:	\$37,180	
Replaced in Next 30-Years:	3,380	Square Feet	Total Cost Next 30-Years:	\$68,952	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	to 5		Overall Current Condition:	Good	
Remaining Years Until Replacement:	17		Useful Life in Kearns, UT	20 to 25	Years
Estimated First Year of Replacement:	2043		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Low Priority		Priority Score	34	



Cafeteria resilient flooring



Resilient flooring in good condition



Kitchen tile overview



Kitchen tile in good condition

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$68,952	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Component includes the resilient flooring located at the cafeteria (replaced 2021), as well as the tile floor at the kitchen (replaced this year). We observe the flooring in good overall condition. We recommend the school budget for replacement by 2043.

Gym, Renovation

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.64%

Line Item: 14

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	4,480	Square Feet	Current Unit Cost:	\$38.00	
Replacement Per Phase:	4,480	Square Feet	Current Cost Per Phase:	\$170,240	
Replaced in Next 30-Years:	4,480	Square Feet	Total Cost Next 30-Years:	\$253,880	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	12		Overall Current Condition:	Good	
Remaining Years Until Replacement:	11		Useful Life in Kearns, UT	to 25	Years
Estimated First Year of Replacement:	2037		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	70	



Gym overview



Overview of lighting



Crack in masonry



Efflorescence and cracking at gym wall

Schedule of Replacements Costs					
2026	\$0				
2027	\$0	2037	\$253,880	2047	\$0
2028	\$0	2038	\$0	2048	\$0
2029	\$0	2039	\$0	2049	\$0
2030	\$0	2040	\$0	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$0
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$0
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes full renovation to the gym. We recommend the school budget for renovation to this area by 2037. Renovation includes replacement of the wood flooring, basketball goals, wall mats, lighting, and masonry wall repairs. The school should fund interim, piecemeal renovations through the operating budget as needed. We recommend the school address the masonry wall issues seen in the photos above operationally.

Kitchen, Renovations (Incl. Appliances)

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 2.05%

Line Item: 15

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1	Allowance	Current Unit Cost:	\$76,000.00	
Replacement Per Phase:	1	Allowance	Current Cost Per Phase:	\$76,000	
Replaced in Next 30-Years:	2	Allowance	Total Cost Next 30-Years:	\$317,343	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	<1		Overall Current Condition:	Very Good	
Remaining Years Until Replacement:	13		Useful Life in Kearns, UT	10 to 15	Years
Estimated First Year of Replacement:	2039		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	49	



Overview of kitchen



Kitchen sink



Kitchen ovens



Exhaust hood

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$121,881	2049	\$0
2030	\$0	2040	\$0	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$195,462
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$0
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes full renovation to the school kitchen, including replacement of all appliances, roll-up door, temperature monitoring system, and plumbing fixtures. The school was completing renovations at the time of our inspection. We recommend the school budget for renovations of similar scale every 13 years, beginning by 2039. Interim appliance replacements or piecemeal renovations should be conducted operationally. The tile floor is included earlier in this report, and we consider replacement of the walk-in refrigerators Long-Lived.

Lockers, Replacement

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.89%

Line Item: 16

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	580	Square Feet	Current Unit Cost:	\$115.00	
Replacement Per Phase:	580	Square Feet	Current Cost Per Phase:	\$66,700	
Replaced in Next 30-Years:	580	Square Feet	Total Cost Next 30-Years:	\$137,943	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	20		Useful Life in Kearns, UT	35 to 45	Years
Estimated First Year of Replacement:	2046		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Low Priority		Priority Score	44	



Lockers overview



Lockers overview



Locker in good condition



Metal in good condition

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$137,943	2056	\$0

Engineering Narrative
Component includes replacement of the metal lockers. We observe the lockers in good overall condition. We recommend the school budget for replacement of the lockers by 2046. The school should perform maintenance on the lockers operationally, such as cleaning and lubricating hinges and locks (and avoid slamming locker doors when possible).

Restrooms, Large, Renovation

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.55%

Line Item: 17

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	2	Each	Current Unit Cost:	\$33,000.00	
Replacement Per Phase:	2	Each	Current Cost Per Phase:	\$66,000	
Replaced in Next 30-Years:	2	Each	Total Cost Next 30-Years:	\$85,113	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	7		Useful Life in Kearns, UT	20 to 30	Years
Estimated First Year of Replacement:	2033		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	68	



Overview of large men's restroom



Overview of large women's restroom



Sink detail



Toilet in good condition

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$85,113	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes renovation to the two large, multi-use restrooms. The finishes at the restrooms include paint and resilient flooring. The finishes and fixtures appear in good condition at 20 years of age. The timing and cost of restroom renovation can vary significantly depending on the desires of the school. At this time, we include an allowance to renovate the multi-use restrooms by 2033. Renovation includes painting and replacement of all finishes, light and plumbing fixtures, partitions, mirrors, paper towel dispensers, etc.

Restrooms, Small, Renovation

INTERNAL BUILDING COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: **0.41%**

Line Item: 18

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	9	Each	Current Unit Cost:	\$5,500.00	
Replacement Per Phase:	9	Each	Current Cost Per Phase:	\$49,500	
Replaced in Next 30-Years:	9	Each	Total Cost Next 30-Years:	\$63,835	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	7		Useful Life in Kearns, UT	to 30	Years
Estimated First Year of Replacement:	2033		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	68	



Overview of single restroom



Overview of single restroom



Sink in good condition



Tile wall in good condition

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$63,835	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes renovation to the nine small, single-use restrooms. The finishes of the restrooms include paint, resilient flooring, and limited tile walls and floors. The finishes and fixtures appear in good condition at 12 to 20 years of age. The timing and cost of restroom renovation can vary significantly depending on the desires of the school. At this time, we include an allowance for aggregate renovations by 2033. Renovation includes painting and replacement of all finishes, light and plumbing fixtures, grab bars, mirrors, paper towel dispensers, etc.

Air Handling Unit, Make-Up Air Unit, Cafeteria

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.63%

Line Item: 19

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	Each	Current Unit Cost:	\$30,000.00
Replacement Per Phase:	1	Each	Current Cost Per Phase:	\$30,000
Replaced in Next 30-Years:	2	Each	Total Cost Next 30-Years:	\$97,830
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	20		Overall Current Condition:	Poor
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	20 to 25 Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	High Priority		Priority Score	109



Overview of make-up air unit (MUA)



Rust on top of unit



Significant rust



Overview of MUA

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$31,110	2038	\$0	2048	\$66,720
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

A make-up air unit is located at the roof and serves the cafeteria. The MUA brings in outside fresh air, and tempers it by passing over pipe coils with either hot or cold water. The unit dates to 2006 and we observe significant rust on the casing. Based on the age of the unit, we recommend the school budget for replacement by 2027 and again by 2048.

Air Handling Units, Rooftop Heating and Cooling Unit, 4- to 6-ton, Phased

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.10%

Line Item: 20

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	3	Each	Current Unit Cost:	\$16,000.00	
Replacement Per Phase:	3	Each	Current Cost Per Phase:	\$48,000	
Replaced in Next 30-Years:	6	Each	Total Cost Next 30-Years:	\$169,889	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Fair	
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	15 to 25	Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	102	



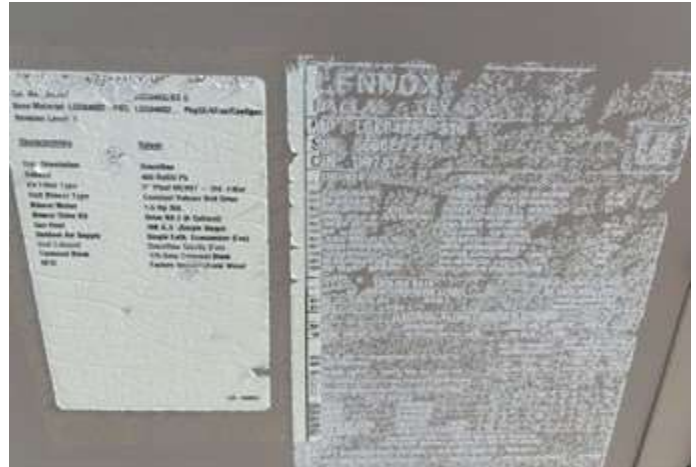
Overview of smaller rooftop unit (4 to 6 ton)



Overview of rooftop unit



Fan detail



Faded specification tag

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$68,628
2027	\$33,184	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$45,889
2035	\$22,189	2046	\$0	2056	\$0
2036	\$0				

Engineering Narrative

Three smaller rooftop air handling units (RTUs) between 4- to 6-tons provide heated and conditioned air to certain common spaces and offices. We observe two units dating to 2006 and one unit dating to 2014. Therefore, we recommend phased replacements of these systems. We include replacement of the (2) older systems by 2027 (and again by 2047) and the 2014 unit by 2035 (and again by 2055).

Air Handling Units, Rooftop Heating and Cooling Units, 20-ton

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: **1.40%**

Line Item: 21

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	2	Each	Current Unit Cost:	\$34,000.00
Replacement Per Phase:	2	Each	Current Cost Per Phase:	\$68,000
Replaced in Next 30-Years:	4	Each	Total Cost Next 30-Years:	\$216,351
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	20		Overall Current Condition:	Fair
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	15 to 25 Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	102



Overview of large rooftop unit (20 tons)



Overview of large unit



20 ton rooftop unit fans



Fresh air intake

Schedule of Replacements Costs					
2026	\$0				
2027	\$70,516	2037	\$0	2047	\$145,835
2028	\$0	2038	\$0	2048	\$0
2029	\$0	2039	\$0	2049	\$0
2030	\$0	2040	\$0	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$0
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$0
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$0	2056	\$0

Engineering Narrative

Two, 20-ton rooftop air handling units (RTUs) provide heated and conditioned air to the cafeteria and certain classrooms. These units date to 2006. Based on the ages of these units, we recommend replacement by 2027 and again by 2047.

Air Handling Units, Rooftop Heating and Cooling Units, 7.5-ton, Phased

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 3.90%

Line Item: 22

ESTIMATED UNIT QUANTITY		ESTIMATED REPLACEMENT COSTS	
Present:	9 Each	Current Unit Cost:	\$19,000.00
Replacement Per Phase:	9 Each	Current Cost Per Phase:	\$171,000
Replaced in Next 30-Years:	18 Each	Total Cost Next 30-Years:	\$605,231
ESTIMATED AGE AND REPLACEMENT YEARS		CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12 to 20	Overall Current Condition:	Fair
Remaining Years Until Replacement:	1	Useful Life in Kearns, UT	15 to 25 Years
Estimated First Year of Replacement:	2027	Full or Partial Replacement:	Full 200.0%
PRIORITY RATING		PRIORITY SCORE	
Priority Rating	Medium Priority	Priority Score	102



Overview 7.5 ton units



2012 unit overview gym



2012 unit specification tag



2006 unit overview

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$244,489
2027	\$118,218	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$163,478
2035	\$79,047	2046	\$0	2056	\$0
2036	\$0				

Engineering Narrative
<p>Nine, 7.5-ton rooftop air handling units (RTUs) provide heated and conditioned air to various classrooms, offices, and common spaces. We observe six units dating to 2006 and three units dating to 2014. Therefore, we recommend phased replacements of these systems. We include replacement of the (6) older systems by 2027 (and again by 2047) and the 2014 units by 2035 (and again by 2055).</p>

Air Handling Units, Split System, Room 123

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: **0.19%**

Line Item: 23

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	System	Current Unit Cost:	\$9,000.00
Replacement Per Phase:	1	System	Current Cost Per Phase:	\$9,000
Replaced in Next 30-Years:	2	System	Total Cost Next 30-Years:	\$29,349
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	20		Overall Current Condition:	Fair
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	15 to 25 Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	87



Outdoor unit overview



View of fan



Specification label



Overview of condenser

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$9,333	2038	\$0	2048	\$20,016
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
One split systems serves room 123. A split system includes an exterior condensing unit and an interior air handling unit/furnace. The system dates to 2006 and is reported in satisfactory operating condition. Based on the age of this system, we recommend replacement by 2027 and again by 2048.

Air Handling Units, Walk-In Refrigerators, Compressors / Condensers

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: **0.47%**

Line Item: 24

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	2	Systems	Current Unit Cost:	\$10,000.00
Replacement Per Phase:	2	Systems	Current Cost Per Phase:	\$20,000
Replaced in Next 30-Years:	4	Systems	Total Cost Next 30-Years:	\$72,704
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	Not Available		Overall Current Condition:	Fair
Remaining Years Until Replacement:	6		Useful Life in Kearns, UT	to 20 Years
Estimated First Year of Replacement:	2032		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	95



Overview of cooler compressor



Cooler compressor



Roof condensers



Power switch

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$47,832
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$24,872	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
Component includes the replacement of the (2) walk-in refrigerators' exterior condensing units and interior evaporators/blowers. The ages of these elements were not available at the time of inspection. We recommend the school budget for replacement by 2032 and again by 2050. Of note, the school installed a temperature monitoring system in 2025.

Audio System, Public Announcement (PA), Replacement

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.52%

Line Item: 25

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	Allowance	Current Unit Cost:	\$65,000.00
Replacement Per Phase:	1	Allowance	Current Cost Per Phase:	\$65,000
Replaced in Next 30-Years:	2	Allowance	Total Cost Next 30-Years:	\$236,374
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Fair
Remaining Years Until Replacement:	4		Useful Life in Kearns, UT	to 30 Years
Estimated First Year of Replacement:	2030		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	82



Ceiling speaker



Ceiling speaker



Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$75,167	2041	\$0	2051	\$161,206
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Component includes replacement of the school's public announcement (PA) audio system. We are unaware of any disruptions or issues with the system. We conservatively recommend the school budget for replacement by 2030 and again by 2051.

Chromebooks and iPads, Refresh

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 15.71%

Line Item: 26

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1	Allowance	Current Unit Cost:	\$44,000.00	
Replacement Per Phase:	1	Allowance	Current Cost Per Phase:	\$44,000	
Replaced in Next 30-Years:	30	Allowance	Total Cost Next 30-Years:	\$2,434,499	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	Varies		Overall Current Condition:	Good	
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	Varies	Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full	3000.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	73	



Chromecart overview



Chromebooks overview



Classroom TV/monitor



Detailed view of chromebooks

Schedule of Replacements Costs

2026	\$0	2037	\$65,617	2047	\$94,364
2027	\$45,628	2038	\$68,045	2048	\$97,856
2028	\$47,316	2039	\$70,563	2049	\$101,476
2029	\$49,067	2040	\$73,174	2050	\$105,231
2030	\$50,882	2041	\$75,881	2051	\$109,124
2031	\$52,765	2042	\$78,689	2052	\$113,162
2032	\$54,717	2043	\$81,600	2053	\$117,349
2033	\$56,742	2044	\$84,619	2054	\$121,691
2034	\$58,841	2045	\$87,750	2055	\$126,193
2035	\$61,018	2046	\$90,997	2056	\$130,863

Engineering Narrative

Per discussion with the board, we include allowances of \$44,000, plus inflation, every year over the course of this study for refreshes to technology used throughout the classrooms and offices. Refreshes may include purchasing new Chromebooks, iPads, computers, televisions, etc.

Exhaust Fans, Replacement

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.27%

Line Item: 27

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	10	Each	Current Unit Cost:	\$3,400.00	
Replacement Per Phase:	10	Each	Current Cost Per Phase:	\$34,000	
Replaced in Next 30-Years:	10	Each	Total Cost Next 30-Years:	\$42,282	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	12 to 20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	6		Useful Life in Kearns, UT	20 to 30	Years
Estimated First Year of Replacement:	2032		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	68	



Kitchen exhaust fan overview



Smaller exhaust fan



Specification label



Exhaust fan overview

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$42,282	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Component includes replacement of the rooftop exhaust fans. Simultaneous failure of all fans is unlikely; however, for budgetary purposes, we recommend the school budget to replace the exhaust fans by 2032.

Fire Detection, Control Panel and Emergency Devices

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.08%

Line Item: 28

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1	System	Current Unit Cost:	\$40,000.00	
Replacement Per Phase:	1	System	Current Cost Per Phase:	\$40,000	
Replaced in Next 30-Years:	2	System	Total Cost Next 30-Years:	\$166,934	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	to 20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	5		Useful Life in Kearns, UT	20 to 25	Years
Estimated First Year of Replacement:	2031		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	High Priority		Priority Score	94	



Fire control panel



Horn/strobe device



Fire horn on door



Smoke/heat detector

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$47,968	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$118,966

Engineering Narrative

The fire detection system includes the control panel, smoke/heat detectors, and horn/strobes (interior and exterior). The panel dates to 2023 and devices are original and are reported in satisfactory condition. We recommend the school budget for aggregate replacement of the fire detection system by 2031 and again by 2056. The school may opt to replace the control panel as needed, since it is newer than other devices.

Light Fixtures, Emergency and Exit

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.27%

Line Item: 29

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	30	Each	Current Unit Cost:	\$330.00	
Replacement Per Phase:	30	Each	Current Cost Per Phase:	\$9,900	
Replaced in Next 30-Years:	60	Each	Total Cost Next 30-Years:	\$41,316	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	to 20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	5		Useful Life in Kearns, UT	20 to 25	Years
Estimated First Year of Replacement:	2031		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	High Priority		Priority Score	89	



Emergency light/exit sign



Exit sign in fair observed condition



Gym protected exit sign



Office exit sign

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$11,872	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$29,444

Engineering Narrative
Component includes replacement of the emergency exit light fixtures. The fixtures appear in good overall condition at varying ages. Based on condition, we recommend the school budget for aggregate replacement of the fixtures by 2031 and again by 2056.

Phone System

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.60%

Line Item: 30

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1	System	Current Unit Cost:	\$16,200.00	
Replacement Per Phase:	1	System	Current Cost Per Phase:	\$16,200	
Replaced in Next 30-Years:	3	System	Total Cost Next 30-Years:	\$93,499	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	10		Overall Current Condition:	Good	
Remaining Years Until Replacement:	3		Useful Life in Kearns, UT	to 15	Years
Estimated First Year of Replacement:	2029		Full or Partial Replacement:	Full	300.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	71	



Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$18,066	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$28,972	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$46,462
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Component includes replacement of the school's phone system. We recommend the school budget for replacement by 2029 and every 13 years thereafter. A revision to this study should be requested when/if more information on the phone system becomes available.

Photovoltaic System, Replacement

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.20%

Line Item: 31

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	System	Current Unit Cost:	\$20,000.00
Replacement Per Phase:	1	System	Current Cost Per Phase:	\$20,000
Replaced in Next 30-Years:	1	System	Total Cost Next 30-Years:	\$30,930
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	20		Overall Current Condition:	Good
Remaining Years Until Replacement:	12		Useful Life in Kearns, UT	30 to 35 Years
Estimated First Year of Replacement:	2038		Full or Partial Replacement:	Full 100.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	64



Overview of solar panels



Underside of solar panels



Specification label



Inverter overview

Schedule of Replacements Costs			
2026	\$0	2037	\$0
2027	\$0	2038	\$30,930
2028	\$0	2039	\$0
2029	\$0	2040	\$0
2030	\$0	2041	\$0
2031	\$0	2042	\$0
2032	\$0	2043	\$0
2033	\$0	2044	\$0
2034	\$0	2045	\$0
2035	\$0	2046	\$0
2036	\$0	2047	\$0
		2048	\$0
		2049	\$0
		2050	\$0
		2051	\$0
		2052	\$0
		2053	\$0
		2054	\$0
		2055	\$0
		2056	\$0

Engineering Narrative
Component includes replacement of the school's photovoltaic system. The system is observed in good overall condition. We recommend replacement by 2038. Interim inverter replacements should be dealt with as needed operationally.

Projectors and Screens, Phased Replacement

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 2.92%

Line Item: 32

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	29	Each	Current Unit Cost:	\$2,300.00	
Replacement Per Phase:	7	Each	Current Cost Per Phase:	\$16,675	
Replaced in Next 30-Years:	109	Each	Total Cost Next 30-Years:	\$452,931	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	Varies		Overall Current Condition:	Good	
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	to 10	Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full	375.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	77	



Ceiling mounted projector



Standalone projector



Classroom projection screen



Cafeteria projector screen

Schedule of Replacements Costs

2026	\$0	2037	\$24,868	2047	\$35,762
2027	\$17,292	2038	\$0	2048	\$0
2028	\$0	2039	\$26,742	2049	\$38,457
2029	\$18,595	2040	\$0	2050	\$0
2030	\$0	2041	\$28,757	2051	\$41,356
2031	\$19,997	2042	\$0	2052	\$0
2032	\$0	2043	\$30,925	2053	\$44,473
2033	\$21,504	2044	\$0	2054	\$0
2034	\$0	2045	\$33,255	2055	\$47,824
2035	\$23,125	2046	\$0	2056	\$0
2036	\$0				

Engineering Narrative

Our inspection notes (29) projectors and (16) projector screens. We observe these elements varying in age and condition. Therefore, we include phased replacement over the course of this study. We include replacement events every other year. Each event accounts for approximately 25% of the total.

Security System, FOB Access

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 6.94%

Line Item: 33

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	Allowance	Current Unit Cost:	\$243,000.00
Replacement Per Phase:	1	Allowance	Current Cost Per Phase:	\$243,000
Replaced in Next 30-Years:	2	Allowance	Total Cost Next 30-Years:	\$1,076,184
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	<1		Overall Current Condition:	Very Good
Remaining Years Until Replacement:	14		Useful Life in Kearns, UT	12 to 15 Years
Estimated First Year of Replacement:	2040		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	60



Exterior FOB reader



Interior FOB reader



Manufacturing label



Head-end equipment

Schedule of Replacements Costs					
2026	\$0				
2027	\$0	2037	\$0	2047	\$0
2028	\$0	2038	\$0	2048	\$0
2029	\$0	2039	\$0	2049	\$0
2030	\$0	2040	\$404,119	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$0
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$672,065
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$0	2056	\$0

Engineering Narrative
65 FOB access readers are located throughout the building's exterior and interior doorways. Unit cost includes replacement of the FOB card readers, electronic door strike or magnetic locks, and all head-end equipment. The FOB access system is assumed in very good condition, as installation was being finished at the time of our inspection. Future replacements of the FOB access system are recommended at 14-year intervals.

Security System, Surveillance

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 4.46%

Line Item: 34

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	Allowance	Current Unit Cost:	\$156,000.00
Replacement Per Phase:	1	Allowance	Current Cost Per Phase:	\$156,000
Replaced in Next 30-Years:	2	Allowance	Total Cost Next 30-Years:	\$690,883
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	<1		Overall Current Condition:	Very Good
Remaining Years Until Replacement:	14		Useful Life in Kearns, UT	10 to 15 Years
Estimated First Year of Replacement:	2040		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	60



Security camera



Security camera in good observed condition



Large exterior camera



Large exterior camera

Schedule of Replacements Costs					
2026	\$0				
2027	\$0	2037	\$0	2047	\$0
2028	\$0	2038	\$0	2048	\$0
2029	\$0	2039	\$0	2049	\$0
2030	\$0	2040	\$259,434	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$0
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$431,449
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$0	2056	\$0

Engineering Narrative
The surveillance system includes cameras located around the exterior of the building, interior common spaces and offices, and classrooms. The system is assumed in very good condition, as installation was finished this year. We recommend budgeting for future replacements at 14-year intervals, in coordination with the FOB security system. Interim replacements of cameras should be dealt with as needed operationally.

Vehicles, Buses, Replacement (Shared 50% With Magna Campus)

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 7.73%

Line Item: 35

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	2	Each	Current Unit Cost:	\$95,000.00	
Replacement Per Phase:	2	Each	Current Cost Per Phase:	\$190,000	
Replaced in Next 30-Years:	6	Each	Total Cost Next 30-Years:	\$1,198,098	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	3		Overall Current Condition:	Good	
Remaining Years Until Replacement:	8		Useful Life in Kearns, UT	to 15	Years
Estimated First Year of Replacement:	2034		Full or Partial Replacement:	Full	300.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Low Priority		Priority Score	38	



Overview of buses



Overview of buses



Overview of buses



Overview of buses

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$254,088	2045	\$378,922	2055	\$0
2035	\$0	2046	\$0	2056	\$565,088

Engineering Narrative
<p>The Kearns campus shares the responsibility of the buses with the Magna campus. The buses were purchased in 2023. At this time, we conservatively recommend replacement of the buses by 2034 and every 11 years thereafter. Our unit cost reflects the 50% shared nature of this component.</p>

Water Fountains, Phased Replacement

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.95%

Line Item: 36

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	9	Each	Current Unit Cost:	\$4,500.00
Replacement Per Phase:	5	Each	Current Cost Per Phase:	\$20,250
Replaced in Next 30-Years:	18	Each	Total Cost Next 30-Years:	\$147,173
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	to 20		Overall Current Condition:	Fair
Remaining Years Until Replacement:	3		Useful Life in Kearns, UT	15 to 20 Years
Estimated First Year of Replacement:	2029		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	78



Overview of interior water fountains



Water fountain without water bottle fill station



Exterior water fountain



Schedule of Replacements Costs

2026	\$0	2037	\$30,199	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$22,582	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$54,007
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$40,385	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

Component includes replacement of the (5) basic water fountains and the (4) water fountains with attached water bottle filling stations. The fountains were in good operational condition at the time of our inspection. The fountains are reported to vary in age. Therefore, we recommend phased replacement of the water fountains. We include replacement of 1/2 of the total quantity every 8 years, beginning by 2029.

Water Heater, 199-MBH

SERVICE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.24%

Line Item: 37

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1	Each	Current Unit Cost:	\$11,750.00	
Replacement Per Phase:	1	Each	Current Cost Per Phase:	\$11,750	
Replaced in Next 30-Years:	2	Each	Total Cost Next 30-Years:	\$37,384	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	19		Overall Current Condition:	Fair	
Remaining Years Until Replacement:	1		Useful Life in Kearns, UT	15 to 20	Years
Estimated First Year of Replacement:	2027		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	90	



Overview of water heater



Expansion tank



Specification label



Control screen

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$25,199
2027	\$12,185	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative
One water heater with an input capacity of 199-MBH provides hot water. Based on the age of the water heater, we include replacement by 2027 and again by 2047.

Asphalt Pavement, Crack Repair, Patch, Seal Coat, and Striping

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: **0.62%**

Line Item: 38

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	3,740	Square Yards	Current Unit Cost:	\$2.80	
Replacement Per Phase:	3,740	Square Yards	Current Cost Per Phase:	\$10,472	
Replaced in Next 30-Years:	18,700	Square Yards	Total Cost Next 30-Years:	\$95,995	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	Not Available		Overall Current Condition:	Fair	
Remaining Years Until Replacement:	7		Useful Life in Kearns, UT	3 to 5	Years
Estimated First Year of Replacement:	2033		Full or Partial Replacement:	Full	500.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	77	



Overview of asphalt pavement



Previous crack repair



Previous crack repair



Crack in pavement near maintenance building

Schedule of Replacements Costs

2026	\$0	2037	\$15,617	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$18,060	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$27,929
2033	\$13,505	2044	\$0	2054	\$0
2034	\$0	2045	\$20,885	2055	\$0
2035	\$0	2046	\$0	2056	\$0

Engineering Narrative

The asphalt pavement seal coat and repairs appear in fair condition. Due to the timing of repaving, discussed on the following page, we include seal coat and repairs every four years beginning by 2033. Unit cost includes crack routing and filling, spot patching as required, the application of a seal coat, and striping. Any repairs/seal coating to the maintenance building parking area should be conducted operationally during repaving of the larger parking lot.

Asphalt Pavement, Repaving (Incl. Catch Basin Repairs), Phased

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 3.48%

Line Item: 39

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	3,740	Square Yards	Current Unit Cost:	\$40.00	
Replacement Per Phase:	Varies	Square Yards	Current Cost Per Phase:	\$149,600	
Replaced in Next 30-Years:	7,480	Square Yards	Total Cost Next 30-Years:	\$540,009	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	10 to 20		Overall Current Condition:	Fair	
Remaining Years Until Replacement:	3		Useful Life in Kearns, UT	15 to 25	Years
Estimated First Year of Replacement:	2029		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	85	



Overview of asphalt parking lot



Overview of asphalt parking lot



Asphalt in fair condition



Large crack in asphalt near maintenance building

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$279,465
2029	\$135,130	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$84,537
2036	\$40,876				

Engineering Narrative

Component includes a full-depth, phased replacement of the asphalt pavement, including removal of both the wear course and base course, base corrections, and reinstallation of new base course and wear course. If, at the time of repaving, the base is found in good condition, the school may opt for the less expensive mill and overlay method of repaving. We include repaving of the large parking lot by 2029 (and again by 2049) and the maintenance building parking by 2036 (and again by 2056).

Concrete Curbs and Gutters, Partial Replacement

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.96%

Line Item: 40

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	1,900	Linear Feet	Current Unit Cost:	\$55.00	
Replacement Per Phase:	190	Linear Feet	Current Cost Per Phase:	\$10,450	
Replaced in Next 30-Years:	1,330	Linear Feet	Total Cost Next 30-Years:	\$148,595	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	3		Useful Life in Kearns, UT	to 65	Years
Estimated First Year of Replacement:	2029		Full or Partial Replacement:	Partial	70.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Low Priority		Priority Score	41	



Overview of concrete curb and gutter



Overview of concrete curb



Curb and gutter in good condition



Detailed view

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$24,101
2029	\$11,653	2040	\$0	2050	\$0
2030	\$0	2041	\$18,022	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$27,870
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$20,841	2055	\$0
2035	\$0	2046	\$0	2056	\$31,080
2036	\$15,028				

Engineering Narrative

Concrete curbs and gutters line the school parking lot. These elements are original and largely in good condition, with isolated locations of cracks. Concrete has a long useful life and usually fails in a progressive manner as it approaches the end of its useful life. We recommend budgeting to replace up to 70% of the curbs and gutters over the course of this study, in coordination with asphalt repaving and repair events when possible.

Concrete Sidewalks, Partial Replacement

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 1.19%

Line Item: 41

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	10,400	Square Feet	Current Unit Cost:	\$13.80	
Replacement Per Phase:	1,213	Square Feet	Current Cost Per Phase:	\$16,744	
Replaced in Next 30-Years:	7,280	Square Feet	Total Cost Next 30-Years:	\$185,043	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	3		Useful Life in Kearns, UT	to 65	Years
Estimated First Year of Replacement:	2029		Full or Partial Replacement:	Partial	70.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	68	



Sidewalk overview



Crack in sidewalk



Damaged concrete near maintenance building lot



Crack in sidewalk near pergola

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$26,852	2049	\$38,616
2029	\$18,672	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$32,202	2054	\$46,309
2034	\$22,392	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0
2036	\$0				

Engineering Narrative

The concrete sidewalks are observed in good condition. Our inspection notes only isolated locations of cracks. Concrete moves and shifts over time due to reasons such as loading and unloading, frost heaving from low temperatures, or expansion from high temperatures. We recommend budgeting to replace 70% of the concrete sidewalks over the course of this study. This plan should only be used as a budgeting tool, and replacements should occur as needed.

Fencing, Chain Link

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.43%

Line Item: 42

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	455	Linear Feet	Current Unit Cost:	\$35.00	
Replacement Per Phase:	455	Linear Feet	Current Cost Per Phase:	\$15,925	
Replaced in Next 30-Years:	910	Linear Feet	Total Cost Next 30-Years:	\$66,461	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	5		Useful Life in Kearns, UT	to 25	Years
Estimated First Year of Replacement:	2031		Full or Partial Replacement:	Full	200.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	53	



Overview of chain link fence



Chain link gate



Fencing overview



Rolling gate

Schedule of Replacements Costs					
2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$19,097	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$47,363

Engineering Narrative

Component includes the chain link fencing that borders the school at the west, as well as the fencing and rolling gate near the portable classrooms. We observe the chain link fencing in good overall condition. We recommend replacement by 2031 and gain by 2056.

Irrigation System, Replacement

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: **0.52%**

Line Item: 43

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	56,500	Square Feet	Current Unit Cost:	\$1.00
Replacement Per Phase:	56,500	Square Feet	Current Cost Per Phase:	\$56,512
Replaced in Next 30-Years:	56,500	Square Feet	Total Cost Next 30-Years:	\$81,270
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	20		Overall Current Condition:	Good
Remaining Years Until Replacement:	10		Useful Life in Kearns, UT	30 to 35 Years
Estimated First Year of Replacement:	2036		Full or Partial Replacement:	Full 100.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	59



Sprinkler head



Backflow device



Drip irrigation



Overview of irrigated area

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0
2036	\$81,270				

Engineering Narrative

An irrigation system waters the lawn and landscaped areas around the school. The system is original and reported in satisfactory operational condition. Over time, erosion and plant growth will cause damage to the system. As such, we recommend the school budget for replacement of the system by 2036. The school should fund interim head and controller replacements through the operating budget as needed.

Light Poles and Fixtures

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.16%

Line Item: 44

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS		
Present:	4	Each	Current Unit Cost:	\$4,500.00	
Replacement Per Phase:	4	Each	Current Cost Per Phase:	\$18,000	
Replaced in Next 30-Years:	4	Each	Total Cost Next 30-Years:	\$24,071	
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE		
Estimated Current Age in Years:	20		Overall Current Condition:	Good	
Remaining Years Until Replacement:	8		Useful Life in Kearns, UT	25 to 30	Years
Estimated First Year of Replacement:	2034		Full or Partial Replacement:	Full	100.0%
PRIORITY RATING			PRIORITY SCORE		
Priority Rating	Medium Priority		Priority Score	58	



Pole and fixture



Fixture in good observed condition



Concrete footing



Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$0	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$24,071	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$0
2036	\$0				

Engineering Narrative

Component includes replacement of the (4) light poles and fixtures located around the school parking lot. We observe the poles and fixtures in good overall condition and recommend replacement by 2034.

Maintenance Building, Exterior Renovations

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.82%

Line Item: 45

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	Building	Current Unit Cost:	\$32,500.00
Replacement Per Phase:	1	Building	Current Cost Per Phase:	\$32,500
Replaced in Next 30-Years:	2	Building	Total Cost Next 30-Years:	\$127,469
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	20		Overall Current Condition:	Fair
Remaining Years Until Replacement:	4		Useful Life in Kearns, UT	to 25 Years
Estimated First Year of Replacement:	2030		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Low Priority		Priority Score	62



Overview of maintenance building



Overview of maintenance building



Garage door



Roof overview

Schedule of Replacements Costs			
2026	\$0	2037	\$0
2027	\$0	2038	\$0
2028	\$0	2039	\$0
2029	\$0	2040	\$0
2030	\$37,584	2041	\$0
2031	\$0	2042	\$0
2032	\$0	2043	\$0
2033	\$0	2044	\$0
2034	\$0	2045	\$0
2035	\$0	2046	\$0
2036	\$0	2047	\$0
		2048	\$0
		2049	\$0
		2050	\$0
		2051	\$0
		2052	\$0
		2053	\$0
		2054	\$89,885
		2055	\$0
		2056	\$0

Engineering Narrative
Component includes replacement of the maintenance building roof, gutters, downspouts, garage doors, and pedestrian doors, as well as siding repairs. We include funding in 2030 and 2054 for these exterior renovations.

Pergolas, Metal, Replacement

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 0.87%

Line Item: 46

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1,300	Hor. Sq. Ft.	Current Unit Cost:	\$50.00
Replacement Per Phase:	1,300	Hor. Sq. Ft.	Current Cost Per Phase:	\$65,000
Replaced in Next 30-Years:	1,300	Hor. Sq. Ft.	Total Cost Next 30-Years:	\$134,428
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	12		Overall Current Condition:	Good
Remaining Years Until Replacement:	20		Useful Life in Kearns, UT	30 to 35 Years
Estimated First Year of Replacement:	2046		Full or Partial Replacement:	Full 100.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	47



Overview of metal pergola



Metal components in good condition



Metal components in good condition



Concrete footing

Schedule of Replacements Costs					
2026	\$0				
2027	\$0	2037	\$0	2047	\$0
2028	\$0	2038	\$0	2048	\$0
2029	\$0	2039	\$0	2049	\$0
2030	\$0	2040	\$0	2050	\$0
2031	\$0	2041	\$0	2051	\$0
2032	\$0	2042	\$0	2052	\$0
2033	\$0	2043	\$0	2053	\$0
2034	\$0	2044	\$0	2054	\$0
2035	\$0	2045	\$0	2055	\$0
2036	\$0	2046	\$134,428	2056	\$0

Engineering Narrative

The school installed two metal pergolas (one at the cafeteria entrance and one at the main entrance) in 2014. We observe the pergolas in good overall condition and recommend replacement by 2046.

Playground Equipment, Replacement

SITE COMPONENTS

PERCENTAGE OF TOTAL FUTURE COSTS: 2.38%

Line Item: 47

ESTIMATED UNIT QUANTITY			ESTIMATED REPLACEMENT COSTS	
Present:	1	Each	Current Unit Cost:	\$88,500.00
Replacement Per Phase:	1	Each	Current Cost Per Phase:	\$88,500
Replaced in Next 30-Years:	2	Each	Total Cost Next 30-Years:	\$369,342
ESTIMATED AGE AND REPLACEMENT YEARS			CONDITION AND USEFUL LIFE	
Estimated Current Age in Years:	to 20		Overall Current Condition:	Good
Remaining Years Until Replacement:	5		Useful Life in Kearns, UT	to 25 Years
Estimated First Year of Replacement:	2031		Full or Partial Replacement:	Full 200.0%
PRIORITY RATING			PRIORITY SCORE	
Priority Rating	Medium Priority		Priority Score	77



Overview of jungle gym



Climbing structure in good condition



Climbing structure



Rope climber

Schedule of Replacements Costs

2026	\$0	2037	\$0	2047	\$0
2027	\$0	2038	\$0	2048	\$0
2028	\$0	2039	\$0	2049	\$0
2029	\$0	2040	\$0	2050	\$0
2030	\$0	2041	\$0	2051	\$0
2031	\$106,130	2042	\$0	2052	\$0
2032	\$0	2043	\$0	2053	\$0
2033	\$0	2044	\$0	2054	\$0
2034	\$0	2045	\$0	2055	\$0
2035	\$0	2046	\$0	2056	\$263,212

Engineering Narrative

Component includes replacement of the jungle gym and various other climbing structures. The school "refreshed" the playground area this year for approximately \$32,000. We recommend budgeting for full, aggregate replacement of the playground equipment by 2031 and again by 2056. Safety is of the upmost importance, and we recommend annual safety inspections are conducted operationally.

TERMS AND DEFINITIONS

(Definitions are derived from the standards set forth by the Community Association Institute, C.A.I.)

CASH FLOW METHOD: A method of developing a Reserve Funding Plan where contributions to the Reserve fund are designed to offset the variable annual expenditures from the Reserve fund. Different Reserve Funding Plans are tested against the anticipated schedule of Reserve expenses until the desired Funding Goal is achieved.

CURRENT COST OF REPLACEMENT: That amount required today derived from the quantity of the Reserve Component and its unit cost to replace or repair a Reserve Component using the most current technology and construction materials, duplicating the productive utility of the existing property at current local market prices for materials, labor and manufacturing equipment, contractor' overhead, profit and fees, but without provisions for building permits, over time, bonuses for labor or premiums for material and equipment. We include removal and disposal costs in the cost of replacement where applicable.

COMPONENT: The individual line items in the Reserve Study, developed or updated in the Physical Analysis. These elements form the building blocks for the Reserve Study. Components typically are: 1) Association responsibility, 2) with limited Useful Life expectancies, 3) predictable Remaining Useful Life expectancies, 4) above a minimum threshold cost, and 5) as required by local codes.

COMPONENT INVENTORY: The task of selecting and quantifying Reserve Components. This task can be accomplished through on-site visual observations, review of association design and organizational documents, a review of established association precedents, and discussion with appropriate Association representative(s) of the association or cooperative.

FINANCIAL ANALYSIS: The portion of a Reserve Study where current status of the Reserves (measured as cash or Percent Funded) and a recommended Reserve contribution rate (Reserve Funding Plan) are derived, and the projected Reserve income and expense over time is presented. The Financial Analysis is one of the two parts of a Reserve Study.

FULLY FUNDED BALANCE: Fully Funded Balance = $(\text{Current Cost} * \text{Effective Age} / \text{Useful Life}) + [(\text{Current Cost} * \text{Effective Age} / \text{Useful Life}) / (1 + \text{Interest Rate}) ^ \text{Remaining Life}] - [(\text{Current Cost} * \text{Effective Age} / \text{Useful Life}) / (1 + \text{Inflation Rate}) ^ \text{Remaining Life}]$

FUNDING PLAN: An association's plan to provide income to a Reserve fund to offset anticipated expenditures from that fund.

FUTURE COST OF REPLACEMENT: Reserve Expenditure derived from the inflated current cost of replacement or current cost of replacement as defined above, with consideration given to the effects of inflation on local market rates for material, labor and equipment.

LONG-LIVED COMPONENTS: Property components of Association responsibility not likely to require capital repair or replacement during the next 30 years with an unpredictable remaining Useful Life beyond the next 30 years.

PERCENT FUNDED: Fully Funded Balance for All Reserve Components / Current Reserve Balance

PHYSICAL ANALYSIS: The portion of the Reserve Study where the Component Inventory, Condition Assessment, and Life and Valuation Estimate tasks are performed. This represents one of the two parts of the Reserve Study.

RECOMMENDED FUNDING: The stated purpose of this Reserve Study to determine the adequate, not excessive, future annual, reasonable Reserve Contributions to fund future Reserve Expenditures.

REMAINING YEARS UNTIL REPLACEMENT: Also referred to as "Remaining Life" (RL). The estimated time, in years, that a reserve component can be expected to continue to serve its intended function. Projects anticipated to occur in the initial year have "zero" Remaining Useful Life.

REPLACEMENT COST: The cost of replacing, repairing, or restoring a Reserve Component to its original functional condition. The Current Replacement Cost would be the cost to replace, repair, or restore the component during that particular year.

RESERVE BALANCE: Actual or projected funds as of a particular point in time that the association has identified for use to defray the future repair or replacement of those major components which the association is obligated to maintain. Also known as Reserves, Reserve Accounts, Cash Reserves Based upon information provided and not audited.

RESERVE STUDY: A budget planning tool which identifies the current status of the Reserve fund and a stable and equitable Funding Plan to offset the anticipated future major common area expenditures.

SPECIAL ASSESSMENT: An assessment levied on the members of an association in addition to regular assessments. Special Assessments are often regulated by governing documents or local statutes

USEFUL LIFE (UL): Total Useful Life or Depreciable Life. The estimated time, in years, that a reserve component can be expected to serve its intended function if properly constructed in its present

RESOURCES USED

Building Reserves INC., uses different national and local data to conduct its professional services. A concise list of several of these resources follows.

Association of Construction Inspectors - The largest professional organization for those involved in providing inspection and construction project management. ACI is the leading association providing standards, guild lines, regulations, education and training.

Community Association Institute – America’s leading advocate for responsible communities noted as the only national organization. Their mission is to assist communities in promoting harmony, community, and responsible leadership.

Marshall & Swift/ Boeckh (MS/B) – The worldwide provider of building cost data, co-sourcing solutions, and estimating technology for the property and casualty insurance industry found on the web at <http://www.msbinfo.com>

R.S. Means Costworks – North America’s leading supplier of construction cost information. A member of the Construction Market Data Group, Means provides accurate and up-to-date cost information that helps owners developers, architects, engineers, contractors and others to carefully and precisely project and control the cost of both new building construction and renovation projects, found on the web at <http://www.rsmeans.com>

Service Contract

Contract Date: 5/27/2025

Customer: Entheos Academy: Kearns Campus

This Agreement is between Building Reserves, Inc. located at 1341 W Fullerton Ave #314, Chicago, IL 60614 (herein referred to as "BR"), and (herein referred to as "Customer"). BR agrees to complete an investigation and reserve study of the Property (the "Study") that provides, among other things, an analysis of the unit quantities and unit costs, a life analysis and condition assessment, projected replacement times and a cash flow analysis with recommended reserve contributions to offset capital and replacement costs of Customer property.

Customer may elect to purchase additional or alternate services or packages provided by BR, which include but are not limited to Preventative Maintenance Plans (herein referred to as "PMP"). These additional or alternate services are also governed by the terms of this contract.

Customer shall pay to BR an amount equal to the Fee, as determined in accordance with the payment schedule set forth in the Proposal and any riders (and which may include the PMP, or other such programs or services.).

Customer agrees to cooperate and provide BR with access to the Property within a reasonable period of time following BR's request for an on-site inspection. Customer will use its best efforts to provide BR with historical and budgetary information for the Property as well as all governing documents and other information requested by BR with respect to the Property.

BR's inspection and analysis of the Property is limited to visual observations, with no testing, and is non-invasive. BR is not qualified to detect or quantify the impact of hazardous materials or adverse environmental concerns. Unless BR expressly states otherwise in writing, BR does not investigate or consider (nor assume any responsibility or liability for) the existence or impact of any hazardous materials or any structural, latent or hidden defects on or within the Property. BR will not conduct any soil or water analysis, geological survey or investigation of subsurface mineral rights (including, without limitation, water, oil, gas, coal or metal). The validity of BR's Study (and BR's opinions and estimates) could be affected adversely by the presence of substances such as asbestos, urea-formaldehyde foam insulation, toxic wastes, environmental mold, and other chemicals or hazardous materials. BR does not conduct any invasive or structural testing or inspections; accordingly, BR makes no representation, warranty or guarantee regarding (nor does BR assume any liability or responsibility for) the structural integrity of the Property, including, without limitation, any physical defects that were not readily apparent during BR's onsite inspection. BR will inspect sloped roofs only from the ground level. BR will inspect flat roofs from the roof level when and where safe access is available (as determined in BR's sole discretion). BR specifically disclaims any liability associated with studies or reports that are selected which do not include an on-site inspection at the onset, as all information necessary to provide the reports and plans are subject to information provided by Customer.

As a result of the Study or upon information provided by the Customer, as the case may be, BR will prepare an initial report (the "Initial Report") that represents a valid opinion of BR's findings and recommendations. If requested by Customer within six (6) calendar months following the date of the Initial Report, BR will prepare up to two (2) revised reports, incorporating new information that is provided by Customer in written and list format, as well as any changes that are requested reasonably by Customer and agreed-upon by BR (the "Final Report" and, together with the Initial Report, the "Reports"). If Customer does not request a Final Report within six (6) calendar months following the date of the Initial Report, then the Initial Report shall be deemed as the Final Report.

This Preventative Maintenance Plan is provided as guidance only and provides suggestions for the Customers that may help maintain its property. It contains recognized information, standards and suggestions on the types and frequency of practices, and maintenance that may sustain the property and systems of the Customer. Sections of the guidance may not be applicable to every Customer and this guidance should be considered advisory, as individual conditions for each Customer property may affect the required maintenance of the individual Customer.

The Reports contain intellectual property that was developed by BR and is provided on a confidential basis to only Customer for only Customer's benefit. The Reports are limited to only the express purpose stated herein and may be relied upon only by Customer. The Reports, whether in whole or in part, may not be used for any purpose other than its intended purpose, including, but not limited to, as a design specification, design engineering study or an appraisal. Without BR's prior written consent, Customer may not reference BR's name or the Reports (or any information contained therein, whether in whole or in part) in any document that is reproduced or distributed to third parties without BR's prior written consent.

BR's opinions and estimates (whether oral or contained within the Initial Report or Final Report) are not (and shall not be construed as) a representation, warranty or guarantee of (i) the actual costs of replacement; (ii) the integrity of condition any common elements; (iii) the actual remaining useful life of the Property or any elements contained thereon or therein; or (iv) the actual quantities of components present at the property. BR's opinions and estimates do not constitute any representation, warranty or guarantee of the performance of any products, materials or workmanship with respect to the Property.

Service Contract

Contract Date: 5/27/2025

Customer: Entheos Academy: Kearns Campus

BR's compensation is not dependent or contingent upon any conclusions in the Reports. Customer agrees to pay BR fifty percent (50%) of the quoted fee upon signing as a retainer, and prior to site inspection or shipment of Initial Report. The remaining Fifty percent (50%) is due within 30 days of shipment of Initial Report, and late payments are subject to a monthly interest rate of one and one-half percent (1.5%). If BR does not receive the Fee in accordance with such payment schedule, then BR shall have the immediate right (in BR's sole and absolute discretion) to cease all services hereunder and to withhold any Initial Report and/or Final Reports. Customer understands that the quoted Fee is based on the accuracy of relevant Customer information provided to BR in the initial request for proposal. Should the information provided by Customer pertaining to Customer's maintenance responsibilities, property or quantity of independent budgets be found to be misrepresented or inaccurate, BR reserves the right to requote the project. In addition, the accuracy of any Reports is subject to the accuracy of information provided by Customer. BR makes no representations that it will be able to identify all commonly-owned components unless they are properly identified by Customer.

BR assumes that all data and information provided to BR by Customer is accurate, without any independent investigation or verification by BR. Customer indemnifies and holds harmless BR (and its employees, officers and directors) from and against any and all losses, claims, actions, causes of action, damages, expenses or liabilities (including, without limitation, reasonable attorneys' fees and court costs) that BR might suffer or incur as a result of (i) any false, misleading or incomplete information supplied by or on behalf of Customer to BR; or (ii) any improper use or reliance on the Reports. To the best of BR's knowledge, all data set forth in the reports is true and accurate. Notwithstanding the foregoing, BR assumes no liability for the accuracy of any data, opinions or estimates that are furnished by third parties, even if BR relied upon such information in generating its reports. BR's liability (including, without limitation, the collective liability of any of BR's employees, officers or directors) is limited to actual damages in an amount not to exceed the amount of the fee actually received by BR.

Customer shall indemnify, defend and hold harmless BR (and its employees, officers and directors) from and against any and all losses, liabilities, claims, actions, lawsuits, demands, damages, costs, money judgments and expenses (including reasonable attorneys' fees) arising out of a breach of this Agreement by Customer. Customer warrants that it has all rights necessary to provide the Proprietary Information to BR. Customer's obligation for indemnification and reimbursement shall extend to any director, officer, employee, affiliate, or agent of BR.

Customer hereby grants BR the right to use Customer's name in marketing materials and in BR's client list; provided, however, BR reserves the right to use property information to obtain estimates of replacement costs, useful life estimations, or other information that BR, in its sole discretion, believes may be appropriate or beneficial.

This Agreement represents the entire understanding and agreement of the Parties and supersedes all prior communications, agreements and understandings, if any, between the Parties relating to the subject matter hereof. This Agreement may not be modified, amended or waived except by a written instrument duly executed by both Parties. No failure or delay in exercising any right, power or privilege hereunder shall operate as a waiver thereof, nor shall any single or partial exercise thereof preclude any other or further exercise thereof or the exercise of any right, power or privilege hereunder. If any clause or provision herein shall be adjudged invalid or unenforceable, it shall not affect the validity of any other provision, which shall remain in full force and effect.

This Agreement is made subject to, and shall be construed in accordance with, the laws of the State of Wisconsin (without regard to its conflict of laws provisions). The Parties agree to sole venue in the state or federal courts located in Waukesha County, Wisconsin, and each Party hereby consents to the jurisdiction of such courts over itself in any action relating to this Agreement. This Agreement may be executed in two or more counterparts, each of which shall be considered an original, but all of which together shall constitute the same instrument. The Parties acknowledge and agree to accept and be bound by this Agreement and its counterparts.

By signing the Proposal, Customer is indicating Customer's agreement to all of the terms & conditions of the Proposal and this Service Contract. Customer has the full right, power, and authority to enter into and be bound by the terms and conditions of this agreement and to perform Customer's obligations under this agreement without the approval or consent of any other party. The person signing this agreement on behalf of Customer represents and warrants that he/she has the authority to do so.



BUILDING
—RESERVES—

WWW.BUILDINGRESERVES.COM

Purpose

At Entheos Academy, we strive to help students grow as:

- **Ethical People** who demonstrate integrity and respect.
- **Effective Learners** who take ownership of their learning.
- **Contributors to a Better World** who lead through service and kindness.

These goals come alive through our **positive behavior recognition systems** for all students.

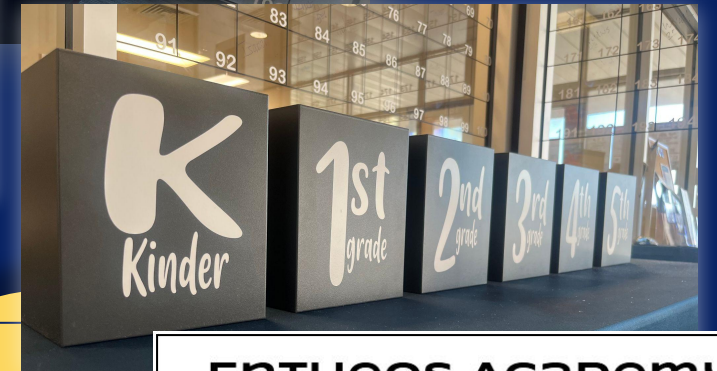
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How It Works

Earn Tickets for Showing Our Values!

Students earn Director's 200 Tickets for demonstrating:

- **Excellence** - Doing their best in all they do.
- **Leadership** - Being a positive example for others.
- **Service** - Helping classmates, teachers, and the school community.



ENTHEOS ACADEMY P200 CLUB

EXCELLENCE

SERVICE

LEADERSHIP

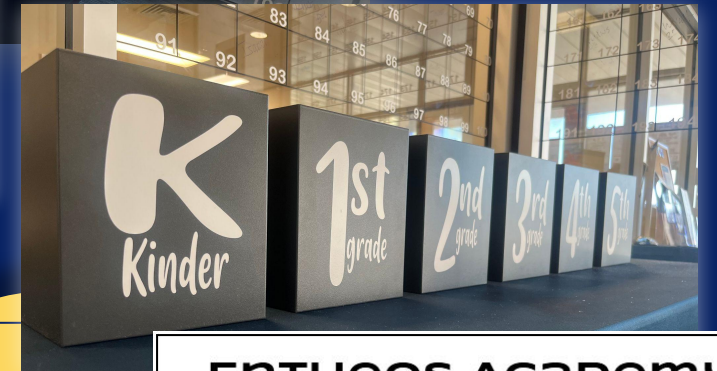
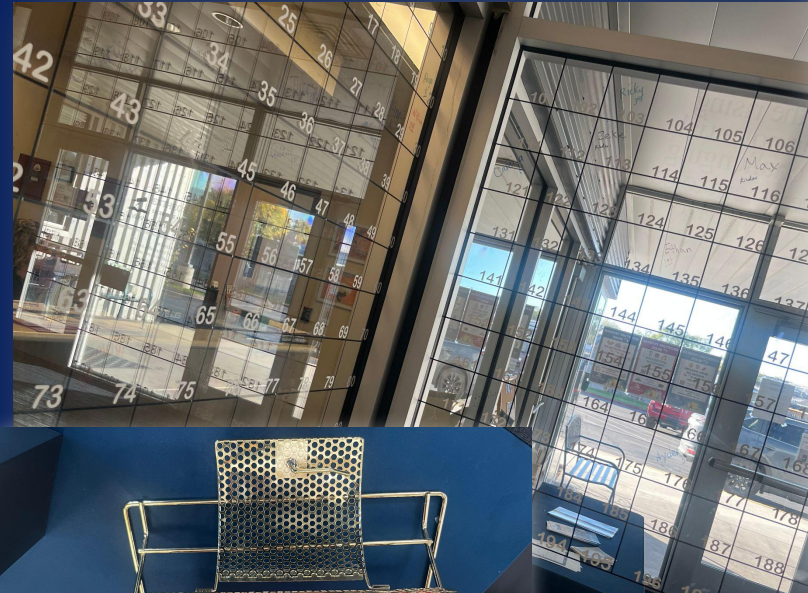
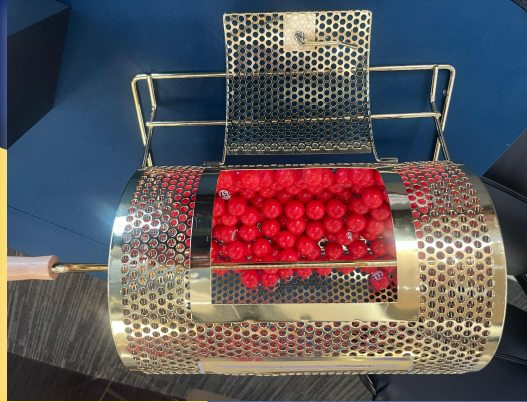
STUDENT: _____

MR. BENNION - DIRECTOR

Ticket Drop Off

Turn In Your Ticket!

- Each grade level has a basket in the office .
- Students drop off tickets during the week.
- More tickets = more chances to be recognized!



ENTHEOS Academy P200 CLUB

EXCELLENCE

SERVICE

LEADERSHIP

STUDENT: _____

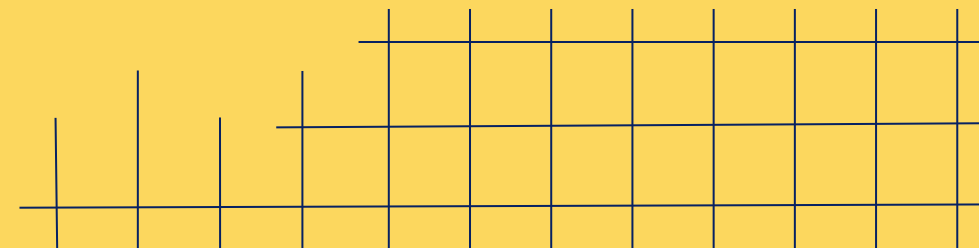
MR. BENNION - DIRECTOR

Weekly Recognition

Weekly Drawings & 200 Board

Names are announced weekly over the **intercom**.
Chosen students' names are placed on the **Director's 200 Board**.

When a **row fills up**, all students on that row earn a **special activity or reward** with the Director!



Why It Matters

The Director's 200 Club helps students:

- See that **positive actions** are noticed and celebrated.
- Feel proud of their **growth in character**.
- Stay motivated to live by our **Entheos values** daily.



Blog Topic Starter

SLIDESMANIA.COM

How it Works

Earn Bloomz Points

Students earn points in class by demonstrating our **school values**:

- **Excellence** – Striving to do their best in academics and character.
- **Leadership** – Being a positive role model and showing initiative.
- **Service** – Helping others and contributing to our community.

Redeeming Points

- Visit the Bloomz Store!
- Students can exchange their points for fun and meaningful rewards.
- Examples include:
 - a. School supplies or treats
 - b. Privileges or experiences
 - c. Small prizes or recognition tokens

Purpose Behind the Store

The Bloomz Store helps students:

- Connect **effort to reward** through consistent positive choices.
- Strengthen **intrinsic motivation** and responsibility.
- Reinforce the **Entheos values** of Excellence, Leadership, and Service.

Shared Vision

Across all grades, our recognition systems:

- Encourage students to **live our values daily** .
- Reinforce a **culture of respect, growth, and service** .
- Help every student see themselves as a **valued member of the Entheos community** .

Together We Grow

- **Entheos Students Learn That:**
- Positive actions create positive outcomes.
- Character is built through consistency.
- Each person has the power to contribute to a better world.

Mystery Motivators

Craft Activity

Our first D200 Celebration for the school year was an opportunity for students to get creative and craft a Halloween decoration.

We had 1 row filled on the D200 grid so 10 students from grades K-5 were invited to participate.

Movie

In January we had our second celebration. The students had a brief dance party and then watch the Disney Pixar short film called Toy Story That Time Forgot. Twenty students participated.



The D200 Components

ENTHEOS ACADEMY
D200 CLUB

Academics. Behavior. Attendance

STUDENT: _____

TEACHER: Mrs. Mathews - Director

D200 Club Ticket



Classroom Basket



Grade Level Boxes



ENTHEOS ACADEMY
EXCELLENCE • SERVICE • LEADERSHIP

DIRECTOR'S 200 CLUB
CERTIFICATE

This certificate is proudly presented to

In recognition of Excellence in Behavior, Academics,
or Attendance .

Mrs. Mathews
Denise Mathews
Director

Mrs. Mendisabal
Evette Mendisabal
Assistant Director

Community Circle



Entheos Exemplars

During faculty morning crew, teachers have the opportunity to spotlight students who exemplify our Entheos values. Those students become Entheos Exemplars and are recognized in community circle.



Attendance Awards

We celebrated three levels of attendance; Diamond, Gold, and Ruby. These are our Diamond attendance winners who had 100% attendance and zero tardies for the first trimester. They received a certificate and a white wrist band.



ACADEMIC EXCELLENCE



Academic Awards

These students hit their Stretch Growth goals. That's a year and a half growth in the first half of the year.

Middle School BLOOMZ

Middle School students are awarded BLOOMZ points throughout the trimester. An overall point earner, as well as top point earners from each grade, are recognized during our Community Circle.



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

Entheos Magna Director's Report

October 2025

Service Learning/Adventure

- The student council planned and executed an amazing Community Circle, embracing our Entheos value of Individuality
- The student council wrote letters and emailed businesses asking for donations to support our students in the PBIS Store and worked to improve ticket circulation

Next Mobile School Pantry will be October 27th.

Mobile School Pantry

Monday, October 27, 2025

The Utah Food Bank will be bringing their Mobile School Pantry program to our school each month. Any Entheos family can come on the scheduled day and pick up free food!

- No information is collected except number of people living in the home
- 3:20 - 4:00 PM or while supplies last
- Students or other family members can pick up food

The mobile school pantry will be held outside for both walk-up and drive-thru. In the case of inclement weather, we will move the pick-up inside the gym.



Staff Spotlight

Jessica Shupe - 5th Grade Teacher



From the very start, Jesse has been nothing short of phenomenal. As a new teacher to our school, she has quickly stood out for her dedication, creativity, and deep commitment to student success. She spent a lot of time preparing her classroom in the summer. She implements a wide variety of strategies and techniques to meet the diverse needs of her students, ensuring that every learner feels supported and challenged.

Her colleagues often praise her thoughtful and innovative use of technology in the classroom. Whether it's enhancing engagement or differentiating instruction, Jesse uses technology with purpose and intention — always keeping students' growth at the center. Jesse follows her curriculum with fidelity, providing necessary visuals, anchor charts, group discussions with norms and feedback. Beyond academics, she invests in building meaningful connections with her students. She takes time to learn about their interests, friends, and hobbies, using that knowledge to strengthen relationships and address behaviors with care and understanding. She thoughtfully works through each concern, communicating expectations clearly and ensuring that every student feels valued and seen.

Jesse exemplifies what it means to teach with heart, patience, and professionalism. We are so grateful to have her as part of our team and for the positive impact she continues to make each day in the lives of her students. Thank you Jesse!

Staff Spotlight

Megan Loforti - MS Math/Student Council



Megan just moved from California and is in her first year teaching Middle School Math, and she's already making a big impact. Her positivity, creativity, and energy have made math both fun and engaging for her students — and it's clear they absolutely love having her as their teacher.

In addition to teaching, Megan has jumped right into school life by leading Student Council and taking charge of the Bloomz Store, helping students stay motivated and connected to our school community. She has also taken on the challenge of planning and running Community Circle.

We're so grateful to have Megan as part of the Entheos family. Her enthusiasm and commitment to our students truly embody our school values. Thank you Megan!

Staff Spotlight

Ravin Johnson - Paraprofessional



Ravin is in his first year as a paraprofessional at Entheos Academy, and we couldn't be happier to have him on our team. What makes his story especially inspiring is that Ravin is a former Entheos student who was motivated to pursue education after being inspired by Mr. Leavitt, our former ELA teacher.

Ravin is now part of the Para-to-Teacher Pipeline, working toward his goal of becoming a teacher—and he's already showing the skills and heart it takes to be a great one. Whether he's supporting students in class or stepping in as a substitute, Ravin seamlessly picks up right where the teacher leaves off, ensuring learning continues smoothly.

We're proud to have Ravin back at Entheos—this time as a role model for the next generation of learners! Thank you Ravin!

25-26 Work Plan

Entheos Academy District 2025-26 Work Plan/ TSSA Plan

Multi-Year Impact Goals	Mastery of Knowledge and Skills	Character	High Quality Work
	Entheos Academy will meet or exceed state growth scores on EOY testing in the areas of: Early Literacy Math ELA Science	Entheos Academy will create and maintain a school-wide approach to teaching students to be ethical people, effective learners, and individuals who contribute to a better world.	High Quality Expeditions and classroom experiences will be implemented in every grade, which generate student work that is complex, has high craftsmanship, and is authentic.
2025-26 Performance Goals	65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience and RISE. This goal includes the subcategories of <ul style="list-style-type: none"> English Language Learners Special Education Students 	80% of teachers will implement a morning Crew centered around our school values, and support our Entheos PBIS structure with strong classroom management to help shape student character.	80% of students will have High Quality Work samples from the current school year in their portfolio by EOY.
2025-26 Implementation Priorities	Core Practice 30 D Core Practice 29 B	Core Practice 23 B Core Practice 21 B	Core Practice 12 D
Leadership Multi-Year Impact Goal	To foster an environment that facilitates a strong, confident, supported, and capable staff crew with an increased sense of teacher efficacy.		
2025-26 Leadership Goal	<ol style="list-style-type: none"> By the end of the academic year, each school administrator will have visited at least 10 classrooms per week to build relationships and stay informed about student and teacher needs. Increase regular student attendance by 3% from 2024-25 to 2025-26. 		

25-26 Work Plan

Mastery of Knowledge and Skills

Learning Target: I can use **1)** evidence-based differentiated instructional strategies, **2)** engaging protocols and **3)** data analysis to achieve 65% or more of my students making typical or better growth.

MKS Crew did a Beginning of Year data carousel with Acadience and i-Ready data. Teachers made plans for supporting students in small groups.

25-26 Work Plan

Character

Learning Target: I can implement a strong crew centered on the school values to create, shape and reinforce good character.

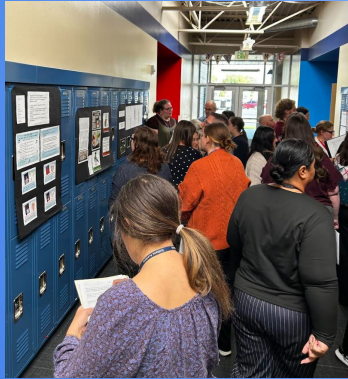
Learning Target: I can support our Entheos PBIS structure with strong classroom management.

Beginning of Year Crew observations have been completed by the Character Crew. They also delivered PD about addressing behavior and entering incidents into Educator's Handbook, which was helpful for a lot of teachers.

25-26 Work Plan

High Quality Work

Learning Target: I can recognize what high quality work looks like for the grade level/s and subjects that I teach, and ensure that my students produce high quality work, samples of which are housed in their portfolios.

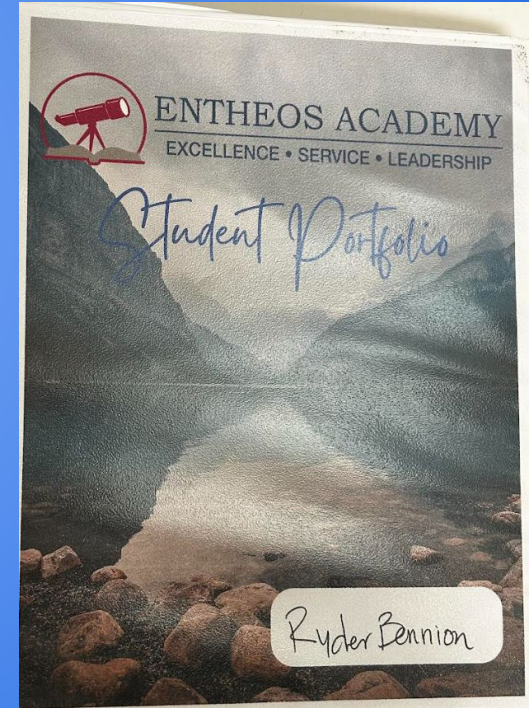


Our HQW Crew delivered PD on expectations for Student Led Conferences. We are looking toward building a PD cycle for expectations of High Quality Work using Models of Excellence from the EL Education website.

Student Led Conference Attendance

Student Led Conference took place Oct. 7th & 8th in part with
“Say Boo to the Flu.”

81% of our
families
attended SLC!



Say Boo to the Flu

Get vaccinated against the flu at your school's on-site Say Boo to the Flu clinic!

CNS is able to bill the following Insurances (No Copay):
Aetna, All Savers, Alliant, Ameritas, BCBS, Cigna, Direct Care Administrators, DMBA, EMI, GEHA, HealthEZ, HealthNet, Healthvent, Health Union, Imagine Health, Multi-landmark, Meridian, Molina, Molina Marketplace, Moler Health, Oxford Health, PEHP, Samaria Health, Select Health, SUREST, Tall Tree Administrators, TRICARE, United Health Care, UH/HIPU of U Health, US Health, UMR, WISE Network, CSHIP, Medicaid, Medicare, Part B, & most Medicare Advantage Plans.

Reduced & no-cost flu vaccines will be available to individuals & families who are uninsured & unable to pay.

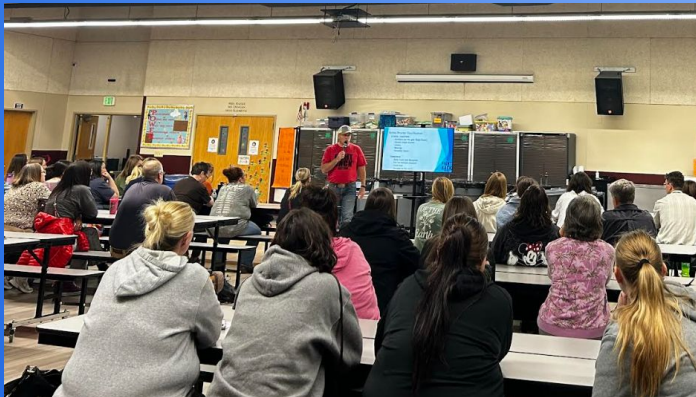
+CNS
COMMUNITY NURSING SERVICES
IMMUNIZATIONS

Partnering with your school to protect against the flu.

www.cns-cares.org

Fight Back Nation Training

Our staff trained with Fight Back Nation on Oct. 13th.



Discovery

Middle School Discovery started last week.



Discovery

Kindergarten Discovery also started last week.



Entheos Kearns Director's Report

October 2025



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

Service Learning/Adventure

The following was reported by Melanie Louviere & Aviry Stratton:

Service:

- 2nd grade has been coloring placemats for the Riverton Senior Center holiday luncheons.
- Miss Anna's crew made pink ribbons in honor of Mrs. E
- Miss Jenna's class surprised Mrs. E with flowers. They each brought her one, and offered a word of encouragement (Keep fighting, I hope you feel better, I love you, etc.).
- Tiny Tim's visited our kindergartners for them to help put cars together as service for their TOYS AND PLAY EXPEDITION. The cars made are being sent to Zimbabwe.



Adventure: 8th graders visited Dinosaur National Park with 70% student participation. We received numerous positive comments from staff and students about the experience. The adventure was incident free.

PCO

The following was reported by PCO:

- PCO delivered apples and dipping options for our staff to celebrate Johnny Appleseed Birthday.
- PCO decorated our bulletin board with the monthly value of Individuality.
- PCO provided dinner and lunch to our faculty during conferences on 7th and 8th October.



Staff Recognition

Support Staff: Cassie Jacobson

Ms. Cassie is one of our dedicated Kindergarten paraprofessionals on the Kearns campus. This is her second year with us. Cassie has a genuine love for the students she works with and approaches each day with kindness and patience. The beginning of the year can be a challenging time as kindergarteners adjust to school routines, but Cassie navigates this transition with calm understanding and care. She actively seeks advice, listens thoughtfully, and applies feedback to best support her students. Her compassion and commitment make her an invaluable member of our Kinder Crew. Thank you, Cassie. We truly appreciate all you do.



Staff Recognition

Elementary: Kathryn Jacoby

Ms. Kathryn is a veteran teacher whose years of experience shine through in everything she does. Kathryn is one of our fabulous kindergarten teachers, and this is her fourth year with Entheos. Kathryn communicates effectively and consistently with parents, fostering strong partnerships that support student success. Reliable, insightful, and deeply committed to her students, Kathryn's love for teaching is evident in every interaction. As a new member of the Character Crew, Kathryn has enthusiastically shared creative ideas and strategies to encourage and support her colleagues. We are thankful you're a part of our Entheos crew.



Staff Recognition

Middle School: Sarah Whitley

Ms. Whitley has been the middle school art teacher on the Kearns campus for more than 17 years. Sarah is a compassionate and dedicated educator whose care for students and colleagues shines in all she does. As the middle school art teacher, she inspires creativity and self-expression through engaging and thoughtful lessons. In her role as Character Crew lead, Sarah models the values of Excellence, Leadership, and Service, ensuring that every activity she leads strengthens the school's sense of community. Her supportive nature, focus on goals, and unwavering commitment to others make her an invaluable part of our school family. Thank you, Sarah!



Work Plan: Mastery of Knowledge and Skills

2025-26 Performance Goal:

65% of students will make typical or better growth by the end of the year, as measured by the state assessments of Acadience and RISE. This goal includes the subcategories of Multi Language Learners and Special Education Students

This year's MKS Learning Target for teachers:

I can use 1) evidenced based differentiated instructional strategies, 2) engaging protocols and 3) data analysis to achieve 65% or more of my students making typical or better growth.

We completed the data carousel for our beginning of the year diagnostics using our iReady platform. Our administrators are providing explicit feedback and instruction to teachers on using engaging protocols and differentiation opportunities for their students, both at a lower-achieving level and higher-achieving level.

Work Plan: Character

2025-26 Performance Goal:

80% of teachers will implement a morning Crew centered around our school values, and support our Entheos PBIS structure with strong classroom management to help shape student character.

This year's Character Learning Target for teachers:

I can implement a strong crew centered on the school values to create, shape and reinforce good character. I can support our Entheos PBIS structure with strong classroom management.

Character Crew led a professional development session for teachers focused on identifying Crew lessons for October through January, aligned with the school's values and design principles for each month. Teachers brainstormed lesson ideas collaboratively and then had dedicated time to plan with their buddy crews.

Work Plan: High Quality Work

2025-26 Performance Goal:

80% of students will have High Quality Work samples from the current school year in their portfolio by EOY.

This year's HQW Learning Target for teachers:

I can recognize what high quality work looks like for the grade level/s and subjects that I teach, and ensure that my students produce high quality work, samples of which are housed in their portfolio.

The High-Quality Work Crew planned and facilitated a professional development session for teachers focused on identifying the attributes of High-Quality Work (HQW). Teachers examined samples of HQW, participated in breakout sessions by grade band to collaborate with their individual crews, and curated or identified rubrics to support the development and assessment of HQW in their classrooms.

Work Plan: Leadership

2025-26 Performance Goals: (1) By the end of the academic year, each school administrator will have visited at least 10 classrooms per week to build relationships and stay informed about student and teacher needs. (2) Increase student regular attendance by 3% from 2024-25 (51%) to 2025-26 (54%).

Our regular attendance for 2024-25 as at May 15, 2025 : 51% ; 45% for 2023-24; 38% for 2022-23.

We started facilitating our teacher peer observations to help with the feedback from the weekly classroom walkthroughs and drop ins. We believe peer collaboration of teachers within a safe environment of team work would yield positive results for our students. We continue to hold attendance meetings with parents to help support regular student attendance by partnering with them to work through obstacles.

Photos from Discovery: 2nd Grade Gallery Stroll



8th Grade Adventure Trip to Dinosaur National Park with 70% (35/50) Student Participation Email from a parent dated Oct 3, 2025

Ms. Mathews,

Thank you so much for reaching out! It was a genuine joy to get to chaperone and be with this remarkable group of teenagers for the past three days!

On the last morning, one of the other campers at our site approached me and let me know that they had come from Colorado and initially had been disappointed to learn that they would be camping for three days directly next to 40 8th graders.

“But,” she smiled, “It was actually a joy to be camping next to these kids! They were so fun to listen to and watch interacting with each other. They were polite and respectful, and it gave us a great deal of hope to know that there are still 8th graders in the world who act this way! You have a special group of kids there!”

I thanked her and agreed with her-these kids are remarkable and I feel so grateful to be a part of such a unique school that allows our kids to have these experiences together.

Thanks,

Jewel Busch

8th Grade Adventure Photos: Dinosaur National Park



8th Grade Adventure Photos



Family Night: 4H October 1st, 2025 (188 persons attended).

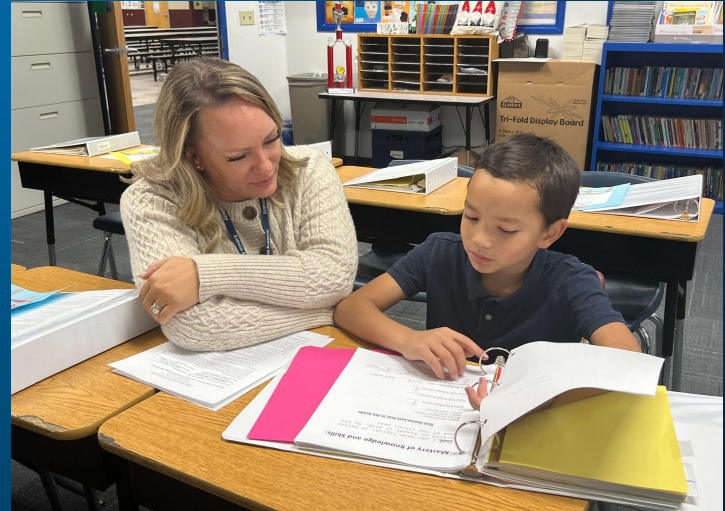


YE OLDE MEDIEVAL BOOK FAIR



Mrs. McDaniel wasn't "dragon" her feet when she created an exciting and successful book fair for our students. We so appreciate the efforts she puts into encouraging students to read, and to get books into their homes. Thank you, Tanielle!

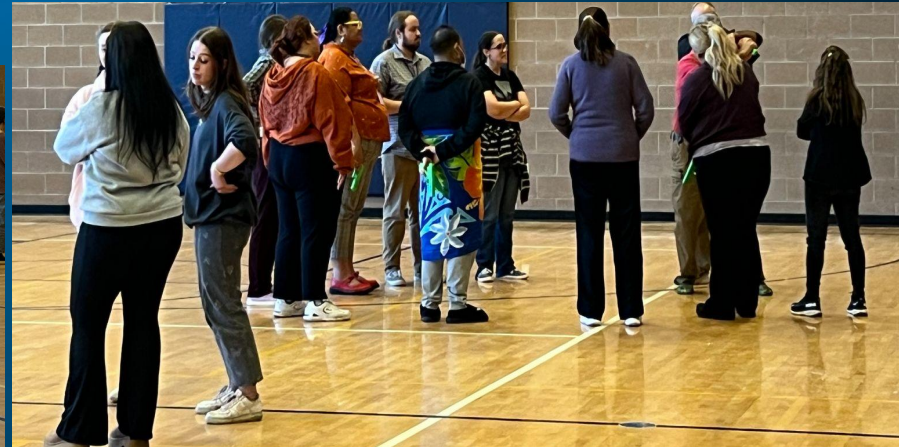
STUDENT-LED CONFERENCES



PENNY WARS



FIGHT BACK NATION TRAINING



Kindergarten Service to Tiny Tim's



Entheos Executive Director's Report

...

October 2025

Upcoming Calendar Dates

Magna

- 10/23 Natural History Museum Fieldwork - 2nd Grade
- 10/27 Mobile School Pantry
- 10/28 U of U Museum of Fine Arts Fieldwork - 3rd Grade
- 11/11 Veterans Day Assembly
- 11/14 End of Trimester 1
- 11/17 No School - Reporting Day
- 11/18 Book Fair Begins
- 11/19 Space Camp - 5th Grade
- 11/20 Mobile School Pantry

Kearns

- 11/6 Community Circle
- 11/7 Kindergarten Celebration of Learning
- 11/11 Veterans' Day Assembly
- 11/14 End of Trimester 1
- 11/17 No School. Reporting day
- 11/19 Hogle Zoo Fieldwork 4th grade

2025- 26 Enrollment

	Magna	Kearns
Enrollment	494	594
Waitlist	116	104

We have moved up our lottery date for the 2026-27 year to **February 1st** instead of March 1st, so that we are more in line with other local charter schools.

Vendor Security Issue

A vendor that serves Entheos Academy recently experienced a ransomware attack that affected COMPASS; our student information system. As a result of the COMPASS outage, we adjusted our carpool procedures for several days, as well as other procedural adjustments for things like taking roll and tracking employee hours. Our employees and parents were very gracious and flexible during time.

Because the vendor already encrypts all data, the ransomware attackers were not able to access any Entheos data.

Despite this challenge, we were still able to meet the state deadline of October 1st for data uploads that typically occur through COMPASS.

In response, we brought in a third party vendor to evaluate all our technology systems for possible security weaknesses and are currently determining any indicated updates or changes. We also analysed every system to ensure that we have redundancy for each key technology aspect related to operational continuity.

Final Fight Back Nation Training

Our State Safety Grant funded 3 Fight Back Nation Trainings for all our employees, and we held the last of these during District P.D. day, October 13th.

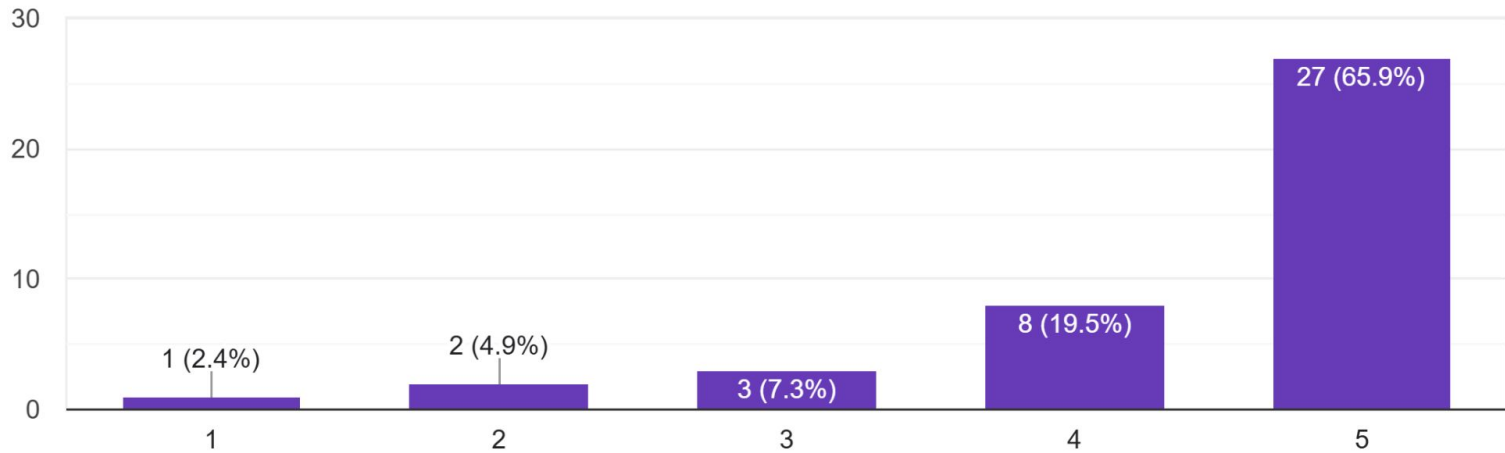
We were able to hold a longer training this time, with more time for employees to ask questions and practice specific scenarios and time to actively practice the skills taught. Here is some data gathered from our employees regarding training efficacy at the end of last year...

FIGHT BACK NATION

Prepare | Prevent | Protect

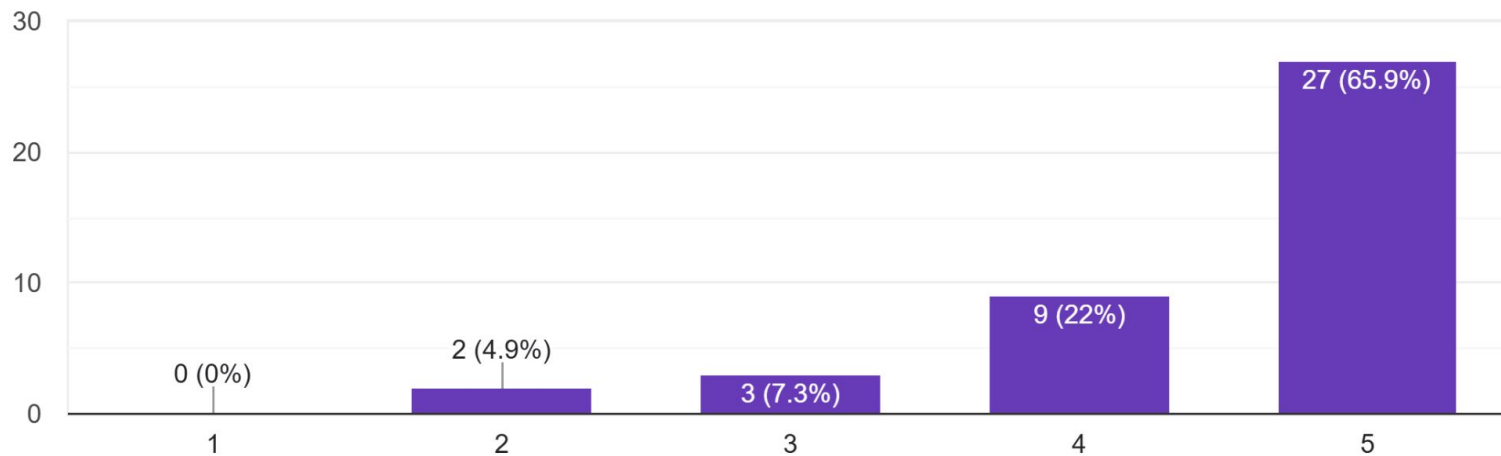
Did the training make you feel more empowered to respond to potential violent school intruders?

41 responses



Give the Fight Back Nation training a star rating:

41 responses



Employee Feedback...

"Both years I've done this have been very impactful. These guys are passionate about what they do and truly care about keeping our kids safe. School shootings have always terrified me, but I at least I know there's an option to fight back rather than cowering in a corner. It's also comforting to know that we are a "Fight Back Nation" school. I would hope that would be a deterrent."

"They did a great job of empowering our teachers and staff to fight back during the event of an emergency. They also answered all questions we had and encouraged us to use our resources. I think this is a great training that all teachers and staff should participate in."

"I like that the training is helpful, applicable, and empowering. It is a proactive vs. reactive approach to safety. It also isn't fear-based, which I appreciate!"

"I was initially very uncomfortable and hesitant going into this training. However, I really appreciated the nature in which the information was shared and how personable and kind the Fight Back Nation members were. I felt so empowered by the end of the training. I look forward to taking it again next year."

School Safety Procurement Updates

The State is in the final phase of procuring certain safety items for all K-12 schools. The include (among other things):

- Bleed Control Kits
- First Aid Kits

In addition, all publicly funded schools in Utah now have Armed Guardians. The state is ensuring that all Armed Guardian receive training. It is a Class B Misdemeanor for schools to reveal who these individuals are.

Joy In Education

With all this heavy talk of preparing for bullying, suicide, active shooters, etc., it can feel very heavy and oppressive for all, and it's easy to get distracted from the fact that we need to protect and preserve and promote joyful learning for our students- this is what we're all about!

While we feel that Entheos does a great job at this through programs like Discovery and Adventure, our admin team is initiating a deliberate focus to ensure that safety issues do not crowd out what we really believe about education as embodied through our values like Enthusiasm, and EL Design Principles like “The Having of Wonderful Ideas” and “The Primacy of Self-Discovery”. We'll share more as we develop a plan.



District Spotlight:

Jeremy Prows, District Custodian/ Bus Driver

Jeremy Prows has taken on a new role at Entheos this year and is doing a spectacular job! Jeremy's first role is bus driver and chaperone for Fieldwork and Adventure Trips. Being very familiar with our mission and vision, Jeremy does a fantastic job of ensuring that our students get to and from their hands-on learning experiences in a safe and timely manner, as well as supporting the teachers while on the trips.

When Jeremy is not driving students, he works alongside our contracted janitors at the campuses from 8-4 each day to maintain a clean, safe, and functional school environment. **He has become somewhat of a superhero to the teachers** as he's able to swoop in and help them with all the little issues that arise in their rooms on a daily basis! This has been an amazing boost to the schools and we hear so much gratitude being expressed all the time, for Jeremy's support. Thank you Jeremy!!!



Questions?



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

23 October 2025

Consent Agenda Items:

1. Policies for Approval

1. Policies for Approval

- a. 3104 Conflicts of Interest
- b. 3500 Website Guidelines
- c. 5301 Wellness Policy
- d. 5401 Bullying and Hazing
- e. 5500 Discipline Policy
- f. 5310 Emergency Safety Interventions (ESI)



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

#3104 CONFLICTS OF INTEREST

Purpose

This policy is intended to ensure **conflicts of interest at Entheos Academy are appropriately managed** ~~employees of Entheos Academy are free from conflicts of interest in their employment~~ and to protect the interests of Entheos Academy in a transaction or arrangement that might benefit the private interest of Interested Person (defined below), or that might result in an excess benefit transaction. This policy is intended to supplement, but not replace, any applicable state and federal laws governing conflict of interests applicable to nonprofit and charitable organizations.

Scope

- I. Entheos Academy Board Members, Committee Members, Advisors, **and** employees of Entheos Academy.
- II. Employees of Entheos Academy are subject to this policy, state and federal laws, and Entheos rules when performing services for employers other than Entheos Academy and when engaged in activities outside of the workplace that may be viewed as a conflict or compromise public confidence in the ability of Entheos Academy to provide appropriate services.
- III. Educators employed by contract with Entheos Academy, who may not be subject to Entheos Academy rules, are also subject to this policy, consistent with the terms of the negotiated employment agreement requiring compliance with Entheos Academy policies.

Definitions

- I. “Conflict of interest” means a situation where an individual's private interests or outside economic interests interfere with or have the potential to interfere with his or her duties and responsibilities or raises a reasonable question about such interference.
- II. “Interested Person”: An Interested Person is:
 - A. A Governing Board member, employee, officer, or agent;
 - B. The immediate family of the Governing Board member, employee, officer, or agent;

3104 Conflicts of Interest

- C. The partner of the Governing Board member, employee, officer, or agent; or
- D. An organization that employs or is about to employ any individual in clauses A-C
- ~~E. Above.~~
- II. “Financial Interest”: A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:
 - A. An ownership or investment interest in any entity with which Entheos enters a contract;
 - B. A compensation arrangement with Entheos or with any entity with which Entheos enters a contract; or
 - C. A potential ownership or investment interest in, or compensation arrangements with, any entity with which Entheos negotiates a contract.
- III. “Committee: Any standing or ad hoc Governing Board committee with ~~board-delegated~~ ~~board-delegated~~ authority
- IV. For the purpose of this policy "Family member" or "relative" means a spouse, son, daughter, stepchild, father, mother, sister, brother, aunt, uncle, niece, nephew, cousin, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, or grandchild.

Policy

- I. Entheos employees, contractors, and board members are responsible for ensuring ~~It is the responsibility of Entheos employees to ensure~~ that any conflicts of interest are disclosed and managed. ~~they are free from conflicts of interest with their employer.~~
- II. No Interested Person shall participate in selecting, awarding, or administering a contract if a conflict of interest exists. A conflict of interest exists when an Interested Person has a financial or other interest in the entity with which Entheos is contracting. Interested Persons must provide advance notification to the Entheos Governing Board if they intend to enter into any activity, relationship, or arrangement that may reasonably be perceived as a conflict of interest.
 - A. A violation of this prohibition renders a contract void.
- III. In accordance with Utah Code § 52-3-1, a member ~~s~~ of the School Board's or an employee's immediate family will be considered for employment, based ~~employment-based~~ solely on their qualifications.
 - A. It is an offense for a Board member, employee, or officer to receive or agree to receive compensation for assisting any person or business entity in any transaction involving an agency without complying with the provisions in Utah Code § 67-16-6. A Governing Board member, employee, or officer must not receive compensation from a group health insurance provider.
 - B. It is unlawful for any person affiliated with a charter school to demand or request any gift, donation, or contribution from a parent, teacher, employee, or other

person affiliated with the charter school as a condition for employment or enrollment at the school or continued attendance at the school according to Utah Code § 53A-1a-513(9).

~~IV. The conflict of interest provisions in this policy does not apply to compensation paid to a teacher employed as a teacher by Entheos or a teacher who provides instructional services to Entheos when the teacher also serves on the Entheos Academy Board.~~

PROCEDURES

- I. Duty to Disclose: In connection with any actual or possible conflict of interest, an Interested Person must disclose the existence of the financial or other interest and be given the opportunity to disclose all material facts to the Entheos Administration or School Board or Committee, to determine if an actual conflict of interest exists.
 - A. Disclosures shall be in writing.
 - B. Disclosures shall be submitted annually or whenever a change in status occurs that has the potential to create a conflict.
 - C. Disclosure shall include any outside work activity, including but not limited to acquiring consulting clients or any other profit-seeking activities outside an employee's primary employment with Entheos Academy.
- II. Violations of the Conflict of Interest Policy:
 - A. If the Governing Board has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose; and
 - B. If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Governing Board determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.
 - C. Recording Proceedings: The minutes of the Governing Board and all Committees shall contain:
 1. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with any actual or possible conflict of interest;
 2. The nature of the financial interest;
 3. Any action taken to determine whether a conflict of interest was present;
 4. The Governing Board's or Committee's decision as to whether a disclosed possible conflict is, in fact, a conflict of interest;
 5. The names of the persons who were present for discussions and votes relating to the contract;

6. The content of the discussion, including any alternatives to the proposed contract; and
7. A record of any votes taken in connection with the proceedings.

ACKNOWLEDGEMENT

- I. Each Governing Board member, employee, officer, or agent, committee member, and employee shall, upon appointment, be informed of this Conflict of Interest Policy

EXAMPLES

- I. Examples of a Conflict of Interest include, but are not limited to the following:
 - A. Being engaged in work for an outside employer during the same hours one is scheduled to ~~work for Entheos Academy~~, ~~be working for Entheos Academy~~ or otherwise accepting employment.
 - B. Engaging in a business venture or participating in outside activities that actually or potentially interfere with the independence of judgment or the ethical performance of an employee's job duties in an Entheos Academy position.
 - C. Engaging in a business venture or becoming affiliated or having financial interests with an organization that is currently conducting business with Entheos Academy, or about to conduct business with Entheos Academy, or contracting or performing as a vendor for the state while employed with Entheos Academy.
 - D. Using office work time, resources, and/or materials or disclosing information acquired because of one's position at Entheos Academy to secure special privileges or for private benefit or financial gain.
 - E. Finding oneself incapable of performing at full capacity in ~~an~~ Entheos Academy position because of fatigue or other impairments caused by outside activities.
 - F. Representing customers from outside employment before any state agency, board, committee, etc.
 - G. Soliciting political or personal contributions from employees during hours of employment.
 - H. Accepting gifts with a value of over \$50, or family members of an employee accepting any gift, offer of travel, unusual hospitality, or anything from any person or entity in connection with any business or transaction of the state with a value over \$50. (Consistent with the Governor's Executive Order #002 2014 at www.rules.utah.gov.)
 - I. Hatch Act Conflicts, which limit certain activities both during work time or during off time when an employee's principal activity is directly related to a

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federally financed program. Detailed information on the Hatch Act can be found at <https://osc.gov/Pages/HatchAct.aspx>.

- J. Any activity that Entheos Academy determines is incompatible and conflicts with the missions, goals, and interests of Entheos Academy. (This will be reviewed on a case-by-case basis.)
- K. Working for a ~~third-party~~ ~~third party~~ provider of Entheos Academy



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

3500 WEBSITE GUIDELINES

Purpose

Entheos Academy views the Internet as a valuable tool in communication with parents, employees, and students. The purpose of the school website is to enhance communication among students, parents, and the community, and to support students in achieving improve communication with students, parents, and the community, and to assist students in reaching their educational goals. Anything that conflicts with the educational mission of the school is prohibited.

Definitions

- I. “Information Systems Administrator” is the individual on staff or part of contracted services who that maintains the Entheos website for internet publication.

Policy

Website Hosting and Publication

- I. Entheos Executive Director will manage or will appoint an Information System Administrator to manage school websites in order to ensure the following website hosting and publication requirements are met.
 - A. All school websites must reside on school-owned, school-supervised web servers or on servers approved by the Entheos Executive Director. A username and password will be given by the Information Systems Administrator or other appointed staff member for uploading up-loading websites and pages to the Internet.
 - B. Students’ participation in creating or maintaining school websites is under the direct supervision of a teacher or administrator.
 - C. Websites comply with School policies and with local, state, and federal law. Including but not limited to content plagiarism, violation of copyright law, and other illegal acts. Harmful, dangerous, or inappropriate information must not appear on school websites.

3500 Website Guidelines

- D. Language used on school websites must be appropriate, grammatically correct, and free of spelling errors.
- E. The following disclaimer will appear on any school website lead page:
 - 1. “Entheos Academy is not responsible for information obtained through links to non-school sites. Please contact school website staff if you are concerned about a link to a non-school site.”

Website Privacy

- I. Entheos school websites will protect the safety and privacy of students, with the following restrictions
 - F. Personal contact information about students must never be published on school websites. Personal contact information includes
 - 1. student’s addresses,
 - 2. Student’s phone numbers,
 - 3. Student’s email addresses, and
 - 4. any other personal information that could be used by unauthorized persons to make personal contact with a student.
 - G. Student names, student photographs, personally identifiable student work, information about student participation in classes, activities, sports, projects, etc., may be published on school websites, after obtaining a signed release from the student’s parent or legal guardian. Without such written permission, no personal information about specific students can be used on school websites, not even student names.
 - H. It is recommended that ~~students’ student~~ last names should only be used when necessary.
 - I. In order to prevent unauthorized persons from identifying students by name and face, the names of students must never appear on the same web pages as their ~~photographs~~ ~~photograph~~.
 - J. The above policy does not apply to secure school websites where parents using a private PIN number can access information about their student’s attendance, grades, assignments, etc.

Advertising

No commercial advertising of any kind is allowed on school websites, except as explicitly authorized by the board. School websites may, however, provide non-commercial information about school-business partnerships, including company names and logos.

3500 Website Guidelines

Website Financial Transactions

- I. If ~~Entheos~~ websites engage in financial transactions, those transactions will be secured and private. The school websites conducting financial transactions will
 - A. comply with local, state, ~~and~~ federal financial laws, including posting a Website Payment Privacy Policy and Website Payment Terms of Service
 - B. Maintain financial best practices in accordance with school fiscal procedures, cash disbursements, and cash receipts.
- II. School and district websites may not be used for fundraising without approval from the Entheos Executive Director.

REF: Website Payment Terms of Service, Website Payment Privacy Policy



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

5301 WELLNESS POLICY

Purpose

Entheos Academy is committed to the optimal development of every student. Entheos Academy believes that for students to have the opportunity to achieve personal, academic, developmental and social success, we need to create positive, safe and health-promoting learning environments at every level, in every setting, throughout the school year.

Research shows that two components, good nutrition and physical activity before, during and after the school day, are strongly correlated with positive student outcomes. For example, student participation in the U.S. Department of Agriculture's (USDA) School Breakfast Program is associated with higher grades and standardized test scores, lower absenteeism and better performance on cognitive tasks. Conversely, less-than-adequate consumption of specific foods including fruits, vegetables and dairy products, is associated with lower grades among students. In addition, students who are physically active through active transport to and from school, recess, physical activity breaks, high-quality physical education and extracurricular activities - do better academically. Finally, there is evidence that adequate hydration is associated with better cognitive performance.

Policy

This policy outlines the District's approach to ensuring environments and opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. Specifically, this policy establishes goals and procedures to ensure that:

- Students in the District have access to healthy foods throughout the school day-both through reimbursable school meals and other foods available throughout the school campus-in accordance with Federal and state nutrition standards;
- Students receive quality nutrition education that helps them develop lifelong healthy eating behaviors;
- Students have opportunities to be physically active before, during and after school;
- Schools engage in nutrition and physical activity promotion and other activities that promote student wellness;

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- School staff are encouraged and supported to practice healthy nutrition and physical activity behaviors in and out of school;
- The community is engaged in supporting the work of Entheos Academy in creating continuity between school and other settings for students and staff to practice lifelong healthy habits; and
- The District establishes and maintains an infrastructure for management, oversight, implementation, communication about and monitoring of the policy and its established goals and objectives.

This policy applies to all students, staff and schools in the District.

I. School Wellness Committee

Committee Role and Membership

The District will convene a representative wellness committee (~~hereto~~^{herto} referred to as the WC) that meets at least twice times per year to establish goals for and oversee school health and safety policies and programs, including development, implementation and periodic review and update of this district-level wellness policy (heretofore referred as “wellness policy”).

The WC membership will represent all school levels and include (to the extent possible), but not be limited to: parents and caregivers; students; representatives of the school nutrition program (e.g., school nutrition director); physical education teachers; health education teachers; school health professionals (e.g., health education teachers, school healthy services staff (e.g., nurses, physicians, dentists, health educators, and other allied health personnel who provide school health services), and mental health and social services staff (e.g., school counselors, psychologists, social workers, or psychiatrists); school administrators (e.g. superintendent, principal, vice principal), school board members; health professionals (e.g. dietitians, doctors, nurses, dentists); and the general public. When possible, membership will also include Supplemental Nutrition Assistance Program Education coordinators (SNAP-Ed). To the extent possible, the WC will include representatives from each school building and reflect the diversity of the community.

Leadership

The Superintendent or designee(s) will convene the WC and facilitate development of and updates to the wellness policy, and will ensure each school’s compliance with the policy.

The designated official for oversight is (Title and contact information)

Raegan Nielsen, Food Service Director, raegan.nielsen@entheosacademy.org

Each school will designate a school wellness policy coordinator, who will ensure compliance with the policy.

II. Nutrition

Nutrition Education

The District will teach, model, encourage and support healthy eating by all students. Schools will provide nutrition education and engage in nutrition promotion that:

- Is designed to provide students with the knowledge and skills necessary to promote and protect their health;
- Is part of not only health education classes, but also integrated into other classroom instruction through subjects such as math, science, language arts, social sciences and elective subjects;
- Encourages enjoyable, developmentally-appropriate, culturally-relevant and participatory activities, such as cooking demonstrations or lessons, promotions, taste-testing, farm visits and school gardens;
 -
- Promotes fruits, vegetables, whole-grain products, low-fat and fat-free dairy products and healthy food preparation methods;
- Encourages students to try new, healthy food items with which they may be unfamiliar to promote behavior change and healthy school meal consumption;
- Emphasizes caloric balance between food intake and energy expenditure (promotes physical activity/exercise);
- Links with school meal programs, cafeteria nutrition promotion activities, school gardens, Farm to School programs, other school food and nutrition-related community services;
- Teaches media literacy in the classroom with an emphasis on food and beverage marketing; and
 -
- Includes nutrition education training for teachers and other staff.
 -

Essential Healthy Eating Topics in Health Education

The District will include in the health education curriculum a minimum of 12 of the following essential topics on healthy eating:

- Relationship between healthy eating and personal health and disease prevention
- Reading and using FDA's nutrition fact labels

- Eating a variety of foods every day
 - Balancing food intake and physical activity
 - Eating more fruits, vegetables and whole grain products
 - Choosing foods that are low in fat, saturated fat, and cholesterol and do not contain *trans* fat
 - Choosing foods and beverages with little added sugars
 - Eating more calcium-rich foods
 - Preparing healthy meals and snacks
 - Risks of unhealthy weight control practices
 - Accepting body size differences
 - Food safety
 - Importance of water consumption
 - Importance of eating breakfast
 - Making healthy choices when eating at restaurants
 - Eating disorders
-
- Reducing sodium intake
 - Social influences on healthy eating, including media, family, peers and culture
 - How to find valid information or services related to nutrition and dietary behavior
 - How to develop a plan and track progress toward achieving a personal goal to eat healthfully
 - Resisting peer pressure related to unhealthy dietary behavior
 - Influencing, supporting, or advocating for others' healthy dietary behavior

Food and Beverage Marketing in Schools

The District is committed to providing a school environment that ensures opportunities for all students to practice healthy eating and physical activity behaviors throughout the school day while minimizing commercial distractions. The District strives to teach students how to make informed choices about nutrition, health and physical activity. These efforts will be weakened if students are subjected to advertising on District property that contains messages inconsistent with the health information the District is imparting through nutrition education and health promotion efforts. It is the intent of the District to protect and promote student's health by permitting advertising and marketing for only those foods and beverages that are permitted to be sold on the school campus, consistent with the District's wellness policy.

Nutrition Promotion

Nutrition promotion and education positively influence lifelong eating behaviors by using evidence-based techniques and nutrition messages, and by creating food environments that encourage healthy nutrition choices and encourage participation in school meal programs. Students and staff will receive consistent nutrition messages throughout schools, classrooms, gymnasiums, and cafeterias. Nutrition promotion also includes marketing and advertising nutritious foods and beverages to students and is most effective when implemented consistently through a comprehensive and multi-channel approach by school staff, teachers,

parents, students and the community.

The District will promote healthy food and beverage choices for all students throughout the school campus, as well as encourage participation in school meal programs.

School Meals

Our school district is committed to serving healthy meals to children, with plenty of fruits, vegetables, whole grains, and fat-free and low-fat milk; that are moderate in sodium, low in saturated fat, and have zero grams *trans* fat per serving (nutrition label or manufacturer's specification); and to meeting the nutrition needs of school children within their calorie requirements. The school meal programs aim to improve the diet and health of school children, help mitigate childhood obesity, model healthy eating to support the development of lifelong healthy eating patterns and support healthy choices while accommodating cultural food preferences and special dietary needs.

All schools within the District participate in USDA child nutrition programs, including the National School Lunch Program (NSLP) and the School Breakfast Program (SBP). The District also operates additional nutrition-related programs and activities including, Breakfast in the Classroom. All schools within the District are committed to offering school meals through the NSLP and SBP programs, and other applicable Federal child nutrition programs, that:

- Are accessible to all students;
- Are appealing and attractive to children;
- Are served in clean and pleasant settings;
- Meet or exceed current nutrition requirements established by local, state, and Federal statutes and regulations. (The District offers reimbursable school meals that meet USDA nutrition standards.)

The school will offer sufficient time for students to enjoy eating healthy options offered at mealtimes. Recess will be scheduled before lunch at all school locations.

Food Safety and Food Security

All foods available to students on school campus will comply with state and local food safety and sanitation regulations.

The District will implement Hazard Analysis and Critical Control Point (HACCP) plans and guidelines to prevent food illness within schools.

All food service equipment and facilities will meet applicable local and state standards concerning health, safe food preparation, handling and storage, drinking water, sanitation, and workplace safety.

Staff Qualifications and Professional Development

All school nutrition program directors, managers and staff will meet or exceed hiring and annual continuing education/training requirements in the USDA professional standards for child nutrition professionals. These school nutrition personnel will refer to USDA's

Professional Standards for School Nutrition Standards website to search for training that meets their learning needs.

Training will be provided for staff involved in supervising student dining areas to assist them in encouraging healthy eating patterns.

Water

To promote hydration, free, safe, unflavored drinking water will be available to all students throughout the school day* and throughout every school campus* (“school campus” and “school day” are defined in the glossary). The District will make drinking water available where school meals are served during mealtimes.

- Students will be allowed to bring and carry (approved) water bottles filled with only water with them throughout the day.

Celebrations and Rewards

All foods offered on the school campus are encouraged to meet or exceed the USDA Smart Snacks in School nutrition standards including through:

1. Celebrations and parties. The district will provide a list of healthy party ideas to parents and teachers, including non-food celebration ideas. Healthy party ideas are available from the Alliance for a Healthier Generation and from the USDA.
2. Classroom snacks brought by parents. The District will provide to parents a list of foods and beverages that meet Smart Snacks nutrition standards.
3. Rewards and incentives. The District will provide teachers and other relevant school staff a list of alternative ways to reward children. Foods and beverages will not be used as a reward, or withheld as punishment for any reason, such as for performance or behavior.

III. Physical Activity

Children and adolescents should participate in at least 60 minutes of physical activity every day. Physical activity during the school day (including but not limited to recess, classroom physical activity breaks or physical education) **will not be withheld** as punishment for any reason. The district will provide teachers and other school staff with a list of ideas for alternative ways to discipline students.

To the extent practicable, the District will ensure that its grounds and facilities are safe, well maintained, and that equipment is available to students to be active. The District will conduct necessary inspections and repairs.

Physical Education

The District will provide students with physical education, using an age-appropriate, sequential physical education curriculum consistent with national and state standards for physical education. The physical education curriculum will promote the benefits of a physically active lifestyle and will help students develop skills to engage in lifelong healthy

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habits, as well as incorporate essential health education concepts (discussed in the “*Essential Physical Activity Topics in Health Education*” subsection). The curriculum will support the essential components of physical education.

All students will be provided equal opportunity to participate in physical education classes. The District will make appropriate accommodations to allow for equitable participation for all students and will adapt physical education classes and equipment as necessary.

All District **elementary students** in each grade will receive physical education for at least 60-89 minutes per week throughout the school year. Physical education includes, but is not limited to, approximately 45 minutes of physical education and approximately 15 minutes of supervised play (in addition to routine recess).

All [District] **secondary students** (middle and high school) are required to take the equivalent of one credit of physical education per academic year.

The District physical education program will promote student physical fitness through individualized fitness and activity assessments (via the Presidential Youth Fitness Program or other appropriate assessment tool) and will use criterion-based reporting for each student.

Recess (Elementary)

All elementary schools will offer at least **30 minutes of recess** on all days during the school year. Because recess is offered before lunch, schools will have appropriate hand-washing facilities and/or hand-sanitizing mechanisms located just inside/outside the cafeteria to ensure proper hygiene prior to eating and students are required to use these mechanisms before eating. Hand-washing time, as well as time to put away coats/hats/gloves, will be built into the recess transition period/time frame before students enter the cafeteria.

Outdoor recess will be offered when weather and air quality are feasible for outdoor play. In the event that the school or district must conduct **indoor recess**, teachers and staff will follow the indoor recess guidelines that promote physical activity for students, to the extent practicable. The District will provide ideas for active indoor recess:

- Go Noodle
- Rec Box Program: SLCo Health Department’s Free Recess Equipment Library!
 - o FREE
 - o Variety of equipment (i.e., Wii sets with 2 games, Spikeball Sets, Mini Frisbee Golf Sets, Dodge Balls, Soccer Balls, Jump Ropes, Skip-its, etc.)
 - o Check-out for a maximum of 4 weeks
 - o Just sign a rental agreement form
 - o We drop off and pick up the equipment; can help set up if need be
 - o See attached News Release, List of Available Equipment, and Agreement Form

Recess will complement, not substitute, physical education class. Recess monitors or teachers will encourage students to be active, and will serve as role models by being

physically active alongside the students whenever feasible.

IV. Other Activities that Promote Student Wellness

The District will integrate wellness activities across the entire school setting, not just in the cafeteria, other food and beverage venues and physical activity facilities. The District will coordinate and integrate other initiatives related to physical activity, physical education, nutrition and other wellness components so all efforts are complementary, not duplicative, and work towards the same set of goals and objectives promoting student well-being, optimal development and strong educational outcomes.

Other Wellness Education/Curriculum

The District will include education/curriculum on mindfulness and meditation, through workshops, classes, and various activities in and out of the classroom.

Community Partnerships

The District will continue relationships with community partners (e.g., hospitals, universities/colleges, local businesses, SNAP-Ed providers and coordinators, etc.) in support of this wellness policy's implementation. Existing and new community partnerships and sponsorships will be evaluated to ensure that they are consistent with the wellness policy and its goals.

Partnerships with hospitals/clinics will be utilized as resources for students with nutrition-related health problems. The district ~~District~~ should refer students to appropriate services for counseling or medical treatment.

Community Health Promotion and Family Engagement

The District will promote to parents/caregivers, families, and the general community the benefits of and approaches for healthy eating and physical activity throughout the school year. Families will be informed and invited to participate in school-sponsored activities and will receive information about health promotion efforts.

The District will use electronic mechanisms (e.g., email or displaying notices on the district's website), as well as non-electronic mechanisms, (e.g., newsletters, presentations to parents or sending information home to parents), to ensure that all families are actively notified of opportunities to participate in school sponsored activities and receive information about health promotion efforts.

Staff Wellness and Health Promotion

Schools in the District will encourage opportunities and strategies to support staff in actively promoting and modeling healthy eating and physical activity behaviors. The District also encourages staff member participation in health promotion programs and programs for staff members on healthy eating/weight management that are accessible and free or low-cost.

Professional Learning

When feasible, the District will offer annual professional learning opportunities and resources for staff to increase knowledge and skills about promoting healthy behaviors in the classroom and school (e.g., increasing the use of kinesthetic teaching approaches or incorporating nutrition lessons into math class). Professional learning will help District staff understand the connections between academics and health and the ways in which health and wellness are integrated into ongoing district reform or academic improvement plans/efforts.

V. Wellness Policy Implementation, Monitoring, Accountability and Community Engagement

This wellness policy and the progress reports can be found at: entheosacademy.org.

Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy on The District's computer network, and can be obtained upon request. Documentation maintained in this location will include but will not be limited to:

- The written wellness policy;
- Documentation demonstrating that the policy has been made available to the public;
- Documentation of efforts to review and update the Local Schools Wellness Policy; including an indication of who is involved in the update and methods the district uses to make stakeholders aware of their ability to participate on the WC;
- Documentation to demonstrate compliance with the annual public notification requirements;
- The most recent assessment on the implementation of the local school wellness policy;
- Documentation demonstrating the most recent assessment on the implementation of the Local School Wellness Policy has been made available to the public.

Annual Notification of Policy

The District will actively inform families and the public each year of basic information about this policy, including its content, any updates to the policy and implementation status. The District will make this information available via the district website and/or district-wide communications. The District will provide as much information as possible about the school nutrition environment. This will include a summary of the District's (or schools') events or activities related to wellness policy implementation. Annually, the District will also publicize the name and contact information of the District/school officials leading and coordinating the committee, as well as information on how the public can get involved with the school wellness committee.

Triennial Progress Assessments

At least once every three years, the District will evaluate compliance with the wellness

policy to assess the implementation of the policy and include:

- The extent to which schools under the jurisdiction of the District are in compliance with the wellness policy;
 - o The District will utilize the Compliance Sheet available
- A description of the progress made in attaining the goals of the District's wellness policy.

The position/person responsible for managing the triennial assessment and contact information is Raegan Nielsen (find contact information above).

The WC, in collaboration with individual schools, will monitor schools' compliance with this wellness policy.

Revisions and Updating the Policy

The WC will update or modify the wellness policy based on the results of the annual School Health Index and triennial assessments and/or as District priorities change; community needs change; wellness goals are met; new health science, information, and technology emerges; and new Federal or state guidance or standards are issued. **The wellness policy will be assessed and updated as indicated at least every three years, following the triennial assessment.**

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ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

5401 BULLYING, CYBER-BULLYING, HAZING, AND ABUSIVE CONDUCT POLICY ~~BULLYING AND HAZING~~ Policy

Purpose

Entheos Academy is committed to providing a safe, respectful, and supportive learning environment. Bullying, cyber-bullying, hazing, abusive conduct, retaliation, and false reports are strictly prohibited.

This policy fulfills **Utah Code §53G-9-601 to 607** and **R277-613**, and is reviewed annually with input from parents, students, staff, and community stakeholders.

Equal Protection

Protections apply to all students and employees regardless of legal status, race, color, national origin, sex, disability, religion, gender identity, sexual orientation, or other personal characteristics.

Definitions

1. **Bullying:** Repeated aggressive behavior intended to harm, intimidate, or distress.
2. **Cyber-bullying:** Bullying through digital means (texts, apps, social media, etc.).
3. **Hazing:** Acts that endanger a student for initiation, affiliation, or membership.
4. **Abusive Conduct:** Intimidation, humiliation, or distress directed at a student or employee.
5. **Retaliation:** Any reprisal against a person who reports or participates in an investigation.
6. **False Report:** Knowingly making an untrue claim of prohibited conduct.

Policy

Prohibited Conduct

- I. No student, employee, or volunteer may engage in

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UPDATED DECEMBER 10, 2019 UPDATED OCTOBER 25, 2023, UPDATED JUNE 26, 2025

5401 Bullying and Hazing

- A. Bullying, cyber-bullying, hazing, abusive conduct, or retaliation
- B. Sharing or distributing recordings of incidents for harmful purposes
- C. Making false reports

Reporting

- I. Anyone (student, parent, staff, volunteer) may report concerns in person, in writing, or anonymously.
- II. Reports will be documented promptly.
- III. Anonymous reports will be investigated but cannot be the sole basis for discipline.
- IV. Employees: Any employee who experiences abusive conduct may file a grievance under this policy.

Investigation

- I. Begins within 10 school days of a report.
- II. Investigators must be trained in lawful, confidential investigations.
- III. All interviews and evidence (notes, texts, devices, video, etc.) will be handled confidentially to the extent allowed by law.
- IV. Parents of involved students are notified at the start and conclusion of an investigation, including appeal options.
- V. If evidence suggests a civil rights violation, it will be referred appropriately.
- VI. Law enforcement will be notified when criminal behavior is suspected.

Response to Recordings (§53G-9-605(3)(e))

- I. If a student shares recordings of bullying, hazing, or abusive conduct:
 - A. The school will secure and preserve the digital content as possible (including confiscation of devices as needed).
 - B. Students will be interviewed to determine intent and impact.
 - C. Victims who share recordings to seek help will not be disciplined.
 - D. Bystanders or perpetrators who share to harm others may face consequences.
 - E. Actions will be documented in writing.

Action Plans (§53G-9-605(3)(h)-(i))

- I. When an incident is verified, administrators will create a written Action Plan:
 - A. Victim Support: Safety measures, accommodations, decreased exposure to aggressor, access to resources, preservation of educational placement.
 - B. Perpetrator Accountability: Root cause assessment, tailored consequences, supportive measures, possible emergency removal (only when safety requires; “emergency” = imminent threat of harm), and right to appeal consequences.
 - C. Parent Communication:
 - 1. Initial notification promptly after verification.

2. Ongoing updates at least every two weeks.
 3. Final closure report when resolved.
 4. Records of all communications maintained.
- D. Optional Restorative Practices: May be offered with parental consent.
- E. Plans are monitored and reviewed for effectiveness until closure.

Suicide-Related Provisions (§53G-9-604)

- I. If a student threatens suicide, parents are notified immediately.
- II. Parents are provided with suicide prevention materials and guidance on reducing access to lethal means.
- III. At parent request, the school will share resources and recommendations.
- IV. At student request, records of bullying will be provided and expunged upon graduation.

Retaliation Prohibited

- I. Retaliation against anyone who reports or participates in an investigation is strictly prohibited. The school will assist students and parents in reporting subsequent retaliation.

Training & Prevention

- I. Training provided to students, staff, volunteers, and coaches on:
 - A. Bullying, hazing, cyber-bullying, abusive conduct, retaliation, and false reporting.
 - B. Differences between bullying and discrimination/civil rights violations.
 - C. Impact on protected classes and free speech boundaries.
 - D. Suicide prevention, respectful school culture, and safe technology use.
 - E. Prohibitions and consequences for student athletes.
- II. Frequency: Before participation in activities, to all new hires/volunteers within one year, and at least once every three years for all staff.
- III. Oversight: The LEA designates the School Directors to supervise training, oversee action plans, monitor parent communications, act as liaison with USBE, and assess unsafe school locations for added supervision.

Record & Documentation

- I. Parent notification, action plan implementation, and training records are maintained.
- II. Signed statements of policy receipt are required annually from students, parents, and employees.
- III. Policy is posted on the LEA website and included in student and employee handbooks.

Annual Reporting

- I. Each year, the LEA will provide to the USBE:
 - A. Copy of board-approved policy
 - B. Proof of signed acknowledgments
 - C. Proof of staff training

D. Demographic data on bullying incidents

Policy Review

This policy is reviewed annually with input from students, parents, staff, and community stakeholders and updated as needed.

Purpose

~~Entheos Academy commits to providing a school climate that is free of harassment and discrimination.~~

~~The purpose of this policy is to prohibit bullying, cyber-bullying, hazing, and intimidation of Entheos Academy (the “School”) students and employees, as well as abusive conduct directed toward School employees.~~

~~The School’s Board of Directors (the “Board”) has determined that a safe, civil environment in School is necessary for students to learn and achieve high academic standards and that conduct constituting bullying, cyber-bullying, hazing, abusive conduct, and intimidation disrupts both a student’s ability to learn and the School’s ability to educate its students in a safe environment. Bullying, cyber-bullying, and hazing of students and employees are against federal, state, and local policy and are not tolerated by the school. The School is committed to providing all students with a safe and civil environment in which all members of the School community are treated with dignity and respect. To that end, the School has in place policies, procedures, and practices that are designed to reduce and eliminate bullying, cyber-bullying, abusive conduct, and hazing, including but not limited to civil rights violations, as well as processes and procedures to deal with such incidents. Bullying, cyber-bullying, hazing, and intimidation of students and/or employees by students and/or employees will not be tolerated in the School. Likewise, the school prohibits abusive conduct by students or parents against School employees. In order to promote a safe, civil learning environment, the School prohibits all forms of bullying of students and School employees~~

- ~~1. on School property;~~
- ~~2. at a School-related or sponsored event, or~~
- ~~3. while the student or School employee is traveling to or from School property or a School-related or sponsored event.~~

~~The School prohibits all forms of hazing, bullying, or cyber-bullying of or retaliation against students and School employees at any time and any location.~~

~~Students and School employees are prohibited from retaliating against any student, School employee, or an investigator for, or witness of, an alleged incident of bullying, cyber-bullying, hazing, abusive conduct, or retaliation.~~

~~Students and School employees are prohibited from making false allegations of bullying,~~

~~cyber-bullying, hazing, abusive conduct, or retaliation against students or School employees. If a false allegation is made, the Director or designee will follow procedure for investigation and disciplinary action.~~

~~In addition, School employees, coaches, sponsors, and volunteers shall not permit, condone, or tolerate any form of hazing, bullying, or abusive conduct and shall not plan, direct, encourage, assist, engage, or participate in any activity that involves hazing, bullying, cyber-bullying, or abusive conduct.~~

~~Any bullying, cyber-bullying, hazing, abusive conduct, or retaliation that is found to be targeted at a federally protected class is further prohibited under federal anti-discrimination laws and is subject to U.S. Department of Education Office of Civil Rights (OCR) compliance regulations.~~

~~This policy provides the same protections against bullying, cyber-bullying, hazing, abusive conduct or retaliation regardless of the student's legal status in accordance with Utah Code 53g-9-605(2)(b).~~

Definitions

~~Abusive Conduct—For purposes of this policy, “abusive conduct” means verbal, nonverbal, or physical conduct of a parent or student directed toward a School employee or student that, based on its severity, nature, or frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress. A single act does not constitute abusive conduct.~~

~~Bullying—For purposes of this policy, “bullying” means a School employee or student intentionally committing a written, verbal, or physical act against a School employee or student that a reasonable person under the circumstances should know or reasonably foresee will have the effect of:~~

- ~~1. Causing physical or emotional harm to the School employee or student;~~
- ~~2. Causing damage to the School employee's or student's property;~~
- ~~3. Placing the School employee or student in reasonable belief of:~~
 - ~~a. Harm to the School employee's or student's physical or emotional well-being; or~~
 - ~~b. Damage to the School employee's or student's property~~
- ~~4. Creating a hostile, threatening, humiliating, or abusive educational environment due to:~~
 - ~~a. The pervasiveness, persistence, or severity of the actions; or~~
- ~~5. A power differential between the bully and the target; or~~
- ~~6. Substantially interfering with a student having a safe school environment that is necessary to facilitate educational performance, opportunities, or benefits.~~

~~This conduct constitutes bullying, regardless of whether the person against whom the conduct is committed directed, consented to, or acquiesced in, the conduct. In addition, bullying is~~

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~~commonly understood as aggressive behavior that is intended to cause distress and harm, ; exists in a relationship in which there is an imbalance of power and strength, ; and is repeated over time.~~

~~Civil Rights Violations—For purposes of this policy, “Civil Rights Violations” means bullying, including cyber-bullying, abusive conduct, or hazing that is targeted at a federally protected class.~~

~~Cyber-Bullying—For purposes of this policy, “cyber-bullying” means using the Internet, a cell phone, or another device to send or post text, video, or an image with the intent or knowledge, or with reckless disregard, that the text, video, or image will hurt, embarrass, or threaten an individual, regardless of whether the individual directed, consented to, or acquiesced in the conduct, or voluntarily accessed the electronic communication.~~

~~Federally Protected Class—For the purposes of this policy, “Federally Protected Class” means any group protected from discrimination under federal law.~~

~~Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color, or nation of origin.~~

~~Title IX of the Education Amendments of 1972 prohibits discrimination on the basis of sex.~~

~~Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990 prohibits discrimination on the basis of disability.~~

~~Other areas included under these acts include religion, gender, and sexual orientation.~~

~~Hazing—For purposes of this policy, “Hazing” means a School employee or student intentionally, knowingly, or recklessly committing an act or causing another individual to commit an act toward a school employee or student that:~~

- ~~1. Endangers the mental or physical health or safety of a School employee or student;~~
 - ~~a. Involves any brutality of a physical nature, including whipping, beating, branding, calisthenics, bruising, electric shocking, placing of a harmful substance on the body, or exposure to the elements;~~
 - ~~b. Involve consumption of any food, alcoholic product, drug, or other substance or other physical activity that endangers the mental or physical health and safety of a School employee or student; or~~
 - ~~c. Involves any activity that would subject a School employee or student to extreme mental stress, such as sleep deprivation, extended isolation from social contact, or conduct that subjects a School employee or student to extreme embarrassment, shame, or humiliation; and~~
- ~~2. Is committed for the purpose of initiation into admission into affiliation with, holding office in, or as a condition for membership in a School or School-sponsored team, organization, program, club, or event; or~~

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~~a. Is directed toward a School employee or student whom the individual who commits the act knows, at the time the act is committed, is a member of, or candidate for membership in, a School or School sponsored team, organization, program, club, or event in which the individual who commits the act also participates.~~

~~3. The conduct described above constitutes hazing, regardless of whether the School employee or student against whom the conduct is committed directed, consented to, or acquiesced in the conduct.~~

~~Retaliate or Retaliation—For purposes of this policy, “retaliate or retaliation” means an act or communication intended:~~

- ~~1. As retribution against a person for reporting bullying or hazing; or~~
- ~~2. To improperly influence the investigation of, or the response to, a report of bullying or hazing~~

~~School Employee—for purposes of this policy, “School employee” means an individual working in the individual’s official capacity as:~~

- ~~1. a School teacher;~~
- ~~2. a School staff member;~~
- ~~3. a School administrator; or~~
- ~~4. an individual:~~
 - ~~a. who is employed, directly or indirectly, by the School; and~~
 - ~~b. who works on the school’s campus(es).~~

Policy

Reporting and Investigation

~~Students who have been subjected to or witnessed bullying, cyber-bullying, hazing, retaliation, or abusive conduct, must promptly report such incidents to any School employee orally or in writing.~~

~~School employees who have been subjected to or witnessed bullying, cyber-bullying, hazing, retaliation, or abusive conduct must report such incidents to the School’s Director orally or in writing promptly.~~

~~Each report of prohibited conduct shall include:~~

- ~~1. Name of complaining party~~
- ~~2. Name of the victim of prohibited conduct (if different from the complaining party)~~
- ~~3. Name of the offender (if known)~~
- ~~4. Date of incident~~
- ~~5. Location of incident~~

6. ~~A statement describing the incident including as many details as possible (including names of witnesses if available).~~

~~In connection with a report of prohibited conduct, students and School employees may request that their identity be kept anonymous, and reasonable steps shall be taken by the Director and others involved in the reporting and investigation to maintain the anonymity of such individuals, if possible. School employees will take strong responsive action to prevent retaliation, including assisting the student who is a victim of prohibited conduct and his or her parents and/or guardians in reporting subsequent problems and new incidents.~~

~~The Director or designee shall promptly make a reasonably thorough investigation of all complaints of prohibited conduct, including, to the extent possible, anonymous reports, and shall, in accordance with the Consequences of Prohibited Behavior section below, administer appropriate discipline to all individuals who violate this policy. Formal disciplinary action is prohibited based solely on an anonymous report.~~

~~The Director, or designee, may refer the perpetrator to a council of School employees as an intervention as a step in the process of disciplinary action, and the council will help determine the best steps for the student before suspension and/or expulsion.~~

~~The Director, or designee, may report to law enforcement all acts of bullying, cyber-bullying, hazing, abusive conduct, or retaliation that constitute suspected criminal activity.~~

~~The Director, or designee, may report to OCR all acts of bullying, cyber-bullying, hazing, abusive conduct, or retaliation that may be violations of student(s)' or employee(s)' civil rights.~~

~~It is the School's policy, in compliance with state and federal law, that students have a limited expectation of privacy on the School's computer equipment and network system, and routine monitoring or maintenance may lead to the discovery that a user has violated School policy or law. Also, individual targeted searches will be conducted if there is reasonable suspicion that the user has violated policy or law. Personal electronic devices of any student suspected of violation of this policy will be confiscated for investigation and may be turned over to law enforcement.~~

Parent Notification

~~The Director or designee will timely notify a student's parent or guardian~~

~~(a) if the student threatens to commit suicide or~~

~~(b) of any incidence of bullying, cyber-bullying, hazing, abusive conduct, or retaliation involving the student.~~

~~The Director or designee will attempt to contact the parent or guardian by telephone or schedule an in-person meeting with them to discuss these matters. In the event the Director or designee is not able to meet in person or discuss via telephone, the Director or designee will send a letter to the parent or guardian providing the required notification.~~

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~~The Director or designee will produce and maintain a record that verifies that the parent or guardian was notified in the student's online or physical file. If an in-person meeting takes place, the Director or designee will ask the parent or guardian to sign a form acknowledging that the notification was provided. If a telephone conversation takes place, the Director or designee will document the date and time of the telephone call, who was spoken to, and brief notes regarding the notification that was provided and the content of the conversation. If a letter is sent, the Director or designee will retain a copy of the letter along with a note regarding when it was mailed. The School will retain the record as long as the student is enrolled at the School and destroy the record after that time. The school will maintain the confidentiality of the record in accordance with Utah Code 53E-9-303.~~

Student Assessment

~~The Director or designee will solicit student assessment of the prevalence of bullying, cyber-bullying, and hazing in the School, specifically in locations where students are unsafe, and additional adult supervision may be required, ; such as playgrounds, hallways, and lunch areas.~~

Consequences of Prohibited Behavior

~~School officials have the authority to discipline a student for off-campus speech that causes or threatens a substantial disruption on campus, including School activities, violent altercations, or significant interference with a student's education performance and involvement in School activities.~~

~~If, after an investigation, a student is found to be in violation of this policy by participating in or encouraging conduct prohibited by this policy, the student shall be disciplined by appropriate measures up to and including suspension and expulsion, pursuant to Utah Code 53G-8-204, removal from participation in School activities, and/or discipline in accordance with regulations of the OCR~~

~~If, after an investigation, a School employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures, which may include terminations, reassignment, or other appropriate action.~~

Bullying-Related Action Plans

~~In accordance with Utah State Code 53G-9-605.5., when an incident is verified, administrators will create an action plan that includes a communication plan designed to keep each parent updated on the implementation of the action plan.~~

- ~~a. With respect to the student to whom the incident was directed and in direct coordination with the student's parent, the plan will include:~~
 - ~~i. a tailored response to the incident that addresses the student's needs~~
 - ~~ii. consideration of consequences or accommodations the student may need regarding decreased exposure or interactions with the student who caused the~~

- ~~incident~~
- ~~iii. notification of the consequences and plan to address the behavior of the student who caused the incident~~
- ~~iv. supportive measures designed to preserve the student's access to educational services and opportunities; and to the extent available, access to other resources the parent requests for the student~~
- ~~b. With respect to the student who caused the incident and in direct coordination with the student's parent, the plan will include:~~
 - ~~i. a range of tailored and appropriate consequences, making reasonable effort to preserve the student's access to educational services and activities~~
 - ~~ii. determination and provision of any needed resources related to the underlying cause of the incident~~
 - ~~iii. supportive measures designed to preserve the student's access to educational services and opportunities while protecting the safety and well-being of other students~~
 - ~~iv. a process to remove the student from school in an emergency situation, including a description of what constitutes an emergency~~
- ~~c. Entheos Academy will not include in an action plan a requirement that the student to whom the incident was directed change the student's:~~
 - ~~i. educational schedule or placement~~
 - ~~ii. participation in a school sponsored activity~~
- ~~d. If, after the school attempts to involve a parent in the development and implementation of an action plan, the parent chooses not to participate in the process, the school may develop and implement an action plan without the parent's involvement.~~

Appeals process for Bullying-Related Action Plans

~~If a student has been found to have engaged in bullying behavior and an action plan includes specific consequences, the student's parent or guardian may appeal one or more of those consequences.~~

~~Step 1: Parent/guardian submits a Written Appeal within 5 school days of receiving the action plan clearly stating which consequences they are appealing and why.~~

~~Step 2: The school principal or a designated administrator will review the appeal and the action plan. They may meet with the parent/guardian if needed, and issue a written decision within 5 school days of receiving the appeal.~~

Grievance Process for School Employees

~~As explained above, a School employee who has experienced abusive conduct must report the incident to the school Director orally or in writing. If the School employee is not satisfied with the Director or designee's investigation of the abusive conduct and/or the resulting disciplinary action (or recommended disciplinary action) against the perpetrator, the School employee may address/ raise the issue in accordance with the School's Grievance Policy.~~

Additional Provisions

~~The Director will ensure compliance with OCR regulations when civil rights violations or hazing have occurred.~~

- ~~1. Once the School knows or reasonably should know of possible student-on-student bullying, cyber-bullying, or hazing, the School must take immediate and appropriate action to investigate.~~
- ~~2. If it is determined that the bullying, cyber-bullying, or hazing did occur as a result of the student victim's membership in a protected class, the School shall promptly take effective steps reasonably calculated to:~~
 - ~~a. End the bullying, cyber-bullying, or hazing~~
 - ~~b. Eliminate any hostile environment and~~
 - ~~c. Prevent its recurrence~~
- ~~3. These duties are the School's responsibilities even if the misconduct is also covered by a separate anti-bullying policy and regardless of whether the student makes a complaint, asks the School to take action, or identifies the bullying, cyber-bullying, or hazing as a form of discrimination.~~

~~The Director will take reasonable steps to ensure that any victim of prohibited conduct will be protected from further bullying, cyber-bullying, hazing, abusive conduct, or retaliation, and that any student or School employee who reports such incidents will be protected from retaliation.~~

~~If the Director believes that any victim or perpetrator of conduct prohibited by this policy would benefit from counseling, the Director may refer such individuals for counseling.~~

~~To the extent allowable under the applicable privacy laws, the Director may inform the parents or guardians of a student who is a victim of conduct prohibited by this policy of the actions taken against the perpetrator of such conduct.~~

~~If the Director believes that it would be in the best interest of the individuals involved, the Director may involve the parents or guardians of the perpetrator or victim of bullying, cyber-bullying, hazing, abusive conduct, or retaliation in the process of responding to and resolving conduct prohibited by this policy.~~

Distribution of Policy and Signing of Policy

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~~The School will inform students, parents and guardians, school employees, and volunteers that bullying, cyber-bullying, hazing, abusive conduct, and retaliation are prohibited and will distribute a copy of this policy to such individuals. A copy of this policy will also be included in any student conduct or employee handbooks issued by the School.~~

~~In accordance with Utah Code (53G-9-604), Entheos requires a signed statement annually, indicating that the individual signing the statement has received the LEA governing board's policy from each of the following:~~

- ~~1. School employees~~
- ~~2. Students who are at least 8 years old~~
- ~~3. Parents of a student enrolled at Entheos Academy~~

Training

~~The Director or designee will ensure that School employees and students receive annual training from qualified individuals on bullying, cyber-bullying, hazing, abusive conduct, and retaliation, including training on civil rights violations and compliance when civil rights violations are reported. The training shall meet the standards established by the State Board of Education's rules:~~

~~To the extent possible, programs and initiatives designed to provide training and education regarding preventing bullying, cyber-bullying, hazing, abusive conduct, and retaliation will be implemented.~~

~~Training provided under this policy will include~~

- ~~1. Overt aggression that may include physical fighting, such as punching, shoving, kicking, and verbal threatening behavior, such as name-calling, or both physical and verbal aggression or threatening behavior;~~
- ~~2. Relational aggression or indirect, covert, or social aggression, including rumor spreading, intimidation, enlisting a friend to assault a child, and social isolation~~
- ~~3. Sexual aggression or acts of a sexual nature or with sexual overtones;~~
- ~~4. Cyber-bullying, including the use of email, web pages, text message, instant message, three-way calling or messaging, or any other electronic means of aggression inside or outside of school; and~~
- ~~5. Civil rights violations, appropriate reporting, and investigative procedures. This includes bullying, cyber-bullying, hazing, abusive conduct, and retaliation based upon the student's actual or perceived identities and conformance or failure to conform with stereotypes.~~

~~Training provided under this policy should also include awareness and intervention skills such as social skills training for students and staff, including paraprofessionals, custodians, kitchen staff, secretaries, service learning coordinators, and anyone working directly with students.~~

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~~Training provided under this policy should complement the suicide prevention program required for students under R277-620 and the suicide prevention training required for licensed educators consistent with Section 53G-9-704.~~

~~1.—~~

~~The Director, or designee, will ensure that the training curriculum, schedules, and participant lists or signatures are maintained by the School and provided to the Utah State Board of Education upon Request.~~



ENTHEOS ACADEMY

EXCELLENCE • SERVICE • LEADERSHIP

5500 DISCIPLINE POLICY

Purpose

Entheos Academy believes every student has the right to learn in a safe, supportive environment that fosters self-discipline, good character, and social-emotional skills. This policy balances teaching and guidance with compliance with Utah law, including the protection of student rights.

I. Teaching Self-discipline, Good Character, and Social Skills

- A. Crew Time: Daily structured guidance to reinforce character and social-emotional skills.
- B. Classroom Norms: Collaboratively developed behavioral standards posted in all classrooms.
- C. School-Wide Expectations: Posted and reinforced throughout the school environment.
- D. Systematic Reinforcement: Positive reinforcement for appropriate behavior; structured correction for infractions.
- E. Behavior Data: Regular review to assess effectiveness and guide interventions.

II. Range of Behaviors and Continuum of Procedures

A. Minor Infractions

- 1. Handled by teachers with interventions such as:
 - a) Teacher-student conferences
 - b) Parent communication
 - c) Behavior interventions or reteaching
 - d) Temporary loss of privileges
- 2. Examples include:
 - a) Dress code violations
 - b) Off-task behaviors
 - c) Mild disruptive or disrespectful behavior
 - d) Inappropriate language or actions
 - e) Mistreating property
 - f) Technology violations
 - g) KYFOOTY / PDA violations

- h) Cheating
- i) Lying
- j) Refusal to work
- k) Tardiness
- l) Chewing gum
- m) Horseplay

B. Major Infractions

1. Immediate administrative referral; possible suspension or expulsion.

Examples:

- a) Possession/use of weapons or explosives (53G-8-205(2))
- b) Drugs, alcohol, vaping, tobacco (53G-8-205(2))
- c) Fighting or throwing objects at others (53G-8-205(2))
- d) Theft, vandalism, or criminal activity (53G-8-205(2))
- e) Bullying, hazing, cyberbullying, or retaliation (53G-8-205(1), 53G-8-210)
- f) Hate speech, gang activity (53E-3-509)
- g) Sexual harassment (53G-8-205(2))

C. Habitual Disruptive or Unsafe Behavior (53G-8-207, 53G-8-206)

1. Early interventions by teachers
2. Referral to Student Support Team for behavior interventions
3. Continuous monitoring and adjustments
4. Escalation to suspension, expulsion, or other interventions if behavior persists

III. Property Damage (53G-8-212)

- A. Parents/guardians may be held financially responsible for loss or damage.
- B. If payment is not feasible, a work program may be offered.
- C. Grades and transcripts may be withheld until restitution or work completion.
- D. Normal wear and tear is excluded.

IV. Suspension, Expulsion, and Denial of Admission (53G-8-204, 53G-8-205, 53G-8-206, 53G-8-208)

A. General Procedures

1. Suspension up to 10 days with parent notification; readmission requires meeting with administration.
2. Expulsion required for firearms or serious weapon violations; reviewed by board/committee.

5500 Discipline Policy

3. Denial of admission allowed for students expelled from other schools within 12 months.
 4. Custodial parent notified of all actions; noncustodial parent notified upon written request (unless restricted by court order).
 5. A student may be denied readmission if they are still considered a threat to the safety of students/staff, or if they have not met conditions for return.
- B. Grounds for Suspension or Expulsion
1. General Grounds (53G-8-205(1))
 - a) Frequent/flagrant disobedience, defiance, or disruptive behavior, including foul language
 - b) Willful destruction/defacing of property
 - c) Behavior posing immediate/significant threat to others or school operation
 - d) Possession/use of alcohol
 - e) Behavior threatening school, school property, associated persons, or their property
 - f) Possession/use of pornographic material
 2. Serious Violations Requiring Suspension or Expulsion (53G-8-205(2))
 - a) Weapons, explosives, or flammable materials (real or look-alike)
 - b) Actual use of violence or sexual misconduct
 - c) Substantive threats or use of a look-alike weapon
 - d) Sale, control, or distribution of drugs/controlled substances
 - e) Acts involving use/threat of force that would be a felony or class A misdemeanor for adults
 - f) False emergency reports (Subsection 76-9-105.5(2)(b))
 3. Additional Grounds for Suspension or Expulsion
 - a) Unsafe behavior: running away from staff, leaving school grounds (or leaving school group if on Fieldwork/Adventure) without permission, or hiding
 - b) Theft
 - c) Bullying and hazing
 - d) Gang-related attire or activity
 4. Expulsion for Weapons/Explosives (53G-8-205(2)(b))
 - a) Minimum one-year expulsion
 - b) Within 45 days, meeting with Executive Director to determine:
 - (1) Conditions for return (53G-8-203)
 - (2) Probation placement if needed
 - (3) Potential modification of expulsion term, prioritizing safe school environment

V. Alternatives to Suspension or Expulsion (53G-8-207)

- A. Remedial Discipline Plans: Implemented prior to suspension/expulsion for repeated non-violent misbehavior.
- B. In-School Suspension & Parent Participation: Students remain in school or parents attend class under supervision.
- C. Collaboration with State Agencies: Division of Child and Family Services, juvenile court, or other agencies as needed.
- D. Motivation and Incentive Programs: Positive recognition, immediate consequences, and continuous student learning.

VI. Responsibilities for Students Suspended or Expelled (53G-8-208)

- A. Parent Responsibility: Ensure education continues via alternative plan.
- B. Collaboration: Private education, district/charter alternatives, or other options.
- C. Costs: Parent responsible for educational services not provided by school.
- D. Monitoring: Monthly progress updates for students under 16; records maintained.
- E. Students with Disabilities: Comply with IDEA and Section 504; implement alternatives consistent with law.

VII. Emergency Safety Interventions (ESI) – R277-608

- A. Emergency Safety Interventions may only be used when a student presents an immediate danger to self or others, and are never to be used for discipline or convenience. Please refer to the ESI Policy for more information.

VIII. Cooperation with Law Enforcement (53G-8-211)

- A. The school shall immediately report to local law enforcement any activity that may constitute a violation of criminal law, including but not limited to:
 - 1. Possession, control, or use of a firearm or dangerous weapon (76-10-505.5, 53G-8-205)
 - 2. Sale, control, or distribution of a controlled substance or drug paraphernalia (58-37-8, 53G-8-205)
 - 3. Acts of serious violence or substantive threatened violence against students, staff, or school property
- B. School officials shall cooperate fully with law enforcement authorities in their investigation of criminal activities, consistent with student rights and applicable laws (FERPA, IDEA, 504)
- C. The School Director or designee is responsible for coordinating communication with law enforcement and ensuring documentation of all reports made.

IX. Distribution of Policy (53G-8-204(1)(a))

- A. A copy of this policy shall be distributed annually to all students, parents, and school employees.
- B. The policy will be included in the Student and Parent Handbook and posted on the school website.
- C. Students and parents are required to acknowledge receipt of the policy at the beginning of each school year.
- D. Administrators and teachers shall receive annual training on the policy's implementation, including procedures for discipline, due process, and emergency safety interventions

X. Corporal Punishment

- A. Prohibition: Corporal punishment is strictly prohibited at Entheos Academy.
- B. Discipline Alternatives: All discipline must be carried out using positive, restorative, and non-physical measures.

XI. Parent Notification of Specific Incidents

- A. Gang-Related Incidents: Parents/guardians notified promptly for gang-related incidents.
- B. Threats of Self-Harm or Suicide: Parents/guardians notified immediately for suicide or self-harm threats.
- C. Bullying, Hazing, Abuse, or Retaliation: Parents/guardians of involved students notified promptly.
- D. Other Serious Incidents: Parents/guardians may be notified for other incidents threatening safety or well-being.

XII. SafeUT Crisis Line

- A. Purpose: Anonymous reporting of unsafe, violent, criminal, bullying, hazing, abuse, or suicide-related behaviors.
- B. Availability: 24/7 via app, website, or phone.
- C. Staff Response: Administrators respond promptly to ensure student and staff safety.

XIII. Scope of School Conduct

- A. This policy applies to students:
 - 1. In classrooms or instructional spaces
 - 2. On school grounds and property
 - 3. On school-provided transportation or vehicles
 - 4. During school-related activities, trips, or events

Purpose

Entheos Academy believes that every student should have the opportunity to learn in an environment that is safe, conducive to learning, and free from unnecessary disruption. The purpose of this policy is to foster a positive environment for learning that aligns with the Entheos practices of teaching self-discipline, good character and strong social skills.

I. Teaching Self-discipline, Good Character, and Social Skills

A. In every area of education, if students lack skills, we teach them. We believe the same should be true for student behavior. At Entheos Academy, we will provide supports to students by expressly teaching these skills through every interaction, but specifically through:

1. Crew: Entheos Academy believes that strong, positive relationships are the foundation of teaching these elements, and this is daily reinforced and actively cultivated through the structure of “Crew”. Every student belongs to a Crew and has a Crew teacher. Crew time launches every day at Entheos.
2. Norms: Written standards for student behavior expectations are posted in every classroom. These are referred to as “norms” and are typically developed in a collaborative process between the teacher and students.
3. School Expectations: In every main area of the school, there are clear behavior expectations posted.
4. Systematic Reinforcement: Entheos has systematic methods for reinforcement of expected behaviors and a uniform path of correction when necessary.
5. Behavior Data: Entheos Academy regularly analyzes behavior data to gauge effectiveness and target resources as needed.

II. Range of Behaviors and Continuum of Procedures

A. Entheos Academy provides a continuum of supportive interventions and corrective action depending on the level of behavior.

1. **Minor infractions** are usually handled by teachers in classrooms. Chronic or excessive minor infractions can become major infractions and result in office referrals to school administration. Minor infractions may result in phone calls home, parent-teacher meetings, behavior intervention strategies, and/or loss of privileges. The following may be considered minor infractions:
 - a) Dress code violations
 - b) Off-task behaviors
 - c) Mild disruptive or disrespectful behavior
 - d) Inappropriate language and actions
 - e) Mistreating property

- ~~f) Technology violations~~
- ~~g) KYFOOTY/PDA violation~~
- ~~h) Cheating~~
- ~~i) Lying~~
- ~~j) Refusal to work~~
- ~~k) Tardies~~
- ~~l) Chewing gum~~
- ~~m) Horseplay~~

- ~~2. Major infractions are defined as severe infractions of school and state/federal rules that result in immediate discipline referrals to school administration and may lead to out-of-school suspension or expulsion. Major infractions include:~~
- ~~a) Safe school violations include possession of weapons or flammable materials, assault, and threats to kill/harm.~~
 - ~~b) Drug, alcohol, tobacco, and vaping, violations.~~
 - ~~c) Physical aggression includes fighting, or throwing things at a person.~~
 - ~~d) Any criminal action occurring at school, such as vandalism, fire setting, possession or use of combustibles, pornography, forgery, or theft.~~
 - ~~e) Chronic or excessive abusive language, truancy, tardies, or non-compliance.~~
 - ~~f) Bullying, hazing, cyberbullying, retaliation, deliberately making a false report.~~
 - ~~g) Gang activity.~~
 - ~~h) Discrimination/hate language.~~

~~III. Prohibited Conduct and Related Discipline~~

- ~~A. Serious violation that threaten or harm the school, school property, a person connected with the school, or property associated with a person connected with the school is forbidden regardless of where it occurs:~~

- ~~1. A student **WILL** be removed from school for at least 1 year for a serious violation involving the following:~~
 - ~~a) A real weapon~~
 - ~~b) Explosive or flammable material~~
 - ~~c) Actual or threatened use of a look-alike weapon with intent to intimidate or cause disruption.~~
- ~~2. Any student who brings a firearm to school **WILL** be referred to the criminal justice or juvenile delinquency system in accordance with~~
 - ~~Drug-Free Workplace Act of 1988~~
 - ~~34 CFR Part 85 Subpart F~~
 - ~~4 CFR Part 85 §§85.605 and 85.610~~

5500 Discipline Policy

- ~~3. A student **WILL** be removed from school for the following:~~
 - ~~a) Possession, control, actual or threatened use of a real weapon, explosive, noxious, or flammable material.~~
 - ~~b) The sale, possession, or distribution of drugs, controlled substances, imitation controlled substances, or drug paraphernalia, including vaping devices/substances.~~
 - ~~c) Use or threatening to use serious force, including acts which, if committed by an adult, would be a felony or class A misdemeanor.~~
- ~~4. A student **MAY** be removed from the school for the following:~~
 - ~~a) Physical aggression including fighting, throwing things, spitting etc.~~
 - ~~b) Willful disobedience/defying authority.~~
 - ~~c) Serious or habitual disruption.~~
 - ~~d) Foul, profane, vulgar, or abusive language.~~
 - ~~e) Defacing or destroying school property.~~
 - ~~f) Unsafe behavior, such as running away from a person in authority, leaving the school, or hiding.~~
 - ~~g) Theft.~~
 - ~~h) Bullying and hazing.~~
 - ~~i) Inappropriate exposure of body parts.~~
 - ~~j) Sexual or other harassment.~~
 - ~~k) Gang-related attire or activity.~~
- ~~5. The school discipline policy applies to dealing with students in classrooms, on school grounds, on school vehicles, or in connection with school-related activities, trips, or events.~~
- ~~6. The type and length of discipline is based on factors such as previous violations, severity of conduct, and other relevant educational concerns.~~
- ~~7. When appropriate, students will be referred to the Student Support Team, who will collaboratively design and implement personalized behavior supports.~~
- ~~8. If damage or loss of school property occurs, payment for the damage or lost property is expected.~~
- ~~9. A student may be detained after regular school hours related to a major safety concern or behavior violation, and parents shall be notified prior to the detaining of the student wherever possible.~~
- ~~10. If any illegal substances or items are confiscated, such as vaping devices, a school administrator will dispose of, destroy, or turn over the substance/item to law enforcement under the direction and guidance of law enforcement.~~
- ~~11. A student may be denied admission to Entheos Academy on the basis of having been expelled from any school during the preceding 12 months.~~

~~IV. Suspension and Expulsion~~

- ~~A. A student who commits a violation of Section IV a i. of this policy shall be expelled from school for a period of not less than one year. A student may be expelled for other major infractions outlined in this policy. Within 45 days after the expulsion, the student shall appear before a board disciplinary committee, accompanied by a parent. The committee shall determine:~~
- ~~1. What conditions must be met by the student and the student's parent for the student to return to school.~~
 - ~~2. If the student should be placed on probation with the school and what conditions must be met by the student in order to ensure the safety of students and faculty.~~
 - ~~3. If it would be in the best interest of both the school and the student to modify the expulsion term to less than a year, giving highest priority to providing a safe school environment for all students.~~
- ~~B. A student who is not expelled shall be suspended for violations of Section IV a ii. of this policy. A student may be suspended for other infractions of this policy. A student can be suspended for up to 10 days and must leave school as soon as possible in the custody of the parent or authorized adult. If a student is suspended, the school will notify the parent of the student of the following without delay:~~
- ~~1. That the student has been suspended.~~
 - ~~2. The grounds for the suspension.~~
 - ~~3. The period of time for which the student is suspended.~~
 - ~~4. The time and place for the parent to meet with the administrator to review the suspension.~~
- ~~C. If a student is suspended, it is expected that the student and parent meet with a school administrator to review a plan to avoid recurrence of the problem before the student is readmitted.~~

~~V. Alternatives to Suspension~~

- ~~A. Prior to suspending or expelling a student for repeated minor infractions or behavior that is not of such a violent or extreme nature that immediate removal is required, the Student Support Team will strive to meet and collaboratively design and implement personalized behavior supports that will allow a student to remain in school. Entheos Academy believes that suspension alone rarely teaches a student appropriate replacement behaviors, therefore it is primarily used to give the school team, student, and parents a moment to pause long enough to determine the next steps in supporting and teaching the student. Therefore, frequently alternatives to suspension are chosen from a multi-tiered system of supports if deemed appropriate by the administration, such as:~~
- ~~1. Re-teaching and positively reinforcing student behavior expectations.~~

- ~~2. Restorative Justice protocols.~~
- ~~3. In-school suspension.~~
- ~~4. Determining the function of the behavior and the social and emotional needs of the child to identify and implement evidence-based interventions matched to these needs.~~

~~VI. Restraint and Seclusionary Time Out~~

- ~~A. In accordance with Section 53G-8-302, a school employee may use reasonable and necessary physical restraint in self-defense or when otherwise appropriate to:
 - ~~1. Obtain possession of a weapon or other dangerous object in possession or under the control of a student.~~
 - ~~2. Protect a student or another individual from physical injury.~~
 - ~~3. Remove from a situation a student who is violent.~~
 - ~~4. Protect property from being damaged when physical safety is at risk.~~~~
- ~~B. Prone, face-down, supine, or face-up restraints that obstruct the airway are prohibited. A physical restraint will only be used for the minimum time necessary to ensure safety, and will immediately be terminated when the student is no longer an immediate danger to self or others, or a student is in severe distress. The school will provide notice of the restraint to the student's parent as soon as reasonably possible and before the student leaves the school.~~
- ~~C. Seclusionary time out may be used when a student presents an immediate danger or serious physical harm to self or others, and for a student with a disability as an Emergency Safety Intervention written into a student's IEP as a planned intervention. Seclusionary time out means that a student is:
 - ~~1. Placed in a safe, unlocked, enclosed area by school personnel.~~
 - ~~2. Purposefully isolated from adults and peers, while remaining within the line of sight of an employee.~~
 - ~~3. Prevented from leaving, or the student reasonably believes that they will be prevented from leaving the enclosed area.~~~~
- ~~D. Seclusionary time out will only be used for the minimum time necessary to ensure safety, and will never as a means of discipline or punishment. Parents will be notified as soon as reasonably possible if a seclusionary time out is used, and before the student leaves the school.~~
- ~~E. An Emergency Safety Intervention (ESI) Committee reviews the use of any physical restraints or seclusionary timeouts to ensure that:
 - ~~1. The correct protocol is being followed.~~
 - ~~2. The intervention is documented and reported.~~~~

~~3. Any professional development needs are identified and recommended.~~

~~VII. Searches~~

- ~~A. School administrators may search students, lockers, and personal property based on reasonable suspicion.~~
- ~~B. School administrators may also conduct random searches that might include all lockers and other school property.~~

~~VIII. Corporal Punishment~~

- ~~A. Corporal punishment is prohibited in Utah. A school employee may not inflict or cause the infliction of corporal punishment upon a student.~~

~~IX. Parent Notification of Incidents~~

- ~~A. Parents are notified of all serious incidents involving their child, of which the school is aware. As previously outlined, parents will be notified as soon as possible regarding suspensions, expulsions, and the use of emergency safety interventions. In addition, parents can specifically expect to receive notification if:~~
 - ~~1. Their child is involved or impacted by a serious gang-related incident that occurs on school property or at a school-related activity.~~
 - ~~2. Parents will be notified if the parent's student threatens to commit suicide.~~
 - ~~3. Parents of each student involved in an incident of bullying, cyberbullying, hazing, abusive conduct, or retaliation will be notified.~~

~~X. Students with Disabilities~~

- ~~A. If a student has a qualified disability, the school administrator will explain the separate procedures that may apply based on the procedural safeguards under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act.~~

~~XI. SafeUT Crisis Line~~

- ~~A. SafeUT is Utah's crisis line that provides a means for an individual to anonymously report unsafe, violent, or criminal activities, or threats of such activities at a school, bullying, cyber-bullying, harrassment, hazing, abuse, emotional distress or concerns of suicide or psychiatric crisis. The crisis line is available 24 hours a day, 7 days a week. If Administrators receive tips through the SafeUT Crisis Line, they will respond rapidly, in accordance with this policy.~~

~~XII. Employee Training~~

- ~~A. Teachers and administrators will receive ongoing staff development in support of the discipline policies and procedures used at Entheos Academy.~~



ENTHEOS ACADEMY

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5310 EMERGENCY SAFETY INTERVENTIONS (ESI)

Purpose

Entheos Academy is committed to maintaining a safe and supportive learning environment for all students. This policy governs the use of Emergency Safety Interventions (ESI) consistent with Utah Code §53G-8-301 and Utah Administrative Rule R277-608. ESIs may be used only in situations where a student presents an immediate danger to self or others, and only when less restrictive alternatives have failed or would be unsafe. ESIs are never to be used as a form of discipline, punishment, or staff convenience.

Definitions

For purposes of this policy:

- I. **Emergency Safety Intervention (ESI):** The use of physical restraint or seclusionary time-out in response to a student's immediate danger to self or others.
- II. **Immediate Danger:** An imminent risk of serious physical harm to the student or to others.
- III. **Physical Restraint:** A personal restriction that immobilizes or significantly reduces a student's ability to move their arms, legs, body, or head freely.
- IV. **Seclusionary Time-Out:** The involuntary confinement of a student in an enclosed area that they cannot freely exit.
- V. **Physical Escort:** The temporary touching or holding of a student for the purpose of guiding them to a safe location.
- VI. **Corporal Punishment:** The intentional infliction of physical pain on a student. Corporal punishment is prohibited at Entheos Academy.

Policy

Standards for Use

- I. General Requirements
 - A. ESIs may be used only when a student presents an immediate danger to self or others.
 - B. An ESI must end immediately when the danger has passed.

5310 Emergency Safety Interventions (ESI)

- C. Students must be visually monitored by an adult at all times during an intervention.
- D. The following are strictly prohibited:
 - 1. Locked doors,
 - 2. Prone or supine restraint,
 - 3. Mechanical restraints,
 - 4. Chemical restraints,
 - 5. Any restraint that restricts breathing or is not compliant with training.
- II. Physical Restraint
 - A. And this format
 - 1. May be used only to protect safety.
 - 2. Must be applied in the safest manner possible by trained staff.
 - 3. Duration may not exceed 30 minutes or until law enforcement takes responsibility, whichever occurs first.
- III. Seclusionary Time-Out
 - A. May be used only if less restrictive means are insufficient to prevent immediate danger.
 - B. Not permitted for students below first grade.
 - C. Space must allow continuous visual monitoring and may not be locked.
 - D. Duration may not exceed 30 minutes or the limits established in training, unless law enforcement intervenes.
 - E. Entheos Academy does not maintain or permit rooms designed solely for seclusion.

Students with Disabilities

- I. For students receiving special education services, ESI may only be included in an IEP or behavior plan if:
 - A. Less restrictive means were attempted first,
 - B. A functional behavior assessment (FBA) has been conducted, and
 - C. A Behavior intervention plan (BIP) has been developed and implemented based on data.

Training

- I. All staff who supervise students must receive foundational training in positive behavior supports, de-escalation strategies, and the requirements of this policy.
- II. Training must be completed within two months of hire (or within 30 days for staff working directly with students with disabilities) and renewed at least every two years.
- III. Administrators and other designated “key personnel” must complete comprehensive ESI training annually before they are permitted to implement ESI.

5310 Emergency Safety Interventions (ESI)

Documentation and Parent Notification

- I. Each use of ESI must be documented in writing, including the circumstances, type, and duration of the intervention, and the staff involved.
- II. Parents must be notified as soon as possible and no later than 24 hours after each use of ESI.
- III. If an intervention lasts longer than 15 minutes, an administrator must be immediately informed.
- IV. Following each incident, staff must debrief with administration to review the event and determine appropriate follow-up.
- V. Entheos Academy will report annual ESI data to the Utah State Board of Education as required.

ENTHEOS ACADEMY BOARD MEETING MINUTES

September 25, 2025 6:00pm

Held at Entheos Academy Kearns Campus

4710 West 6200 South Kearns, UT 84118

OPENING

- I. Roll Call
 - a. Board Members Present: Karen Bogenschutz, Rod Eichelberger, Jaren Gibson (arrived 6:07 pm)
 - b. Board Members Excused: Xazmin Prows, Deb Ivie
 - c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Alisha Cartier
 - d. Administrators Excused: Brian Cates of Red Apple
 - e. Time: (6:04 pm)
- II. Meeting Opened by Rod Eichelberger (6:04 pm)
- III. Pledge of Allegiance led by Rod Eichelberger (6:04 pm)
- IV. Mission Statement by Karen Bogenschutz (6:05 pm)
- V. Entheos Value Presentation by Denise Mathews (6:06 pm)
 - a. Value: Integrity

PUBLIC COMMENT

- I. Public Comment: (6:19 pm)
 - a. NONE

INFORMATIONAL ITEMS

- I. Q&A on Director Reports (6:19 pm)
 - a. District: Esther Blackwell - highlight change to doing lottery earlier, firearms training, teacher merit awards
 - b. Kearns: Denise Mathews - carpool signs, 6th grade adventure trip, recognition awards
 - c. Magna: Jason Bennion - mobile food pantry, adventure trip, 7th grade trip, Discovery. Left over food from adventure trip added to food pantry
- II. Staff Recognitions (6:27 pm)
 - a. District: Stormy Hill
 - b. Kearns: Alicia Laird, Jacinta Red Thunder, Brian Thompson
 - c. Magna: Sarah Wright, Frank Towle, Sarah Jordan
- III. School Presentation: Introduce Kearns new staff (6:35pm)
 - a. Chloe Stokes, 3rd grade
 - b. Heather Johnson, 3rd grade
 - c. Aileen Zendejas, 1st grade
 - d. Katrina Duncan, Special Education Teacher
 - e. Aviry Stratton, PE/Adventure Teacher
 - f. Mason Baker, Student Support Specialist
- IV. Budget and Finance Report by Esther Blackwell (6:45 pm)

- a. Looking great, on track. 17% of the school year. 7.85% operating margin. Corrected days cash on hand. 321 days on hand. Enrollment is high. Allowing to come back down without having to back fill. Expenses. PTIF is increasing nicely. Audit update. Red Apple working on final report. Certified today and sent to state this afternoon. Moody's rating update. They would not be upgrading any school but because Entheos is so strong BAA3 to BAA2 with a positive outlook. Strong for a small charter school. Low risk for investors. Reserve study completed first draft. The finance committee will meet next week. Study presented next meeting.
- V. Mission of Entheos Grant Committee Report by Rod Eichelberger (6:49 pm)
 - a. Updated grant letter with new dates, new timeline. Emailing to Esther Blackwell - make sure it is good and to send out to everyone. Also share with the board. Get communicated out to staff.

DISCUSSION ITEMS

- I. Board Development by Rod Eichelberger (6:50 pm)
 - a. Email with calendar of training from UPAC. Alisha Cartier to send again. Everyone picks one to attend and then you will report on it.
 - b. Book - Anxious Generation. Get a book from Sue Talmadge before we leave.
- II. Policies for discussion by Sue Talmadge (6:52 pm)
 - a. 2502 Charter Trust LAND Council Election Procedures
 - b. 3104 Conflicts of Interest
 - c. 3500 Website Guidelines
 - d. 5301 Wellness Policy
 - e. 5401 Bullying and Hazing
 - f. 5500 Discipline Policy
 - g. 5310 Emergency Safety Interventions (ESI)
 - h. 4111 LEA-Specific Licenses

ACTION ITEMS

- I. Approve minutes from August 28, 2025 (7:00 pm)
 - a. **Rod Eichelberger motions we approve August 28, 2025 board meeting minutes. Second by Karen Bogenschutz.**
 - b. **Vote Jaren Gibson - aye, Karen Bogenschutz - aye, Rod Eichelberger - aye**
- II. Approve Consent Agenda (7:00 pm)
 - a. **Rod Eichelberger motions we approve September 25, 2025 Consent Agenda. Second by Jaren Gibson.**
 - b. **Vote Jaren Gibson - aye, Karen Bogenschutz - aye, Rod Eichelberger - aye**
- III. **MOTION** (7:01 pm)
 - a. **Rod Eichelberger motions to approve 2502 Charter Trust LAND Council Election Procedures. Second by Karen Bogenschutz.**
 - b. **Vote Karen Bogenschutz - aye, Jaren Gibson - aye, Rod Eichelberger - aye**
- IV. **MOTION** (7:01 pm)
 - a. **Rod Eichelberger motions we approve Policy 4111 LEA-Specific Licenses. Second by Jaren Gibson.**
 - b. **Vote Jaren Gibson - aye, Karen Bogenschutz - aye, Rod Eichelberger - aye**
- V. **MOTION** (7:03 pm)

- a. **Rod Eichelberger motions to approve Megan Loforti for an LEA-Specific elementary license and middle school math endorsement. Second by Karen Bogenschutz.**
 - b. Discussion: we don't try to do these. Doing an interim until state comes through on their end. Esther Blackwell clarifies she has to take a praxis exam and won't have time to get back right away. Want to make sure we have top quality licensed educators.
 - c. **Vote: Karen Bogenschutz - aye, Jaren Gibson - aye, Rod Eichelberger - aye**
- VI. **MOTION (7:04 pm)**
- a. **Rod Eichelberger motions to move to closed session to discuss security personnel, devices, or systems. Jaren Gibson second.**
 - b. **Vote Karen Bogenschutz - aye, Jaren Gibson - aye, Rod Eichelberger - aye**
 - c. Invited to attend: Directors (Esther Blackwell, Denise Mathews, Jason Bennion), Sue Talmadge, Rod Eichelberger, Karen Bogenschutz, Jaren Gibson, Alisha Cartier

ADJOURN

- I. Time: 7:26 pm
- II. **Motion: Karen Bogenschutz motions that we adjourn, Rod Eichelberger second.**
 - a. **Vote: Jaren Gibson - aye, Karen Bogenschutz - aye, Rod Eichelberger - aye**

ENTHEOS ACADEMY

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AFFIDAVIT

Entheos Academy School Board Closed Session

Thursday, 25 September 2025

Entheos Kearns Campus

4710 West 6200 South Kearns, UT 84118

This closed session was held to discuss security personnel, devices, or systems according to Utah Code 52-4-2-205.



9/30/2025

Rod Eichelberger
Entheos Academy Board Chair

Date