

ENTHEOS ACADEMY BOARD MEETING MINUTES

October 23, 2025 6:00pm

Held at Entheos Academy Magna Campus
2606 South 7200 West Magna, UT 84044

OPENING

- I. Roll Call
 - a. Board Members Present: Xazmin Prows, Deb Ivie, Rod Eichelberger, Jaren Gibson
 - b. Board Members Excused: Karen Bogenschutz
 - c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Brian Cates of Red Apple, Alisha Cartier
 - d. Administrators Excused:
 - e. Others in attendance: Evette Mendisabal, Luseane Tafisi, Megan Loforti, Erik Salmon (joins 6:40 pm)
 - f. Time: (6:03 pm)
- II. Meeting Opened by Rod Eichelberger (6:03 pm)
- III. Pledge of Allegiance led by Deb Ivie (6:03 pm)
- IV. Mission Statement by Xazmin Prows (6:05 pm)
- V. Approve minutes from September 25, 2025 and October 23, 2025 Consent Agenda (6:06 pm)
 - a. Motion: **Rod Eichelberger motions to approve the September 25, 2025 board meeting minutes and the consent agenda for October 23, 2025. Second by Xazmin Prows.**
 - b. Vote: Xazmin Prows, Deb Ivie, Jaren Gibson, Rod Eichelberger - aye
- VI. Entheos Value Presentation by Jason Bennion (6:06 pm)
 - a. Value: Individuality

PUBLIC COMMENT

- I. Public Comment: (6:20 pm)
 - a. NONE

INFORMATIONAL ITEMS

- I. Q&A on Director Reports (6:20 pm)
 - a. District: Esther Blackwell - Veteran's Day assemblies coming up. Board attendance encouraged. Enrollment - very strong. News in Utah - public school enrollment is decreasing, charter school is increasing. Thank you to Misty Startup with the new enrollment strategy. Paying off because not needing to backfill with students that would have hard time adjusting starting later. Ransomware attack - confirmed no data leak - emails sent out. So many heavy things - taking care of - but take focus back to finding joy in education. Students should not be in constant darkness.
 - b. Magna: Jason Bennion - workplan - PD for teachers, focus, Student Led Conferences, Fight back nation training, Discovery. Xazmin Prows asks how things are going with the crew curriculum? Jason Bennion shares that it is not hard, people like it and it is helping. Megan Loforti shares very easy to use and follow. Rod Eichelberger adds great job with over 80% student-led conference attendance.

- c. Kearns: Denise Mathews - highlight adventure trip. Read a letter from a parent. Campers from out of state shared students were polite and respectful. In the real world, become an all around person. Student Led Conference. Tier 2 (office calling parents). It is important to set the tone for the year. Kindergarten Tiny Tim's service. Did PD for crew curriculum. Able to collaborate. Rod Eichelberger encourages Denise Mathews to share the letter with 8th graders.
- II. Staff Recognitions (6:30 pm)
 - a. District: Jeremy Prows
 - b. Magna: Jessica Shupe, Megan Loforti, Ravin Johnson
 - c. Kearns: Cassie Jacobson, Kathryn Jacoby, Sarah Whitley
- III. School Presentation by Luseane Tafisi and Megan Loforti (6:40 pm)
 - a. Magna PBIS Plan - Luse Tafisi shares there are character goals they focus on. How it works - Director's 200 Club. K-5. Earn a ticket. Ticket Drop off. Can earn all day long from teacher. It is a big deal. Weekly recognition - call students over intercom. Call down, get their name on the Director 200 board. When a row is filled, kids get to come back to celebrate again. Celebrate themselves and their peers.
 - b. Megan Loforti shares about Bloomz tickets and Store - middle school - any adults that work with middle school students can give them a ticket. Teachers can also add points on Bloomz. Redeeming - google classroom with form. Select an item and then get their item brought to them in crew. Working toward getting a reward. Connects effort to reward.
- IV. Reserve Study Presentation by Erik Salmon (6:49 pm)
 - a. Esther Blackwell - building reserves to get sense of when things will need to be replaced and how much it should cost.
 - b. Erik Salmon - look at all aspects of school, 30 year plan, make recommendation of how much should be added into reserve fund each year to keep up to date. Set up so it will not go negative with reserves. Alisha Cartier asks about how often a new reserve study should be updated. Erik Salmon shares it should be done every few years. No requirement but just recommendation.
 - c. Esther Blackwell - had Erik Salmon meet with the finance committee to see if anything would need to be adjusted. Plenty of money in PTIF funds to cover reserve fund costs. Brian Cates will put together a presentation to show how that will be reflected on the budget in November. Future line item in budget
 - d. Brian Cates doesn't know that anyone else has done a study. We are ahead of the curve.
 - e. Rod Eichelberger asks what would be the biggest mistake? Erik Salmon - not following the recommendations. Thinking not having to follow the schedule. Kicking the can down the road. Better to plan for it.
 - f. Deb Ivie - really good place and great to have foresight to forecast for it now.
 - g. Erik Salmon - well funded and better off than most locations he goes to. Can do lower tier assessments in the future.
- V. Budget and Finance Report by Deb Ivie (7:03 pm)
 - a. 25% of the year, most happened in the summer. Still a lot is just beginning of year. Balances in accounts are good, cash on hand good, enrollment is high, high on October 1st. That may drop. Will have kids all year that started here. Audit - finishing up audit report. Don't have a final report in. Esther Blackwell shares no concern about federal funding right now. IDEA - negative impact services. Providing reassurance that it is not impacting our SpEd services. Run a strong budget, able to move forward without any interruption.

- b. Brian Cates - every year single audit. Because of shut down, the single audit is delayed and won't be part of the audit report but will be forthcoming.
 - c. Rod Eichelberger - any fed funding that is going to be missed? Brian Cates - no. Things aren't being affected right now. Already received last year's request during summer. Spending down. Monthly allotments for lunch program, no update for that yet.
- VI. Finance Training: Basic Financials and Accounting by Brian Cates (7:07 pm)
 - a. Utah Charter Budget and Finance Training - given before. Refresher.
 - b. Funding comes from local, state, and federal. 88% state, 6% parents and community (local), 6% fed (through state)
 - c. Grants - team devoted to grants. Entheos does not speculate.
 - d. ADM - average daily membership
 - e. WPU - weighted pupil unit - ½ of funding, Oct 1st count is the other half.
 - f. \$4674 - 2026 WPU
 - g. funded on prior year ADM. Growth compares last year Oct 1st count to current year Oct 1st count.
 - h. Expenditures - 8 categories
 - i. 1-2 Employees
 - ii. 3-4 - Services
 - iii. 6 - supplies
 - iv. Other expenses
 - i. Budget report
 - i. Financial ratios - need to understand what they mean, relative to health of school
 - ii. Operating margin - net income divided by total revenue
 - iii. Measure of profitability
 - iv. Debt service coverage
 - 1. Lease payment plus net income divided by lease payment
 - 2. Cash flow available to pay current debt obligations
 - v. Days cash on hand
 - 1. total cash divided by total expenses divided by 365
 - 2. Financial security
 - 3. Unrestricted vs restricted
 - vi. Building payment - percentage of total expense to cover facility
 - j. Board responsibility - Entheos sets great example for having plan and looking forward
 - k. QUESTIONS?
 - i. Xazmin Prows shares it is helpful to understand a little bit more
 - ii. Rod Eichelberger comments it was a great refresher
- VII. School Community Council Reports by Jason Bennion and Denise Mathews (7:21 pm)
 - a. Magna - trust land council, just had its second meeting. New election this year. Previous members had completed two years. Council members: Katie Ellis, Francione Sousa Neff, Chincia Morgan, Cynthia Maldonado. Megan Williams, M. Kyle Roberts, Sarah Jordan, Luseane Tafisi, Jason Bennion. Six are just parents and three are school employees. Training for all of them. Plan is being followed. Appreciation of parents.

- b. Kearns - trust land council, two meetings. Six parents and two staff members. Jennifer Larsen, Melissa Judd, Evette Mendisabal, Stephanie Hanson, Sara Madrid, Christine Hodgson, Yocelin Vicente, Denise Mathews. All members were trained. Plan is being followed. Compliant with timeline and website requirements. Updated with minutes and agenda.

DISCUSSION ITEMS

- I. Board Development by Rod Eichelberger (7:24 pm)
 - a. Book: The Anxious Generation Chapter 1-2
 - b. Intro - growing up on Mars - Jaren Gibson thought it was a great analogy. Kids are able to slip into an altered world with not much question.
 - c. Chapters - what stood out.
 - i. Round table of what stood out to each person while reading the first two chapters. What Entheos Academy is doing well that is a help.
 - ii. Esther Blackwell had discussion with the admin team and is looking into a social skills curriculum for those that are struggling. Programs are being offered on computers. Irony. Needs to happen on the playground and social interaction.
 - iii. Rod Eichelberger shares with crew, discovery, adventure that students are exposed to. What more could the school be doing to learn more natively?
 - iv. Next month - ch 3-4
- II. Board Training by Jaren Gibson (7:41 pm)
 - a. Succession Planning: Securing Long-Term Leadership and Board Strength
 - i. Jaren Gibson shares he enjoyed the training and shares some slides and information from the training.
 - ii. Looking back over the past years there has been lots of change. Uncomfortable. Get relaxed when things are going right. Be prepared that systems are where they need to be and look ahead for future leadership.
 - iii. Rod Eichelberger - what do we need to look at the most? Jaren Gibson - we are in a stable place. Fortunate to have excellent leadership in place. Don't get too comfortable. Where are the vulnerabilities? What change could create system redundancy.
- III. Policies for discussion by Xaxmin Prows (7:50 pm)
 - a. 3700 Insurance - no questions or comments
 - b. 5104 Refugee and Immigrant Students - no questions or comments
 - c. 5306 Child Abuse and Neglect Reporting - Rod Eichelberger asked if there has been any changes in law that would impact policy? Esther Blackwell says it is relevant and correct.
- IV. Positive Behavior Plans by Jason Bennion and Denise Mathews (7:52 pm)
 - a. Magna PBIS - Jason Bennion shares it is guided by values - excellence, service, leadership - positive reinforcement. Crew is important - connects with kids. What if charts - rewards, positive. Decision trees to help guide when things do happen. Reflection sheets - teaching tools not to punish. Restorative practices. Director 200 club to be recognized. Bloomz store in middle school. Take it seriously - love to purchase things. Code of conduct for middle school. Positive recognition.
 - b. Kearns PBIS - Rod Eichelberger asks Denise Mathews how does it look different for Kearns? Entheos exemplar spotlight each week. Recognize at community circle. Phone calls home. Teachers have a point system in their classrooms. Parallel praise to get desired behaviors. Attendance recognition.

- c. Rod Eichelberger asks how did parents react to positive phone calls? Denise Mathews shares it took by surprise at first but parents love it. Creating a better culture. Use with parents to leverage.

ADJOURN

- I. Time: 7:59 pm
- II. Motion: Rod Eichelberger motions to adjourn. Xazmin Prows seconds.
- III. Vote: Jaren Gibson, Deb Ivie, Xazmin Prows, Rod Eichelberger - aye