

Financial Summary as of: September 30, 2026



25.0% through the Year

BUDGET REPORT

EXPENSES

RATIOS

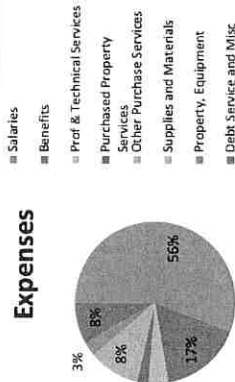
Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
784	784	784	
Revenue			
1000 Local	\$ 85,637	\$ 330,750	25%
3000 State	\$ 2,635,616	\$ 10,049,173	26%
4000 Federal	\$ -	\$ 423,822	0%
Total Revenue	\$ 2,721,253	\$ 10,803,745	25%
Expenses			
100 Salaries	\$ 1,228,266	\$ 5,444,255	23%
200 Benefits	\$ 400,999	\$ 1,608,685	25%
300 Prof & Technical Services	\$ 67,061	\$ 371,609	18%
400 Purchased Property Services	\$ 33,430	\$ 228,000	15%
500 Other Purchase Services	\$ 37,761	\$ 225,472	17%
600 Supplies and Materials	\$ 176,691	\$ 731,926	24%
700 Property, Equipment	\$ 52,205	\$ 290,000	18%
800 Debt Service and Misc	\$ 210,613	\$ 819,666	26%
Total Expenses	\$ 2,207,026	\$ 9,719,613	23%
Net Income from Operations	\$ 514,227	\$ 1,084,132	65%

Operating Margin

18.9%

10.0%

9.7%



Monthly Revenue to Expenses



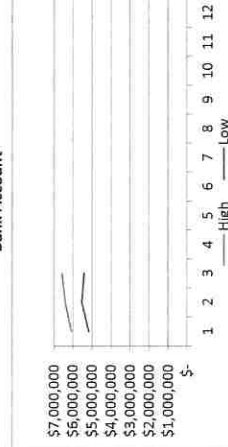
Revenue
Expense

	Actual	Goal
Operating Margin	9.7%	>4%
Debt Serv Coverage	4.09	> 1.30
Days Cash on Hand	200	100-110
Building Payment %	7%	< 20%

CASH

Ending Cash Balance - General Fund	\$ 5,359,264
Capital Projects Fund	\$ 1,221,690
Days Cash on Hand	200

Bank Account



RESERVES

	Actual Ytd	Forecast
Previous Reserve Balance	\$ 6,625,287	\$ 6,625,287

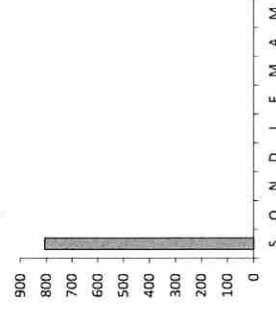
Reserves Added this Year

CapEx rolling reserve	\$ (1,221,690)
New Gym/remodel	\$ (1,100)
	\$ -

New Reserve Balance	\$ 5,916,724	\$ 6,455,123
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ENROLLMENT

	S	G	N	D	J	F	M	A	M
K	45								
1	50								
2	42								
3	46								
4	49								
5	46								
6	60								
7	59								
8	62								
9	98								
10	91								
11	81								
12	79								
Total	808	0	0	0	0	0	0	0	0
Change	-808	0	0	0	0	0	0	0	-4



Created by Red Apple

Budget Detail Report



Budget Report as of **September 30, 2026** % through the year **25.00%**

	(784 Students)	(784 Students)	(784 Students)		(784 Students)	
	FY26 Prior Yr Actuals	FY27 Current Actuals	FY27 Approved Budget	Changes	FY27 Working Budget	% of Forecast
Revenue						
1000 Local						
1510 Interest on Investments	\$ 176,381	\$ 53,135	\$ 190,000	\$ -	\$ 190,000	28.0%
1610 Lunch - Sales to Students	\$ 136,958	\$ 15,191	\$ 125,000	\$ -	\$ 125,000	12.2%
1720 Clothing Sales	\$ 106	\$ -	\$ -	\$ -	\$ -	#DIV/0!
1720 Yearbook K8	\$ 4,980	\$ 210	\$ 4,500	\$ -	\$ 4,500	4.7%
1720 Yearbook HS	\$ 3,046	\$ 50	\$ -	\$ 50	\$ 50	100.0%
1743 VHS Registration & Class Fees	\$ 14,538	\$ 4,530	\$ 10,000	\$ -	\$ 10,000	45.3%
1743 Middle School Fees	\$ 770	\$ 650	\$ 1,250	\$ -	\$ 1,250	52.0%
1743 Beginning Camp K8	\$ 1,003	\$ 270	\$ -	\$ 270	\$ 270	100.0%
1743 Beginning Camp HS	\$ 1,113	\$ 1,595	\$ -	\$ 1,595	\$ 1,595	100.0%
1743 Curricular Activity Fees	\$ -	\$ 1,204	\$ -	\$ 1,204	\$ 1,204	100.0%
1745 Graduation	\$ 2,368	\$ -	\$ -	\$ -	\$ -	#DIV/0!
1747 Extra-Curricular Activity Fees	\$ 48,615	\$ 2,916	\$ -	\$ 2,916	\$ 2,916	100.0%
1780 AP Testing / Driver's Ed Fees	\$ 13,138	\$ -	\$ -	\$ -	\$ -	#DIV/0!
1920 Classroom/Expedition Donations K8	\$ 11,489	\$ 271	\$ -	\$ 271	\$ 271	100.0%
1920 Classroom/Expedition Donations HS	\$ 60,215	\$ 2,596	\$ -	\$ 2,596	\$ 2,596	100.0%
1920 Community Donations	\$ 5,641	\$ 547	\$ -	\$ 547	\$ 547	100.0%
1920 Parent Crew Income K8	\$ 505	\$ 120	\$ -	\$ -	\$ -	#DIV/0!
1920 Parent Crew Income HS	\$ 311	\$ -	\$ -	\$ -	\$ -	#DIV/0!
1920 Library Donations / Fines	\$ 1,404	\$ -	\$ -	\$ -	\$ -	#DIV/0!
1990 Miscellaneous (Background, etc.) K8	\$ 18,917	\$ 1,186	\$ -	\$ 1,186	\$ 1,186	100.0%
1990 Miscellaneous (Background, etc.) HS	\$ 18,917	\$ 1,166	\$ -	\$ 1,166	\$ 1,166	100.0%
Total 1000:	\$ 520,415	\$ 85,637	\$ 330,750	\$ 11,801	\$ 342,551	25.0%
3000 State						
3010 Regular School Prgm K-12/Small HS	\$ 3,836,282	\$ 1,024,844	\$ 4,111,948	\$ -	\$ 4,111,948	24.9%
3013 Foreign Exchange Students	\$ 4,674	\$ -	\$ 4,494	\$ (4,494)	\$ -	#DIV/0!
3105 Special Education -- Add-On	\$ 921,077	\$ 218,402	\$ 873,608	\$ -	\$ 873,608	25.0%
3110 Special Education -- Self Contained	\$ 7,608	\$ 2,171	\$ 8,685	\$ -	\$ 8,685	25.0%
3120 Special Education -- Extended Year	\$ 2,259	\$ 565	\$ 2,259	\$ -	\$ 2,259	25.0%
3125 Special Education -- Impact Aid	\$ 18,954	\$ 4,196	\$ 16,786	\$ -	\$ 16,786	25.0%
3128 Special Education -- Extend Yr Stipend	\$ 805	\$ 920	\$ -	\$ 920	\$ 920	100.0%
3101 Class Size Reduction - K-8	\$ 194,661	\$ 53,689	\$ 214,714	\$ -	\$ 214,714	25.0%
3144 Enhancement for At-Risk	\$ 93,772	\$ 28,033	\$ 112,132	\$ -	\$ 112,132	25.0%
3205 CS Funding Base Program	\$ 90,160	\$ 23,690	\$ 94,760	\$ -	\$ 94,760	25.0%
3203 Teacher & Classroom Salary Supp	\$ 329,419	\$ 85,413	\$ 341,628	\$ -	\$ 341,628	25.0%
3219 Charter School Local Replacement	\$ 2,844,352	\$ 781,358	\$ 2,973,712	\$ -	\$ 2,973,712	26.3%
3332 Enhancement for Acc Students AP	\$ 2,871	\$ -	\$ 2,632	\$ -	\$ 2,632	0.0%
3333 Concurrent Enrollment	\$ 5,718	\$ -	\$ 5,242	\$ -	\$ 5,242	0.0%
3451 Educator Professional Time	\$ 98,962	\$ 79,719	\$ 99,677	\$ -	\$ 99,677	80.0%
3407 TSSP / SSHINE	\$ 30,099	\$ 7,014	\$ 30,099	\$ -	\$ 30,099	23.3%
3468 Teacher Materials and Supplies	\$ 15,100	\$ 12,144	\$ 15,100	\$ -	\$ 15,100	80.4%
3476 Educator Salary Adjustment	\$ 623,768	\$ 160,527	\$ 642,108	\$ -	\$ 642,108	25.0%
3520 School Land Trust Program	\$ 124,292	\$ 147,913	\$ 147,913	\$ -	\$ 147,913	100.0%
3654 School Safety / CPR HS Training	\$ 199,884	\$ -	\$ -	\$ -	\$ -	#DIV/0!
3870 School Lunch (Liquor Tax)/Summer EBT	\$ 79,623	\$ -	\$ 65,000	\$ -	\$ 65,000	0.0%
3873 Suicide Prevention / Substance Prevention	\$ 5,000	\$ 5,018	\$ 5,000	\$ 18	\$ 5,018	100.0%
3678 Teacher & Student Success Act	\$ 272,750	\$ -	\$ 281,676	\$ -	\$ 281,676	0.0%
3697 LETRS Early Literacy Outcomes	\$ 5,000	\$ -	\$ -	\$ -	\$ -	#DIV/0!
3815 School Fees Distribution	\$ 27,282	\$ -	\$ -	\$ -	\$ -	#DIV/0!
3875 Food Security Amendments / Summer EBT	\$ 2,386	\$ -	\$ -	\$ -	\$ -	#DIV/0!
3844 Schl Based Ed Support Professional Stipends	\$ 42,490	\$ -	\$ -	\$ -	\$ -	#DIV/0!
3380 Statewide Online Ed	\$ 21,701	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Total 3000:	\$ 9,900,949	\$ 2,635,616	\$ 10,049,173	\$ (3,556)	\$ 10,045,617	26.2%
4000 Federal						
4522 IDEA Part-B Preschool	\$ 2,127	\$ -	\$ 2,153	\$ -	\$ 2,153	0.0%
4524 IDEA Part-B	\$ 129,847	\$ -	\$ 131,897	\$ -	\$ 131,897	0.0%
4571 National School Lunch Prgm / Food Coop	\$ 39,198	\$ -	\$ 36,560	\$ -	\$ 36,560	0.0%
4572 Free & Reduced Reimbursement	\$ 115,436	\$ -	\$ 120,000	\$ -	\$ 120,000	0.0%
4574 National School Breakfast	\$ 32,735	\$ -	\$ 31,000	\$ -	\$ 31,000	0.0%
4801 Title IA	\$ 92,658	\$ -	\$ 74,758	\$ -	\$ 74,758	0.0%
4860 Title IIA	\$ 19,592	\$ -	\$ 17,454	\$ -	\$ 17,454	0.0%
4905 Title IV	\$ 10,000	\$ -	\$ 10,000	\$ -	\$ 10,000	0.0%
Total 4000:	\$ 441,593	\$ -	\$ 423,822	\$ -	\$ 423,822	0.0%
Total Revenue:	\$ 10,862,957	\$ 2,721,253	\$ 10,803,745	\$ 8,245	\$ 10,811,990	25.2%

100 Salaries

[illegible]



	FY26 Prior Yr Actuals	FY27 Current Actuals	FY27 Approved Budget	Changes	FY27 Working Budget	% of Forecast
500 Other Purchase Services						
520 Insurances (GL/Prop/D&O)	\$ 64,206	\$ 6,652	\$ 60,000	\$ -	\$ 60,000	11.1%
530 Communications (Phone/Internet)	\$ 3,838	\$ 1,098	\$ 5,000	\$ -	\$ 5,000	22.0%
540 Marketing	\$ 10,833	\$ 762	\$ 8,733	\$ -	\$ 8,733	8.7%
580 Travel K8	\$ 846	\$ -	\$ 4,000	\$ -	\$ 4,000	0.0%
580 Travel HS	\$ 2,329	\$ 104	\$ 4,000	\$ -	\$ 4,000	2.6%
591/611 Class/Exped Supplies & Services K8	\$ 72,580	\$ 15,921	\$ 67,000	\$ 271	\$ 67,271	23.7%
591/611 Class/Exped Supplies & Services HS	\$ 125,105	\$ 13,224	\$ 76,739	\$ 2,596	\$ 79,335	16.7%
Total 500:	\$ 279,737	\$ 37,761	\$ 225,472	\$ 2,867	\$ 228,339	16.5%
600 Supplies and Materials						
610 K8 Embassadors & Athletics	\$ 740	\$ -	\$ 1,500	\$ -	\$ 1,500	0.0%
610 Beginning Camp Supplies K8	\$ 4,618	\$ 3,099	\$ 3,000	\$ 99	\$ 3,099	100.0%
610 Beginning / Closing Camp Mega Supplies HS	\$ 6,792	\$ 14,101	\$ 9,000	\$ 5,101	\$ 14,101	100.0%
610 Special Education Materials K8	\$ 15,676	\$ 6,283	\$ 9,000	\$ -	\$ 9,000	69.8%
610 Special Education Materials HS	\$ 8,624	\$ 710	\$ 5,500	\$ -	\$ 5,500	12.9%
616 Yearbook K8	\$ 4,686	\$ 4,433	\$ 4,746	\$ -	\$ 4,746	93.4%
610 Yearbook HS	\$ 462	\$ -	\$ 2,099	\$ -	\$ 2,099	0.0%
610 PD / Staff Appreciation K8	\$ 2,739	\$ 216	\$ 5,000	\$ -	\$ 5,000	4.3%
610 PD / Staff Appreciation HS	\$ 3,189	\$ 100	\$ 5,000	\$ -	\$ 5,000	2.0%
610 Board Expenses	\$ 2,230	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%
610 Parent Crew K8	\$ 2,830	\$ 745	\$ 1,000	\$ -	\$ 1,000	74.5%
610 Parent Crew HS	\$ 331	\$ -	\$ 1,000	\$ 2,084	\$ 3,084	0.0%
610 Office Supplies K8 & Nursing	\$ 20,599	\$ 4,113	\$ 22,000	\$ -	\$ 22,000	18.7%
610 Office Supplies HS & Nursing	\$ 12,309	\$ 4,145	\$ 17,000	\$ -	\$ 17,000	24.4%
617 Book Fair	\$ -	\$ -	\$ 600	\$ -	\$ 600	0.0%
610 After School Activities HS	\$ 63,438	\$ 3,827	\$ 20,000	\$ 2,916	\$ 22,916	16.7%
620 Energy Supplies (Gas, Electricity)	\$ 111,011	\$ 24,341	\$ 110,000	\$ -	\$ 110,000	22.1%
630 Food and Kitchen	\$ 265,003	\$ 63,907	\$ 310,000	\$ -	\$ 310,000	20.6%
641 Curriculum & Ed Software K8	\$ 36,453	\$ 20,365	\$ 88,000	\$ -	\$ 88,000	23.1%
641 Curriculum & Ed Software HS	\$ 29,890	\$ 12,960	\$ 25,535	\$ -	\$ 25,535	50.8%
644 Library	\$ 10,575	\$ 32	\$ 10,000	\$ -	\$ 10,000	0.3%
650 Technology Supplies	\$ 10,259	\$ 1,954	\$ 6,109	\$ -	\$ 6,109	32.0%
670 Software	\$ -	\$ 9,087	\$ -	\$ 20,000	\$ 20,000	45.4%
680 Maintenance & Cleaning	\$ 40,624	\$ 2,020	\$ 54,000	\$ -	\$ 54,000	3.7%
680 Jason Facility Projects	\$ 28,833	\$ 253	\$ 18,837	\$ -	\$ 18,837	1.3%
Total 600:	\$ 681,911	\$ 176,691	\$ 731,926	\$ 30,200	\$ 762,126	23.2%
700 Property, Equipment						
733 Furniture and Fixtures K8	\$ 109,353	\$ 200	\$ 20,000	\$ -	\$ 20,000	1.0%
733 Furniture and Fixtures HS	\$ 32,167	\$ -	\$ 10,000	\$ -	\$ 10,000	0.0%
734 Technology-Related Hardware	\$ 393,328	\$ 50,436	\$ 120,000	\$ -	\$ 120,000	42.0%
737 Cap Ex Fund (Savings for Capital)	\$ 46,089	\$ -	\$ 100,000	\$ -	\$ 100,000	0.0%
738 Kitchen Equipment	\$ 499	\$ -	\$ 25,000	\$ -	\$ 25,000	0.0%
739 Maintenance Equipment	\$ 109	\$ 1,569	\$ 15,000	\$ -	\$ 15,000	10.5%
Total 700:	\$ 581,545	\$ 52,205	\$ 290,000	\$ -	\$ 290,000	18.0%
800 Debt Service and Misc						
810 Dues and Fees	\$ 11,977	\$ 3,532	\$ 15,000	\$ -	\$ 15,000	23.5%
811 UAPCS Dues	\$ 6,272	\$ 6,592	\$ 6,408	\$ 184	\$ 6,592	100.0%
812 Banking Fees	\$ 35,156	\$ 7,677	\$ 35,000	\$ -	\$ 35,000	21.9%
830 Facility Bond K8	\$ 415,125	\$ 107,900	\$ 422,610	\$ -	\$ 422,610	25.5%
832 USDA Payments HS	\$ 339,648	\$ 84,912	\$ 339,648	\$ -	\$ 339,648	25.0%
890 Miscellaneous	\$ 9,875	\$ -	\$ 1,000	\$ -	\$ 1,000	0.0%
Total 800:	\$ 818,053	\$ 210,613	\$ 819,666	\$ 184	\$ 819,850	25.7%
Total Expenses:	\$ 9,763,115	\$ 2,207,026	\$ 9,719,613	\$ 39,751	\$ 9,759,364	22.6%
Net Income:						
	\$ 1,099,842	\$ 514,227	\$ 1,084,132	\$ (31,506)	\$ 1,052,626	48.9%
3.5% Calculated off of Total Revenue -- Summary						
	\$ 378,420	\$ 378,131	\$ 289	\$ 378,420		
Remaining:						
	\$ 706,001		\$ 674,207			

\$1,000 each year +
money taken in.

Additions:
Counselor rollover \$2,478.66
Debate rollover \$1,680.55
German rollover \$664.29
Service Club rollover \$2,260.28

PowerSchool,
UEN, etc.

Board of Trustees Meeting: Procedural Norms

Purpose: The purpose of this document is to norm our meeting procedures and provide guiding information for board members to ensure meetings that are legally compliant and efficient. Additional training and information can be provided. This is intended as a quick guide.

A simplified variation of Robert's Rules of Order governs each meeting's proceedings.

Meeting Agendas

Meeting agendas generally follow this order:

1. Call to Order (*board president or designee*)
On recording it should note day, time, location, and attendees (regular members such as board, administrators, secretary, business manager). Visitors need to sign in and be recorded in the minutes though we don't need to name them on the recording. We should note any board members that are missing.
2. Welcome (*assigned board member*)
3. Approval of Minutes (*board*)
4. Public Comment (*opportunity for visitors to comment early rather than wait to the end*)
5. Monthly Enrollment Lottery
6. Mission Statement & Vision/Training
(Recite mission statement. Variety of training on whatever subject the board needs to grow within. Once per year we are required to have Open Meetings Act training.)
7. Operations (*Budget review*)
(Things related to the viability of the school. This includes finances, building, resources, etc. These are things that are important to the school but are not directly related to student achievement.)
8. Reports (*School administration*)
*(Director and principals report should be brief. Include recent happenings as well as goal oriented, strategic updates in each school. **If any of the reports include items for board discussion and/or action, this should be noted on the agenda.** Most of the time these items will be on the agenda under policy or business.)*
9. Policy (*any policies requiring review/action*)
10. Business (*any standing business*)
11. Public Comment (*opportunity for visitors to comment on proceedings*)
 - a. For board members, see the section on "responding to public comment" below.
12. Executive Session (*if needed, closed to public*)
Closed sessions. The session must be listed on the agenda. There are 3 reasons we can close a session: 1) to discuss the character and competence of an individual, 2) to discuss real estate transactions, or 3) to discuss a security issue. A vote must be taken to enter into a closed session. Votes cannot be taken during the closed session, so if a vote is needed, it must be taken after returning to the open session.
13. Adjourn (*requires a motion*)

Directions for Making a Motion

Minutes

- Make a motion only if you attended the meeting for which the minutes were collected.
- "I **move** that we approve the meeting minutes from the DATE board meeting."
- Requires a second and vote

Board of Trustees Meeting: Procedural Norms

Action Items

- Make a motion on the item
- "I move that we approve the NAME OF POLICY/ACTION" (Read from the agenda)
- Requires a second
- Discussion can occur after the motion has been presented and seconded before the vote

Board Members

Conduct

- Listen with the intent to understand presenters and fellow board members.
- Attempt to keep comments concise to allow all board members adequate time to express their thoughts.
- Remember that all board members together are the governing body. Each member has unique experiences and perspectives to share but ultimately the aim is to work together to form the best decisions.

Instructions for Responding to the Public During the Public Comment Section

- Public comment is an opportunity for the public to express their concerns, issues, etc., to the board. It is not, for practical reasons, an opportunity for them to enter a discussion or dialogue with the board.
- The board president, or designee, both inquires after, and calls on persons who desire to comment.
- The board president thanks the public for their comments and input, but generally doesn't respond with particular answers; instead, states that the comments will be taken under consideration. Often this means directing them to administration.
- A question from the public during public comment periods is to be noted, but not answered at that point from the board unless the question has a direct, widely known and accepted answer. Another board member or an administrator, if asked by the board president, may provide such answers.
- The board president will kindly redirect comments that are made to other members of the public or administrators in order to keep to the intended audience (the board). This helps prevent conflict/debate between visitors to the meeting.
- We strive to be very responsive to concerns from the public, but this does not mean that all public comments require responses from administration, the board, or the board president.

Directions to the Public (recited where needed to the public by the board president)

- The board president reads aloud the blue text below at the beginning of public comment portions when there are visitors present. The rules are also printed on the agenda.
- Rules for Public Comment
1. The public may address the Board during the Public Comment section on topics pertaining to Venture Academy only.
 2. Please state your name, relationship to the school and speak in a courteous and professional manner.

Board of Trustees Meeting: Procedural Norms

3. Comments are limited to 3 minutes and should be addressed to the board (not other visitors or administrators).
4. Action regarding any of the comments will not be taken in this meeting unless the item is specifically on the agenda.
5. The board president will conduct the comment section and kindly redirect or remind members of the public, board members, or administrators when they are in violation of these rules.
 - *Note: Any documents, pictures, or items that are displayed or referenced in the public comment are a part of the record and must be left with the Board.*

Work Sessions:

- Work sessions have the primary goal of allowing the Board to review a proposal, gather more information, discuss the strengths and weaknesses, and develop additional ideas in relation to the proposal. Ideally robust conversation should occur between the governing body as opposed to outward facing comments.
- Public comments are not required during work sessions. The meeting is still public.

VENTURE ACADEMY BYLAWS

ARTICLE I

Offices

- Section 1.1 Business Offices
- Section 1.2 Registered Offices

ARTICLE II

Members

- Section 2.1 Classification & Election of Members

ARTICLE III

Board of Trustees

- Section 3.1 General Powers
- Section 3.2 Numbers, Election, Tenure and Qualifications, Voting Members
- Section 3.3 Vacancies
- Section 3.4 Regular Meetings
- Section 3.5 Special Meetings
- Section 3.6 Notice
- Section 3.7 Quorum and Voting
- Section 3.8 Manner of Acting
- Section 3.9 Meetings by Telephone
- Section 3.10 Action without a Meeting
- Section 3.11 Presumption of Assent
- Section 3.12 Compensation
- Section 3.13 Executive and Other Committees

ARTICLE IV

Officers and Agents

- Section 4.1 Number and Qualifications
- Section 4.2 Election and Term of Office
- Section 4.3 Removal
- Section 4.4 Vacancies
- Section 4.5 Authority and Duties of Officers
- Section 4.6 Surety Bonds

ARTICLE V

Indemnification

- Section 5.1 Indemnification of Trustees, Officers, Etc.
- Section 5.2 Indemnification Against Liability to Corporation
- Section 5.3 Indemnification to Criminal Actions
- Section 5.4 Other Indemnification
- Section 5.5 period of Indemnification

Updated:

Section 3.1 General Powers. The business and affairs of Venture Academy shall be managed by its Board of Trustees, except as otherwise provided in the Utah Nonprofit Corporation and Co-operative Association Act, the articles of incorporation or these bylaws.

Section 3.2 Number, Election, Tenure and Qualifications for Voting Board Members The number of trustees of the Corporation shall be fixed by the Board of Trustees, but in no event shall be

BOARD OF TRUSTEES

ARTICLE III

Section 2.1 Classification & Election of Members. The corporation shall have no members.

MEMBERSHIP

ARTICLE II

Section 1.2 Registered Office. If a registered office of the corporation is required to be maintained in Utah, it may be, but need not be, the same as the principal office, if in Utah, and the address of the registered office may be changed from time to time by the board of trustees.

Section 1.1 Business Offices. The principal office of the corporation shall be located in the city of Ogden and the county of Weber. The corporation may have such other offices either within or outside Utah, as the Board of Trustees may designate or as the affairs of the corporation may require from time to time.

OFFICES

ARTICLE I

Section 5.6	Insurance
Section 5.7	Right to Impose Conditions to Indemnification
Section 5.8	Limitation on Indemnification
ARTICLE VI	
Miscellaneous	
Section 6.1	Account Books, Minutes, Etc.
Section 6.2	Fiscal Year
Section 6.3	Conveyances and Encumbrances
Section 6.4	Designated Contributions
Section 6.5	Conflicts of Interest and Discrimination
Section 6.6	Loans to Trustees and Officers Prohibited
Section 6.7	References to Internal Revenue Code
Section 6.8	Amendments
Section 6.9	Severability

less than three (3) and no more than nine (9), with an expectation of seven (7) as the desired usual. Any action of the Board of Trustees to increase or decrease the number of trustees, whether expressly by resolution or by implication through the election of additional trustees, shall constitute an amendment of these bylaws affecting such increase or decrease.

Trustees shall be elected or reelected to a three year term by a majority of the existing Board of Trustees when vacancies need to be filled.

Board members shall not serve on the board for more than two (2) consecutive three-year terms. After taking a one year sabbatical, they may be re-elected to the Board. During an unusual circumstance that would interfere with the continuity of the board, a board member who has already served two (2) three-year terms may be elected to serve on the Board for one (1) additional three-year term.

At least one of the board members must be a parent of a child currently attending the school.

Board members shall not be a spouse/partner, parent, or sibling of Venture administration, teachers, or other board members.

Any trustee who does not attend 75% of board meetings and/or complete assignments regularly to the satisfaction of the board, having been given due notice, shall be subject to removal if remaining board deems.

Section 3.3 Vacancies Any trustee may resign at any time by giving written notice, either paper or electronic, to the Chair of the Board of Venture Academy. Such resignation shall take effect at the time specified therein, and unless otherwise specified, the acceptance of such resignation shall not be necessary to make it effective. The Board shall publicly announce the number of vacancies available and shall consider any nominations from parents or the community at large. Vacancies shall be filled by the affirmative vote of a majority of the trustees then in office.

Section 3.4 Regular Meetings and Attendance. Regular meetings of the Board of Trustees shall be held at least eight times each year. Notice for such meetings shall be given to the Board at least one week in advance. Board meetings are subject to the Open Meetings Act and are therefore open to the public unless a closed session is convened by a majority vote of trustees present. Closed sessions are subject to the requirements for such in the Open Meetings Act of Utah state law.

Section 3.5 Special Meeting. Special meetings of the board of trustees may be called by or at the request of the chair or a quorum minus one of trustees. The person or persons authorized to call special meetings of the board of trustees will provide proper notice and may fix any place, date and time for holding any special meeting of the board called by them; which special meeting will follow normal open meeting requirements as outlined by the State of Utah.

Section 3.6 Notice. Notice of each meeting of the board of trustees stating the place, day and hour of the meeting shall be given to each trustee at his business or home address at least five days prior thereto by mailing of written notice by first class, certified or registered mail or at least two days prior thereto by personal delivery of written notice or by telephone notice or by email (the method of notice need not be the same to each trustee). If mailed, such notice shall be deemed to be given when deposited in the US mail, with postage thereon prepaid. If emailed, such notice shall be deemed to be given when the email is sent. Any trustee may waive notice of any meeting before, at or after such meeting. The attendance of a trustee at a meeting shall constitute a waiver of notice of such meeting,

except where a trustee attends a meeting for the express purpose of objecting to the transaction of any business because the meeting was not lawfully called or convened.

Section 3.7 Quorum and Voting. A majority of the number of trustees fixed by section 2 of

this Article III shall constitute a quorum, but if less than such majority is present at a meeting, a majority of the trustees present may adjourn the meeting from time to time without further notice than an announcement at the meeting, until a quorum shall be present. No trustee may vote or act by proxy at any meeting of trustees.

Section 3.8 Manner of Acting. The act of the majority of the trustees present at a meeting at which a quorum is present shall be the act of the board of trustees.

Section 3.9 Meetings by Telephone. ~~Members of the board of trustees or any other committee thereof may participate in a meeting of the board or committee by means of conference telephone or similar communications equipment. Such participation shall constitute presence in person at the meeting.~~

Electronic Meetings and Remote Attendance at Meetings. An Electronic Meeting is one in which a quorum or more, or a majority of board members present at a meeting, attend the meeting remotely through electronic means. Attendance via phone or other electronic means shall constitute presence at the meeting as far as quorum determination and voting is concerned. (Note: When fewer than a quorum, or less than a majority of those in attendance, remotely join in a regular in-person board meeting, that scenario is not considered an electronic meeting, but such remote attendance still constitutes presence at the meeting.)

A board meeting may be held as an electronic meeting as directed by the Board Chair--or upon the request of a majority of board members--at least three days prior to the time that the board meeting is scheduled. For all electronic board meetings, the Chair will follow one of the two procedures listed below in preferential order:

a) At the school where regular board meetings are held, a space will be set up and facilitated as an anchor site for members of the public to attend the electronic meeting.

b) If the Board Chair determines:

i) that providing an anchor site at the school presents a substantial risk to the health or safety of those who would be present; or

ii) That other circumstances make it impractical to provide the anchor site at the school, a means for the public to attend remotely will be provided.

At least 24 hours before an Electronic Meeting is scheduled to begin, each Board Member, and the public via official notice (as needed as noted in 2b above), will receive instructions on how to electronically connect to the meeting.

Notwithstanding the instances described in 2b where remote access to an electronic meeting is given to the public, outside of those specific situations, members of the public are not entitled to connect remotely to any other meeting or request such access.

Section 3.10 Action Without a Meeting. All official actions of the board must be done in a public meeting in accordance with Utah State law.

Section 3.11 Presumption of Assent. A trustee of Venture Academy who is present at a meeting of the board of trustees at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless his dissent is entered in the minutes of the meeting. Such right to dissent shall not apply to a trustee who voted in favor of such action. A Trustee may abstain from voting when he or she has a conflict of interest and/or where said abstention is required by law.

Section 3.12 Compensation. Trustees shall not receive compensation for their service on the board, although the reasonable expenses relating to the furtherance of the corporation's mission may be paid or reasonable compensation paid for services rendered in the furtherance of the corporation's mission outside of service on the Board of Trustees.

Section 3.13 Executive and Other Committees. By one or more resolutions, the board of trustees may designate from among its members an executive committee and one or more other committees.

ARTICLE IV

OFFICERS AND AGENTS

Section 4.1 Number and Qualifications. The Officers of Venture Academy shall be a chair, a vice-chair, secretary and a treasurer. The Board of trustees may also elect or appoint such other officers, assistant officers and agents, including an executive director, one or more vice-chairs, a controller, assistant secretaries and assistant treasurers, as it may consider necessary. One person may hold more than one office at a time, except that no person may simultaneously hold the offices of chair and secretary. Officers need not be trustees of the corporation. All officers must be at least eighteen years old.

Section 4.2 Election and Term of Office. Officers of Venture Academy shall be elected by the board of trustees at the regular annual meeting of the board of trustees. If the election of officers shall not be held at such meeting, such election shall be held as soon as convenient thereafter. Officers shall hold office for 2 -year terms with the opportunity to be elected again to the same position.

Section 4.3 Removal. Any officer or agent may be removed by a majority vote of the board of trustees whenever in its judgment the best interests of the corporation will be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed. Election or appointment of an officer or agent shall not in itself create contract rights.

Section 4.4 Vacancies. Any officer may resign at any time, subject to any rights or obligation under any existing contracts between the officer and the corporation, by giving written notice to the chair or the board of trustees. An officer's resignation shall take effect at the time specified in such notice, and unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective. A vacancy in any office, however occurring, may be filled by the board of trustees for the unexpired portion of the term.

Section 4.6 Surety Bonds. The board of trustees may require any officer or agent of the corporation to execute to the corporation a bond in such sums and with such sureties as shall be satisfactory to the board, conditioned upon the faithful performance of his/her duties and for the

(d) **Treasurer.** The treasurer shall: (1) be the principal financial officer of the corporation and have the care and custody of all its funds, securities, evidences of indebtedness and other personal property and deposit the same in accordance with the instructions of the Board of Trustees; (2) receive and give receipts and acquittance for moneys paid on account of the corporation, and pay out of the funds on hand all bills, payrolls and other just debts of the principal accounting officer of the corporation and as such prescribe and maintain the methods and systems of accounting to be followed, keep complete books and records of account, prepare and file all local, state and federal tax returns and related documents, prescribe and maintain an adequate system of internal audit, and prepare and furnish to the chair and the board of trustees statements of accounts showing the financial position of Venture Academy and the results of its operations; (4) upon request of the board, make such reports to it as may be required at any time; and (5) perform all other duties incident to the office of treasurer and other such duties as from time to time may be assigned to him/her by the chair of the board of trustees. Assistant treasurer, if any, shall have the same powers and duties, subject to supervision by the treasurer.

(c) **Secretary.** The secretary (or designee, e.g., assistant secretary) shall: (1) keep the minutes of the proceedings of the board of trustees and any committees of the board; (2) see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; (3) be custodian of the corporate records and of the seal of the corporation; and (4) in general, perform all duties incident to the office of secretary and such other duties as from time to time may be assigned to him/her by the chair or by the board of trustees. Assistant secretaries, if any, shall have the same duties and powers, subject to supervision by the secretary.

(b) **Vice-Chair.** The vice-chair shall assist the chair and shall perform such duties as may be assigned by the chair or by the board of trustees. The vice-chair shall, at the request of the chair, or in his absence or inability to act, perform the duties of the chair and when so acting shall have all the powers of and be subject to all the restrictions upon the chair.

(a) **Chair.** The chair shall, subject to the direction and supervision of the board of trustees: (1) preside at all meetings of the board of trustees; (2) see that all orders and resolutions of the board of trustees are carried into effect; and (3) perform the duties of the chair and when so acting shall have all the powers of and be subject to all the restrictions upon the chair.

Section 4.5 Authority and Duties of Officers. The officers of the corporation shall have the authority and shall exercise the powers and perform the duties specified below and as may be additionally specified by the chair, the board of trustees or these bylaws, except that in any event each officer shall exercise such powers and perform such duties as may be required by law.

restoration of Venture Academy of all books, papers, vouchers, money and other property of whatever kind in his possession or under his control belonging to the Venture Academy.

ARTICLE V

INDEMNIFICATION

Section 5.1 Indemnification of Trustees, Officers, etc. The corporation hereby declares that any person who serves at its request as a trustee, officer, employee, chairperson or member of any committee, or on behalf of the Venture Academy as a trustee, director or officer of another corporation, whether for profit, shall be deemed the corporation's agent for the purposes of this Article and shall be indemnified by Venture Academy against expenses (including attorney's fees), judgments, fines, excise taxes, and amounts paid in settlement actually and reasonably incurred by such person who was or is a party or threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative by reason of such believed to be in the best interests of the Venture Academy and, with respect to any criminal action or proceeding, had no reason of such service, provided such person acted in good faith and in a manner she/he reasonably believed to be in the best interests of Venture Academy and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. Except as provided in Section 5.3, termination of any such action, suit or proceeding by judgment, order, settlement, conviction or upon a plea of no contender or its equivalent, shall not of itself create either a presumption that such person did not act in good faith and in manner which he reasonably believed to be in the best interests of the corporation. With respect to any criminal action or proceeding, a presumption that such person had reasonable cause to believe that his conduct was unlawful.

Section 5.2 Indemnification Against Liability to the Corporation. No indemnification shall be made in respect of any claim, issue matter as to which a person covered by Section 5.1 shall have been adjudged to be liable for negligence or misconduct in the performance of his duty to the corporation unless and only to the extent that the court in which such action, suit or proceeding was brought shall determine upon application that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnification for such expenses which such court shall deem proper.

Section 5.3 Indemnification in Criminal Actions. No indemnification shall be made in respect of any criminal action or proceeding as to which a person covered by Section 5.1 shall have been adjudged to be guilty unless and only to the extent that the court in which such action or proceeding was brought shall determine upon application, that despite the adjudication of guilt but in view of all the circumstances of the case, such person is entitled to indemnification for such expenses or fines which such court shall deem proper.

Section 5.4 Other Indemnification. The indemnification provided by this Article shall not be deemed exclusive of any other rights to which any person may be entitled under the articles of incorporation, any agreement, any other provision of these bylaws, vote of the disinterested trustees or otherwise, and any procedure for by any of the foregoing, both as to action in his official capacity and as to action in another capacity while holding such office.

Updated:

Section 5.5 Period of Indemnification. Any indemnification pursuant to this Article shall (a) be applicable to acts or omissions which occurred prior to the adoption of this Article, and (b) continue as to any indemnified party who has ceased to be a trustee, officer employee or agent of the corporation and shall inure to the benefit of the heirs and personal representatives of such indemnified party. The repeal or amendment of all or any portion of these bylaws which would have the effect of limiting, qualifying or restricting any of the powers or rights of indemnification provided or permitted in this Article shall not, solely by reason of such repeal or amendment, eliminate, restrict or otherwise affect the right or power of the corporation to indemnify any person or affect any right of indemnification so such person, with respect to any acts or omissions which occurred prior to such repeal or amendment.

Section 5.6 Insurance. By action of the Board of Trustees, notwithstanding any interest of the trustees in such action, Venture Academy may, subject to Section 5.8, purchase and maintain insurance, in such amounts as the board may deem appropriate, on behalf of any person indemnified hereunder against any liability asserted against him/her and incurred by him/her in the capacity of or arising out of or his/her status as an agent of the corporation, whether or not the corporation would have the power to indemnify him/her against such liability under applicable provisions of law. The corporation may also purchase and maintain insurance, in such amounts as the board may deem appropriate, to insure Venture Academy against any liability, including without limitation, any liability for the indemnification provided in this Article.

Section 5.7 Right To Impose Conditions to Indemnification. The corporation shall have the right to impose, as conditions to any indemnification provided or permitted in this Article, such reasonable requirements and conditions as the board of trustees may deem appropriate in each specific case, including but not limited to any one or more of the following: (a) that any counsel representing the person to be indemnified in connection with the defense or settlement of any action shall be counsel that is mutually agreeable to the person to be indemnified and to the corporation; (b) that Venture Academy shall have the right, at its option, to assume and control the defense or settlement of any claim or proceeding made, initiated or threatened against the person to be indemnified; and (c) that Venture Academy shall be surrogated, to the extent of any payments made by way of indemnification, to all of the indemnified person's right of recovery, and that the person to be indemnified shall execute all writings and do everything necessary to assure such rights of subordination to Venture Academy.

Section 5.8 Limitation of Indemnification. Notwithstanding any other provision of these bylaws, Venture Academy shall neither indemnify any person nor purchase any insurance in any manner or to any extent that would jeopardize or be inconsistent with qualification of the corporation as an organization described in section 501(c)(3) of the Internal Revenue Code or would result in liability under section 4941 of the Internal Revenue Code.

Article VI

MISCELLANEOUS

Updated:

Section 6.1 Account Books, Minutes, Etc. The corporation shall keep correct and complete books and records of account and shall also keep minutes of the proceedings of its board of trustees and business meetings of officers. All books and records of the corporation may be inspected by any trustee or his accredited agent or attorney, for any proper purpose at any reasonable time.

Section 6.2 Fiscal Year. The fiscal year of the corporation shall be July 1 to June 30.

Section 6.3 Conveyances and Encumbrances. Property of the corporation may be assigned, conveyed or encumbered by such officers of the corporation as may be authorized to do so by the board of trustees, and such authorized persons shall have power to execute and deliver any and all instruments of assignment, conveyance and encumbrance; however, the sale, exchange, lease or other disposition of all or substantially all of the property and assets of the corporation shall be authorized only in the manner prescribed by applicable statute.

Section 6.4 Designated Contribution. The corporation may accept any designated contribution, grant, and bequest or devise consistent with its general tax-exempt purposes, as set forth in the articles of incorporation. As so limited, donor-designated contributions will be accepted for special funds, purposes or uses, and such designations generally will be honored. However, the corporation shall reserve all rights, title and interest in and to and control of such contributions, as well as full discretion as to the ultimate expenditure or distribution thereof in connection with any special fund, purpose or use. Further, the corporation shall retain sufficient control over all donated funds (including designated contributions) to assure that such funds will be used to carry out the corporation's tax-exempt purpose.

Section 6.5 Conflicts of Interest. If any person who is a trustee or officer of the corporation is aware that the corporation is about to enter into any business transaction directly or indirectly with himself, any member of his family, or any entity in which he has any legal, equitable or fiduciary interest or position, including without limitation as a trustee, officer, shareholder, partner, beneficiary or trustee, such person shall (a) immediately inform those charged with approving the transaction on behalf of the corporation of his interest or position, (b) aid the persons charged with making the decision by disclosing any material facts within his knowledge that bear on the advisability of such transaction from the standpoint of the corporation, and (c) not be entitled to vote on the decision to enter into such transaction.

Discrimination: Venture Academy admits students of any race, color, national origin, and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, color, national origin, and ethnic origin in administration of its educational policies, admission policies, scholarship and loan programs, and athletic and other school-administered programs.

Section 6.6 Loans to Trustees and Officers. No loans shall be made by the corporation to any of its trustees or officers. Any trustee or officer who assents to or participates in the making of such loan shall be liable to the corporation for the amount of such loan until it is paid.

Section 6.7 References to Internal Revenue Code. All references in these bylaws to provisions of the Internal Revenue Code are to the provisions of the Internal Revenue Code of 1954, as amended and shall include the corresponding provisions of any subsequent federal tax laws.

Updated:

Section 6.8 Amendments. The power to alter, amend or repeal these bylaws and adopt new bylaws shall be vested in the board of trustees.

Section 6.9 Severability. The invalidity of any provisions of these bylaws shall not affect the other provisions hereof, and in such event these bylaws shall be construed in all respects as such invalid provision were omitted.

UTAH OPEN & PUBLIC MEETINGS ACT (OPMA)

UTAH CODE ANNOTATED TITLE 52, CHAPTER 4

Training

The presiding officer shall ensure the b
receives OPMA training on an annual b

What is OPMA?

The public's business be done in public.

Take actions openly

Conduct deliberations openly

DEFINITIONS

A public body is:

Any administrative, advisory, executive, or legislative body of state or its political subdivisions that:

1

Is created by the Utah Constitution, statute, rule, ordinance, or resolution

2

Consists of two or more individuals;

3

Expends, disburses, or is supported in whole or in part by tax revenue

4

Is vested with the authority to make decisions regarding the public's health, safety, or general welfare

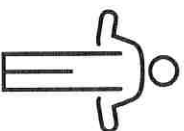
A meeting is:

A gathering of a public body:

1. With a quorum present
(simple majority)



2. Convened by an individual with authority to convene



3. For the express purpose to:
- Receive public comment about relevant matter;
 - Deliberate about a relevant
 - Take action upon a relevant

A relevant matter is:

A matter “within the scope of the authentic
of a public body”

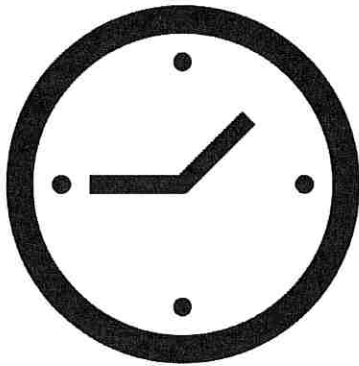
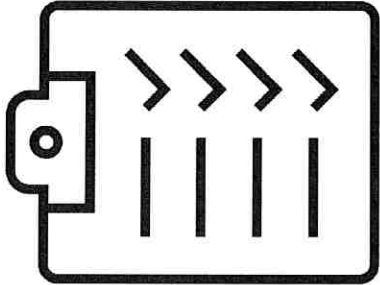
If the body has executive and legislative responsibilities, it does not include managerial or operational matter.”

NOTICE

NOTICE

At least 24 hours before the meeting, post the following:

- Agenda
- Date
- Time
- Place



FILE

NOTICE -

Additionally

If holding regular meetings scheduled in advance over the course of a year, additional public notice at least once each year of annual schedule which includes date, time, and place.



NOTICE

NOTICE –

Where

- Meeting location
- Utah Public Notice Website
- The public body's official website



NOTICE - Emergency

Unforeseen circumstances → Matters of an emergency or urgent nature

- Give best notice practicable of time, place, and topics
- Attempt to notify all members of the body
- Majority of members approve the meeting

The logo for EMEI is located in the bottom right corner. It consists of the letters "EMEI" in a bold, sans-serif font, enclosed within a white triangular border. The background of the slide features a dark, textured image of a mountain range under a cloudy sky.

EMEI

AGENDA

AGENDA

- Each topic shall be listed
- Reasonable specificity to notify the public as to the topics to be considered
- May not take final action unless topic is listed

AGENDA

AGENDA – Discussion Exception

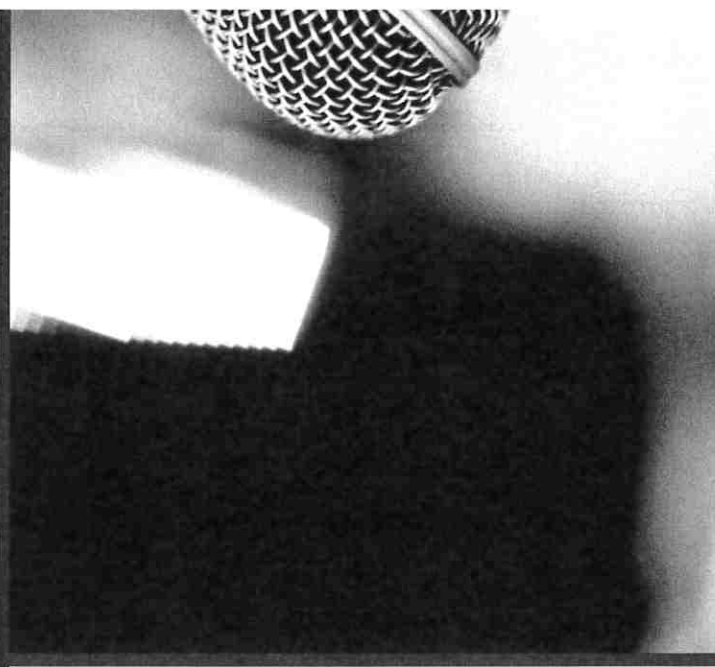
- At the discretion of presiding officer
- Topic raised by public
- May discuss – but not take action

AGENDA

RECORD OF MEETING

RECORD OF MEETINGS

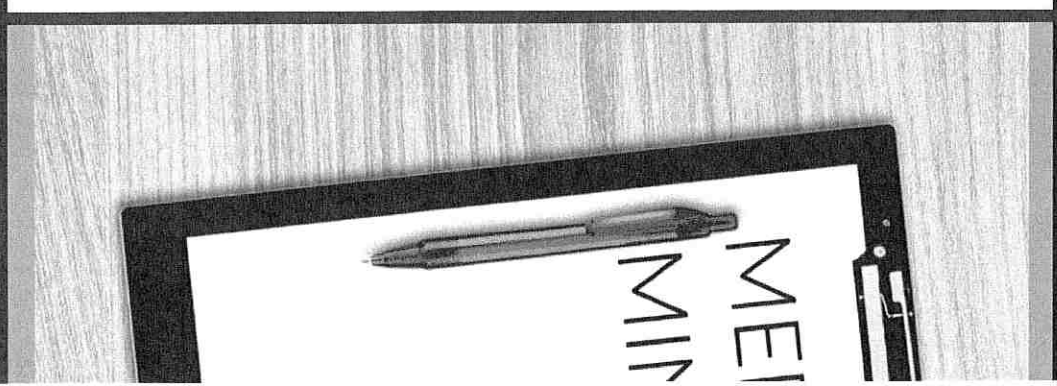
Written minutes and a recording
of all open portions of meetings



RECORD OF MEETINGS

Written minutes

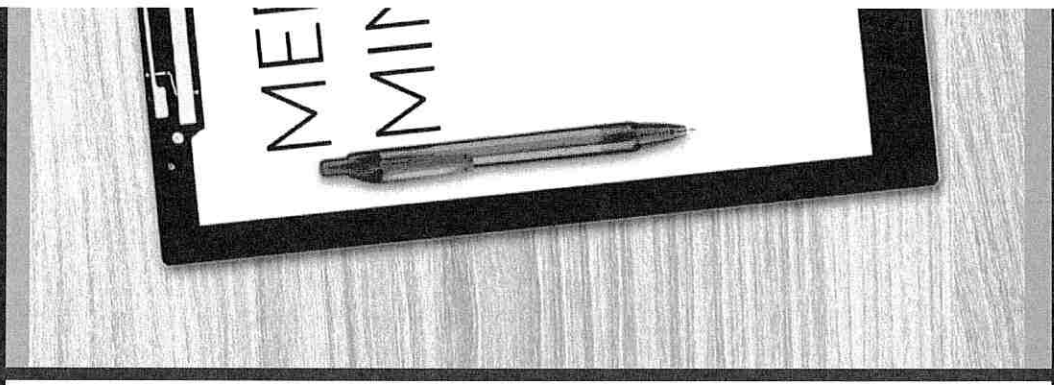
- Date, time, and place
- Names of members present and absent
- Substance of all matters proposed, discussed, decided and may include a summary of comments (satisfied by link to recording)
- Record of each vote taken
- Names of those providing testimony or comments and substance in brief (link to recording for substance)
- Other information that a member requests



RECORD OF MEETINGS

Written minutes - Timing

- **30 days after meeting:** Draft minutes must be publicly available
- **3 business days after draft minutes are approved:** Approved minutes must be posted on the Utah Public Notice Website and made available at the public body's office



RECORD OF MEETINGS

Recording

- Recording must be complete, unedited record of all open portions of the meeting
- Must post recording on the Utah Public Notice Website within 3 business days after the public meeting

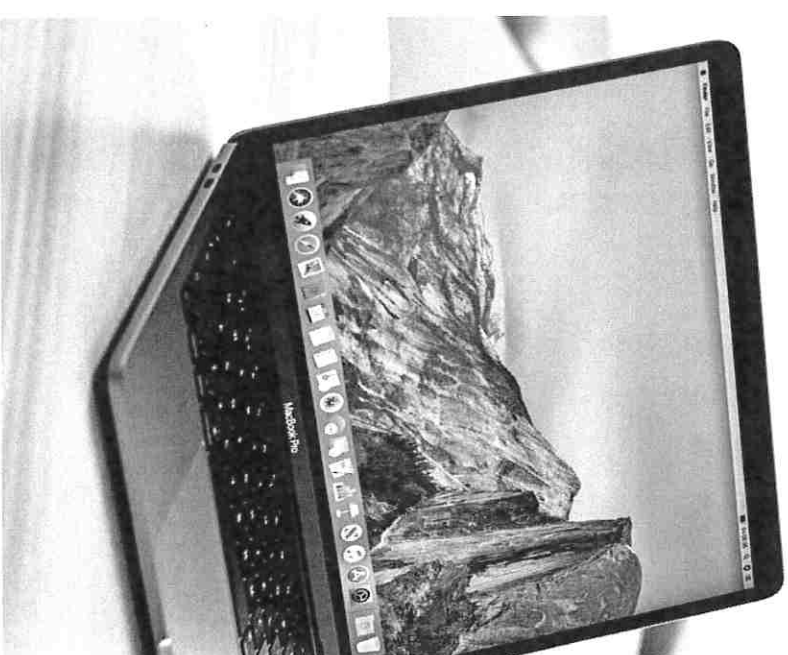


ELECTRONIC MEETING

ELECTRONIC MEETINGS

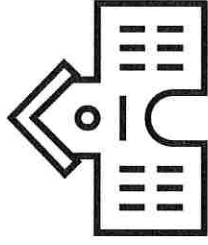
Must have a resolution, rule, or ordinance governing electronic meetings and Notice requirements apply

- R380-42: Open and Public Meetings Act Electronic Meetings



ELECTRONIC MEETINGS

Utah Code 52-4-207(4)



With a **few exceptions**, a public body **MUST** provide space and facilities at an anchor location for the public to attend



A public body **MAY** provide for public to participate re

ELECTRONIC MEETINGS

When anchor location is NOT required

The chair of the public body determines that conducting the meeting from an anchor location presents a substantial health or safety risk

All public body members the meeting remotely public body receives req anchor location at least before the meeting)

ELECTRONIC MESSAGE TRANSMISSIONS

Member is not restricted from transmitting an electronic message to other members of the body at a time when the body is NOT convened in a meeting. (52-4-210)



CLOSED MEETINGS

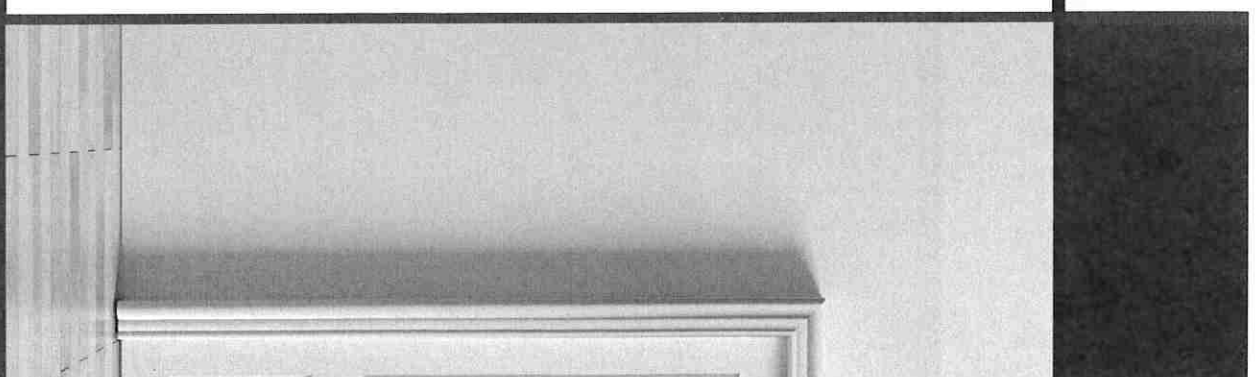
CLOSED MEETING

- Must be during an open meeting
- Quorum present
- 2/3 members present vote to go into closed session
- Approved purpose - announced

CLOSED MEETING

Approved Purposes

- Character, professional competence, or physical or mental health of an individual
- Pending or reasonably imminent litigation
- Deployment of security personnel, devices or systems
- Investigative proceedings regarding allegations of criminal misconduct



CLOSED MEETING

A public body may NOT



Take a vote – except to end the closed session
and return to open meeting

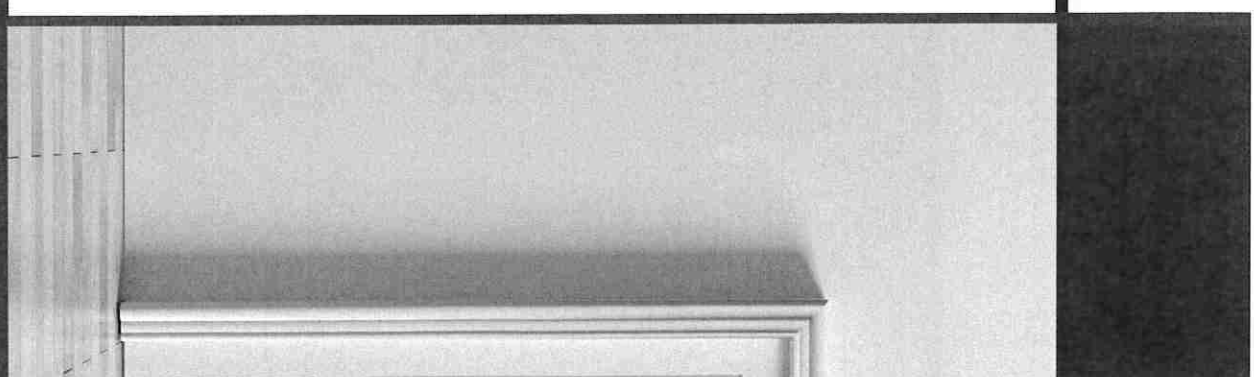


Approve a rule, regulation, contract, or appointment

CLOSED MEETING

Record of Closed Meeting

- Recording except for personnel or security
- MAY take minutes
- Protected records under GRAMA



DISRUPTION OF MEETINGS

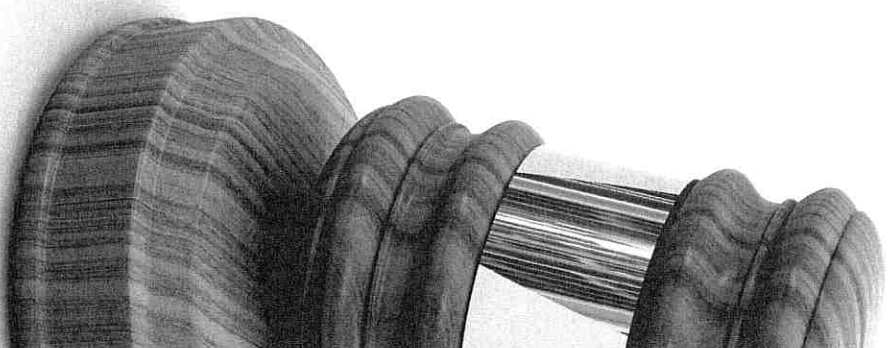
OPMA does not prohibit the removal of a person from a meeting if the person willfully disrupts the meeting to the extent that orderly conduct is seriously compromised. (52-4-301)



VIOLATIONS OF OPMA

A court can void any action in violation of OPMA

- Sometimes a violation can be cured by discussing and taking a public vote in a subsequent meeting
- May have to pay court costs and attorney fees
- It is a class B misdemeanor to knowingly or intentionally violate the closed meeting provisions of OPMA (6 months in jail and/or \$1,000 fine)



Summary

- 24-hour notice
- Be specific with agenda items
- Close meetings only for allowed statutory purposes and follow the process
- Provide minutes/recordings in a timely manner
- Don't text/email each other during meetings
- Receive training once a year
- Err on the side of transparency

SAFE AND ORDERLY SCHOOL POLICIES

(Student Discipline)

Venture Academy

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All students, school employees, and volunteers have a right to participate in school activities in a safe and positive environment. When discipline is necessary, the goal is to restore the safe, respectful, and productive learning environment and to help the misbehaving student accept responsibility, be accountable, and develop better self-discipline. The same behavior standard will be expected of students and staff whether they are at school, at school sponsored activities, on fieldwork, or engaged in school endorsed extra-curricular activities.

Proactive Behavior Measures and General Training

Venture Academy expects high standards of conduct and seeks to instill these standards through explicit teaching of appropriate behavior, community building, and exhibiting empathy in and out of the classroom. Students are taught how to appropriately advocate for themselves and others. These skills and traits are modeled and taught within all curriculum but explicitly addressed through an organized structure and process we call crew. Crew is defined as a group of students that works for multi-year periods with one faculty member to create a strong bond of support between students and teachers. Instructional goals related but not limited to personal behavior, responsibility and accountability will be addressed through Crew. Conflict resolution and proper behavior will be explicitly taught with the positive outcome in mind. School culture is developed so students, parents, teachers, and staff feel safe in notifying the appropriate persons in authority if concerns arise. Venture Academy devotes significant time, effort, and resources to create this positive school culture.

Equity in Administration of Discipline

In all cases where discipline is required, it will be administered without regard to race, color, religion, sex, national or ethnic origin, legal status or special needs as explained in the Individuals with Disabilities Education Act (IDEA) and Section 504. Behavioral expectations will be the same for all students at the school unless the behavior is a manifestation of a student's disability, does not compromise the safety of other students, or special considerations relative to it have been addressed in the student's IEP or 504 plan.

I. Misconduct

Definitions

The School reserves the right to judge the severity of any single infraction or the persistence of patterns of behavior that are disruptive to the learning environment. Student misconduct (i.e., "disruptive student behavior," U.C.A. 53A-11-910) can be divided into two general types: major and minor. All minor and major misconduct described below is prohibited for students and staff and applies to situations involving student to student, staff to student, student to staff, or staff to staff.

SAFE AND ORDERLY SCHOOL POLICIES

(Student Discipline)

Venture Academy

Minor misconduct is defined as a situation where physical, emotional, or social safety of students or staff is not seriously threatened but where there is a problem to be resolved, such as disputes between students, leaving messes, name calling, yelling, academic dishonesty (including plagiarism and inappropriate use of AI), and class disruptions.

Major misconduct is defined as the willful and wanton acts of disrespect toward School staff members, students, or property. Examples of major misconduct include, but are not limited to, fighting, acts of defiance, insubordination, or willful disrespect; harassment/bullying/cyberbullying; possession, distribution, or accessing of pornography (printed, electronic, or otherwise); creation or distribution of sexually explicit or nonconsensual intimate images; blatant use of profane language; willful destruction of School property; possession or use of alcohol, drugs, or weapons; and where persistent disobedience in minor misconduct areas become chronic (such cases may, in sum, become classified as major misconduct).

Abusive conduct means verbal, nonverbal, or physical conduct of a parent or student directed toward a school employee that, based on its severity, nature, and frequency of occurrence, a reasonable person would determine is intended to cause intimidation, humiliation, or unwarranted distress; or exploits an employee's known physical or psychological disability and results in substantial physical or psychological harm.

A single act may not constitute abusive conduct, unless it is an especially severe and egregious act.

Harassment is defined as repeated communication to another individual in a demeaning or disparaging manner that creates a hostile learning environment. Harassment includes, but is not limited to:

- *Sexual Harassment.* Sexually motivated actions that intimidate, humiliate or otherwise interfere with a student's life at school. Creation or distribution of sexually explicit or nonconsensual intimate images.
- *Ethnic Harassment.* Slurs, verbal references, gestures and other behavior, which tends to demean, humiliate, intimidate and/or threaten others on the basis of race, ethnic group or nationality.
- *Religious Harassment.* Slurs, verbal references, gestures, or other behavior which tends to demean, humiliate, intimidate and/or threaten others on the basis of creed or religious affiliation.
- *Sexual Identity and/or Orientation Harassment.* Slurs, verbal references, gestures, or other behavior which tends to demean, humiliate, intimidate and/or threaten others on the basis of sexual identity or sexual orientation.

Bullying is defined as intentional, aggressive verbal or physical behavior toward another person that:

- involves a real or perceived power imbalance;
- is intended to create harm (physical or otherwise), or a fear of potential harm;
- is often intended to force the person targeted to do something against his/her will or desires; and
- is repeated or has the potential to be repeated over time.

Cyber-Bullying is bullying or harassing behavior that takes place through electronic communication including acts such as, but not limited to, online posting, or re-posting, of a recording of an act of bullying, cyber-bullying, hazing, abusive conduct, or retaliation, especially where doing so is a means of amplifying the behavior or providing inappropriate entertainment.

Hazing is defined as demeaning, humiliating, or physically dangerous tasks or activities that are required as part of an initiation process into a school organization, club, program, etc.

Civil rights violation is defined as harassment, bullying, cyber-bullying, or hazing that is targeted at a student or employee upon the students' or employees' identification as part of any group protected from discrimination under the following federal laws:

- Title VI of the Civil Rights Act of 1964, including discrimination on the basis of race, color, or national origin;
- Title IX of the Education Amendments of 1972, including discrimination on the basis of sex; or
- Section 504 of the Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1990, including discrimination on the basis of disability.

The conduct described above as harassment, bullying, cyber-bullying, hazing, abusive conduct or a civil rights violation constitutes major misconduct whether or not the person against whom the conduct is committed, under duress, consented to, or acquiesced to the conduct. All major misconduct is subject to the most severe consequences.

Retaliation

Retaliation is an unlawful adverse action taken against a student, parent, or staff member as retribution against a person for engaging in a protected action such as reporting harassment, bullying, or hazing. Retaliation includes attempts to improperly influence the investigation of, or the response to, a report of misconduct by means of threat, intimidation, harassment, or coercion. Moreover, retaliation perpetrated by school employees is forbidden. This includes such actions as threatening--or giving--failing grades or barring participation in school activities.

Gang Misconduct

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Venture Academy prohibits any gang related activity. Gang activity is defined by actions taken by an organized group of three (3) or more persons that participate in delinquent activities that disrupt, deface or harm people or property related to the school. Venture Academy teachers and staff will be trained on gang identification and prevention. The school reserves the right to judge the threat to student and property safety and to apply disciplinary action up to and including suspension and expulsion. All known criminal gang activity will be reported to the police.

II. Prohibitions

Harassment, Bullying, Cyber-bullying, Online Harassment, Hazing, Retaliation, Abusive Conduct

Neither minor nor major misconduct are permissible at Venture Academy. Harassment, bullying, cyber-bullying, hazing and abusive conduct of any kind and for any reason by any student or school employee is forbidden. In addition, retaliation upon those that report bullying is forbidden and considered to be major misconduct and will be subject to disciplinary measures up to and including suspension and expulsion. False reporting of bullying or other misconduct will not be tolerated and will be subject to disciplinary measures.

Students who engage in misconduct while at school, at any school function, in connection to or with any school sponsored activity or event, are subject to disciplinary action, up to and including suspension or expulsion. Law enforcement officials shall be notified of such incidents as required by law.

In such cases where misconduct takes place outside of school or school sponsored events, but are reported to school officials, the report will be turned over to the proper authorities (e.g., parent/guardians, or if unlawful behavior is suspected, law enforcement officials.) The school reserves the right to judge the threat to student safety that any of these outside of school situations present, and to apply disciplinary action up to and including suspension and expulsion.

If any of the major misconduct described in this section is known to be perpetrated against an individual as a means of targeting the victim as a member of a federally protected class, the misconduct may also constitute a civil rights violation and will be reported to the office for civil rights.

Illegal Drugs and Controlled Substances

Students, staff, volunteers and visitors are prohibited from possession or use of alcohol, tobacco (in any form including but not limited to cigarettes, chew, as well as e-cigarettes), illegal drugs, other controlled substances or affiliated paraphernalia on school property. This prohibition extends to all school sponsored activities and while transporting or acting as a student chaperone. Student violation of this policy may include disciplinary action up to and including suspension

and expulsion. Staff and volunteers are subject to disciplinary measures for violations up to and including termination of employment/service.

III. Reporting, Investigations & Proactive Measures

General Plan to Maintain a Harassment and Discrimination Free School

1. The safe and orderly school policy will be distributed to parents/students annually before September 1st.
2. Training on recognizing and eliminating harassment and discrimination will be addressed in our crew curriculum annually.
3. Teachers and administration will respond promptly to observed and reported incidents.
4. An annual climate survey will be conducted and reviewed. Proactive and corrective measures will be taken where appropriate.
5. Crew and Venture Values will be used on an ongoing basis to promote a harassment and discrimination free learning environment.

Reporting of Incidents to School Officials

Students should report any misconduct or any other wrongdoing or injury they experience to their teacher, or other available staff or administration. Incidents may be reported anonymously, but disciplinary action will not be taken based solely on an anonymous report. Parents and volunteers should report any misconduct to their student's teacher as soon as possible. Teachers and staff should report incidents of misconduct or other wrongdoing against themselves or other staff members to administration. A confidential record that includes name of complainant, alleged offender, date and location, description of the incident, and notes on status will be kept of all reported incidents that involve harassment, bullying, cyber-bullying, hazing, or other serious misconduct such as assault.

Freedom of Expression

Students have the right to express themselves openly on school premises about matters of social, political, and religious importance. However, students may not express themselves in a way that causes a disruption of, or interference with, the orderly conduct of school activities or is inconsistent with the school's basic educational mission. Teachers and administrators may also edit the style and content of student speech at school assemblies, in the school newspaper, in school theatrical productions, and in other school-sponsored activities, where teachers and administrators have legitimate educational concerns.

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Investigations

Venture Academy will promptly and reasonably investigate allegations of wrongdoing. Investigations are conducted under the direction of the school principals and their designees. Investigations shall include interviews of all parties involved and any witnesses as well as all other available evidence. Investigation procedures will include retaining names of people involved, names of any witnesses, date and location of incidents, and a statement of what is claimed to have happened, and the results of the investigation. A confidential report will be created and retained in school records. In the case of serious misconduct, both the offender and the victim's parent or legal guardian will be notified of the results of the investigation and associated consequences and/or actions.

Administration shall direct school employees in developing strategies and protocols for protecting victims from further incidents and possible retaliation based on the circumstances of the individual case.

In cases of alleged abusive conduct, a staff member who is not satisfied with the investigation and actions taken by the building principal, may request in writing a grievance review with the executive director and one other uninvolved administrator regarding the matter. The review will convene within five business days. The decision will be communicated in writing to the complainant within three business days thereafter. The decision will either revise the standing decision of the building principal, call for further investigation, or confirm the standing decision.

Threats to Life and Safety of Staff and Students

In accordance with HB 84 (and corresponding inclusion in Utah Code), an employee will be designated as School Safety Specialist and another designated as School Safety Director. The specialist and director work with the State Security Chief and State Security Task Force to obtain special training to implement the requirements of the law.

Threat Assessment

1. Purpose

Threat assessment's primary goal is to prevent violence by investigating and resolving conflicts or problems prior to them escalating into violence. This policy directs administration to develop and train appropriate personnel (administrators, counselor, crew teacher, etc.) on threat assessment guidelines and processes to guide in distinguishing non-serious threats (transient) from serious (substantive) and very serious (substantive) threats and to resolve threats appropriately. This is to be an evidence-based (53G-18-211[1]) school threat assessment process consistent with Utah State Board of Education (USBE) Rules [R277-400](#) and [R277-736](#).

2. Definitions

- a. "Multi-disciplinary assessment team" is a group of educators and other professionals who meet to pursue the common goal of evaluating and triaging a threat. Venture may have more than one threat assessment team for different purposes. Venture teams may include:

- i. school administrative personnel;
- ii. local law enforcement or a school resource officer;
- iii. a mental health professional (i.e., school counselor, school psychologist, school social worker, or contracted mental health professional); and
- iv. an instructional coach, general education, crew, or special education teacher.
- v. Or other relevant professionals.

- b. "Threat" means an expression of intent to harm others that is direct, indirect, or implied which may be spoken, written, or expressed in some other way. It does not need to be observed or communicated directly to the target of the threat in order to be considered a threat.

- c. "Threat Assessment" means: (a) investigating identified/reported threats from students, (b) determining the seriousness of the threat, and (c) developing intervention plans that protect potential victims and address the underlying problem or conflict that stimulated the threatening behavior. Threat assessment is not primarily about determining whether or not a student has made a threat, but how serious the threat is and what should be done about it. The process includes considering the academic, social, emotional, physical, and/or behavioral needs of a student and creating strategies and interventions to address the identified needs.

3. Training & Action

- a. Venture administration, and appropriate other professionals, will receive training and take action consistent with generally accepted best practices (e.g., *Comprehensive School Threat Assessment Guidelines*, Dewey Cornell, 2018) as recommended by the state of Utah. Training will include procedures for documentation and notification of threats as well as relevant aspects of the Family Educational Rights and Privacy Act 20 USC, Sec. 1232g (Note: the Annual Privacy Notice must identify all threat assessment team members as school officials.)
- b. All members of the school community (including students, teachers, administrators, parents, support staff, and community members) will receive training on the importance of reporting threats immediately.

4. Actions Required if Threats Are Reported

- a. Each reported threat will be promptly investigated/triaged by a school administrator, and, in consultation with the threat assessment team, the seriousness of the threat(s) will be determined.
- b. The threat assessment team shall maintain thorough documentation, including information gathered during incident management and ongoing monitoring. The

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documentation shall demonstrate the team's reasonable, good faith efforts to identify, investigate, assess, and manage threats.

- c. The threat assessment team shall develop, implement, and monitor an individualized plan to intervene with, address, and mitigate the risk.
- d. Verified threats shall result in interventions or consequences (R277-609; R277-613). Interventions or consequences include, but are not limited to:
 - i. implementation of best-practices that de-escalate, contain, control, and redirect the student away from plans and preparation for violence; support the student with skills to engage with others, problem-solve, adapt, and improve coping skills and well-being; create discipline plans that monitor and assist students to improve behavior;
 - ii. suspension or removal of a student from a school-sponsored club or activity;
 - iii. suspension or expulsion of a student from school or lesser disciplinary action as outlined in this policy (53G-8-202); student discipline involving more than 10 days must abide by applicable state and federal law regarding students with disabilities.
 - iv. suspension or termination of an employee who makes a substantive threat.
- e. Venture will notify the student's parent(s)/guardian(s) if the student poses a threat of violence or physical harm to self or others or if the student is a potential victim and will maintain a record that verifies the parent(s)/ guardian(s) were notified of the threat. Disclosure of these records to anyone unauthorized is prohibited. These records will not be used for purposes not allowed under the law.

5. Additional Follow-up Actions

- a. Threat assessment team members must also include the following in reporting, as appropriate:
 - i. Procedures for the victim(s) and other involved individuals regarding protection from further inappropriate communication or behavior; supports for potential victims; assistance for the individual(s) who are being assessed; and law enforcement reports of any threats that may constitute a criminal offense;
 - ii. Procedures for a fair and timely opportunity for the accused to explain their actions; and
 - iii. Procedures provided for due process rights of licensed staff and the following of employee discipline policies for any enacted employee discipline (Utah Code Annotated 53G-11-501).

Search of Person or Property

The school has the responsibility to protect the health, safety and welfare of its students.

In carrying out this responsibility, student lockers or other areas for storing personal items may be searched without the permission of the student involved (Act 451, Section 380.1306.)

- All searches of student property by school personnel shall be witnessed by a third party (such as another administrator, teacher, or police officer). All contraband discovered in a search by school officials shall be immediately confiscated and shall be turned over to law enforcement officers.
- When reasonable suspicion leads to a search of a person, school officials may ask the student to remove his/her hat, coat, shoes and socks, turn pockets inside out, and roll up sleeves to see if the student is hiding contraband, but under no circumstances may school officials require students to remove any other items of clothing or touch students in any way during the search. If such a search is required, school officials will contact law enforcement. School personnel shall document the details of any search conducted of a student's property or person. School personnel shall respect the privacy of pupils regarding any items discovered that are not illegal or against school policy or rules.

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

Personal Property

Personal property not related to the school's educational program or a specific learning activity, should not be brought to school.

Personal Electronic Devices

Personal electronic devices are defined as smart phones, smart or electronic watches, tablets, chromebooks, laptops, virtual reality devices, etc. Electronic devices should be used appropriately and in conjunction with the rules and guidelines established by the school administration and the school's Internet Safety and Technology Acceptable Use Policy.

Parent Notification

The principal or designee will notify a parent/legal guardian, by in-person conversation, phone or email if the parent's child expresses suicidal ideations, or if the student is involved in a serious incident including, but not limited to, harassment, bullying, cyber-bullying, hazing, or retaliation (whether perpetrator, victim, or undetermined). The school will produce and maintain a secure, confidential permanent record that verifies that the parent was notified of the incident or threat. Parents of students who have threatened to commit suicide will also receive prevention materials.

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The school will not disclose the record to anyone unauthorized to receive it and will not use the record for purposes not allowed under the law.

Confidentiality

Venture Academy will comply with the Family Educational Rights and Privacy Act (FERPA). School officials shall strictly protect student confidentiality in matters of discipline and take all reasonable measures to keep information dissemination on a need to know basis.

IV. Consequences

Consequences for misconduct will bear a reasonable relationship to the severity and nature of the misconduct and will be progressive in nature, i.e., generally speaking, first time offenses will be treated less severely than repeated misconduct. Good faith efforts will be made to implement a remedial discipline plan that allows the student to remain in school (U.C.A. 53A-11-906). Alternatives to suspension including in-school suspension will be considered first.

Action Plans and Remediation

An action plan will be created for incidents of major misconduct to provide safety and restoration to the school environment. If the misconduct involves bullying, cyber-bullying, hazing, harassment, or assault, the plan will specify how parents, both of victim(s) and perpetrator(s), will be updated on the implementation of the action plan. (53G-9-605.5) If, after administration attempts to involve a parent in the development and implementation of an action plan, the parent chooses not to participate in the process, Venture Administration may develop and implement an action plan without the parent's involvement.

With respect to victims and their parents, Venture Administration will provide:

1. a particular response to the incident that addresses the student's needs;
2. accommodations the student may need regarding decreased exposure or interactions with the student who caused the incident where possible (these accommodations may be realized through consequences to the perpetrator);
3. notification of the consequences and plan to address the behavior of the student who caused the incident;
4. supportive measures designed to preserve the student's access to educational services and opportunities; and
5. to the extent available, access to other resources the parent requests for the student.

With respect to the student who caused the incident, and his/her parents, Venture Administration will consider:

1. a range of tailored and appropriate consequences, making reasonable effort to preserve the student's access to educational services and activities;
2. sharing potential resources related to the underlying cause of the incident;

3. supportive measures designed to preserve the student's access to educational services and opportunities while protecting the safety and well-being of other students; and
 4. removing the student from school in an emergency situation.
- Note: Venture shall not include in an action plan a requirement that the victim change their educational schedule or placement; or participation in a school sponsored sport, club, or activity.

Suspension and Expulsion

Students who are unable to meet the behavioral expectations of the School may be suspended or expelled. "Suspension" shall be exclusion from the regular School program for a definite period of time. A long-term suspension is suspension for more than ten (10) days. "Expulsion" shall be the permanent exclusion of a student from this School. Students suspended three or more times during an academic year may be subject to expulsion.

A teacher may independently suspend a student for up to one day if the building principal is not available and the situation warrants suspension. The decision to suspend a student for any number of days from more than one (1) to ten (10) is made by the building principal in consultation with the teacher involved in the incident and the student's primary teacher or advisor.

The decision to suspend a student for any number of days more than ten (10) or to expel a student is made by the Principal in consultation with the Director. This decision may be reviewed in a formal hearing if the parents/guardians choose (see due process section). Students will be expelled for behavior that is unlawful and/or that seriously threatens the health, safety and welfare of the student and/or others. In addition, students will be expelled in those situations where the same is required by law. Students subject to long-term suspension or expulsion, who qualify under the Individuals with Disabilities Education Act (IDEA) or Section 504, will have their suspensions and expulsions administered under the requirements of the respective act(s).

Suspension. Offenses that may result in suspension include, but are not limited to:

- Fighting (fist or otherwise) with the intent to do bodily harm to another person
- Assault, i.e., intentionally hurting another person
- Verbally abusing others
- Not following directions outside the building, or off school property
- Defying the valid authority of a teacher, administrator, or other adult at the school
- Harassment, bullying, cyber-bullying, abusive conduct, or otherwise threatening another's physical or emotional safety
- False report of fire/explosion
- racial or sexual harassment
- possession, distribution, or accessing of pornography (printed, electronic, or otherwise), etc.
- use of alcohol or drugs

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- Stealing or attempting to steal school or private property
- Defacing school property or property of others
- Unauthorized use of equipment
- Inappropriate use of the internet
- Committing an obscene act or engaging in habitual profanity or vulgarity

Expulsion. Offenses that may result in expulsion and law enforcement referral include, but are not limited to:

- Causing serious injury to another person--assault.
- Possession of, use, sale of, or furnishing any firearm (requires law enforcement referral), knife, explosive, or other dangerous object
- Unlawful possession of, use or sale of any controlled substance
- Distribution of, or facilitating access to, pornography (printed, electronic, or otherwise), etc.
- Robbery or extortion
- Offering, furnishing, or selling drug paraphernalia
- Criminal behavior
- Three or more suspension in one year.

Qualifying Minors

“Qualifying minors” (i.e., a student who is at least nine years of age, or turns nine during the school year, the time during which school is in session for a given year), may be subject to the juvenile court as stipulated in U.C.A. 53A-11-910.

Information about Juvenile Offenders (R277-714). The director, principal, school secretary, and teachers of students have authority to receive private information about students who are designated juvenile offenders if the offense poses a potential future threat to the welfare of the offender, other students, or staff members. Such information will be disseminated by the Director or his/her designee. Violent crimes and drug related crimes are examples of offenses that pose possible future threats. Petty theft is an example of an offense that would be left to the discretion of the Director. The School reserves the right to judge the potential threats of any juvenile offender and to act in good faith to preserve the safety of the staff and students, while respecting the privacy of the offender.

Corporal Punishment & Least Restrictive Interventions

Venture employees or volunteers may not inflict or cause the infliction of physical pain upon the body of a minor child as a discipline measure. Corporal punishment is defined as the intentional infliction of physical pain upon the body of a minor child as a disciplinary measure. Employees who use corporal punishment are subject to grave disciplinary measures up to and including termination of employment and criminal

charges. This policy does not prohibit the use of reasonable and necessary physical restraint or force in self-defense or otherwise appropriate to the circumstance to:

1. Obtain possession of a weapon, other dangerous objects, or controlled substance in the possession or under the control of a child.
2. Protect the child or another person from physical injury.
3. Remove, from a situation, a child who is violent.
4. Protect property from being damaged.

The Director shall establish emergency procedures and guidelines to be used in crisis situations including the use of redirection, physical restraint, manual restraint, contacting appropriate emergency personnel, etc.

In the event that emergency procedures are utilized, staff will document all periods of emergency behavior control. A parent or guardian will be contacted as soon as possible.

Due Process

The right to due process in disciplinary proceedings is applicable in all instances where the behavior of the student is being evaluated for suspension or expulsion. The student and his/her parents ("Parent" includes: (i) a custodial parent of a school-age minor; (ii) a legally appointed guardian of a school-age minor U.C.A 53A-11-910) has a right to be fully informed about his/her alleged breach of behavior and must be provided with an opportunity to respond to such charges. The school Director shall develop due process guidelines and procedures that include written notification, informal hearings, formal hearings, and appeals. All applicable requirements of state and federal law and constitutional due process will be adhered to.

When requested by parents/guardians, a formal hearing shall be held as a part of the due process procedure for long-term suspensions (more than 10 days) and for expulsions. The formal hearing shall consist of a panel of at least three (3) school officials that will be given authority to decide the issue. Board members shall be notified of all long-term suspensions and expulsions.

Appeals of a formal hearing decision to the Board of Directors must be received by the school Director, in writing, within five (5) business days of the formal hearing panel's decision.

V. Training

School administration shall develop proactive guidelines and approaches that will decrease the likelihood of misconduct incidents in accordance with school philosophy of respect, personal responsibility and accountability, school values and EL Education core practices.

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Teachers and staff will receive annual training from a qualified professional on how to effectively recognize and intervene in acts including but not limited to overt aggression, social aggression, sexual aggression, any type of bullying, or civil rights violations when such are witnessed by them or brought to their attention. This will include training in how to provide students with an opportunity to provide feedback on how we are doing on our safe school goals. Staff, students and volunteers will receive training on how and to whom to report misconduct incidents. Students will be trained on awareness and intervention by acting with empathy (i.e. recognizing and helping those in need) and acting with personal accountability for one's own actions. Training will also be provided for teachers (53a-1-603) on suicide prevention. Parent education will be provided annually by the school district in which the student resides (53a-15-1302).

	Total #	Background Check thru Educator License	Current Fingerprinted Background Check	expired
Board Members	6	0	6	0
Employees	Admin	5	1	0
	Teachers	49	3	0
	Office	0	7	0
	Library	0	2	0
	Lunch Program	0	12	0
	SPED Paraprofessionals	0	18	0
	K8 Intervention	1	7	0
Substitute	Custodial	0	5	0
	other aides	0	6	0
Contracted Providers	18	4	14	0
	8	1	4	0
	152	60	85	0

