ENTHEOS ACADEMY BOARD MEETING MINUTES/NOTES
November 19, 2026 6:00pm

Held at Entheos 4710 W. 6200 S., Kearns, Utah 84118

OPENING

I. Roll Call
   a. Board Members Present: Deb Ivie, Karen Bogenschutz, Rod Eichelberger, Jaren Gibson, Alisha Cartier
   b. Board Members Excused: Xazmin Prows
   c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Brian Cates of Red Apple, Denise Taylor,
   d. Administrators Excused:
   e. Others in attendance: Chris Munsey, Kathryn Jacoby, Luseane Tafisi, Falicia Oliver
   f. Time: (6:00 pm)
II. Meeting Opened by Rod Eichelberger (6:01 pm)
III. Pledge of Allegiance led by Jaren Gibson (6:02 pm)
IV. Mission Statement by Rod Eichelberger (6:03 pm)
V. Approve minutes from October 22, 2026. (6:04 pm)
   a. **Rod Eichelberger motions to approval of the October 22, 2026 board meeting minutes. Second by Jaren Gibson.**
   b. Vote: Jaren Gibson, Alisha Cartier, Deb Ivie, Karen Bogenschutz, Rod Eichelberger
VI. Approve Consent Agenda from November 19, 2026 (6:05 pm)
   a. **Rod Eichelberger motions to approval of the November 19, 2026 Consent Agenda. Second by Karen Bogenschutz.**
   b. Vote: Deb Ivie, Karen Bogenschutz, Jaren Gibson, Alisha Cartier, Rod Eichelberger
VII. Entheos Value Presentation by Deb Ivie (6:06 pm)
   a. Value- Patriotism

PUBLIC COMMENT

I. Public Comment: (6:11 pm)
   a. NONE

INFORMATIONAL ITEMS

I. Q&A on Director Reports (6:12 pm)
   a. District: Esther Blackwell
      i. Celebrations of Learning, board invitations. The Holiday Festival is also coming up and invitations went out last week. Renala is up and running. Great partnership! Great tool for our parents, especially for the struggling readers. They will be able to connect with a personal coach. Sometimes parents don't know how to help their children and this will help them support their children. Outdoor learning and play environment. There were 8 excellent bids. There was a 100% unanimous selection of G Brown Design. This will be an RSOQ which is a

little bit different than an RFP. Usually the RFP's don't come to the board for approval, but with an RSOQ it will come to the board for approval.

b. Kearns: Denise Mathews
    i. We have had several service projects throughout the school, led by Melanie Louviere. 3rd graders had their celebration of learning with Peter Pan. 2nd grade understanding the "secret world of pollination". Ms. B's class - Diversity and Inclusion. Veterans Day Celebration was awesome! Honor Guard from Hill Air Force and Cornell Griffin was amazing. Rod Hall from USBE was in attendance. Penny Wars was this month, PBIS in action happened this month. Electives highlight this month is 3D art.
c. Magna: Jason Bennion
    i. PCO is very active behind the scenes. They are taking charge and putting things together and are looking to help with service. Service Learning: 2nd grade is helping with a sock drive for the Road Home. Kindergarten helped with cars for Tiny Tims. Lead and Serve is very active with getting the mobile school pantry up and running and playing games with Kindergarteners. Attendance incentives are going great! Awarding classes with prizes and certificates. The Veterans Day Program was awesome. The kids and speakers did great. Several veterans attended the program. Book Fair going on now.

II. Staff Recognitions (6:23 pm)
    a. District: Jared Startup
    b. Kearns: Katrina Duncan, Haylee Ashworth, Nicole Rich
    c. Magna: Cecilia Walker, Kate Buchanan, Charlene Pututau

III. School Presentation (6:30 pm)
    a. EL Conference Report
        i. Kathryn Jacoby - The conference was great! The Crew through Art class really stood out to her. It brought initiatives to a new level by developing projects with students and extending the initiative to give it more power. Teaching brings joy to her soul. Teaching is a sacred art and calling. Another class she learned about additional ML vs Multicultural books that we could use to help us understand and give better perspectives. The intercompass class used a Pandodrome to help keep students calm. She has started using this in her class.
        ii. Chris Munsey - Helping students and teachers spiral up. In this class he was asked to make a list of people who made a profound impression in his life (coaches, teachers, religious leaders). He tries to make connections with students each year to help the students stay connected to school and embrace learning. The students belong here at school. Chris has the following statement on his desk to remind him of the students' worth: "You believed in me when no one else did!" Another takeaway is "I have high standards and I can meet them." That rang true to him because we have "high quality work." He went to the Be the Change Passages session. Chris will implement the following: students will write things down each year in middle school so when it comes time to do passages, they have a list of things that they have accomplished during their time at Entheos.

IV. Budget and Finance Report Deb Ivie (6:49 pm)
    a. Deb forwarded the financial statements from the audit. Things look good.
    b. As of 10/31 we are ⅓ the way through the fiscal year. Revenue: local and state are coming in. Federal funds will be coming. Income, operating margin, debt service ratio and cash on hand all look good. PTIF- we just put some more money into PTIF. The cash

balance looks good. Our enrollment has dropped, but as we discussed last month, that is by design. We still look good there. Revenue vs. expenses look good. Brian Cates reports business as usual. We will see updated reports in January.

V. DISCUSSION ITEMS

I. Board Development (6:52 pm)

a. Charter Land Trust Board Training - Esther Blackwell

i. Summary: Esther Blackwell sent out an email with a link to the Land Trust Training. Please report watching the training to the Board Secretary.

1. Key Points:

a. Entheos has two separate entities. We have our charter board and our Land Trust Council.

b. The School Board is the reviewers, they are not the writers.

c. The Charter Land Trust Council digs into the data, designs the plan and submits it to the School Board.

d. The Charter Board reviews the plan, asks questions and then gives it the official stamp of approval.

e. The Charter Board focus is on alignment, not micromanagement. They are looking at the big picture. Does it line up with the school's academic mission? If something needs to be changed, you would return it to the Land Trust Council with feedback for revision and resubmission..

f. The board makes sure the council is properly set up and healthy and legal. Training is being done. Meetings are being held.

g. Once the plan is approved it goes to the state. Finances - ensure that funds are being spent on what it was approved for.

h. If there are significant changes in spending, it must go back to the council and the board regarding the budget to be approved.

i. Closing the loop. At the end of the school year, the board will review the final report to see if the goals helped the students learn.

2. True / False

a. If the Land Trust Council submits their plan and something needs to be changed, you can just rewrite it without telling the Land Trust Council. (False)

b. Because we have two separate entities, the school board never has to check on the Land Trust Council. They can just rubber stamp whatever they submit. (False)

c. If the council decides to spend Land Trust funds on an Espresso machine for the teachers lounge arguing that caffeinated teachers bring better results. The school board should approve it. (False) Funds need to go towards specific academic goals.

d. If the council realizes half way through the year that they need to transfer funds from one academic tool to another, they can just do it as long as no one complains. (False) No self edits allowed. It requires a formal plan amendment, approved by both the council and the board in open meetings.

e. Part of the board's job is to make sure the Land Trust actually exists both on paper and in real life meaning proper parent representation, posted agendas and completed training. (True)

3. Rod suggested that we have a copy of the signature sheet from the Land Trust council saved in the recorded board minutes and packet. Esther stated that it is on the Land Trust Website.

b. UAPCS - Beyond the Budget - Financial Oversight and early Warning Signs - Karen Bogenschutz
    i. Summary: Take away. She is grateful for where Entheos is, how well things are run in the school and to those that know what they are doing.
        1. Financial oversight responsibilities.
            a. Approve the budget and material amendments.
            b. Set the reserve, debt and spending authority policies.
            c. Review financial reports and the year end forecast.
            d. Hire the auditor and hear the results directly.
            e. To confirm internal controls exist and are working.
            f. Ask questions and test assumptions.
        2. Beliefs that the board may have that hide early warning signs that something is wrong.
            a. Once the audit is clean, we are free.
            b. The budget passed, so we are done.
            c. Finance is the treasurer's job.
            d. I am not a finance person.
        3. The skill we have is not in accounting, but is asking the right questions.
            a. Budget Report - What are we betting on this year for enrollment and staffing.
            b. Budget vs Reality Report - Are we on plan and where will we land?
            c. Balance Sheet Report - What do we own, what do we owe and what is left?
            d. Cash Flow Report - Can we pay every bill on our tightest month?
        4. 3 Red flags.
            a. Enrollment - How does the budgeted account compare with what we enrolled in over the last 3 years. Red Flag - Account not reached recently with no evidence of rebound
            b. Staffing - If enrollment is short, which positions flex and by what date? Red Flag -Hiring is finished before enrollment is known and no plan B.
            c. Working with one time money. Which revenue ends in the next 2 years and what is it paying for? Red Flag - Grants and reserves are paying for permanent positions.
        5. Has your board ever met with the Auditor without the administration there? They recommend this be done in the Executive Session.
            a. Questions to ask the Auditor
                i. Did you get everything you asked for on time?
                ii. Any weakness in our controls?
                iii. Where are our controls thinnest for our size?
                iv. How many adjusting entries did you propose?

v. Is anything repealed from last year?
vi. What would you watch for if you sat on our board?

6. If we see 1 Red Flag, that is a question. If we see 3 red flags, that is a pattern.
7. Utah State Charter School Board looks for these measurements each year: can we pay our bills, are we living within our means, can we cover our debt, is payroll in line with revenue, is the building too big of a percentage of our budget, is the audit satisfactory?
    a. If we have Red Flags, the board doesn't fix them, they make sure they are named, owned and dated.
8. Suggestion from Alisha Cartier: They recommended that the board should know the number of students enrolled with which the budget was created and we should also see what the count is in October so we can see the projected amount vs the actual amount. Rod Eichelberger would like to add this. Esther stated that this can very easily be done. It is discussed all the time.

II. Policies for discussion by Deb Ivie (7:09 pm)
    a. 3201 - Fundraising Policy - no change in policy, just cleaning up the language.
    b. 7102 - Asbestos Hazard Declaration - content hasn't changed, just phrasing and making it a policy instead of a letter to parents.

III. 2027 - 2028 School Instruction Calendar by Sue Talmadge (7:11 pm)
    a. This was discussed last month. Looks solid, aligns with the local districts. Sue Talmadge states that she has moved 1 day from March to February so it will align better with the trimester.

IV. G Brown Playground proposal / Master Plan and Fee Schedule (7:12 pm)
    a. Summary: Esther Blackwell included the playground proposal, Master Plan and Fee Schedule in the Board Packet. The RSOQ committee met together and evaluated all 8 submissions which were extremely strong. G Brown rose to the top and after some reference checks it solidified their choice. It is the right choice for our smaller LEA. The process will be as follows if the fee schedule gets approved today it will authorize the contract. Over the next 60 days, we will be going through a design process. Then it will be the prebuild phase which will be permitting and bidding, finalizing contractor permits and contractor procurement of the outdoor play environment. Summer 2027 ground breaking for phase 1 of the outdoor play environment. They really feel like we can get phase 1 started in the 2027 summer. They are anticipating that the design and development construction documents will be approximately 12% of the approved phase 1 construction project. This is within typical parameters. This looks solid for us. Their initial starting phase proposed fee will be $29,595. This is for very comprehensive services. They oversee the entire process to ensure that it fulfills our vision. If this is approved tonight, they will begin gathering the information on the properties over the Thanksgiving break. They will give us different versions of plans if we decide to add on in the future. They are already very aware of the differences in the campuses. The final product should have the same vibe.

V. SCESA Agreement (7:18 pm)
    a. Summary: Utah has regional service agencies across the state which are primarily for rural areas and smaller districts to get good contracts and to help with resources and services, but there isn't anything for across the Wasatch Front and Tooele areas. A lot of the charter schools are along the Wasatch Front. There was a conversation to see if charter schools could start one for this area. The state approved this and allotted

$500,000 as a start up amount. There is no fee to join the Charter School Educational Service Agency. Joining will allow us to access these services like: behavior support, mental health services, CTE support, Letters training, cooperative purchases, nursing services, etc. If we would like to join, there is no cost to join. The board would need to vote to join and Rod Eichelberger will need to sign the paper that will be turned into the Charter School Educational Services Agency. Esther has no financial stake in this, she joined because she thinks it will benefit Entheos.

b. Rod corrects the agenda typo. It should say CSESA not SCESA.
    i. Is the board compensated? Esther Blackwell responded. No. The only one to be compensated will be the Executive Director. He has been hired and came from another RESA as Executive Director.
    ii. In the document that will need to be signed. In section 5.4 it states that Providence Hall will be the fiscal agent. Their policies were not included in the document. Rod Eichelberger would like to know if Providence Hall passes an audit? What does their audit look like since we will be following their policies? He doesn't think that will prevent us from joining, but after joining he would like to see them since Entheos would be tied to them. Esther Blackwell will bring that to their attention. They could charge a monthly agreement fee in the future if all the charters agree on the services that require a fee.

ACTION ITEMS

I. **MOTION to approve the 2027-2028 School Instruction Calendar** (7:27 pm)
    a. **Alisha Cartier motions to approve the 2027-2028 School Instruction Calendar. Second by Deb Ivie. Any other need for further board discussion? No response.**
    b. Vote: Jaren Gibson, Alisha Cartier, Karen Bogenschutz, Deb Ivie, (Rod Eichelberger abstains)

II. **MOTION to approve the G Brown Playground proposal / Master Plan and Fee Schedule**
    a. **Deb Ivie motions to approve the G Brown Playground Master Plan and Fee Schedule. Second by Rod Eichelberger.** Is there need for further comments or information that the board needs? No response.
    b. Vote: Karen Bogenschutz, Deb Ivie, Alisha Cartier, Jaren Gibson, (Rod Eichelberger abstains)

III. **MOTION to approve sign and join the CSESA interlocal cooperative Agreement**
    a. **Rod Eichelberger motions to approve signing and joining the CSESA interlocal cooperative agreement. Second by Jaren Gibson.** Any further discussion? No response.
    b. Vote: Alisha Cartier, Jaren Gibson, Deb Ivie, Karen Bogenschutz, Rod Eichelberger

ADJOURN

I. Time 7:30 pm
II. Alisha Cartier motions that we adjourn. Second by Karen Bogenschutz.
III. Vote: Jaren Gibson, Deb Ivie, Karen Bogenschutz, Alisha Cartier, (Rod Eichelberger abstains)