ENTHEOS ACADEMY BOARD MEETING MINUTES/NOTES
October 22, 2026 6:00pm

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

OPENING

I. Roll Call
   a. Board Members Present: Xazmin Prows, Deb Ivie, Karen Bogenschutz, Rod Eichelberger, Jaren Gibson
   b. Board Members Excused: None
   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: Felicia Oliver, Evette Mendisabel, Ravin Johnson
   f. Time: (5:55 pm)

II. Meeting Opened by Rod Eichelberger (6:05 pm)

III. Pledge of Allegiance led by Denise Taylor (6:06 pm)

IV. Mission Statement by Xazmin Prows (6:07 pm)

V. Approve minutes from September 24, 2026 (6:08 pm)
   a. **Rod Eichelberger motions to approve September 24, 2026 board meeting minutes. Second by Xazmin Prows**
   b. Vote: Karen Bogenschutz, Jaren Gibson, Rod Eichelberger

VI. Approval of the Consent Agenda for October 22, 2026 (6:09 pm)
   a. **Rod Eichelberger motions to approve the Consent Agenda for October 22, 2026. Second by Jaren Gibson**
   b. Vote: Jaren Gibson, Karen Bogenschutz, Xazmin Prows

VII. Entheos Value Presentation by Denise Mathews (6:10 pm)
   a. Value- Individuality

PUBLIC COMMENT

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

INFORMATIONAL ITEMS

I. Q&A on Director Reports (6:20 pm)
   a. District: Esther Blackwell - There are a lot of events that she would like the Board to be aware of and possibly attend, especially Veteran's Day on November 11th. The school report card has been released. As a district, our overall growth is commendable. Early literacy is great. We still have significant work to do in math and science, but it is coming up every year. Kearns campus has exited ATSI. It was for our Special Education Department. It has been a lot of work and I want to congratulate them. This has taken

many years and the staff has worked really hard. On our work plan for the year, we are focused on student led crews. We took some anonymous data from our students. The results on the students' sense of belonging, we have 79% of our students at Kearns and 83% at our Magna campus. The national data for our grade levels is typically between 34 - 45% of students express that they have a sense of belonging. This is the beginning of the year data. We were blown away and this speaks so well of our campuses. We will strive to increase those numbers over the year. Karen Bogenschutz stated that because of the IRP's parents are getting more involved and are grateful for the help.

b. Magna: Jason Bennion - Lead and Serve class has been going well. They got to go to the Utah Food Bank to sort food. Ms. Martinez crew was able to pack meals with the leftover food from the campout to give out to the homeless. The school mobile food pantry is going well. The beginning of the year Acadience Reading and Math data is similar to last year. Teachers have been working really hard to get all the data for the IRP's. Conferences with parents went really well. Working really hard to increase iReady reading and math scores. The school report is out and are excited about the "Commendable" for the growth and that has evened out since last year. Our English Language Learners progress is looking good as well as our students reading on grade level. Middle School is participating in Discovery. 6th Grade Inspiring Change award winners for students completing 50 hours or more of service.
c. Kearns: Denise Mathews - School report card. Entheos Kearns is beating Granite in almost every area (attendance, growth, achievement, English Language Learners, etc.). Our attendance has increased. We had an awesome pirate themed Book Fair. Tanielle is encouraging all the students to read. 6th grade did an amazing job with the egg drop challenge. They were able to use their own designs and strategies to complete this challenge. Discovery has been awesome. There is a marine biology class which has been wonderful and exciting for the students. 8th grade went to Dinosaur National Monument, 4th Grade went to Silver Lake and Kindergarten did some service to help Tiny Tim's.

II. Staff Recognitions (6:32 pm)
   a. District: Denise Mathews
   b. Magna: Heather Pentico, Ravin Johnson, Savanna Claveria
   c. Kearns: Elizabeth Miner, Tanielle McDaniel, Santanna Rodriguez

III. School Presentation Entheos Student to Teacher Journey - Ravin Johnson (6:42 pm)

Jason introduces Ravin Johnson as a former Entheos student to teacher. He teaches several subjects at the Magna campus. Ravin started his Entheos journey at the Kearns campus K-3 and Magna for 8th grade. His family changed schools a lot, but Entheos is the only one he has come back to. Entheos has impacted him the most. The best teachers he has had have been at Entheos. Programs like Discovery make a large impact in students' lives. He reminisced when he took students ice skating which is one of the activities he participated in when he was a Discovery student. Discovery is the program that had the largest impact in his life. He remembers being in 2nd grade and dressing up as Peter Pan and performing in front of a large audience. Because of that he has developed a love of the theater. Some of his favorite teachers were: Ms. Sue - she encouraged his class to write a novel which he completed. His love of reading was sparked in this classroom. Mr. Leavitt taught him that Shakespere and Poe are not boring. He taught Ravin how to express his feelings in his creative writing. Entheos Academy has given him the drive to be someone that children can look up to. He is very

grateful for his experiences that Entheos provided which have influenced his life. Entheos has the ability to empower and inspire students to achieve their goals and dreams.

IV. Budget and Finance Report by Deb Ivie (6:50 pm)
   a. As of the end of September, we have completed 25% of the school year. Some of that was the summer months. We are still wrapping up the audit which is due on 10/28/2026. Our operating margin and debt service ratios are really good. We put some money into PTIF at the end of September. Unrestricted days cash is high. Our cash balance is good. Our enrollment trend is good. There are some school repair expenses that have been high due to the school's age. Brian Cates stated "thanks to Esther and Sue for helping with the audit". Funding is in a holding pattern right now until the allotment trues up in November. More updates in January.

V. Committee of the Month Report (6:53 pm)
   a. Mission of Entheos Grant by Deb Ivie and Xazmin Prows: We didn't award this grant this year. We didn't get any submissions in time. We did extend the deadline, but it was too late into the year. We also had an application that was sent to the wrong place. We did amend the letter this year stating more clearly the deadlines and location to send the application. The dates were updated for this year. Feedback from the directors will be helpful so it can be sent to teachers.
      i. Timeline:
         1. October 2026 announcement of grant.
         2. November 1st - accepting applications
         3. December 1st - intent to apply
         4. March 15th - deadline for application submission
         5. April - choose the winners during the April board meeting and announce the winners at each campus during circle-up.
         6. July 15th of 2027- funds available to be spent (next fiscal year)
         7. January 2028 - mid year report due
         8. May 1, 2028 - deadline for expenditures - receipts turned in
         9. May report at board meeting
         10. June 2028 - bonus piece (personal bonus)
      ii. They are hopeful that these changes will increase submissions in a timely manner.
      iii. The committee will send out the letter.
      iv. Jason Bennion suggested that this letter and grant opportunity is announced during circle up.

   b. School Community Council Report by Jason Bennion and Denise Mathews (6:59 pm)
      i. Jason Bennion - Elections were completed at the beginning of the school year. There are 6 teachers going to the National Conference. They spent the funding on Module books and a chrome cart and they still have some to spend. They are planning to spend some of the PD funds to send some teachers to the literacy conference.

ii. Denise Mathews - Trust Land Council Update - completed principle assurances. Kearns elections were completed last spring. They have 6 parents and 2 staff members and everyone is serving a 2 year term. When it comes around next year, there will be 4 parent spots open. They have discussed land trust rules, procedures, rules of order, student & teacher success responsibilities, budget, website posting, digital citizenship and more. They also will be sending several teachers to PD conferences using these funds.

DISCUSSION ITEMS

A. Board Development (7:02 pm)
   a. The Board in the Public Eye: Community Engagement, Communication & Advocacy by Jaren Gibson - These trainings are great reminders. General theme as we as a board are out amongst the parents, "Responding doesn't mean resolving"
      i. Acknowledge the issue.
      ii. Refer to established policy for grievances or complaints and explain the process.
      iii. Escalate - report the urgent issue to the Executive Director
      iv. Monitor - bring recurring issues to the board to look at.

      Communicating a Difficult Decision
      i. Start with the why?
      ii. Acknowledge the impact.
      iii. Explain the process
      iv. Name the next step - what will this look like?

      Scenario - parent posts that the school ignores bullying. A trustee is tagged in the post and is asked to respond publicly.
      i. Don't react publicly
      ii. Act promptly
      iii. Respect roles
      iv. Follow-up

      What do we take back to the board?
      i. Do we have a clear communication and complaint-routing protocol? Yes
      ii. Do families know how to be heard and what to expect?
      iii. Who speaks for the board when the decision is controversial?
      iv. What one change will strengthen trust this school year?
         1. Rod Eichelberger suggested that maybe we recommunicate to parents that there is a grievance policy because of the increase in hotline usage.

      Good governance is visible in how we listen, decide and communicate.

   b. Anxious Generation Chapter #12 by Jason Bennion (7:14 pm)
      i. We should be gardeners not carpenters. Parents are terrified about what could happen to children and are over protective. There are steps to take to help students become independent.
      ii. Phone free schools - difference in how kids spend their time.
      iii. We want our kids safe, but how do we balance protecting them too much?
      iv. We can have more experience in the real world. More kid friendly neighborhoods. Get to know your neighborhoods. It doesn't have to be different today, we can have the world of yesterday by getting to know your

neighbors and being outside and playing. Camping with other families. Parents need to give permission to each other to be different from other parents.

v. Jason Bennion likes to go outside during recess and watch the students play and interact with each other and observe them solving problems, etc.

vi. What can we as a school do to get the involvement and collaboration with parents to help the students gain this independence? Deb Ivie replied that we as parents need to learn to let go. As the children grow up we need to give them added responsibilities. Remember that we as adults have taught them and trust them to be able to make decisions and handle the consequences. There are lots of parents who shield their children from consequences. Technology can be a problem with students with social media addiction. We as a school should help build up the students' confidence to deal with hard situations. Esther Blackwell stated that we need to communicate with our parents on the benefits of students struggling to build resilience. We need to help support the parents. It is harder to parent today than in years past. Sue Talmadge states that parents are really trying hard in their parenting duties and doing a great job.

B. Policies for discussion by Xazmin Prows (7:38 pm)
   a. 4202 - Communication - minor editing to sound better.
   b. 5100 - Admission and Dismissal - minor editing to sound better.

C. Entheos School Calendar 2027-2028 by Esther Blackwell (7:40 pm)
   a. Very similar to last year. We should be done before Memorial Day. Same number of school days. Sue Talmadge states that it aligns almost exactly with Granite. We need to move a reporting day to align with the end of the trimester. Next year will be different because of Leap Year.

D. Integrated Pest Management (IPM) for both campuses by Sue Talmadge (7:42 pm)
   a. In Utah the board is required to adopt and implement a pest management plan. We are switching companies. They have a board certified antimologist which made it possible to have a plan. This is a state approved contractor.

E. Les Olson Copier proposal for Kearns campus by Sue Talmadge (7:44 pm)
   a. This is a 5 year lease for Kearns. The board needs to vote on leases over $50,000. The copiers that we have currently, will need to renew in December. The cost looks like it is significantly more, but it really isn't due to copy overages. The monthly charges will be $2014. per month instead of $1946. We will be charged for everything all at the same time. The copies and service will be a line item so we won't be paying interest on those. The interest has gone up like everything has gone up, but the actual leasing hasn't because we won't be receiving a bill for overages. Wells Fargo is who we finance it through. Les Olson is a state approved contractor. No concerns from the finance committee.

ACTION ITEMS

I. **MOTION** (7:47 pm)
   a. Rod Eichelberger motions that we approve the Integrated Pest Management plan for both Magna and Kearns Campuses. Second by Xazmin Prows.
   b. Vote: Karen Bogenschutz, Deb Ivie, Xazmin Prows, Jaren Gibson, (Rod Eichelberger abstains)

II. **MOTION** (7:48 pm)

a. **Rod Eichelberger motions that we approve the Les Olson Lease proposal. Second by Xazmin Prows.**
b. Vote: Jaren Gibson, Karen Bogenschutz, Xazmin Prows, Deb Ivie (Rod Eichelberger abstains)

ADJOURN

I. Time 7:48 pm
II. Motion: Deb Ivie motions we adjourn. Second by Rod Eichelberger.
III. Vote: Karen Bogenschutz, Jaren Gibson, Deb Ivie, Xazmin Prows (Rod Eichelberger abstains)