

# ENTHEOS ACADEMY BOARD MEETING MINUTES

June 21, 2025 10:00am

Held at Entheos Academy Kearns Campus  
4710 West 6200 South Kearns, UT 84118

## OPENING

### I. Roll Call

- a. Board Members Present: Xazmin Prows, Deb Ivie, Karen Bogenschutz, Rod Eichelberger
- b. Board Members Excused: Jaren Gibson
- c. Administrators and Staff also present: Esther Blackwell, Jason Bennion, Denise Mathews, Sue Talmadge, Alisha Cartier
- d. Administrators Excused:
- e. Time: (11:06 AM)

### II. Morning Crew by Denise Mathews and Jason Bennion (11:06 AM)

- a. LT: I can describe the purpose and power of Crew. Went through an example of Crew that is part of the new Middle School Crew curriculum.
- b. Reading "We are crew, not passengers, strengthened by acts of consequential service to others." Kurt Hahn

### III. State of the School Report by Esther Blackwell (10:30 AM)

### IV. Adventure Program Discussion by Xazmin Prows (11:19 AM)

- a. Xazmin Prows shares there have been struggles with clarity. She is so thankful for Esther Blackwell pulling information together and creating training. Esther Blackwell is worried there is too much information. Rod Eichelberger shares this program is very unique to school and could go wrong if things are not spelled out.
- b. Xazmin Prows asks the question: are people allowed to help and prepare food under direction of someone with a Food Handler Permit? Sue Talmadge clarifies that a person that preps food has to have the permit, not those serving.
- c. Rod Eichelberger wonders if there is information for those students that are not attending? Esther Blackwell comments there is prep that needs to be completed with knowing who is and is not going and having a plan for those staying on campus.
- d. Esther Blackwell adds that there are two new adventure coordinators for the upcoming school year. They are both really excited and will do a better job at adhering to expectations.
- e. Xazmin Prows mentions ratio and night watch - have to make it happen or can't go. Esther Blackwell will add that if not, then not able to go. It is not acceptable to cancel a trip for kids because of the ratio. School will do what needs to make it happen.
- f. Speak up and be safe - Esther Blackwell shares the school just paid for it and it will be happening. Had gone by the wayside. Adventure coordinators will do it during a PE class or assembly style.
- g. Rod Eichelberger mentions that we need something like this for Discovery.

- h. Zero tolerance policy for rule breaking - student behavior - pg 18. Esther Blackwell to change wording from MAY to WILL (in bold). Parents WILL be responsible for picking up students.
  - i. New phones with Starlink so that there is always a way to contact the school.
  - j. Directors really need to read thoroughly and have adventure coordinators on board.
  - k. Esther Blackwell will add a portion about parents having to get themselves home if they are asked to leave.
  - l. Jason Bennion mentions a day trip for 5th graders to get excited about the adventure program.
- V. Break for lunch
- VI. Recognition Committee Review by Karen Bogenschutz (11:55 AM)
  - a. Karen Bogenschutz reviewing what they are doing. Teacher recognition, winter party
  - b. Didn't get around to doing year end
  - c. Sue Talmadge would like to be part of committee
  - d. Esther Blackwell: connect with PCO chairs to help. Karen Bogenschutz will have cards ready to give to board members that volunteer to go do staff spotlights at each campus.
  - e. Denise Mathews: Christmas date - December 12th is suggested by directors
  - f. Always hold winter party at Kearns and then think of yearly event always at Magna
  - g. Ask PCO to provide activity for children of staff so they can be here and not have to go home.
  - h. Karen Bogenschutz to think about what gift cards to purchase for upcoming year
- VII. Recruiting Board Members by Rod Eichelberger (12:10 pm)
  - a. We need board members
  - b. Suggestions talked about
  - c. Board secretary to email the application link to all board and administrators to share with those discussed as potential candidates.
- VIII. Discuss Board Advisors and Committees by Rod Eichelberger (12:21 pm)
  - a. Discussed current board advisors and committees. Will continue with current board advisors. Added Jaren Gibson as a member to Recognition Committee, Building Addition Committee, and Anniversary Committee. Removed Executive Director committee and Signage committee. Added Deb Ivie as policy committee member. Changed members to be by title rather than by name for Sex Ed committee for health teachers and a parent from each campus.
- IX. Discuss Board General Calendar by Alisha Cartier (12:30 PM)
  - a. Reviewed when committees will be reporting to the board based on the needs of the school and the requirements of the committees.
- X. Break (12:41 PM)
- XI. Policies for Discussion by Xazmin Prows (12:54 PM)
  - a. 3104 Conflict of Interest - will add to board packet to read this policy, sign and date and list any conflict. Not include in consent agenda for June board meeting. Will need to have further discussion and vote on in August meeting. May need to create a separate policy for board members.
  - b. 3101 Procurement and Expenditures - no questions or comments

- c. 3102 Cash Receipt - no questions or comments
  - d. 3103 Reporting Fraud and Abuse - no questions or comments
  - e. 5407 Resolution for Freedom of Religious Expression Policy - some changes made
  - f. 5309 Administration of Naloxone - will be added to school training
  - g. 5308 Administration of Epinephrine - will be added to school training
  - h. 5401 Bullying and Hazing Policy - state regulations, legally required, admin uses system to determine if situation is bullying or not.
- XII. Before/After School Program by Esther Blackwell (1:26 pm)
- a. Federal budget may completely eliminate after-school funding. Current funding would end August 31, 2025. Impact all before and after school except for a few STEM classes. Loss for parents, loss of some part-time employees that rely on a second job, carpool problems increase because everyone would need to be picked up at the same time.
  - b. We need a new program. Create a direct contract with USU to run the program. No fees, no after school clubs, employees could continue to work with after school program because contracted with USU. Would need three at Kearns and two at Magna plus coordinator for a barebones program. About \$50K per year. Targeted tutoring would go away. Important to continue, especially books and breakfast program. Would also eliminate family nights, except for safety night. Important the kids are safe before and after school with caring adults.
- XIII. Reserve Study by Esther Blackwell (1:44 pm)
- a. buildings are aging, employ a company that looks at building and property. Analyze every aspect, give a long term plan of when and how much to replace. Contracted with a company to do. Received three bids. Will meet Monday morning and go over summer. Board will receive a report later.
- XIV. 2025-2026 Budget by Deb Ivie (1:46 PM)
- a. Revenue - conservative. Based on 1045 students because we know that we will be OK. May have some other funding come in.
  - b. School Safety Grant - another large amount coming in the upcoming year.
  - c. Highlighted new revenue line: school based - \$1000 for non teachers supporting students
  - d. Increase in Title 1 funds (most are having decreases).
  - e. Expenses - stipends increased
  - f. Performance bonuses have been increased - based on EOY testing - high performing teachers
  - g. State has decreased general supplies funding
  - h. Renewing Ready Math and I-Ready - subscription based
  - i. Educational Services - for afterschool program
- XV. Break (1:55 pm)
- XVI. Open Meeting Law - board training by Karen Bogenschutz (2:02 PM)
- a. Reviewed information from online training created by UAPCS. Important for the board to not "reply all" on emails. Reminder to not have any board discussion when at school events. Sue Talmadge verified that we do publish from the Public Notice Website to two

newspapers. Need to include the name of everyone in attendance at board meetings and also take roll call on votes, not just list as a unanimous vote.

XVII. Work Plan - Kearns by Denise Mathews (2:16 pm)

- a. predict results with colored sticky notes
- b. Then look at actual data
- c. Debrief - mastery of knowledge of skills goals - what data is missing? i-Ready data used because don't have RISE data yet. Who determines HQW is met? Rubric. Pull at random.
- d. Attendance 9 days or less, considered consistently attending. Last year 45%, this year was 51%
- e. Leadership - staff survey. Exceeded 80% that they feel supported.

XVIII. Work Plan - Magna by Jason Bennion (2:32 PM)

- a. Review of goals, review data
- b. Discussion

XIX. Discuss '25-'26 Work Plan by Esther Blackwell (3:02 pm)

- a. Will have this year's data in the fall
- b. Look at work plan for upcoming year - review today, approve at board meeting
- c. Will be a district plan rather than divided between each campus.

XX. Executive Director Evaluation Discussion by Rod Eichelberger (3:31 pm)

- a. Rod Eichelberger and Brittany Garner were discussing redoing the evaluation for executive director. Previous 7-8 pages. About 60% completed. Instead of dragging it out, will put together and put out as rough draft. No online editing. Individual feedback from each board member. Looked at director evaluations Esther Blackwell created. New executive director evaluation only three pages now. Will then send to Esther Blackwell to see what she thinks. Finalize by August or September.

XXI. Anniversary Celebration Discussion by Xazmin Prows (3:36 PM)

- a. Xazmin Prows has reached out to former board members, founders, and students to be part of the committee.
- b. What do we want this celebration to look like?
- c. Rod Eichelberger - key founders share story and past history - record before, lasting artifact
- d. Carnival for school community
- e. RSVP event at another location for smaller group

ADJOURN

- I. Time - 3:52 pm