

Bonneville Academy  
Open Public Board Meeting - Minutes  
May 14, 2019  
7:00pm  
Bonneville Academy

Call to Order. Board members in attendance: Billie Norman, Cory Johnson, Justen Hansen, Clint Thomsen, Corrie Norman, Marissa Maxfield.

Pledge of Allegiance: Led by Clint

June meeting change to June 18

Meeting minutes: March 12, 2019  
Tabled until next meeting.

Public Comment – as per Board Policy public comment will be limited to 3 minutes per person. Anyone that would like to make public comment will need to sign up prior to the start of the public comment period. Grievances, complaints or concerns with individual employees or board members will not be allowed during this time as they must be dealt with by following the Grievance Policy process.

School Spotlight

Director Report

On the recent testing, yesterday, a superintendent came over and said at this point, the state is preparing to do a few different independent studies. Until then, we don't know if it was a valid assessment.

Enrollment: currently 576. Next year 540 with 20 registered but not processed.  
H-wire system for next year 158 that have accepted but not registered yet. 12 on the waiting list.

Rise: It's now on a computer. They moved from Sage to Rise, kept the same questions, but moved to a new provider. The focus groups and study groups did a bunch in February. Questar said everything was online. The system has crashed repeatedly. Students have tried to submit and couldn't. This is state wide.

Ernie: It's deflated some of our students.

Marie: agreed. And teachers. We were supposed to be done this week. We have a new deadline of the end of school, but we were hoping to be done this week.

Too early to tell if they'll be able to use the data to factor into school grades or growth grades.

SPED Report: The Board is trying to be more informed about SPEDCO.

Patsy:

What's going well?

Patsy feels that as the year has progressed, the school has a passion for using systematic approaches to improve outcome.

We have a plan to implement the collaboration and communication between Sped teachers.

We have a plan increase the rigor of the education.

It's there, just not as much in certain locations.

She's spent a lot time in Jenny's room and she's doing a fantastic job.

Bonneville is really really ahead of the game compared to some other schools.

Draft IEP goes home the Friday before it is approved. Great practice.

She approves for total compliance.

Bonneville is extremely proactive. We've taken our bumps, improved, and are moving forward.

## Discussion Items

- Board Training Section 3 – Charter Board University  
80/20 rule. Focus your discussions.  
2nd section: discuss what matters: 2 things: Student success and finances.  
Whole list of different questions we could be asking, but important to focus on the hows, not the whats.  
What percentage of your board meetings are focused on student achievement? Corrie feels like we're low.  
What about finances? Other than Cory, the rest of us are probably ill prepared.  
An are we can work on.  
30/30/30/ agenda. 90 minute meetings  
30 meetings on ...  
30 min on is everything happening appropriately.  
30 min on board development.
- Employment Repayment of Training Policy
  - Looks good. No further suggestions. Corrie will polish it and we'll vote on it in the future.
- New Board Member Checklist
  - Any suggestions to be removed?
  - To add?
    - Cory: Ending term checklist. Return keys, etc.
    - Corrie will add that.
- Board bylaws/Charter bylaws for election of Board Members
  - Edits to proposed bylaws.
    - Discussion about changing wording in many of the sections.
      - Thought: end of the year is a hard time to have elections. Should we change terms to end of September? Marissa: Perhaps early spring is better. New board members could shadow in spring and start early summer.

- All proposed terms are two years. Is that two short?
    - Three years might scare people away. And if people want to run again they can.
      - Ask governance committee what they think of the term spacing.
    - Three years is better for spacing.
  - Brenda: our current system is solely to prevent all the original board members from leaving at the same time.
    -
  - Currently we have two that we could elect. Puts us at a 9 member board. We could remove that because we're not doing it.
  - Change executive board to 4 members? Let's leave that at three so we don't have a quorum.
  - Have the secretary receive applications for new members when mid-term vacancy? When the governance committee director does it otherwise? Let's leave it at governance committee director.
  - Have the chair appoint committee directors? Currently we are voting on that. We should probably keep that as is.
- UAPCS Conference
 

Four board members are scheduled to attend.

Question about those whose terms are up. Those who are leaning towards not running for another term should not attend the conference.
1. Committee reports and possible action on committee recommendations
    - a. Executive – Brenda Spearman
    - b. Finance – Cory Johnson
      - i. Marketing Bids
        - i. Three bids:
          1. Sakka Studios
            - a. Hasn't worked with charter schools
          2. Enrollhand
            - a. Isn't local.
              - i. We'll need to do all pictures.
          3. Growth 99.
            - a. Local and has worked with charter schools.
      - ii. Marissa: our best advertising is doing a good job.
      - iii. Marketing is great but let's make sure this isn't our only avenue.
      - ii. We don't have to pick something tonight, however, this summer is a valuable time.
      - iii. Laurel said that most of our referrals are coming from word of mouth.
      - iv. Marissa: Big thank you to whoever is doing the facebook posts (Marie).
      - v. Summer offerings this summer are very successful. Lots of students that aren't BA students.

- i. SPEDCO Contract
  - Q. What level are we? Marie believes we are at platinum.
    - 1. That could be concerning because we have had issues this year and we're receiving maximum support.
    - 2. Some of our issues weren't oversee-able. Failures of BA employees that were hard to prevent. Both parties responsible for some extent.
  - R. BA Admin likes SPEDCO.
    - 1. Clint. Are there any other options? If not, this point is moot.
      - a. None that we know of.
  - S. *Motion to approve renewing SPEDCO contract at Platinum Level: Cory. Second: Marissa. Unanimous. Brenda (on the phone) refrained.*
- ii. FY20 Salaries
  - Q. Salary is largest expense next to facility.
  - R. Option A:
    - 1. Directors stay the same.
    - 2. Support and teachers will be seeing an increase averaging 2%.
  - S. Option B
    - 1. Support staff receives no raise.
    - 2. Teachers receive raise
  - T. Comment from Marie. Some school districts are raising starting salary to 50K.
    - 1. We're at 37k. Excelsior starts at 42.5K. District starts at 40k.
    - 2. Option is withhold fieldtrips. Keep raises.
      - a. Otherwise we can't give raises at all.
      - b. Marissa: NO. Our teachers are our lifeline. Have to them raises.
        - i. We need to be careful. We're going for the "great place to work thing" but let's call a spade a spade: teachers teach because they love kids. And they can find kids anywhere.
      - c. Directors asked to prepare budget based on no increase or 1% and they didn't feel comfortable.
    - 3. Discussion about what could be cut. Fieldtrips are great but not as important as teacher pay.
  - U. Clint: I'll side with increasing pay.
    - 1. If we say "we'll give you a raise when we can" he, as a teacher, wouldn't believe it.
  - V. Brenda and Cory wanted numbers across the spectrum, including no teacher raises, because we need good margins in order to get the USDA loan.
  - W. If we keep our margin too small, we're one unforeseen expense away from trouble.
  - X. Chicken and the egg. If we don't get our enrollment up, we won't get good teachers and visa versa.
- iii. If we go from 1.5% to 2% (2 hr 07:31) it changes operating margin 1/2%. Will that cause issues with USDA loan? Brian (Red Apple) says he doesn't think so but is the wrong person to ask.
- iv. USDA will be looking at margin, enrollment, cash in the bank.

- v. With a bunch of proposed cuts (field trips, staff incentives), we can give teachers a 2% raise and keep an operating margin of 5.3.

*Motion to give teachers 2% increase. Billy. Second: Justen. Aye: Clint, Billie, Justen, Corrie, Marissa, Cory*  
A. *Brenda: Nay.*

Brenda, who is on the east coast, exited the meeting.

- a. Governance – Corrie Norman
    - i. last day to accept board applicants: June 11.
  - b. Trust Lands – Clint Thomsen
    - i. Nothing
  - c. Academic Excellence – Marissa Maxfield
    - i. Goal is to create a strategic plan.
      - A. Gives us a purpose.
      - Outlines academic goals.
      - Gives us an umbrella.
    - ii. Example at SLCschools.org student achievement plan.
      - A. <https://www.slcschools.org/board-of-education/student-achievement-plan/>
    - iii. We can form a separate committee, or do it separately and bring it to a board meeting.
    - iv. Want it to be accessible to parents and teachers.
      - We need three tangible goals by July meeting.
      - A. Marissa will send out reminders.
- a. PTO – Billie Maxwell
    - i. Went to expo and got some really good ideas for fundraising.
    - ii. Movie night didn't go very well. 6 families.
    - iii. Flyer message: need help with book fair.
2. Closed session to discuss the character, professional competence, or physical or mental health of an individual.  
No reason.

*Motion to adjourn 9:46pm: Marissa. Second: Corrie. Unanimous.*