

APPROVED BY THE BOARD OF DIRECTORS ON FEBRUARY 27, 2020

Mission Statement: “We are a community of learners. We will do whatever it takes to learn. We are building a strong foundation by believing we can, working our plan, then feeling the power of success.”

George Washington Academy

Thursday, January 23, 2020

7:30 p.m.

Board Meeting Minutes

Location: George Washington Academy
2277 South 3000 East
St. George, Utah
Lunchroom

A Board work session was held at 7:00 p.m.

Work Session: LAND Trust Reporting (Kevin Peterson)

The Board meeting convened at 7:30 p.m. following the work session.

7:30pm Shannon called meeting to order and excused Matt and Patrick.

Kevin offered prayer.

Javier led the pledge.

Shannon directed those who would like to speak to the board to sign in.

Meeting minutes are in the board packet. Kevin motioned to accept the minutes as in the packet.

Seconded by Javier. Motion carried with unanimous vote.

Public opportunity to address the board. Shannon read participation parameters.

Kara Smith is called to address the board. Kara has concerns with performances or activities of enjoyment for the younger grades that don't have an opportunity to perform as part of the art night or talent show. Plays, or activities of enjoyment that build character. Second, Kara feels a lack of communication about issues with things like buses. She would like parents to have an opportunity to help solve problems. She heard problems with teachers feeling scared for their jobs. She has a problem with this and the leads above them fearing as well. She would like them to feel comfortable.

Emily Poulson is called to address the board at 7:37pm. Emily has heard that parents want field trips for their kids. PTO would like to offer solution if there is a way for them to plan an activity for the children to make up for the ones who have already missed one. If 2nd grade is doing cotton days, PTO would like to help get kids there if parents cannot do this. PTO is willing to help with funding and transportation.

7:39 Nicki Kerlin is called to address the board. Field trips are important. K missed farm field trip so maybe they could do something fun. Field trips are very important. They need fun. She has a 5th grader who is very active. Tier 2 has taken recess time and he needs to get his energy out. More

physical things at the school. They need to get energy out and be with their friends. We treat them like robots. Tier 2 time has a learning curve, but she isn't seeing the benefit of it yet. Centers had more 1 on 1 time and that was good. Bullying hasn't been addressed. Told her kid to fight back. Teasing are things she feels we could work on as a school.

Shannon asked for further public comment. No comment. Set time for adjournment.

Holly set 8:30pm as time for adjournment. Mrs. Crawford announced that she and Kaitlin talked to teachers about the year. They said the culture this year has been so positive. The lunch room people seem to visit more (in the lounge). Teachers talked about PLCs as one of the strongest years as a team effort. Feeling more ownership for knowing the needs and strengths. Patriot time was supposed to lean towards ELA, look at it to support math more. It has been open for change. Intentionality. Just because we started the year this way doesn't mean it can't change. Students are requesting to get help from specific groups. Shannon asked observation is covering which grade levels. 6th grade would like to advocate for themselves. Kindergarten assessments in Dibels are related to patriot time. 2nd grade talked about scheduling and giving enough class time.

Caitlin Oglesby said our school culture and admin team are positive this year. She mentioned "The Power of Moments" Blake had her read. Intentionality ... the moments we're providing for our students is intentional and planning goes into it.

Kindergarten is creating fun activities for the 100th day. 1st grade took the at home diorama project and did it at school in one day. Parents provided materials and kids loved it. 3rd grade did dressing up, ship building. Each grade is making moments for the kids at school.

Mr. Clark admin report. Referred to Statistical Report Acadience MOY. Dibels reports show we are closing the gap instead of widening it. This data is shared with the reading aides. Miss. Oglesby mentioned 1st grade didn't test until the middle of the year. This is the first time they were tested on text. Mr. Clark mentioned making moments for the teachers. Preparing a new one for teachers.

Financial report. Mr. Adams addressed the board with financials. The allotment is now trued up. Student counseling report was in before it trued up. Changes in state SPED funds. Charter school local replacement decreased by over 49k. State said there should be another adjustment to that. 51.53 per student. Should be increasing a little bit on that line item based on our enrollment. It's maybe 1 or 2,000 higher. Total revenues are ahead of schedule. Expenses are doing better than where we technically should be. Shannon asked to clarify cap ex fund. Mr. Adams pointed out most of our budget line is where it should be, but Cap Ex hasn't had to be used where it usually would be. It is front loaded at first. Holly asked to scale the enrollment graph to be more readable. Javier asked about days cash on hand. Adams commented that they are in PTIF account and CD earning interest. Reports should be done.

Committee reports. Policy committee- nothing to report
Finance did not meet to give admin and Spencer time.

Benefits- Regina reported insurance packets and online enrollment were explained to employees. They were able to enroll. Payroll deductions took effect for January payroll. Did not meet in Dec. Jan. opted not to meet. Met in fall to plan enrollment process. Shannon asked for teacher feedback on new program. Regina said it has been positive. Changes had to be made. Employee child had surgery and met deductible and knew there would be reimbursement. That has been important to relieve medical stress.

Curriculum- Did not meet

Outreach- Did not meet Looking forward to activities coming up. Shannon asked about lottery emails. Debbie said Feb. 3rd. Re- enrollment going on right now. Trying to give extra chance for people to enroll allowing use of computers here if needed. This determines spots available for lottery. Javier asked how response is. Debbie said it seems pretty normal. They will send another email out tomorrow. Holly said 5th into 6th grade is higher. Debbie said yes it is. Blake explained tomorrow's event. One student reflected on a moment in secondary school. We wanted to retain our 5th graders, so we wanted to create a moment to celebrate our 5th graders. Tomorrow's event will be a party with music and lights. They designed a shirt to wear on spirit days. 7th graders are excited to see who won the contest. 20-25 minute event.

Technology- Nothing new

Land Trust- Nothing new

PTO- Nothing new

Board Development- Nothing new

Campus Management- Nothing new. Kevin mentioned all CO detectors were put in. April asked about drain issue. Kitchen grease trap drains are going to one sewer. Foam to main road. Have to go in and re-plumb drain from kitchen to main road after school is out.

Expenditures over 5,000. U of U training. Javier made a motion to approve University of Utah training per board packet. Kevin seconded motion. Blake mentioned with Title1 half of the salary of reading specialist is coming from this money. about 20% of the Title 1 money went to reading center. This was budgeted for. This is the first installment.

Shannon called for vote, motion carried.

Audit from Eide Bailly. Javier made a motion to approve amount of 5,205 to Eide Bailly Holly seconded. Shannon asked Spencer to speak his thoughts on this company. He said for the price they're great to work with. Shannon called for motion. Motion carried.

Asst. Director proposal. Holly moved that we approve the position for Asst. Director as in board packet. Kevin seconded. Open for comment. Holly wants clarification on overlap between ED, and Asst. ED. Does the job description change for the other two. Shannon said yes they will adjust a bit to reflect. Blake said with updated job descriptions have been adjusted. Most overlap will be with student behavior and discipline. Holly asked if some things have been transferred from one job to another and rest are relating to student needs. Blake said that Some items have been removed for ED and AED positions to reflect this new position. Javier asked if this addition covers our needs. Blake said it is being covered now, and it will be covered with the new position as well. Javier asked if there would be another position down the line. Blake said this is the framework of GWA. He asked state how many

admin per student ratio. 1 per 500 kids and 700-1000 has an additional one. Shannon mentioned we have had one ED with two assistants before. Holly asked why we dissolved that position. Shannon said Blake worked with this framework and asked a while ago about another one. Kevin asked for cost savings. Shannon asked if this is sustainable. Programs have changed and things have added. Can we maintain programs and will this effect our students. The answer is no.

Spencer said we'll have a better idea after legislative session has finished. Looking at paying salary, making sure it isn't coming from a one time grant. It is sustainable.

Blake said we started with 18 ELL and now have 58 ELLs. We pay for that out of stipend and Land Trust. Blake feels it's where they feel the money needs to be. Field trips budget is important. School district is unable to provide busses. We've almost quadrupled the budget to make sure the students have those moments. Shannon said we have a teacher taking care of these issues and they can go back to their classroom.

Holly asked if our student count increases what point is the next tier where we'll need another assistant. We can only do 1075 (Shannon). We would never exceed the number we've been given.

Shannon asked Holly to amend . Holly amended to move that we accept the Asst. Dir position and also provide admin to be allowed to post this position. Kevin seconded. Shannon clarified for 20-21 school year. Any additional discussion with amended discussion. Hopefully post in beginning of Feb.

Shannon calls for a vote. Motion carried unanimously.

Shannon shared the Flow chart of GWA's admin and staff. Line of communication. We have policy on website. Proper chain to handle grievances or problems within school. Handouts reflect this Line. Staff member should address advisor, supervisor, or team lead. If not resolved would be teacher rep. We have a younger and older grade level reps, Miss. Oglesby represents k-5. Admin teams are next. If it is not addressed there, then the next step will be to come to the board. A form is being worked on to make that easier. Grievance policy is being adjusted to make it printable. What steps have you taken before coming to the board. Following the flow chart is our grievance policy. There are proper ways to handle situations to make sure it gets handled in a timely manner. Mother asked what is considered a timely manner. Shannon said it depends on the situation. Emily commented that parents and teachers have gone to admin and not getting what they need. They came to her. They opened up to what they had to say. Shannon said to direct them to the board. Emily said team lead fears going in fear of their job. Shannon said it would go up to the next level and eventually reach us. We teach the students to advocate for themselves. We hope our teachers feel the same. We would like them and parents to advocate for themselves. If they feel it hasn't been addressed, PTO's responsibility would be to direct them through those proper channels.

Open lines of communication. Ability to communicate with people is hard sometimes. We encourage everyone to communicate through our channels and process laid out in our grievance policy. The issues brought up at the PTO meeting hadn't gone through those channels. Holly mentioned that we all want what's best for our students. Focus on that and we can all win. Shannon said your students are our students. Javier said we want to feed the right channels and we do care as a board.

Shannon announced next meeting on Feb. 27th at 7:30. Shannon called for a motion to adjourn. Kevin motioned to adjourn. April seconded. Called to a vote. Motion carried. Meeting adjourned at 8:44pm.