

George Washington Academy
Board Meeting Minutes
Thursday, September 20, 2012
7:00 p.m.

Location: Conference Room
720 S. River Road
Bldg. E, Ste. 200
St. George, UT

Board Members Present: Steve Wattles, President; Shannon Greer, Vice President; Matt Hafen, Secretary; Anna Bohannon; Patrick Carroll, CFO, Owen Olsen, Kody Young

Board Member Absent: None.

Others Present: Don Fawson, Principal, Anya Yeager, Vice-Principal, and Mrs. Boulter.

Board President Welcome: Steve Wattles

Roll Call: Steve Wattles, President

Pledge of Allegiance: Kody Young

Administration Training Program – Shannon Greer

- Mr. Fawson will present to the faculty on the 5th and give them until the 17th to fill it out and return it, and notify the candidates by the 26th.
- Shannon Greer is working on a packet for the candidates. She will send it out for feedback.

Finance Committee Update – Patrick Carroll

- Will have regular meetings at the beginning of the month.
- A committee member is looking at the bond and is looking for ways to refinance and save the school money.
- A committee member is looking at the investment policy and looking at reserve funds, looking to see if we can get more than .2% rate of return.
- A committee member will be looking at overlaps in Kevin Abraham's and Glenda Wilson's job descriptions. There is some real and perceived overlap in responsibilities.
- A committee member is taking on the procurement policy to see what adjustments may need to be made for flexibility and accountability.
- The committee has nothing up for a vote at the next meeting, but may have some items for the October Board meeting.
- Chet Wall asked about whether Kevin Abraham had filled out a worksheet that would help determine whether the bonds can be refinanced. Kody Young will follow up with Kevin.

Creation of Board review process of Administration – Steve Wattles

- Mr. Fawson recommended that we use their job descriptions to prepare an evaluation form. There has been no formal evaluation process of administration in the past. Steve Wattles asked that we have a criteria in place by October. Steve will take the lead on this.

Changes in Trust LANDS Committee – Mr. Fawson

- Discuss change in the Trust LANDS committee. According to Paula at the state, the Board is now the committee per state law, effective immediately.

Employee handbooks – Mrs. Yeager

- Employee handbook is the first priority, then job descriptions.
- Mrs. Yeager will also send out additional policies.
- Steve recommended that we start with job descriptions within the school, and then get to the Board job descriptions.
- Mr. Fawson stated that the FMLA and extended leave policies are the most important. Patrick Carroll stated that the FMLA policy that was sent out at last month’s Board meeting is the policy that will be voted on again this month.

Update on Extended Leave Policy – Patrick Carroll

- Patrick Carroll and Kody Young have looked at some extended leave benefits that are more attractive than others that have been presented in the past. They should have some policies to present possibly by next week.

Closed Session – Steve Wattles

- “I propose we move into a closed session for the purpose of discussing the character, professional competence, or physical or mental health of an individual.”
- A roll call vote was taken as follows:

Patrick Carroll – Yes	Steve Wattles – Yes
Shannon Greer – Yes	Anna Bohannon - Yes
Owen Olsen – Yes	Chet Wall - Yes
Kody Young – Yes	Matt Hafen – Yes
- Steve Wattles motioned to come out of closed meeting. Shannon Greer, Chet Wall, Matt Hafen, Anna Bohannon, Patrick Carroll, Owen Olsen, and Kody Young voted yes.
- Reconvene – Take all appropriate action in relation to closed session items

Discussion of school vision and strategy.

- Kody Young discussed whether or not our resources would be better used as a K-6 school for maximum efficiency in those grades. Patrick stated that it would have to be K-5 or K-7.
- Shannon Greer stated that we would have to amend our charter and would receive less funding per child for the lower grades.
- Steve Wattles discussed the possibility of motivating GWA parents to start a charter high school as an extension of GWA.
- Discussion regarding the challenge of lacking extracurricular activities.
- Kody Young discussed the possibility of opening another George Washington Academy in another area in Southern Utah.
- We need data about what the parents regarding the higher grades from parents.
- Discussed goal of having the highest test scores of our size school in the county.
- Discussed basing administration’s evaluations on a goal based on the county K-8 test scores.
- Discussed a goal for the number of students at the school.
- The overall purpose of the school is to provide the best learning environment in Washington County.
- Brainstorm session of values of GWA:
 - Learning environment
 - Fiscal responsibility

- Employee satisfaction
- Passionate teachers
- Mutual respect
- Hold ourselves accountable to students, their parents and the state
- Aggressive, comprehensive, sequenced curriculum
- Diversity
- Honesty, perseverance,
- Innovation
- Committed families
- Brainstorm session of how to achieve the values set forth above:
 - Student count of 1,000
 - Operating ratio of 94%
 - Adhere to GWA and state financial policies
 - Pass 100% of audits
 - Highest test scores per grade level in the County
 - ___% on the Principal's balanced scorecard
 - 100% of employees will have job descriptions with necessary qualifications
 - Identify student retention plans by conducting mid-year focus groups in 5th and 7th grade student/parents and outgoing survey for each student (outgoing).
- Discussion regarding how often the Board should measure the balanced scorecard

Adjournment

Being no further business, Steve Wattles presented a motion to adjourn the meeting. Patrick Carroll seconded the motion that passed unanimously. Meeting was adjourned at 10:09 p.m.

Respectfully submitted by Matt Hafen, Secretary

APPROVED AS TYPED ON SEPTEMBER 27, 2013