

These Minutes are Pending Board Approval

Mission Statement: "ACADEMICS. LEADERSHIP. COMMUNITY."

George Washington Academy

Thursday, July 17, 2025

7:30 p.m.

Board Meeting Minutes

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

The Board meeting convened at 7:35 p.m.

Board Welcome: Shannon Greer, President

Roll Call: Shannon Greer

Prayer: Kevin Peterson

Pledge of Allegiance: Shannon Greer

Board Members Present: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer. Blake Clark Via Zoom.

Board Members Not Present: Laura Snelson

Others Present: Sharon Moss, Debbie Kauvaka, Christine Giles, Sharna Rowe, Shelbi Kelly and Rachel Richins.

GWA Year Goals:

- Expanding student Leadership opportunities for ALL students
- Ensure ALL students are learning at High Levels
- Focus on Employee Mental Health with Better and Quicker Access

Approval of Minutes:

Kevin Made a motion to approve the minutes from the June 26th, 2025 board meeting. Laura P seconded the motion. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.

Public Opportunity to Address the Board:

None

Set time for adjournment Brady set time for adjournment at 8:15.

Teacher Reports: N/A

Administration Report:

Blake Clark gave the report. The enrollment numbers will change as it gets closer to school starting and even once school begins. Parents will forget to call and tell us they aren't coming so these numbers change. As of right now, there are 1,052 students enrolled with 154 on the wait list. If we had the space we could add two more kindergarten classes, one more second grade and well as one more third. In the past two weeks Blake has given 10-15 tours to new families to GWA and they are just grateful to be part of the school. All reports have been completed. Once the new calendar is sent out it will be sent to Shelbi and everything will be updated. Shannon asked that Blake cc her when the report gets sent out. They are talking about celebrations they are planning for when the students as well as the teachers come back. The all employee meeting will be August 1 and Shannon would like to have a board member present for that.

Financial Report:

Spencer Adams gave the financial report. The report is as of the end of June. He put in a disclaimer that the numbers that we are seeing are likely to change a little bit. They shouldn't be changing drastically but there's always some moving parts at the end of the year, some transactions that trickle in right at the end or some transactions that get moved around during the audit process. It shouldn't be a whole lot. He said everything is looking great. Similar to the past several years we did better than the forecasted amount that was approved for the final budget. Very positive year, nothing too concerning. Some lines were over the forecast by a little but overall . Looking at the net income column we had about 738,000, currently, based on the transactions we have the year-to-date actuals column, you can see we have exceeded that by about 230,000, so again a very good year. That's reflected in our ratios as well. The ratios are based on the forecasted column, so they will be higher as far as the operating margin goes. Spencer said that there were some line items that were slightly over that forecast column. But when we look at the major categories as a whole, we came in underneath each of those. We like to have a little padding in each of those just to cover any unexpected transactions. Casey wanted to know why the deferred revenue was showing a negative, he would expect it to be at zero since it was sent back. Spencer said that he noticed that and if you look a couple accounts up its going to be roughly the same amount, just the opposite, it was hitting the wrong account.

Committee Reports (3 min each):

- **Policies Committee** – Just what is in the board packet. Feel free to email Blake if there are any questions or concerns.
- **Finance Committee** – Nothing
- **Audit Committee** - Nothing
- **Benefits Committee** – Nothing
- **Curriculum Committee** – Nothing
- **Outreach Committee** – Laura Pressley said that Blake is taking a videographer all over St. George. He is getting footage of current and past students going through what they are doing now. The footage will be used for several different purposes.
- **Technology Committee** - Nothing
- **LAND Trust Committee** – Nothing

- **PTO Committee** – Nothing
- **Board Development Committee** – The schedule for meetings has been handed out.
- **Campus Management Committee** – Nothing

Discussion and/or Action Items:

- Kevin made a motion to approve the 25-26 IXL Subscription in the amount of \$16,081.25 as outlined in the packet. Casey seconded. Casey asked how the summer usage has been. Christine said that it's been a really good program, they have had quite a few parents call to get their clever badge. Casey commented that the previous report that was given shows that the usage was substantive. They've used it for the past three years now. Shannon asked that the usage be included in Blake's board update. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.
- Casey made a motion to approve the updated Policy 305 - Attendance as outlined in the packet. Brady seconded. Kevin asked how many kids are chronically absent. Blake said that there were 35 students last year. Shannon asked why they are gone. Blake said it is hard to track why they are gone. He said that per law, if they miss a certain amount of days they need to send out an official letter, they need to sign that they have received it and meet with one of the administrators. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.
- Kevin made a motion to approve the Microsoft Licensing Renewal in the amount of \$5,292.72 as outlined in the Board Packet. Laura P seconded the motion. Casey asked what it was used for. Christine said it's used for powerpoint and word. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.

Time was exceeded. Kevin made a motion to continue the meeting. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.

- Laura made a motion to approve the Blocks i in the amount of \$8,610 as outlined in the Board Packet. Kevin seconded the motion. Casey asked if GoGuardian was STS's solution. Christine said that the teachers found it not as reliable as Blocks i when they did a pilot of it. They preferred this. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.
- Kevin made a motion to accept the invoice in the amount of \$10,692 for Advanced Email Security as outlined in the Board Packet. Brady seconded the motion. Casey asked who the actual vendor was. Nobody could see who the actual vendor would be. Kevin pointed out that Steve had said that STS was the vendor. The motion passed. Those who voted in favor: Kevin Peterson, Brady Pearce, Laura Pressley, Shannon Greer. Casey opposed. Blake came back later and said it was through a company called GRAF US.
- Apple Device Management did not need to be voted on.

- Casey made a motion to approve Powerschool Hosting License Renewal in the amount of \$12,547.69 as outlined in the Board Packet. Kevin seconded the motion. Casey noted that they raised the price significantly. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.
- Kevin made a motion to approve the Powerschool Enrollment License Renewal in the amount of \$11,698.99 as outlined in the Board Packet. Brady seconded the motion. Kevin said that he liked that the invoices were split up. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.
- Kevin made a motion to approve Basin Land Survey Proposal as outlined in the Board Packet. Laura seconded the motion. Casey asked why there aren't three quotes, it's because it came through the builder. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Shannon Greer.

Hughes Construction Update: Shannon Greer said they are making good progress in figuring out the footprint. The team had to manage the expectations, the original date was 2027. Shannon is in the process of appealing to the State Charter Board to push the open date back to August of 2028. They have put a hold on a grant we were going to receive. We had two years to use it but with the date being pushed back, we will need to apply for it next year. There will not be a new auditorium, but they are on track with expectations for what the new addition will have.

Sponsorship Update: Shelbi Kelly gave the update that there have been several to commit to donating again this year. Only one said that they won't be sponsoring again. We have had a few sponsors willing to take the new \$2,000 level Patriot sponsorship level.

Confirm New Board Members: Sharon Moss, Sharna Rowe, and Rachel Richens were administered the Oath of Office by Shelbi Kelly.

Confirm Board Chair: Kevin made a motion to approve Shannon Greer as Board Chair. Rachel Richins seconded the motion. Shannon said that she is passionate about what she does, about the growth of the school but she knows that anyone around the table could do a great job in the Chair position. The motion passed unanimously. All present voted in favor: Kevin Peterson, Casey Unrein, Brady Pearce, Laura Pressley, Sharon Moss, Sharna Rowe, Rachel Richins. Shannon Greer abstained from voting.

Closed Meeting – *None*

Reconvene — Take all appropriate action in relation to closed session items.

Next Meeting: The next regular Board Meeting will be held during the retreat on August 27, 2025 at 7:30 p.m.

The meeting adjourned at 8:48.

Written by Shelbi Kelly



Financial Summary

as of July 31, 2025

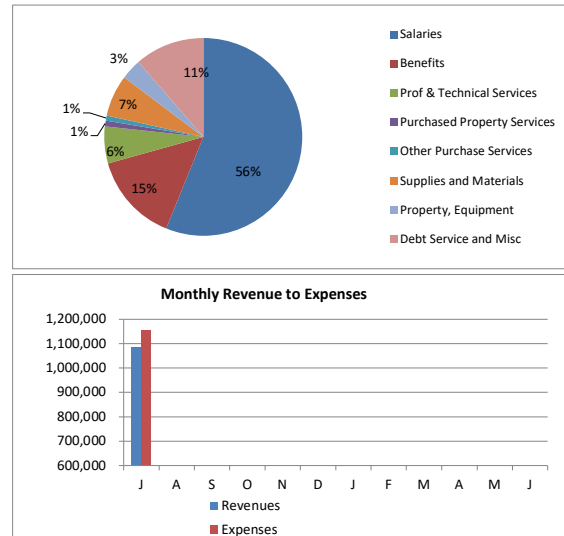
8.3% through the Year

BUDGET REPORT

Green - more than 5% ahead of forecast
Yellow - within 5% of forecast
Red - more than 5% behind forecast

	Year-to Date Actuals	Approved Budget	Forecast	% of Forecast
Enrollment		1000	1000	
Revenue				
1000 Local	\$ 37,097	\$ 596,858	\$ 596,858	6%
3000 State	\$ 1,048,034	\$ 11,247,066	\$ 11,247,066	9%
4000 Federal	\$ -	\$ 433,195	\$ 433,195	0%
Total Revenue	\$ 1,085,131	\$ 12,277,119	\$ 12,277,119	9%
Expenses				
100 Salaries	\$ 382,527	\$ 6,591,378	\$ 6,591,378	6%
200 Benefits	\$ 114,323	\$ 1,712,544	\$ 1,712,544	7%
300 Prof & Technical Services	\$ 25,084	\$ 700,900	\$ 709,828	4%
400 Purchased Property Services	\$ 10,787	\$ 108,080	\$ 108,080	10%
500 Other Purchase Services	\$ 5,996	\$ 99,075	\$ 99,075	6%
600 Supplies and Materials	\$ 147,375	\$ 801,216	\$ 801,216	18%
700 Property, Equipment	\$ 66,499	\$ 396,341	\$ 396,341	17%
800 Debt Service and Misc	\$ 107,878	\$ 1,334,712	\$ 1,334,712	8%
Total Expenses	\$ 860,469	\$ 11,744,247	\$ 11,753,175	7%
Net Income from Operations	\$ 224,662	\$ 532,873	\$ 523,945	43%
Operating Margin	20.7%	4.3%	4.3%	

EXPENSES



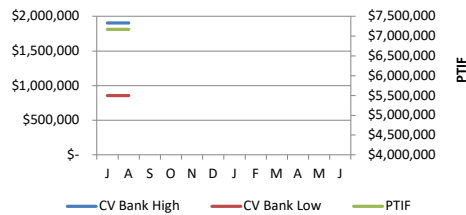
RATIOS

	Actual	Goal	Covenant	Prior Mth Change
Operating Margin	4.27%	5%		-0.1%
Debt Service Coverage	1.41	1.25	1.05	-0.01
Days Cash on Hand	282	130	30	(7)
Building Payment %	10.9%	< 22%		0.0%
Unrestricted NI	\$ 523,945	\$250,000		\$ (8,928)
Maintenance of Effort	\$ -	\$552		\$ -

CASH

Month Ending Cash Balance	\$ 9,078,332	Includes \$7,174,318 PTIF
Days Cash on Hand	282	

Bank Account

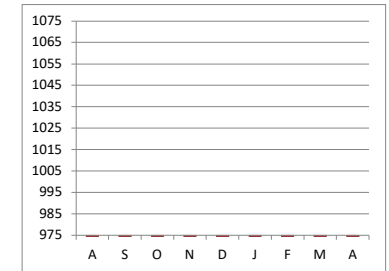


RESERVES

	Actual Ytd	Forecast
Last Year Reserve Balance	\$ 9,640,018	\$ 9,640,018
Reserves Added this Year	\$ 224,662	\$ 523,945
Project 1	\$ -	\$ -
New Reserve Balance	\$ 9,864,680	\$ 10,163,963

ENROLLMENT

	A	S	O	N	D	J	F	M	A
K									
1									
2									
3									
4									
5									
6									
7									
Total	0	0	0	0	0	0	0	0	0
WPU									



Created by Red Apple



Budget Detail Report

Actuals as of: **July 31, 2025**

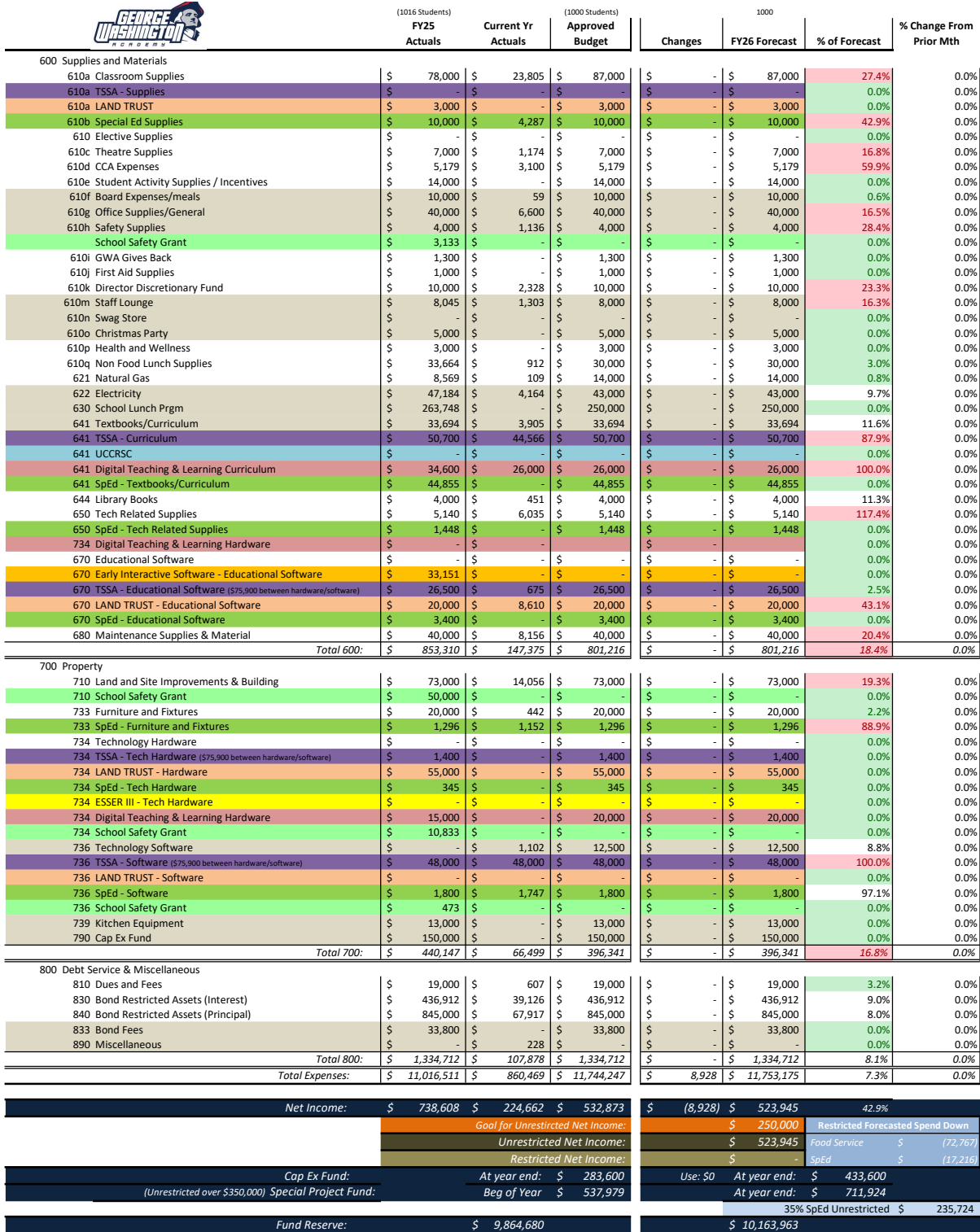
Percentage of Year: **8.3%**



	(1016 Students) FY25 Actuals	Current Yr Actuals	(1000 Students) Approved Budget	Changes	1000 FY26 Forecast	% of Forecast	% Change From Prior Mth
Revenue							
1000 Revenue From Local Sources							
1510 Interest	\$ 437,000	\$ 37,017	\$ 350,000	\$ -	\$ 350,000	10.6%	0.0%
1600 Food Services	\$ 230,000	\$ 80	\$ 230,000	\$ -	\$ 230,000	0.0%	0.0%
1741 Student Activities and Fees	\$ 300	\$ -	\$ 300	\$ -	\$ 300	0.0%	0.0%
1741 Textbook and Library Fees	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
1920 Donations	\$ 4,815	\$ -	\$ 4,000	\$ -	\$ 4,000	0.0%	0.0%
1920 Staff Lounge	\$ 3,210	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%	0.0%
1920 Dixie Direct Fundraiser	\$ 9,151	\$ -	\$ 8,558	\$ -	\$ 8,558	0.0%	0.0%
1930 Sales of Assets	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	0.0%	0.0%
1990 Background Checks	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
1990 Miscellaneous Income	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
Total 1000:	\$ 685,476	\$ 37,097	\$ 596,858	\$ -	\$ 596,858	6.2%	0.0%
3000 Revenue From State Sources MSP							
30-3005 Regular School Program K	\$ 542,616	\$ 47,029	\$ 578,219	\$ -	\$ 578,219	8.1%	0.0%
30-3010 Regular School Program 1-12	\$ 3,563,757	\$ 308,903	\$ 3,692,961	\$ -	\$ 3,692,961	8.4%	0.0%
30-3020 Professional Staff	\$ 243,144	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
31-1205 Sped Educ Reg Add-On WPUS	\$ 647,592	\$ 70,445	\$ 673,498	\$ -	\$ 673,498	10.5%	0.0%
31-1210 Sped Educ Reg Self Contained	\$ 61,393	\$ 5,646	\$ 63,848	\$ -	\$ 63,848	8.8%	0.0%
31-1220 Sped Educ Extended Year Program	\$ 4,213	\$ 404	\$ 4,384	\$ -	\$ 4,384	9.2%	0.0%
31-1225 Sped Educ State Programs	\$ 9,814	\$ 953	\$ 10,207	\$ -	\$ 10,207	9.3%	0.0%
31-1278 Sped Educ Stipends Extended Year	\$ 1,344	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
31-5201 Class Size Reduction K-8	\$ 425,623	\$ 36,970	\$ 442,647	\$ -	\$ 442,647	8.4%	0.0%
31-5344 Enhancement for At-Risk Student	\$ 141,988	\$ 12,306	\$ 147,667	\$ -	\$ 147,667	8.3%	0.0%
31-5901 Career and Tech Ed Dist. Add-On	\$ 6,342	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
31-5903 CTE Comprehensive Counseling	\$ 20,000	\$ 1,667	\$ -	\$ -	\$ -	0.0%	0.0%
32-0500 Charter School Base Funding	\$ 116,610	\$ 9,689	\$ 116,265	\$ -	\$ 116,265	8.3%	0.0%
32-5310 Flexible Allocation	\$ 2,356	\$ 31,380	\$ 376,433	\$ -	\$ 376,433	8.3%	0.0%
32-5619 Charter School Local Replacement	\$ 3,363,438	\$ 305,659	\$ 3,628,000	\$ -	\$ 3,628,000	8.4%	0.0%
32-5651 Educator Professional Time	\$ 102,232	\$ -	\$ 107,296	\$ -	\$ 107,296	0.0%	0.0%
33-5805 Early Literacy	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
34-5642 Elementary School Counselor Grant	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
34-5666 Professional Learning Grant	\$ 8,782	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
34-5807 Teacher Salary Supplement Program	\$ -	\$ 3,087	\$ -	\$ -	\$ -	0.0%	0.0%
34-5868 Teacher Supplies and Materials	\$ 21,200	\$ -	\$ 21,200	\$ -	\$ 21,200	0.0%	0.0%
34-5876 Educator Salary Adjustment	\$ 590,922	\$ 56,553	\$ 678,642	\$ -	\$ 678,642	8.3%	0.0%
34-5911 ELL Software	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
35-5420 School Land Trust Program	\$ 148,100	\$ 157,343	\$ 157,343	\$ -	\$ 157,343	100.0%	0.0%
35-5655 Digital Teaching & Learning	\$ 49,660	\$ -	\$ 46,000	\$ -	\$ 46,000	0.0%	0.0%
35-5678 TSSA	\$ 253,940	\$ -	\$ 304,399	\$ -	\$ 304,399	0.0%	0.0%
35-5679 School Based Mental Health Grant	\$ 54,918	\$ -	\$ 52,656	\$ -	\$ 52,656	0.0%	0.0%
35-5810 Library Books & Elective Resources	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
35-5882 Beverly Taylor Sorenson Grant	\$ 50,400	\$ -	\$ 50,400	\$ -	\$ 50,400	0.0%	0.0%
38-5608 Mental Health Screeners	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
38-5618 Early Interactive Software Program	\$ 33,151	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
38-5654 Period Products in Schools	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
38-5673 Substance Prevention	\$ 4,000	\$ -	\$ 4,000	\$ -	\$ 4,000	0.0%	0.0%
38-5674 Elementary Suicide Prevention	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	0.0%	0.0%
38-5697 LETRS Professional Development Grant	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
38-5914 School Safety Specialist	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
38-5914 School Safety Grant	\$ 63,797	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
38-8070 School Lunch (Liquor Tax)	\$ 105,000	\$ -	\$ 90,000	\$ -	\$ 90,000	0.0%	0.0%
Total 3000:	\$ 10,640,332	\$ 1,048,034	\$ 11,247,066	\$ -	\$ 11,247,066	9.3%	0.0%
4000 Revenue From Federal Sources							
45-7522 IDEA Pre-School	\$ 2,544	\$ -	\$ 2,544	\$ -	\$ 2,544	0.0%	0.0%
45-7524 IDEA Flow-Through	\$ 155,946	\$ -	\$ 155,946	\$ -	\$ 155,946	0.0%	0.0%
45-8075 Free & Reduced Reimbursement	\$ 119,000	\$ -	\$ 132,555	\$ -	\$ 132,555	0.0%	0.0%
45-8075 National School Lunch Program	\$ 61,990	\$ -	\$ 57,480	\$ -	\$ 57,480	0.0%	0.0%
45-8075 School Breakfast Program	\$ 31,692	\$ -	\$ 29,467	\$ -	\$ 29,467	0.0%	0.0%
45-8079 Local Food for Schools Co-Op	\$ 2,936	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
45-8080 Pandemic EBT	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
47-7290 CARES UEN WiFi	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
48-7801 Federal Title I A	\$ 47,055	\$ -	\$ 47,055	\$ -	\$ 47,055	0.0%	0.0%
48-7860 Federal NCLB Title II A	\$ 8,148	\$ -	\$ 8,148	\$ -	\$ 8,148	0.0%	0.0%
48-7860 Federal Title IV Repurposed to Title I	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
Total 4000:	\$ 429,311	\$ -	\$ 433,195	\$ -	\$ 433,195	0.0%	0.0%
Total Revenue:	\$ 11,755,119	\$ 1,085,131	\$ 12,277,119	\$ -	\$ 12,277,119	8.8%	0.0%



	(1016 Students)		(1000 Students)		1000		
	FY25	Current Yr	Approved				% Change From
	Actuals	Actuals	Budget	Changes	FY26 Forecast	% of Forecast	Prior Mth
Expenses							
100 Salaries							
121.2 Administration	\$ 520,202	\$ 44,743	\$ 571,276	\$ -	\$571,276	7.8%	0.0%
131 Teachers	\$ 3,147,493	\$ 253,549	\$ 3,486,478	\$ -	\$3,486,478	7.3%	0.0%
131 Special Education Salaries	\$ 332,081	\$ 32,490	\$ 380,839	\$ -	\$380,839	8.5%	0.0%
131 Stipends / Merit Pay	\$ 66,420	\$ 4,063	\$ 106,500	\$ -	\$ 106,500	3.8%	0.0%
131 Summer Professional Development	\$ 60,000	\$ -	\$ 60,000	\$ -	\$ 60,000	0.0%	0.0%
131 Educator Professional Time Stipend	\$ 40,000	\$ -	\$ 40,000	\$ -	\$ 40,000	0.0%	0.0%
131 Mental Health Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
131 LETRS Training Stipend	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
131 TSSP After School Tutoring Stipends	\$ 12,600	\$ -	\$ 12,600	\$ -	\$ 12,600	0.0%	0.0%
131 LAND TRUST - Stipends	\$ 9,000	\$ -	\$ 9,000	\$ -	\$ 9,000	0.0%	0.0%
131 Special Education Stipends (After School)	\$ 1,120	\$ -	\$ 1,120	\$ -	\$ 1,120	0.0%	0.0%
132 Substitute Teachers (PTO Stipend)	\$ 30,000	\$ 710	\$ 30,000	\$ -	\$ 30,000	2.4%	0.0%
132 SpEd Substitutes	\$ 5,000	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%	0.0%
142 Counselor	\$ 257,466	\$ 22,038	\$ 282,455	\$ -	\$282,455	7.8%	0.0%
143 School Nurse	\$ 9,921	\$ -	\$ 10,517	\$ -	\$10,517	0.0%	0.0%
145 Librarian / Literacy Aide	\$ 22,279	\$ -	\$ 24,795	\$ -	\$24,795	0.0%	0.0%
152 Secretaries	\$ 136,399	\$ 4,532	\$ 164,170	\$ -	\$164,170	2.8%	0.0%
152 Board Clerk	\$ 10,000	\$ 512	\$ 10,000	\$ -	\$10,000	5.1%	0.0%
161 Teacher Aides, Reading Specialists & Subs	\$ 466,997	\$ 201	\$ 575,993	\$ -	\$575,993	0.0%	0.0%
161 TSSA - ELL Para's	\$ 25,350	\$ -	\$ 25,350	\$ -	\$ 25,350	0.0%	0.0%
161 LAND TRUST - K Aide/Student Support Para	\$ 37,000	\$ -	\$ 37,000	\$ -	\$ 37,000	0.0%	0.0%
161 SpEd Aides & Speech Therapist	\$ 235,040	\$ 3,001	\$ 268,517	\$ -	\$268,517	1.1%	0.0%
162 Computer Aides	\$ 24,576	\$ -	\$ 26,051	\$ -	\$26,051	0.0%	0.0%
182 Custodial & Maintenance	\$ 120,493	\$ 7,212	\$ 167,136	\$ -	\$167,136	4.3%	0.0%
191 Lunch Room Aide	\$ 363,015	\$ 9,476	\$ 296,581	\$ -	\$296,581	3.2%	0.0%
Total 100:	\$ 5,932,452	\$ 382,527	\$ 6,591,378	\$ -	\$ 6,591,378	5.8%	0.0%
200 Employee Benefits							
220 Social Security	\$ 422,000	\$ 24,752	\$ 473,936	\$ -	\$ 473,936	5.2%	0.0%
220 LAND TRUST - BENEFITS	\$ 3,000	\$ -	\$ 3,000	\$ -	\$ 3,000	0.0%	0.0%
220 SpEd Social Security	\$ 41,090	\$ 2,617	\$ 50,144	\$ -	\$ 50,144	5.2%	0.0%
230 Retirement	\$ 275,000	\$ 21,897	\$ 297,000	\$ -	\$ 297,000	7.4%	0.0%
240 Group Insurance	\$ 725,754	\$ 50,512	\$ 762,042	\$ -	\$ 762,042	6.6%	0.0%
240 Mental Health	\$ 48,885	\$ 4,333	\$ 52,000	\$ -	\$ 52,000	8.3%	0.0%
240 Deductible Stipend	\$ 10,000	\$ 4,500	\$ 35,000	\$ -	\$ 35,000	12.9%	0.0%
270 Worker's Compensation Fund	\$ 24,938	\$ 5,712	\$ 26,185	\$ -	\$ 26,185	21.8%	0.0%
280 Unemployment Insurance	\$ 10,000	\$ -	\$ 13,238	\$ -	\$ 13,238	0.0%	0.0%
Total 200:	\$ 1,560,667	\$ 114,323	\$ 1,712,544	\$ -	\$ 1,712,544	6.7%	0.0%
300 Purchased Professional & Technical							
320 Special Education Contractors	\$ 155,000	\$ -	\$ 145,000	\$ -	\$ 145,000	0.0%	0.0%
320 Counseling Services - (FY20 LCSW-Mental Health)	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
320 Math Center Contract	\$ 95,000	\$ -	\$ 92,000	\$ -	\$ 92,000	0.0%	0.0%
320 Guardian	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
330 Employee Training & Development	\$ 62,232	\$ 300	\$ 62,232	\$ -	\$ 62,232	0.5%	0.0%
330 TSSA - Training & Development (\$88,800 between PD/Travel)	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ 50,000	0.0%	0.0%
330 LAND TRUST - Training & Development	\$ 24,000	\$ 185	\$ 24,000	\$ -	\$ 24,000	0.8%	0.0%
330 SpEd Training & Development	\$ 6,000	\$ -	\$ 6,000	\$ -	\$ 6,000	0.0%	0.0%
330 SEDC Services	\$ 3,891	\$ -	\$ 3,891	\$ -	\$ 3,891	0.0%	0.0%
340 Audit	\$ 17,802	\$ -	\$ 16,600	\$ -	\$ 16,600	0.0%	0.0%
345 Business Manager Services	\$ 82,308	\$ 7,065	\$ 84,777	\$ -	\$ 84,777	8.3%	0.0%
349 Legal Services	\$ 8,000	\$ 2,034	\$ 8,000	\$ -	\$ 8,000	25.4%	0.0%
350 Technical Services (IT)	\$ 156,258	\$ 12,429	\$ 147,600	\$ 8,928	\$ 156,528	7.9%	0.0%
580 Admin & Teacher Travel (Meals)	\$ 7,000	\$ -	\$ 7,000	\$ -	\$ 7,000	0.0%	0.0%
580 TSSA - Travel (\$88,800 between PD/Travel)	\$ 38,800	\$ -	\$ 38,800	\$ -	\$ 38,800	0.0%	0.0%
580 LAND TRUST - Travel	\$ 6,000	\$ 3,071	\$ 6,000	\$ -	\$ 6,000	51.2%	0.0%
580 SpEd - Travel	\$ 5,500	\$ -	\$ 5,500	\$ -	\$ 5,500	0.0%	0.0%
580 SpEd Contracted Employee Travel	\$ 4,101	\$ -	\$ 3,500	\$ -	\$ 3,500	0.0%	0.0%
Total 300:	\$ 721,892	\$ 25,084	\$ 700,900	\$ 8,928	\$ 709,828	3.5%	0.0%
400 Purchased Property Services							
411 Water/Sewage	\$ 12,000	\$ 1,008	\$ 12,000	\$ -	\$ 12,000	8.4%	0.0%
411 Water Rights	\$ 1,000	\$ -	\$ 1,000	\$ -	\$ 1,000	0.0%	0.0%
412 Disposal Services	\$ 17,328	\$ -	\$ 15,480	\$ -	\$ 15,480	0.0%	0.0%
420 Cleaning Services	\$ 6,500	\$ -	\$ 6,500	\$ -	\$ 6,500	0.0%	0.0%
431 Lawn Care Services	\$ 16,100	\$ 3,260	\$ 16,100	\$ -	\$ 16,100	20.2%	0.0%
431 Non-Technology Repairs & Maintenance	\$ 36,000	\$ 6,519	\$ 57,000	\$ -	\$ 57,000	11.4%	0.0%
432 Copy Machine Servicing	\$ 3,000	\$ -	\$ -	\$ -	\$ -	0.0%	0.0%
Total 400:	\$ 91,928	\$ 10,787	\$ 108,080	\$ -	\$ 108,080	10.0%	0.0%
500 Other Purchased Services							
518 Field Trips / Bus Rental	\$ 3,000	\$ -	\$ 5,000	\$ -	\$ 5,000	0.0%	0.0%
522 Property & Liability Insurance	\$ 58,403	\$ 4,697	\$ 63,075	\$ -	\$ 63,075	7.4%	0.0%
530 Telephone	\$ 11,000	\$ 206	\$ 11,000	\$ -	\$ 11,000	1.9%	0.0%
540 Marketing	\$ 9,000	\$ 1,093	\$ 20,000	\$ -	\$ 20,000	5.5%	0.0%
Total 500:	\$ 81,403	\$ 5,996	\$ 99,075	\$ -	\$ 99,075	6.1%	0.0%



GEORGE WASHINGTON ACADEMY

Balance Sheet

As of July 31, 2025

	Jul 31, 25
ASSETS	
Current Assets	
Checking/Savings	
8110 · Cash in Banks	
8111 · Cache Valley Bank Accounts	
1 · Petty Cash	179.07
8111.1 · Cache Valley Bank (2050)	2,805.96
8111.3 · Cache Valley Checking (8114)	1,905,362.61
Total 8111 · Cache Valley Bank Accounts	1,908,347.64
8116 · PTIF	7,174,318.46
8120 · US Bank Accounts	
8120.1C · Principal Fund 2015 (80001)	136,915.17
8120.2 · Interest Fund 2008 (9002)	0.02
8120.2B · Interest Fund 2011 (5001)	0.01
8120.2C · Interest Fund 2015 (80002)	74,087.89
8120.3C · Reserve Fund 2015 (80003)	1,285,912.50
8120.5C · Repair & Rplcmnt 2015 (80005)	150,000.00
8120.6C · Expense Fund 2015 (80006)	70,969.95
Total 8120 · US Bank Accounts	1,717,885.54
Total 8110 · Cash in Banks	10,800,551.64
Total Checking/Savings	10,800,551.64
Other Current Assets	
8130 · Accounts Recievable	
8133 · State	108,790.69
8134 · Federal	224,669.80
8135 · Utah State Sales Tax	4,647.27
Total 8130 · Accounts Recievable	338,107.76
8150 · Prepaid Expenses	1,977.78
Total Other Current Assets	340,085.54
Total Current Assets	11,140,637.18
TOTAL ASSETS	11,140,637.18
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
9513 · Accounts Payable-bill.com	45,378.03
Total Accounts Payable	45,378.03
Credit Cards	
9531 · Visa Card	
9531a · VISA Card - Jessica's Card	5,353.25
9531b · VISA Card - Blake's Card	-79.25
Total 9531 · Visa Card	5,274.00
9532 · Lowe's	838.51
Total Credit Cards	6,112.51
Other Current Liabilities	
9510 · Accounts Payable	546.85
9530 · Accrued Liabilities	
9535 · Accrued Bond Liability	107,042.70
Total 9530 · Accrued Liabilities	107,042.70
9540 · Accrued Salaries & Withholdings	

1:03 PM

08/13/25

Accrual Basis

GEORGE WASHINGTON ACADEMY

Balance Sheet

As of July 31, 2025

	Jul 31, 25
9544 · Utah State Withholding	14,310.00
Total 9540 · Accrued Salaries & Withholdings	14,310.00
9540a · Payroll & Benefit YE Accrual	385,197.21
9560 · Deferred Revenue	
9561 · Local	13,523.45
Total 9560 · Deferred Revenue	13,523.45
Total Other Current Liabilities	520,620.21
Total Current Liabilities	572,110.75
Total Liabilities	572,110.75
Equity	
30000 · Opening Balance Equity	193.93
9820 · Net Assets - Restricted	274,126.04
9830 · Retained Earnings	9,640,017.77
9850 · Unreserved Fund Balances	7,398.97
9859 · Undesignated Fund Balance	422,122.16
Net Income	224,667.56
Total Equity	10,568,526.43
TOTAL LIABILITIES & EQUITY	11,140,637.18



PROPOSAL FOR BOARD ACTION

Proposal Title: Update to Policy 440 - Corporal Punishment

Submitted by: Policies Committee

Originating Committee: Policies Committee

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

We needed to make couple updates to our Corporal Punishment Policy to be in compliance with current Utah legislation.

Background Information, including a list of reviewing committees:

Chance Manzanares received an email from the State outlining legislative changes that need to be reflected in school policy. Chance provided the updates and it was presented to the Policies Committee.

Assessment:

Recommendation:

Approve the attached red-lined policy..

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

440 - Corporal Punishment Policy



1. Purpose:

- 1.1. To implement state law regarding Corporal Punishment of students in the school.

2. Policy:

- 2.1. A GWA employee may not inflict or cause the infliction of corporal punishment upon a child who is receiving services from the school. Utah Code §53G-8-301(5)(a))
- 2.2. This policy does not prohibit the use of reasonable and necessary physical restraint or force in self-defense or otherwise appropriate to the circumstances **only** to:
 - 2.2.1. Obtain possession of a weapon or other dangerous object in the possession or under the control of a child.
 - 2.2.2. Protect the child or another person from physical injury.
 - 2.2.3. Remove from a situation a child who is violent (only allowed when safety is at risk).
 - 2.2.4. Protect property from being damaged when physical safety is at risk.
- ~~2.2.~~
- 2.3. ~~OA~~ school employee shall first use the least restrictive intervention available, including a physical escort, before using emergency safety interventions. (New per §53G-8-301(2))tain possession of a weapon or other dangerous object in the possession or under the control of a child.
- ~~2.2.1.2.4.~~ Seclusion may only be used in limited emergency situations for students in grade 1 or above and only if written LEA policies are in place. Seclusion is prohibited for disciplinary purposes, coercion, retaliation, humiliation, for inadequate staffing, or for staff convenience. (New per §53G-8-301(10))
- ~~2.2.2.~~ Protect the child or another person from physical injury.
- ~~2.2.3.~~ Remove from a situation a child who is violent or disruptive.
- ~~2.2.4.~~ Protect property from being damaged.

3. Procedure:

- 3.1. Definition: "Corporal punishment" means the intentional infliction of physical pain upon the body of a minor child as a disciplinary measure. (Aligned with §53G-8-301(1)(a))
- 3.2. Investigation of complaint - Confidentiality - Immunity.
 - 3.2.1. The reporting and investigation requirements of ~~Part 5, Chapter 4, Title 62A, Child Abuse Reporting Title 80, Chapter 2, Part 6, Child Abuse and Neglect Reports,~~ apply to complaints on corporal punishment.
 - 3.2.2. If a violation is confirmed, school authorities shall take prompt and appropriate action, including in-service training and other administrative action to ensure against a repetition of the violation. (Per §53G-8-301(6))
 - 3.2.3. Reports made on violations of this policy are subject to the same requirements of confidentiality as provided under Section 80-2-1005~~Section 62A-4-513.~~

???- School Fee Waivers Policy

-
- 3.2.4. Any individual who in good faith makes a report or cooperates in an investigation by a school or authorized public agency concerning a violation of this part is immune from any civil or criminal liability that might otherwise result by reason of those actions. (Per §53G-8-301(8))
- 3.2.5. Corporal punishment which would, but for this part, be considered to be reasonable discipline of a minor may not be used as a basis for any civil or criminal action. (Clarified in §53G-8-301(5)(c)) (House Bill 209, 1992 Legislature)
- ~~3.2.5.~~3.2.6. Corporal punishment that exceeds reasonable discipline under Section 76-2-401 may be used to establish civil or criminal liability. (New per §53G-8-301(5)(d))
- 3.3. Exceptions:
- 3.3.1. Behavior reduction interventions that are in compliance with state and local special education rules and regulations are excepted from this part as provided under Section 53A-11-705.
- 3.4. Documentation, Parental Notification & Data Collection (New: §53G-8-301(10)(c-d) & (11))
- 3.4.1. Document each emergency safety intervention (physical restraint or seclusion), including reason, duration, and alternative strategies used.
- 3.4.2. Notify parents immediately, and no later than 15 minutes after the intervention.
- 3.4.3. GWA will collect and annually submit data to the State Board, including student demographic info, intervention details, alternatives attempted, purpose, duration, and staff training records.
- 3.5. Enforcement and Consequences.
- ~~3.3.~~3.5.1. Violations, including improper use of seclusion or restraint, may constitute unlawful detention and result in referral to local law enforcement and the Utah Professional Practices Advisory Commission. (Per §53G-8-301(13))



PROPOSAL FOR BOARD ACTION

Proposal Title: IT Service Contract

Submitted by: Steven Erickson

Originating Committee: Technology

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

This is for our overall IT Services. We signed an agreement for 3 years and this will be year 2 of this agreement. Each year it increases 5%.

Background Information, including a list of reviewing committees:

Finance Committee has adjusted the budget to accomodate the increase

Assessment:

Recommendation:

Please accept the new rate of \$12,915.00 per month for the remainder of this school year.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Steve Erickson

Date: 8/15/25 Vendor: Superior Technical Solutions

Website/Contact Info: _____

BILL/SHIP TO: George Washington Academy
2277 S. 3000 E.
St. George, UT 84790

This is a/an (Circle One):

Purchase Order/Invoice P.O. # 1025-790

☐ School Credit Card Purchase

☐ School Credit Card (Admin)

☐ Authorization for Travel

Dates of Travel: _____

☐ Reimbursement Request
(Fill Out Below & Attach all Receipts)

Teacher Supply Account Purchase? Y ☐ N ☐

QTY	ITEM #	DESCRIPTION (include dates as applicable)	UNIT PRICE	LINE TOTAL
		IT SERVICE Contract		
		Billed Monthly		\$12,915.00
		Year 2 on a 3 year		
		Contract		

Budget Category: (Administration Only)

300 Professional & Technical Budget Detail: 350

400 Purchased Property Services Budget Detail: _____

500 Other Purchased Services Budget Detail: _____

600 Supplies & Materials Budget Detail: _____

700 Property Budget Detail: _____

Principal Discretionary Land Trust

Curriculum GCA

Student Incentives

Special Education

Other: _____

Notes: _____

Procurement:
If the item is over \$100 and/service is over \$1,000, you are required to request 3 bids.

Please attach all bids to this requisition and a brief explanation of why you chose the vendor.

Subtotal	\$12,915.00
Shipping	
Sales Tax	
TOTAL	\$12,915.00

[Signature]
Executive Director's Approval
(For purchases up to \$2,000)

8/15/25
Date

Approving Board Member
(For purchases between \$2,001 - \$5,000)

Date

Board Chair or
Board Member on Finance Committee
For purchases over \$5,000

Date

*Purchases over \$5,000 MUST be approved in a board meeting

Superior Technical Solutions/ IT4Eyes

291 E 1400 S #8
Saint George, UT 84790 USA
+14353138132
john@stsutah.com
www.stsutah.com



INVOICE

BILL TO

George Washington Academy
2277 S 3000 E
St George, UT 84790 USA

SHIP TO

George Washington
Academy
2277 S 3000 E
St George, UT 84790 USA

INVOICE # 8591

DATE 08/15/2025

DUE DATE 09/14/2025

TERMS Net 30

ACTIVITY

QTY

RATE

AMOUNT

Maintenance Contract:Maintenance Contract
Service Contract

1

12,915.00

12,915.00

Pay invoice

SUBTOTAL

12,915.00

TAX

0.00

TOTAL

12,915.00

BALANCE DUE

\$12,915.00



PROPOSAL FOR BOARD ACTION

Proposal Title: TSSA Framework and Budget

Submitted by: B.Clark

Originating Committee: NA

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

Every year the school is in charge of creating a framework and Budget for the Teacher Student Success Act. This year we are receiving \$304,399. We have already budgeted this allocation within the budget.

Background Information, including a list of reviewing committees:

The current goals align with our current needs of the school as well as the budget mirrors our current priorities.

Assessment:

Recommendation:

It is my recommendaiton to approve the plan as written based on the current budget and needs of the school.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

Teacher Student Success Act Framework



At George Washington Academy we are committed to the success of all students. In the 2025-2026 school year we are focused on improving our overall reading growth for all students. We are committed to a 1-3% increase in the RISE state assessments on average in grades 3-7.

We will achieve this goal by:

- implementing current best practices in teaching strategies as well as technology implementation in all classrooms.
- offering before and after school programs focused on skills where students are deficient.
- integrating contents in a cross-curricular manner using various teacher supplies and resources
- focusing on English Language Learners by providing additional support daily for these students.
- offering professional development opportunities focused on Tier 2 instruction as well as collaboration among grade-level teachers and content teams.

Budget Allocations

- GWA may spend up to 30% of its allocation to help with technology purchases in hardware and software for technological implementations (~\$86,900)
- GWA may spend up to 10% of the allocation for before/after-school programs in the areas of math and reading for K-7 students (~\$27,000)

- GWA may spend up to 20% integrating cross-curricular materials through various teacher supplies. (~\$55,700)
 - GWA may spend up to 15% supporting the increasing population of English Language Learners (~\$45,350)
 - GWA may spend up to 30% of the allocation supporting teachers with various professional development opportunities. (~\$88,800)
-



PROPOSAL FOR BOARD ACTION

Proposal Title: UAPCS Membership Dues

Submitted by: B.Clark

Originating Committee: N/A

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

GWA participates in training and receives needed support through the Utah Association of Public Charter Schools (UAPCS). Our annual dues and fees invoice has been received and to continue to receive the benefit of being a member we need to pay them.

Background Information, including a list of reviewing committees:

Assessment:

The rate for the fees through UAPCS is \$8.00 per student and UAPCS anticipates that we will have a projected enrollment of 1011 students, if we have more than this projected amount on October 1st we will receive another invoice from UAPCS.

Recommendation:

We see great benefit from this membership and we would love to continue with UAPCS

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.



Submitted By: Blake Clark

Date: 8/4/25 Vendor: _____

Website/Contact Info: VAPCS

BILL/SHIP TO: George Washington Academy
2277 S. 3000 E.
St. George, UT 84790

This is a/an (Circle One):

Purchase Order/Invoice P.O. #

2025-690

School Credit Card Purchase

School Credit Card (Admin)

Authorization for Travel

Dates of Travel: _____

Reimbursement Request
(Fill Out Below & Attach all Receipts)

Teacher Supply Account Purchase? Y N

QTY	ITEM #	DESCRIPTION (include dates as applicable)	UNIT PRICE	LINE TOTAL
1011		VAPCS membership 25-26 school year	8. ⁰⁰	8,088. ⁰⁰

Budget Category: (Administration Only)

300 Professional & Technical Budget Detail: _____

400 Purchased Property Services Budget Detail: _____

500 Other Purchased Services Budget Detail: _____

600 Supplies & Materials Budget Detail: _____

700 Property Budget Detail: _____

Principal Discretionary Land Trust

Curriculum CCA

Student Incentives

Special Education

Other: 810.252

Notes: Dues * fees

Procurement:

If the item is over \$100 and/service is over \$1,000, you are required to request 3 bids.

Please attach all bids to this requisition and a brief explanation of why you chose the vendor.

Subtotal

Shipping

Sales Tax

TOTAL 8,088.⁰⁰

Blake Clark 8/5/25

Executive Director's Approval
(For purchases up to \$2,000)

Date

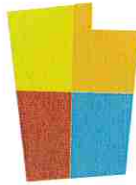
Approving Board Member
(For purchases between \$2,001 - \$5,000)

Date

Board Chair or
Board Member on Finance Committee
For purchases over \$5,000

Date

*Purchases over \$5,000 MUST be approved in a board meeting



UTAH ASSOCIATION OF PUBLIC CHARTER SCHOOLS

UAPCS Membership Invoice

Invoice #: 2025-56

George Washington Academy

2277 South 3000 East, St. George, UT 84790

Projected Enrollment	Rate per Student	Total Membership Dues
1011	\$8.00	\$8,088.00

Please remit payment to:

Utah Association of Public Charter Schools

PO Box 576

American Fork, UT 84003

Please email info@utahcharters.org with questions or to get an online payment link.



PROPOSAL FOR BOARD ACTION

Proposal Title: New Supplement for Highly Needed Educators (SHINE) Policy

Submitted by: Blake Clark

Originating Committee: Policy

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

The state is requiring that we have a policy in place for the new SHINE Program which provides \$4,500 to educators that we deem to be in hard to recruit/ retain areas. We have listed 5 options of positions to give us some flexibility. We are allocated funds based on student count each year. We anticipate receiving around \$31,000 this year.

Background Information, including a list of reviewing committees:

Assessment:

It is my assessment that our Special Education Mild/ Moderate Teachers and Life Skills teachers should be the ones receiving this additional money based on thier positions and a decrease to special educaiton qualified teachers.

Recommendation:

It is my recommendation to pass this policy so that we can take care of the administrative work that is needed before September 15th as outlined in Utah Code.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

Salary Supplement for Highly Needed Educators Policy

Purpose

The Board of Directors of George Washington Academy (GWA) has established this policy to meet the requirements of Utah Code §53F-2-504 which provides salary supplements for Utah's Salary for Highly Needed Educators (SHINE) Program. This policy describes how the school will administer the program including eligibility requirements and the use of allocated funds. The board acknowledges that these funds are allocated to the school in order to attract and retain qualified educators in areas where there are staffing shortages, including secondary mathematics, science (including general science, chemistry, physical science, and physics), special education, deaf education, and computer science.

Definitions

Eligible Teacher: means a teacher who: 1). has a qualifying assignment; 2). qualifies for the teacher's assignment in accordance with this policy; and, 3). is a new employee or has not received an unsatisfactory rating on the teacher's three most recent evaluations.

High-Needs Area: means at least two and up to five teaching assignments that an LEA designates in a policy as challenging to fill or retain.

Program: means the Salary Supplement for Highly Needed Educators Program.

Qualifying Assignment: means a teacher who is assigned to a high-needs area.

Use of Allocated Funds

The school will use all funds allocated through the SHINE Program to pay teacher salary supplements, including employer paid benefits. Any carryforward funds may be used to increase salary supplements if all eligible teachers have received the supplement defined in policy.

Identification of High-Needs Areas

GWA has identified the following five areas as high-needs areas for teaching assignments as allowed by Utah Code §53F-2-504:

- Special Education
- Secondary Mathematics
- Secondary Science
- Computer Science
- Computer Information Technology

Qualifications for Eligible Teachers

A teacher must meet each of the following qualifications in order to be eligible to receive salary supplements from the SHINE Program:

- A teacher must have a teaching assignment or be teaching in a high-needs area as identified above by this policy;
- A teacher must have one of the qualifying educational or teaching backgrounds listed below:
 - A degree major (bachelor's, master's or doctoral degree) in the area of a qualifying teaching assignment;
 - Coursework equivalent to a degree major in the area of the qualifying teaching assignment;
 - Ten (10) years experience teaching the qualifying teaching assignment in Utah, including the current school year; or,
 - A Professional License qualifying an individual to teach in the area of a qualifying teaching assignment.
- A teacher must be in good standing at GWAI. The following teachers are considered in good standing:
 - A new employee to the state;
 - An employee who has received no "unsatisfactory" ratings in the previous three evaluations.

Determination and Certification Process

The administration will determine if a teacher is eligible for receiving SHINE Program funds and certify the list of eligible teachers to be awarded a salary supplement by:

- Requiring identified teachers to provide evidence of qualifying educational teaching backgrounds as described in this policy;
- Verifying a teacher's good standing at the school through a review of the three most recent evaluations for current teachers;
- Ensuring that a teacher's teaching assignment is in a high-needs area as defined by this policy; and,
- Reviewing the list of eligible teachers, evidence of their qualifications, confirmation of their teaching assignment in CACTUS, and certification of the list by the Executive Director prior to submission to the USBE annually.

Salary Supplement Amount

As allowed by Utah Code §53F-2-504, the minimum amount of the salary supplement for eligible teachers will be \$4,500, unless the legislature does not allocate sufficient funds to provide that minimum amount per eligible teacher. The school will divide any

additional allocated funds among all eligible teachers after disbursing the minimum \$4,500 salary supplement amount.

Appeals Process

Teachers who do not receive a salary supplement because of a determination that they are ineligible due to qualifications, teaching assignment, or other consideration may appeal that determination through the process below:

- A request to the Executive Director for the convening of an Appeals Committee to consider a teacher's appeal which will be convened within 10 business days;
- The Appeals Committee will consist of the Executive Director and the Executive Committee of the Board of Directors;
- An appeal of eligibility to the committee by which the teacher demonstrates that a teacher's assignment is substantially equivalent to a high-needs area;
- An appeal of eligibility to the committee by which the teacher demonstrates through transcripts and other documentation that the teacher is eligible based on education or teaching background.
- After hearing the teacher's appeal of eligibility, the Appeals Committee will make a determination within 10 business days.
- The decision of the Appeals Committee is a final determination from the school for that school year.

Reporting Requirements

The school will report all high-needs teaching assignments to the Utah State Board of Education (USBE) no later than September 15th of each school year using forms and processes provided by the USBE. The school will also keep a record of those teachers who receive the SHINE supplement and the amount received in CACTUS no later than October 13th of each school year.

Adopted:



PROPOSAL FOR BOARD ACTION

Proposal Title: Solution Tree Professional Development

Submitted by: Christine Giles

Originating Committee: N/A

Please briefly describe: (1) the situation giving rise to the proposal, (2) the background behind the proposal, (3) your assessment of the situation/background, and (4) your recommendation to the Board.

Situation:

This year, our Curriculum Committee will begin the important work of implementing proficiency-based grading at GWA. Over the past several years, our teachers have taken significant steps to bring greater clarity to student progress on essential state standards. To guide our efforts this year, the committee is studying Pathways to Proficiency by Anthony Reibel. Throughout this process, we will engage key stakeholders to shape our approach and plan for thoughtful implementation. To support this work, we are requesting that Anthony Reibel, the book's

Background Information, including a list of reviewing committees:

At GWA, our teachers have spent the past several years laying the groundwork by identifying essential state standards, developing common formative assessments, and creating proficiency scales. With these foundations in place, the 2024–2025 school year marks the beginning of our formal transition to a full proficiency-based grading system. Proficiency-based grading provides clearer feedback to students, parents, and teachers on specific learning goals, enabling more targeted instruction and support.

Assessment:

It is an exciting time at GWA as we continue refining our systems to better meet the needs of every student. Proficiency-based grading is the next step in our journey to bring clarity and direction for both students who require targeted interventions and those ready for advanced extensions.

Recommendation:

I recommend that the Board approve the allocation of funds to secure professional development with Anthony Reibel, co-author of Pathways to Proficiency. This training will directly support our faculty in implementing proficiency-based grading, providing the expertise and practical strategies needed to enrich student learning and guide us further in this important work. Investing in this professional development will ensure alignment, consistency, and clarity across classrooms, ultimately benefiting all GWA students.

Please submit this form with all accompanying paperwork to the Board Clerk, Shelbi Kelly, at skelly@gwacademy.org by the 15th day of the month of the Board meeting.

**Solution Tree, Inc.
Purchase Agreement**

Effective August 8, 2025, Solution Tree, Inc. ("Solution Tree") located at 555 N. Morton St., Bloomington, IN 47404 and George Washington Academy ("Customer") located at 2277 South 3000 East St. George, UT 84790 agree as follows:

- 1. Summary of Products and Services:** Customer will purchase the following Solution Tree products and services ("Products"). Additional Products may be added in a mutually agreed upon written Addendum.

Products and Services	Total
Onsite Professional Development	\$9,700.00
Total	\$9,700.00

- 2. Payment Terms:** Customer will provide Solution Tree with a purchase order made out to Solution Tree, 555 N. Morton St., Bloomington, IN 47404, for the full amount due under this Agreement upon execution of this Agreement (the "Purchase Order Due Date"). A non-refundable deposit of 20% of the total amount due will be invoiced upon execution of this Agreement. The total includes any travel, lodging, and incidental expenses incurred by Solution Tree. All payments are due net 30 days from the actual date of invoice. All past due invoices are subject to a finance charge of 1.5% monthly. Solution Tree will invoice Customer off of the purchase order based on the following schedule:

Description	Payment	Expected Invoice Date
20% Deposit (non-refundable)	\$1,940.00	Upon execution of Agreement
Onsite Professional Development	\$7,760.00	January 5, 2026

3. Onsite Professional Development

- 3.1. Description of Services:** Solution Tree agrees to provide a speaker, Anthony Reibel ("Associate"), to disseminate information for Customer on the topic of *Pathways to Proficiency* on January 5, 2026.
- 3.2. Presentation Materials:** Customer will reproduce any handouts and other print materials related to the services and will notify the Associate directly of any deadlines for reproduction.
- 3.3. Venue and Audio/Visual Equipment:** Customer will provide a venue, audio/video equipment, and technical support for all sessions.

4. General Terms

- 4.1. Intellectual Property:** Customer acknowledges that Solution Tree or Associate owns the copyrights to all tangible or electronic presentation materials, handouts, and/or program books used in conjunction with services performed under this Agreement and that no materials will be developed specifically for Customer. Solution Tree will retain all copyrights owned prior to entering this Agreement, and Customer may not reproduce any materials not designated

reproducible without the express written permission of Solution Tree. All audio, video, and digital recording of the services by Customer is prohibited.

4.2. Force Majeure: If an event beyond the parties' control makes performance impossible, illegal, or commercially impracticable (a "Force Majeure Event"), the parties will proceed as follows:

- a. If a Force Majeure Event prevents services from occurring onsite, the parties will arrange for the affected services to be delivered virtually on the scheduled dates.
- b. If a Force Majeure Event prevents services from occurring as scheduled, the parties will use best efforts to reschedule or make substitutions for affected services or products.
- c. If a Force Majeure Event prevents performance entirely, neither party will have any further liability to the other party for the prevented performance.
- d. All obligations unaffected by a Force Majeure Event will remain in place.

4.3. Termination: Solution Tree may terminate this Agreement if Solution Tree has not received a purchase order by the Purchase Order Due Date.

- a. **Onsite Professional Development:** If Customer cancels any Onsite Professional Development Services within 90 days of the scheduled date for any reason but Force Majeure, Customer will reimburse Solution Tree for any reasonable business expenses incurred in anticipation of performance of this Agreement that exceed the amount of the deposit. If events beyond the parties' control make performance on the scheduled dates impossible, the parties will use best efforts to reschedule the Onsite Professional Development Services.

4.4. Entire Agreement: This Agreement and any exhibits attached hereto constitute the entire agreement of the parties and supersede any prior or contemporaneous written or oral understanding or agreement. No waiver or modification of any of the terms of the Agreement will be effective unless made in writing and signed by both parties, and the unenforceability, invalidity, or illegality of any provision of this Agreement will not render the other provisions unenforceable, invalid, or illegal. Any waiver by either party of any default or breach hereunder will not constitute a waiver of any provision of this Agreement or of any subsequent default or breach of the same or a different kind.

This Agreement is acknowledged and accepted by Customer and Solution Tree:

Shannon Greer

Board Chair

George Washington Academy

Date

Date

Solution Tree, Inc.