



Summit Academy Board of Trustees

Summit Academy High School Board of Trustees

Board Minutes 4.19.2018

Meeting called to order: 8:22 pm

Members in Attendance: David Crandall, Troy Walker, Steve Fairbanks, Holly Sonntag

Public Comment: None

Director's Update: Tyler Whittle introduced Jennifer Wilcox and Stephanie Burnside. They have been involved in the pilot program as part of the Improvement Plan. Jennifer said we started working on active engagement in October and now students are sitting on the edge of their seats. Administration came to evaluate students and before we started the program we had 75% engagement. After this program, evaluations showed that 100% of students were engaged. They are also noticing that with that level of engagement, they can dive into depth of knowledge. Tyler asked the teachers to give some strategies that show if students are engaged. There was general discussion on engagement assessments.

Tyler said there were surveys, community forums, and gathered face to face interviews. He said math and science cohorts were underway. Summer workshops are available. He discussed PLCs and how we needed to embed professional learning into the workweek. Tyler said more districts are going to a 4 day work week. The schedule makes sense for the high school. Natalie explained that we haven't started the PLCs meetings.

Natalie said that our counseling department at the high school was accredited. She invited the board members to come visit the counseling dept. She gave a report on the ACT that we are 1% higher than last year and that AP testing will be going on the first two weeks in May. We have 309 starting Sage testing and so far only 4 have opted out. The high school launches the app next week.

New/Adjusted Policies

Board members discussed the Privacy Policy. Holly Sonntag made a motion to approve the Privacy policy with a new named entitled Electronic Privacy policy. Steve Fairbanks Second.

Passes unanimously

Prohibiting Incentives policy. Steve Fairbanks makes motion to approve prohibiting incentives. Second by Dave Crandall.

Passes unanimously

Employment of Substitute Teachers

Discussion on how the policy is required. Steve Fairbanks asked why we wouldn't have a policy surrounding substitutes with more detail. Holly Sonntag made a motion to approve the policy and the motion dies for lack of a second.

Troy Walker explained that if we want a clear path to the board if there is a grievance against one of the Directors then he would want to get involved. Holly said that she wants to have a good solid grievance policy. Troy said that we could designate a board member to hear the grievance. Troy said that he just doesn't want every person who gets fired to be coming to the board. General discussion on how to handle grievances. Troy is worried about setting up a litigation track. Holly said she has about 10 grievance policies on hand. The plan is to have Tyler come up with a grievance policy in five steps.

Board Minutes from January 11, 2018. Motion from Holly Sonntag to approve minutes. Second by Dave Crandall.

Motion passes unanimously

Land Trust

Lisa Cutler explained that the only change to land trust was adding science to match the improvement plan. The goals include reading, math and science. We have money for paraprofessionals, and for training and textbooks, supplies, and the allocation. No questions.

Steve Fairbanks made a motion to approve the land trust proposals as presented for 2018-2019. Second by Ms. Sonntag.

Motion passes unanimously

Natalie presented land trust for the high school. We are paying into salary and benefits for a highly qualified Math teacher. Textbooks are the same. We are gonna start a broadcasting class and need equipment for that end.

Steve Fairbanks made a motion to approve the High School Land Trust plan. Second by Dave Crandall.

Motion passes unanimously

Stephanie Archibald presented that there is an amendment to allocate \$1,000 for the travel to the PLC workshops. And \$5,000 for salaries and stipends.

Holly Sonntag expressed interest in putting together a committee to formulate an evaluation for the Directors. Steve Fairbanks said the questions they have right now are things they could only evaluate if they had a survey of teachers and parents. Holly asked if Steve's survey could help evaluate the Directors and he said it could. Steve said that in the corporate world they are moving away from having annual reviews. Agreement that an evaluation shouldn't be a once a year thing. Steve said we need to make sure they know what they are evaluated on.

Bylaws Committee

Holly Sonntag said that we were out of compliance with our bylaws because we have too many or too few board members. The Draper school says we will have three to five board members and the high

school says we will have seven. The Bylaws and Charter are in opposition. We need to have an advisory committee. Dave said we have to comply with the charter agreement, but not with every piece of paper. Holly said every board member is to serve 2 year terms and we need to specify that if terms come up we can stagger if people are leaving and how long they can extend their term for an unlimited amount of time. The association and state if you amend your charter you open yourself up to having to change a lot of things. She said the charter at the high school is a joke because you can tell we just put sections of stuff into cut and paste to make a charter. She said that the state is coming to evaluate us every 3 years. She recommended that we don't want to have the parent committee to elect board members. Dave Crandall recommended that we have our attorney review the charter and bylaws. Dave asked Holly if we were in breach of contract and she said she didn't know. Holly Sonntag says it doesn't look good and Dave said he doesn't care if it looks good he only cares if we are in breach of contract. Holly said we're out of compliance with our bylaws and Dave said who told you that and it's just Holly's opinion. Dave said that we only have to be in compliance with our Charter Agreement and he got that answer from the attorney with the state board of education. Dave said we should talk to our attorney and that he would do it.

Board Retreat

Holly said she's been going to the board training trainings and that they suggest that the trainings recommended that you have a board retreat each year to look at your mission statement and trainings and evaluate what you need to work on. She said we could do our charter and bylaws and go over everything at a board retreat. She said that way we could do everything and we could look at some dates. It was decided that Holly Sonntag would send some options for board retreats.

Troy proposed a close session.

Dave Crandall asked for an update on enrollment. Tyler said that Independence has accepted for 923 and 29 pending. Jenny Burgess said we are down 8% at the high school and there is a parent night at the high school next week and that we have exhausted calling and emailing the 28 pending have not responding. So we have a solid 596.

Holly asked for the refinancing update. Dave joked that we still have three years on high school bonds and that hasn't changed. Steve Fairbanks said it sounds like we aren't refinancing the high school. Holly asked about refinancing the buildings. Dave said we could refinance the bonds at Draper and buy Bluffdale and Independence in one bond package. Holly asked if we had a timeline. Dave said that we were trying to get an appraisal from our landlord to move forward. Dave said we split the cost of the appraisal with the landlord. Holly asked how long it takes to get an appraisal. Troy said we talked to him three weeks ago. He said that Sheldon is as anxious as we are to get it bought out. Holly said that she wouldn't think he would be because he makes more money the longer we drag it out. Troy said he doesn't want to hold the schools. Troy said that the high school is not an option til the call date. Holly said she didn't know that we got a definitive answer. Troy said we have two sets of bond holders and one set doesn't want to deal with us. So we can't take them out. Troy said we were stuck.

Motion to go to closed session by Steve Fairbanks and Holly did a second.

