

BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

Board of Directors Meeting Minutes

Saturday, December 3rd, 2022
2165 East 9400 South
Sandy, UT 84093

Board Members Present: Tarik Guney, Davron Mukhabettov, Sudha kargi, Marci Houseman,
Guest and New Board Member: Ahmet Yavuz

Auditor: Thomas Hezseltine

Staff Members Present: Hanifi Oguz

Call to Order: Tarik Guney called the meeting to order at 9:09am.

Pledge of Allegiance

1. Approval of Minutes (action item)

- Board members reviewed the board meeting minutes from the Sept 28, 2022 Meeting.

Sudha Kargi motioned to approve the board meeting minutes from Sept 28,2022.
Davron Mukhabettov seconded the motion. The motion was carried unanimously.

2. Approval of the 2023-2024 School Calendar (action item)

- The Board reviewed the school calendar for the 2023-2024 school year.
 - Notable changes are that next year will start earlier than we did this year. Aug 17th is the proposed start date.
 - Mr. Oguz reviewed the dates of holidays, training, teachers comp, and wellness days.
 - Winter break will be 18 days.
 - Spring Break will be the first week of April.
 - 181 school days have been planned. The extra day is set with the intention that if we need to cancel school for a snow day, then we won't need to make it up later.
- Tarik Guney asked how many days the kids will be in school. Mr. Oguz responded that 180 days are required. We plan for 181 so we have flexibility if a snow day is needed.
- Sudha Kargi asked if the one day buffer is enough. Mr. Oguz responded that most likely the one day buffer will not be enough, but we have other strategies as well such as alternative learning formats (remote/online school), and adding a day to the end of the year.

Davron Mukhabettov motioned to approve the 2023-2024 school calendar. Sudha Kargi seconded the motion. The motion was carried unanimously.

3. Approval of the Audited Financial Reports for FY 2022 (action item)

- Thomas Hezseltine, the schools auditor, reviewed the financial audit with the board.

- The school receives funding from the state and the federal government, so an audit is required.
- There are two kinds of audits.
 - Financial Statements
 - State compliance
- Beehive Science and Technology Academy received an A. Which is the best grade that could be given by the school's auditors.
- Tarik Guney asked what baseline is used to assess the school? Mr. Hezseltine responded that they look to see if the school is meeting their budget and coding all of their spendings. He goes on to note that the schools enrollment is growing, their funds are increasing which are both good signs.
- Mr. Oguz commented that GASB standards are being used to audit as well.
- Mr. Hezseltine reviewed the highlights of the document
 - The Schools Assets exceed liabilities at the close of the most recent fiscal year.
 - Expenses more than the generated revenue, but that was anticipated with the bond.
 - Of the revenue received from the state and federal government more than half was used toward instruction.
- Mr. Oguz asked for clarification. Even though we are still in the positive range, 700,000-800,000 is still a decline from the previous years. What would cause this? Mr. Hezseltine responded that it is due to overspending, which was anticipated with the new building and the bond. You may see more decline moving forward as you pay off the contractor payments. However in the next 5 years you'll see an increase in that number again with enrollment.
- Mr. Oguz asked if a lot of the spending took place during the summer with the funds following up later could that have also contributed to the decrease? Mr. Hezseltine responded with yes, with the timing issue of reimbursement being received later a dip will show.
- Mr. Hezseltine reviewed the Financial Statement audit with the board.
- Mr. Oguz asked if it's typical to see financial metrics going down due to how bonds are financed. Mr. Hezseltine responded with yes your metrics will change for many years due to the bond and the new building. Capital Assets will depreciate, and the bond payment will escalate and this will cause a change in your ratios.
- Mr. Hezseltine reviewed the compliance Audit with the board. Items reviewed are as follows:
 - Budgeting Compliance
 - Fund Balance
 - Fraud Risk Assessment. Beehive rated very well.
 - Public Treasurers Bond
 - International Control Systems (New This Year)
 - Public Education Programs (New This Year)
 - School Fees and Procurement
 - State Guidelines on Bids and Quotes
 - Reporting Revenue to the State

Auditors did not find anything concerning during the audit of these items.

- Sudha Kargi commented that it is a great achievement to receive an A grade. Especially with all the changes this year.
 - Marci Houseman Commented that she can't imagine it going any better.
- Marci Houseman motions to approve the audited financial reports for FY 2022. Sudha Kargi seconded the motion. The motion was carried unanimously.

4. Approval of the Joint Resolution to Recognize the Contribution of the Mrs. Kargi to the School (action item)

- Mr. Oguz recognizes Mrs. Sudha Kargi's contribution as a member of the board for 7 years.
 - She has contributed a lot to this team as well as the school. Both of her children attended Beehive Academy. She's been involved in all aspects of the school. It's been a pleasure working with her. She has a big background in banking, auditing, and finance.
 - 2 years ago she expressed that she was very busy and would like to step down from the board and give the opportunity to someone else. We felt that her experience would be needed during the process with the bond and she agreed to stay on. We appreciate her taking extra time to help us during this process.
- Sudha Kargi commented that it's been a pleasure to be a part of the board and some of the key decisions that support the schools goals and accomplishments. She added that she has learned a lot and this is a great team. This will be added to her resume and talked quite a bit moving forward.

Davron Mukhabettov motioned to approve the joint resolution to recognize the contribution of the Mrs. Kargi to the school. Marci Houseman seconded the motion. The motion was carried unanimously.

5. Approval of the New School Board Member (action item)

- Mr. Oguz introduced the proposed newest board member, Ahmet Yavuz to the board. He has been an educator, served in charters, and has a strong STEM background in research and science. These attributes will make a great mix for our board.
- Ahmet Yavuz introduces himself and adds that he taught in charters for 8 years, has served on curriculum development teams, received a PHD in genetics, has worked for non profit organizations building houses for people in need/ a private university system in Texas, and now works in a small start up company here in Utah. He added that he is excited to be part of this team supporting a great school.
- Davron Mukhabettov welcomed Dr. Yavuz to the team and believes he'll provide lots of wisdom.
- Marci Houseman bid her welcome as well and is excited to collaborate and looks forward to working together.
- Tarik Guney adds his Welcome as well and is excited to have Mr. Ahmet here.

Marci Houseman motioned to approve the new school board member. Davron Mukhabettov seconded the motion. The motion was carried unanimously.

6. Approval of the New School Board Treasurer (action item)

- Mr. Oguz proposes that the new board treasurer be Davron Mukhabettov due to his background in finances.
- Davron Mukhabettov accepts the offer and expresses his thanks for the opportunity to serve. He shared his background in finances with the board stating that he has worked as a budget analyst for the federal government, and managed revenue for the department of human services. He has a BA in finance and now works for a small start up company here in Utah.

Marci Houseman motioned to approve Davron Mukhabettov as the new school board treasurer. Tarik Guney seconded the motion. The motion was carried unanimously.

7. Approval of the Signing Bonus for Newly Hired Licensed Staff Members (action item)

- Mr. Oguz proposes to the board a \$2000 dollar sign on bonus for licensed and certified staff.
 - We are planning on hiring 10 or more teachers for the 23-24 school year.
 - This is a very competitive job market and employers are trying various strategies to make the hiring process easier.
- Marci Houseman asked if this would just be for licensed and certified staff. Mr. Oguz responded that yes this would just be for licensed teachers and admin due to those jobs being the hardest to fill right now.

Marci Houseman motioned to approve the signing bonus for the newly hired licensed staff members. Davron Mukhabettov seconded the motion. The motion was carried unanimously.

8. Approval of the Revised Parental Involvement Policy and Parent School Compact (action item)

- Mr. Oguz reviewed both the policy and the compact for the board.
 - This policy has already been in place. However we have received feedback from parents and staff and have updated this accordingly.
 - We hope these documents encourage parents to be more involved in their students' education and have better communication with the staff.
 - Mr. Oguz summarized the parent and student expectations outlines in the documents.
- Tarik Guney asked if there is anything in either of these documents that the board should focus on. Mr. Oguz responded that the biggest update was to the communication aspect between parents and staff. Lack of communication can escalate issues, so good communication is expected from both sides.
- Ahmet Yavuz asked what has been changed in the document. Mr. Oguz responded that the communication language was updated for clarification with the added expectations.
- Marci Houseman asked how frequently does the school remind parents and staff of this policy. Mr. Oguz responded that though these documents are uploaded to our website we could do better in referring back to and promoting these expectations. In addition to uploading these to the website we do have two staff members, our parent liaisons, who specifically focus on communication with the parents.

Davron Mukhabetov motioned to approve the revised Parental Involvement Policy and the parent School Compact. Marci Houseman seconded the motion. The motion was carried unanimously.

9. Approval of the Amended School Fiscal Policy (action item)

- The board reviewed the amended School Fiscal Policy. This policy has already been approved previously; the board just needs to review and approve the added portion.

Marci Houseman motioned to approve the amended School Fiscal Policy. Davron Mukhabetov seconded the motion. The motion was carried unanimously.

10. Approval of the Large Payments (action item)

- Two large payments need to be approved:
 - Adding Fiber Optics to improve the internet bandwidth for the school.
 - UEN recommended setting up a consortium to bring the price down. We were able to find a bid for \$30,000 that would go toward the construction and installation of the fiber optics.
 - Ahmet Yavuz asked if this would be a one time fee. Mr. Oguz responded that yes this would just be used to add the fiber optics to the building.
 - Installing a new sound system to the gym, so that it can be used for events and activities.
 - \$24,000 for the installation of the sound system/projector. Would be installed by the same company we've already been working with to install the sound system for the school.
 - The board asked if more bids are required for this project. Mr. Oguz responded that more bids would be required if the cost is above \$50,000. This is well under and is a reasonable price and it being installed by a company we're already working with it should be an easy transition as well.

Marci Houseman motioned to approve the two large payments. Ahmet Yavuz seconded the motion. The motion was carried unanimously

11. Revision of Conflict of Interest Policy (discussion item)

- The board reviewed the Conflict of Interest Policy and was asked to sign the document for the schools records.
- This document is to ensure that there is no conflict of interest between the board members and the school.
- Board members are not compensated. This is a volunteer position.
- Mr. Oguz commented that it should be noted that Marci Houseman works for a company providing services to the school. However the company is approved by the state not the board, so it should not cause any conflict.

12. Principal Report (information item)

- December 3rd, 2022 was a snow day and school was canceled.
- The fall festival was a big success. Hundreds of students, parents, and community members attended.

- International Thanksgiving lunch is unique to Beehive Academy and allows students to bring a dish and share food from their various cultures.
- Beehive Science and Technology Academy has received an A grade on the USBE website.
 - Mr. Oguz noted that this grade is excellent, however there is still room for improvement. Math and science scores were great. We did see a decrease in our Language Arts scores. We are at the state average on those, but aim to be above average. Extra focus will be put on improving those scores.

Comments

Comments from the public are invited at this time on topics not specifically addressed elsewhere in the agenda. "Request to Speak" form should be filled out and submitted to the Board President before speaking during the public comment section. This form can be downloaded from the school website: www.beehiveacademy.org.

Adjournment Tarik Guney motioned to adjourn the meeting. The motion was carried unanimously. The meeting was adjourned at 10:33 am.