

BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

Board of Directors Meeting Minutes

Saturday, June 24, 2023
2165 East 9400 South
Conference Room
Sandy, UT 84093

Board Members Present: Davron Mukhabettov, Marci Houseman, Ahmet Yavuz

Staff Members Present: Hanifi Oguz

Call to Order: Davron Mukhabettov called the meeting to order at 9:13 A.M.

Pledge of Allegiance

1. Approval of Minutes (action item)

- The board reviewed the meeting minutes from the Mar 18, 2023 meeting. Marci Houseman motioned to approve the minutes for the March meeting. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

2. Approval of the Early Learning Program (ELP) Plan (action item)

- The board reviewed the ELP plan
 - Plan applies to grades k-3rd grade.
 - Focuses on literacy and math
- The literacy programs being used include:
 - PA/Phonic program, Wonders, and Lexia
- The literacy assessments will include
 - KEEP and Acadience (State Required), Lexia Progress Monitoring & Skills Practice, Acadience Reading
- The mathematics program being used is McGraw-Hill Reveal Math. This is a full curriculum program.
- The mathematics assessments will include
 - Acadience (BOY, MOY, EOY), Reveal Unit Assessments, Reveal Lesson Exit Tickets, CTT(Bi-weekly), STT(Monthly), RTI(Weekly), and the Reveal Math diagnostics assessments
- Marci Houseman comments that she had been in correspondence with the Elementary Principal Vickie Peterson about this plan. A question Ms. Peterson was able to clarify was what the schedule would be that would allow for teachers to look at the data and measure growth or the lack thereof and set a plan for improvements. Ms. Peterson stated that each teacher is given 50 minutes a day, and Monday afternoons which are open for teachers to meet and collaborate.

Marci Houseman motioned to approve the ELP Plan. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

3. Approval of Amended Budget for FY 2023 (action item)

- The board reviewed the Budget for the FY 2023
 - The budget is very conservative and includes many buffers
 - The budget being presented is the final budget for the FY 2023
- The board reviewed the schools Revenue Local, State, and Other
 - Local revenues such as grants, student activities, Lunch program, local donations etc
 - State Revenue such as grants, programs, fundings etc
- The board reviewed the schools Expenditures such as salaries, benefits, supplies, property, lunch program etc.

Marci Houseman motioned to approve the amended budget for FY 2023. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

4. Approval of Budget for FY 2024 (action item)

- The board reviewed the projected Budget for FY 2024 alongside reviewing the final budget for FY 2023.
 - The board reviewed the projected revenue for FY 2024 Local, State and Other
- The board reviewed the projected expenditures for FY 2024.
 - Many projected increases and we are expecting more students and staff
- Ahmet Yavuz asked for clarification about the programs that should be funded by the state, but don't show any funds in the budget such as the at-risk program . Hanifi Oguz reviewed these programs in the budget and found that the at-risk was booked in another category and confirmed that we are receiving funds for these programs.

Ahmet Yavuz motioned to approve the Projected budget for FY 2024. Marci Houseman seconded the motion. The motion was carried unanimously.

5. Approval of School's Teacher Student Success Act Plan for 2023-2024 (action item)

- The board reviewed the TSSA plan.
 - Funding will be utilized to recruit, retain, and grow talent in our professional teachers and staff members.
 - Salaries and benefits toward teachers and counselors

Ahmet Yavuz motioned to approve the schools teacher student success act plan. Marci Houseman seconded the motion. The motion was carried unanimously.

6. Math Competency Report Under R277-700-9 (information item)

- Summary for 22-23 School Year:
 - Beehive had 18 seniors. 15 have a goal to go to college, 3 plan to go into the workforce with appropriate training.
 - Out of the 15 planning to go to college 3 students did not complete the math competency requirements.

- Marci Houseman asked what kind of plan is in place for the secondary students who aren't meeting the math competency requirements? Hanifi Oguz responded that every student met the graduation requirements. However we aim for each of our students to go beyond just the graduation requirements. Our plan for this is that our counselors meet with the students during their junior year and discuss their future plans and review their current grades. If improvement is needed they will discuss a plan with the student and suggest either outside sources, or suggest they enroll in certain classes that will help mitigate those gaps. We've been offering this help, however it is still up to the student to work hard to achieve these goals. They may have priorities elsewhere.
- Ahmet Yavuz asked for perspective on the state level to see where our students fall in the range? Hanifi Oguz responded that he does not have the exact numbers, but the state average is much lower than what our students are averaging in terms of college readiness.

7. Approval of the Amended School Calendar for 2023-2024 (action item)

- The board reviewed the proposed changes to the calendar for the 2023-2024 school year
 - Kindergarten will start later on Aug 24 for full time instruction. Aug 17-23 will be used for testing.
 - The calendar has been simplified to show semesters instead of quarters. Instead the term "Progress check" will be used to show midterm testing.
 - Kindergarten's last day of school will be May 24. This is sooner than the rest of the school because the rest of the days will be used for testing.

Marci Houseman motioned to approve the schools amended calendar for 2023-2024. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

8. Approval of the Amended Student Handbook (action item)

- Changes to the school handbook dress code include:
 - No Athletic Shorts
 - Non-Beehive Jackets, sweatshirts or anything like it are not to be worn in the building.
 - A small stud in the nostril or nasallang are now permitted.
 - Facial hair is allowed but should be well-maintained
- Changes to the school handbook credit requirements include:
 - 24 credits for a standard diploma, 26 credits for an advanced diploma and 27 credits for an honors diploma
 - These are more in line with the state, common practice, and university admission standards.

Davron Mukhabetov motioned to approve the amended student handbook. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

9. Approval of the LEA Specific Licenses (action item)

- The board reviewed and discussed three teachers requesting an LEA specific License. Three teachers will be working toward receiving their license but need more time.

Marci Houseman motioned to approve the LEA specific licenses. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

10. Discussion and Approval of the Amended School Fee Policy and Schedule (action item)

- Language has been added for specification
 - Added "secondary" to certain areas to emphasize these apply to secondary school only as elementary does not require any fees.
 - Fee waiver forms are available in the front office
 - An optional community service assignment may be given to students who do not qualify for a fee waiver, but need to do something in lieu of a fee.

Ahmet Yavuz motioned to approve the amended school fee policy and schedule. Marci Houseman seconded the motion. The motion was carried unanimously.

11. Approval of the Mental Health Screening (action item)

- The counseling team would like to opt out of the mental health screening for a year, research which programs and procedures they'd use if we did opt in and come back next year with a plan.
- What the board needs to approve is Beehive's decision to opt out.
- Marci Houseman comments that she supports this decision to opt out. Beehive recently went from 1 counselor to three and has shown an investment in mental health. Taking a year for that team to get together and identify what is the strategic approach instead of prematurely jumping in is very important.

Marci Houseman motioned to approve opting out of the mental health screening. Ahmet Yavuz seconded the motion. The motion was carried unanimously

12. Approval of the School Succession Plan (action item)

- This plan is important in the case that someone in leadership for whatever reason can no longer perform their role. Having a plan will make any transition go smoothly.
- The highschool principal can serve as the interim executive director.
- The board reviewed the sabbatical policy
 - Sabbaticals last around 3-6 months. Leadership can be hard on an individual and sometimes a sabbatical is needed.
- The board reviewed the succession plan.
- Marci, Tarik, and Davron will be responsible for leading the organization through a permanent planned succession.

Ahmet Yavuz motioned to approve the school succession plan. Marci Houseman seconded the motion. The motion was carried unanimously

13. Approval of Curriculum and Instructional Materials Policy (action item)

- Purpose is to ensure the provision of high quality learning and instructional materials that support student learning and academic success.
- Beehive academy will make instructional materials accessible to parents and will inform parents how to access the information.
- Instructional materials will go through an open process including teachers, parents to review and recommend to the board for approval.
- Materials will be adopted/approved by the board in an open regular board meeting.
- Flexible guidance will be offered to teachers in selecting Supplemental materials.
- Online/digital materials from a third party provider must notify the school of any material changes to the content.

Marci Houseman motioned to approve the curriculum and instructional materials policy. Ahmet Yavuz seconded the motion. The motion was carried unanimously

14. Fraud Risk Assessment Report (discussion item)

- Beehive Academy scored a 325/395 which falls within the low risk category. This is a very good spot with room for improvement.

15. Revision of the School's Charter Goals (discussion item)

- The board reviewed Beehive Academy's Charter Contractual Goals/Last Years Data
 - Beehive Academy Exceeded all goals

16. Revision of the Student Behavior Report for 2022-2023 (discussion item)

- The board reviewed the elementary behavior report for the 22-23 school year
- Elementary counselor will create grade level mini lessons to address these behaviors.
- The board reviewed the secondary behavior report for the 22-23 school year
- Mr Oguz comments that though we are only reviewing negative behaviors there are many notable positive behaviors from our students. Unfortunately our SIS system only tracks the negative behaviors. In the future we may have a program in place to track the positive as well.

17. Approval of the School Board Meeting Dates for 2023-2024 (action item)

- Sept 30,2023
- December 09, 2023
- March 16, 2023
- June 22, 2024

Marci Houseman motioned to approve the meeting dates for the 2023-2024 school year. Ahmet Yavuz seconded the motion. The motion was carried unanimously

18. Approval of the Contract for UTA Bus Passes (action item)

- 200 Bus Passes have been purchased
- Total Amount Due: \$22,000

Marci Houseman motioned to approve the meeting dates for the 2023-2024 school year. Ahmet Yavuz seconded the motion. The motion was carried unanimously

19. Principal Report (information item)

- We've hired 18 -19 people and are waiting on one more. We've increased our salaries to attract teachers starting at 53k
- Every teacher received an increase this year of anywhere from 15-20%.
- The goal for enrollment is 850 students. We are currently sitting at 870. We do expect that number to go down through the summer, but still expect to meet our goal.
- Our TSA team consisting of 5 students is going to nationals.
- Our Lego team raised money to compete in Arkansas. They didn't win, but they still did a good job.
- Beehive Academy received 6 Best of State awards.
- Next year we'll be working on portrait of graduates. We'll be focusing on what skills, dispositions, and characteristics we want to see in our graduates using our mission statement as a guideline.
- ERC (Employee Retention Credit) We applied and have been approved. We've already received the 1st installments of the reimbursements and are hoping to receive more in the future.
- International Cultures day is an opportunity for our students to present on various cultures. Many students present on cultures that they are from. This is a highlight of our community. This took place in April and included our elementary students. We had a very high attendance and it was a big success.
- Fiber Optics construction has been finalized and we are now receiving better/faster internet

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.

- Ahmet Yavuz commented on the succession plan and inviting those in succession to attend the board meetings in the future to gain experience.
- Ahmet Yavuz asked about training on cyber safety for staff members and if anything has been put in place for that. Hanifi Oguz responded that we currently have cyber liability insurance in place. Our IT team completed a self diagnostic test to check where we were at to start and created a plan which was approved by the insurance company. We are continually working on strengthening our security.
- Ahmet Yavuz asked if there are any policies written on AI/ chatGPT that will ensure that it's being used as a helpful tool. Hanifi Oguz responded that he recently attended a conference in California that largely focused on technology. Beehive Academy is a technology School and should be open to the new technology coming up. Everyone has started to use this and there is no stopping it. Our approach is to be strategic and

determine how to use this technology in a positive way. We want to teach our students how to be responsible and use these technologies in a positive way.

Adjournment

Ahmet Yavuz motioned to adjourn the meeting. Marci Houseman seconded the motion. The motion was carried unanimously. The meeting was adjourned at 11:24 am.