

# BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

## Board of Directors Meeting Minutes

Saturday, December 9th, 2023  
2165 East 9400 South  
Conference Room 108A  
Sandy, UT 84093

**Board Members:** Tarik Guney, Davron Mukhabetov, Ahmet Yavuz, Marci Houseman, Calvin Zulich

**Board Members Present:** Tarik Guney, Ahmet Yavuz, Marci Houseman, Davron Mukhabetov

**Beehive Director:** Hanifi Oguz

**Auditor:** Mike Martenson

**Operations Manager:** Harun Duman

**Secondary Principal:** [Halis Kablan](#)

**Call to Order:** Tarik Guney called the meeting to order at 10:06 am.

### Pledge of Allegiance

#### 1. Approval of Minutes (action item)

- The board reviewed the September 30th meeting minutes.

Marci Houseman makes a motion to approve the minutes from the September 30th board meeting. Ahmet Yavuz seconded. The motion was carried unanimously.

#### 2. Approval of Audited Financial Reports for FY 2023 (action item)

- The board reviewed the financial statements for the 22/23 fiscal year.
- Squire Auditor Mike Martenson presented the financial audit reports to the board.
  - The school received an A+ rating in the Independent Auditor Report.
  - The Management's Discussion and Analysis report shows that the school is operating very well. No significant issues to address.
  - Governmental Activities breakdown show an increase due to the new building being finished. Now that the building is finished this number will start to come down. Total net position is increasing which is good.
  - The board reviewed the basic financial balance sheets showing total income and expenses, assets, liabilities, fund balances.

- The board reviewed the compliance Report.
  - Items that were audited include Budgetary Compliance, Fund Balance, Fraud Risk Assessment, Cash Management, Open and Public Meetings Act, Public Treasurer’s Bond, Internal Control Systems, and Public Education Programs.
  - Beehive is compliant in all areas.
- Tarik Gunev asked if there are any areas that Beehive could improve? Mike Martenson responded that he doesn’t have anything specific, but advises that as the school grows to focus on making sure everyone is aware of how the money should be spent and that everything is being properly allocated.

Ahmet Yavuz makes a motion to approve the audited financial reports for FY 2023. Marci Houseman seconded. The motion was carried unanimously.

### **3. Approval of the 2024-2025 School Calendar (action item)**

- The board reviewed the calendar for the 24-25 school year.
  - Many groups review and give feedback on the calendar before finalizing
  - Beehive tries to match the Canyons school district calendar to make it easier on families with siblings in other schools. Canyons school district is where the highest percentage of our students live, so we decided to match their calendar.
  - The 1st Semester will have 92 days, and the second Semester will have 89.

Marci Houseman makes a motion to approve the 2024-2025 school calendar. Ahmet Yavuz seconded. The motion was carried unanimously.

### **4. Approval of the School Operations Manager to be a Signatory for the Banks Accounts and Hold the School Credit Cards (action item)**

- Hanifi Oguz introduced Beehive's new operations manager; Harun Duman, to the board. He has a strong engineering/operations background and is a data scientist, so he will be a good asset to the school.
- The school has a need to have a third person be able to have access to the bank accounts and credit card, and be able to sign checks in case the other two are not available.

Davron Mukhabettov makes a motion to approve the operations manager to be a signatory for the bank accounts and hold the school credit cards. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

#### **5. Approval of the Supplemental Curriculum Materials for Elementary School Mathematics (action item)**

- The staff was involved in reviewing and discussing programs. The board reviewed the notes from those discussions.
  - Parent/Staff recommended McGraw Hill Alex. This program is used on the secondary side and would be a good support for students moving from the elementary school to the secondary side. The program only supports grades 3-5. Another program would need to be approved for k-2.
  - Parent/Staff recommended Age of Learning for grades k-2.
  - The final decision was made that Alex would be used for grades 3-5 and Age of Learning for K-2.
- Two parent meetings were held to discuss the new supplemental curriculum and now needs board approval.
- Ahmet Yavuz asks if these programs can be changed in a year or so if data shows that they aren't working? Hanifi Oguz responded that these programs can be changed in the future. The staff will be monitoring and collecting data. If any changes are made they will be taken to the board for approval.

Davron Mukhabettov makes a motion to approve the supplemental curriculum materials for Elementary Mathematics. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

#### **6. Review of the Data on Teen Pregnancy, Child Sexual Abuse, Sexually Transmitted Diseases and Infections and Pornography Complaints as per 53G-10-402 (discussion item)**

- The county Health department released data showing an 800% increase in the STD syphilis among young women. 89% were of child bearing age.
- STD cases increased by 291%
- Teen pregnancy has declined to 9.7 per 100,000.
- 1 in 4 girls and 1 in 13 boys experience child sexual abuse in the US.
- 13% reported being molested before the age of 18.
- This is shared in a public meeting to bring awareness to our community and to teach our students about these matters and how to protect themselves. These numbers and matters are discussed in our health classes as well.

- Tarik Guney asked how we can support our students included in these matters? Mr. Oguz responded that this is an issue for the whole community and everyone needs to play a part. How the school can help is by teaching the students about these matters and giving them tools on how to protect themselves.
- Marci Houseman added that the reason we teach is to empower students to be successful. It's important to teach students using the appropriate developmental approach that arm them with tools to help them be successful. She added that we shouldn't put the full weight of this responsibility on the educators shoulders. These are community statistics and it will take the community to resolve. There needs to be a careful balance of sharing the responsibility.

### **7. Approval of the Compensation for the Staff Members for Substitute Coverage (action item)**

- Hanifi Oguz explains that there has been a need to pull from staff prep time to sub for each other. We've been working with a substitute company and have a list of parent subs, but sometimes there is a need to ask the staff to help and they should be properly compensated.
- Marci Houseman adds that this is a challenge across the country. Finding subs has become a challenge. The teachers are already spending their own time on planning. This is a great way to acknowledge that we are taking away from that planning time and appreciate their help.
- [Hanifi Oguz](#) asked what would be a reasonable amount for compensation. The teachers will be using their prep time to go to the absent teachers class. Marci Houseman responded that if we can swing it in the budget \$25 per hour would be reasonable.

Marci Houseman makes a motion to approve the compensation of \$25/hour for the staff members for substitute coverage. Davron Mukhabettov seconded. The motion was carried unanimously.

### **8. Approval of the Large Payments (action item)**

- The payment needing approval is for our Utah State Risk Management. Our insurance has increased to \$21,450 annually.

Davron Mukhabettov makes a motion to approve the payment to the Utah state risk management insurance. Marci Houseman seconded the motion. The motion was carried unanimously.

## **9. Revision of Conflict-of-Interest Policy (discussion item)**

- The board reviewed the Conflict of Interest Policy
  - If any member has a conflict of interest it is their duty to disclose that conflict. They may then recuse themselves during the discussion.
  - If a member has violated this policy there will be an investigation and possible dismissal from the board.
  - Board members were previously sent the conflict of interest statement to sign and turn in.

## **10. Principal Report (information item)**

- Diversity data shows that Beehive Academy's community includes families from 48 different countries, 82 different cultural identities, and 27 different states. 45% speak at least one additional language at home. 60 different languages are spoken in our community. In Utah having this much diversity is unique and we are proud.
  - This data is gathered from 430 families and 748 students.
  - This diversity has drawn many families to beehive.
  - Our mission statement declares the importance of diversity.
- We have 94 staff members all together. We've been hiring and bringing more people on board. We've been trying to show our appreciation by arranging lunches, giving gifts, and acknowledging accomplishments.
- We've completed our Re-enrollment and next week will start focusing on outside enrollment. We've been using several sources to get the word out. The biggest has been word of mouth.
  - We've been focusing a lot on growth in our Elementary. We're only adding one more section in the secondary.
- The STEM Expo will be held on January 27th from 11am-2pm.
- We had our first live Alumni Event in our new building. 60 alumni showed up. This was a big success. It was excellent to hear former students' life stories and how Beehive influenced them. Many are engineers, doctors, pilots, etc. We even had staff members who've left come back for this event. It showed that if you were a part of this school you will always be a part of this school.

## **Comments**

Comments from the public are invited at this time on topics not specifically addressed elsewhere in the agenda. "Request to Speak" 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](http://www.beehiveacademy.org).

**Adjournment** Tarik Guney motioned to adjourn. Marci Houseman seconded the motion. The motion was carried unanimously. The meeting was adjourned at 11:30 am.