

BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

Board of Directors Meeting Minutes

Monday, October 14, 2024
2165 East 9400 South
Conference Room 108A
Sandy, UT 84093

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

Board Members Present: Tarik Guney, Ahmet Yavuz, Marci Houseman,

Beehive Director: Hanifi Oguz

Other Attendees: Amy Steele-Smith, [Kim Hamilton](#)

Call to Order: Marci Houseman called the meeting to order at 6:06 pm.

Pledge of Allegiance

1. Approval of Minutes (action item)

- The board reviewed the minutes from the Jun 22, 2024 and Aug 15, 2024 meetings.

Tarik Guney motioned to approve the board meeting minutes. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

2. Approval of Satellite School Application to Utah State Charter School Board (action item)

- The board reviewed the Satellite School Application
 - Beehive Science and Technology Academy has a lot of support and is viewed by the Charter School Board as an entity that is doing well and is meeting the current requirements that charter schools should be meeting.
 - The application highlights the work that BSTA has done for the community such as the STEM Expo.
 - Beehive has a lot of diversity and brings stem to minority and female populations.
 - Beehive is unique in its STEM focus. Areas being looked at to expand that do not have a K-12 like this.
- Tarik Guney asked how many students are expected and what is the cost of this project? [Hanifi Oguz](#) answered that we are projecting to have 2,200 Beehive students. With that number split between the two campuses. We do not have a

set cost just yet. We will have more information once a location has been chosen and our analysis has been completed.

- Ahmet Yavuz asked what is our staff retention rate and will we be able to staff the new campus as well? Hanifi Oguz answered that our retention rate is estimated at about 90%. We only lost a few teachers from last year. Post covid we have seen more teachers leave. We are developing a growth plan for teachers and have received some grants that will be used toward that. We have also been working on increasing salaries to attract educators, and plan on possibly expanding within our community such as with para educators. We will be hiring some staff much earlier than when the new campus opens to build the leadership and have them be a part of the planning so they are ready when the campus is finished.
- Marci Houseman asked if the SheTech program has as much engagement as the STEM Expo. Would it be possible to put more focus on that on the new campus? Hanifi Oguz answered that we have staff and students that are heavily involved. One of our students has sat on the board at SheTech. We definitely think that SheTech will be promoted on the new campus.

Tarik Guney motioned to approve the Satellite School Application. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

3. Approval of the School Comprehensive Positive Behavior Plan (action item)

- This behavior plan will be submitted to the state of Utah to apply for a block grant. This grant will be used toward our program to promote positive behavior.
- Kim Hamilton presented to the board the positive behavior plan.
 - Beehive PBIS
 - Positive acronyms HIVE and SOAR are being used as a focus to encourage positive behavior. These acronyms are talked about in class as well as posted up around the school.
 - Elementary uses Class Dojo to track behaviors. Secondary uses Minga.
 - Each teacher has a classroom management plan that they follow. This plan lists levels of behavior and strategies for how to manage each level.

Ahmet Yavuz motioned to approve the school comprehensive positive behavior plan. Tarik Guney seconded the motion. The motion was carried unanimously.

4. Approval of Health and Optional Dental/Vision Insurance Agreement with Select Health (action item)

- The board reviewed the health insurance plan.
 - The rates are now fixed. Age, amount of children will not change the cost.
 - This has actually helped us save money.
 - Employees who have opted to do the Value family plan are now paying less.

Tarik Guney motioned to approve the health and option dental/vision insurance agreement. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

5. Approval of the School UCA and IDEA Plan and Funding Application (action item)

- IDEA:
 - Our goal is that all of our sub groups will exceed the state average in the standardized tests.
- UCA:
 - Title 1A
 - The funds provided for this plan will be used toward secondary at risk students.
 - Title 2A
 - Funding will be used toward training and retaining teachers.
 - Focus will be on improving academic achievement in math, science, and reading.
- Ahmet Yavuz asked what is being used to assess students who need more help? Hanifi Oguz answered that while our SIS system consolidates data, we are mainly using the BOY,MOY,EOY benchmark assessments. We have an assessment director whose primary job is to focus on assessments and training teachers how to access and use the data that is being collected.

Ahmet Yavuz motioned to approve both the IDEA and UCA plan and funding application. Tarik Guney seconded the motion. The motion was carried unanimously.

6. Approval of Joining to Bellwether Strategic Growth Institute (action item)

- The board briefly reviewed the document
 - A grant will be paying \$32,000 and Charter School Growth Fund will pay \$52,000.
 - They will be working closely with us to develop this plan for our expansion. It should take about 5 months.
- Marci Houseman commented that Bellwether has a great reputation and is confident that this is a great partnership.

- Ahmet Yavuz commented that he is concerned about being in a cohort and Bellwether giving advice based on a template. Hanifi Oguz commented that Bellwether comes with a great reputation. They know what they are doing. Many big organizations have used them and recommend them. The charter school growth fund is extremely selective and they recommend this group.

Tarik Guney motioned to approve joining Bellwether strategic growth institute. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

7. Approval of the Amended Home Visit Stipend (action item)

- In previous years we received a grant to give teachers a \$60 stipend for home visits. Our teachers will be starting the home visits again and Hanifi Oguz would like to increase the current \$35 home visit stipend to \$60. This will not impact our budget too much and will be a better incentive for teachers to do those home visits.

Ahmet Yavuz motioned to approve the amended home visit stipend. Tarik Guney seconded the motion. The motion was carried unanimously.

Tarik Guney Made a motion to table the next two agenda items for a future meeting. Ahmet Yavuz seconded the motion. The motion was carried unanimously

8. Annual Open Public Meeting Training (discussion item)

Tarik Guney Made a motion to table the next two agenda items for a future meeting. Ahmet Yavuz seconded the motion. The motion was carried unanimously

9. Data Security Training (discussion item)

Tarik Guney Made a motion to table the next two agenda items for a future meeting. Ahmet Yavuz seconded the motion. The motion was carried unanimously

10. Principal Report (information item)

- We completed our reunification drill. This is required by law to complete every 3 years. We were finished within 2 hours. This is very surprising as this is a big task. All students were reunited safely with their parents.
- We are currently working on our STEM Designation. We have teams gathering data and artifacts for that.
- We had our fall festival last friday. It was a success. There were a lot of activities and a big turn out from the community.
- We will be submitting that satellite school application to the charter school board. They will be reviewing it in January. Board members will be invited to attend.

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.

Adjournment Ahmet Yavuz motioned to adjourn the meeting. Tarik Guney seconded the motion. The motion was carried unanimously. The meeting was adjourned at 7:36pm.