

# BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

## Board of Directors Meeting Minutes

Saturday, March 15, 2025  
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:** Jennifer Swan, [Halis Kablan](#)

**Call to Order:** Tarik Guney called the meeting to order at 9:07 AM.

### Pledge of Allegiance

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

- The board reviewed the minutes from the December 7th, 2024 meeting.

Ahmet Yavuz motioned to approve the minutes from the meeting minutes. Marci Houseman seconded the motion. The motion was carried unanimously

#### 2. Update on Budget for FY 24-25 and Proposed Budget for FY 25-26 (discussion item)

- The board reviewed the proposed updated budgets for FY 24-25 and FY 25-26
- Revenue
  - The school received an ABC grant increasing the projected local revenue amount for FY 2025 to \$1043,879. This has also increased the projected amount for FY 2026.
  - Total Revenue for Federal and State is projected to be around 11 million.
  - Fluctuations were seen throughout the budgets on enrollment based items due to changing enrollment numbers. We are expecting an increase in student enrollment for next year and that will be reflected in the projected budget for FY 2026.
- Expenditures
  - Will increase a little due to hiring additional teachers.
  - Expenditures decreased in areas where we were able to save money.

- Numbers change in certain areas based on an accounting perspective of shifting them around to other programs. So decreases in some areas and increases in others.
- Some increases in salary expenditures are due to receiving the charter school growth fund. Employees were hired that were not in the initial budget. However the increase in expenditures is made up for by the increase in funding.
- \$50,000 increase to the property budget due to renovated offices on the second floor, as well as adding features in order to meet the safety grants requirements.
- Total expenditures did increase, but there will still be a surplus.

Marci Houseman commented her appreciation for the attention to details such as where the funding is sourced and how our fiscal management has kept the board updated. This has allowed us to invest in things that we know we should be doing for teachers, students, and families.

### **3. Closed Session to Discuss the Purchase, Exchange, or Lease of Real Property and Related Matters (UCA 52-4-205)**

- Ahmet Yavuz motioned to go into the closed session. Marci houseman seconded the motion. The motion was carried unanimously.
- Marci Houseman motioned to end the closed session. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

### **4. Approval of the Facility Related Consultancy and Representation Services through the RFP (action item)**

- The board discussed hiring Red Apple company as our facility related consultancy and representation services.

Marci Houseman motioned to approve the facility related consultancy and representation services. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

### **5. Legislative Update (discussion item)**

- Potential Supreme Court Case re: Oklahoma Catholic Charter School
  - If the supreme court rules in favor of this religious charter school it could change the landscape for charter schools.

- They may also make the argument that charter schools are not public schools. Which will change mechanics in terms of gov't funding and other aides given to charter schools.
- It's possible that this won't affect our state, but is something to be aware of.
- Funding updates
  - WPU increased 4% - This was lower than expected.
  - LRF increased 9% -
  - \$1000 ongoing teacher salary increase
  - \$446 ongoing increase to educator salary adjustments.
  - One-time Safety Grant - (\$25M)
  - One-time educator support staff bonus (\$50M)
  - One-time CTE (\$65M)
- Bills
  - All Utah schools are required to ban cell phones and apple watches. This was already our policy, but it is now backed by state law.

## **6. School Land Trust Program Training and Report for 2023-2024 Plan (discussion item)**

<https://www.youtube.com/watch?v=bzHRv31W8h0&t=306s>

- The board watched the linked youtube training video and satisfied the requirement for annual training.
- The report was sent to the board prior to the meeting. Mr. Oguz quickly reviewed the document.
  - The school land trust goals were met for both Elementary and Secondary.
  - Small amount of funds were carried over and are being used this year.

## **7. Approval of the School Land Trust Plan for 2025-2026 (action item)**

- The board reviewed the plan for the next school year.
  - Secondary has been allotted \$66,102.73
  - 3 Goals:
    - Literacy (\$18,000) :SSR
    - Science (\$23,000): Assistant Teacher in the science department to offer more hands-on science activities.
      - This pays for their salary/benefits
      - Field Trips
      - Activity materials

- Improved Graduation Rate (\$25,000)
  - PD expenses
  - Travel expenses
  - Technology and devices

Ahmet Yavuz asked for clarification on the first two goals. He asked which grades are being tested and if that changes how the funds are allocated. Mr. Oguz responded that grades 6-11 are tested.

Ahmet Yavuz expanded his question to include if the data we're using now is a good measurement or if there is another way to measure improvement. Mr. Oguz explained that we will measure based on last year's state tests. This will allow us to see what percentage we've improved.

- Elementary has been allotted \$67,499.26
- 3 Goals:
  - Math: Students in grades 1-5 will show a 10% Grade level growth increase from BOY-EOY.
    - To meet this goal they will hire a Para, purchase math intervention resources, professional development for teachers, and support an educational field trip
  - Reading: Students in grades K-3 will show a 2% growth in reading from BOY to EOY.
    - To meet this goal they will hire a Para, purchase phonics materials, provide professional development, and support an educational field trip.

Marci Houseman commented that it could be better to track cohorts instead of grades. For instance tracking last year's kindergarteners' progress as 1st graders. Mr. Oguz responded that this is tracking cohorts and their growth. Marci Houseman asked for clarification on the definition of growth and if we define it as students being tracked over time and the expected growth from 1st grade to 2nd grade. Mr. Oguz confirmed and further clarified that these percentages are the student percentages that met the goals and are then calculated and averaged for the rest of the school. Marci Houseman is pleased to hear that we are tracking growth this way.

Ahmet Yavuz motioned to approve the school land trust plan for 2025-2026. Marci Houseman seconded the motion. The motion was carried unanimously.

## **8. Discussion and Approval of the Amended School Fee Policy and Schedule (action item)**

- There is no change to the document. We are not proposing a change. We are required by law to bring this up in two board meetings so the public can comment if needed. This will be approved in June as well as today.

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

### **9. Approval of the Amended 2025-2026 School Calendar (action item)**

- This was earlier approved in the December meeting, but we have refined and made changes.
  - We added the Kindergarten testing dates.
  - We have also decided to end our first semester on December 19th. This was done because students are having a hard time coming back after the long break and doing their finals. This will allow them to finish finals before the break and start the second semester after.
    - First semester will have 85 days and the second semester will have 96.
    - This has moved a few dates such as parent teacher conferences.
    - The last day of school will be June 2nd.

Tarik Guney asked the reason for how the semesters were structured before with finals being after the break.

Mr. Oguz responded that we were trying to make the semesters as equal as possible, but we now believe that this will be better academically for our students. Schools in surrounding districts have this structure as well. Our teachers were also surveyed and are in support of having these finals before the break.

Tarik asked if it could be adjusted to allow the kids to have time off to prepare for finals instead of going straight into them.

Mr. Kablan responded that in the past teachers would give students study guides for finals to earn extra credit and they wouldn't do them during the break anyway. Our teachers will do reviews in class as well as handout study guides leading up to the final days. The final exams are 10-20% of the students' grade, so this can majorly influence their overall grade. There are no retakes so we wanted to make sure that the students were prepared and had an advantage before taking the tests.

Ahmet Yavuz asked for clarification on the amount of instructional time and if Beehive is meeting the requirements.

Mr Oguz responded that our state has its own metrics. There are 180 days of school. Our school is over the average because we have scheduled 181 days of school. We are audited on this as well.

Ahmet Yavuz motioned to approve the amended 2025-2026 school calendar. Marci Houseman seconded the motion. The motion was carried unanimously.

#### **10. 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)**

- Adolescent Birth Rates, Age 15-19
  - SLC County: 12.1 per 1,000 females
  - Sandy (Center) 8.6 per 1,000 females
  - Sandy (Northeast) 7.0 per 1,000 females
  - Sandy (West) 10.8 per 1,000 females
  - Sandy (Southeast) 1.5 per 1,000 females
- Cases of STD's and rates per 1000,000 population in Utah Age 15-19
  - Chlamydia - 11,107 cases
  - Gonorrhea - 3,082 cases
  - Syphilis - 239 cases
- Online Pornography
  - Beehive Science and Technology Academy
    - 12 cases 2023-2024
    - 6 cases 2024-current

Tarik Guney asks if the drop in pornography cases is because we've been taking extra measures.

Mr. Oguz responded that it's an ongoing effort. We keep tightening our filters and training the students.

#### **11. Approval of the Health Curriculum for Human Development and Sexuality (action item)**

- We are using the state approved resources. We have been using them over the years, but need board approval. It is possible to use other materials, but there are criteria that are required and using the state resources assures us that all requirements are met.
- The curriculum was sent to the board prior to the meeting to review.
- This is our health curriculum. By default all students opt in, but parents are notified and do have the option to opt out.
- There is an 8th grade and a 10th grade version. Each version is modified to be age appropriate.

- There is an appeal procedure in place for parents with objections to the curriculum or portions of the curriculum.

Marci Houseman motions to approve the health curriculum for human development and sexuality. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

## **12. Approval of the School AI Policy (action item)**

- Beehive has an established committee that meets quarterly. They are working on developing the policy, guidelines, reviewing resources, and determining how they can support the school.
- The board reviewed the school AI Policy
  - AI tools must align with the state and school framework.
  - Teachers and staff are encouraged to use approved AI tools, but do need to undergo training.
  - Students may use approved AI tools, but must align with Honor Code, receive training on critical thinking, must strive to gain their own intellectual independence.
- The board quickly reviewed the AI guidelines and best practices booklet
  - This has information for students and families on how to properly use AI tools.
- 6 people will be attending the AI conference in San Diego. We're always trying to learn more and see how we can expand our resources.

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

## **13. Approval of the Amended Employee Handbook (action item)**

- Some of proposed changes include:
  - Language clarifying that full time and salaried employees are eligible for paid time off. Part time and hourly employees are not eligible for paid time off.
  - 3 paid personal days, and 4 paid sick days are allotted.
  - Remote work is not permitted.
  - Each employee may accumulate unused personal leave days, but may not use more than 6 personal days in a contract year.

Marci Houseman motioned to approve the amended employee handbook. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

#### **14. Comprehensive School Counseling Report (information item)**

[https://www.canva.com/design/DAGgyqtezFU/PY0SrhBgNMzWzglQEm-6nA/view?utm\\_content=DAGgyqtezFU&utm\\_campaign=designshare&utm\\_medium=link2&utm\\_source=uniquelinks&utm\\_id=h82350c50cb](https://www.canva.com/design/DAGgyqtezFU/PY0SrhBgNMzWzglQEm-6nA/view?utm_content=DAGgyqtezFU&utm_campaign=designshare&utm_medium=link2&utm_source=uniquelinks&utm_id=h82350c50cb)

- Jennifer Swan presented to the board about our school counseling program.
  - Our counselors all have masters degrees, combined 54 years of experience, a code of ethics that they follow.
  - The average caseload per counselor is 277 students. This includes both secondary and elementary. The Utah requirement is 350 to one, so we are in good shape.
  - The focus is on each student and advocacy by removing barriers to academic success.
  - We are data driven and complete a data project every year

#### **15. Revision of the School Fundraising Activities as per R277-113-7 (discussion item)**

- The board reviewed a summary of the funds received from fundraisers throughout the year.
- We are always looking for different ways to fundraise so we can fund our competitive teams and activities.

#### **16. Revision of the School's Truancy Policy and Attendance Data as per R277-607-3 (discussion item)**

- The board reviewed the areas of the student handbook pertaining to truancy.
- Attendance Data
  - Secondary 91.55% ADM
    - This could be better, but it's still higher than the states average
  - Elementary 90.79 % ADM
    - This is still above state average but we'd like this to improve.

Ahmet Yavuz asked if there are any programs to improve attendance? Mr. Oguz responded that our elementary school has some incentives. Secondary does not. Admin and counselors are trying to improve attendance. They are following up with families to find the reason for the low attendance.

### **17. Revision of the School's Electronic Device Use Policy as per 53G-7-1003 and R277-495 (discussion item)**

- This is an ongoing policy that the board needs to review.
  - The policy details appropriate use, internet safety, etiquette. This is designed to keep our students safe.
  - Parents are required to sign this document showing that they understand.

### **18. Approval of Large Payments (action item)**

- Marketing bill for advertisements: Total \$20,300
  - A Lot of these ads were run in January in order to prepare for enrollment.

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

### **19. Approval of the SPED Related Services (action item)**

- 2 companies have turned in quotes. We currently use an online one, but that hasn't been working because a staff member needs to be available to monitor while services are being done.
- Utah Speech and Language Solutions
  - \$70/hour. They send 2 people to work so this rate is doubled.
- Mallory Payan
  - \$80/hour. Only 1 person is sent and will allow us to save money.
  - We checked references and they were good.
- We are proposing to use Mallory Payan as the rates will be better.

Marci Houseman asked if we can confirm that she's received the required training from the state on the science of reading. Mr. Oguz responded that she is certified to provide these services.

Marci Houseman motioned to approve the SPED related services. Ahmet Yavuz seconded the motion. The motion was carried unanimously.

### **20. Approval of Amended Enrollment Policy (action item)**

- The proposed change is:
  - Beehive will close enrollment the first of September. This will help us be finished with the enrollment by the beginning of September so we can move on to other things.

- We will not offer open enrollment during the second semester. This is the part of the year where we start focusing our attention on the next year's enrollment.
- There might be special circumstances, but they will need to be approved by the admin first.

Ahmet Yavuz motioned to approve the amended enrollment policy. Marci Houseman seconded the motion. The motion was carried unanimously.

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

- Our robotics teams, FLL and FTC, are both state champions. They are both heading to internationals in April.
- We have 970 students enrolled for next year. Our goal was 950 so we are above our target.
- Our facility team and realtors are looking for facility options. We will update you when we have more to share.
- Our strategic planning is on track. The goal is to finish by March 24th. The board will be updated.
- Student success profile. This is a guideline of what we want to see in our graduates. This will be the constitution of our school. We are focusing on student success here. HIVE is our school's values and is showcased in this document. USBE Core competencies, surveys, data collection, parent and staff involvement have all contributed to putting this together. A Lot of effort over the past 2 years has gone into this.

## **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](http://www.beehiveacademy.org).

**Adjournment:** Ahmet Yavuz motioned to adjourn the meeting. Marci Houseman seconded the motion. The motion was carried unanimously.

The meeting was adjourned at 12:06 PM.