

BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

Board of Directors Meeting Minutes

Monday, June 23, 2025
2165 East 9400 South
Conference Room 108A
Sandy, UT 84093

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

Board Members Present: Tarik Guney, Ahmet Yavuz, Marci Houseman, Davron Mukhabettov, Sahana Kargi

Beehive Director: Hanifi Oguz

Other Attendees: [Halis Kablan](#)

Call to Order: Marci Houseman called the meeting to order at 5:05 pm.

Pledge of Allegiance

1. Approval of Minutes (action item)

- The board reviewed the minutes from the March and May meetings.

Ahmet Yavuz motioned to approve the reviewed meeting minutes. Davron Mukhabettov seconded the motion. The motion was approved unanimously.

2. Election of the Board Members (action item)

- Calvin Zulich has resigned from the board. We'll now be voting in a new member.
- Sahana Kargi has a STEM background and is a great candidate to invite onto our board. She graduated from the University of Utah. She is an Alumni of Beehive Academy. She has held numerous leadership positions at her University.
 - Amet Yavuz asked what changes she was hoping for while she was attending Beehive as a student. Sahana Kargi answered that she was very involved in student council and worked with Hanifi Oguz quite a bit during that time. She was particularly interested in the ACT classes and math competency. A Lot of what she wanted to see has already been implemented and she likes the direction the school is headed.

- Marci Houseman asked if she has any key take away that she'd be willing to share with the board. Sahana Kargi answered that she'd like for the board to remember the influence the board makes on the school. There is an impact even if they don't see the day to day.
- Marci Houseman commented that she's excited for perspectives from a former student and new ideas.

Ahmet Yavuz motioned to elect Sahana Kargi as the newest member of the board. Davron Mukhabettov seconded the motion. The motion was approved unanimously.

3. Election of the Board Officers (action item)

- With Calvin Zulich's resignation the position for board chair is now open.
 - After some discussions between board members it was agreed upon that Tarik Guney would be a great candidate for the position of board chair. Davron Mukhabettov would continue as treasurer and Marci Houseman would assume the role of board secretary.

Davron Mukhabettov made a motion to elect Tarik Guney as the board chair, Davron Mukhabettov will continue as treasurer, and Marci Houseman as board secretary. Sahana Kargi seconded the motion. The motion was carried unanimously.

4. Approval of the Joint Resolution to Recognize the Contributions of Calvin Zulich (action item)

- We'd like to recognize the contributions of Calvin Zulich. He served on the board for 11 years. He's served as the board chair for 6 years. He's helped the school grow and put in a lot of time with our major projects. Hanifi Oguz would like to officially recognize that these were not small contributions and that we are appreciative of what he's contributed to the school and the board.
- Marci Houseman asked if there was anything planned to show our appreciation. Hanifi Oguz answered that he is hard to catch with all of the traveling that he does, but at the very least it would be good to prepare a plaque or something like it to present to him.
- Tarik Guney commented that Calvin Zulich has done an amazing job. He's been here with us during the turbulent times and put in a genuine help to the school.

Tarik Guney motioned to approve the joint resolution to recognize the contributions of Calvin Zulich. Davron Mukhabettov seconded the motion. The motion was carried unanimously.

5. Approval of the Change Management Plan (Early Learning) (action item)

- The board reviewed the change management plan prepared by the elementary team.
- The plan outlines the following goals:
 - By 2025 we will see above growth in literacy in 75% of our K-3 students with 65% at or above grade level.
 - a. To meet this goal we'll prioritize working with teachers and have our struggling students access 30+ minutes of tier 2 learning.
 - b. Growth will be tracked through Acadience testing and diagnostic growth in our 95% skills groups.
 - As of the end of 2025 75% of K-3 students score at or above benchmark in Acadience composite scores.
 - a. To meet this goal they will be gathering data and setting up targeted reading intervention programs for K-3 students.
 - b. Data will be collected through Acadience Reading, Intervention rates, Teacher implementation Fidelity, and Student Engagement.

Halis Kablan spoke for what the secondary side is doing for literacy. We had a school wide focus on reading on grade level and comprehending nonfiction text. A2A is a program that we've adopted that sends experts to observe, coach, and plan for the school year on how to improve student learning.

Dr. Yavuz requested a document that would give them a sneak peek into how the school is doing academically.

Sahana Kargi commented that the newsletters going out should be multilingual because many of our families have parents who speak a language other than English who should know where their kids are at.

Marci Houseman suggested that the board review the 90 days progress data. It will also be just as important to monitor what teachers are doing along with the data from our students.

Marci Houseman motions to approve the change management plan as presented with the recommendations provided by board members, Dr. Yavuz seconded the motion. The motion was carried unanimously.

6. Approval of Amended Budget for FY 2025 (action item)

- The board reviewed the budgets for both FY 2025 and FY 2026 simultaneously.
 - This was reviewed in March, but a few adjustments have been made.
 - Notable adjustments include?

Changes in projected revenue. Many areas increased due to grants that were received while others decreased due to receiving less than expected. Student numbers being the deciding factor for these.

Changes in projected expenditures. Vary based on needs. There will be more students next year that will require more of our funds.

There is an increase in what we have projected to save. Again this is due to the grants we've received and will be a good contribution to our surplus.

Ahmet Yavuz asked if they've considered giving any bonuses to teachers at the end of the year. Hanifi Oguz mentioned that there are some bonus programs that they are working with. One of which will be discussed later in the meeting. Hanifi Oguz likes having a reserve fund, but what they have been doing is increasing starting salaries and are higher than a lot of the schools around.

Ahmet Yavuz motioned to approve the budget for FY 2025. Sahana Kargi seconded the motion. The motion was carried unanimously.

7. Approval of Budget for FY 2026 (action item)

Ahmet Yavuz motioned to approve the budget for FY 2026. Davron Mukhabettov seconded the motion. The motion was carried unanimously.

8. Approval of School's Teacher Student Success Act Plan for 2025-2026 (action item)

- The allocation for this plan is \$2293,493.23. This is for both elementary and secondary.
 - We can/will use a max of 45% of this for teachers salary and benefits enhancements.
 - A part will go toward school counselors.
 - The remaining will go toward support staff.

Dr. Yavuz motioned to approve the teacher student success act plan. Sahana Kargi seconded the motion. The motion was carried unanimously.

9. Approval of the SPED Related Services (action item)

- The board reviewed the bids for these SPED related services. The school has been working with SPEDCO, but they've recently increased their prices.
- Utah Excel Psychology has more reasonable pricing and provides high quality services. Our SPED director researched this group and they come highly recommended.

Marci Houseman motioned to approve Utah Excel Psychology as the new SPED related services. Davron Mukhabettov seconded the motion. The motion was carried unanimously.

10. Approval of the Large Payments (action item)

- ETS
 - We will be improving our cameras and monitoring systems around the building. The state safety grant will be paying for this.
 - ETS will provide the services for around \$55,000
- Apple
 - We will also be buying 75 more ipads for the amount of \$24,675

- We will be purchasing 35 Macbook laptops for our 11th grade students for around \$38,000.
- We will be purchasing 5 macbooks for our staff as well for around \$5000.

Dr. Yavuz motioned to approve the large payments. Sahana Kargi seconded the motion. The motion was carried unanimously.

11. Approval of the Curriculum Materials for Science, Life Skills, SPED Reading, Speech and Debate and Anatomy and Physiology (action item)

- New curriculum requires parent meetings, staff research and testing, and board approval.
- The board reviewed the proposed curriculum for the upcoming school year.
 - A life skills instruction was introduced.

Marci Houseman asks if there is a timeline for this K-12 life skills? She wants to make sure a larger amount of the focus is spent on the literacy block. Hanifi Oguz answered that the life skills will be a small portion of time during the students SSR/homeroom. This won't take away from instructional time.

- Beehive will be introducing a new class this upcoming school year; Anatomy and Physiology.

Dr. Yavuz motioned to approve the proposed curriculum materials. Marci Houseman seconded the motion. The motion was carried unanimously.

12. Approval of the Amended Student and Parent Handbook (action item)

- The attendance language has been adjusted for clarity and to meet the needs of the new laws.
 - Maximum of 15 excused absences per year.
 - After 5 unexcused absences the school will notify the parents. After 10 a parent meeting will be scheduled.
 - A parent must call or email the school to excuse a student.
 - Excusable reasons were added.

- Elementary and Secondary have different rules on checkout. The policy goes over that.
- Clarification on the responsibility of the student and parents to make up missed work.

Sahana Kargi motioned to approve the amended student and parent handbook. Davron Mukhabettov seconded the motion. The motion was carried unanimously.

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

- The following has been added to the employee handbook.
 - Maternity leave will be 15 business days.
 - The 15 days is per pregnancy not child
 - The employee must give a 30 day notice.
 - The maternity leave is in addition to the sick and personal days.
 - The school will not compensate the employee for any days not used.

Dr. Yavuz motioned to approve the amended employee handbook. Sahana Kargi seconded the motion. The motion was carried unanimously.

14. Approval of the Amended Election Procedures for Charter Land Trust Council (action item)

- The election procedure has been amended to meet the new codes.
 - The charter trust and counsel is looking for parents to be apart of the committee.
 - All meetings are public. There are 4 per year.
 - Parents can vote who will be a part of the committee and can vote electronically.
 - If there is a tie. The principal can flip a coin to see who will fill the position.
 - The interested candidate must fill out a form by the first week of September.
 - Elementary and Secondary will have separate councils. They will have joint meetings but must vote on the action items separately.

Davron Mukhabettov motioned to approve amended election procedures for charter land trust council. Sahana Kargi seconded the motion. The motion was carried unanimously.

15. Approval of the Policy and Procedure for the SHINE Program (action item)

- The board reviewed the SHINE policy:
 - A bonus for selected eligible teachers who meet certain criteria specified in the policy.
 - A large amount will go to eligible teachers who are teaching 6th and 7th grade. These grades are harder to find teachers for and this could be a good incentive.

Selections on who will receive this bonus will be determined by the SHINE committee.

Ahmet Yavuz asked who is on the SHINE committee and how it is formed. Hanifi Oguz answered that the shine committee are the principals, HR, and the director and those selected by the director.

Dr. Yavuz motioned to approve the policy and procedure for the SHINE program. Sahana Kargi seconded the motion. The motion was carried unanimously.

16. Approval of the School Based Mental Health Grant Plan (action item)

- Two Goals
 - By June 2028 Beehive Academy will decrease the number reported bullying and mean behavior incidents in K-12
 - School wide SEL programs
 - Counselor Support
 - Beehive will increase parent engagement by 15% by the end of 2027-20282
 - Workshops
 - Mental Health Screenings
- This will be overseen by the school counselors.

- The grant is around \$48,000 and will mostly be used toward counselor salaries, benefits and other expenses.

Marci Houseman asked if the board can have a standing agenda items where the counselors can present updates on this program. [Hanifi Oguz](#) answered that it would be a good idea and will bring in progress reports on this.

Sahana Kargi motioned to approve the school based mental health grant plan. Dr. Yavuz seconded the motion. The motion was carried unanimously.

Ahmet Yavuz made a motion to prioritize the action items on the agenda and come back to the information/discussion items. Sahana Kargi seconded the motion. The motion was carried unanimously.

Marci Housman motioned to adjust the agenda to move forward with agenda items #21 and #25 and table the rest due to time constraints. Sahana Kargi seconded the motion. The motion was carried unanimously.

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

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

- The board is able to grant LEA specific licenses for 3 years.
- We have 3 teachers pending LEA specific Licenses. These teachers are enrolled in programs and working toward their licenses. They just need more time.

Dr. Yavuz motioned to approve the requested LEA specific licenses. Sahannah Kargi seconded the motion. The motion was carried unanimously.

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

- This was discussed in march, but there have been minor changes and 2 board meetings are required for approval.
- We sent the policy out to our fee team at USBE and asked for feedback. They gave us notes on what to delete and highlighted areas that should be clarified or emphasized. Adjustments were made based on their suggestions.

Davron Mukhabettov motions to approve the amended school fee policy. Sahana Kargi seconded the motion. The motion was carried unanimously.

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

- We will be using Terrace Metrics. This is already a state approved program.
- Screenings will be increased from once a year to 3 times a year.
- Hopeful Beginnings will help with at least one of the screenings. School Counselors will conduct the rest.
- Consent forms will be available at back to school night/Hope Night. This is opt-in only
- Ahmet Yavuz asked how many parents have currently given their consent. Hanifi Oguz answered that only 18 have opted in and we are hoping to increase participation.

Sahana Kargi motioned to approve the mental health screenings. Dr. Yavuz seconded the motion. The motion was carried unanimously.

21. Fraud Risk Assessment Report (discussion item)

- The board reviewed Beehive's Risk Assessment Audit received from the state auditor.
 - We only received 3 Nos
 - Not all governing body members have completed the entity specific online training
 - We do not have a licensed CPA on the management team.
 - We do not have a travel policy.
 - We calculated our results and we are at 350/395 which means Beehive is in the very low risk category. So we are in a good spot, but there are still things we can do to improve.

Ahmet Yavuz asked if we can plan on adding that travel policy. Hanifi Oguz answered that it wasn't needed in the past, but we should develop a policy moving forward.

Ahmet Yavuz asked how he can take the online training. Hanifi Oguz answered that this is not required, but is good in terms that it will lower the risk. Same goes for the CPA. It is not required, but would help us.

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

- The board motioned to table this item for later due to time constraints.

23. Revision of the Student Behavior Report for 2024-2025 (discussion item)

- The board motioned to table this item for later due to time constraints.

24. Approval of the School Board Meeting Dates for 2025-2026 (action item)

- The Following dates are proposed board meeting dates for the upcoming school year.
 - Sep 27, 2025
 - December 14, 2025
 - March 14, 2026
 - May 9th, 2026
 - June 20, 2026

Marci Houseman commented that there is a lot of growth happening and there may be a need for additional meetings.

Hanifi Oguz suggested adding another meeting in between March and June. Looking at the calendar the board decided on May 9th, 2026.

Sahana Kargi suggested adding a meeting in between September and December as well to get an update on the first 90 days. [Hanifi Oguz](#) opened the school calendar for this time of year. There is testing and accreditation meetings going on. This will be a very busy time to try and fit in another meeting.

Sahana Kargi motioned to approve the scheduled board meeting dates. Dr. Yavuz seconded the motion. The motion was carried unanimously.

25. Principal Report (information item)

- We have our accreditation visit next year. We have been busy working on this. This accreditation will be for K-12. It's been a heavy workload, but our teams are on it.
- This is Beehive's 20th year. We'd like to plan some events for that. The big event we'll be having is a GALA on March 28th. We are currently looking for a venue and will send out invites to our stakeholders.
- We acquired our financial advisor and are looking over our financial options. They are working closely to submit the required documents.
- We have been looking over lands and will put in a proposal for the land once our finances have been determined.
- School starts August 14th. Our teachers will be back in school on August 6th. Board members are invited to attend.
- Civil Air Patrol is a national organization that develops curriculum for aviation. They've selected our Elementary STEM teacher as the teacher of the year.

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 Marci Houseman motioned to adjourn the meeting. Sahana Kargi seconded the motion. The motion was carried unanimously. The meeting was adjourned at 8:13 pm.