

BEEHIVE SCIENCE & TECHNOLOGY ACADEMY

Board of Directors Meeting Minutes

Saturday, March 14th, 2026
2165 East 9400 South
Conference Room 108A
Sandy, UT 84093

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

Board Members Present: Tarik Guney, Ahmet Yavuz, Davron Mukhabbatov

Staff Members Present: Hanifi Oguz, Halis Kablan

Call to Order: Ahmet Yavuz called the meeting to order at 9:14 AM.

Pledge of Allegiance

1. Approval of Minutes (action item)

- The board reviewed the minutes from the 12-13-2026 board meeting.

Tarik Guney motioned to approve the minutes from the December meeting. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

2. Update on Budget for FY 25-26 and Proposed Budget for FY26-27 (discussion item)

- The board reviewed the current budget and the proposed budget for next year. The board will review again and approve in June.
- The numbers shown on the budget are conservative.
- We are projecting around 940 students for next year.
- We project an increase in state funds next year due to an increase in students.
- We'll have a better idea of the funding amount we'll receive from the local and federal sources in the summer.
- Salary increases will average around 3%.
 - The board asked if inflation is being considered when increasing salaries. [Hanifi Oguz](#) answered yes, inflation is considered, but there are many factors that help determine what the increase will

be. In this case 3% is a conservative number that keeps us at spending less than what is projected so we stay in budget. Some staff will receive more than 3% , but on average this is what it looks like.

- The board commented that this 3% average is the same in the corporate world, but would like to see more flexibility in moving forward for high performing employees.
- The board asked what framework is set up to determine which staff members get a higher increase. Hanifi Oguz answered that there is not a set framework, but many factors are considered like time employed by us, performance, etc

3. Legislative Update (discussion item)

- The legislature passed a bill requiring reduced screen time. They'd like the use of ipads to use an opt in model for middle schools. We currently give ipads to each of our students and the teachers depend on that for their classes. We want to make sure if a student opt out that they won't struggle to keep up.
- We are expecting about 4% increases in WPU funding from the state and will adjust our calculations for next year once we have the exact amount.

4. School Land Trust Program Training and Report for 2024-2025 Plan (discussion item)

<https://www.youtube.com/watch?v=bzHRv3IW8h0&t=306s>

- The board watched the linked training video.
- The board reviewed last year's plan. .
 - This plan shows our goals and how we tracked what was implemented.
 - We followed our plan and were able to meet our goals in most areas.
 - Both Elementary and Secondary had a little bit of funds left over that will carry over to next year.

5. Approval of the School Land Trust Plan for 2026-2027 (action item)

- The board reviewed next year's plans for both elementary and secondary schools.
- Elementary:

- The board commented that they like stretch goals, but maybe setting something more realistic and achievable would be better. We need to hold this team accountable to reach this increase. We don't want goals to lose their meaning by being unachievable. [Hanifi Oguz](#) responded that this team is confident that they can meet this goal and their data from previous years does look promising.
- Secondary:
 - Goals were reviewed

Tarik Guney motioned to approve the School Land Trust Plan for 2026-2027. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

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

- Last year there was a legislative change that required schools to no longer charge general fees.
- The state supplemented a little bit, but eventually we will need to absorb the costs from our general funds.
- These changes only apply to secondary. Elementary already does not have required fees.
- We can also no longer require fees for class materials such as Art Fee.
- We added to our fee schedule our athletic teams. They will need to pay a fee in order to participate.

Tarik Guney made a motion to approve the amended school fee schedule. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

7. Approval of the Amended 401K Plan (action item)

- In our current plan we match 5% to whatever the employee is contributing. After 5 years we add an additional 1% to that.
 - This did not pass the criteria for our audits..
- After our audit it was decided that we will still match that 5%, but will only give employees who have stayed with us for 5 years an additional discretionary 1% at the end of the year once everything is closed out.

- These changes will ensure that we will meet the federal audit requirements.

Tarik Guney Motioned to approve the amended 401k plan. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

8. Approval of the Amended 2026-2027 School Calendar (action item)

- In the previous approved version the final day of school fell in between memorial day. The administration felt it would be better to have our finals before the holiday and make the last day of school a professional development day.
- Having a PD day on the last day of school will allow staff to wrap up the school year and prepare for the upcoming year more effectively.
- We also added a PD day the first day back from winter break. This will help teachers prepare for the next semester before the students arrive back.

Tarik Guney motioned to approve the amended 2026-2027 school calendar. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

9. Approval of the Amended Enrollment Policy (action item)

- Policy has been updated to match the federal requirements so we can qualify for the federal grant.
- This policy has been updated to show the changes made to which students are given priority during enrollment.
 - Priority will be given to children of board members, currently staff, and siblings of currently enrolled students.

Tarik Guney motioned to approve the amended enrollment policy. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

10. Approval of the Amended Exhibit A document of the Charter (action item)

- Policy has been updated to match the federal requirements so we can qualify for the federal grant.
- We have only amended a small portion of this document.

- Clarifying language has been added to show location of the charter school campuses.
- Enrollment priorities are given to children of board members, school employees, and siblings of currently enrolled students.
 - We removed priority for students of Alumni.

Tarik Guney motioned to approve the amended exhibit A document of the charter. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

11. Approval of the Transportation Policy (action item)

- The board reviewed the new transportation policy.
 - Safe Walking Routes: We've identified the most secure paths for students walking and biking to school.
 - Facilitated Carpooling: A designated Transportation Coordinator serves as a liaison to connect families who live in similar geographic areas who are interested in carpooling.
 - Public Transportation Support: Students are given free UTA bus passes.
 - Extracurricular/ Field Trips are facilitated by a third party who has been vetted and complies with safety regulations.

Tarik Guney motioned to approve the Transportation Policy. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

12. Approval of the School Closure Policy (action item)

- The board reviewed the school's permanent closure policy.
 - Lists reasons a permanent closure would occur.
 - The board would have ongoing communication with the authorizer and devise a plan outlining closure timeline, student transition, financial wind down, asset disposition, records management, etc.
 - Stakeholders would be notified.

Tarik Guney motioned to approve the School Closure Policy. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

13. 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 board reviewed the data on teen pregnancy, child sexual abuse, STD's, pornography complaints.
 - Online pornography
 - Cases have decreased in our school since 2023.

14. Annual Open Public Meeting Training (discussion item)

<https://www.youtube.com/watch?v=QNVBuXB7vkM>

- The board will watch the training video on their own. They briefly reviewed the training document.
 - 24 hour meeting notices
 - Minutes and recordings of all meetings are required.
 - Restrictions on closed meetings
 - Electronic meetings are allowed.

15. Data Security Training (discussion item)

- The board reviewed the data security training document.
- The board asked what will happen if a breach occurs but is not reported. Hanifi Oguz answered that it is required to report a breach if they notice. Our best bet is that our IT department has software and keeps track and will notice a breach if it occurs, but responsibility is with everyone to make sure it's reported.

Due to time constraints the board revised the agenda to table all non action items and discuss them in the next meeting.

Tarik Guney motioned to amend the agenda. tabling all non action items for the next meeting. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

16. Amended ESI(Emergency safety Intervention) Policy (action item)

- This policy applies to when a student needs to be physically retrained.
- The procedures outlined are in compliance with the updated Utah Code, Administrative Rule and aligned with the USBE ESI policies and procedures.

Tarik Guney motioned to approve the amended ESI policy. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

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

- Tabled for next meeting

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

- Tabled for next meeting

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

- Tabled for next meeting

20. Approval of Large Payments (action item)

- Hanover Research - Will research the needs and trends of the industry in Utah. We want to make sure our students graduate with skills that are aligned with those industry needs of the surrounding areas.
- We are in an exploratory phase. We'll devise a plan once we receive the information back.
- Payment will be \$34,500

Tarik Guney motioned to approve the large payment to Hanover Research. Davron Mukhabbatov seconded the motion. The motion was carried unanimously.

21. Principal Report (information item)

- Tabled for next meeting

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 .

Adjournment

Tarik Guney motioned to adjourn the meeting at 11:31 AM. Davron Mukhabettov seconded the motion. The motion was carried unanimously.