

**Salt Lake School  
for the Performing Arts  
Board of Trustees Meeting**

**Wednesday, January 12, 2023  
5:00 PM Open Meeting**

**Salt Lake School for the Performing Arts  
2291 S. 2000 E., Salt Lake City, Utah 84106**

**Board of Trustees:**

Doug Keefe  
Kit Anderton  
Kristi Swett  
Tracy Evans  
Tim Porter  
Steve Barth  
Tina Gillman  
Kari Plaster  
Ilana Harrus

**Administration:**

Lucas Charon  
Marketing – Lindsey Charon

**Agenda**

- ❖ Review and Approval of Past Board Meeting Minutes
- ❖ Board Membership/Officers, PTO Status
- ❖ Marketing and Fundraising Committee Report
- ❖ Finance Report
  - Review of Financial Summary and Budget Update; ERC Grant Status
  - Annual Audit Report
- ❖ Administrative Report
  - Student Enrollment, Recruiting and Trends
  - School Operations, SLC School District and State Board of Education
  - SPA Performance Data – 2021/22
  - Land Trust Committee Discussion
  - Communication Policy Discussion: Gender Identification and Transgender – Follow Up
- ❖ SPA Charter, Building and Lease Status and Plans
- ❖ SPA Leadership and Personnel Discussion – Closed Session
- ❖ Next Meeting Scheduled – Wednesday, February 8th at 5:00 PM - TBD

*The order of consideration of the agenda items may be changed to best manage the length of the meeting. It will be changed as determined by the meeting's Chair. Expanded discussion of these items may be placed on next agenda. Portions of the meeting may be closed for qualified matters as referenced in Utah statute number is 52-4-201(1) (see <https://le.utah.gov/xcode/Title52/Chapter4/52-4-S201.ht>)*



**Jan. 12, 2022**

Salt Lake School for the Performing Arts Board of Trustees Meeting Minutes  
Board Chair, Doug Keefe convened the meeting at 5:05 PM.

Meeting style: Face to Face  
Attendees Included:

Board Officers: Doug Keefe; Steve Barth; Kari Plaster

In Attendance: Board Members:

Tracy Evans  
Tina Gillman  
Ilana Harrus  
Kit Anderton  
Tim Porter

Administration:

Lucas Charon  
Angela Pontius  
Lindsey Charon, Marketing

Not in Attendance:

Kristi Swett

Agenda included the following items:

- ❖ Review and Approval of Minutes
- ❖ Marketing and Fundraising Committee Report
- ❖ Financial Update
- ❖ Administrative Report
  - Student Enrollment
  - SPA Performance Data
- ❖ Land Trust Committee Discussion
- ❖ Gender Privacy Matters and Policy Discussion

- ❖ Board Membership: Damian Fink Resignation and PTO President opening
- ❖ SPA Charter, Building, Lease Status and Plans, Leadership and Personnel – Closed Session
- ❖ Next Meeting Scheduled – Wednesday, Feb. 8th at 5:00 PM

❖ Review and Approval of Past Board Meeting Minutes

Motion: Kari Plaster, Tracy Evans seconded, minutes were approved.

❖ Marketing Update

- Website Update: Lindsey gave us an update and sneak peak of the new website. Blog page and articles too, can use keywords to the site. Vast majority what we need is here. Will go live on Tuesday, Jan. 17<sup>th</sup>.
- Kept all the blogs the same, bookmarks, etc. will automatically go to new page. Won't be too difficult.
- Looks different on mobile devices. Will see a lot of buttons, and photos have all been updated. Trying really to give a sense to future prospects that there are great opportunities. Added dropdown menus as well.
- Have a highlight reel too, about 15 minutes of video. Have another 15 minutes of space. Watch the video reel. Automatically updates social media which appears anywhere.
- There are links for all sorts of things.
- Doug asked that Board members send feedback, and update our bios and CVs.
- Shadow Days: lots of marketing and have a lot of kids looking and interested. Tina and Lindsey, are pulling together a Marketing/Fundraising Committee? Tina sent an invitation for that.
- Next big event is Collide.

❖ Financial Report

- \$500,000 for ERC, cash is up to \$1.2M. Red Apple updated it, we should do a review. Look at all of the expenses.
- The 2012-22 Financial Audit report was issued; clean with no findings.

❖ Administrative Report

- Student enrollment, at 200 now.
- SPA Performance Data (fiscal 2021-22): Our goals are to go up overall. Focusing on IEPs. Saw an increase in our students scores. We improved by 7% in Math, Language Arts about the same, and Science scores went up by about 10%. Artistic goal which was to have 80% of our performances at state or region and we are at 90% or more. Language Arts the only one that didn't go up. Received an overall B Grade from Highland.

❖ Land Trust Committee Meeting: Ilana, Tina, Lucas and Kari. Bumped up Advisory this year. We have been using the money for that. We announced Broadway Dreams this week. Grades, seeing highs and lows. Set a record for honor roll, nearly half of the school were there. Big chunk, around \$30,000. The duration is 30 minutes.

❖ Update on Gender Privacy Matters and Policy Discussion: Ilana Harrus gave an update on this. Lots of activity at various levels: Federal, then States, then School District Level. Concentrated on two points: Student Privacy and Parental Rights. Student privacy is interesting, privacy cuts both ways. Laws written explicitly, so that a student is transgender has the right to have their status completely private. Respect their right not to make that public. Conversation shifted to resolutions and next steps. Bigger thing on school district form, is form G24 which I have shown to many parents. Discussed using a form. Form that the Principal can ask the student, how does your parent feel about the transition and they can grade their support and act accordingly. Parents were overwhelmingly against it. On the form, you can also ask if you have siblings. This needs more work and thought. There is a guide for communication at school, 80 pages long. I grabbed parts linked to the school and it

is included here. Navigating the transgender landscape. They have policy examples for Principal, the Counselor. Here are the principles to be applied. Child and Parental Rights Campaign. Has tips we can use for SPA.

Doug asked that we read it. We will decide what the next steps are. Kit: the amount of transgenderism happening now is hugely different.

- ❖ Board Membership: Damian Fink resigned, need 2 Board members and the PTO President.
- ❖ Steve motioned we adjourned the open meeting session at 5:45pm. Motioned to go into Closed Session for discussion of Charter, Building/Lease status and plans, Leadership and personnel discussion
- ❖ Next Meeting Scheduled – Wednesday, Feb. 8<sup>th</sup> at 5:00 PM
- ❖ Meeting adjourned at 6:18 PM



**Land Trust Meeting**

**Wednesday, February 8th, 2023  
5:00pm**

**Land Trust Committee Members:**

Kari Plaster- Chair  
Tina Gillman- Vice Chair  
Ilana Harrus- Parent  
Lucas Charon- Principal

**AGENDA**

- Discuss continued use for Advisory Program
- Discuss Advisory Program changes
- Adjourn until March Board Meeting



**Feb. 8, 2023**

Salt Lake School for the Performing Arts Board of Trustees Meeting Minutes  
Board Chair, Doug Keefe convened the meeting at 5:06 PM.

Meeting style: Face to Face  
Attendees Included:

Board Officers: Doug Keefe; Steve Barth; Kari Plaster

In Attendance: Board Members:

Tracy Evans  
Tina Gillman  
Ilana Harrus  
Tim Porter

Administration:

Lucas Charon  
Angela Pontius  
Bethany Hansen  
Chris Wright  
Elizabeth Simmons, Student Body President

Not in Attendance:

Kristi Swett  
Kit Anderton

Agenda included the following items:

- ❖ Review and Approval of Past Board Meeting Minutes
- ❖ Student Council Update
- ❖ Marketing and Fundraising Committee Report
- ❖ Finance Report
  - Review of Financial Summary and Budget Update
- ❖ Art Director Update
- ❖ Administrative Report
  - Student Enrollment, Recruiting and Trends
  - School Operations, SLC School District and State Board of Education
  - Student Fee Schedule Preliminary Review and Discussion
  - Land Trust Committee Update

- ❖ SPA Charter, Building and Lease Status and Plans - Closed Session
- ❖ Next Meeting Scheduled – Wednesday, March 8th at 5:00 PM

❖ Review and Approval of Past Board Meeting Minutes

Motion: Motion Tracy Evans and Tina Gillman seconded, motion approved.

- ❖ Student Report: Elizabeth - Student Forum is filling up. Walkout today in light of Trans youth and all of the laws being passed.. SPA walkout and was open to Highland students as well. There were probably 55 kids who walked out. They were protesting the new bills banning gender affirming care for those under 18 as well as puberty blockers. Students walked out to protest for those who identify as Transgender. Super respectful, lasted 50 minutes. Make sure you are voting and ensure they are walking into the Capitol as they did in Oklahoma today. Tricky subject, so many kids are LGBTQAI+, that kind of community is going through a lot of pain.
- ❖ Discussion: are kids more suicidal now or as a result of this? NO, we have students who struggle with that, but always true with certain students. Two students who were leading told me about it in advance. They told me what they were going to talk about and they did a nice job. Nothing they said was a surprise. They learned from the Highland walkout last year. Tomorrow is a planned thing where I know some students are organized. There will be other schools there too. It will include music, etc. and students and some adults will be there. We are not going to be there.
- ❖ How is student council running? How's it going? Elizabeth at last meeting we had a student council forum and talked about questions that students had that were brought to student council. Meetings going well, have a lunch meeting coming up during Valentines and to spread love around. There have been some questions about Hope Squad and clubs like that. A lot of people don't know the details of what is happening with that. Who is running that? I think it's Chris.
- ❖ Chris: we did nominations and trainings. We decided we were not going to do Hope Squad this year. People who were nominated said would take a year break. We discussed it as a leadership team. Kids opted out. Lucas, some of the trainings we were asked to do were triggers for suicide. Lucas and Chris made the decision together. The Hope Squad shouldn't be seen as a suicide prevention group.
- ❖ Pre-Covid: Doug thought this was some sort of parallel organization. Elizabeth, lots of underclassmen coming in and the seniors don't have the greatest view of school in general due to Covid and things going on in High School, but next year will be the first year kids weren't in school for Covid.
- ❖ We have an Environmental Club now which is great. They did a clothing swap, and there were so many donations and a lot of kids came and they donated the rest of the clothes to the Pride Center and to an organization who helps homeless youth. This is really exciting and it's great to have more clubs like that here. We get caught up in performances that it is great for kids to have another social thing to do. Is there a list of clubs? Lucas: we are getting the list on the website.
- ❖ Marketing and Fundraising Update – Tina Gillman
  - Website Update: Doug, Tina, Lucas, Lindsey had a meeting last week and talked about possible marketing options with an outside provider. They weren't offering much more than what we are doing. This is a Marketing company that supports schools through financing facilities, which is how we were introduced to them. They have a unit that does Marketing. They have done a fair amount. They have a full suite of services, recruitment, social media, etc. normally for schools that don't do anything. Pricing they gave us was too high, a few days ago. Need to review it. Purpose would be to bolster the work Lindse is doing. Ilana asked if there is a different approach to student recruitment?
  - Tina subs at SLARTS, during 7<sup>th</sup>-8<sup>th</sup> grade lunch with a professional doing a master level dance class.

- 90 kids have signed up this year so far, goal is to get 200 kids. Last Shadow Day was maxed out. One coming this Friday. This Friday is full. The next one on March 17<sup>th</sup> is half-full.
- Current marketing is 5 Shadow Days total. The bet is on those days. We need 40 or 40+ for those. We have allowed for 50 slots each Shadow Day. There are always 10 who don't show up. If you convert 50%, get 100 kids.
- Tracy Evans: what are they offering that is different? There is a new company working from California and making a pitch. They were an opportunity for capital for us, that is why we entertained them in the first place. Looking at new ideas and so far Shadow Days have a great track record. Last year had 120 signed up and 95 showed up. Right now, we are at 100 kids having signed up to come and still have 4 more Shadow Days.
- Go to [Saltlakespa.net](http://Saltlakespa.net): this is the revised website, and is making it really easy to get more information about the school. There are videos in there, then if we look at Our School, Board of Trustees. There is a section called meet the Board. Please turn in your Bio and photo. Doug asked that we all do it by next meeting please.
- Collide: just sent prior to the meeting a Collide Organization chart. We have biweekly calls for this now between Tina, Cara and Lindsey. Tina is heading up volunteers. **WE NEED SOMEONE FOR VENDOR COORDINATOR AND SWAG AND SNACKS COORDINATOR.** May 20<sup>th</sup> is the date for Collide. Kari Plaster will be the Food Truck Coordinator. We are hoping Anne Tuckett will help with Corporate Fundraising. Tina also created the artwork for T-shirts, etc. This was tested with kids at the school as well. Question for Tim Porter: student on swim team at Highland and on the honor society there. I should ask for students from Highland in the honor society to help us. Those kids need community service hours. Kari Allred who is the coordinator for the national honor society.

#### ❖ Financial Report

- Legislative Updates; 6% increase to WPU. This is a grant for a full day kindergarten. They are going to extend some restricted funds towards variable costs. They have extended that as well. Some of those funds are hard to spend. \$175 increase to local replacement fund. We also this year got funding for professional development for staff. They also attached the voucher/scholarship which was a \$6,000 increase for teachers, not staff, with a certification. If on staff and are certified teachers, that counts. Some should go towards salaries and some goes to increased costs in benefits. Should be around \$100,000 in additional funding.
- Finance Committee met on Monday. A few changes to forecast, we did put money in for a cleaning service to help clean the school. We have increased our classroom supplies budget pretty substantially. The ERC money, we have received \$500,000 and we net out the commission we paid. This counts as a credit to our FICA.
- Enrollment now we have 200 kids. We are at 174 days cash on hand. You want to transfer some of that to the state treasurers pool. We have about \$300,000, most Charter schools put money there. It is very liquid. Topline revenue to be at \$2.6M projected right now.
- Doug: budgeted 225, we are at 200. We go from a loss to a positive, and a one-time kicker for us.
- We want to keep enrollment at 225. This will increase revenue and enrollment.
- If we have to bear a rental cost, we have to get back to 250+ kids (if at all possible). That would help us fund a property investment.
- Lucas: we will continue tweaking things to the building staff.
- We also have \$1.2M in the bank and we will need it.
- Performance reviews end of this month and then again in April. We are doing intent to return for everyone, planning for the end of the month and go over performance reviews for administrative staff and counseling.
- Need a motion to approve the revised budget. Steve moved we approved the budget, Tina seconded, Motion passed.
- Follow-up Pending Item: Kari Plaster clarifying pending question: 2023-2024 conversation about issuance of contracts, needs to be discussed and reviewed.



- ❖ Art Director Update: Bethany Hansen
  - Conference Bethany attended in October was great. Very helpful to talk to teachers and administrators. One thing I learned is master classes are supported at the Charter level for all of us.
  - Bethany suggests we become members there and would send a few Department Chairs.
  - One session was working on Musical Theatre program here. Met Nicholas Rodriguez, he is performing at Pioneer Theatre Company and we connected related to Broadway Dreams.
  - Broadway Dreams will be here June 19-24 for 6 days. We gave 25 scholarships and they applied. We are extending our reach to others. Very exciting and is open for the community, not just for SPA but for other kids as well. Will look at Marketing across the community.
  - Very impressed with Jessica Hirsch, she is doing an excellent job, very committed and excited to support. She will be there the whole week.
  - Doug sent Bethany a benchmark study. We need to evolve our approach to Master classes, American Musical Dramatic Academy will be allowing kids to audition for performances. Two years in California and two years in New York. They offer Bachelors level programs. They will be here on Feb. 23<sup>rd</sup>. We have 6-7 students who are signed up to audition for their program.
  - Department master classes are happening. Did one with SUU, did Ririe Woodbury Dance Theatre here, and others as well. The Imaginary Invalid is here next week. 40 seat theatre in the Lab.
  - Really proud to reach out to recruit, Syracuse Arts Academy, opened up a dialogue for Shakespeare. We reconnected on Charter Day on the Hill. Jessica Pace went as did Jessica Hirsch. They did lunch booths as well.
  - This is a great way to build the school and attract the correct kind of students. 66% of kids who walk through the door end up coming here. We added another one.
  - Utah Shakespeare Festival: they will be doing two shows. Are we giving these kids the opportunity, and can we help them. They will also come to the school for that. 27 productions this year, including multi-night shows as well as 1 night shows. We have definitely increased our offerings since Covid. Brandon Felter is really helping us as well. Ilana: good advertising to show not only how many productions, but how many kids were involved. Everyone thought that could be a fantastic idea.
  - Tina: we should go as a Board, important for us to show our support and love to the staff and school.
  - Online ticketing is helping us, digital programs help us too to save money. All shows have a nice brand to them. When you scan the QR Code, I wonder if we could capture their data so that we could use it later.
  
- ❖ Administrative Report:
  - Student Enrollment, 200 now versus 206 at beginning of the year (budgeted at 225). Things are up in every way with regard to next year.
  - School Operations: things going well with Highland. We are doing a credit recovery here as well. Next month we will speak to the teachers about fee increases. They are all pretty happy with fees.
  - Land Trust: Ilana, Tina and Kari: we are looking at last month. Want to keep going with Advisory, looking at social and emotional learning. We don't need as much money as we normally would for this. We have been talking about bringing in a mentor that knows what to do to help kids. Looking at a mentor who works with the Dean of Students of the education side. Tina: what do students need where we could use the money? After school tutoring in math, we want them to be above 27%, this is the state average. Ilana: the needs of the students are mostly academic, what is inside the curriculum or social and emotional learning? Proactive or preemptive strategies. Some of the stress they experience has to do with their stress about life organization. The plan is to address the root cause of the distress, failing classes rather than how to cope. Chris will send the curriculum to Ilana for Move this World. The teachers adhere to it as a guide. This sucked, we gave the teachers access to use in developing lessons themselves. Steve; you know what the students need more than we do. Sounds reasonable to all of us. Main thrust is on academic.
  - Student got a dance scholarship for \$37,000 and \$38,000 tuition per year. Mia Beale got the scholarship to Husain College.
  - Tracy Evans: Judging Sterling Scholars tomorrow at Murray High School.

- Student Fee Schedule: we need two meetings and an approval. Fee schedule that Duog sent out. We would keep it flat for now. The amount for class.
  - Land Trust Committee Meeting: Ilana, Tina, Lucas and Kari. Bumped up Advisory this year. We have been using the money for that.
  - We announced Broadway Dreams this week.
  - Grades, seeing highs and lows. Set a record for honor roll, nearly half of the school were there.
- 
- ❖ Open Meeting closed at 6:15 pm. Motioned to go into closed session to discuss Charter, Building and Lease status and plans
  - ❖ Came out of closed session. Motioned to adjourn meeting at 7:10 PM



**Land Trust Meeting**

**Wednesday, March 8, 2023  
5:00pm**

**Land Trust Committee Members:**

Kari Plaster - Chair  
Tina Gillman - Vice Chair  
Ilana Harrus - Parent  
Angela Pontious - Interim Principal

**AGENDA**

- Discuss continued use for Advisory Program
- Discuss Advisory Program changes
- Discuss any other options for fund usage
- Vote



**Mar. 8, 2023**

Salt Lake School for the Performing Arts Board of Trustees Meeting Minutes  
Board Chair, Doug Keefe convened the meeting at 5:05 PM.

Meeting style: Face to Face  
Attendees Included:

Board Officers: Doug Keefe; Steve Barth; Kari Plaster

In Attendance: Board Members:

Tina Gillman  
Tracy Evans  
Kit Anderton  
Ilana Harrus  
Tim Porter

Administration:  
Angela Pontius  
Mike Stumph  
Bethany Hansen  
Red Apple: Business Manager

Parents;

Tonia Martynez  
Mike Tuckett  
Anne Tuckett  
Lisa McBride  
Vicki Fitlow

Not in Attendance:

Kristi Swett

Agenda included the following items:

- Principal Transition – Lucas Charon Resignation and Angela Pontius Appointment. Principal Evaluation and Search Plan.

Lucas Charon has resigned. Friendly and he will stay available to us. Working on a transition with Angela Pontius, Interim Acting Principal. Asked Bethany to help in supporting her to do that. Congratulations to both of you. We will complete a formal search as well. What is the salary for the Principal? We need it to be competitive. We can post with Josh Love (a contact of Anne Tuckett's)

Angela offered her excitement and appreciation! Bethany is a rock star, everyone is willing to support. Mike Stumph also chimed in, the kids are in support as well.

- SPA Charter, Building and Lease Status and Plans – Westminster MOU and Transition Plan

Sent announcement out last week. Signed an MOU to move to Westminster. Lots of stuff to be coordinated including sharing space. Eventually you should go visit. New everything including administrative space that has capacity. Need to continue working on the detail of this transition and a contract.

Question is whether or not we stay or leave from Highland in the future. They could continue to be providing our core curriculum with us. As a school, need to review all of our options. We won't be here at all next year.

Parent Question: are we at capacity? No our enrollment is not at capacity. We could fit 400 students. Westminster is going to be a huge attraction factor. It all is a better marketing message, very attractive!

Parent Concern: feels concerned about keeping the high school experience as a child. I am concerned that it is turning into a university experience at 15. We are growing our kids up too fast. Mixing in our kids with college kids. This has been a center point of the discussion. Need clubs and school experiences, and things like that.

Bethany Hansen: this has to be centered around space. This is about children. We don't have things signed. Our liaison is phenomenal, he is on the faculty there. He showed me through the spaces. We want an entire floor of a building and a lobby and 6 classrooms with Administration upstairs. This is very close, very simple to navigate triangle of space for just us. This is very exciting, and we will have a lobby. Wanted to have a space for the kids to go. There is a parking lot right outside the door. With administrative offices, counseling offices and private spaces as well. As far as our schedule and courses, they have put together our classes. We run on A/B, and they have reorganized their schedules. There are two classes we have to figure out.

Same courses are going to be offered, sewing and woodworking and things like that. What about after school dance and things like that? How is that offered? Real club space after school. If those classes are ours, they will be ours. That space will be ours. We don't want to share the class spaces, but they are really working with us. Dance studios and choir room will be shared. Right now we have our own sewing room that will just be SPA. How do we maintain the culture of SPA as a faculty?

Steve Barth: we can get the sports experience still. What about the year after this? We could continue with Highland, as well. Right now we are contracted with Highland for the entire year.

Last thing I want is that the University football will be her team. Right now the option for that sort of activity is sports.

Ilana Harrus: the other example of this is in Ogden, the students can attend University and receive credit. Some of them can also receive an Associated Degree. The worry is that the immersion with other adults is important. Parents choose to take their kids to university. This is a small school.

Tracy Evans: a good comparison, we will try to continue to have our culture here and we have great people here who are looking after that.

- Review and Approval of Past Board Minutes.

Kari moved we approve the minutes for both meetings, Kit Anderton seconded. All unanimously approved.

- Marketing and Fundraising Committee Report

Lindsey, Angela and Tina met this last week. Lindsey is going to be reporting to Angela. Biggest efforts on shadow days. Went over with Lindsey our top 8 feeder schools, we want to fill our remaining shadow days. Suggested another lunch table at SLARTS. Lots of chatter there about SPA.

Collide is next big event. Gotten some feedback that there are students and staff that haven't heard enough about Collide. Here's a link to the website, etc... we do need some volunteers. We need coordination with vendors and the snack table. Plan now is to send an email to Angela to send announcements,

Anne Tuckett: bone of contention is communicating. We need school communicating with parents. If we could put together a sign-up genius for SPA. Need a platform for SPA to communicate with the parents.

PTO President: The school needs a solid person to help with parents. Need at least 5 parents that could be the executive PTO Board. We tried to recruit parents to do that and couldn't get anyone to step up. If someone says I am willing to help, need to help manage that. Needs to be seen as the community.

Angela: PowerSchool messenger just became available. Talk with Kim and Wes to see why it is such a process. Parent Square: platform which is digital and volunteer hours can be submitted virtually.

IT will most likely be transitioned. Wes has been in contact with Westminster. Becoming clear that we need a full time position that needs to be marketing and fundraising. Angela: idea is person would not be remote, they would be here with us. AMDA were here last week and we have no photos or posts.

Tracy: most skillsets don't include both grant making as well as marketing. This can be two positions.

Kari: let's ensure that we have the right people in the right seats. We need marketing, communications, etc... Could potentially look at getting someone part time to help with grant writing.

Steve: finding a new principal is the big deal.

Doug: this is the time to budget for next year.

Tina: Lindsey's contract ends in June.

Parent Reaction: we have not gotten an opportunity to get the word out to the community about attending SPA. Provide marketing materials at those shadow days. Our goal, 5 shadow days, 40 kids each and getting 20 kids out of each of those.

Who follows up to call parents after the shadow day to learn why we didn't get students.

Can we use Westminster as part of our shadow days? Create a video of the spaces so it can be shown at the shadow day.

Lisa: is there someone who I can speak to about the shadow days? Last year had a very hard time finding information. There were problems on the website.

Tina: we just relaunched the website. It wasn't clear what we were filling out the application for. Should encourage the parent to attend with the high school student. Should do something with the parents as well. Get the parents involved.

Steve: in a position of transition. Need to improve and we are starting and fixing things. The principal is a key cog in that. We need your input and involvement.

- Finance Report

Jeff with Red Apple: on the summary if you look at the Benefits line, the number is very odd. The ERC is a credit to our FICA. We have a negative expense. Other than that, not much has changed. Labor is the largest expense, will be important to get that soon. Local Replacement Fund is going up by \$175 per student.

Steve: more changes coming at the legislative level.

- Art Director Update

Bethany Hansen: faculty are very happy about the transition. Very special to say we are excited, what can we do. They are thinking of what they need and coming to us. We just don't want to burn them out. This is not an overnight transition, this is long-haul. We need to let everyone know what this means.

Angela will receive feedback tomorrow about their intentions for next year.

What is the process for staff contracts? Once I hear back from people who are staying, I will be checking in with them again. Intent to return is my tool to use. Angela and Bethany will look at the schedule next week to see what is needed.

Would like for teacher contracts to be executed by mid-May.

Accreditation Day Today Update: every 5 years schools go through accreditation, deep-dive about goals, progress, etc. One of the reasons I was hired was so that I could learn the process for accreditation. Looked at state report card, attendance and graduation rates. Wrote a long report submitted on Feb. 1, 2023. We met with Brian from Cognia today at 7:30. He met with teachers and students throughout the day today. We had a lunch today with Brian and 8 students. Had leadership meeting with Bethany, Chris and me. We met with an evaluator right after. They asked very minimal questions. Brian closed out with a second set of teachers. The vibe here was incredible. He was in the rehearsal today for the musical. Final report will be submitted in June. Will do this again in 6 years.

- Administrative Report

Student Enrollment, Recruiting and Trends

School Operations, SLC School District and State Board of Education

Student Fee Schedule Review and Discussion: Bethany worked with Faculty to look at fees with classes, minor changes. From here, we will post that on our website. Vote on that in April.

Land Trust Committee Update – We need to vote this evening on how to use the Land Trust Funds. Kari, Tina, Ilana and myself. We purchase social emotional learning programs and stipends for teachers to prep lessons. Are there any other options to explore? Feedback is that we believe the advisory program is a good thing and aligns with the school. What they don't like is that it is condescending. Mike runs it every week The content is valuable, how it is presented is not good for high school students. Teachers can run it how they see fit. Why am I paying for a company to give content? I appreciate that a professional has put it together. I feel like it is great and it works for me. It's presented in a cringy way. What about a daily headspace? If all the teachers ran it like you, it would be good, but maybe some training is good.

Angela: sounds like it needs a relook. We have to submit the report by April 1. We will use land trust funds to build a program. We aren't required to use the program. Same comments last year.

Tina moves we use the land trust funds for the advisory program. Kari seconds. The land trust plan approved.

- Board Membership, PTO, Training and Bio Update

Next year is our Board succession. We need a PTO President and are hoping Anne Tuckett will take this on next year. We will schedule a Board Training next year.

Lack of costume support for the Imaginary Invalid. Advertised to the French Community. Every night we missed money on the show. We sent 10 people away each night. My question was having the program for more time, not less. Can we find a school we can perform for?

We need to look at photos and things like that for parents.  
Playwright has to be dead for 70 years and not be renewed.

Next Meeting Scheduled- Wednesday, April 12<sup>th</sup> at 5 PM

Tracy motioned to adjourn. Closed meeting at 6:46 PM