



665 Cutler Drive, N.S.L., UT 84054
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867 South 800 West, Pleasant Grove, UT 84062
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Spectrum Academy Board Meeting

Date & Time	August 25, 2021 7:00 pm
Location	Spectrum Academy Pleasant Grove Campus
Members In Attendance	Jason Steenblik, Amy Loertscher, Nick Wright, Marcy Johnson, Dennis Bullard, Marney DeVroom
Members Excused	Larry Bethers
Spectrum Staff In Attendance	Jaime Christensen, Brad Nelson, Courtney England, Lauren Haslem, Kane Stokes, Amy Baker, Susan Gould, Kaley Veater, Levi Grisenti, Christina Guevara, Liz Banner, Jeremiah Clark, Krisanne Lewis, Molly Poirier, Kristi Ungerman, McDevan Carling,

BUSINESS DISCUSSED

Board Session

- Motion to approve minutes from the June 16, 2021 Board Meeting was made by Amy Loertscher and seconded by Dennis Bullard, and unanimously approved.
- Board Business (Jason Steenblik)
 - Discussed how we go about recruiting and electing new board members. In the past, typically current board members would reach out to associates/acquaintances. Jason pointed out it should not just be an opportunity for those who know somebody on the board. Dennis discussed that board members should have clearly defined roles. We need to utilize each member's full potential. We are no longer a "Mom & Pop" operation. Jaime suggested we post opportunities on the website so parents/the public have notice and can apply. Brad went further with that idea and stated we should always have an open invitation for people to apply and if their skill set is needed, the board can vote on whether they want them to join and excuse somebody else.
 - Jason wants a clear picture on how other charter's pick their board. He feels that it should be the parents (the people that we serve) that pick/vote them in and not the board that decides who is on the board.
 - Brad stated that when he was with the charter association one of the complaints of charters is that parents do not pick the board. However, the counter to that complaint is that parents vote to keep the board on every day when they bring their kids to school and stay enrolled.
 - Current Member Terms – 3-year commitment but needs to be alternating so we don't have an entire new board at the same time. We have an "A" group and a "B" group. In Exhibit A of our bylaws we have a three-person group that consists of Amy Loertscher, Marcy Johnson, and Dennis Bullard. We also have a four-person group that consists of



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Marney DeVroom, Jason Steenblik, Larry Bethers, and Nick Wright. The terms are supposed to be two years with the three-person group and the four-person group rotating every other two years.

- Needs to be a further discussion on how we elect/recruit new members.
 - Division of Duties – Need to come up with a plan. Nick Wright and Dennis Bullard can come up with a draft of responsibilities for review at a future meeting.
 - Dennis would like to see two non-voting members, that are parents, attend meetings that can be the voice for the school. One from each campus that can give us a parent's perspective. Jason would like to explore this idea more. Dennis would like this to be an agenda item for next month's meeting.
 - Jason wants to clearly state the purpose of the Pre-Board meeting. It is to discuss the issues that are listed on the agenda and nothing else. We should probably re-name the meeting so there is no confusion that it is not to discuss what will be discussed in the board meeting.
- Financial Update (Courtney England/Brad Nelson)
 - July 2021 Financials – Financials are still being analyzed and prepared. Still looking at where salaries are coming in for a better analysis of the current, approved budget. Will have ready for the board meeting in September.
 - End of year FY2021 is still being prepared and currently being audited. Hope to have finalized within the next month or two.
 - Fundraising (Amy Baker)
 - The Board reviewed her report and everything looks great.
 - Executive Director Update (Jaime Christensen)
 - SPED Policy and Procedures needs approval. Jaime gave an overview of the policy and the requirements. Motion to approve SPED Policy and Procedures made by Amy Loertscher and seconded by Nick Wright, and unanimously approved.
 - Early Learning Plan needs approval. Clarifying questions were answered. Motion to approve the Early Learning Plan made by Dennis Bullard and seconded by Marcy Johnson, and unanimously approved.
 - Need to meet to review the financial policy. Nick Wright was added to the finance/audit committee with Amy Loertscher and Jason Steenblik. Brad and Courtney will review the current policy and provide it to the financial committee by the 15th of September.
 - Behavior Manual needs to be approved. Krisanne Lewis stated that she updated certain policies but it is mostly the same as last year. Motion to approve the Behavior Manual made by Amy Loertscher and seconded by Marcy Johnson, and unanimously approved.
 - Jaime stated the ESSR III plan is being drafted up and input was provided by the regional directors and also surveyed parents/staff for their input.

Discussion of staffing problems and starting wages. We need to get a clear picture of our salary expenses and re-evaluate the starting wage for paras. We are having a very hard time finding paras right now.



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Discussed masks and if there have been any issues with people wearing/not wearing them. Minimal issues – most are very understanding that we are following guidelines and doing the best we can. We have had a small handful of students un-enroll because we don't currently offer a distant learning option this year.

Had a very lengthy discussion regarding retention and wages and employee burnout and what solutions we can come up with to combat the main issues. We cannot compete with district benefits and because of our large number of paras, it is very difficult to raise their wages significantly. We also don't know if that would keep paras around longer and/or make it easier to recruit them. Brad brought up the point that we have a "pie" and we can't make it bigger but we can change the size of the pieces. We need to figure out what is more important. Higher wages with bigger class sizes and less support or wages as they stand with small class sizes and more support. It is a very difficult discussion and decision and we need to further analyze what can be done.

Thanked other Admins/Staff for their reports and for a job well done. Thanked Brad for a job well done with the construction of the PG STARS building. The project finished on time and came in under budget.

Motion to adjourn meeting made by Amy Loertscher and seconded by Nick Wright. Unanimously approved.

Public Session

No public comment.

Next Board Meeting is scheduled for September 15, 2021 at 7pm in North Salt Lake.

/s/ Courtney England
Courtney England, Business Manager