



## DUAL IMMERSION ACADEMY

### **DIA Board of Directors Meeting Minutes**

August 8, 2023

Dual Immersion Academy

The meeting opened at 5:35 pm

In-person/Virtual

#### **Attendance**

Board Members: Rich Stowell, Teresa Bagdasarova, Teri Slaugh, Mac Newbold, Mequette Sorensen and Dr. Victor Jimenez

Absent Members: Alice Akunyili, Dani Heleberg, Monica Cuellar, Juan Araya and Javier Campos

Others Attending: Angela fanjul, DIA Director, Nate Adams from Red Apple and Rocio G. Fuentes, DIA Secretary to the Board

#### **Budget Report by Nate Adams, Red Apple**

Nate met with DIA Director to go over the budget and determined that enrollment numbers will remain the same at 485. Currently we are at 479 and the goal is to reach 500. They worked on staffing with enrollment in mind because it was over budgeted. Grants and revenues are coming in and as they do, they will be added to the budget. As school starts, we will see where enrollment and attendance will land. DIA director mentioned that pre and post COVID-19, DIA maintained 89% retention in 2022 and this achievement was highlighted by the UT State Board.

Nate reminded the board that the audit will be happening and once completed, the results will be uploaded to the State. A final report will be presented to the board.

DIA director mentioned that DIA has hired a different company to help with social media outreach attract new potential students.

#### **Facilities by Rich Stowell (update)**

Mequette Sorensen reported she will be meeting on Thursday with a member of the Salt Lake School District to let them know of our intentions for a new school for DIA, see what information he can share and to keep us in mind when they close schools.

Teri Slaugh introduced Rich Stowell to Michael Jepson who referred him to a college of his to gather additional information. DIA Director will send an email to Clint. Nate sent Clint an email and is awaiting on a response from him.

#### **Performance Based Compensation Plan**

In the next year we need to create an incentive structure for DIA director. As a board we need to identify a subcommittee to create a matrix that allows the board to evaluate DIA director's performance and provide incentives based on specific areas. It was discussed the possibility to include an employee from DIA and maybe a paraprofessional in the subcommittee. The board asked to see DIA director's job description to update or recreate if needed.

The subcommittee will include Rich Stowell as the committee chair, Mequette Sorensen and Mac Newbold. Rich Stowell will send an email to board members interested in being part of the subcommittee. Dr. Victor Jimenez requested an updated DIA director's CV.

#### **DIA Rebrand (update)**

Tabled

#### **Policy Audit by Rich Stowell**

Tabled

### **Board Candidates/Membership**

Discussion about board members Monica Cuellar and Juan Araya. Both members have been absent for several months and have not responded emails from Rich Stowell regarding their attendance and availability to continue their membership.

The board also discussed the need to have a clear membership policy including a formal application, copy of their CV and a letter of intent. It should also include expectations, annual training, attendance, and steps to follow when voting a member out. Also, the discussion included a tracking system for attendance that easily shows board members overall attendance and absences. Rich Stowell asked this topic to be added to the agenda for the next board retreat.

*Motion to remove Monica Cuellar from the board as of today.*

Motion by: Rich Stowell

Seconded by: Teri Slaugh

Motion passed unanimously.

*Motion to remove Juan Araya from the board as of today.*

Motion by: Rich Stowell

Seconded by: Teri Slaugh

Motion passed unanimously.

The board asked DIA to ensure they update their website to show accurate information about all active and new members. Rich Stowell will notify Monica Cuellar and Juan Araya of the board decision to remove them and thank them for their service.

### **Director's Executive Report by Angela Fanjul**

The director provided an education summary, including summer school. DIA is fully staffed to start the next school year. As of today, there are 479 students enrolled. Preservice for all staff will begin on Monday, August 15 and DIA community/business partners will pay for the staff's lunch during preservice.

Director also shared the news that two grants were received that added \$70,000 the budget. DIA is also working on five additional grants including American Express and Goldman Sachs. Today the Red Cross trained 50 of staff members on CPR. DIA's Blood drive is scheduled on October 13 at the school and all board members are invited to participate.

DIA director asked the board to consider changing the monthly board meeting to the third Wednesday of the month at the same time. Board members need to look at their schedules before deciding. This will be an agenda item for discussion at the next meeting.

### **Closed Session under UT 52-4-205 (as needed)**

#### **Re-open the meeting for board vote (as needed)**

None

### **Approval of minutes: June 13, 2023**

Dr. Victor Jimenez indicated an error on the minutes regarding the next board meeting date. It should read "Next board meeting: August 8, 2023"

Motion by: Mac Newbold

Seconded by: Teri Slaugh

Motion passed unanimously with correction.

### **Motion to close the meeting.**

Motion by: Teri Slaugh

Seconded by: Rich Stowell

Approved unanimously.

Meeting concluded at 7:06 pm

**Next meeting:**

Tuesday, September 12, 2023, at 5:30 pm