

**DIA Board of Directors Minutes**

October 10, 2023

Dual Immersion Academy

Meeting began at 5:30

In-person/Virtual

Roll Call

Board Members: Rich Stowell, Tereza Bagdasarova, Teri Slaugh, Mequette Sorensen, Victor Jimenez, Mac Newbold

Members Absent: Alice Akunyili and Javier Campos

Others: Angela Fanjul, DIA directors, Nate Adams from Red Apple and Rocio G. Fuentes, DIA secretary to the board

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

The finance committee met, reviewed the budget, and discussed current enrollment numbers because DIA is 25 students short. In December we will see how much money the State will take back, and we estimate that about $125,000 state revenue that will be taken away. The budget will be under continued review to see where cuts are possible. Some staff members are moving on to other jobs and careers, and not all positions will be filled. This staffing situation and an upcoming grant will help our bottom line.

DIA director explained that overall, schools in the valley are experiencing shortage of students. She also sent the board a data sheet with input from parents as to why they left DIA, and the data shows the main reasons are transportation and distance when moving out of the area.

**Facilities by Rich Stowell (update)**

Discussion regarding the need to obtain a true appraisal for DIA’s building to know the options to buy or lease a surplus school. It was recommended to contact Clint’s brother, maybe he can refer us to someone for the appraisal.

Mequette Sorensen indicated she plans on attending SL district’s meetings for populations and community studies regarding school closures. The SLC corporation will have the first option to purchase schools. Angela Fanjul indicated DIA needs presence at those meetings, and she sent the board a link to the meetings’ calendar.

**DIA Rebrand (update)**

Tabled

**Policy Audit by Rich Stowell**

Item moved to #7 on today’s agenda to include as part of the board retreat and training discussion.

**Board Candidates/Membership by Teri Slaugh**

Discussion regarding board members’ access to their DIA email.

**ACTIONS:** All board members who are not getting DIA emails will send Angela Fanjul and Teri Slaugh their personal email to receive a link for them to set it up.

**Proposed change to monthly board meetings by Teri Slaugh (discussion and decision)**

After a discussion, the board agreed to change the regular monthly board meetings from the second Tuesday of the month to the third Tuesday of the month at the same starting time 5:30 p.m. The next meeting will take place on November 21.

**Motion to change the regular board meetings to the third Tuesday of the month at 5:30**

**Motion by: Teri Slaugh**

**Seconded by: Mac Newbold**

**Motion passed unanimously.**

**Board Training by Tereza Bagdasarova**

The goal is to reduce board retreat expense and not spend funds at Snowbird as previously done. The intention is to hold two or three meetings throughout the year focus on specific areas of need and action items. Wed like everyone help in in facilitating agenda items. Areas of need can include, amongst others, enrollment, marketing, and the creation of committees. Tereza Bagdasarova shared a draft plan based on feedback from DIA director. We would have group activities led by Teri Slaugh and Rich Stowell and Tereza Bagdasarova will oversee policy compliance. Tereza invited board members to choose an area to facilitate and or invite an individual who can train or present in such area.

Tentative dates for the first board retreat are October 21 or November 1. The meeting would be 4 hours long at the Stadium Club. Date will be confirmed.

***ACTION:***

Tereza Bagdasarova will send the drafted document to the board to choose an area of interest to facilitate.

**Director’s Executive Report by Angela Fanjul.**

She sent her report prior to the meeting. Her report includes upcoming events such as the blood drive this Friday, Be Bilingual contest for students with cash price. Be Bilingual is in collaboration with the National Association of Bilingual Education and board members are welcome to participate as essay judges. The winner will be awarded at the Feria de las Culturas event on October 27.

*Geneva Group and Educational Films*

DIA is supporting the Geneva Office of Human Rights [Education](https://go-hre.org/) and the Guatamala Minstry of [Education](https://www.mineduc.gob.gt/portal/index.asp) by allowing them to film educational videos of the GO-HRE curriculum. The first filming happened this past Saturday, Oct. 7th and the second will by the upcoming Saturday, Oct. 14th. Nate Salazar, the president of the SLSD school board referred them to our school based on his positive experience with us.

*Academic Data Shared.*

We have just finished our first round of MAP testing. After looking at MAP testing, we are seeing that our 1st grade students are coming in much lower in math this year than they did last year (16% below grade level last year compared to 43% of students this year). However, every other grade in math has fewer students in the well below level when compared to last year, particularly last year’s 2nd and 3rd graders (this year’s 3rd and 4th grade students).

*Current Challenges*

Scaling down the budget. Each department is working to:

1. Modify staffing schedules to have coverage when needed as well as limit hours worked for PT staff.  Closely monitoring payroll to keep all PT employees below the 29 hrs per week threshold.
2. Reduce Operational costs and find ways to cost share/save within each department and to work inter-departmentally.
3. Seek out ways to find more funding, either through Federal/state/local grants or private foundations.

A key staff, Jazmeen Gonzalez is leaving DIA and due to the budget, the position will not open. Some of her responsibilities will be sorted out. We also would like to recognize Jazmeen for her work and dedication and any suggestions are welcome.

**TSSA Plan (discussion and vote)**

Dual Immersion Academy is prioritizing the following three goals for accelerated learning & learning loss:

Academic Focused Goals, PBIS/Safety goals and Focus on DLI strategies for effective implementation of our mission. Teachers will participate in specific professional development to achieve these goals. Teachers will also do additional work such as afterschool tutoring, data dives and other types of activities outside of contract/work time & and scope of their regular job. The school will need additional staff to implement these strategies effectively.

There was a question regarding what type of training the teachers will receive. DIA director indicated the training includes specialized and phonics training, social emotional learning to address bulling at school. In addition, staff needs in special education and student services. The funding is received every year and it is based on school improvement plan.

**Motion to approve the TSSA Plan as presented.**

**Motion by: Mac Newbold**

**Seconded by: Victor Jimenez**

**Motion passed unanimously.**

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

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

None

**Approval of minutes: September 12, 2023**

It was mentioned there were typos on minutes but will not preclude from passing the approval.

**Motion by: Mac Newbold**

**Seconded by: Victor Jimenez**

**Motion passed unanimously.**

**Motion to close the meeting.**

**Motion by: Teri Slaugh**

**Seconded by: Mequette Sorensen**

**Motion passed unanimously.**

The meeting concluded at 7:05 pm

**Next meeting:**

Tuesday, November 21, 2023

5:30 pm