



BOARD MEETING

6:00 – 7:30 PM, Thursday October 14, 2021
Esperanza School Meeting Room * 4956 W 3500 S, West Valley City, UT 84120
Join Zoom Meeting

<https://us02web.zoom.us/j/3363886901?pwd=WHdhZHZzTWp0VDIZSzFLcXpSMnNoZz09>

MINUTES

Call to order: Cody Case, Chair opened the Esperanza Board meeting at 6:10 pm

MEMBERS PRESENT: Juan Freire (vote by proxy), Leonel Nieto, Marty Banks, Becky Kemp, and Cody Case

MEMBERS ABSENT: Challene Nuvan, Phil Shumway,

OTHERS PRESENT: Eulogio Alejandro (Esperanza Director), Brian Cates (Red Apple), Jesse Hyatt (Faculty Representative), and Natalie Escobar (PTO)

WELCOME & INTRODUCTIONS

1. **FINANCIAL REPORT** – Brian Cates - presented the Financial Report Summary which has also been uploaded to Google Drive. 25% of the Fiscal Year. Annual Fiscal Audit is in progress, final report will be submitted in November. Brian will present to the audit findings in the January or February meeting. The required State reports were completed and submitted timely.
 - a. Operating Margin: 7.2%
 - b. Net Income: \$275,000.00
 - c. Ending Cash Balance: remains strong, trending in the right direction.
 - d. Cash on Hand: Covenant: >35 days; Target 134 days
 - e. Debt Service Ratio: Covenant >1.10; Target 1.30
 - f. PTIF is continuing to earn interest, at a slow rate, we have a downward trend due to some reinvestment of funds.
2. **TEACHER'S CORNER:** deferred for November meeting. We met with all the grades last year, this year we will be starting our Teacher's Corner with the new teachers.

ACTION ITEM(S)

1. Review/approve minutes from September 9th Board meetings. Becky motioned to approve the Sept 9, 2021 minutes as written, Leonel second motion; Board approved unanimously (Juan voted by proxy)
2. Audit group formed. Marty, Leonel, Becky and Phil Shumway, Becky motioned to approve, Cody second the motion, Committee; Board approved unanimously.
3. Board discussion – A need exists for Human Resource services, or a formal Personnel Sub-Committee. Becky recommended that we explore the current state, and distribution of HR roles, and duties amongst the current administrative support Staff/Leadership. Personnel Committee would look at disciplinary issues, establish metrics for ratings, awards, etc. Becky motioned to have herself, and Cody perform a review of the current HR processes, and requests that the Director provide a draft of the Personnel Sub-Committee Charter; the board will review this again in November. Marty second the motion. Board approved unanimously.
4. Reviewed and approved- Pupil Protection Rights Amendment/Utah FERPA policy Becky motioned to approve the policy as written, Cody second the motion (Juan voted by proxy).
5. Reviewed and approved - TSSA Program Plan, Grant submission. In addition to our previous Math, Literacy, and Science education nights, they have added an additional parent/student education event to discuss the importance of college education. It was suggested to advertise to alumni in addition to current students. Becky motioned to approve the grant submission, Marty second the motion; Board approved unanimously (Juan vote by proxy).

COMMITTEE DISCUSSION

Charter Agreement Review process: Deferred

- a. Governance
- b. Finance
- c. Academic/Cultural
- d. Charter Minute

DISCUSSION/INFORMATION ITEMS

1. Executive Director/Principal report
 - a. Student Enrollment: 536 Students, approved for 525, and cannot exceed 541.
 - b. Wait list: 161 students
 - c. Mariachi:
 - Big performance at Real Salt Lake game, and former student, Ari Ramirez sang the national anthem.
 - Performed for the Mexico Consulate, in Ogden
 - Upcoming performance at BYU, who donated \$500 to the school for the Mariachi program.

2. PTO Report: Natalie Escobar presented; membership and activities have been in decline due to the Pandemic, with hopes to increase membership this year at future events. Currently they have 10 members. They will supplement the PTO with “Latino’s in Action” groups from Granger HS, Cyprus HS, Kearns HS, and SLCC.
 - a. PTO provided crock-pot meals for the teachers during Parent Teacher Conference.
 - b. Next big event – Day of the Dead, October 29th.
3. Next board meeting date: November 11, 2021 6:00 – 7:30 pm, at Esperanza Elementary School, and Zoom for social distancing.

ADJOURN at 7: 12 pm

ANNOUNCEMENTS: no other announcements