



## The Northern Utah Academy for Math, Engineering & Science

### Board of Trustees Meeting Minutes

10:00 AM – In Person and Via Zoom

May 14, 2024 - Conducting: Sue Johnson

**Attending:** Sue Johnson, Lynette Gilbert, Fran Bradshaw, Becky Frost, Mary McKinley, Michelle Bues, Jessica Boiler, Kelli Booth, Nate Taggart, Dawn Winter, Brenda Casper, Steve Davis, Vickie Finlinson

**WELCOME:** Sue Johnson

**ACTION ITEMS:**

- **Minutes Approval:** Sue Johnson  
**Motion to approve Minutes from March 14, 2024:** Lynette Gilbert. **Second:** Becky Frost. **All in favor.**
  
- **Trustlands Plan Report/Training:** Brenda Casper
  - **Board Members completed trust lands training**
  
  - **Trust lands Reports:**

Trustlands SY25	Funding	Goals	Action Plan	Date Approved/Vote
NUAMES Davis	\$106,019.72	1. Reduce the non-pass rate by 10% annually in STEM courses and maintain a graduation rate above 98%.  2. Maintain above 75% pass rate for online courses.  3. Enhance credit recovery opportunities for students.  4. Increase support for engineering programs.	Purchase mobile computer lab  Tutoring program  Pay NUAMES teachers to update, build, and instruct online courses.  Support engineering classrooms with needed equipment, supplies, computers, 3D printers, etc.	March 14, 2024  6 CC members approved (0 absent)

<p>NUAMES North</p>	<p>\$67,729.95</p>	<p>Increase technology support in the STEM areas to support student learning. These new computer labs will increase student learning by ensuring that they have the technology needed to access our online curriculum and course content. Current baseline data in Math and Science will be used to measure academic progress.</p>	<p>Purchase a mobile computer lab for Math Department (Currently sharing a COW).</p> <p>Purchase the HM SRI program to identify low readers and monitor student progress throughout the year.</p> <p>Fund the NN Tutoring program to provide interventions for struggling students.</p>	<p>March 31, 2024</p> <p># 7 CC members approved (1 absent)</p>
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**Motion to approve Trust land report for SY24: Lynnette Gilbert, Second. Mary McKinley**

**INFORMATION ITEMS:**

● **Required Human Sexuality Report: Kelli Booth**

- Anything that covers reproduction in science or health. We also report if the teachers do not use the state approved curriculum. We only use USBE curriculum. We never bring in guest speakers. We are required to turn in a report for this.
  - We have had no complaints
  - All teachers use USBE-approved curriculum
  - All teachers have received USBE training
  - Committee members are Michelle Christensen, Kelli Booth, Dawn Winter, Brenda Casper, Mindy Nelson, Jen Shelton, Nickole Brooks, heather Bess and Jon Simerick.

● **Open Public Meetings Act: Nate Taggart**

- Kelli sent a link with training info. We do fulfill the law when it comes to transparency and the open meeting act. We are fine tune to make sure we are holding closed meetings as we should. These are on our website, and we do get notification. We are trying to keep the public informed.

● **New Hires: Kelli Booth**

- Retiring: Tatiana Nikolaev. She teaches CE physics.

DAVIS:

- Jesse Anderegg – Physics (DAVIS)
- Jorkeno De Leon – Math (DAVIS)
- Amanda Harris – English (DAVIS)
- Emily Jensen – English/FYE (DAVIS)
- Delain Orth – Engineering (NORTH)

Amanda Watson will change campuses to North Campus.

- **Proposed SY25 Teacher Compensation: Nate Taggart**

- Teachers have been in a much better salary situation in the last 5 years. See starting salaries – not including bonus:

- FY 21 \$47,450.00
- FY 22 \$50,350.00
- FY 23 \$54,903.00
- FY 24 \$61,576.00
- FY 25 \$67,902.00

- Comparison to neighboring districts – (not including bonus)

- NUAMES \$61,576.00
- Davis \$59,081.00
- Ogden \$60,000.00
- Weber \$55,134.00
- Morgan \$56,000.00
- Canyons \$69,037.00

- Other districts do not give bonuses - our compensation plan is significant

- We put in 30% 21 or 22% with URS

- Stage of career comparisons:

Year	Beginning	10 Years	20 Years
FY 21	\$47,450.00	\$55,325.00	\$64,075.00
FY 22	\$50,350.00	\$58,225.00	\$66,975.00
FY 23	\$54,903.00	\$62,778.00	\$72,528.00
FY 24	\$61,576.00	\$69,451.00	\$78,201.00
FY 25	\$67,902.00	\$75,777.00	\$84,527.00

- Average Teacher Salaries:

- FY 21 \$62,133.00
- FY 22 \$63,750.00
- FY 23 \$67,551.00
- FY 24 \$75,045.00
- FY 25 \$81,476.00

- Our teacher retention is amazing

- Size of faculty – 90

- Look at other opportunities for our teachers: Bonus – TSSP – 32-hour PD – Activity stipends – tutoring

Bonus	\$5,000
TSSP	\$4,100
32 Hours P.D.	\$1,600 Approx Avg
Activity Stipends	\$500 - \$2,500
Tutoring	\$35 hour

- Teacher evaluations each quarter by school Principals
- Our teachers use data
- Teacher Salary Surplus – Legislature realized some positions are harder to fill than others. Our \$4,100 each year for Math, Physics, SPED. We can decide where our biggest needs are as far as getting teachers. We can customize this. Before the year is over, there will be a proposal by staff and we will decide where to put those funds. (FY26)
- Professional development – Teachers come up with their own plan for the 32-hours. Paid hourly rate for the 32 hours.
- \$35.86 per hour for teachers tutoring.
  - How does the bonus and TSSP work? Teachers are evaluated. TSSP is paid by what they teach.
  - Tutoring – we will check in with students next year and track student improvement.
  - The bonus is not automatic. They must achieve. It's a good reporting system.
  - 7% compensation package for teachers – we have 5% on WPU this year. We also felt that we were in a situation to increase it by 2% as well.
- **Assessment: Steve Davis See slides**
  - ASPIRE PLUS is only for 10<sup>th</sup> graders. This is where schools get their grades - school grades.
  - 3 is proficient – 4 is highly proficient 1 is not proficient, 2 is less proficient.
  - Our teachers do a fantastic job of evaluating and assessing how students may improve.
  - NUAMES graduation standard is higher than other schools. They must get more credits to receive a NUAMES diploma.
  - We are already preparing to improve for next year.

UAP		UTAH Proficiency	NUAMES Davis	NUAMES North	NUAMES (LEA)
English	2019	53.00	88.20	74.20	84.10
	2021	46.80	74.10	67.10	76.40
	2022	47.10	88.50	71.20	82.20
	2023	48.40	81.20	70.30	71.50
	2024	NA	84.00	78.00	82.00
Reading	2019	48.00	79.90	67.00	76.10
	2021	50.50	73.80	65.90	72.10
	2022	42.20	79.50	65.10	74.20
	2023	43.90	74.30	69.20	70.90
	2024	NA	85.00	77.00	82.00
Math	2019	37.40	85.70	66.30	80.10
	2021	30.10	63.80	46.60	59.60
	2022	28.10	72.00	53.40	65.10
	2023	28.70	66.50	50.90	57.60
	2024	NA	77.00	60.00	71.00
Science	2019	33.70	76.30	58.80	71.30
	2021	36.90	63.60	51.80	61.70
	2022	30.40	68.00	61.60	65.60
	2023	33.20	69.90	51.20	59.20
	2024	NA	77.00	68.00	74.00

- ACT Testing – Only Juniors. Davis Average: 24.6. North Average: 23.6

Jr ACT	% +18	UT Composite	N DAVIS	N NORTH	NUAMES (LEA)
2021	83.3	20.6	25.40	22.80	24.60
2022	87.7	19.9	24.40	22.90	23.8
2023	91.6	19.9	25.20	23.40	24.50
2024	92.1	NA	24.60	23.60	24.10

- Counselor Data Project: Dawn Winter**

- Every year the Counselors do a data project as part of state requirements, focusing on increasing our early college numbers. After covid, our participation dipped. This is where we pay tuition to WSU - Enrolling and registering for classes at WSU. We are potentially looking to make it mandatory for NUAMES. There are still 60 credits for associate degree and 120 credits needed for bachelor's degree.
- Both causes have increased 23-30 percent. We are still working on getting up to our Fall numbers. Our counselors will probably continue this project next year.



- **Graduation Information: Kelli Booth**
  - May 17<sup>th</sup>
  - Dee Events Center
  - 10:00 am
  - We will gather on stage 15 minutes prior to the ceremony
  - Lunch after at Sonora Grill starting at 12:30 pm
  
- **Board: Meeting Dates SY25**
  - September 10, 2024, at 10:00 am
  - November 12, 2024, at 10:00 am
  - January 14, 2025, at 10:00 am
  - March 11, 2025, at 10:00 am
  - May 13, 2025, at 10:00 am
  - June 17, 2025, at 10:00 am
  
- **Public Comment**
  
- **Next meeting is June 18, 2024. Budget proposal**
  
- **Motion to adjourn: Mary McKinley. Second, Becky Frost. All in favor.**