

**Leadership Learning Academy
Board of Directors Meeting Minutes
Monday, December 8, 2025**



Location: Ogden Campus, 1111 2nd Street, Ogden, UT 84404

In Attendance: Deb Hansen, Jimmy Sunlight, Chuma Uzoh,

Excused: Terry Capener, David Gray,

Others in Attendance: Richard Squire, Dawn Kawaguchi, Brandon Fairbanks, Dawn Benke (via Zoom)

MISSION: Our mission is to provide an educational experience that empowers individuals to become leaders who embody integrity, respect, and resilience and value community. Through our Flight Crews, we foster personal growth, challenge individuals to positively impact the world, and cultivate lifelong learning.

VISION: At Leadership Learning Academy, we embrace The Flyer Creed, creating a thriving school community where everyone learns, grows, and serves with compassion and unity.

Minutes

2025-2026 Strategic School Plan

Schoolwide Unity & Collaboration by Implementing the CREW Program
Teacher & Staff Development
Fiscal Responsibility
Continue Growth & Maintain Literacy Proficiency

5:51 PM – INTRODUCTORY ITEMS

- Welcome & Roll Call – Chuma Uzoh
- Board Mission – Jimmy
- School Mission – Chuma
- School Vision – Deb

There was no PUBLIC COMMENT.

REPORTS

➤ **Administration**

- *State of the School* – Richard Squire provided an update on the state of the school, highlighting several recent developments. He shared that a new carpool feature will be added to the school website for \$600 annually to help support transportation needs and training on how to use it will be provided for parents at next year's Back to School Night. He also noted the success of both the Halloween and Literacy Night events, as well as the targeted behavior-support training provided by USBE. Richard announced that beginning next year, the school will launch a curriculum

adoption cycle for language arts, focusing on materials that best support the Utah CORE standards and meet the instructional needs of both students and teachers. He also reported that the school is working with the Ogden YMCA to reinstate their after-school program next year. In addition, discussions are underway about allowing the YMCA to use the school facility for summer programs—an opportunity that would strengthen the partnership and potentially increase student enrollment in Ogden. Richard concluded his report by sharing that he is collaborating with HR to standardize pay scales for staff positions. He also informed the Board that teachers and staff will receive PCAU training on child abuse and trafficking prevention at the beginning of the year. The training, originally priced at \$12.99 per person, has been negotiated down to \$10.99 per person.

➤ **Board of Directors**

- *Financial Review* – Jimmy Sunlight reported on the financials as of October 31st noting that the school year is about 33% complete, with federal revenue slightly behind due to pending reimbursements, and debt services expected to be paid in December. There was a discussion of bond payments scheduled for December and June and noted that cash operating funds increased to \$6.4 million compared to \$4.6 million last year. Dawn Benke confirmed that the PTIF investment was earning approximately 4.45%, though the rate had been declining slowly. The board also discussed enrollment numbers, which came in under the budgeted 907 figure but remained positive due to hold harmless provisions.

CONSENT ITEMS

- *October 20, 2025 Board Meeting Minutes* – There was no further discussion. **Deb Hansen made a motion to approve the consent items. Jimmy Sunlight seconded the motion. The votes were as follows:**
- Chuma Uzoh – Aye**
Jimmy Sunlight – Aye
Deb Hansen – Aye
- Motion passed unanimously.**

VOTING ITEMS

- *Amend Child Abuse & Neglect Reporting Policy* – Brandon Fairbanks reviewed the amended Child Abuse & Neglect Reporting Policy and administrative procedures which includes additional language to clarify that, in the event the Lead Director is suspected of abuse, the Campus Principal is responsible for reporting the allegation to the Utah State Board of Education in this policy and its procedures.
- *Amend Instructional Materials Policy* – Richard Squire reviewed the amended Instructional Materials Policy which include only the updated code citations. No other changes have been made to the policy
- *Amend Paid Parental & Postpartum Recovery Leave Policy* – Richard Squire reviewed the amended Paid Parental & Postpartum Recovery Leave Policy which clarifies the maximum paid postpartum recovery leave period is (3) calendar weeks and the maximum paid parental leave period is (15) contract days.

Jimmy Sunlight made a motion to approve the Amended Child Abuse & Neglect Reporting Policy, Amended Instructional Materials Policy and the Amended Paid Parental & Postpartum Recovery Leave Policy. Deb Hansen seconded the motion.

The votes were as follows:

Chuma Uzoh – Aye

Jimmy Sunlight – Aye

Deb Hansen – Aye

Motion passed unanimously.

OTHER BUSINESS ITEMS

➤ Calendaring Items – ALL

- Next Pre-Board Meeting on January 5th @ 4 p.m.
- Winter Social on January 5th @ 6 p.m. @ Union Grill (No Jimmy)
- Next Board Meeting on January 12th (No Deb or Jimmy)
- NCSC26 New Orleans, LA June 24-26 (Wed-Fri)
- Upcoming School Activities
 - ✓ Layton Campus
 - ★ December 9th – Cookies with Santa 5-7 p.m.
 - ✓ Ogden Campus
 - ★ December 12th – Christmas Concert 9-11:30 a.m.

There was no CLOSED SESSION.

6:20 PM – Deb Hansen made a motion to ADJOURN. Jimmy Sunlight seconded the motion.

The votes were as follows:

Chuma Uzoh – Aye

Jimmy Sunlight – Aye

Deb Hansen – Aye

Motion passed unanimously.