

**Leadership Learning Academy  
Board of Directors Meeting Minutes  
Monday, January 12, 2026**

**Location:** AW Services, 290 N. Flint Street, Kaysville, UT 84037



**In Attendance:** Terry Capener, Chuma Uzoh, David Gray,

**Excused:** Deb Hansen, Jimmy Sunlight,

**Others in Attendance:** Richard Squire, Heidi Bauerle, Dawn Kawaguchi, 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

### **5:08 PM – INTRODUCTORY ITEMS**

- Welcome & Roll Call – Terry Capener
- Board Mission – David
- School Mission – Chuma
- School Vision - Richard

**There was no PUBLIC COMMENT.** This was the first public comment period for the 2026-2027 School Fee Schedule and Fee Waiver Policy.

### **REPORTS**

#### **➤ Eide Bailly**

- Review FY25 Financial Statement – Ken Jeppesen with Eide Bailly presented the annual financial audit, noting their independence and a minor adjustment of \$32,000 related to interest accrual timing and confirming a clean, unmodified opinion for the state auditors. He reviewed key financial metrics, including a \$924,000 decrease in revenue due to normalizing COVID-related funding, while unrestricted reserves increased from \$3.8 million to \$4.6 million, maintaining a

healthy financial position despite lower revenue growth compared to the previous year's \$2.4 million increase. The meeting focused on reviewing financial statements and internal controls. Dawn Benke discussed a \$2 million transfer made after June 30<sup>th</sup>. Ken reviewed notes from the financial statements, including bond payments, depreciation expenses, and compliance with debt covenants. The group examined the budget variance, noting they were \$997,000 under budget, which was considered positive. Ken emphasized the importance of reviewing monthly financials carefully and praised the organization's strong internal controls. He reviewed the state reporting requirements and a discussion of recent tests conducted, including procurement and student data protection. The meeting focused on reviewing a single audit due to federal expenses exceeding \$750,000, which required testing of special education cluster invoices. Ken praised the team's integrity and efforts, noting that the audit was clean with no findings. He mentioned that the federal threshold for requiring a single audit would increase to \$1 million in the next year. The team discussed the need to increase insurance coverage based on revenue growth, with Gabe working on the adjustments. Dawn Benke confirmed that Gabe was handling the insurance details, but the final coverage amount was not specified in the meeting.

**ACTION ITEM:** The board would like to know if the insurance has been completed and the cost.

*Ken Jeppesen was excused at 5:32 p.m.*

#### ➤ Administration

- *State of the School* – Richard Squire presented the state of the school noting that they have started the selection process for the Language Arts Curricula with the admin team along with the reading specialist and gave a timeline with the bidding process to begin January 2027 for purchasing the selected curriculum. He moved on to discuss the enrollment with his marketing plan and updates on students' intent to return and lottery of new students at both Layton and Ogden campuses. Richard ended his report with the school's growth and literacy proficiency celebrating Ogden kindergarteners being recognized by USBE for raising their reading scores by more than 20% from the beginning of the year to the end of the year for school year 24-25 which was 41% growth. Ogden's preliminary MOY testing is complete, but Layton is still testing in LA – math testing is still ongoing for both campuses. LLA Ogden has exited out of TSI for low-income students, and we are now down to two categories (from five). Richard and Kim will continue to focus on ELL and students with disabilities categories. He also reported on continuing PLC meetings that are meaningful with looking at data.

#### ➤ Board of Directors

- *Financial Review* – Dawn Benke stated that this month she included summaries for both financial reports. It is really what you've already seen and addressing what Ken reported on. She reviewed financial updates, noting that revenues were above expectations except for federal funds due to the fact that they are reimbursement based and they have started to draw down those. Dawn also reminded the board about the PTIF transfer of \$2 million after June 30<sup>th</sup>.

## CONSENT ITEMS

- December 8, 2025 Board Meeting Minutes – There was no further discussion. **David Gray made a motion to approve the consent items. Chuma Uzoh seconded the motion. The votes were as follows:**

**Terry Capener – Aye**

**Chuma Uzoh – Aye**

**David Gray – Aye**

**Motion passed unanimously.**

## VOTING ITEMS

- Amend Student & Conduct Discipline Policy – Richard Squire reviewed the amended Student Conduct & Discipline Policy. These changes bring us up to date with the new laws that took effect from the 2025 legislative session regarding requirements related to the use of emergency safety interventions (physical restraint and seclusion) with students including due process, et al. **Chuma Uzoh made a motion to approve the Amended Student Conduct & Discipline Policy. David Gray seconded the motion. The votes were as follows:**

**Terry Capener – Aye**

**Chuma Uzoh – Aye**

**David Gray – Aye**

**Motion passed unanimously.**

## OTHER BUSINESS ITEMS

- Calendaring Items – ALL

- Next Pre-Board Meeting on March 2<sup>nd</sup> @ 5:30 p.m.
- Next Board Meeting on March 16<sup>th</sup>
- NCSC26 New Orleans, LA June 24-26 (Wed-Fri) – *Registration opens Jan 13<sup>th</sup>.* All board members and Richard are planning on attending with Chuma needing to check with his work schedule.
- Upcoming School Activities
  - ✓ Layton Campus
    - ★ February 26<sup>th</sup> Literacy Night from 5-6:30 p.m.
  - ✓ Ogden Campus

**There was no CLOSED SESSION.**

**5:54 PM – David Gray made a motion to ADJOURN. Chuma Uzoh seconded the motion. The votes were as follows:**

**Terry Capener – Aye**

**Chuma Uzoh – Aye**

**David Gray – Aye**

**Motion passed unanimously.**