

Leadership Learning Academy Board of Directors Meeting Minutes Monday, August 31, 2026



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

In Attendance: David Gray, Jimmy Sunlight, Chuma Uzoh, Deb Hansen, Terry Capener (via Zoom),

Others in Attendance: Brandon Fairbanks, Richard Squire, Dawn Kawaguchi,

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

2026-2027 Strategic School Plan

Teacher, Leader & Staff Development

Fiscal Responsibility

Student Growth & Maintain Literacy Proficiency

5:38 PM – INTRODUCTORY ITEMS

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

There was no PUBLIC COMMENT.

REPORTS

➤ Administration

- State of the School – Richard Squire presented the State of the School report, which included an overview of new staff hires at each campus. The Layton campus has added an instructional coach and a behavior specialist, while the Ogden campus has added a behavior specialist and a literacy coach. Richard also reported that the school has implemented Panorama, a state-required Early Warning System (EWS) software platform. The state contributed funding for half of the cost. If implementation is successful, Panorama may replace SWIS, the current system used to track student behavior, resulting in an annual savings of \$5,000 per campus. Richard also provided updates regarding the Strategica marketing campaign and

current enrollment, which stands at 839 students. The Board discussed strategies to increase enrollment and noted the positive social media exposure for the Layton campus. Richard also reported that Strategica has begun running a Facebook campaign and is developing a Spanish-language public-facing website to better serve Spanish-speaking families.

➤ **Board of Directors**

- *Financial Update* – Richard informed the Board that he worked with Jon over the summer to establish budgets for both campus principals for the 2026–2027 school year. The principals are responsible for managing and tracking the majority of campus expenditures. Richard will meet with them monthly to review budget activity and provide ongoing oversight. After reviewing the current budget, Richard reported that he had no concerns.

CONSENT ITEMS

- *June 30, 2026 Electronic 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:**

David Gray – Aye

Jimmy Sunlight – Aye

Deb Hansen – Aye

Chuma Uzoh – Aye

Terry Capener did not cast his vote. The motion passed with a majority vote.

VOTING ITEMS

- *Amend TSSA Framework* – Richard Squire reviewed the amended TSSA Framework. The Framework is being amended to align with state requirements regarding literacy outcomes. If fewer than 50% of students meet the state's literacy goals, then 50% of the school's TSSA funds must be dedicated directly to literacy initiatives. While there is confidence that the school will meet the established goals, significant resources are already being invested in literacy because it is a critical priority for student success. The amendment does not require teachers to create additional plans or paperwork, and the focus remains on providing students with the best possible educational support and improving academic achievement. **Jimmy Sunlight made a motion to approve the Amended Teacher Student Success Act Framework. Chuma Uzoh seconded the motion. The votes were as follows:**

David Gray – Aye

Jimmy Sunlight – Aye

Deb Hansen – Aye

Chuma Uzoh – Aye

Terry Capener did not cast his vote. The motion passed with a majority vote.

- *Amend Bullying & Hazing Policy* – Richard Squire reviewed the amended Bullying and Hazing Policy which was updated to comply with state requirements. The revisions add definitions for accountability practices and restorative justice practices and strengthen parent notification procedures. Specifically, if school staff are unable to reach a parent directly regarding an incident involving their child, they must not only send an email but also leave a voicemail. These updates are intended to ensure the policy aligns with current state standards and

Chuma Uzoh made a motion to approve the Amended Bullying and Hazing Policy. Deb Hansen seconded the motion. The votes were as follows:

**Terry Capener – Aye
David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye**

Motion passed unanimously.

- *Combine & Amend the Electronic Devices Policy* – Richard Squire stated that the **Electronic Devices Policy** is being updated to comply with state requirements and address evolving technology. As part of the revision, three separate policies, the **Student Acceptable Use of Electronic Resources Policy**, the **Staff Acceptable Use of Internet and Electronic Resources Policy**, and the **Internet Safety Policy**, have been consolidated into a single policy. In recognition of this broader scope, the policy is being renamed from the **Electronic Devices Policy** to the **Electronic Devices and Resources Policy**. Additional revisions require the policy to be reviewed at least every three years and expand the definition of an electronic device to include AI-enabled smart glasses and similar wearable technology. The policy also allows parents to request that their student be permitted to use a privately owned electronic device at a specific time and location during the school day for approved purposes. Language has been added to clarify that student devices may only be searched when there is reasonable suspicion that the device contains prohibited content or has been used for misconduct, such as cheating, harassment, threats, or access to obscene material. The policy also adds definitions for terms such as “obscene” and “harmful to minors” and outlines the school’s technology protection measures, including a parent-accessible monitoring system that allows parents to review their child’s activity on school-owned devices. Overall, the amendments modernize the policy, strengthen parental involvement, clarify procedures related to student devices and technology resources, and ensure compliance with current state law. **Deb Hansen made a motion to approve the combined Student Acceptable Use of Electronic Resources Policy, the Staff Acceptable Use of Internet and Electronic Resources Policy, and the Internet Safety Policy with the School’s Electronic Devices Policy as presented, that the combined policy be re-named the Electronic Devices and Resources Policy, and that the proposed revisions to the policy be approved AND to rescind the separate Student Acceptable Use of Electronic Resources Policy, the Staff Acceptable Use of Internet and Electronic Resources Policy, and the Internet Safety Policy now that they have been combined into one policy. Chuma Uzoh seconded the motion. The votes were as follows:**

**Terry Capener – Aye
David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye**

Motion passed unanimously.

- *Amend Paid Parental & Postpartum Leave Policy* – Richard Squire reviewed the amended Paid Parental & Postpartum Leave Policy which now includes adoption and foster care. The policy revision recognizes the need for foster and adoptive parents to have time to

bond with and adjust to the placement of a child in their home. Richard noted that the changes align with requirements applicable to state agencies and are intended to provide eligible employees with leave to support the transition period following a foster placement or adoption. The purpose of the policy is to ensure families have the opportunity to spend meaningful time together and establish stability during the child's integration into the home. **Jimmy Sunlight made a motion to approve the Amended Paid Parental and Postpartum Recovery Leave Policy and changing its title to Paid Parental, Postpartum Recovery, Adoption, and Foster Leave Policy. Chuma Uzoh seconded the motion. The votes were as follows:**

**Terry Capener – Aye
David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye**

Motion passed unanimously.

- *Amend Sex Education Instruction Policy (Procedures)* – Richard Squire reviewed the amended Sex Education Instruction Policy in response to legislative changes. He explained that the school does not directly teach sex education (maturation); instead, it provides parents and students with links and resources, such as the Nurturing Program materials, for review at home. The approach emphasizes parental involvement and places responsibility for these discussions and instruction with parents. **Chuma Uzoh made a motion to approve the Amended Sex Education Instruction Policy. Deb Hansen seconded the motion. The votes were as follows:**

**Terry Capener – Aye
David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye**

Motion passed unanimously.

- *LEA-Specific Educator License(s)* – Richard Squire recommended three educators for LEA-specific educator licenses. He explained that one teacher currently holds a teaching license in Virginia and is working to complete Utah licensure requirements, making an LEA-specific license appropriate during the transition. Two additional teachers have been teaching with the school for several years while completing educator preparation programs (APPEL) and working toward graduation and full licensure. Based on these circumstances, administration recommended approval of LEA-specific licenses for all three educators to allow them to continue teaching while completing the necessary licensing requirements. **Chuma Uzoh made a motion to approve the request for LEA-specific educator licenses for Tiffany Milekova, Ashley Chavez, and Bailee Fluckiger all for an elementary license and a period of three years. Deb Hansen seconded the motion. The votes were as follows:**

**Terry Capener – Aye
David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye**

Motion passed unanimously.

OTHER BUSINESS ITEMS

➤ *Calendaring Items* – ALL

- Next Pre-Board Meeting on October 5th @ 5:30 p.m.
- Next Board Meeting October 19th @ Lagoon @ 5:30 p.m.
- NCSC27 June 28-30 in Columbus, OH

6:15 PM – Chuma Uzoh made a motion to enter a CLOSED SESSION to discuss an individual's character, professional competence, or physical or mental health individual and/or discuss deployment of security personnel, devices, or systems pursuant to Utah Code 52-4-205(1)(a)&(f) at AW. Jimmy Sunlight seconded the motion. The roll call votes were as follows:

**David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye
Terry Capener – Aye**

Motion passed unanimously.

Terry Capener was excused at 6:17 p.m.

6:36 PM – Jimmy Sunlight made a motion to exit the CLOSED SESSION and ADJOURN. Chuma Uzoh seconded the motion. The votes were as follows:

**David Gray – Aye
Jimmy Sunlight – Aye
Deb Hansen – Aye
Chuma Uzoh – Aye**

Motion passed unanimously.

**Leadership Learning Academy
Board of Directors
Closed Session Statement
Monday, August 31, 2026**

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

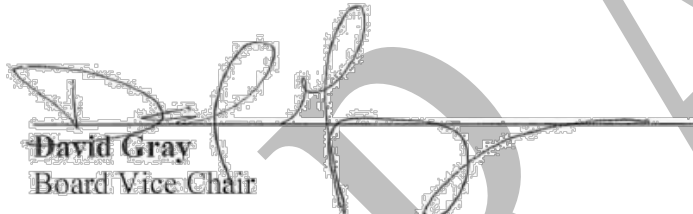


CLOSED SESSION SWORN STATEMENT:

*At a duly noticed public meeting held on the date listed above, the board of directors for **LEADERSHIP LEARNING ACADEMY** entered into a closed session for the sole purpose of discussing the character, professional competence, or physical or mental health of an individual and/or discuss deployment of security personnel, devices, or systems pursuant to Utah Code 52-4-205(1)(a)&(f).*

I declare under criminal penalty under the law of Utah that the foregoing is true and correct.

Signed on the 31 day of August, 2026.


David Gray
Board Vice Chair