

Leadership Learning Academy Board Meeting Minutes Monday, January 11, 2021

Place: 290 N. Flint Street, Kaysville, UT 84037



In Attendance: Chuma Uzoh, Terry Capener, David Gray, Jimmy Sunlight, and Deb Hansen (attended electronically)

Others in Attendance: Heidi Bauerle, Cole Arnold, Trent Brown, Kim Dohrer, Janey Stoddard (attended electronically), and Brandon Fairbanks

Mission: The mission of *Leadership Learning Academy* is to provide the unique, innovative teaching model to help achieve a high degree of academic success while developing problem solving skills, independent learners, and future leaders in all our students.

Vision: *Leadership Learning Academy* will use the innovative and unique model to challenge our students to be confident and independent learners. Our students will learn to inspire others, achieve high academic success, and become personally accountable for themselves and their education; thus helping to lead our future.

Minutes

2020-2021 Board Priorities

Literacy Goals (*Umbrella Goals*)

School Wide Reading Plan

(*DEAR – “Drop Everything and Read”*)

Increase Attendance Across the LEA (93%)

Teacher Retention – 90% of eligible employees

CALL TO ORDER

- Chuma Uzoh called the meeting to order at 5:41 pm.
- Jimmy Sunlight recited the school mission.
- Terry Capener recited the school’s vision.
- Chuma Uzoh recited the board’s mission.

PUBLIC COMMENT – This was the second opportunity for public comment on the 2021-2022 School Fee Schedule for the Layton Campus and the school’s Fee Waiver Policy. There were no members of the public present for comment.

REPORTS

- *Long-Term Building Maintenance*. Trent Brown from Academica West reviewed the long-term building maintenance report his team compiled for the board’s review. He reviewed commendations, considerations, and concerns. His team was impressed with the school’s efforts to keep up maintenance efforts at its Layton campus. Trent noted several

considerations regarding sprinkler adjustments, kitchen maintenance, landscaping, and roof top units. He highlighted future planning needs for roof top units / roof replacement as well as parking lot upkeep.

- State of the School. LLA Lead Director, Heidi Bauerle, reviewed LLA’s Acadience data with the board. She indicated that both schools are on track and described the challenges they are facing. She reviewed Layton and Ogden’s Acadience growth data in 1st, 2nd and 3rd grades. Heidi reminded the board that they have discontinued the “hybrid” learning option due to the strain on teachers and students. LLA still provides in-person and online learning options. Heidi noted that the lottery is open and will close next month. She updated the board on her intent to extend COVID leave through the end of the school year. Heidi has been working with Academica West and Helpside to assist in this regard.
- Financial Review. Jimmy Sunlight, board financial coordinator, noted that the school is approximately halfway through the year, and LLA’s cash position remains healthy. Cole Arnold provided additional information supporting the school’s current cash position. The board reviewed the school’s Statement of Activities and noted that revenues were at 62% as a result of the conservative budget projections. Cole reviewed food program revenues and talked through the school’s percentage of expenses compared to the approved budget and where the school should be at this point in the fiscal year.
- Review Board Calendar. Chuma Uzoh reviewed the board calendar.
- Action Items. Chuma Uzoh reviewed the action items. Chuma and Terry discussed the need to coordinate a time to meet with Heidi for her mid-year evaluation. There will not be a “leader of the month luncheon” this month.

CONSENT ITEMS.

- December 14, 2020 Board Meeting Minutes – There was no further discussion.
- December 14, 2020 Closed Session Affidavit – There was no further discussion. **David Gray made a motion to approve the consent items. Terry Capener seconded the motion. The votes were as follows:**
 - Chuma Uzoh – Aye**
 - Terry Capener – Aye**
 - David Gray – Aye**
 - Jimmy Sunlight – Aye**
 - Deb Hansen – Aye****The motion passed unanimously.**

BUSINESS ITEMS

- Discuss and Vote on Kitchen Upgrades for Layton Campus – (Tabled) **Terry Capener made a motion to table this agenda item. Jimmy Sunlight seconded the motion. The votes were as follows:**
 - Chuma Uzoh – Aye**
 - Terry Capener – Aye**
 - David Gray – Aye**
 - Jimmy Sunlight – Aye**
 - Deb Hansen – Aye****The motion passed unanimously.**

- Discuss and Vote on 2021-2022 School Fee Schedule. Heidi reiterated that they do not charge fees, but she reminded the board that there are fees associated with the augmented kindergarten program, and those fees are fee waiver eligible. **Jimmy Sunlight made a motion to approve the Layton campus 2021-2022 School Fee Schedule. Deb Hansen seconded the motion. The votes were as follows:**

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

The motion passed unanimously.

- Discuss and Vote to Re-Approve the Fee Waiver Policy. The board reviews and re-approves its Fee Waiver Policy annually. **David Gray made a motion to re-approve the Fee Waiver Policy. Terry Capener seconded the motion. The votes were as follows:**

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

The motion passed unanimously.

- Discuss and Vote to Rescind the Employment of Substitute Teachers Policy. Brandon Fairbanks indicated that LLA’s Employment of Substitute Teachers Policy was adopted in accordance with a state rule that specified certain requirements for the employment of substitute teachers and required LEA’s to adopt a policy regarding these requirements. However, that rule has been amended, and the requirement to have this policy no longer exists. To provide LLA’s administrators with more flexibility, he recommended rescinding the policy. **Deb Hansen made a motion to rescind the Employment of Substitute Teachers Policy. Terry Capener seconded the motion. The votes were as follows:**

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

The motion passed unanimously.

Jimmy Sunlight made a motion to RECESS. David Gray seconded the motion. The votes were as follows:

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

The motion passed unanimously, and the board went into recess at 6:23 pm.

Terry Capener made a motion to RECONVENE the meeting. Jimmy Sunlight seconded the motion. The votes were as follows:

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

The motion passed unanimously, and the meeting reconvened at 7:05 pm.

BOARD RETREAT TRAINING

Kim Dohrer read through the provisions of Exhibit A to LLA’s charter agreement. The board reviewed and discussed its application to the school’s current operations. The board discussed the difference between LLA’s original charter goals and the goals in Exhibit A, and the key components were examined. Because Project CHILD is no longer offering its program, Heidi recommended putting together a committee to evaluate and compile the 19/20 components of Project CHILD. It was noted that “Project CHILD” is no longer referenced on the school’s website or promotional materials. A revision of the vision and mission of the school will need to be made.

Next, each board member listed the elements of LLA’s program that they are not willing to give up. These elements included: students staying with teachers for three years, an emphasis on good hiring, LLA’s approach to staff bonuses, a focus on employment continuity, maintenance of a healthy financial position, and LLA’s school culture or “special sauce.”

Moving forward, the charter application does not need to be reviewed as often, but the board should regularly review Exhibit A as well as the non-negotiable elements listed above. Heidi indicated she could change her State of the School Report to include some of these elements as well as components included in Exhibit A. Chuma recommended looking at these for the summer review as next steps.

The board agreed to move forward with Heidi’s committee to determine the key elements that will replace Project CHILD. The board concluded this portion of the meeting by participating in a team building activity.

OTHER BUSINESS ITEMS

- **Calendar Items – Chuma discussed the following calendar items:**
 - Next Pre-Board Meeting – March 1st
 - Next Board Meeting – March 15th
 - 2021 NCSC in New Orleans June 20-23

Jimmy Sunlight made a motion to ADJOURN the meeting. David Gray seconded the motion.

The votes were as follows:

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

The motion passed unanimously, and the meeting adjourned at 7:59 pm.