

**The Center for Creativity, Innovation and Discovery
Governing Board Meeting Minutes**

April 23, 2018, CCID Campus

Board Members in Attendance:

Missy Shunn-Mitchell
Bryan Morgan
Dave Anderson
Jenn Walker
Candice Hansen
Laura Banda, Executive Director

Additional Attendees:

Jeff Beisinger, Red Apple
Audrey Gifford, Board Secretary

Item	Action
<p>Welcome and Roll Call 8:09pm by Missy Shunn-Mitchell</p> <p>April 17, 2018 written minutes are not available at this time.</p> <p>Candice Hansen has a comment to read from the Board: Due to not following the Utah Open and Public Meeting Act, specifically taking action on an item not posted on the agenda. Those items voted on [at the April 17th meeting] are null and void. Missy [Shunn-Mitchell] has taken her spot as President and Chair of CCID Governing Board Chair. Furthermore the motion was not by a majority in favor. We are sorry for the confusion.</p> <p>Missy Shunn-Mitchell discusses protocol of Board Meeting / Open Public meetings and public comment timelines.</p> <p>Candice Hansen wants to motion to adapt agenda to allow every person who would like to make a public comment have time to speak. Table the board training, Director's report, PTO report and any consent agenda items. After that then motion to go into a closed session to discuss recruitment of board members, new board membership, board positions and board trainings / character and competence.</p> <p>Discussion on the motion by Dave Anderson and board members. Would it be better while we have the public here to have certain conversations? Would we be tabling it tonight, or bringing a Board Member on tonight? Point of discussion would be to go through selection process of new Board Members now or later?</p>	<p>no</p>

<p>Clarification of Debby Llewyn’s position and her affiliation with Utah Association of Public Charter Schools, (UAPCS)</p> <p>Candice Hansen Motion to table everything on agenda, but CCID Board Recruitment, Public Comment, and Executive Session, to be able to discuss character and competence. M/S Candice Hansen/Jen Walker Vote: Aye Unanimous Motion Carries</p>	
<p>Public Comment The Board is in agreement that each public attendee that wants to be heard will have the opportunity to speak for 2 minutes.</p> <p>Debby Llewyn UAPCS- She states she would like to commend the school and Board, for what they are doing. First year of a Charter school is hands down the most difficult. Had the opportunity to visit with the Board to know they are doing the best they can for this school and to let the Board know about training opportunities. Training opportunities are offered for Governing Board, Administration and teachers. For example this week there is one regarding school safety and what to do if there’s an imminent danger in your school. UAPCS is able to give additional support. There is a conference in June, have keynote and break out sessions. First year schools are scholarshipped to go, and will be providing additional training to the Board.</p> <p>Camie Palmer-Kindergarten Teacher- privilege of opening an amazing charter school with extraordinary individuals. Taught for 44 years and retired for a year but felt I could still contribute to children through CCID vision. Was it a challenge? Yes! Is it worth it? Also yes!. Children thriving and learning. It take grit and courage. This is a space for those without a space. We need to have difficult convos and still get to yes, no matter what people’s opinions.</p> <p>Theo Anderson- 5th Grade Teacher- I appreciate Missy [Shunn-Mitchell] and her vision for this school. I have taught for 34 years. I know what it’s like for children to not get out and explore, to just be practicing for tests - really appreciate this experience. Our administrator, Laura Banda is by far the most caring and wants the best for the school, she is hardworking, takes her time to work for the children during the day and spends nights and weekends doing the administration stuff.</p>	no

Sam Pooler- declined offer to speak

Lily Sanchez-*parent of 3rd grader-* I have a few concerns. Especially, the behavior issues in third grade. A student in class has hurt my own son, physically acts out to children and to the teacher. I am very concerned by this. Son has been poked in the eye by another child. There needs to be other steps at this point where-as he's still acting out. This same child pushed son onto the cement, concerned about how it was handled. Concerned about what is going to happen next year and the academics in the classroom.

David Rose- declined

Vicky Young- *parent of a previous 3rd grader-* Here to address why I took my son out of 3rd grade, it was due to disrespect, lack of intervention, and failure to follow the discipline policy and the Charter. These issues needed to be addressed so after coming to administration multiple times, I decided to elevate concerns to the Governing Board on January 18th, 2018. I do not feel like this was heard, so I withdrew my student. Attached is a copy of the original statement for reference. Thank you

Nikki MacDonald- *parent of a 3rd grader-* my child come home saying another boy was describing pornographic acts in detail. I addressed the issue with teacher who assured me this would be taken care of. The child was not disciplined and the same child is extremely disrespectful to students and adults; he hurts children. Asked to move my child to the other class, the class not learning relevant information, it resembles a preschool class. That class is not moving towards the Charter. There is also no place for drama, bullying among peers, and personal issues in the classroom, it is unprofessional. I ask administration to look at how many kids were pulled due to not following the charter. The school had potential but failed on every level. Mrs. [Durney] and Ms. Michaela are caring and capable teachers who shield kids from the drama and encourage their love of learning.

Tamra Neilson- *parent of a 1st grader-* I have had a positive experience. We have wonderful first grade teachers and administrators. Wonderful time with our child at school. It's not easy some days for my daughter to come to school, but when she gets here, she is greeted by people who love her. Everyone here has the best interest for the children. We need to come to an agreement and understanding. I

know how much effort from the Board and Mrs. Banda is putting forth she works so hard. This is such a great environment for my daughter.

Dana Durney- 3rd grade teacher- 3rd grade has been a challenge. I have enjoyed it and learn a lot about myself and classrooms. My concern is with the safety and well being of the students and will always be about the health and wellbeing of the students. I strongly suggest that we get a school counselor for the health and well-being of the kids, also that there be a second aide for the 4th grade classroom. The kids that need the help, need to be able to get the help.

Doree Burt- 2nd grade teacher- I use a jar of marbles with our students as a classroom management skill. We use them to compliment the other students, adding marbles to a community jar. Certain marbles are bigger than others, I give those to the students that really show effort in growing the community, this makes my class experts at community building. There are some parts of this Charter that can be adding to the community building as well when I was told I would not be returning next year, I could not receive a clear answer why, just “not a good fit.” We need to give a notice of concern, a letter of warning, and probation. I suggest an annual report that provides clear, accurate performance standards. I believe we are all the same amount of special. We need parental input sought from all parents.

Glenna Petersen- 1st grade teacher- I have been at the beginning of starting a new school, 1st year is the hardest you will ever have. A shout out to all of the teachers, most have not been trained in place-based education, this is a big change. Quoted Charter, “employees will receive the same concern, respect and caring attitude from the school that they are expected to give [the students and families]”. We need clearer communication when things happen. Get the group together and talk to the group about new staff members, give communication .

Karen Steele- previous Board member / K Teacher- I have been on the Board, and I have been a teacher at the school. Pleasure to address the Board during this comment session. There was some contention in the public session [last week]. When creating this school, The State Office gave the advice to always go back to the Charter. It says to remember the be fully committed, supportive, active partnership, collaborative, taking risks, and student-centered. It’s been a tough year, lots of changes, but when the dust settles, we are here for the students. Would like to bring up a concern that my personal documents are linked to the

Board pages . This needs to be addressed and updated so that it doesn't happen again. For clarity I did not change any minutes.

Jeff Beisinger- Business Manager, *Red Apple*- started and opened 15-20 of the 30 charter schools I work with, I work intricately in these schools. My favorite thing about charter schools is the passion behind it. Appreciate all the parents that come and the staff. There are a lot of indications that the school is working well. Work through the startup struggles and there will be some great things. Worked with literally 100's of directors. Charter schools turn directors over quite often. Laura is not only one of the best ones here, but she is the best ever with Red Apple. She does an amazing job especially given all of the rules she needs to follow and the information she is not allowed to share. She does an amazing job handling everything that is thrown her way.

Bill Graham- *4th grade teacher*- I have spent 11 years educating at 4 schools districts in 3 states. This has been the most amazing experience I've ever had teaching. To have the freedom to guide my own teaching, able to gear education to the needs of each child is the importance of teaching. Parents on a daily basis say we have changed their child's life. A big part of that is because of Laura; She spends such a huge part of her life with this school. Every time I come to the school, she's already here. She is always working with the school. Nothing but hopes and good feelings for the future. The reason why kids are at this school is because it's different and it's works. We're changing education and how kids learn - I am fully invested and I know everyone else here is.

Jake Grossman- *4th grade teacher*- I agree with what Bill said. It's an extreme honor to be at CCID. So grateful to be here, it's an incredible place to be. Challenges, absolutely-but far outweighed by successes. Parents come up daily to thank us that their kids love learning. They are coming and engaged. I am inspired by other teachers, this board and faculty's thoughts, Laura's leadership, and her guidance. The amount of time she spends here, in the halls, and in her office. No matter when I come, she is here -amazing leadership.

Ashley Smith- *parent of 2 students, aunt*- I read a letter to editor written by a Board Member's spouse. I felt it distasteful that it was bullying to some of the Board members. I am not sure what's going on with the April 17th meeting but I look forward to seeing the minutes. I have talked to people on the Board and off the Board and countless teacher, my kids love it here. They love their teachers. I am

more speaking today about 3rd grade as I have a niece here. There is bullying in 3rd grade that should not be going on. What is going on in 3rd grade is not ok. This has to be care taken, we need to work together and address it. Those on the Board need to be listened to, we need to work together, and problem solve.

Kabe Little- Starting with a rhetorical question. Why are we here? Get this feeling, there is some sort of decision about Mrs. Banda. I wrote a strongly worded email but I didn't feel like it would have warranted rising to the level of getting rid of her. She's an amazing director. Everything about this feels cloak and dagger. Why can't you get the minutes out in 6 days? That's ridiculous. It is obvious something important happened. Even with a lot of emotion tied into it, the minutes need to be out.

Maria Lindsay- K teacher / parent of 5th grader- Really excited to be a part of the school, about the ideas and conceptions in this school. She loves both of her teachers - overall happy with her adjustment. Happy with what I've seen. It's been a good experience. Enjoyed all the people that I've worked with. Hope even with all the issues we've had we can work this all out. We have a great group of people.

Missy Shunn-Mitchell - Public Comment - I have been serving as Board Chair of CCID since it's conception; I ask the Board to hear my whole statement, even though it's just over 2 minutes. I was ostensibly removed as the Board Chair during the last meeting by a discussion and Board motion that were not on the agenda as required by the Utah Open Public Meeting Act. As a statute was ignored, I was not offered the opportunity to defend the allegations that were made by the Board. As a result of this highly unusual and illegal action, I have come here tonight to assert several points.

1st, A surprise motion and vote were clearly the result of discussions and decisions made by Board members outside of a Noticed Public meeting. The motions were prepared in advance, there were no discussions to the motions and yet a clear understanding existed amongst some of the Board members. No one expressed surprise or concern about unanticipated motion to remove me as the Chair and to remove me from the Board. Apparently long before the meeting, these actions were a foregone conclusion.

2nd, The allegations leveled against me in an open public meeting constitutes defamation of character, any discussion of character or competency of an individual must be discussed in a closed executive session, not in an open public meeting. An individual accused of an action serious enough to cause her removal from office and the membership on a public school board, has the legal right to address the

<p>allegations and defend herself with evidence prior to any decision made by the board. Failure to allow such a defence, illegally deprives the individual of due process and sets the unethical precedence that a mere allegation constitutes guilt.</p> <p>3rd This Board has set itself on a precipitous fall that can only end in harming the school, alienating parents and staff and running afoul of the schools authorizer and Utah statute.</p> <p>Finally, it is my sincere belief that at least one member on this board has engaged in intimidating and bullying and unbecoming behavior in an effort to meddle inappropriately in administrative affairs, so this member can fire and hire staff, expel students and worst of all to engage in concerted efforts to purge from CCID our most vulnerable students, such as those receiving special education. I was removed for this simple reason - that I oppose the illegal and unethical actions contemplated by the Board.</p> <p>End of public comment.</p>	
<p>Candice Hansen Motion that we can go into closed Executive Session to discuss character and competency. M/S Candice Hansen/Dave Anderson Vote: aye unanimous (Dave Anderson, Bryan Morgan, Missy Shunn-Mitchell, Jenn Walker, Candice Hansen) Motion carries (9:01pm) Invite Debby Llewyn into closed session with us. Invite Cindy Phillips into closed session.</p>	
<p>Closed Session</p> <ul style="list-style-type: none"> ● A motion to enter a closed session in accordance with Utah Code 52-4-205 for the purpose of discussion of litigation matters, acquisition of real property or authorized personnel issues. ● No Final Decisions or Actions in a Closed Meeting Although Board members may... <ul style="list-style-type: none"> discuss certain topics in a closed meeting, any actual votes or decisions must be made in an open meeting. Section 52-4-4 states that “no . . . resolution, rule, regulation, contract or appointment shall be approved at a closed meeting” 	no
<p>10:47pm The Governing Board exited Executive Session and come back into Open Public meeting with Bryan Morgan, Missy Shunn-Mitchell, Jen Walker, Candice Hansen, Laura Banda, Jeff Beisinger and Debby Llewyn and Cindy Phillips are also</p>	

with us.

Dave Anderson chose to leave during Executive Session to meet other personal engagements.

Open Public Session resumes at 10:48pm

Comments from the Board:

Missy Shunn-Mitchell: It's huge that you all would stay here even at 11pm. We are really impressed - we have such a great community. That is what this school is built for - educators, students and parents. Thank you for being here.

Bryan Morgan: The Board has had some turmoil. We as a board have come together to work on the common goal of CCID. That's why we are here for, that's what we serve for, to continue to strive to work together.

Missy Shunn-Mitchell

Candice Hanson: We want to make it clear during Public Comment it may have seemed that Mrs. Banda's job was on the line. As a Board, Laura Banda's job was never on the line, as a Board that needs to be very clear. She will be staying through this year and next year. That has never been an issue.

Laura Banda: It's an honor to work with all of us together as a community. We all walk into this school very grateful for our children to be here and we are grateful to be here as well.

Jen Walker: Your concerns are concerning to us. We are taking careful notes. The actions that need to happen will happen. Just know that there is a grievance policy as a parent. We now know we need a policy for parents to reach out to the Board and not in a public meeting setting. In addition, the Board is writing a policy and procedure for parent elections. One of our goals is discussion about make-up of Board, number of parents, number of community members, etc. We will be holding parent elections in May, whomever wins those elections will be notified and join the Board by July 1.

Missy Shunn-Mitchell: Clarifications that parents cannot meet with the Board because anytime there is a meeting it must follow the laws of an Open Public

Meeting and cannot discuss certain issues. We want to create a policy that parents can file a grievance.

Jen Walker

Motion that we create a committee to gather community candidates to serve on the Board for CCID.

M/S Jen Walker/Bryan Morgan

Vote: aye unanimous

Motion carries

Motion that for the CCID Board Recruitment Committee of Community Members, Board Members Bryan Morgan and Candice Hansen are to serve on the Committee.

M/S Missy Shunn-Mitchell/Jen Walker

Vote: aye unanimous

Motion carries

Missy Shunn-Mitchell asks if there is any additional deferred Public Comments. No one states they want to speak.

Bryan Morgan (10:58pm)

Motion that Board open session be adjourned and enter into an Executive Session to discuss character and competency.

M/S Bryan Morgan/Candice Hansen

Vote: aye unanimous (Bryan Morgan, Missy Shunn-Mitchell, Jenn Walker, Candice Hansen)

Dave Anderson absent

Motion carries

Public member asks for clarification regarding rest of meeting.

Board thanked the public for their interest and stated they do not anticipate any more motions / decisions tonight.

Board adjourns closed session at 12:07pm

Bryan Morgan, Missy Shunn-Mitchell, Jenn Walker, Candice Hansen

Board adjourns Open Public meeting.