



**Legacy of Dr. Josie R. Johnson Montessori**  
**Board of Directors Meeting Agenda**  
**Tuesday, April 13, 2021, 6pm - 8pm**

**Board meeting will be conducted via Zoom - an in person meeting is not practical due to the pandemic**

<https://us02web.zoom.us/j/8406589106?pwd=YzFLYk55cStLTGxWUGI3WS9qMXJtZz09>

**Password: JJ**

**Meeting Date:** 04/13/21

**Start time:** 6:05pm

**Adjourned:** 8:41pm

**Location:** Zoom Conference Call

**Submitted by:** Emerald Woodberry

**Board Members Present:** Emerald Woodberry, Jackie Williams, Edwinna Johnson, Julie Flexhaug, Kheph Rakhu, Renae Dressel, Sherri Green, Lindsey Berwald

**Board Members NOT Present:**

**Staff Members Present:** Lorraine Williams, Ms. Tracy, Ms. Hopkins, Ms. Chanel, Sharmeen Rhine,

**Guests Present:** Belen Cornejo, Bree Johnson, Marcia Cooper, Maya Salam, Angela Montgomery, Angela Montgomery, Nick Arendt, Parent, Shawna Maryanovich, Anthony Porter, Lindsay W, Dawn Burns, DeAnna Smith, Jim Martin, Cam, Elijah, Heather Mylin, Benny Roberts

**Meeting is called to order at 6:05pm with a motion by Kheph. Motion passes unanimously by roll call.**

**1. Open - read mission & vision (5mins)**

**Mission** - JJ Legacy School provides an excellent and equitable Montessori education in North Minneapolis to an intentionally diverse community of students

**Vision** - Our students will develop the character strengths, social and emotional skills, creativity, passion for learning and college-preparatory academic capabilities that will enable them to lead lives of joy and purpose.

**2. Review Board Meeting Rules of Conduct (5mins)**

- In keeping with Open Meeting Law, Board Members must have cameras on
- Pursuant to the Minnesota Open Meeting Law, attendees may only observe the meeting but do not have a legal right to speak or participate during the meeting regarding matters being discussed and acted upon by the Board
- All attendees must mute microphones
- Chat function will be disabled. If the chat function is not or cannot be disabled, Board members must not participate in or respond to Zoom chat

- Board chair will recognize Board members before speaking
- If anyone attending becomes disruptive, they will be muted and their cameras turned off or will be removed from the meeting

### 3. Consent Approval

- [March Special Board Meeting Minutes](#)

**Motion:** motion to approve March Special board meeting minutes (Rena, Julie)

**Discussion:** N/A

**ACTION:** Motion passes unanimously by rollcall

### 4. Finance

- Revised Budget for Board Review

**Motion:** motion to table the budget review until April 20 board meeting (moved by Jackie, seconded by Sherri)

**Discussion:** Are we limiting any financial decisions that need to be made / risking any deadlines by waiting until next week? Kheph responds no, things to stay aware of are payables (all covered currently). Need to have next year's budget finalized by end of June.

**ACTION:** Motion passes unanimously by roll call

### 5. Investigation Results

#### Presentation of Results by Maya Salah

Board discusses open vs. closed meeting - Rena states that the meeting must be closed because the preliminary discussion of the allegations was kept open. Maya looks for guidance on how to present the report without breaking attorney client privilege but still going into enough detail to answer questions. Edwinna asks if Rena can share the statute on open and closed meetings. Board reviews Open & Closed meeting statute to discuss whether or not we are comfortable closing the meeting to protect the information that is being shared in the board meeting. Jim Marin joins to provide legal advice. He advises this is not a situation where the board can close a meeting under Open Meeting law because preliminary discussion was kept open and because there is no ongoing or imminent litigation. Edwinna states that she is not comfortable with names being stated. Ms. Williams states that Maya should use identifiers, not names.

Maya clarifies scope of her investigation, standard of proof in workplace investigations, and methodology. The three allegations investigated:

- Allegation of Bullying and Intimidation
- Allegations of Inappropriate Comments and Gossip
- Allegations of Retaliation

#### Board Discussion & Questions

- Maya states that the additional documentation that HOS legal council provided was taken into account in the outcomes but were not specifically included in the report at the request of her legal council
- Maya cannot speak to whether or not the allegations are pervasive given the limited number of people interviewed
- No other documentation outside of what was included in the report was submitted
- Q: How is "credible" defined when some individuals were not spoken directly to?

- Statements of what others observed were used in the report and viewed as credible because she was unable to get in touch with the individuals directly
- Q: With the scope of the report, how does Maya attribute the high turnover? Maya attributes turnover to the management style of the school. Ms Jackie comments that turnaround schools typically experience high turnover
  - Q: Did Maya speak with any staff that have left but did not have an allegation? Yes, two staff.
  - Q: Where did the list of individuals to interview come from? The former board chair gave an initial list, and each individual gave others for her to talk to.
  - Q: Are there any individuals that were interviewed that are still working in the building? Yes, 8 of them.
  - How does Maya distinguish between fact and hearsay? Had to weed through gossip, establish a baseline with individuals in the beginning of the interview, and make credibility assessments based on the conversations.
  - There are perspectives included in the report that portrayed positive interaction and buy-in to the HOS's vision. 6 of the 8 individuals shared by the HOS legal council were interviewed
  - There may need to be separation between HOS and the team to work through racial equity discussions
  - Will the substantiated allegations be grounds for litigation conversations?
  - What are the proper protocols and policies to ensure the system of reporting HR concerns is fully functioning?
  - Maya suggests we review the findings with our attorney to determine whether or not there was discrimination
  - Legal advice is requested from Jim. He advises options of the employer - 1) accept the report, determine there were no violations and close the file 2) if it shows some form of misconduct, the board can take what they believe to be appropriate actions. The hard copy of the report is not a public document, it can be shared with the subjects of the report. The document would be discoverable under litigation.
  - Board discusses the decision to put the other investigation on pause - is it a sunk cause, or will it help us having it on pause?
  - Edwinna wants reflected that she disagrees that we should wait for the second investigation to make our decision on the results of this investigation
  - **Next steps:** Sherri to speak with other investigators to understand where they are in the process, current and outstanding billable \$\$, and timing to complete with estimates of cost. Jackie to work with Kheph, Dawn & HOS to understand the budget implications

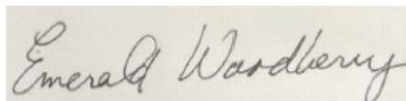
## 6. Adjourn

**Motion: motion to adjourn (moved by Kheph, seconded by Lindsey)**

**Discussion:** N/A

**ACTION:** Motion passes unanimously by roll call

Submitted by:



Emerald Woodberry, Secretary

Date Approved: 4/27/2021