



**KIPP Texas Public Schools**  
MINUTES OF THE BOARD OF DIRECTORS SPECIAL MEETING

Date: April 22, 2020

Time: 11:30am

Place: Virtual | <https://bluejeans.com/762101442?src=calendarLink>  
(Video conferencing as a result of Governor's March 16, 2020 order regarding social distancing)

Attendance:

**Board Members Present**

Gene Austin

Bill Boyar

Pepe Guevara

Duncan Klussmann

Bill Moll

Shawn Raymond

Alex Sharma

Steve Shook

Jessica Slade

Kent Wallace

Darla Whitaker

**Staff:**

Sehba Ali - CEO, KIPP Texas

Dan Caesar - Regional Superintendent, KIPP Texas-Houston

Frank Cush- Head of Schools, KIPP Texas-Houston

Andrew Rubin - Co-School Leader, KIPP Houston High School,  
KIPP Texas-Houston

Cicely Taylor - Director of Special Projects, KIPP Texas

**Guests:**

M.C. (Parent of C.C.)

Vanesia Johnson (Advocate for the family)

**Other:**

Ellen Spalding, Counsel

Bill Boyar called the KIPP Texas Public Schools Board of Directors special meeting to order at 11:32pm.

**Welcome**

Bill Boyar welcomed the board and guests.

**Open session**

Bill Boyar announced the consideration of and hearing regarding the expulsion appeal of C.R.--KIPP Houston High School (KTX - Houston region)

Bill Boyar requested that all individuals in the room introduce themselves and state their position. The following persons introduced themselves:

Gene Austin, Vice -Chairman

Peter Brodsky, Board Member

Pepe Guevara, Board Member

Duncan Klussmann, Board Member

Bill Moll, Board Member

Shawn Raymond, Board Member

Alex Sharma, Board Member  
Steve Shook, Board Member  
Jessica Slade, Board Member  
Kent Wallace, Board Member  
Darla Whitaker, Board Member

Bill Boyar, confirmed quorum and turned the hearing over to legal counsel to the KIPP Texas Board of Directors, Ellen Spalding.

Ellen Spalding explained her role for this hearing is to facilitate the hearing and give legal advice to the board as requested. She stated she is not a decision maker in this hearing. Ms. Spalding also stated the purpose of this hearing was to hear the expulsion appeal for student C.C from KIPP Houston High School in the Houston region. She gave the mother, M.C., of student C.C., the option to hold the meeting in closed or open session. Ms. Spalding proceeded to ask the mother M.C., if she made a written request for an open hearing. The mother, M.C., stated she did. Ms. Spalding asked the mother, M.C., if she still wanted this hearing in open session. The mother, M.C., stated that she did want to continue in open session. Ms. Spalding confirmed the hearing will be held in open session as requested by the mother, M.C., of the student C.C. Ms. Spalding confirmed this is in accordance with the rights of the parent. Ms. Spalding confirmed with the parent that she understood sensitive information regarding her child would be made public in open session. The mother, M.C., confirmed she understood.

Prior to proceeding into open session, Ms. Spalding cautioned that all parties are not to use the name of any student other than the student C.C., during the hearing. Ms. Spalding asked the mother, M.C. if she understood this. The mother, M.C., stated she did not understand this rule. Ms. Spalding re-explained that in order to protect the confidentiality of other students she may not use other students' names, other than her child's, the student C.C. Ms. Spalding explained further that the word "blank", a letter, or first initial may be used in substitution for a specific student name in this hearing. Ms. Spalding asked if the mother, M.C., understood this requirement. The mother, M.C., stated she did not. Ms. Spalding asked what part of this requirement was not understood. The mother, M.C., stated she did not understand any of it. Ms. Spalding asked the mother, M.C., if she planned to use any student names in her presentation. The mother, M.C., stated she did. Ms. Spalding re-explained to the mother, M.C., when she wanted to discuss a student other than C.C., to not use the name. Ms. Spalding asked the mother, M.C., if she understood this. The mother, M.C., stated no, she did not understand. Ms. Spalding explained if the mother, M.C., wanted to use the name Ellen, as an example, for a student in her presentation, she is to use the letter A. Ms. Spalding asked the mother, M.C., if she understood this. The mother, M.C., proceeded to state the student's name that was not her child, C.C. Ms. Spalding reminded the mother, M.C., that she was not to use any students' names other than her own during her presentation so as to uphold the rights of other students as well as the mother's. The mother, M.C., stated that she still did not understand. Ms. Spalding asked if the mother, M.C., intended to fail to agree to the rules of the hearing. The mother, M.C., stated if she finds a students' name needs to be addressed she would do so by name. Ms. Spalding gave the mother, M.C., the choice to move into closed session. The mother, M.C., declined this option and stated she wanted to remain in open session. Ms. Spalding then reminded the mother, M.C., she may not use student names other than her child's, C.C. The mother, M.C., stated she did not understand. Ms. Spalding stated that this was the rule for the hearing and if the mother, M.C., chooses not to follow it then the hearing will stop and the Board will go into closed session to receive legal advice for proceeding with the hearing from their attorney. Ms. Spalding asked the mother, M.C. if she understood this. The mother, M.C. stated she did not.

Ms. Spalding proceeded with the hearing and asked the mother, M.C. to state her name as well as the name of others attending the hearing on behalf of her child, the student, C.C.

Attendees for the Grievants:  
M.C. (Mother of C.C.)  
Vanesia Johnson (Advocate for the family)

The mother, M.C., gave her name and stated that she was not made aware an attorney would be present. She also stated that Vanesia Johnson was attending the hearing to represent the family as an advocate.

Ms. Spalding confirmed that Vanesia Johnson was able to hear the proceedings. Ms. Johnson stated that she was able to hear. Ms. Spalding confirmed that Ms. Johnson understands the rule of not stating student names other than that of the student appealing, C.C. Ms. Johnson stated that she understood and agreed not to use the name of any other student. Ms. Spalding asked Ms. Johnson, as the family's advocate, please explain to the mother,

M.C., the rule of not stating students' names during the hearing. Ms. Johnson said she could not. Ms. Johnson asked the mother if she was provided notice prior to the hearing. The mother, M.C., stated she requested and did not receive notice that stated stipulations for the meeting. Ms. Spalding reiterated the rule of not stating students' names as well as avenues to reference other students without using their names. Ms. Spalding also reiterated the consequences of stopping the hearing if the mother, M.C., refuses to follow this rule.

Ms. Spalding asked Mrs. Ali to introduce herself, who she represents and if she agreed to not use any student names other than the student C.C., who is in question for expulsion.

Mrs. Ali introduced herself and stated she is the CEO for KIPP Texas Public Schools, she represents the administration and she agreed to not use any student names other than the student C.C., who is appealing the expulsion decision.

Mrs. Ali proceeded to introduce others representing the administration:

Andrew Rubin - Co-School Leader, KIPP Houston High School,

KIPP Texas-Houston

Frank Cush- Head of Schools, KIPP Texas-Houston

Dan Caesar - Regional Superintendent, KIPP Texas-Houston

Ms. Spalding confirmed that all parties received the same documentation and recordings for the hearing. Ms. Spalding expressed the hearing is to confirm whether or not C.C.'s expulsion decision should be upheld.

Ms. Spalding asked every attending Board member to verbally state if they are able to serve in an impartial capacity. All attending Board members stated they are able to participate impartially in the hearing.

Ms. Spalding proceeded to explain the process of presentation by the grievant, the mother, M.C., on behalf of her child C.C.

Ms. Spalding asked the mother, M.C., if she was live streaming this hearing. The mother, M.C., stated no.

Ms. Spalding asked if anyone on the call was live streaming. No one was live streaming

Ms. Spalding proceeded to move forward with the hearing; however, she stated if the mother, M.C., was unable to follow the rule of confidentiality and unable to refrain from stating student names, Ms. Spalding would ensure that all students' names, other than C.C.'s, were muted before posting the recording of the hearing to the KIPP Texas public website. Ms. Spalding asked Board Chair Bill Boyar if he was agreeable with this action and if they could proceed with hearing. Mr. Boyar agreed and requested to proceed.

Ms. Spalding explained to the mother, M.C., she now had ten minutes to present to the Board and that she would serve as time keeper.

The mother, M.C., informed the Board of her notice of intent, as the Board is acting under the color of law, and that she and her son C.C., had been deprived of the right of a fair and impartial hearing. Additionally the mother, M.C. stated she was not allowed the right of representation nor did she know an attorney would be present at the hearing. After this statement, the mother, M.C. made the decision to stop her presentation and did not allow her advocate to continue either.

Ms. Spalding cautioned the mother, M.C. that this was her one and only time to present to the Board regarding the expulsion appeal. Ms. Spalding also stated the administration was in attendance without representation and that she was present as the Board's counsel, to facilitate the hearing and to provide legal advice to the Board only as needed.

The mother, M.C., restated that KIPP Texas is acting under the color of law, and she and her son C.C., had been deprived of the right to move forward in this hearing.

Ms. Spalding asked the mother, M.C., if she wished to continue.

The mother, M.C., stated she was stopping her presentation. Ms. Spalding asked Ms. Johnson if she would like to speak. Ms. Johnson confirmed she did not.

Ms. Spalding informed the administration that they may proceed and had 10 minutes to present and she would act as timekeeper.

The mother, M.C., interrupted the start of the Administration's presentation and proceeded to leave the call and the hearing at 11:48 am.

Ms. Spalding announced the mother, M.C., departed from the call and informed the administration they had 10 minutes to present.

Mr. Ruben, Mr. Cush, Mr Caesar and Mrs. Ali presented the evidence and reasoning behind the expulsion decision and why they upheld the decision in subsequent appeal hearings.

At the conclusion of the Administration's presentation, Ms. Spalding confirmed that neither the mother, M.C., nor her advocate returned to the hearing. Ms. Spalding asked if any Board members had questions for the Administration. There were no questions from the Board.

Ms. Spalding asked if any Board members required legal advice. No legal advice was requested.

Ms. Spalding asked if there was further discussion required by the Board before turning the hearing back over to Mr. Boyar, the Board Chairman. There was no request for further discussion.

Ms. Spalding handed the hearing to Mr. Boyar.

Mr. Boyar thanked Ms. Spalding for facilitating the hearing.

Mr. Boyar asked for a motion from the Board.

Gene Austin made a motion to uphold the decision of Sehba Ali, CEO KIPP Texas regarding the expulsion of C.C.

The motion was seconded by Pepe Guevara. The Board unanimously approved the motion.

Bill Boyar stated that the family of C.C. will receive a written notice confirming the action taken by the Board.

There being no further business, the hearing was adjourned at 12:05 p.m.

Submitted by Cicely Taylor, Director of Special Projects KIPP Texas Public Schools