



# Shining Rock Classical Academy

## Monthly Board Meeting

Published on October 20, 2025 at 5:01 PM EDT  
Amended on October 21, 2025 at 6:43 PM EDT

### Date and Time

Wednesday October 22, 2025 at 6:30 PM EDT

### Location

SRCA  
**2150 Russ Avenue, Waynesville, NC 28786.**

SRCA regular board meetings occur the 4th Wednesday of the month.  
In person and remote.

### Join Zoom Meeting

<https://us02web.zoom.us/j/83602558461?pwd=tjdBEUunKUXAaF1Vup0skuPrO28m0O.1>

**Meeting ID:** 836 0255 8461

**Passcode:** 799970

### Agenda

|                                     | Purpose | Presenter     | Time           |
|-------------------------------------|---------|---------------|----------------|
| <b>I. Opening Items</b>             |         |               | <b>6:30 PM</b> |
| <b>A. Record Attendance</b>         |         |               | 1 m            |
| <b>B. Call the Meeting to Order</b> |         | Alyson Weimar |                |

|             | Purpose                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Presenter                        | Time           |
|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|----------------|
| <b>C.</b>   | SRCA Mission Statement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Alyson Weimar                    | 2 m            |
|             | Shining Rock Classical Academy cultivates critical thinking skills and fosters a lifelong love of learning through rigorous academics, experiential education, and our core values of Integrity, Respect, Compassion, Responsibility, Wisdom, and Leadership.                                                                                                                                                                                                                                                                                             |                                  |                |
| <b>D.</b>   | Announcements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Alyson Weimar                    | 1 m            |
|             | Next Board Meeting - <b>Dec 3 @ 6:30 pm</b> at Russ Ave campus<br>(note change due to Thanksgiving and Christmas holidays)                                                                                                                                                                                                                                                                                                                                                                                                                                |                                  |                |
| <b>E.</b>   | Approve Minutes - Regular session                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Approve Minutes<br>Alyson Weimar | 1 m            |
|             | Approve minutes for Monthly Board Meeting on September 24, 2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                  |                |
| <b>II.</b>  | <b>Celebrations and Recognitions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                  | <b>6:35 PM</b> |
| <b>A.</b>   | High School State Champion SRCA Women's Cross Country Team                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | FYI<br>Joshua Morgan             | 5 m            |
| <b>B.</b>   | AIG Program Leadership                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | FYI<br>Joshua Morgan             | 5 m            |
| <b>III.</b> | <b>Public Comment and Records</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                  | <b>6:45 PM</b> |
| <b>A.</b>   | Public Comment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Alyson Weimar                    | 2 m            |
|             | Public comment per board policy 2500:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                  |                |
|             | <ul style="list-style-type: none"> <li>• Each person may speak for 3 minutes on either non-agenda or agenda items.</li> <li>• Each speaker must sign up in advance by completing the sign-up sheet prior to the start of the meeting</li> <li>• Speakers must conduct themselves professionally</li> <li>• Speakers may not specifically speak about any individual student, teacher, staff member, or board member, and they may not engage in any personal attacks.</li> <li>• Generally, the Board does not respond to any public comments.</li> </ul> |                                  |                |
| <b>B.</b>   | Public Records Monthly Update                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | FYI<br>Alyson Weimar             | 2 m            |
|             | List of current public record requests, requester, fulfillment status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                  |                |
|             | <a href="https://app2.boardontrack.com/public/GACaz5/documents?categoryId=52657">https://app2.boardontrack.com/public/GACaz5/documents?categoryId=52657</a>                                                                                                                                                                                                                                                                                                                                                                                               |                                  |                |

|                                                                                                                                                                                                                                                                                              | Purpose | Presenter     | Time           |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|---------------|----------------|
| Update on Fitzgibbons requests:                                                                                                                                                                                                                                                              |         |               |                |
| <b>IV. Head of School Report</b>                                                                                                                                                                                                                                                             |         |               | <b>6:49 PM</b> |
| <b>A.</b> October School Report                                                                                                                                                                                                                                                              | FYI     | Joshua Morgan | 10 m           |
| <b>V. Closed session will be held at 7:00 PM</b>                                                                                                                                                                                                                                             |         |               | <b>6:59 PM</b> |
| Closed session will be held at 7:00 PM                                                                                                                                                                                                                                                       |         |               |                |
| Closed Session Pursuant to NCGS 143-318.11 (6): (6) <b>To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee</b> |         |               |                |
| <b>A.</b> Enter Closed Session                                                                                                                                                                                                                                                               | Vote    | Alyson Weimar | 20 m           |
| <b>B.</b> Return to Open Session                                                                                                                                                                                                                                                             | FYI     | Alyson Weimar | 1 m            |
| <b>C.</b> Closed Session Summary and Voting items                                                                                                                                                                                                                                            | Vote    | Alyson Weimar | 1 m            |
| Personnel report                                                                                                                                                                                                                                                                             |         |               |                |
| <b>VI. Finance Committee</b>                                                                                                                                                                                                                                                                 |         |               | <b>7:21 PM</b> |
| <b>A.</b> Finance Report                                                                                                                                                                                                                                                                     | Discuss | Rob Gevjan    | 10 m           |
| <b>VII. Academic Committee</b>                                                                                                                                                                                                                                                               |         |               | <b>7:31 PM</b> |
| <b>A.</b> Updates                                                                                                                                                                                                                                                                            | FYI     | Alyson Weimar | 1 m            |
| No meeting due to fall break - next meeting Nov 13                                                                                                                                                                                                                                           |         |               |                |
| <b>VIII. School Culture / NEST Committee</b>                                                                                                                                                                                                                                                 |         |               | <b>7:32 PM</b> |
| <b>A.</b> Updates                                                                                                                                                                                                                                                                            | FYI     | Josh Sims     | 3 m            |
| <b>IX. Transportation &amp; Facilities Committee</b>                                                                                                                                                                                                                                         |         |               | <b>7:35 PM</b> |

|                                                                                                                                                                                                                                                   | Purpose | Presenter       | Time           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-----------------|----------------|
| <b>A.</b> Updates                                                                                                                                                                                                                                 | FYI     | Benjamin Weimar | 2 m            |
| <b>X. Policy Committee</b>                                                                                                                                                                                                                        |         |                 | <b>7:37 PM</b> |
| <b>A.</b> Attendance Policy, Remote Attendance Policy                                                                                                                                                                                             | Vote    | Joshua Morgan   | 5 m            |
| The following policy revisions will be further revised per feedback from the Board (see September minutes)                                                                                                                                        |         |                 |                |
| <a href="#">4415 Attendance Promotion Standards 2025D.pdf</a><br><a href="#">4415 Remote Attendance Policy 2025 (Redline).pdf</a><br><a href="#">4415 Remote Attendance Policy 2025 .pdf</a><br><a href="#">4410 Student Attendance 2025x.pdf</a> |         |                 |                |
| <b>XI. Other Business</b>                                                                                                                                                                                                                         |         |                 | <b>7:42 PM</b> |
| <b>A.</b> Junior Academy                                                                                                                                                                                                                          | FYI     | Josh Sims       | 2 m            |
| • Update                                                                                                                                                                                                                                          |         |                 |                |
| <b>B.</b> Sports teams and Homeschool/Early College players                                                                                                                                                                                       | Discuss | Alyson Weimar   | 10 m           |
| 1) Middle school<br>2) High school                                                                                                                                                                                                                |         |                 |                |
| <b>C.</b> Open Discussion- Other Business (Board Members)                                                                                                                                                                                         |         | Alyson Weimar   | 5 m            |
| <b>XII. Closing Items</b>                                                                                                                                                                                                                         |         |                 | <b>7:59 PM</b> |
| <b>A.</b> Adjourn Meeting                                                                                                                                                                                                                         | Vote    | Alyson Weimar   | 1 m            |

# Coversheet

## Approve Minutes - Regular session

|                          |                                                         |
|--------------------------|---------------------------------------------------------|
| <b>Section:</b>          | I. Opening Items                                        |
| <b>Item:</b>             | E. Approve Minutes - Regular session                    |
| <b>Purpose:</b>          | Approve Minutes                                         |
| <b>Submitted by:</b>     |                                                         |
| <b>Related Material:</b> | Minutes for Monthly Board Meeting on September 24, 2025 |

APPROVED



## Shining Rock Classical Academy

### Minutes

#### Monthly Board Meeting

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##### Date and Time

Wednesday September 24, 2025 at 6:30 PM

##### Location

SRCA

**2150 Russ Avenue, Waynesville, NC 28786.**

SRCA regular board meetings occur the 4th Wednesday of the month.

In person and remote.

##### Join Zoom Meeting

<https://us02web.zoom.us/j/83602558461?pwd=tjdBEUunKUXAaF1Vup0skuPrO28m0O.1>

**Meeting ID:** 836 0255 8461

**Passcode:** 799970

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##### Directors Present

A. Adeleke, A. Weimar, B. Bowser, B. Buckelew, B. Mullinix (remote), J. Sims, L. Davis (remote),  
R. Gevjan, S. Messer

##### Directors Absent

*None*

##### Ex Officio Members Present

J. Morgan

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##### Non Voting Members Present

J. Morgan

### Guests Present

B. Weimar, C. White (remote), H. Wilson (remote), Karina Huber, S. Jenkins, T. Gresham, T. Inman

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

A. Weimar called a meeting of the board of directors of Shining Rock Classical Academy to order on Wednesday Sep 24, 2025 at 6:34 PM.

### C. SRCA Mission Statement

Alyson Weimar read the SRCA mission statement aloud

### D. Announcements

October 22 regular board meeting @ 6:30 PM

### E. Approve Minutes - Regular session

J. Sims made a motion to approve the minutes from Monthly Board Meeting on 08-27-25.

B. Bowser seconded the motion.

The board **VOTED** to approve the motion.

### F. Approve minutes - Closed session 8/27/25

J. Sims made a motion to approve the minutes from Closed session 08/27/25 as part of the regular scheduled meeting on 08-27-25.

B. Mullinix seconded the motion.

The board **VOTED** to approve the motion.

## II. Public Comment and Records

### A. Public Comment

None

### B. Public Records Monthly Update

Alyson Weimar described Rebeccas Fitzgibbon's latest public records request

No new grievances were discovered

### C.

## **Board Communications with Smoky Mountain News**

Alyson Weimar described the latest communications with Smoky Mountain News.

Particularly, concerning Mr. Vaillancourt's harassment of members of the Board.

Alyson Weimar and Rob Gevjan acknowledged that Lisa Stella has been very helpful in working with the Board on a unified response.

Joshua Morgan expressed appreciation to members of the Board for being consistent and transparent in their response.

## **III. Head of School Report**

### **A. September School Report**

Joshua Morgan described the September school report which was delivered to SRCA families via ParentSquare this week

- Local school performance metrics
- Many of the K-5 grades engaged in field work this past month
- High school tech-free day
- Finance Report (to be detailed later)
- Public records requests (which was described earlier in this meeting by Alyson Weimar)
  - Detailed the time that such requests demand of staff and members of the Board
- FEMA reimbursement still pending for damage sustained from Helene
- SRJA closing
- NC budget pending
- Increases in attendance rates across most grade levels and no decreases
- Pollinator garden highlight in the Mountaineer

## **IV. Finance Committee**

### **A. Finance Report**

Rob Gevjan explained the Finance Report

- ~\$17,000 surplus currently
- FEMA reimbursement pending as mentioned by Joshua Morgan earlier in the meeting
- SRJA loan to be discussed later in the meeting

## **V. Academic Committee**

### **A.**



## Updates

Alyson Weimar described the latest from the Academic Committee

- HS internship
- Two new members

## VI. School Culture / NEST Committee

### A. Updates

Joshua Sims detailed the following

- Book fair - \$11,560 in sales which is expected to translate to ~\$3,000 in scholastic dollars
- Upcoming yard sale
- Digging to be determined for sun shades
- NEST meeting was postponed from last Thursday to tomorrow (9/24) due to illness

## VII. Transportation & Facilities Committee

### A. Updates

Benjamin Weimar detailed the following

- Installation
  - Awning at Russ Ave
  - Gym divider and basketball goals
- Lunch rooms at both campuses
- FEMA reimbursement
- Federally assisted meal plan
- DOT lake entrances

## VIII. Approval of SRCA Mental Health Plan

### A. 2025-26 SRCA Mental Health Plan

R. Gevjan made a motion to Approve the revision to the SRCA Mental Health Plan.

L. Davis seconded the motion.

[School Based Mental Health Plan 25-26 SRCA 44A.pdf](#)

The board **VOTED** to approve the motion.

## IX. Policy Committee

### A. Drug Free Work Place - 2nd read

A. Weimar made a motion to approve the Drug Free Work Place policy.

J. Sims seconded the motion.

[6600 Drug Free Workplace.pdf](#)

The board **VOTED** to approve the motion.

**B. Media Policy - 2nd Read (Permanent Approval per policy 2240)**

A. Weimar made a motion to approve the Media Policy.

S. Messer seconded the motion.

[7500 Media Policy v2.pdf](#)

[7500 Media Policy \(Red\).pdf](#)

The board **VOTED** to approve the motion.

**C. Attendance Policy, Remote Attendance Policy**

The following policy revisions will be further revised per feedback from the Board and presented at a future meeting of the Board for a second read

[4415 Attendance Promotion Standards 2025D.pdf](#)

[4415 Remote Attendance Policy 2025 \(Redline\).pdf](#)

[4415 Remote Attendance Policy 2025 .pdf](#)

[4410 Student Attendance 2025x.pdf](#)

**D. Paid Parental Leave Renewal**

A. Weimar made a motion to approve the Paid Parental Leave Renewal.

B. Bowser seconded the motion.

[6350 Paid Parental Leave 25.pdf](#)

The board **VOTED** to approve the motion.

**E. Conflict of Interest (2nd Read)**

A. Weimar made a motion to approve the Conflict of Interest policy.

S. Messer seconded the motion.

[2200 Conflict of Interest.pdf](#)

[2200-F Conflict of Interest Form.pdf](#)

The board **VOTED** to approve the motion.

**F. Nepotism (2nd read)**

A. Weimar made a motion to approve the Nepotism policy.

R. Gevjan seconded the motion.

[2300 Nepotism.pdf](#)

The board **VOTED** to approve the motion.

**X. Other Business**

**A. Junior Academy**

J. Sims:

Multiple staff resignations, including the Director (August/September).

SRJA still owes approx. \$37,500 in loan to SRCA

After the final payroll and closure payouts, SRJA has \$6956 in its account. This is expected to slightly decrease with a few unclosed vendors.

SRJA plans to liquidate and work towards paying back the loan.

SRJA plans to dissolve the SRJA corporation and the SRJA board by October 1st.

R. Gevjan:

SRJA paid \$1563 a month in lease

## **B. Open Discussion- Other Business (Board Members)**

Alyson Weimar introduced for discussion:

- Barby and Alyson revising the Board handbook and hope to present a 1st read to the Board at the next meeting of the Board
- Changing the public facing Board contact email address from a collection of individual email addresses to a single email address of [board@shiningrock.org](mailto:board@shiningrock.org)
  - No attending member of the Board expressed disapproval

Joshua Morgan introduced for discussion:

- Promising former SRCA employee has applied to be guidance counselor

A. Weimar made a motion to approve the personnel report.

J. Sims seconded the motion.

The board **VOTED** to approve the motion.

Augusta Adeleke expressed her difficulty of attending the board meetings in-person and asked the Board if they were comfortable with her remaining on the Board if she would be remote for meetings until further notice.

Several members of the Board expressed their desire for Augusta to remain on the Board and no member of the Board expressed disapproval.

## **C. Shane Messer remaining on the Board (end of three year term)**

L. Davis made a motion to nominate Shane Messer to another three year term as a member of the SRCA Board of Directors.

A. Weimar seconded the motion.

The board **VOTED** to approve the motion.

## **XI. Closing Items**

### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:02 PM.

Respectfully Submitted,  
J. Sims

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### Documents used during the meeting

- SRCA board statement\_Vaillancourt 0925 .pdf
- Valliencourt letter 9.9.2025\_Stella Law.pdf
- School Report September 2025.pdf
- BOARD\_REPORT\_2025\_August.pdf
- School Based Mental Health Plan 25-26 SRCA 44A.pdf
- 6600 Drug Free Workplace.pdf
- 7500 Media Policy v2.pdf
- 7500 Media Policy (Red).pdf
- 4415 Attendance Promotion Standards 2025D.pdf
- 4415 Remote Attendance Policy 2025 (Redline).pdf
- 4415 Remote Attendance Policy 2025 .pdf
- 4410 Student Attendance 2025x.pdf
- 6350 Paid Parental Leave 25.pdf
- SRJA Notice of Permanent Closure.pdf

# Coversheet

## Public Records Monthly Update

|                          |                                                        |
|--------------------------|--------------------------------------------------------|
| <b>Section:</b>          | III. Public Comment and Records                        |
| <b>Item:</b>             | B. Public Records Monthly Update                       |
| <b>Purpose:</b>          | FYI                                                    |
| <b>Submitted by:</b>     |                                                        |
| <b>Related Material:</b> | Rebecca Fitzgibbons Public Records Request 8_27_05.pdf |

**Report and searches completed by Alyson Weimar, SRCA Board Chair 9.21.25**

**Rebecca Fitzgibbon request-** *Concise report on the number of concerns, complaints, and grievances against Mr. Morgan over the past seven years."*

*Original request July 9, 2025. Request for further information on August 27, 2025.*

**Email Search** from August 2025-August 2018. 3 board chair email accounts were accessed and searched for keywords to span the requested timeframe.

**Volunteer hours spent by Board Chair:** 3 hours 37 minutes of searching emails. 1 hour of additional time compiling the report.

**Total volunteer service hours: 4 hours and 37 minutes**

**Results:**

**824 total emails containing keywords were reviewed regarding JM.**

**Summary:** The terms **"complaint," "concern,"** and **"grievance"** organically appeared in board emails over the 7-year period. These pertained to various topics, but **very few pertained to Josh Morgan (JM).** **Two** emails pertaining directly to complaints/concerns against JM were from previous teachers/staff. Multiple emails pertaining directly to complaints/concerns against JM were from Rebecca Fitzgibbon (public record requester). Of note, **multiple supportive emails** were also received from teachers, staff, and parents to the board regarding Mr. Morgan.

**Grievances (2019 (x3), 2022 (x1), 2023 (x1)).** A total of **5 grievances** were found in emails sent to Malis and Mahaffy. See summary table.

**Search of emails key words - "grievance" or "grievances"**

| Summary of Grievances to SRCA Board Regarding JM - HOS |             |                                                                                                                                |              |                                                                                                                                                              |
|--------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Date                                                   | Complainant | Board Action                                                                                                                   | Active (Y/N) | Resolution                                                                                                                                                   |
| May 2019                                               | K.M.        | Grievance Conducted by: SRCA Governance Committee (M. Haynes, M. Mehaffey, M. Norman); Board Counsel and Grievance Facilitator | N            | All 2019 grievances closed: no supporting evidence that JM violated any policy or law or otherwise acted improperly or unreasonably under the circumstances. |
| May 2019                                               | L.A.        | Grievance Conducted by: SRCA Governance Committee (M. Haynes, M. Mehaffey, M.                                                  | N            |                                                                                                                                                              |

|          |      |                                                                                                                                                                                        |   |                                                                                                                                          |
|----------|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|------------------------------------------------------------------------------------------------------------------------------------------|
|          |      | Norman); Board Counsel and Grievance Facilitator                                                                                                                                       | N |                                                                                                                                          |
| May 2019 | M.T. | Grievance Conducted by: SRCA Governance Committee (M. Haynes, M. Mehaffey, M. Norman); Board Counsel and Grievance Facilitator                                                         |   |                                                                                                                                          |
| Feb 2022 | R.F. | 2/10/22 - Board Chair receives a formal grievance from RF.<br><br>Grievance process begun by N. Malis and F. Lay (board members)<br><br>3/2/22: RF formally withdraws their grievance. | N | Grievance was dropped by complainant.                                                                                                    |
| Oct 2023 | A.K. | Grievance Conducted by: SRCA Governance Committee (A. Wilkins, N. Malis, F. Lay); Board Counsel and Grievance Facilitator; multiple staff interviewed; final vote by entire board.     | N | Closed: no supporting evidence that JM violated any policy or law or otherwise acted improperly or unreasonably under the circumstances. |

### Search of emails keywords - “complaint(s)” and “concern(s)”

#### Aweimar email

**Time Span:** Aug 2025 – Dec 2023

**Reviewed:** 8/29/25 | Time spent: 1 hour

- **63 “complaint” emails**
  - o **2 general complaints** about employment separation (not specifically JM-related)
- **137 “concern” emails:**

- o None about JM

### **Nmalis email**

**Time Span:** June 2024 – Feb 2021

**Reviewed:** 9/21/25 | Time spent: 1 hour

#### **98 “complaint” emails:**

- o Multiple emails from **R. Fitzgibbon (requester of public record report)**
- o Emails related to **2022 and 2023 grievances (2 different parties)**
- o **1 email** from a former teacher unhappy with JM leadership (2021)
- o **No others are about JM**

#### **223 “concern” emails:**

- o Related to **2022/2023 grievances**
- o Multiple Fitzgibbons emails
- o **No others are about JM**

### **Mmaheffy email**

**Time Span:** Aug 2018 – July 2021

**Reviewed:** 9/21/25 | Time spent: 1 hour 7 minutes

- **37 “complaint” emails**
  - o None about Josh
- **266 “concern” emails:**
  - o **3 related to Josh:** related to 2019 grievances (resolved with no findings)
  - o **2** from former staff expressing personal frustration with JM (1 of these 2 was accounted for above in nmalis email from 2021, this is a duplication)

#### **Support for JM among emails:**

**Multiple supportive emails** regarding Josh Morgan’s professionalism, especially in discipline and policy implementation, were received by the board from teachers, staff and parents.



# Coversheet

## October School Report

|                          |                                                               |
|--------------------------|---------------------------------------------------------------|
| <b>Section:</b>          | IV. Head of School Report                                     |
| <b>Item:</b>             | A. October School Report                                      |
| <b>Purpose:</b>          | FYI                                                           |
| <b>Submitted by:</b>     |                                                               |
| <b>Related Material:</b> | Staff Spotlight October.pdf<br>School Report October 2025.pdf |

## October Staff Highlight

Ahmed Aldossary is a compassionate and dedicated Guidance Counselor with a strong background in education, science, and personal development. Drawing on his experience as a geologist, science teacher, and mentor, he helps students discover their strengths, set meaningful goals, and build confidence in their future paths. Ahmed is known for his empathy, clear communication, and commitment to creating a positive, supportive environment where others can thrive. Outside of work, he enjoys traveling, exploring new places, and connecting with people who inspire growth and kindness



# Shining Rock Classical Academy Monthly School Report October 2025

## Welcome to the SRCA School Report

Each month, the Head of School generates a report for the SRCA Board to provide detailed information about the school and governance topics affecting decisions.

[Enjoy this very special video highlighting our State Championship winning SRCA High School Women's Cross Country team.](#)

## What Really Happens at School?

Last month the School Report took a detailed look at testing data, which is a needed step in evaluating our school. However, SRCA is so much more than just test results. This month's report is going to take a little extra time to shine light on the most important characteristic of our school – The People.

You will be able to see, especially in the Director's Report, an opportunity to shine a light on the great work that our students are doing. Students are completing projects that are creative, multi-dimensional, and collaborative with peers both in class and across grade levels. These are not skills that are evaluated on multiple choice tests yet are essential for success in our evolving world. Even when technology is involved, students are having to use people skills and learn how to work as part of a team.

Just as significant as the students' work is the creativity and problem-solving applied by the teachers and staff of SRCA. From the implementation of Tech-Free Tuesdays at the high school to lessen the dependence on cellphones (even for a day) to social lessons in kindergarten, SRCA teachers exhibit creativity and skill to meet the needs of all learners. You will also see that our Specials teachers plan and implement lessons that support our teachers and students in multiple ways while also being incredibly fun to participate in.

In closing, the next section is going to focus on some exciting developments in an area that has been a point of emphasis for SRCA over the past 15 months: our AIG program. Keith Buff and Nancy Bertrand have collaborated and put into motion some amazing initiatives which are beginning to produce impressive results. Thank you for your time in reviewing this month's report, and let's work together to continuing making it – A Great Day to Be a Falcon!

JM



# Academic Intellectually Gifted Spotlight

## The SRCA Program

The Academic Intellectually Gifted (AIG) is identification applied to students exhibiting cognitive abilities in the top 10% of all students in an academic area or with an IQ screener. As a part of the SRCA strategic plan and School Improvement Team, we recognized that the AIG population that was under identified and in turn under challenged. A series of steps have been put into motion over the past couple of school years which have positively impacted the AIG services provided to SRCA.

The first major step was the creation of a designated AIG teacher at SRCA. Nancy Bertrand has been serving our AIG population for the past two years. Mrs. Bertrand brings a unique background of critical thinking and specialized training in meeting the needs of AIG students. Just as significantly, Mrs. Bertrand brings passion to her classroom, which has far reaching results which will be shared in a moment.

A second positive impact on the AIG program has been the installation of Keith Buff as the AIG Coordinator. Mr. Buff has many experiences and talents including a background in administration and as an AIG Facilitator. The first major task that Mr. Buff took on was to redevelop the SRCA AIG Plan. Mr. Buff presented a plan that was thoughtful, student driven and rigorous to allow SRCA to properly identify and then serve our AIG population. The plan was approved this past spring by the SRCA Board and you can view the plan by [clicking here](#).

## Real-time Results of the AIG Program

The positive outcomes from implementing the plan have already begun to present themselves. This fall, Mr. Buff has administered the Naglieri assessment to all 3<sup>rd</sup> – 8<sup>th</sup> grade students. This assessment was chosen because of its unique development which provides an accurate score for students while eliminating bias. The Naglieri assessment is administered worldwide without utilizing words, which aids in eliminating bias based on economic or social factors.

Utilizing a fair screening process, Mr. Buff has been able to successfully identify enough students to move our AIG population from 4% of the tested population to 11%. The 11% number represents a more accurate representation of who should be identified as AIG. In addition, 10% of traditionally underserved populations are also identified as AIG using this testing instrument.

While Mr. Buff has been applying strategies to properly identify the AIG population, Mrs. Bertrand has been working to secure additional resources and opportunities to enrich the AIG





population while also promoting our STEM program. One such collaboration comes from the strong relationship that has been fostered over the past several years with Western Carolina University (WCU). WCU has sent professors and students to SRCA to facilitate a pilot program called *Tech Buddies*. This program has allowed 6<sup>th</sup> grade students the opportunity to be taught new technologies by WCU staff and then take these new skills to teach 2<sup>nd</sup> grade students.

Mrs. Bertrand has also secured funding for several additional resources and opportunities. First, is the funding to obtain a flight simulator from the Civil Air Patrol. This will allow both STEM and AIG classes to explore the impacts of weather and mechanical factors on aviation. Second, in a collaborative grant written with the WCU professors, Mrs. Bertrand has been awarded a grant to obtain 12 Android tablets and a new 3-D printer. The grant also provides funds for Mrs. Bertrand to attend the North Carolina Technology and Education Society conference in March 2026 to obtain continuing education and enhance her classroom.

The positive impact that Mr. Buff and Mrs. Bertrand have had in improving our AIG program is clearly significant. All our students, and especially our AIG population, are better thanks to their hard work.



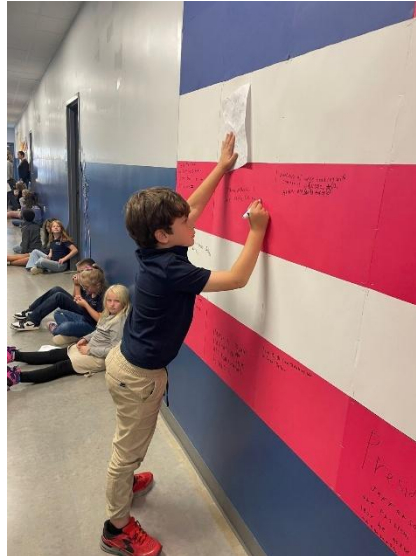
# Directors Report

## Elementary Attendance Incentive

For the month of September, we had a tie for grade levels who had the best attendance. Top attendance was 1st grade and 5th grade with a 98% attendance rate for the month of September. Each selected a fun activity to do for “winning” top attendance for the month. Prizes are also being given weekly for every 15 days students are present.

## Academic Projects

**Second grade** is collaborating with sixth grade to research facts about The War of 1812. The **Sixth graders** are reading the story assigned by the second graders and researching 4–5 facts about the war. Together, both grades will write their facts on pieces of flag stripes to create a large U.S. flag, which will be displayed in the second-grade hallway.



**Third grade** has been working on character traits in ELA. As a culminating activity, the students used their creativity to create a pumpkin to showcase the main character in a book of their choosing. They also wrote a 3-paragraph paper on the character from their book as well. They worked so hard on this 3-week project and were so excited to present their final projects to their peers!





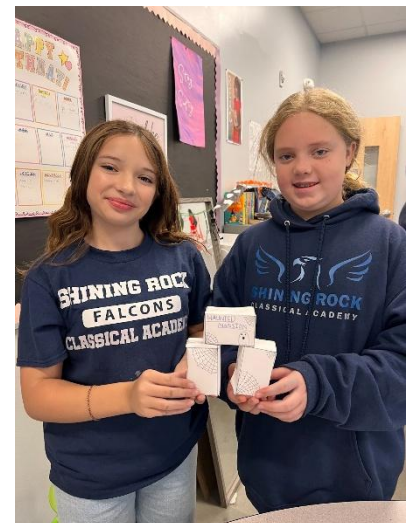
**Fourth grade** has been working in math on place value, adding and subtracting with regrouping, area and perimeter, and multiplying multi-digit numbers.

In ELA, they have learned Plot Mountain and character traits, Author's Purpose, and are currently working on Main Idea and Theme. We have also been spending time on creative writing.

This fall semester, 4<sup>th</sup> graders are doing science and have covered topics on layers of the earth and plate tectonics. We are currently learning about forms of energy and waves.



**Sixth grade** students have been working on a Disney-themed project in math. Using a Magic Kingdom map, they measured the area of each land and then applied their understanding of surface area to create 3D models of various attractions.



## High School FAFSA Night

On October 16th, Caleb Tate from HCC hosted a FAFSA and RDS night for seniors and their parents at SRCA from 5:30–6:30 PM. Five seniors and seven parents attended the event. All five students successfully completed the RDS process and received a residential placement number, which will be valid through 2027 and can be used to apply to any college. Additionally, all students completed their CFNC accounts and began their FAFSA applications. Each student also registered with HCC, ensuring they can receive case management support for their applications, even if they choose to attend a different college.

The FAFSA night was a great success for both students and parents. We are planning to host another event next year that will include both 11th- and 12th-grade students. In the spring, we are also planning a trip to HCC for 11th- and 12th-grade students so they can explore the various pathways and programs HCC offers.

## School Spirit Activities

### Grade Level Community Meetings

Mr. Aldossary started grade-level community meetings to provide both students and teachers with a safe space to share their thoughts, build connections, and feel heard. These meetings have been an excellent way to help students feel supported and valued.

He also organized a student-led Event Planning Committee to give students a voice in planning fun and engaging school-wide activities such as Spirit Days, a Hot Cocoa Drive, and other events that bring students and staff together.

Mr. Aldossary welcomes any feedback or suggestions for additions or adjustments moving forward.

### Falcon Spirit

Students in all grades gathered outside to cheer on the High School Cross-Country teams as their bus departed for the state competition. The atmosphere on both campuses was filled with excitement and school spirit as students waved handmade signs, clapped, and shouted words of encouragement. It was a great show of support and unity from the entire school community, sending the team off with Falcon pride!

Special thanks to Officer Reeves for providing an escort for our team between campuses and across the county line as they left for competition.





## What Are Students Saying?

"I love all of the grammar and writing that my teacher does with us in class."



Athena Rotundi  
4th Grade  
Mrs. Lynn's Class

"I love my daily schedule and specials! All of the specials are my favorite."



Cole McBride  
2nd Grade  
Ms. Sylvester and Mrs. Morgan Class

"All of the teachers I have had at Shining Rock have been so nice. The way they talk to me helps me know I am cared about and they are so fun!"



Liam Arlidge  
3rd Grade  
Mrs. Longs Class

"I like going to school here because I get to see my friends, no matter how crazy they are. I love my teachers, especially since I've had one of them for three years in a row. I also get to see my cousins and my little sister during the day. My classes are fun, even though I'm in 8th grade. Plus, the school is very close to my house, so I could walk or skate here if I wanted to."



Saya Brummett  
8th Grade

“Shining Rock Classical Academy has undoubtedly been the best choice for me in my academic journey. The close-knit environment creates a homey atmosphere unlike any other school I’ve experienced. The bonds I’ve formed with my peers are unbreakable and something I couldn’t have found elsewhere. However, what truly stands out to me is the teachers. They ensure every student understands the material, often taking time out of their busy schedules to provide extra help. The teachers truly make this school and each day a Great Day to be a Falcon.”



Eva Shapiro  
Senior

## Teacher Testimony

### Question: Why do you enjoy teaching at SRCA?

“I truly enjoy working at SRCA because it is a community built on strong core values that guide both teaching and learning in every way. Our focus on respect, responsibility, and kindness helps create a positive and supportive environment where students thrive and staff feel valued. I also appreciate the incredible support from our administration, who are always approachable, encouraging, and dedicated to helping teachers grow professionally. It’s inspiring to be part of a team that works together to make a real difference in student's lives.”



Jennifer Akers, 2nd Grade Teacher

## A look into Elementary Specials

| Special        | Description of Academic Project or Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PE</b>      | 2nd grade learned how to build hula huts to play Hula Hut Knockdown. They worked together in teams to build these hula hoop structures; in level 1 they built and explored the structure going through it. This sets them up to play Hula Hut Knockdown during another lesson.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Music</b>   | 5th Grade is learning about the biographies and musical lives of different American musicians. Students are focusing on different musical genres such as Pop, Folk, R&B, Country and Rock n Roll. Featured musicians include Michael Jackson, Woody Guthrie, Aretha Franklin, Loretta Lynn and Elvis Presley. Students are singing and playing the ukulele featuring these musicians and their songs, in preparation for their December performance titled <i>Musicians That Shaped America</i> .                                                                                                                                                                                                                                                                                                                                        |
| <b>Art</b>     | <p>2nd Grade is learning about Sandra Silberzweig, a contemporary artist who has synesthesia (a condition where the senses get mixed up). Students learned that while this is considered a disability- it just might be her superpower, enabling her to create vivid portraits full of color and patterns. Sandra uses her art to express how she experiences and sees the world. Our project focus is portraiture, color, and pattern.</p> <p>*In coordination with music “Musicians that shaped America” 5th graders will be creating a slice of “American Pie”. A clay sculpture which explores American traditions from our large and varied country. Each slice of pie will contain symbols of each student’s favorite things- family, hometowns, friends, and heroes. These pieces will reflect the past, present, and future.</p> |
| <b>Spanish</b> | In Kindergarten students have been learning their colors while celebrating Hispanic Heritage Month. We explored the tradition of pinatas and how they are an important part of celebrations in many countries. Students created their own colorful pinata art by gluing tissue paper onto a picture of a pinata and practiced writing their colors in Spanish.                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>AIG</b>     | 5th Grade AIG students are working on a comprehensive study of plant growing techniques. They are striving to improve their lettuce and radish yields through hydroponics. They are learning to monitor pH levels and nutrient mixes and are currently engineering an aeroponics tower; as well as an aquaponics setup using a donated 10-gallon aquarium. They will collaborate with other AIG students who have learned Computer Coding to provide automation to their systems.                                                                                                                                                                                                                                                                                                                                                        |



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# Finance Report

## Monthly Budget Report

Please refer to SRCA Finance Report September FY25 in the board packet.

# Head of School Report

## Compliance Update

### Public Records Requests

Rebecca Fitzgibbon made a PRR on August 27. This was a follow-up to a request that was made on July 7 that was fulfilled, but not in a manner that she found satisfactory. After consulting with legal counsel, the July 7 fulfillment was sufficient for the request that was made. Counsel did advise a second approach to fulfill the request that is more robust and hopeful in addressing all possible concerns. The complete report from Chair Weimar is in the public records folder in Board on Track. The summary of this second request is provided below.

#### Report completed by Alyson Weimar, SRCA Board Chair

**Rebecca Fitzgibbons Request-** *Concise report on the number of concerns, complaints, and grievances against Mr. Morgan over the past seven years.* ”

**Search** from August 2025-August 2018, 3 board chair email accounts.

**Time:** 3 hours 37 minutes of searching emails. 1 hour of additional time compiling the report.

**Total hours: 4 hours and 37 minutes**

**824 total emails containing keywords were reviewed regarding JM.**

**Summary:** The terms “**complaint**,” “**concern**,” and “**grievance**” appeared in emails over the 7-year period, but very few pertained to Josh Morgan (JM). **Two emails** pertaining directly to complaints/concerns against JM were from previous teachers/staff. Of note, **multiple supportive** emails were also received from teachers, staff, and parents to the board regarding Mr. Morgan.

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No additional requests have been made since those previously noted.



| Fitzgibbon Requests             | Staff Needed to Fulfill                                        | Time and Expense                                                                                  |
|---------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------|
| July 7                          | J. Morgan – Review of previous board minutes                   | 45 minutes                                                                                        |
| August 27                       | Board Chair, Legal Counsel, IT                                 | Board Chair – 5 hours,<br>Legal – 30 minutes @ contract rate<br>IT – 1 hour @ contract rate       |
| Total Since July 1, 2025        |                                                                | 7.25 Hours<br>\$115 of external support                                                           |
| Vaillencourt Requests           | Staff Needed to Fulfill                                        | Time and Expense                                                                                  |
| Multiple from August 21 forward | Board Members, Legal Counsel                                   | Board Chair – 2 hours<br>Board Members (x8)– 30 minutes each<br>Legal – 1.5 hours @ contract rate |
| Total Since July 1, 2025        |                                                                | 7.5 Hours<br>\$225 of external support                                                            |
| Grand Totals since July 1, 2025 | Time Required: 14.75 Hours<br>Taxpayer Dollars Required: \$340 |                                                                                                   |

## Facilities and Legislative Update

### FEMA and Legislative Stall

The gridlock in Raleigh and Washington D.C. is creating tangible problems locally. The federal shutdown has frozen all funds that were not already released. A key example of this problem is the FEMA requests to repair the roofs on the Dellwood campus. The slow progress in filing this claim has come to a complete stop due to the furlough of non-essential staff.

Fortunately, Title I funds have been released prior to the shutdown. However, there are other federal funds released to the state level that occur quarterly and bi-annually. While the politics of Washington are challenging to determine, it is fair to state that a protracted shutdown into and beyond the holiday season will have a negative impact on operations and projections at SRCA.

There continues to be no energy to move a ratified amended budget across the line in Raleigh.



# Coversheet

## Finance Report

**Section:** VI. Finance Committee

**Item:** A. Finance Report

**Purpose:** Discuss

**Submitted by:**

**Related Material:**

03\_BOARD\_REPORT\_2025\_09\_SHINING\_ROCK\_CLASSICAL\_ACADEMY\_CFA\_20251021.pdf





## SHINING ROCK CLASSICAL ACADEMY CFA Budget Analysis Report (Reconciled)

Fiscal Year: 2026 - September

| Account                                   | Budget              | Period Activity    | YTD Activity        | Remaining Budget    | % Used       | EOY Projection      | Notes |
|-------------------------------------------|---------------------|--------------------|---------------------|---------------------|--------------|---------------------|-------|
| <b>Revenues</b>                           |                     |                    |                     |                     |              |                     |       |
| ▶ Rev - State Revenue                     | 5,077,623.84        | 418,205.58         | 1,321,843.34        | 3,755,780.50        | 26.03        | 5,077,623.84        |       |
| ▶ Rev - Local                             | 1,653,905.03        | 26,883.69          | 39,514.36           | 1,614,390.67        | 2.39         | 1,639,030.03        |       |
| ▶ Rev - Pass-Through Revenue              | 150,600.00          | 2,631.98           | 22,800.33           | 127,799.67          | 15.14        | 165,902.00          |       |
| ▶ Rev - Federal                           | 328,558.01          | 27,373.22          | 31,191.44           | 297,366.57          | 9.49         | 339,104.09          |       |
| ▶ Rev - Fund 5 Rev - B&A, Lunch(Full Pay) | 210,000.00          | 19,613.75          | 36,182.49           | 173,817.51          | 17.23        | 210,000.00          |       |
| <b>Revenues</b>                           | <b>7,420,686.88</b> | <b>494,708.22</b>  | <b>1,451,531.96</b> | <b>5,969,154.92</b> | <b>19.56</b> | <b>7,431,659.96</b> |       |
|                                           |                     |                    |                     |                     |              |                     |       |
| Account                                   | Budget              | Period Activity    | YTD Activity        | Remaining Budget    | % Used       | EOY Projection      | Notes |
| <b>Expenses</b>                           |                     |                    |                     |                     |              |                     |       |
| ▶ Salaries & Bonuses                      | 3,402,325.00        | 326,945.05         | 909,934.26          | 2,492,390.74        | 26.74        | 3,458,682.96        |       |
| ▶ Benefits                                | 886,416.93          | 77,607.75          | 225,768.20          | 660,648.73          | 25.47        | 894,006.02          |       |
| ▶ Books and Supplies                      | 160,200.00          | 11,578.86          | 54,772.15           | 105,427.85          | 34.19        | 132,700.00          |       |
| ▶ Technology                              | 116,000.00          | 3,658.07           | 72,983.60           | 43,016.40           | 62.92        | 116,000.00          |       |
| ▶ Equipment & Leases                      | 90,000.00           | 4,222.49           | 16,943.35           | 73,056.65           | 18.83        | 90,000.00           |       |
| ▶ Contracted Student Services             | 179,500.00          | 6,217.39           | 11,598.59           | 167,901.41          | 6.46         | 179,500.00          |       |
| ▶ Staff Development                       | 29,000.00           | 2,153.08           | 2,443.67            | 26,556.33           | 8.43         | 29,000.00           |       |
| ▶ Administrative Services                 | 307,500.00          | 19,846.96          | 88,472.55           | 219,027.45          | 28.77        | 316,770.72          |       |
| ▶ Insurances                              | 83,000.00           | 18,592.88          | 44,357.72           | 38,642.28           | 53.44        | 83,000.00           |       |
| ▶ Rents & Debt Service                    | 1,499,750.04        | 124,044.12         | 376,213.96          | 1,123,536.08        | 25.09        | 1,497,179.92        |       |
| ▶ Facilities                              | 205,000.00          | 22,791.21          | 153,035.49          | 51,964.51           | 74.65        | 309,922.10          |       |
| ▶ Utilities                               | 135,500.00          | 12,151.71          | 31,056.19           | 104,443.81          | 22.92        | 135,500.00          |       |
| ▶ Nutrition & Food                        | 106,000.00          | 18,207.12          | 18,004.70           | 87,995.30           | 16.99        | 106,130.50          |       |
| ▶ Transportation & Travel                 | 29,000.00           | 1,002.36           | 2,025.37            | 26,974.63           | 6.98         | 29,000.00           |       |
| ▶ Before and After School Care (WINGS)    | 68,500.00           | 5,327.01           | 22,891.64           | 45,608.36           | 33.42        | 68,594.03           |       |
| ▶ Pass-Through Expenses                   | 3,500.00            | 1,707.50           | 1,747.04            | 1,752.96            | 49.92        | 3,750.00            |       |
| ▶ Federal Grant Related Expenses          | 110,000.00          | 1,553.36           | 21,089.60           | 88,910.40           | 19.17        | 41,325.62           |       |
| ▶ NC Safety Grant Expenses - 438          | 0.00                | 120.00             | 440.80              | -440.80             | ***          | 440.80              |       |
| <b>Expenses</b>                           | <b>7,411,191.97</b> | <b>657,726.92</b>  | <b>2,053,778.88</b> | <b>5,357,413.09</b> | <b>27.71</b> | <b>7,491,502.67</b> |       |
| <b>Surplus/(DEFICIT)</b>                  | <b>9,494.91</b>     | <b>-163,018.70</b> | <b>-602,246.92</b>  | <b>611,741.83</b>   | <b>-8.15</b> | <b>-59,842.71</b>   |       |



# Coversheet

## Sports teams and Homeschool/Early College players

|                          |                                                      |
|--------------------------|------------------------------------------------------|
| <b>Section:</b>          | XI. Other Business                                   |
| <b>Item:</b>             | B. Sports teams and Homeschool/Early College players |
| <b>Purpose:</b>          | Discuss                                              |
| <b>Submitted by:</b>     |                                                      |
| <b>Related Material:</b> | 9500 Non Student Sport Participation.pdf             |

## **NON-SRCA STUDENT SPORT PARTICIPATION**    *Policy Number:*    **9500**

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The purpose of this policy to provide opportunities that may be mutually beneficial for high school aged student athletes and Shining Rock Classical Academy.

For the application of this policy, the following SRCA based standing must be in effect:

- SRCA high school level sports must be participating as an Independent outside of the North Carolina High School Athletic Association (NCHSAA).
- Sports being offered would be fielded regardless of non-student athlete participation.

### **Athlete Eligibility**

For a non-SRCA student to be eligible to participate in SRCA athletics the potential athlete must meet all of the following:

- Enrolled in one of the following academic settings
  - Homeschool (Documentation from NC Department of Non-Public Instruction required)
  - Private School (Report Card required)
  - Early College (Report Card required)
- Academic eligibility as outlined in the NCHSAA Handbook (1.2.6).
- Participation eligibility as outlined in the NCHSAA Handbook regarding amateur status and college enrollment (1.2.15, 1.2.18).
- Proof of private health insurance.
- Completed sports physical.
- Proof of guardian with accurate contact information.

By participating with SRCA athletics, the athlete will also be held to the standards outlined in the SRCA Student Code of Conduct. Failure to comply with the Code of Conduct or demonstrate the SRCA Core Values will result in the disqualification of the student for participation.

Additionally, athletes are expected to adhere to all policies and procedures of the athletic department regardless of student status. This includes that athletes must ride SRCA provided transportation to all sporting events. Practices held off campus on a daily basis may be exempted at the coach's discretion.

### **Fee Structure**

Non-SRCA Student will be required to pay a \$25 non-refundable tryout fee prior to the first practice. If the student earns a roster position, a participation fee of \$150 will be due by the completion of the second week of practice. The tryout fee shall be applied to the participation fee. The tryout fee and participation fee shall be specific to each sport and may not be carried over to the next sports season.

All fees are non-refundable in the event of injury, family relocation, or loss of eligibility due to academics or ethics violations.

### **Roster Preference**

If all other eligibility requirements are met in accordance to this policy, coaches are expected to make roster decisions based upon common metrics of athletic skill, coachability, and demonstrated sportsmanship.

Coaches decisions regarding an athlete earning a roster slot or not (being cut) during tryouts are to be considered final and undebatable. The athlete may request a follow-up meeting with the coach to receive feedback on areas to improve for future opportunities. Questioning the roster decision or critiquing other athletes during this or any other meeting is prohibited.

### **Responsibilities of SRCA**

By implementing this policy, SRCA will provide the athlete with the property uniform and equipment to participate in the sport. Additionally, transportation will be provided to all away contest for the athlete.

### **Policy Expiration**

With the SRCA High School athletics continuing to grow with the addition of each grade, the capacity and needs are expected to evolve. The SRCA Athletic Director and Head of School shall recommend to the board by June 1 of each year with regards to the pursuit of classification within the NCHSAA and the status of this policy for the next academic year.

*Adopted: September 2022*

*Rev: June 2024*