

Research Triangle High School

RTHS Board of Directors Meeting

Date and Time

Wednesday October 21, 2026 at 5:30 PM EDT

Location

<https://rthighschool.zoom.us/j/98479477674>

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A. Record Attendance		ShuDon Brown	2 m
B. Call the Meeting to Order		Steven Hunter	2 m
Board Chair Steven Hunter will convene the meeting of the Board of Directors.			
II. Approve Board Meeting Minutes			5:34 PM
A. Board Meeting Minutes	Approve Minutes	ShuDon Brown	2 m
The Board will review and approve the minutes from the September 16, 2026 Board of Directors Meeting.			
Approve minutes for RTHS Board of Directors Meeting on September 16, 2026			
B. Board Meeting Minutes	Approve Minutes	ShuDon Brown	2 m

	Purpose	Presenter	Time
The Board will review and approve the minutes from the October 8, 2026 Board of Directors Retreat.			
Approve minutes for RTHS Board Retreat on October 8, 2026			
III. Public Comments			5:38 PM
A.	Open to all community members (students, family members, faculty and staff, community members, and others)	FYI Steven Hunter	5 m
<i>The RTHS Board of Directors welcomes and values input from members of the public during its meetings. In compliance with Open Meetings Law, the public is invited to attend all open meetings of the RTHS Board.</i>			
<i>To complete its planned agenda effectively and efficiently, the Board designates a specific time for public comment at each regular monthly meeting. Individuals seeking to address the board must:</i>			
<i>1. Sign up at least two (2) hours before the start of the meeting by contacting the Board Chair in writing.</i>			
<i>2. Each written request to comment must include the speaker's name, their contact information, and the subject of the comment.</i>			
<i>3. Each speaker will have no more than three (3) minutes to address the Board.</i>			
<i>The following guidelines are observed during the public comment session:</i>			
<i>1. Comments must be directed to the Board of Directors.</i>			
<i>2. Profanity and personal attacks are not permitted.</i>			
<i>3. Board members do not engage in dialogue or respond to speakers.</i>			
<i>4. Per state law, any discussion of personnel matters or attorney-client privileged issues must occur in a closed session.</i>			
<i>Thank you for your cooperation and your continued commitment to RTHS.</i>			
IV. Chief School Officer Report			5:43 PM
A.	Executive Overview	Discuss Akiba Griffin	10 m
RTHS Chief School Officer (CSO) Akiba Griffin will share information about key school events and activities.			

	Purpose	Presenter	Time
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V.	Finance Committee Report		5:53 PM
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A.	RTHS Monthly Financials and Other Business	Discuss	Carolyn Coia	10 m
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Committee Chair Carolyn Coia and Chief Operations Officer (COO) Alex Drake will present the following items for the Board's review and approval:

- Finance Update

B.	Executive Session	Vote	Carolyn Coia	5 m
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The Board of Directors will be in Executive Session to discuss a personnel matter.

VI.	Governance Committee Report		6:08 PM
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A.	Governance Committee Business	FYI	Michael Dwomoh	1 m
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Committee Chair Dr. Michael Dwomoh and COO Alex Drake will share the following items:

- No meeting this month, so no report.

VII.	Academic Excellence Committee Report		6:09 PM
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A.	Academic Excellence Business	FYI	Phoebe Thermitus	5 m
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Committee Chair Phoebe Thermitus and CSO Akiba Griffin will present the following items for Board review.

- No meeting this month, but Akiba to provide School Engagement Team Update.
 - The material is appended to the CSO Report.

VIII.	Development Committee Report		6:14 PM
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A.	Development Committee Business	Discuss	Julian Berla	10 m
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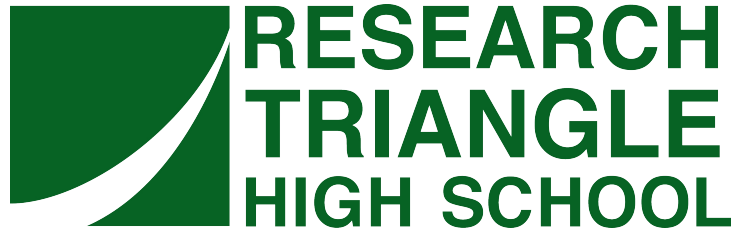
	Purpose	Presenter	Time
Committee Chair Julian Berla and CSO Akiba Griffin will give an update:			
• Development Committee Update. ◦ The material is appended to the CSO Report.			
IX.	Remaining Business Matters		6:24 PM
A.	Remaining Items	Discuss	Steven Hunter
			10 m
• Next Board Meeting: November 18th • Board Retreat on October 8th • Follow-up workshop to be scheduled in December ◦ Scheduling options? • Other items?			
X.	Closing Items		6:34 PM
A.	Adjourn Meeting	Vote	ShuDon Brown
			1 m

Coversheet

Board Meeting Minutes

Section:	II. Approve Board Meeting Minutes
Item:	A. Board Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for RTHS Board of Directors Meeting on September 16, 2026

APPROVED



Research Triangle High School

Minutes

RTHS Board of Directors Meeting

Date and Time

Wednesday September 16, 2026 at 5:30 PM

Location

<https://rthighschool.zoom.us/j/98479477674>

Directors Present

C. Coia (remote), J. Berla (remote), J. Goodwin (remote), K. Daughtry Broccio (remote), M. Dwomoh (remote), P. Thermitus (remote), R. Shrivastava (remote), S. Brown (remote), S. Hunter (remote)

Directors Absent

D. Requena

Guests Present

A. Drake (remote), A. Griffin (remote), Jackie Morgentsern (remote), Jai Arun (remote), Laura Chapman (remote), Trupti (remote), Varshal Arun (remote), dthompson_rthighscho (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

S. Hunter called a meeting of the board of directors of Research Triangle High School to order on Wednesday Sep 16, 2026 at 5:39 PM.

II. Approve Board Meeting Minutes

A. Board Meeting Minutes

J. Berla made a motion to approve the minutes from August 19th RTHS Board of Directors Meeting on 08-19-26.

M. Dwomoh seconded the motion.

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

Roll Call

D. Requena	Absent
S. Brown	Aye
J. Berla	Aye
C. Coia	Aye
R. Shrivastava	Aye
J. Goodwin	Aye
S. Hunter	Aye
M. Dwomoh	Aye
K. Daughtry Broccio	Aye
P. Thermitus	Aye

III. Public Comments

A. Open to all community members (students, family members, faculty and staff, community members, and others)

Requests were received before the meeting; open to students, family members, faculty, and staff. Limited to 3 mins for each speaker

- Topic: The removal of 3 freshman students from the AP Cybersecurity Course.
 - Jai Arun, son is a freshman their critirea to select RTHS was because of the AP cybersecurirty course. Jai stated that the kids have joined since they have been in the school enjoyed the class and placed high. Jai would like the board to reconsider removing the 3 freshman students from the course.
 - Varshal stated the understanding how to securely use devices should be taught to the kids. Their son was actively trying to learn this and the coruse was very motivating for their student to pursue cetifications. Varshal asks the board to reconsider the 3 students removal. Note: Varshal sat in the open house for the session and believes the students can do the work required.
 - Trupti stated seeing the students are doing well in the course an have been removed after 3 weeks they would like for the board to reconsider the removal of the freshman.

The board will discuss this separately, but not at this meeting

IV. Chief School Officer Report

A. Executive Overview

CSO report presented by Akiba.

- Student Council had a color war, great way for students to meet other from different classes
- Meet the teachers was on September 15th, great turn out and wonderful family reviews
- Celebrating Hispanic Heritage Month until October 15th, will highlight some of the students.
- Arts department has started activities for Art Education week.
- Homecoming game and Dance
- Senior College App Day

V. Finance Committee Report

A. RTHS Monthly Financials and Other Business

- As of the end of August, we have a surplus of 210,712 in unallocated funds. Still funded off last year's ADM (571) and won't know the new ADM until October.
- Salary adjustments are now included in the budget.
- We have a new employee premium in the state health plan, which is 2.4% of salaries. We do not participate in the state retirement program, so we are being charged and did not know until we received the invoice.
- The new vacancies since last month are School Counselor and EC Teacher.
- The audit projected surplus is 118,002. We have submitted all materials to the auditors; they have submitted a few requests. They know we need the audit by mid-November.

B. Executive Session

M. Dwomoh made a motion to Move to the executive session.

S. Hunter seconded the motion.

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

M. Dwomoh made a motion to To approve the recommended contract for Freeman Long as the Science of Photography class teacher.

C. Coia seconded the motion.

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

Roll Call

J. Berla	Aye
S. Hunter	Aye
D. Requena	Absent
S. Brown	Aye
K. Daughtry Broccio	Aye
P. Thermitus	Aye
J. Goodwin	Aye
C. Coia	Aye
M. Dwomoh	Aye
R. Shrivastava	Aye

VI. Governance Committee Report

A. Governance Committee Business

Required Legal Language recommended by Lisa to add to the handbook by September 1st, to be approved by the board on September 16th.

Student and Employee Handbook Updates

- Prohibits discrimination based on individuals' protected classifications under federal law, including antisemitism as defined in G.S. 12-3-2

M. Dwomoh made a motion to Approve the new recommended legal language for the Student and Employee Handbooks.

S. Hunter seconded the motion.

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

Roll Call

C. Coia	Aye
S. Brown	Aye
S. Hunter	Aye
M. Dwomoh	Aye
P. Thermitus	Aye
R. Shrivastava	Aye
J. Goodwin	Abstain
D. Requena	Absent
J. Berla	Aye
K. Daughtry Broccio	Aye

Michelle Fiscus (Development and Governance interest) and Monique Miller (Academic Excellence and Finance interest) were recommended to be board members.

K. Daughtry Broccio made a motion to Approve Michelle Fiscus and Monique Miller as new RTHS Board Members.

P. Thermitus seconded the motion.

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

Roll Call

P. Thermitus	Aye
J. Berla	Aye
R. Shrivastava	Aye
K. Daughtry Broccio	Aye
D. Requena	Absent
M. Dwomoh	Aye
S. Hunter	Aye
J. Goodwin	Aye
C. Coia	Aye
S. Brown	Aye

VII. Academic Excellence Committee Report

A. Academic Excellence Business

School Engagement Team applications went out to the staff members and students who may be interested. The goal is to finalize the team by the end of September. The team already has a 3-year plan mapped out and will select goals to work on during the school year.

Academic Committee reviewed the EOC data for 2023 - 2026. Students are not meeting expected growth in Biology and Math 1 (9th grade math). English is doing well; Math 3 is mixed. Not meeting growth in Biology is a statewide trend in NC; the test was revamped in 2024-2025.

- The Hispanic subgroup is not meeting expectations in Math.
- Biology subgroup data is not available.
- Our Biology percentage for students' passion increased by 2% from 68% to 70%
 - New biology standards were developed; they should be available around October. Teachers are involved in rewriting them, but RTHS teachers were not invited.

Implementation Plans

- Practice questions will be taught throughout the year.
- NC check-ins (interim assessment systems) will be conducted
- Math 1 push-in support from Math instructional coach

VIII. Development Committee Report

A.

Development Committee Business

- Development Committee received the development plan from Dina, and we will update it with current-year info and priorities.
- Shoprasie demo with Akriba is scheduled for September 28th.
- The local business engagement event is in the planning phase, with rain plan options.
- Discussing how to refocus the Raptor Fund so it is distinct from the PTSO.

IX. Remaining Business Matters

A. Remaining Items

Board member orientation for current members is complete.

Steven will conduct the new orientation for recently approved members

Oct 8th board retreat: 8 am - 12 pm, across the street from RTHS, 600 Park Offices Drive, in the Training Room.

The next board meeting is Oct 21.

X. Closing Items

A. Adjourn Meeting

M. Dwomoh made a motion to Adjourn the Meeting.

P. Thermitus seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:54 PM.

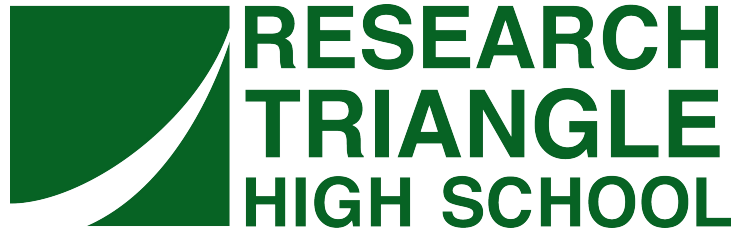
Respectfully Submitted,
S. Brown

Coversheet

Board Meeting Minutes

Section:	II. Approve Board Meeting Minutes
Item:	B. Board Meeting Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for RTHS Board Retreat on October 8, 2026

APPROVED



Research Triangle High School

Minutes

RTHS Board Retreat

Date and Time

Thursday October 8, 2026 at 8:00 AM

Location

The Frontier

Training Room

600 Park Offices Drive

Durham, NC 27713

(Across HWY 54 from RTHS)

Enter the lobby and head left down the hallway after the elevators until you reach the training room at the end of the hallway.

Directors Present

C. Coia, J. Berla, J. Goodwin, K. Daughtry Broccio, M. Dwomoh, M. Miller, P. Thermitus, R. Shrivastava, S. Brown, S. Hunter

Directors Absent

D. Requena, M. Fiscus

Directors who arrived after the meeting opened

J. Goodwin

Directors who left before the meeting adjourned

M. Dwomoh, P. Thermitus

Guests Present

A. Drake, A. Griffin

I. Opening Items

A. Call the Meeting to Order

S. Hunter called a meeting of the board of directors of Research Triangle High School to order on Thursday Oct 8, 2026 at 8:07 AM.

B. Record Attendance and Welcome

II. General Information

A. New Board Member Training

All new board members have received their training.

III. Public Comments

A. Open to all community members (students, family members, faculty and staff, community members, and others)

No request for Public Comments.

IV. Introductions

A. Overview of Meeting Agenda

- Reviewed the Board Roles.
- Review the Board Communication
- Overview of questions to help establish conversation around Board Goals and Committee Goals

J. Goodwin arrived.

B. Get to know each other better....

A meet-and-greet took place before the board meeting was called to order.

Roundtable introductions of who everyone is.

V. CSO Update

A. Topics

Highlights:

- Revamped Professional Development within the school, ensuring we build teachers up for the next stages of their careers, if that is what they want.
- Hired a new AP this year, and the new coaching program is going well.
- College applications still have interest, and Akirba has noticed a trend of students attending CC and then transferring to 4-year Universities. They are working on establishing an Alumni network.
- Over 100 students showed up to the homecoming game!!!!
- Student and Staff morale is up. The Salary increase did receive positive feedback.

Teacher Working Conditions:

- ~79% response rate, roughly 30 teachers.
- Could use improvement, according to the state
 - Some teachers would want to work in another school, but it is an increase from ~61% to ~65%
 - Decrease in feeling comfortable raising issues and concerns.
 - Leadership's awareness of what is going on in my classroom is really low; the consensus was that it was related to access and availability.
 - No clarity on how involved we can actually be in determining the school budget.
- It could be useful to have an outside facilitator conduct a focus group without leadership present.
- Cheating and Skipping are concerns.
 - Cheating is in daily assignments related not cheating on test.

Facilities:

- We currently have an enrollment cap due to overage, leading to overflow into hallways.
- Big Priorities to consider
 - Adding 6 classrooms
 - Obtaining larger Storage rooms
 - Exceptional Children need 2 additional offices
 - At least 1 room for separate testing
 - Counseling suites
 - Flex space for a cafeteria. In need of more microwaves to heat food.
 - STEM LABS!!
 - Building is not ADA compliant.
- Idea to have a Board tour of the building.

VI. RTP Foundation

A. Updates on RTP Community Directions

Background was given on RTP history.

Review of RTP Future development planning.

VII. School Expansion

A. Developer / GC Options

Charter School Expansion: Options and Considerations:

- These are firms and non-profits that help with the construction of Charter Schools.
- Joy interviewed 4 firms, all seasoned groups that have built 20-70 schools across multiple states.
 - They are listed in the presentation attached to the agenda.
 - ([RTHS Expansion 8.8.26.pdf](#))
- Nonprofits are more mission-driven and focus on supporting you and helping lower interest rates.
- Quotes range from \$300-\$450 per square foot for new-build construction.
- A gym averaged 12,000 square feet (\$3.6 - \$5.4 million)

M. Dwomoh left.

P. Thermitus left.

VIII. Planning: Establish Short- and Long-Term Goals and Priorities

A. Board Planning

Thoughts from the board

- A gym with a shop and STEM labs that could be externally accessible.
- We should revisit our school vision after Carolyn and Joy's recent research.
- Discussion of the size of the school. Is the current enrollment the right number?
- Larger class sizes for advanced courses.
- There is competition; it is not enough to just be STEM.
 - What is our differential?
 - We have students who are reaching out for internships.
- How do we engage the community?
- We could close the gap by making students a resource for industry.
- High School Internships.
- How can we improve our Marketing?
- We could reach out to company resource groups
- Enrollment helps with getting county funding.
 - We have to stay around 490 students for our bond.
- Could we expand with middle schoolers? Feed directly into the high school
 - We would get the same funding for an MS Student and HS Students.

- It would be great to have direction and a firm decision on expansion by the end of the school year.

Our Goals Themes (Preliminary --Rough Draft)

- Redefining or envisioning our mission and differentiation
- Discovering ways to engage the community

B. Wrap up and Next Steps

Let's see if we can schedule a work session in December.

- During the week before December 18th, 2026

If you have goal ideas, please send them to Steven, and he will share them at the next meeting.

IX. Closing Items

A. Adjourn Meeting

S. Brown made a motion to Adjourn the meeting.

S. Hunter seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 12:06 PM.

Respectfully Submitted,
S. Brown

Documents used during the meeting

- Annual Board Retreat Presentation, 10-08-2026.pptx
- CSO Highlights Board Retreat 2026.pdf
- TWChistorical.pdf
- Facilities and Expansion Needs_ Charted.pdf
- RTHS Expansion 8.8.26.pdf

Coversheet

Executive Overview

Section:	IV. Chief School Officer Report
Item:	A. Executive Overview
Purpose:	Discuss
Submitted by:	
Related Material:	CSO Report-Highlights 10.21.pptx.pdf

CSO Report to the RTHS Board of Directors

October 21, 2026



CSO Highlights

- Homecoming Game-Friday September 25th(against Vance Charter)
- Homecoming Dance-Saturday September 26
- Senior College App Day-Tuesday, September 29th
- Senior Class Trip-Kings Dominion
- Volleyball Conference Champions

Upcoming:

- Raptoberfest



Academic Excellence



Academic Excellence Committee

School Engagement Team Update:

- First meeting of the year
- Introductions of new SET Members
- Discussed the monthly commitments of SET Team
- Discussed school Values
- Next Month: SET members will choose 3-4 goals for this year from our School Improvement Plan



Development



Development Updates

- Discussed the goals and strategic plan for the development committee
- PTSO shared their fundraising plans for the year
- We briefly discussed the Raptor Fund and will continue to discuss the best implementation plan for that fund
- Discussed the idea of the school's need for a development consultant to support us through the expansion process



Coversheet

RTHS Monthly Financials and Other Business

Section:	V. Finance Committee Report
Item:	A. RTHS Monthly Financials and Other Business
Purpose:	Discuss
Submitted by:	
Related Material:	Finance Update - 10_14_26 Brief.pdf

RESEARCH TRIANGLE RAPTORS

FINANCE UPDATE
OCTOBER 14, 2026

BUDGET UPDATE

- **As of 9/30/26:**

Projected surplus: **\$210,712**

DSCR: **1.48**

- Funding ADM: **571** (2025-26 ADM)
- 2026-27 Enrollment as of 10/12: **561**

- **Current Vacancies:**

- School Counselor
- Instructional Coach (Math focus)
 - Offer pending
- Earth/Environmental Science

Committee Business

- Audit Update
- Contract for Approval



FY26 Budget and Audit Updates

- **FY26, as of 6/30/26:**

DSCR: 1.36

AUDIT UPDATE

- **Audit draft received 10/9/26**
 - No findings or recommendations
 - Nicole currently reviewing financial statements
 - Board will review and then approve at November board meeting

