



The Exploris School

Annual Retreat

Date and Time

Tuesday January 28, 2020 at 4:30 PM EST

Location

NC State Hunt Library Conference Room - Duke Energy Hall C & D

Agenda

	Purpose	Presenter	Time
I. Opening Items			4:30 PM
Opening Items			
A. Call the Meeting to Order		Camesha Jones	1 m
B. Record Attendance and Guests		Camesha Jones	1 m
C. Approve Minutes from last board meeting	Approve Minutes	Keely Byars-Nichols	1 m
Approve minutes for Board Meeting on December 17, 2019			
D. Public Comment		Camesha Jones	5 m
PUBLIC COMMENT			

Fifteen minutes will be allocated on the agenda for public input at each meeting. Additional time may be added at the discretion of the Chair.

Public comment may be oral, in person, or in written form to be read by the Chair.

Public comment is limited to no more than 3 minutes per person.

It is recommended that public comment be written out and provided to the board following the three minutes to ensure the entire message is heard by the board.

Each speaker will clearly state their full name and county of residence.

All public comment should be factual and should not include personally identifiable information of students or personnel in order to maintain confidentiality. Speakers should avoid using names of students or staff and maintain confidentiality and privacy standards.

All public comments will be taken under advisement by the Board, but will not elicit an immediate written or spoken response. The names of persons providing public comment and a brief summary of topics or input will be included in the meeting minutes published.

A response will be provided to the stakeholder within seven (7) days.

Specific issues about a particular student or teacher should be addressed to the school's executive director, rather than the Board of Directors.

II. Executive Director Report

4:38 PM

CEO Support and Eval

A. Personnel/ Operations	Vote	Ellie Schollmeyer	5 m
Personnel			

- **Board approval is requested to accept Megan Fortner as the K teaching partner (replacing Stephenie Gleason) effective 1/3/20**
- **Board approval is requested to approve Maegan Rizer as a long term maternity leave sub for elementary EC teacher effective 1/23/20**

We are in the process of finalizing the hiring process for the long term maternity leave sub needed for kindergarten.

Operations

- Annual Performance Framework - Exploris fully compliant in all categories for the 2018-2019 school year
- Insurance Audit Finding - Background Checks for Volunteers
- Recruiting, Application, and Lottery Process Update
- **Board approval is requested to approve the 2020-2021 school year.**

B. Finance	Vote	Ellie Schollmeyer	5 m
<u>2019-2020 Budget Update</u>			

The Finance committee met to review the year to date revenue updates, expenditures, and project future impacts. The budget was updated to reflect the budget amendments approved at last month’s board meeting. Based on YTD activity, we are projecting an end of year surplus of **\$234,440.41**. The balance sheet, and income statement along with the YTD budget report are attached for your review.

2020-2021 Budget Process

Staff Input Sessions
 Community Input Session
 Draft Budget -March
 Budget Presented to Board in April
 Budget Approved in May

C. Facilities	Vote	Ellie Schollmeyer	5 m
Board approval is requested to engage Tri Properties in a search for suitable options for our new building location.			

D. Update on Facilities	FYI	Theo Kingsberry	5 m
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III. Board Retreat

4:58 PM

In lieu of regular committee updates, special guest Lisa Stella Gordon will lead us in board strengthening activities.

FYI, timely committee updates are as follows:

- The Finance Committee will meet on February 4, 2020 to obtain community input and discuss the 2020 -2021 budget process.
- EEC/Equity and Diversity Subcommittee hosted a prospective parent/recruitment event on Sunday 1/26, and will continue recruitment efforts on advance of the March lottery date.

A. Board Growth/New Members	Discuss	Tom Miller	5 m
We have four prospective committee members. See resumes.			

B. Vignette Activity	Discuss	Lisa Stella Gordon	50 m
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IV. Other Business

5:53 PM

A. Closed Session - Confidential Information

Vote

Theo Kingsberry

60 m

V. Closing Items

6:53 PM

A. Adjourn Meeting

Discuss

2 m

Future Meetings:

The next Board meeting is scheduled on February 25, 2020.

Cover Sheet

Approve Minutes from last board meeting

Section: I. Opening Items
Item: C. Approve Minutes from last board meeting
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board Meeting on December 17, 2019



The Exploris School

Minutes

Board Meeting

Date and Time

Tuesday December 17, 2019 at 4:30 PM

Location

Middle Campus - 401 Hillsborough St. Rm 7N (upstairs)

Directors Present

C. Greer-Banks, C. Hutchens, C. Jones, E. Schollmeyer, G. Burnette, J. Korreck, K. Byars-Nichols, K. Johnson, T. Guyer, T. Kingsberry, T. Miller

Directors Absent

J. Jenkins

Directors Arrived Late

J. Korreck

Guests Present

Alannah Rodriguez, M. Parkerson, Shannon Hardy, Stephen Darroch

I. Opening Items**A. Call the Meeting to Order**

C. Jones called a meeting of the board of directors of The Exploris School to order on Tuesday Dec 17, 2019 @ 4:36 PM at Middle Campus - 401 Hillsborough St. Rm 7N (upstairs).

B. Record Attendance and Guests**C. Approve Minutes from Regular Board Meeting from 10/29**

K. Johnson made a motion to approve the minutes from. Board Meeting on 10-29-19
C. Jones seconded the motion.
The board **VOTED** to approve the motion.

D. Public Comment

J. Korreck arrived late.
There were no public comments.

II. Executive Director Report

A. Personnel/ Operations

T. Miller made a motion to approve resignation of Stephanie Gleason and Sonja McKay and the hire of Martha Merrill and Lori Mauro.

G. Burnette seconded the motion.

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

T. Kingsberry made a motion to revise attendance policy per the recommendation of the Governance committee.

K. Johnson seconded the motion.

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

C. Hutchens made a motion to Board approval is requested to approve the start date of August 19, 2020 for the 2020-2021 school year. The full calendar will be presented at the January meeting for approval.

T. Miller seconded the motion.

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

B. Finance

The Finance committee met to review the year to date revenue updates, expenditures, and project future impacts. Based on YTD activity, we are projecting an end of year surplus of \$238,903.55. The summary of budget adjustments, balance sheet, and income statement along with the YTD budget report part of the board packet. 401K Changes approved by the Board in October will be implemented 1/1/20.

C. Hutchens made a motion to Board approval is requested for the 2019-2020 budget amendments and to accept the budget projections as the updated 2019 -2020 budget.

T. Guyer seconded the motion.

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

Grant Funds Awarded (to date):

- Access Grant: \$142,000 (2019-2020)
- Title II Funds: \$4,255
- School Safety Grant: \$22,000 for additional school counselor and \$2,280 for visitor mgt system Applied for Special State Reserve Funds to support a new K student found eligible for an IEP and in need of a one on one aide.

III. Facilities

A. Discussion on Facilities

Theo presented several potential new school sites and opportunities.

T. Kingsberry made a motion to approve a letter of intent from the the ED when and if a property comes available (without any legal obligations).

G. Burnette seconded the motion.

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

IV. Standing Committee Updates

A. Finance Committee

Christine plans to have an open finance committee meeting in January to discuss/plan the budget for 20-21.

B. Development Committee

George reported that the development committee/Foundation Board met in early December to discuss fundraising, marketing, and future plans. Into the new year they want to try something a bit different in terms of reaching out the folks using alumni and community members who will share their stories about how Exploris has affected them.

Camesha asked how the board can help. George stated that we still need 100% board participation in donating. He also said we need more bodies on the Foundation Board and the Governance Committee. Ellie commended Kimberly Harris for her work with the most recent fundraising campaign.

C. Governance Committee

Grievance Policy Work: Cori presented comments from the Kaizan Team and OCR feedback on our current grievance policy. The themes of the questions were the definition of the grievance, the timeline and the development of a clear process and paper trail to lead to the finalization of the process. Next steps:

- Tighten the definition of a grievance.
- Improve the communication process to ensure issues go to the middle management leaders. Who is responsible for what?
- Revise the process to ensure the wording of the supervisory position aligns with the level and grievance.
- Look into a third party to be a sounding board.
- Create a form written by the Grievant to track the evidences of the process.

CEO Evaluation: We pulled together 15 questions from multiple 360 and will continue to amend until we have 10 questions focused on CEO Leadership. Tom will have this done by January.

Tom clarified that the process for interviewing potential new board - current board members would vet and solicit resume then forward to Governance Committee.

K. Byars-Nichols made a motion to remove Jacqueline Jenkins from the board.

T. Kingsberry seconded the motion.

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

D. Excellence in Education

Katie reports that she is working on making slight modifications to the EEC measurement tool (which helps the board see what the school is doing). Jay reports that the Equity and Diversity committee has a family recruitment event is planned at Chavis, flyer/recruitment events for under-represented neighborhoods in January, improving the signage so families near the campuses better know we're here. Next meeting is 1/7 to plan Chavis Park event.

V. Closed Session - Legal / Personnel

A. Legal/ Personnel

T. Miller made a motion to move into closed session to discuss issues related to legal and personnel issues.

C. Jones seconded the motion.

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

K. Byars-Nichols made a motion to come out of closed session.

T. Miller seconded the motion.

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

VI. Closing Items

A. Adjourn Meeting

T. Kingsberry made a motion to adjourn the meeting.

G. Burnette seconded the motion.

The board **VOTED** 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 6:00 PM.

Respectfully Submitted,
T. Kingsberry

Documents used during the meeting

- Attendance Policy 2019 Draft.pdf
- ED Report.pdf
- 03. Board Report 2019.11 Exploris.pdf
- 05. Income Statement 2019.11 Exploris.pdf
- 06. Balance Sheet 2019.11 Exploris.pdf
- December 2019 Amendment.pdf

Cover Sheet

Personnel/ Operations

Section: II. Executive Director Report
Item: A. Personnel/ Operations
Purpose: Vote
Submitted by:
Related Material: 2018-2019 Performance Framework.pdf
2020-2021 Calendar Final for Board.pdf
ED Report.pdf
Exploris School Open House Jan26-2020Poster FINAL.jpg
ExplorisTourFlyer January 26, 2020.pdf

2019 Charter School Performance Framework Report

SCHOOL NAME: The Exploris School

LEA CODE: 92B

GRADE SPAN:KG:01:02:03:04:05

A. Operational Annual Monitoring Criteria

MEASURE	CRITERIA	STATUS		
A1	The overall School Performance Score and Letter Grade are prominently displayed on the school's website and schools with D/F have sent letter to notify parents.	Compliant		
A2	The school has an assigned administrator in the Education Value-Added Assessment System (EVAAS).	Compliant		
A3	The school meets the required number of instructional hours or days in accordance with State law.	Compliant		
A4	The school adheres to all testing and accountability policies for state assessments.	Compliant		
A5	The school implements mandated programming as a result of state or federal requirements.	Compliant		
	Title I Compliant			
	Title II Compliant			
	EC Compliant			
	School Nutrition Compliant			
A6	EL Compliant	Compliant		
	The school follows student admissions and lottery requirements as stated in North Carolina General Statute, State Board of Education Policy, and the most recent charter agreement.			
	A7		The school's official funded ADM is within 10% of the projected ADM.	Compliant
	A8		The non-profit board has a current grievance policy for parents and employees.	Compliant
	A9		The non-profit board has a current conflict of interest policy that complies with G.S. 115C-218.15 and the most recent charter agreement.	Compliant
A10	The non-profit board has a current nepotism policy.	Compliant		
A11	A quorum of the non-profit board of directors meets no less than 8 times a year (including annual meeting).	Compliant		
A12	The majority of the non-profit board members and 50% or greater of the board officers have primary residence in NC.	Compliant		
A13	There is evidence of current fire inspections and related records.	Compliant		

MEASURE	CRITERIA	STATUS
A14	The school has a viable certificate of occupancy or other required building use authorization.	Compliant
A15	The non-profit board holds current, active civil and liability insurance with the minimum coverage as defined in the most recent charter agreement.	Compliant
A16	The non-profit board has a criminal history check policy that mirrors the LEA in which the school is located.	Compliant
A17	The school is compliant with all student health and safety requirements as defined in General Statute, SBE Policy, and the most recent charter agreement.	Compliant
A18	The school is compliant with teacher licensure percentage requirements by maintaining at least 50% of teachers licensed from December 31 through the end of the school calendar year in accordance with SBE Policy.	Compliant
A19	The charter school is compliant with the annual EMO/CMO public records request.	Not Applicable
A20	The charter school is compliant with maintaining the required dissolutions funds as required by G.S. 115C-218.100.	Not Applicable
A21	The school is compliant with the implementation of a School Improvement Plan submitted through NCStar.	Not Applicable

B. Operational Renewal Monitoring Criteria

MEASURE	CRITERIA	STATUS
B1	The school has graduation requirements that match the approved charter application or approved charter application amendments.	-
B2	The school has student promotion requirements that match the approved charter application or approved charter application amendments.	-
B3	The school is consistently implementing the mission and educational program in the approved charter application or approved charter application amendments.	-
B4	The non-profit board operates in accordance with the approved charter application by-laws or approved charter application amended by-laws.	-
B5	The non-profit board is compliant with Open Meetings Law.	-
B6	The non-profit board is compliant with Public Records Requests.	-

MEASURE	CRITERIA	STATUS
B7	The school maintains a discipline policy that is compliant with state and federal law and that is consistent with the approved charter application and approved charter application amendments.	-

C. Financial Compliance

MEASURE	CRITERIA	STATUS	DATA
C1	The State Board policy CHTR-006 outlines the charter school noncompliance levels. This policy details the three levels of financial non-compliance under which a charter school may be placed by the Division of School Business.	N/A	(C) None - N/A

D. Academic Outcomes

MEASURE	CRITERIA	STATUS	DATA
D1	The charter school has a School Performance Grade (SPG) of a C or better. ¹	Met	B
D2	The charter school met or exceeded expected growth.	Met	- 0.8100000000000005
D3	The charter school is identified as a Low-Performing school.	N/A	N
D4	The charter school is identified as a Continually Low-Performing school.	N/A	N
D5	The charter school's Performance Composite GLP is comparable ² to the LEA.	Met	82.00
D6	The charter school's Performance Composite CCR is comparable ² to the LEA.	Met	70.60
D7	Female Subgroup Grade Level Proficiency	Met	86.00
D8	Male Subgroup Grade Level Proficiency	Met	77.60
D9	Black Subgroup Grade Level Proficiency	Met	63.50
D10	White Subgroup Grade Level Proficiency	Met	83.40
D11	Hispanic Subgroup Grade Level Proficiency	Met	76.90
D12	American Indian Subgroup Grade Level Proficiency	Met	*

MEASURE	CRITERIA	STATUS	DATA
D13	Economically Disadvantaged Subgroup Grade Level Proficiency	Met	47.90
D14	Exceptional Children Subgroup Grade Level Proficiency	Met	47.90
D15	Reading Performance Grade	N/AN/A	0
D16	Math Performance Grade	N/A	0
D17	Alternative Accountability Model Results ³	N/A	N

¹Schools receiving a D or F rating are at-risk of Low Performing designation and must notify parents of School Performance Grade.

²Comparable as defined by the Charter School Advisory Board (CSAB) as being no more than 5% below the LEA on proficiency ratings.

³In accordance with SBE policy ACCT-038, these schools have selected Option C in the Alternative Accountability Model. Each school proposes its own alternative accountability model for approval by the SBE.

DRAFT



2020-2021 CALENDAR

Key

- = Holiday/Vacation
- = Teacher Workdays
- = First Day of School
- = Early Dismissal @ 12:15, no after school care

Student Days- 174
 Teacher Days - 192
 Snow Days built in - 10
 Teacher Work Days- 18

- 10-11** New Staff Orientation
- 12-18** Teacher Workdays
- 17** Open House
- 19** 1st Day for Students

S - 9
 T - 14

AUGUST '20						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	★	20	21	22
23	24	25	26	27	28	29
30	31					

JANUARY '21						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 1** Winter's Break
- 18** M.L. King Day

S - 19
 T - 19

FEBRUARY '21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

- 15** Teacher Workday: Parent/Student Conferences
- 19** Teacher Workday: Professional Development

S - 18
 T - 20

- 7** Labor Day
- 28** Holiday: Yom Kippur

S - 20
 T - 20

SEPTEMBER '20						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

MARCH '21						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 11** End of Trimester 2
- 12** Teacher Workday: Achievement Report Writing
- 15** Teacher Workday: Planning
- 29-31** Spring Break

S - 18
 T - 20

- 5-9** Fall Break
- 23** Teacher Workday: Parent/Student Conferences

S - 16
 T - 17

OCTOBER '20						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL '21						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 1-2** Spring Break
- 5** Teacher Workday

S - 19
 T - 20

- 11** Veterans Day
- 20** End of Trimester 1
- 23** Teacher Workday: Planning Day
- 24** Teacher Workday: Achievement Report Writing
- 25-27** Thanksgiving Break

S - 15
 T - 17

NOVEMBER '20						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY '21						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 13-14** Teacher Workday: Parent/Student Conferences
- 31** Memorial's Day

S - 18
 T - 20

- 18** Early Dismissal 12:15
- 21** Teacher Workday
- 22-31** Winter Break

S - 13.5
 T - 14.5

DECEMBER '20						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE '21						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- 11** Last Day for Students, Early Dismissal 12:15
- 14-15** Teacher Workdays

S - 8.5
 T - 10.5

ED Report – January 2020

Academic Update:

- 7th Grade Math Teacher, Leah Perry, was recognized for the 2019 State Teacher Bonus for being among the top 25% of teachers exceeding student growth in Math
- Map and mClass testing will be conducted in January and February
- Teacher teams are evaluating student growth and identifying needed supports

Enrollment Data for 2019 - 2020:

Update as of 1/22/20

Grade	Total # of students	Change
K	35	
1	37	1 Withdrawal – Preferred more structure – transferred to base school 1 Addition – new student - child of staff member
2	38	
3	39	1 Addition – new student – child of staff member
4	38	
5	38	
6	75	
7	75	
8	75	1 Withdrawal- EC student started with home instruction, parents transferred to base school
TOTAL	450	

Student withdrawals through December are comparable to prior year.

Demographics and Enrollment Data:

	Wake County Public Schools	The Exploris School 18-19	The Exploris School 19-20
Black	22.7%	10%	12%
Hispanic	18%	7%	7%
Asian	9.2%	2%	2%
Multi-racial	3.8%	5%	8%
Non-Hispanic White	45.8%	75%	71%
Other	.3%	1%	1%
Free and Reduced Lunch	32.2%	10.8%	12.7%

Personnel:

Board approval is requested to accept Megan Fortner as the K teaching partner (replacing Stephenie Gleason) effective 1/3/20

Board approval is requested to approve Maegan Rizer as a long term maternity leave sub for elementary EC teacher effective 1/23/20

We are in the process of finalizing the hiring process for the long term maternity leave sub needed for kindergarten.

Operations:

2018-2019 Performance Framework

The Office of Charter School released the results of the 2018 – 2019 Performance Framework on January 17, 2020. I am pleased to report that Exploris was found to be compliant in all areas. The Performance Framework report is included in the Board packet for your reference.

Our insurance provider conducted an audit of our facilities and made recommendations for improvement and safety. The most significant request was regarding conducting background checks on volunteers. This will be discussed at the next governance meeting and is copied below for your reference.

2019-11-003 Work with Minors - Screening and Training

As an organization whose operations include instruction or programming for minors your hiring process should include the following controls:

- 1) A thorough screening process including the most comprehensive criminal and sex offender background checks available to you by state law conducted on any volunteers working with minors.
- 2) A written no tolerance policy communicated to volunteers, stating the agencies awareness of the potential for abuse, and the volunteers responsibility in preventing it.
- 3) Written operating procedures on the steps that will be taken, to promptly investigate, respond and report any allegation of abuse
- 4) Volunteers receive training on identifying the signs of abuse and reporting incidents of abuse.

Fire Drills

Elementary School - 1/23/20

Middle School – 1/10/20

2020 – 2021 Calendar

The calendar committee including parents, staff, and administration have drafted the 2020 -2021 calendar which is attached in the Board packet for your review.

Board approval is requested to approve the 2020-2021 school year.

Enrollment and Admissions for 2020-2021

Applications received as of 1/22/20 - 702

6 Daytime Tours and Information Sessions are scheduled

4 Evening Information Sessions are scheduled

Application Due Date – 2/7/20

Lottery Held – 3/6/20

Additional Recruiting Initiatives:

Charter School Fair – 1/25/20 – 10am – 2pm Raleigh Convention Center

Chavis Event – 1/26/20 – 2-4 pm

- Radio Commercials – K97.5 and 103.9
- Trade Show Banner Developed
- Flyers

Flyers and commercials for the Chavis recruiting are attached for your reference.

Finance:

2019-2020 Budget Update

The Finance committee met to review the year to date revenue updates, expenditures, and project future impacts. The budget was updated to reflect the budget amendments approved at last month's board meeting. Based on YTD activity, we are projecting an end of year surplus of **\$234,440.41**. The balance sheet and income statement along with the YTD budget report are attached for your review.

401K Changes approved by the Board in October were implemented 1/1/20.

The Finance committee will be discussing the budget, current surplus, and 401K eligibility and school match for part-time employees at the next committee meeting on February 4, 2020.

2020 – 2021 Budget Process

Budget input meetings have been held with all teams at the middle and elementary campus to identify remaining needs for 2020 and plan for the 2020 – 2021 budget. A budget input session will be held by the finance committee on February 4th after school to allow for additional input. A staff survey on class size is also in process to provide additional input that will be utilized. The first internal draft of the budget will be created by the end of March and presented to the Board at the April board meeting.

Facilities Update:

The facilities board committee continued to meet to discuss next steps for identifying a new property. The committee met with representatives from Tri Properties Corporate Services division. The scope of services covered include multi-market lease negotiations, multi-market acquisition/disposition, market analysis, and comparative financial analyses as needed. Attached for your review is their corporate brochure, exclusive engagement letter, and bios of the team. The exclusive engagement does not cost Exploris anything and we have the option to dissolve

the agreement with 30 days' notice. We believe that a dedicated corporate commercial real estate broker will provide the needed assistance to locate real estate that meets the needs of Exploris for the future. Tri Properties has provided the following information regarding the benefits of an exclusive agreement.

Below is an overview of the benefits of having an exclusive tenant/buyer advocate on your side:

- 1) Establishing and maintaining leverage throughout the negotiations is a critical part of securing the best deal possible. By engaging a well-established reputable firm, you automatically increase your credibility in the marketplace. Our standard approach includes developing the requirement criteria, surveying the market, touring properties, negotiations, etc. If any landlord or seller senses that the tenant/buyer advocate lacks control over the negotiations, then it can negatively impact how aggressively the landlord/seller community chases the opportunity.
- 2) In order to ensure that your best interests are kept in mind at all times during negotiations, it's important to have an exclusive tenant/buyer advocate who will analyze all properties from an objective/third party perspective. The flip side is with multiple brokers involved, the individual brokers could align themselves with one particular property pushing that one over others for personal gain vs. the client's best interests.
- 3) While there are plenty of brokers in our market that will work under a non-exclusive basis, we generally don't compete with those brokers. I'm sure you will appreciate that in order for us to invest the time and resources required in order to best represent our client's interest and deliver the caliber of service that we always strive towards, it's critical that we have some form of commitment from our clients. Further, as a company, we will not commit to something unless we are 100% confident that we can deliver.

Board approval is requested to engage Tri Properties in a search for suitable options for our new building location.

Two staff surveys were conducted to help gain additional input into the future needs of the school. A survey on class size was conducted and a summary of results is attached for your review. The staff facilities study team has also explored the needs of the school and conducted a staff survey for additional information on priorities. Survey results can be accessed using the following link [here](#). Please use the scroll across under the bar chart to see information about each category of priorities.

The legal complaint against our developers was filed on 1/17/20 in Superior Court in Wake County and all information was shared with the Board in an email on 1/17/20. Our attorneys have recommended the following response to any inquiries about our complaint. "We are unable to comment on matters in active litigation and our complaint speaks for itself."

Future Meetings:

The next Board meeting is scheduled on February 25, 2020.

"MOP TOP" the "HIP HOP" Scientist

Let's *rewind* 10 YEARS

CELEBRATING 10 YEARS

Mop Top Shop, Inc.

"We Know We Can!"

January 2020



Parents and Kids!
**What's the Matter?
It's Just
SLIME Time
with the
Exploris School
&
Mop Top Shop
STEAM**

(Science, Technology,
Engineering, Art, Math)

Sunday, Jan. 26

2:00-4:00 pm

(919) 715-3690

Duke Energy Learning Center
at Chavis Heights
781 Bright Creek Way
Raleigh, NC 27601

**Kids! It's
All Free, Hands-on,
Interactive, and
Fun!**

Let off STEAM!

More Classes Available.
Call for more information.

Experience The Exploris School

A Free Event for Families

Sunday
Jan. 26
2 - 4 pm

Fun STEM
Activity
For Kids



Apply
to
Exploris

Meet
Exploris
Teachers
and Parents

Food

Communities in Schools
Chavis Heights
781 Bright Creek Way
Raleigh, NC

RSVP Here:

<http://bit.ly/ExperienceExploris>

FAQ



The Exploris™ School

Empowering Learners to Change the World

Thinking about Joining the Exploris Family?

Are you looking for a school where your child will be appreciated for who they are today and for who they can become tomorrow? Consider applying to Exploris, a public K-8 school in Wake County that empowers learners to change the world through a rigorous, relevant, and relationship-based education.

What does it cost to attend Exploris?

The Exploris School is a tuition-free, charter, public school. We welcome students & families of any race, color, religion, gender, national origin, disability, sexual orientation, gender identity or expression. Any family with a legal residence in the state of North Carolina may apply for enrollment.

How do I apply?

Applications can be completed online via the school's website or in person at either campus. You can also call the school and request an application to be mailed or electronically sent beginning in November. There are no essays or academic requirements, and applications are available in Spanish. **Applications for this year must be submitted by 4:00pm on February 7, 2020.**

What are the hours?

The elementary school carpool begins at 8:10am. Instruction begins at 8:30am and ends at 3:15pm. Afternoon carpool runs from 3:15-3:40pm. The middle school starts at 8:15am and ends at 3:15pm. Morning drop off begins at 7:55am.

Extended care?

Exploris does offer fee-based before and after school care on campus. Before care begins at 7:00am and after care ends at 6:00pm. Financial assistance is available.

What kind of calendar does the school have?

Exploris operates on a modified traditional calendar. We typically start around the third week of August and end around the first week of June. We take off traditional school holidays and have week long fall, spring, and Thanksgiving breaks.

Transportation?

Exploris currently does not provide transportation to students. We have a very active carpool community. If you need help arranging carpool, please contact the school's operations manager. All students under 12 may ride GoRaleigh busses free of charge. The GoRaleigh ID card ensures that students get either free fare (12 and under) or half price fare (13 and up.)

Meals?

Exploris does not have a cafeteria. Most students bring their lunch and eat lunch in their classrooms, though during nice weather, students often eat outside. We have a hot meal service that can be ordered online. If you need food assistance, please talk to our school operations managers.

How can I learn more?

You can learn more on the school's website or at an upcoming event:


Experience The Exploris School Community Event

Sunday, January 26, 2020 -- 2pm - 4pm
Communities in Schools Learning Center, Chavis Heights
781 Bright Creek Way
Raleigh, NC

Cover Sheet

Finance

Section: II. Executive Director Report
Item: B. Finance
Purpose: Vote
Submitted by:
Related Material: 03. Board Report 2019.12 Exploris.pdf
05. Income Statement 2019.12 Exploris.pdf
06. Balance Sheet 2019.12 Exploris.pdf
Class Size 12 2019 Open Ended.pdf
Class Size Survey January 2020.pdf

		<h1 style="text-align: center;">Exploris</h1> <h2 style="text-align: center;">Budget Analysis Report</h2> <p style="text-align: center;">Fiscal Year: 2020 12/01/2020 - 12/31/2020</p>					
Account	Budget	Period Activity	YTD Activity	Remaining Budget	% Used	EOY Projection	
Revenues							
STATE REVENUE	2,833,396.72	272,190.12	1,514,855.00	1,318,541.72	53.46	2,843,657.72	
LOCAL REVENUE	1,373,421.55	13,621.77	579,148.37	794,273.18	42.17	1,383,863.10	
NCACCESS GRANT REVENUE	142,000.00	0.00	100.00	141,900.00	0.07	142,000.00	
FEDERAL REVENUE	75,000.00	107.65	107.65	74,892.35	0.14	74,994.65	
FOUNDATION REVENUE	6,500.00	0.00	0.00	6,500.00	0.00	8,900.00	
B&A CARE REVENUE	90,000.00	9,675.00	54,215.00	35,785.00	60.24	90,000.00	
FIELD TRIP REVENUE	3,549.00	5,227.00	76,349.75	(72,800.75)	2151.30	77,949.27	
Revenues	4,523,867.27	300,821.54	2,224,775.77	0.00	49.18	4,621,364.74	
Expenses							
Account	Budget	Period Activity	YTD Activity	Remaining Budget	% Used	EOY Projection	
SALARIES AND BONUSES	2,632,923.58	215,709.00	1,270,964.95	1,361,958.63	48.27	2,592,878.95	
BENEFITS	632,687.13	40,285.31	262,629.76	370,057.37	41.51	624,582.60	
BOOKS AND SUPPLIES	73,285.00	5,333.80	31,306.14	41,978.86	42.72	73,337.47	
TECHNOLOGY	77,600.00	3,215.54	34,078.47	43,521.53	43.92	103,755.00	
NON-CAP EQUIPMENT & LEASES	20,300.00	3,239.83	8,336.91	11,963.09	41.07	22,580.00	
CONTRACTED STUDENT SERVICES	75,500.00	4,069.00	15,802.65	59,697.35	20.93	97,500.00	
FIELD TRIPS	4,300.02	(1,258.54)	37,615.34	(33,315.32)	874.77	78,621.82	
STAFF DEVELOPMENT	11,000.00	84.00	2,620.56	8,379.44	23.82	11,000.00	
ADMIN SERVICES	109,650.00	8,447.76	59,979.76	49,670.24	54.70	119,779.26	
INSURANCES	24,605.00	2,786.75	9,896.65	14,708.35	40.22	22,738.40	
FACILITIES	455,583.28	36,833.85	240,757.29	214,825.99	52.85	461,676.34	
B&A CARE	36,032.84	3,935.66	17,320.11	18,712.73	48.07	36,032.84	
CLUBS	0.00	272.65	441.65	(441.65)		441.65	
VARIOUS GRANTS - NCACCESS	142,000.00	7,460.72	28,202.14	113,797.86	19.86	142,000.00	
Expenses	4,295,466.85	330,415.33	2,019,952.38	0.00	47.03	4,386,924.33	
SURPLUS/(DEFICIT)	228,400.42	(29,593.79)	204,823.39			234,440.41	

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual
Fund 1				
	Revenue			
	1.3100.016.000.000.000.00 Rev - Summer Reading - 016	10,607.11	1,509.30	12,116.41
	1.3100.036.000.000.000.00 Rev - Charter Schools	1,232,057.77	270,680.82	1,502,738.59
	Revenue Total:	1,242,664.88	272,190.12	1,514,855.00
	Expense			
	1.5110.036.121.000.000.00 Salary - Teacher	647,982.87	129,021.84	777,004.71
	1.5110.036.135.000.000.00 Salary - Instructional Facilitator	13,549.00	2,250.00	15,799.00
	1.5110.036.142.000.000.00 Salary - Teacher Assistant	46,774.72	10,100.40	56,875.12
	1.5110.036.162.000.000.00 Substitute Pay	5,068.50	2,935.50	8,004.00
	1.5110.036.183.000.000.00 Salary - Bonus	0.00	0.00	0.00
	1.5110.036.211.000.000.00 ER's Social Security Cost	50,206.07	10,376.03	60,582.10
	1.5110.036.229.000.000.00 ER's Other Retirement Cost	9,262.62	2,707.83	11,970.45
	1.5110.036.229.100.000.00 ER's Other Retirement Cost- CONTINGENCY	0.00	0.00	0.00
	1.5110.036.231.000.000.00 ER's Hospitalization Insurance	78,282.56	15,267.93	93,550.49
	1.5110.036.233.000.000.00 ER's Unemployment Insurance Co	0.00	0.00	0.00
	1.5110.036.234.000.000.00 ER's Dental Ins. Cost	884.47	171.84	1,056.31
	1.5110.036.235.000.000.00 ER's Life Ins. Cost	0.00	0.00	0.00
	1.5110.036.239.000.000.00 Other Ins. Cost	0.00	0.00	0.00
	1.5110.036.299.000.000.00 Long Term Disability	0.00	0.00	0.00
	1.5210.029.312.000.000.00 Workshop Expenses	322.40	0.00	322.40
	1.5210.036.121.000.000.00 Salary - EC Teacher	60,921.70	14,128.70	75,050.40
	1.5210.036.142.000.000.00 Salary - EC Teacher Assistant	36,137.50	7,227.50	43,365.00
	1.5210.036.196.000.000.00 Salary - Workshop Participant	100.00	0.00	100.00
	1.5210.036.211.000.000.00 ER's Social Security Cost	7,352.31	1,462.39	8,814.70
	1.5210.036.229.000.000.00 ER's Other Retirement Cost	542.10	108.42	650.52
	1.5210.036.231.000.000.00 ER's Hospitalization Insurance	15,523.78	3,430.55	18,954.33
	1.5210.036.234.000.000.00 ER's Dental Ins. Cost	245.08	48.43	293.51
	1.5240.036.318.000.000.00 Contracted Services - Speech	1,292.50	0.00	1,292.50
	1.5330.036.121.000.000.00 Intervention Teacher	23,200.00	4,640.00	27,840.00
	1.5330.036.211.000.000.00 Intervention SS	1,665.89	333.33	1,999.22
	1.5330.036.229.000.000.00 Intervention Other Retirement	696.00	139.20	835.20

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual	
Fund 1					
	Expense				
	1.5330.036.231.000.000.00	Intervention Hospitalization	2,707.10	541.42	3,248.52
	1.5330.036.234.000.000.00	ER' Dental	55.85	11.17	67.02
	1.5350.016.121.000.000.00	Teacher - Summer Reading Camp	4,200.00	0.00	4,200.00
	1.5350.016.211.000.000.00	ER SS - Summer Reading Camp	4,043.54	0.00	4,043.54
	1.5350.016.229.000.000.00	Other Retirement	102.00	0.00	102.00
	1.5350.016.231.000.000.00	ER's Hospitalization Insurance	492.94	0.00	492.94
	1.5350.016.234.000.000.00	ER's Dental Ins. Cost	5.05	0.00	5.05
	1.5350.016.411.000.000.00	Supplies and Materials - 016	1,763.58	1,509.30	3,272.88
	1.5400.036.151.000.000.00	Salary - Office Personnel	55,710.00	11,112.50	66,822.50
	1.5400.036.211.000.000.00	ER's Social Security Cost	4,138.87	826.95	4,965.82
	1.5400.036.229.000.000.00	ER's Other Retirement Cost	1,208.78	239.62	1,448.40
	1.5400.036.231.000.000.00	ER's Hospitalization Insurance	5,414.20	1,082.84	6,497.04
	1.5400.036.234.000.000.00	ER's Dental Ins. Cost	111.70	22.34	134.04
	1.5410.036.114.000.000.00	Salary - Principal/Headmaster	47,208.35	9,441.67	56,650.02
	1.5410.036.211.000.000.00	ER's SS	3,522.42	699.90	4,222.32
	1.5410.036.229.000.000.00	ER's Other Retirement	1,416.25	283.25	1,699.50
	1.5410.036.231.000.000.00	ER's Hospitalization	2,707.10	541.42	3,248.52
	1.5410.036.234.000.000.00	ER's Dental	55.85	11.17	67.02
	1.5420.036.116.000.000.00	Salary - Assistant Principal	54,322.71	12,137.27	66,459.98
	1.5420.036.211.000.000.00	ER's SS	4,150.93	927.33	5,078.26
	1.5420.036.229.000.000.00	ER's Other Retirement	837.18	173.21	1,010.39
	1.5420.036.231.000.000.00	ER's Hospitalization	2,707.10	541.42	3,248.52
	1.5830.036.131.000.000.00	Guidance Counselor	25,872.25	5,154.45	31,026.70
	1.5830.036.211.000.000.00	ER SS	1,896.34	376.51	2,272.85
	1.5830.036.231.000.000.00	ER's Hospitalization	2,707.10	541.42	3,248.52
	1.5830.036.234.000.000.00	ER's Dental Insurance Cost	55.85	11.17	67.02
	1.6400.036.311.000.000.00	Contracted Services - Technolo	2,402.24	0.00	2,402.24
	1.6530.036.321.000.000.00	Utilities - Electrical Service	1,408.24	0.00	1,408.24
	1.6530.036.323.000.000.00	Utilities -Water and Sewer	240.90	0.00	240.90
	1.6580.036.325.000.000.00	Contracted Repairs and Mainten	0.00	0.00	0.00
	1.6580.036.325.001.000.00	Contracted Landscaping	0.00	0.00	0.00

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual
Fund 1				
	Expense			
	1.6610.036.311.000.000.00 Contracted Services - Business	3,538.11	0.00	3,538.11
	1.6610.036.362.000.000.00 Bank Service Fees	63.50	0.00	63.50
	1.6620.036.311.000.000.00 Contracted Services - HR	250.00	0.00	250.00
	1.6910.036.411.000.000.00 Supplies and Materials - Board	0.00	0.00	0.00
	1.6940.036.327.000.000.00 Building Rentals & Leases	0.00	16,348.90	16,348.90
	1.6940.036.327.001.000.00 Land Lease New Bern	0.00	5,305.00	5,305.00
	1.6940.036.327.002.000.00 Modular Lease	7,661.18	0.00	7,661.18
	Expense Total:	1,242,987.28	272,190.12	1,515,177.40
	Change in Fund 1 Balance:	(322.40)	0.00	(322.40)
Fund 2				
	Revenue			
	2.3250.036.000.000.000.00 Rev - Sales Tax	0.00	0.00	0.00
	2.4110.435.000.000.000.00 Rev - Durham County Schools	8,547.00	2,136.75	10,683.75
	2.4110.456.000.000.000.00 Rev - Johnston County Schools	13,428.30	0.00	13,428.30
	2.4110.482.000.000.000.00 Rev - Pitt County Schools	0.00	0.00	0.00
	2.4110.502.000.000.000.00 Rev - Wake County Schools	527,661.54	0.00	527,661.54
	2.4211.036.000.901.000.00 Rev - Field Trips - KI-01	567.00	0.00	567.00
	2.4211.036.000.903.000.00 Rev - Field Trips - 02-03	120.00	263.75	383.75
	2.4211.036.000.905.000.00 Rev - Field Trips - 04-05	5,893.25	491.25	6,384.50
	2.4211.036.000.906.000.00 Rev - Field Trips - 06	12,450.00	0.00	12,450.00
	2.4211.036.000.907.000.00 Rev - Field Trips - 07	11,000.00	4,417.00	15,417.00
	2.4211.036.000.908.000.00 Rev - Field Trips - 08	30,882.50	55.00	30,937.50
	2.4211.036.000.908.100.00 Rev - F/T - 8th Fundraising	210.00	0.00	210.00
	2.4211.036.000.930.000.00 Rev - Field Trips - Japan	10,000.00	0.00	10,000.00
	2.4430.036.000.000.000.00 Rev - Contributions	4,506.98	0.00	4,506.98
	2.4430.036.000.000.000.20 Rev - Annual Fund PayPal	517.86	0.00	517.86
	2.4430.036.000.200.000.00 Rev - Annual Fund 6528	9,495.00	6,950.00	16,445.00
	2.4430.036.001.000.000.00 Rev - Annual Fund	0.00	0.00	0.00
	2.4450.036.000.001.000.00 Interest Income Reserve	129.92	25.02	154.94
	2.4490.036.000.002.000.00 Rev - Elective	240.00	0.00	240.00

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual	
Fund 2					
	Revenue				
	2.4490.690.000.001.000.00	Foundation Financial Reporting Contribution	0.00	0.00	0.00
	2.4490.690.000.002.000.00	Foundation Marketing Contribution	0.00	0.00	0.00
	2.4493.036.000.000.000.00	Rev - Clubs	1,000.00	4,510.00	5,510.00
	2.4890.790.000.000.000.00	NCACCESS Grant	100.00	0.00	100.00
	2.4890.790.000.001.000.00	Rev NCACCESS - Instr Supplies and Materials	0.00	0.00	0.00
	2.4890.790.000.002.000.00	Rev NCACCESS - Instr Prof Fees & Contr Serv	0.00	0.00	0.00
	2.4890.790.000.003.000.00	Rev NCACCESS - Instr Travel, Conf, Meetings	0.00	0.00	0.00
	2.4890.790.000.004.000.00	Rev NCACCESS - Instr Tech and Equip Classroom	0.00	0.00	0.00
	2.4890.790.000.005.000.00	Rev NCACCESS - Instr Tech and Equip Playground	0.00	0.00	0.00
	2.4890.790.000.006.000.00	Rev NCACCESS - Support Prof Fees & Serv Food Plan	0.00	0.00	0.00
	2.4890.790.000.007.000.00	Rev NCACCESS - Support Prof Fees & Serv Transl	0.00	0.00	0.00
	2.4890.790.000.008.000.00	Rev NCACCESS - Support Prof Fees & Serv Recruit	0.00	0.00	0.00
	2.4890.790.000.009.000.00	Rev NCACCESS - Support Travel, Conf, Meetings	0.00	0.00	0.00
	2.4890.790.000.010.000.00	Rev NCACCESS - Support Supplies & Materials	0.00	0.00	0.00
	2.4890.790.000.011.000.00	Rev NCACCESS - Support Other	0.00	0.00	0.00
	2.4910.036.000.908.000.00	Fund Balance Allocation - 8th	0.00	0.00	0.00
	Revenue Total:		636,749.35	18,848.77	655,598.12
	Expense				
	2.5110.036.121.001.000.00	Salary - Teacher Homebound	0.00	437.50	437.50
	2.5110.036.211.000.000.00	ER's Social Security Cost	226.90	0.00	226.90
	2.5110.036.211.001.000.00	ER's Social Security	0.00	32.29	32.29
	2.5110.036.229.000.000.00	ER's Other Retirement Cost	200.00	(3,813.18)	(3,613.18)
	2.5110.036.229.001.000.00	ER's Other Retirement Cost	0.00	9.45	9.45
	2.5110.036.231.000.000.00	ER's Hospitalization Insurance	2,204.97	0.00	2,204.97
	2.5110.036.231.001.000.00	ER's Hospitalization Insurance	0.00	51.20	51.20
	2.5110.036.232.000.000.00	ER's Workers' Comp. Insurance	4,393.50	2,196.75	6,590.25

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual	
Fund 2					
	Expense				
	2.5110.036.233.000.000.00	ER's Unemployment Insurance Co	3,085.37	0.00	3,085.37
	2.5110.036.234.001.000.00	ER's Dental Ins. Cost	0.00	1.06	1.06
	2.5110.036.235.000.000.00	ER's Life Ins. Cost	546.23	139.00	685.23
	2.5110.036.239.000.000.00	Other Ins. Cost	2,284.87	607.95	2,892.82
	2.5110.036.299.000.000.00	Long Term Disability	1,775.76	454.86	2,230.62
	2.5110.036.311.000.000.00	Contracted Services	0.00	0.00	0.00
	2.5110.036.311.901.000.00	Scholarships - KI-01	0.00	0.00	0.00
	2.5110.036.311.903.000.00	Scholarships - 02-03	0.00	0.00	0.00
	2.5110.036.311.905.000.00	Scholarships - 04-05	0.00	0.00	0.00
	2.5110.036.311.906.000.00	Scholarships - 06	0.00	900.00	900.00
	2.5110.036.311.907.000.00	Scholarships - 07	0.00	775.00	775.00
	2.5110.036.311.908.000.00	Scholarships - 08	0.00	4,750.00	4,750.00
	2.5110.036.312.000.000.00	Workshop Expenses	2,164.16	84.00	2,248.16
	2.5110.036.315.000.000.00	Reproduction Costs	3,278.14	2,939.84	6,217.98
	2.5110.036.326.000.000.00	Contracted Repairs - Equipment	0.00	0.00	0.00
	2.5110.036.333.002.000.00	Field Trips - Electives	200.00	0.00	200.00
	2.5110.036.333.901.000.00	Field Trips - KI-01	276.00	0.00	276.00
	2.5110.036.333.903.000.00	Field Trips - 02-03	0.00	120.00	120.00
	2.5110.036.333.905.000.00	Field Trips - 04-05	896.80	0.00	896.80
	2.5110.036.333.906.000.00	Field Trips - 06	13,793.00	(900.00)	12,893.00
	2.5110.036.333.907.000.00	Field Trips - 07	2,771.56	(775.00)	1,996.56
	2.5110.036.333.908.000.00	Field Trips - 08	9,780.00	(6,128.54)	3,651.46
	2.5110.036.333.930.000.00	Field Trips - Japan	11,156.52	0.00	11,156.52
	2.5110.036.361.000.000.00	Membership Dues and Fees	89.00	0.00	89.00
	2.5110.036.411.000.000.00	Supplies and Materials	2,870.24	432.16	3,302.40
	2.5110.036.411.100.000.00	Supplies and Materials - Kindergarten	933.40	0.00	933.40
	2.5110.036.411.101.000.00	Supplies and Materials - 1st Grade	986.35	0.00	986.35
	2.5110.036.411.102.000.00	Supplies and Materials - 2nd Grade	621.86	195.69	817.55
	2.5110.036.411.103.000.00	Supplies and Materials - 3rd Grade	349.48	95.00	444.48
	2.5110.036.411.104.000.00	Supplies and Materials - 4th Grade	681.34	0.00	681.34
	2.5110.036.411.105.000.00	Supplies and Materials - 5th Grade	1,052.47	0.00	1,052.47

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual	
Fund 2					
	Expense				
	2.5110.036.411.106.000.00	Supplies and Materials - 6th Grade	55.98	0.00	55.98
	2.5110.036.411.107.000.00	Supplies and Materials - 7th Grade	108.60	51.59	160.19
	2.5110.036.411.108.000.00	Supplies and Materials - 8th Grade	797.27	24.79	822.06
	2.5110.036.411.113.000.00	Supplies and Materials - Explorations	99.57	0.00	99.57
	2.5110.036.411.114.000.00	Supplies and Materials - Connected World	1,315.08	(219.98)	1,095.10
	2.5110.036.418.000.000.00	Computer Software and Supplies	17,487.30	0.00	17,487.30
	2.5110.036.461.000.000.00	Non-Cap Inst. Equipment	1,640.96	299.99	1,940.95
	2.5110.036.462.000.000.00	Non-Cap Computer Hardware	357.21	185.56	542.77
	2.5110.790.311.000.000.00	Instr Contracted Services - NCACCESS	0.00	0.00	0.00
	2.5110.790.312.000.000.00	Workshop - NCACCESS	5,638.67	(5,638.67)	0.00
	2.5110.790.411.000.000.00	Instr Supplies and Materials - NCACCESS	160.56	(160.56)	0.00
	2.5110.790.461.000.000.00	Instr Equipment - NCACCESS	2,481.23	(2,481.23)	0.00
	2.5110.790.462.000.000.00	Instr Computer Hardware - NCACCESS	720.00	(720.00)	0.00
	2.5210.036.311.000.000.00	Contracted Services - EC	1,794.00	1,276.50	3,070.50
	2.5210.036.312.000.000.00	Workshop Expenses	0.00	0.00	0.00
	2.5210.036.317.000.000.00	Contracted Psychological Servi	0.00	0.00	0.00
	2.5210.036.411.000.000.00	Supplies and Materials	684.13	568.52	1,252.65
	2.5240.036.318.000.000.00	Contracted Services - Speech	3,476.25	3,092.50	6,568.75
	2.5330.036.411.000.000.00	Supplies and Materials - Intervention	0.00	0.00	0.00
	2.5400.036.211.000.000.00	ER's Social Security Cost	382.49	0.00	382.49
	2.5400.036.312.000.000.00	Workshop Expense	50.00	0.00	50.00
	2.5400.036.343.000.000.00	Telecommunications Services	186.30	0.00	186.30
	2.5400.036.361.000.000.00	Membership Dues and Fees	162.00	0.00	162.00
	2.5400.036.411.000.000.00	Supplies and Materials - Offic	1,574.98	938.02	2,513.00
	2.5400.036.418.000.000.00	Computer Software and Supplies	748.24	29.98	778.22
	2.5400.036.459.000.000.00	Food Purchase - Office	410.65	10.00	420.65
	2.5400.036.461.000.000.00	Non-Cap Furniture and Equipmen	177.98	0.00	177.98
	2.5400.036.462.000.000.00	Non-Cap Computer Hardware	0.00	0.00	0.00
	2.5400.502.471.000.000.00	S/T - Wake County	1,825.43	699.49	2,524.92

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual	
Fund 2					
	Expense				
	2.5400.790.411.000.000.00	Support Supplies and Materials - NCACCESS	0.00	0.00	0.00
	2.5501.036.411.000.000.00	Supplies and Materials - Athle	0.00	0.00	0.00
	2.5502.036.411.000.000.00	Supplies and Materials - Arts	726.64	240.21	966.85
	2.5503.036.361.000.000.00	Membership Dues & Fees - Clubs	0.00	175.00	175.00
	2.5503.036.411.000.000.00	Supplies and Materials - Clubs	169.00	97.65	266.65
	2.5504.036.411.000.000.00	Supplies and Materials - Music	135.66	70.69	206.35
	2.5830.036.411.000.000.00	Supplies and Materials - Counselor	131.67	0.00	131.67
	2.5840.036.411.000.000.00	Health - Supplies and Materials	201.21	115.61	316.82
	2.5850.036.345.000.000.00	Security Monitoring	846.80	531.00	1,377.80
	2.6400.036.311.000.000.00	Contracted Services - Technolo	9,681.64	3,000.00	12,681.64
	2.6510.036.341.000.000.00	Telephone	531.24	186.30	717.54
	2.6510.036.342.000.000.00	Postage	222.32	593.13	815.45
	2.6530.036.321.000.000.00	Utilities - Electrical Service	6,278.51	1,920.11	8,198.62
	2.6530.036.323.000.000.00	Utilities -Water and Sewer	1,702.95	372.76	2,075.71
	2.6540.036.311.000.000.00	Contracted Services - Custodi	10,500.00	2,100.00	12,600.00
	2.6540.036.411.000.000.00	Supplies and Materials	3,542.58	991.78	4,534.36
	2.6570.036.526.000.000.00	Architects Fees	3,593.06	0.00	3,593.06
	2.6580.036.325.000.000.00	Contracted Repairs and Mainten	1,518.88	399.62	1,918.50
	2.6580.036.325.001.000.00	Contracted Landscaping	375.00	0.00	375.00
	2.6580.036.325.002.000.00	Contracted Pest Control	315.00	160.00	475.00
	2.6580.036.325.003.000.00	Contracted Maint- Fire Inspect	3,323.95	0.00	3,323.95
	2.6580.036.422.000.000.00	Repair Parts and Materials	903.53	33.98	937.51
	2.6610.036.311.000.000.00	Contracted Services - Business	14,581.89	2,705.00	17,286.89
	2.6610.036.362.000.000.00	Bank Service Fees	653.34	(112.34)	541.00
	2.6610.036.371.000.000.00	Liability Insurance	(10,617.00)	0.00	(10,617.00)
	2.6610.036.371.001.000.00	Commercial Umbrella	10,617.00	0.00	10,617.00
	2.6610.036.376.000.000.00	International Travel Insurance	0.00	590.00	590.00
	2.6610.036.378.000.000.00	Scholastic Accident Insurance	2,716.40	0.00	2,716.40
	2.6610.690.311.000.000.00	Contracted Services - Business Foundation	3,400.00	650.00	4,050.00
	2.6610.790.371.000.000.00	Support Liability Insurance - NCACCESS	10,617.00	(10,617.00)	0.00

THE EXPLORIS SCHOOL

Income Statement

Fiscal Year: 2020 Month: December

Include Fund(s): 1, 2, 3, 5

Fund		Beg. Balance	MTD Actual	YTD Actual	
Fund 2					
	Expense				
	2.6620.036.311.000.000.00	Contracted Services - Personne	80.00	0.00	80.00
	2.6910.036.411.000.000.00	Supplies and Materials - Board	8,173.43	9.58	8,183.01
	2.6920.036.311.000.000.00	Contracted Legal Services	12,859.65	1,955.10	14,814.75
	2.6930.036.311.000.000.00	Contracted Audit Services	7,150.00	3,250.00	10,400.00
	2.6930.690.311.000.000.00	Foundation - Contracted Audit Services	2,600.00	0.00	2,600.00
	2.6940.036.327.000.000.00	Building Rentals & Leases	98,093.40	0.00	98,093.40
	2.6940.036.327.001.000.00	Land Lease New Bern	31,520.00	0.00	31,520.00
	2.6940.036.327.002.000.00	Modular Lease	32,644.82	7,934.40	40,579.22
	2.6940.036.332.000.000.00	Travel - Parking	2,247.35	550.00	2,797.35
	2.6940.790.311.000.000.00	Support Contracted Services - NCACCESS	415.00	(415.00)	0.00
	2.6940.790.311.001.000.00	Support Cont Serv Recruitment Tools - NCACCESS	0.00	0.00	0.00
	2.6940.790.311.002.000.00	Support Cont Serv Translation - NCACCESS	0.00	0.00	0.00
	2.6940.790.312.000.000.00	Support Staff Dev - NCACCESS	0.00	0.00	0.00
	2.6940.790.411.000.000.00	Support Supplies - NCACCESS	708.96	(708.96)	0.00
	2.6950.036.313.000.000.00	Advertising Cost	276.25	0.00	276.25
	2.6950.690.311.001.000.00	Foundation - The Center for Innovation Services	0.00	0.00	0.00
	2.6950.690.411.000.000.00	Foundation - Supplies & Materials	101.10	0.00	101.10
	2.6950.690.418.000.000.00	Foundation Computer Software	2,654.21	0.00	2,654.21
	2.7200.036.459.000.000.00	Other Food Purchases - F&R Lunch	5,170.90	0.00	5,170.90
	2.8100.036.715.000.000.00	Transfer FCIT 6528	95,356.00	0.00	95,356.00
	2.8100.036.715.001.000.00	Transfer Reserve Account	(95,356.00)	0.00	(95,356.00)
		Expense Total:	390,316.14	17,340.15	407,656.29
		Change in Fund 2 Balance:	246,433.21	1,508.62	247,941.83
Fund 3					
	Revenue				
	3.3600.060.000.000.000.00	Rev - IDEA VI-B - 060	0.00	0.00	0.00
	3.3600.118.000.000.000.00	Rev - IDEA VIB Targeted Assist	0.00	107.65	107.65

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THE EXPLORIS SCHOOL**Income Statement****Fiscal Year: 2020 Month: December****Include Fund(s): 1, 2, 3, 5**

Fund		Beg. Balance	MTD Actual	YTD Actual
Fund 3				
	Revenue			
	Revenue Total:	0.00	107.65	107.65
	Expense			
	3.5110.160.312.000.000.00 Reg Curr - Workshop Exp/Allowable Travel	0.00	6,684.43	6,684.43
	3.5110.160.411.000.000.00 Reg Curr - Supplies and Materials	0.00	160.56	160.56
	3.5110.160.462.000.000.00 Reg Curr - Computer Equipment	0.00	720.00	720.00
	3.5110.160.541.000.000.00 Reg Curr - Equipment Purchase	0.00	3,584.69	3,584.69
	3.5210.060.121.000.000.00 Salary - EC Teacher	34,108.35	6,821.67	40,930.02
	3.5210.060.211.000.000.00 ER's Social Security Cost	2,454.49	488.18	2,942.67
	3.5210.060.229.000.000.00 ER's Retirement	729.50	145.90	875.40
	3.5210.060.231.000.000.00 ER's Hospitalization	4,060.65	812.13	4,872.78
	3.5210.060.234.000.000.00 ER Dental Insurance	83.80	16.76	100.56
	3.5210.118.163.000.000.00 Salary - Sub Staff Dev Pay PRC 118	100.00	300.00	400.00
	3.5210.118.211.000.000.00 ER's Social Security Cost	7.65	22.94	30.59
	3.6110.160.311.000.000.00 Reg Curr Support and Dev - Contracted Services	0.00	415.00	415.00
	3.6110.160.411.000.000.00 Reg Curr Support and Dev - Supplies and Materials	0.00	708.96	708.96
	3.6610.160.371.000.000.00 Financial Services - Insurance - Liability	0.00	15,928.50	15,928.50
	Expense Total:	41,544.44	36,809.72	78,354.16
	Change in Fund 3 Balance:	(41,544.44)	(36,702.07)	(78,246.51)
Fund 5				
	Revenue			
	5.4210.701.000.000.000.00 Rev - Before & After School	44,540.00	9,675.00	54,215.00
	Revenue Total:	44,540.00	9,675.00	54,215.00
	Expense			
	5.5350.701.178.000.000.00 Salary - B & A Care	12,494.22	3,674.49	16,168.71
	5.5350.701.211.000.000.00 ER's Soc Sec Cost - B & A Care	890.23	261.17	1,151.40
	5.5350.701.229.000.000.00 ER's Other Retirement	9.90	6.30	16.20
	5.5350.701.231.000.000.00 ER's Hospitalization	1,273.37	425.73	1,699.10

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THE EXPLORIS SCHOOL

Income Statement

Fiscal Year: 2020 Month: December

Include Fund(s): 1, 2, 3, 5

Fund		Beg. Balance	MTD Actual	YTD Actual
Fund 5				
	Expense			
	5.5350.701.234.000.000.00 Dental	21.47	7.65	29.12
	5.5350.701.411.000.000.00 Inst. Supp & Materials - B & A	0.00	0.00	0.00
	5.7200.035.311.000.000.00 Contracted Services	0.00	(300.00)	(300.00)
	Expense Total:	14,689.19	4,075.34	18,764.53
	Change in Fund 5 Balance:	29,850.81	5,599.66	35,450.47

THE EXPLORIS SCHOOL**Balance Sheet****Fiscal Year: 2020 | Fiscal Month: December**
Include Funds: All

Assets		
1.1010.000.000.000.000.00	Cash OP FCIT 6528	27,029.14
2.1010.000.000.000.000.00	Cash OP FCIT 6528	567,213.17
2.1011.000.000.000.000.00	Cash - Reserve	294,658.68
2.1020.000.000.000.000.00	Cash CK FCIT 4317	12,192.41
2.1120.000.000.000.000.00	Accounts Receivable - Local Go	(109,062.08)
2.1160.000.000.000.000.00	Accounts Receivable - Non-Gove	(22,374.31)
2.1180.000.000.000.000.00	Accounts Receivable - Employee	251.27
2.1611.000.000.000.000.00	Security Deposit	15,658.00
3.1010.000.000.000.000.00	Cash OP FCIT 6528	(77,455.28)
5.1010.000.000.000.000.00	Cash OP FCIT 6528	372,926.40
	TOTAL Assets:	1,081,037.40
Liabilities		
1.2010.000.000.000.000.00	Accounts Payable	(103.48)
1.2274.000.000.000.000.00	EEs' Dental Ins. Deductions	1,883.30
1.2278.000.000.000.000.00	EEs' Other Ins. Deductions	25,571.72
2.2010.000.000.000.000.00	Accounts Payable	(2,112.14)
2.2274.000.000.000.000.00	EEs' Dental Ins. Deductions	4.23
2.2278.000.000.000.000.00	EEs' Other Ins. Deductions	47.39
3.2010.000.000.000.000.00	Accounts Payable	(58.08)
3.2274.000.000.000.000.00	EEs' Dental Ins. Deductions	67.03
3.2278.000.000.000.000.00	EEs' Other Ins. Deductions	782.28
5.2274.000.000.000.000.00	EEs' Dental Ins. Deductions	30.61
5.2278.000.000.000.000.00	EEs' Other Ins. Deductions	394.15
	TOTAL Liabilities:	26,507.01
Reserves and Equity		
2.2960.000.000.000.000.00	Fund Equity	512,655.83
5.2960.000.000.000.000.00	Fund Equity	337,051.17
	TOTAL Reserves and Equity:	849,707.00
	NET GAIN (LOSS):	204,823.39
	TOTAL LIABILITIES / RESERVES / INCOME:	1,081,037.40

What other things should we be considering regarding class size?

Parents value smaller class sizes for educational and relational purposes. This school is based on relationships and the K/2 teams finds it very difficult to build those relationships when there are so many children in one space. With so many children, there is more likelihood that some will "slip through the cracks" because the attention is always diverted by the ones who are struggling academically or have behavioral issues. Smaller crew sizes will not only boost school morale, but it will also enhance the learning that takes place inside and outside of the classroom.

As a First grade teacher, co-teaching is an essential aspect of our classroom. Some aspects of co-teaching that we value are: 1-the ability to continue teaching when another student is having a crisis 2-Small group instruction, intervention and enrichment can occur at all times during the day, even when the other teacher is doing a lesson 3-Benefits to building student relationships and helping when they are having a difficult time 4-Increased professional satisfaction (co-teaching is one of the main reasons I remain at Exploris) 5-Co-teaching allows us to share expertise, as well as chime in with pertinent information during lessons 6-Students can have more personal interaction with teachers, among many other huge benefits to both teachers and students

As far as crew size, I think that the large number of students in a classroom has many consequences on student learning. Examples include 1-It is more difficult to identify those that need additional help because there are so many students 2-Well behaved, average children tend to slip through the cracks and not receive as much attention as they deserve 3-Studies show that smaller classes performed substantially better by the end of

second grade in test scores, grades, and fewer disciplinary referrals AND

the gains lasted. The students that had been assigned to smaller classes were more likely to graduate in four years, more likely to go to college, and more likely to get a degree in a STEM field. The positive effect was twice as large for poor and minority students, and thus narrowed the achievement gap. (Tennessee STAR experiment)

4-class size reduction most benefits minority and disadvantaged students, and would be expected to narrow the racial achievement gap by about one-third. It is also estimated that the economic gains of smaller classes in the early grades outweighed the costs two to one. Since we are working towards a more diverse environment, small class size should be a priority.

5-Smaller class size allows us to better fit our mission at Exploris. Our mission specifies Project based, experiential learning experiences. This is difficult to pull off with 38 students in a classroom. From organization to supplies to maintaining respectful behavior, it is exceptionally hard to provide those experiences. In particular, it is difficult during field experiences. Even with parent volunteers, safety is a huge concern when you have such a large group of 6 and 7 year olds.

6-Finally, I believe you will lose many high quality teachers if class sizes are not reduced. I truly believe that the large number of students in a room is directly related to our increased amount of discipline issues. Without help in this area, I am afraid many teachers will decide to relocate to areas where class sizes are more manageable.

In addition, if we determine that we need to maintain larger class sizes, I would request that each crew have a Teaching partner, instead of one per grade level.

As a member of the first grade team, co-teaching has such a positive affect on our classroom and our students. Some of the benefits of co-teaching that we see in our room are: when one teacher is teaching a lesson, the other teacher is able to pull a small group of students from the group to give them more targeted teaching. According to research, "Co-teaching allows for more intense and individualized instruction in the general education setting increasing access to the general education curriculum while decreasing stigma for students with special needs." As co-teachers, we have the ability to continue teaching when a student is having a crisis, which happens almost weekly in our room. Since moving to co-teaching last year, it is the number 1 reason why I love working at Exploris. Co-teaching allows for our team to build better, and more deeper relationships with our students, which comes in handy when they might be having a difficult time.

<p>In terms of class size, I believe that having 38 students in one room can be detrimental to the learning and development of our students. Teachers are not able to adequately teach and intervene, academics wise, when students are struggling, when there are 38 kids in the room. When there are so many students in a room, students who are average learners and well behaved, or are even needing advanced work tend to be overlooked because teachers tend to have to focus on the students who have behavior problems. Having larger crew sizes can also be a huge safety issue. Between last year and this year, there have been multiple times when a student is having a tantrum and being unsafe, that one teacher has had to take 37 students and evacuate the room to another space to keep all the students safe. It is completely unacceptable to have one teacher then be in charge of the 37 other students while the other teacher and TP are busy helping with the student who is having a tantrum. This would not be an issue if we only had, at most, 14 students in each crew. I also feel that if we're trying to reach out to families and have a more diverse student population, having only 14 students in a crew needs to be a priority, so that we're able to access those student's learning. Having smaller crew sizes also allows for us to better implement our mission as a school. It is very difficult to pull off a project based, experiential learning field experience with 38 children.</p> <p>In terms of teacher retention, I think that if the class sizes continue as they are, then we will lose lots of amazing teachers. If it is unavoidable for us to lower crew sizes, then it will be important for there to be one TP per crew, at each grade level, not per grade level.</p>			
<p>K and 1 should have a TP for each crew regardless of whether class is combined or not. TPs need professional development.</p>			
<p>I like the way crews are set up, and that so much small group work can be tailored to student need with more adults present.</p>			
<p>Comparing ourselves to other local schools and looking at research.</p>			
<p>It's not necessarily the crew size that is problematic at times- it's the number of students in a single space at one time w/ no break out spaces or separate offices. Which there isn't much we can do about right now, but would be something to consider moving into our new school building.</p>			
<p>space</p>			
<p>Some grades have large number of students with particular needs. This makes the work crew teachers for that year even more challenging.</p>			
<p>What the students need! I see a population of students coming through the elementary who have low stamina, low ability to independently work and a culture of 'bare minimum' is sufficient. Having too many students in a learning space allows for too many to not be held accountable.</p>			
<p>Upper grades and middle school should not have to increase class sizes so that the lower levels stay small. Yes, the lower levels should have a small class size, but the upper grades also should have a small class size. Our students matter just as much as elementary students. Our voices matter and should be heard. Our students are bigger and we have absolutely no space for them. We barely have enough tables and chairs for them. We do not have enough cubbies, hooks, etc. It is too crowded. It is dangerous and unsafe in the hallways. We also barely fit into any breakout spaces here at the MS due to our increasing numbers. There is not enough space for all of us here at the MS.</p>			
<p>A Crew of 19 takes away from our core value of relationships. With the increasing number of behavior issues, most of our time is spent managing a few student's behaviors instead of creating meaningful relationships with our students. It is really sad and disheartening that we cannot give equal attention to the students that consistently follow behavior expectations due to consistent misbehaviors.</p>			

Something else to consider is the amount of time teachers spend grading, conferencing, etc. For example, a 30-minute portfolio conference for 19 students will take 9 1/2 hours. We do portfolio conferences 2-3 times a year. That is a lot of time! One teacher workday does not allow for conferences for 19 students. It also creates a burden on team members because we have to rotate in and out of conferences or else we would be here all day and night and over the weekend having conferences.

People used to be drawn to Exploris because of our low student: teacher ratio and high-quality instruction. This is no longer the case. We still go by the name Exploris but are no longer the same and continue to get further and further away from who we used to be.

Unsure

Why is 16 not an option for the other grade levels?

We should consider our mission and our values when considering crew size. Will we be what we are in our minds and what we "sell" to the public if we continue with these crew sizes?

For example, we claim in the Reflection value that "Exploris values the creation of time to slow down, to reflect, and to build connections." This takes time. All research shows that with student-teacher ratio, more students means less time per student with the teacher. It means less time on task because there are more interruptions, more papers to pass out, more time needed for transitions. We teachers often reflect on why we can't do some of the activities that we used to do for learning and it's because we don't have the time to slow-down with more students. In addition, more students with needs means even less equity in time with students because we are either managing self-regulation issues or providing academic support.

I hear some say, "Well, behavior and academics would be better if you built better relationships with your students." Absolutely! That's why Relationships is a core value. We have transitioned from having time to really get to know our students to superficial "team" activities and meetings. It is more of a challenge to know students 1:1 when there are more students because, as established, more students, less time per student, therefore leading to more superficial activities. Some ways we used to get to know our students used to happen between the spaces of time when we were walking to field experiences or service-learning, but that doesn't happen as much anymore. Unfortunately several of the things we used to do, popping over to the museum, backpack buddies, etc. we can no longer do because we are over the limit of 16. We find this even as we search for new opportunities- "Your group is just too big." Also, walking downtown and keeping all the kids safe with 19 vs. 16 is different because they are more spread out. It was easier to walk with 16 and have a conversation that involved much of the group. As described in our values, we have "a keen understanding of the unique development of the age group which they teach." Building relationships, especially with adolescents, takes time. They see through the superficial. Responsiveness and Restorative practices take time for conversation, trust-building, and reflection which we did a lot more of when we had 16 than we can now. When co-teaching, if we had 32 in a classroom and 2 or 4 folks had some issues to work out, one teacher could easily step out to work with the students, academically, socially, emotionally. This has become a greater challenge with the increased class sizes. Therefore, we have had to hire others (full-time counselors, additional admin, interventionists) to pick up the slack. At this point with the growing diverse needs of our population, we probably need these folks now, however, it is important that all staff's time is being valued and used effectively. Finally, we used to get to know our students and build relationships through writing crew journals. They wrote to us and we wrote back, not a few comments, but paragraph or paragraphs. We learned about their families, their hopes and dreams, their passions, and their perspectives in a deep way beyond a questionnaire or cute activity, They also learned about us as humans, not teachers from our responses. It was a lot of work, but we could get started reading crew journals on Fridays during planning (1 teacher could easily manage 32 students for an hour, so we would tag out). So why has this become such a challenge now?

Numbers cannot be thought of in "adding just 1 or 2" to a crew, they must be considered for the overall total and time. If we consider that we have added 3-4 students per crew since 2013. That means we have added 12-16 per grade level. Then considering the exponential increase in Exceptional Children, expansion to include more socio-economically diverse population which sometimes require the time and personnel of more than "one" child, it is like we have added another crew to each grade level (at the middle school) without an additional teacher.

Thoughtful feedback to foster values like Craftsmanship, Reflection, Relationships, Social Empowerment, Innovation, Responsibility, Connections to Nature, and Curiosity all take time. Think about it in terms of the crew journal (where all of the above were often addressed). If it took about 10-15 minutes to read and respond to each of 16 journals, then that's about 2.5-3 hours of time needed. Add in "just 3 more students" and that is now 4 hours of time. Therefore, less time needs to be taken for other things, or fewer quality responses, or find a "quick and easy" replacement. We do a lot of writing at Exploris so let's extrapolate this from just a crew to a content area and we'll use Writing again. For 64 students (16 per crew), it takes about 21 hours to read and respond to an essay. We now have 76 students, so that is about 25 and a half hours to complete the task. This is only one example of the increased time needed to maintain our standards for thoughtful feedback. No wonder crew journals have gone extinct at Exploris middle among other things.

As class sizes increase, then we look toward the solutions of other big systems, automated feedback from computerized programs, less-time for hands-on, less space to even move through the room safely, increased discipline issues, more rigid structures, and then we are only Exploris on paper and not in the classroom. Many other charters have been "inspired" to follow our original model and now we continue to move farther from it. Are we collaborating with other charters with small numbers to see how they make it work? We need to look to our values to guide us in our future and these decisions. There are many more charter choices available now than there were before and we are becoming more like the traditional than the unique innovators we once were. I think we would all agree that it is more important to be guided by our values than the bottom dollar. We have a lot of brilliant people and resources that should be able to find responsible solutions that strike a compromise between the two while remembering the reason we are all here is to do what is best for kids while truly valuing the time and efforts of our staff.

Many things are tied to quality instructional practices and there is not a one size fits all. As I taught elementary for 15 years, 20 was always my sweet spot, but my instructional practices, intervention support and the fact that my classroom was self contained, my room was the size of our current rooms at the middle school, and that I had all curriculum laid out by the county made a huge difference in the ability to teach students. I had my 20 students ALL day to build relationships, not just in our "crew" time. I was able to get to know students individually as people and as students. With the current model of our school, this is not a reality. My crew is too large to get to know in a 30 min. period once a day. 2 crews in a room is too much to manage and get appropriate results from instructional practices, regardless of how many teachers are in the room. Ratios are for daycares not academic settings. Just because there is a low teacher to student ratio (as compared to other schools), does not mean that it is a reasonable ratio for best instruction at Exploris.

EC population, having EC teachers and/or teaching partners run their own crews or run service learning groups to bring numbers down for those high impact activities.

The space we have to break out and get into 1:19 small groups, the space we have per student in our current building.

CREW size directly affects classroom dimensions/size. Sometimes in Middle school - the body sizes far exceed the space constraints we have in the classroom. As well some of the break-out spaces for CREW and the ART ROOM - are all too small for 7th & 8th graders with 19-20 per CREW.

<p>When we have many behavior issues in CREW and 19-20 to manage - sometimes the CREW experience is difficult to manage.</p>			
<p>We are under a legislature that funds us less than we were funded in 2005. Our health care costs and student needs have gone up. Our reality is that we are likely in a model that is 1:20 for crew at the middle school level. We must seriously reflect on if we want strong support personnel for EC, intervention, coaching, guidance OR smaller crews. Further we need to visit other schools trying to work like us and understand how they are managing 1:20 or even 1:22.</p>			
<p>It does feel crucial to me that we lower class sizes in the K-2 grades for sure, and possibly in 3-5 (I would defer to them on that). A few more kids in middle grades does not feel like a big deal because we co teach all day long and have special ed support staff who are amazing!</p>			
<p>We are a school that value off-campus activites in and around downtown Raleigh. However, if class sizes get too big, an unintended consequence is that we will have to stay inside more; businesses and organizations are less likely to take large groups and they are harder to manage.</p>			
<p>Please consider that at least in kindergarten, the students require an immense amount of facilitation and support to complete daily routines and assignments/tasks. The only time we work in our crews is for 15 minutes of morning meeting. We are all one class, all 38 children are all our students for the remainder of the day. The amount of children in the K classroom, makes it difficult to establish relationships and connections with each child in a time frame that is conducive to establishing a class family during the most important weeks of the year. Having a large class also brings double the children with behavior concerns. For example, this year it took us several weeks/months to identify the children who were needing a speech evaluation or other supports due to the focus on other children who had behaviors that were unsafe. I think it's been really beneficial to the children to have co-teachers as we have been able to plan some really wonderful lessons and experiences together for the children. I wonder what bigger and better things we could accomplish with lower numbers in our classroom.</p>			
<p>Younger grade levels would really benefit from smaller crew sizes to help aid more one on one teaching.</p>			
<p>Smaller class sizes in K-2 (max 14) is what is so needed as well as continuing the co-teaching model. The benefits of having two lead teachers in the room include avoiding teacher burn out and creating meaningful relationships with all students. Diverse populations actively seek out programs where they feel they are in a supportive environment where their child's needs are being met. This goal is much easier to accomplish when you have less children in the classroom and therefore are able to really direct your time and attention to each student. Really investing that time and effort and creating those meaningful connections with students and families goes a very long way.</p>			
<p>Their is also the issue of more high need behaviors in the classroom. When you are faced with a child who from day 1 demonstrates a high level of support is needed to be able to function it immediately takes away your ability to create connections with 30 plus other children. Which also means that you are unable identify other needs in your classroom speech, OT, and academic needs in a timely manner. If we had the ability to have smaller class sizes in K-2 (max 14) then not only can you accommodate the high need behaviors more effectively but you are then also able to create connections with all students and assess their needs in a timely manner.</p>			
<p>Lastly smaller class sizes in K-2 (max 14) would also help support teacher retention as well as attract new teachers.</p>			

However, if in the end we are unable to accommodate this class size then I feel that it is important to maintain co-teaching and provide 2 teaching partners in K-2.									
Utilizing staff not currently utilized to have a crew such as EC teachers and partners. If portfolio conferences and other academic issues hinder this idea then put those responsibilities on academic teachers and the day to day crew activities share with other staff.									
current limited space									
Space! Cramming the kids into this building is the biggest problem. It's possible 19 kid crews would work better with more space. Same issue for adding kids who need to be in EC small group, we don't have enough space to put more in the room at one time.									
# of IEPs/504s per crew and needs they require									
Acoustics. If you are going to put 2 crews in a classroom, there has to be opportunity to create more defined spaces. Kindergarten has done a good job of creating a setup that allows for 2 seperate spaces when needed. Because the dividers (curtains) go top to bottom and they are fabric, it makes for better acoustics as the fabric absorbs some of the sound. Plus, the visual barrier is larger. There are some rolling dividers around the school, but do not block out a lot of the sound.									
K/1 worked really well with one teacher and one teaching partner per 20-student crew the first year of the elementary school.									
Crews should have even numbers to support partner work.									
TA's. Every K teacher that I know in Wake County has a TA. These teachers share a TA, and it is a disservice to the needs of kindergarteners and their teachers. We also need space for EC student services.									
See above. More, smaller classrooms.									
Increased crew sizes also increases other spending and increases teacher stress which can lead to turnover, which costs money. We may have more income with more students, but in the long run we are not saving money.									
I think 15 in K and 16-17 in other grade levels. I don't think upper grade levels should have bigger crews. In our current spaces, these grades have smaller spaces and bigger people and furniture. It is hard to move around in those spaces. While using the area outside a classroom as CREW space was feasible when class sizes were 14, it's not when they are 19. The big kids don't fit.									
Often it's not the teacher ratio that's a problem, it's the combined number of students in the small spaces we have.									
Smaller crew sizes allow us to do more of the things that make our school so unique. This will help us to maintain our reputation as a great school so that we can attract great diverse families!									
The current impact it is having on staff culture/climate and our students. Many students and staff report the working conditions and lack of space to be difficult to cope with. How far do we have to move to find a place that is economical to balance out cost and still enrich the educational environment? We are already finding it difficult to navigate places that can accomodate our crew sizes, thus the experience we used to have is no longer an option. Also parking is a major stressor									
The invisible costs related to larger crew sizes (more support staff, upgrades to facilities, teacher turnover etc.)									

What ideas do you have for reducing spending to offset reduced revenue?

Contacting other charter schools to see other models/ methods of offsetting revenue.

I would check with other Charter schools and see how they work it. Also, keep in mind that at one time Exploris was the "premium" for class sizes. Many parents wanted to come to Exploris because our class sizes were smaller then those in WCPSS. Now, WCPSS class sizes are actually smaller then ours. (See N and O January 2019: Wake has to deal with how the average K-3 class size in North Carolina will drop from 20 students this year to 19 children in the fall and 18 students in 2020. It's scheduled to drop in 2021 to a maximum of 16 to 18 students in a class, depending on the grade level.) Parents value smaller class sizes and without a change, I predict our enrollment will drop significantly. In addition, many of our diverse populations are looking for smaller class sizes. I believe that we will deter them from applying if our class sizes are larger then those they could get at their base.

In terms of reducing spending, I would reach out to other local charter schools to see how they implement and utilize their budget.

Not have a year end surplus.

Not sure.

As we have a surplus taking 1 or 2 students out of each grade shouldn't really affect the budget much.

We could do fundraising.

I'm not certain how to reduce spending.

Owning our own land and building.

Share teaching partners among elementary grades

Make EC and Global Arts full time - would that allow for fewer employees, thus saving \$? Could all Global Arts double as a TA, thus decreasing spending?

It is hard to do this without looking at our budget. It would be helpful if the budget was shared with us, so we could look more closely at the numbers.

1. Encourage staff to reduce number of teacher absences to reduce substitute budget. If staff are asked to attend PD, maybe the PD organization could reimburse for a sub. If class sizes are smaller, subs may not be needed as often.
2. Grants
3. Review staff organization and complete a needs assessment. Are all administrative/office staff positions necessary and used appropriately? I'm certainly not saying they are unnecessary but it is just a thought.
4. Increase before care/after care cost.

None

Affordable building, using people and resources effectively. Assessing spending on each campus, how the \$ is used and looking to cut based on the effectiveness of \$\$ spent. Cost analysis... Exploris did not have serious financial issues until the elementary opened. The

opening was supposed to make us more financially stable, so what has happened to cause the opposite? Can those things be eliminated or corrected?

I think a complete and thorough look at where money is spent? I'm not sure that I know enough about our revenue and expenses to answer that question. I do know that what sets us apart from other choice schools and innovative schools is being compromised by class size, instructional support and teacher needs-based professional development and that our reputation and status in the community will be affected in the long term. We need to figure out a way to provide a quality instructional program, retain highly qualified teacher in a tough economy and keep our values at our core.

If we are in one building K-8, reducing to 1 associate director for K-8 would be feasible

Return our administration to a smaller size. Go back to just having one AD, and eliminate instructional coach position.

Reorganize and reconsider staffing and administrative positions added as we added more students.

Can we canvas families especially those in younger grades if they would be willing to give more to the school to offset this smaller class size? RCHS makes up 325,000\$ per year from their annual fund parent drive. If we could attract more willing parents and possibly alumni parents to give 10% more?!

I think we seriously have to look at director, school directors, coach, intervention, guidance positions, global arts, finance, EC, partner, and admin positions. Where are we maximizing efficiency, and where are we duplicating efforts? The associate directors should have more responsibility for curriculum, site budget, money collected, scholarships, evaluation, and data. Director school-wide budget, fundraising, policy, and board. Director and board determine financial outcomes and performance outcomes. Associate directors make these things happen with the resources at hand. As a school we might commit \$9000 per pupil to elementary as an investment and \$8200 to middle. If this is the case let's be intentional, transparent, and clear about why we are making these choices to invest in our students in their earliest years. We should have more meetings at the site level with PD differentiated and focused. This will build problem solving, morale, and invest faculty as leaders and entrepreneurs. We need a clear organizational chart that then maximizes time and talent, and disperses leadership. Too often I see a meeting that costs us about \$1000 an hour in salaries. I am personally concerned that our leadership team has NO crew teachers yet every decision is based on crew. It is our CORE. We need to seriously and objectively audit our efficiency with time and people.

I also do not have an opinion on the ideal crew size for other grade levels. I can only speak for middle school...that ideal and what is realistic are two different things. This is a difficult question to answer with no "Other." I went high on all...because even if we have 19 or 20. We still have small numbers compared to any other school in the state under this budget.

Honestly I am totally OK with how things are currently. I have heard stories of how great Exploris used to be with the smaller sizes. So maybe some teachers who are used to larger sizes could take on a bit more if that's OK with them.

It is my impression that we have extra money at the end of each year. We do an annual fund and we have a capital campaign, so perhaps I do not fully understand how funding works. Teams often do not use all the allotted money and are asked to spend it at the end of the year. We have many grants. It is my perception that we have money to spare. Additionally, I think middle grades could take an extra student or two (I would not go over 20 in any crew) with plenty of support for the special ed students.

<p>This is a really tough question. I wonder if Global Arts teachers, maybe admin could have crews to make them smaller. This means they'd need to work on Fridays which does not solve the spending issue.</p>
<p>I recommend reaching out to other charter schools about ways they maximize their revenue while keeping numbers down.</p>
<p>Instead of being given a stipend at the beginning of the year for the class, just be repaid when receipts are given.</p>
<p>Contact other charter schools and research what they do to reach this goal. Reaching out to public schools to learn how they accommodate smaller class sizes in lower grades may also prove to be beneficial. Lower class sizes in K-2 would attract more diverse populations to Exploris who feel that they are not having their needs met at other schools. Besides attracting more diverse populations smaller class sizes would also attract teachers and help to support teacher retention long term.</p>
<p>Remove bonus pay for non classroom employees</p>
<p>reduced class sizes should mean reduced staff</p>
<p>Move to a different building further away from the city that costs less in rent and is larger.</p>
<p>Would need to review budget to comment</p>
<p>Not sure. I haven't looked at the budget to see how the money is being spent. I may have to come back to this one later.</p>
<p>If higher grades have more and lower grades have less it should balance out.</p>
<p>Finding a cost-efficient K-8 building. Technology?</p>
<p>I would limit how much printing and therefore paper each teacher is allowed to use. Establish a schedule for students to clean the building. Purchase hand dryers so no more paper towel waste or spending. Purchase water bottle water fountains to support our water bottle use. Move into a healthy, clean building so that staff can be at work instead be at home sick.</p>
<p>I'd have to look at the budget to be able to answer that.</p>
<p>I personally do not see crew size as a problem... I see having two crews in a classroom as a problem. You can co teach utilizing two different spaces. That is most definitely the co teaching model we need to go to. Our population and the younger grades to not do well with the overstimulation of having 40 children in one space all day.</p>
<p>Reduce the size of the surplus</p>
<p>Find building sites that are smaller so we do not have to spend so much on facilities. Moving outside of the downtown area to find more affordable facilities. Parent volunteering used to be 'required' as part of the student handbook- is it still? Could parents volunteer as 'cleaning staff' to keep the buildings clean after school or on weekends. This would help them satisfy their volunteer hours and help us lower custodial costs. We could bring back blitzing and make students more responsible for keeping the buildings clean as well.</p>
<p>keep lower class sizes in mind when planning the new building, avoid lawsuits, look at administrative salaries</p>
<p>Look at overall expenses to see where they could be trimmed. If we had fewer students we might need fewer "support" staff.</p>

That is a hard one. We are already underpaid compared to WCPSS (it was not always this way). How do we continue to attract good candidates if we are not competitive. Plus if we want to diversify our staff..we can't do that if most of the people we hire have to depend on another income to make ends meet.

Make the line-by-line budget transparent (not just big buckets) and hold input sessions so staff can review the data and make informed recommendations

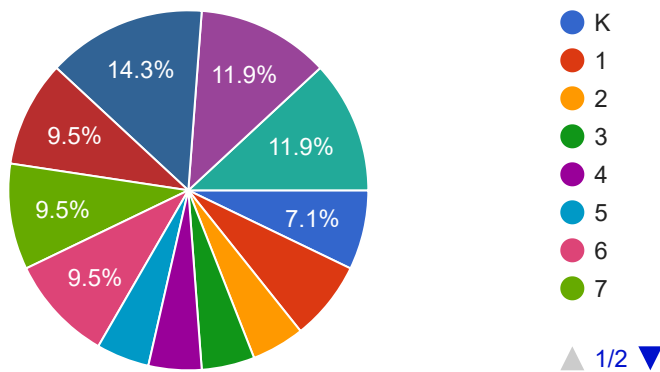
Class Size Survey

42 responses

[Publish analytics](#)

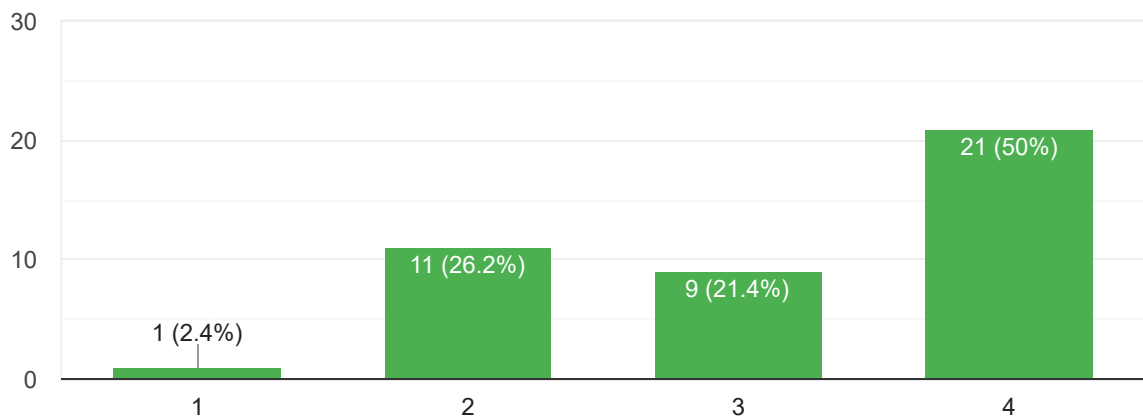
Grade you work with

42 responses



A crew size of 19 is too large at the grade level(s) I work with

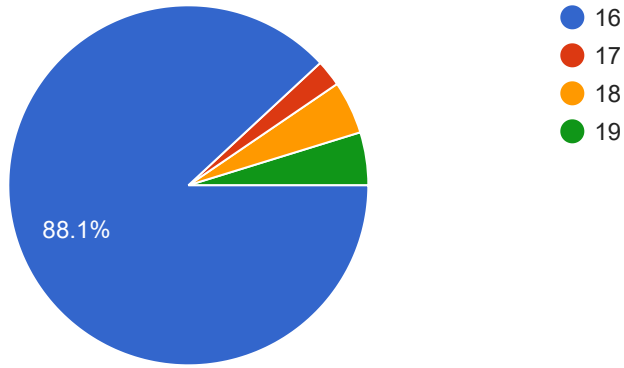
42 responses



In your opinion, what is the ideal crew size for K-1?

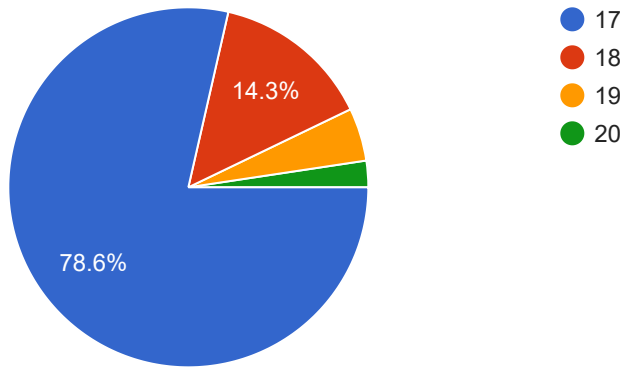
42 responses





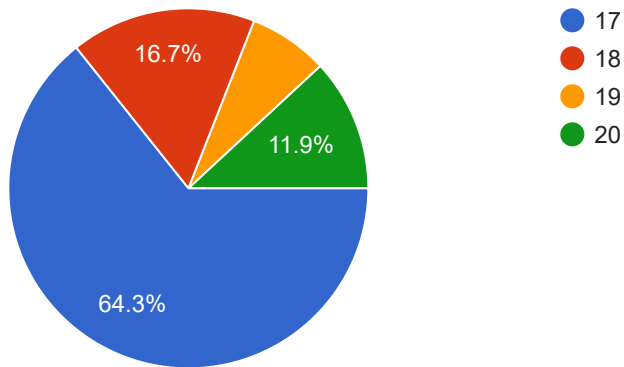
In your opinion, what is the ideal crew size for grades 2-3

42 responses



In your opinion, what is the ideal crew size for 4-5

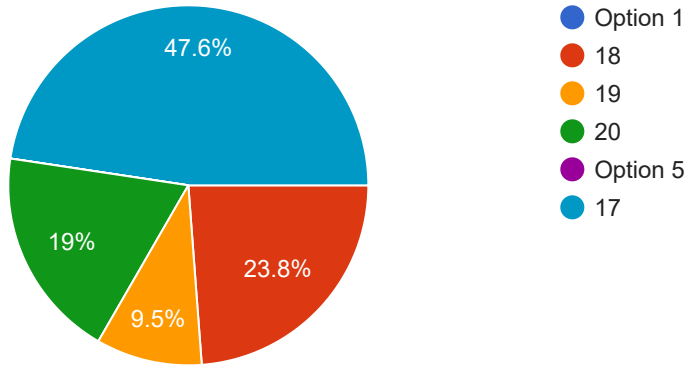
42 responses



In your opinion, what is the ideal crew size for 6-8

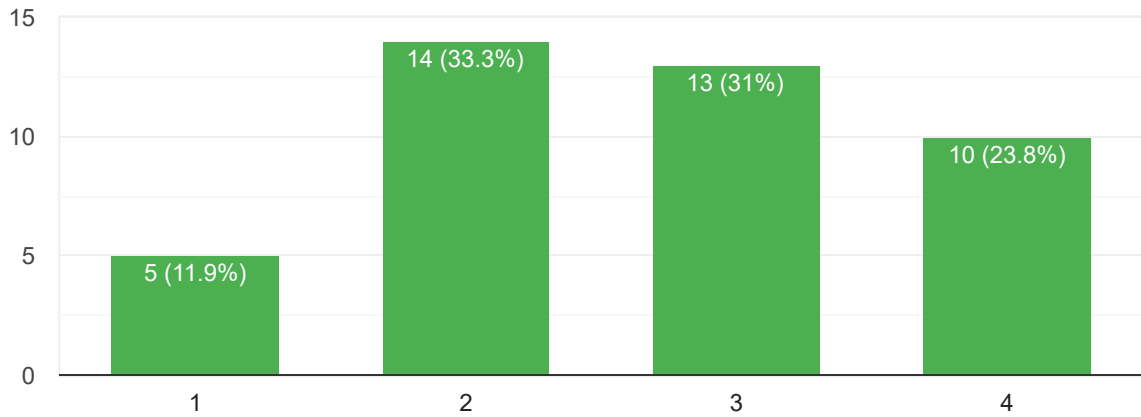
42 responses





The co-teaching model should be used in all grade levels

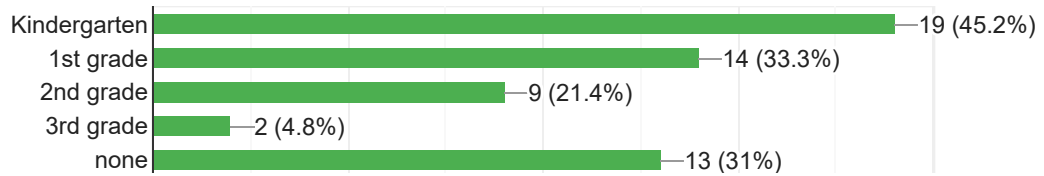
42 responses



What grade levels should be single teacher led

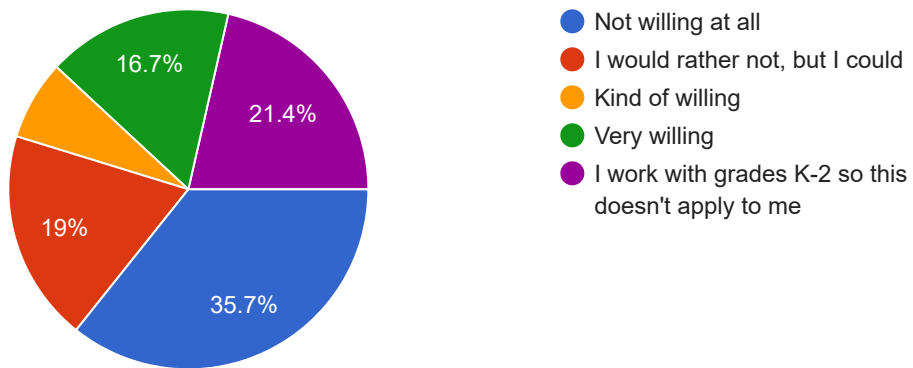
42 responses





One option is to reduce crew size in some younger grade levels, and make up the balance by having an extra student or two in upper grade levels. How willing would you be to take on an extra student or two in this scenario?

42 responses



What ideas do you have for reducing spending to offset reduced revenue?

42 responses

Honestly I am totally OK with how things are currently. I have heard stories of how great Exploris used to be with the smaller sizes. So maybe some teachers who are used to larger sizes could take on a bit more if that's OK with them.

I think we seriously have to look at director, school directors, coach, intervention, guidance positions, global arts, finance, EC, partner, and admin positions. Where are we maximizing efficiency, and where are we duplicating efforts? The associate directors should have more responsibility for curriculum, site budget, money collected, scholarships, evaluation, and data. Director school-wide budget, fundraising, policy, and board. Director and board determine financial outcomes and performance outcomes. Associate directors make these things happen with the resources at hand. As a school we might commit \$9000 per pupil to elementary as an investment and \$8200 to middle. If this is the case let's be intentional, transparent, and clear about why we are making these choices to invest in our students in their earliest years. We should have more meetings at the site level with PD differentiated and focused. This will build problem solving, morale, and invest faculty as leaders and entrepreneurs. We need a clear



organizational chart that then maximizes time and talent, and disperses leadership. Too often I see a meeting that costs us about \$1000 an hour in

What other things should we be considering regarding crew size?

38 responses

We are under a legislature that funds us less than we were funded in 2005. Our health care costs and student needs have gone up. Our reality is that we are likely in a model that is 1:20 for crew at the middle school level. We must seriously reflect on if we want strong support personnel for EC, intervention, coaching, guidance OR smaller crews. Further we need to visit other schools trying to work like us and understand how they are managing 1:20 or even 1:22.

We are a school that value off-campus activities in and around downtown Raleigh. However, if class sizes get too big, an unintended consequence is that we will have to stay inside more; businesses and organizations are less likely to take large groups and they are harder to manage.

Comparing ourselves to other local schools and looking at research.

Utilizing staff not currently utilized to have a crew such as EC teachers and partners. If portfolio conferences and other academic issues hinder this idea then put those responsibilities on academic teachers and the day to day crew activities share with other staff.

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Cover Sheet

Facilities

Section: II. Executive Director Report
Item: C. Facilities
Purpose: Vote
Submitted by:
Related Material: CORPORATE SERVICES BROCHURE.pdf
Luke Enzweiler.pdf
Matt Baker.pdf
Ryan Gaylord.pdf
TPI Engagment Letter - Exploris School - 191206.docx
Tri Properties Overview w Exploris.pdf

TRI PROPERTIES

CORPORATE SERVICES DIVISION

TEAMWORK • RESULTS • INTEGRITY

CORPORATE SERVICES DIVISION

A COMPETITIVE REAL ESTATE ADVANTAGE

Whether your organization requires acquisition and/or disposition services for leased or owned property, relocation services, build-to-suit representation, expansion or contraction analyses, or general market analyses, Tri Properties Corporate Services offers a fully-integrated, "turn-key" corporate real estate solution for your global needs.

Our objective is to form long-term strategic partnerships with organizations whose on-going corporate real estate needs warrant professional, dedicated and innovative representation.

Through a comprehensive and collaborative analysis of each client's short and long-term business objectives, Tri Properties Corporate Services will formulate and execute on a strategic plan designed to lower occupancy costs, increase flexibility and establish a competitive advantage within the marketplace.

As trusted advisers, our clients' fiduciary interests are protected from potential conflicts of interest often present in the marketplace.

Our documented process establishes a strong negotiating position and assures that your interests always come first. Our clients look to us to determine whether or not a specific transaction decision or strategy is in the best interest of their organization.

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CORPORATE SERVICES DIVISION
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SCOPE OF SERVICES

MULTI-MARKET LEASE NEGOTIATIONS

- New Leases
- Relocations
- Renewals/Restructures
- Expansion
- Subleases/Assignments
- Lease Buyouts
- Build-To-Suits

MULTI-MARKET ACQUISITION/DISPOSITION

- Leased or Owned Properties
- Sale/Leaseback
- Like-kind (§1031) Exchanges

MARKET ANALYSIS

- Multi-market metrics including vacancy rates, weighted average rental rates, construction costs, absorption levels and additional metrics
- Multi-market property surveys (office, warehouse, retail, R&D)
- Demographic analyses
- Competitor comparisons
- State-by-state incentive comparisons (including local and regional variances)
- Employee zip code analyses

ADDITIONAL SERVICES

- Lease vs. Buy Analysis
- Comparative Financial Analyses
- Portfolio Assessment/Management
- Design/Construction Management

PROJECT TIMELINE

1

ESTABLISH A COMMITTEE

It is critical to establish a well-balanced committee capable of providing ongoing input on strategic budget and operational issues. Ideally, this committee has representation from Senior Management, Finance and Operations. This committee, in conjunction with your Tri Properties' consultant(s), will facilitate the process from concept to fulfillment.

2

ANALYZE EXISTING LEASES

Identify lease expiration dates, options, key notice dates, and compare current occupancy costs to comparable corporate leases in the marketplace.

3

DEFINE OCCUPANCY OBJECTIVES

Identify the organization's short and long-term occupancy objectives and generate general programming elements including: office to workstation ratios, conference and training requirements, labs, storage, etc. Evaluate and update existing corporate standards and assist in the development of new standards on an as-needed basis.

This phase of the project will generate key parameters necessary in the evaluation of options in the marketplace, including square footage requirements, geographic and budget parameters, building class preferences, minimum footprint sizes and key infrastructure requirements.

Additionally, the committee will jointly assess the quantitative elements of the analysis most important/relevant to the organization's culture. These elements may include image, geographic locations, accessibility, and proximity to customers and/or employees and amenities.

Tri Properties' consultants can help identify additional service providers during this phase, including architects, space planners, engineers and construction management consultants.

4

IDENTIFY

ALL OPTIONS

Using the team's newly established occupancy objectives and parameters, Tri Properties will conduct a comprehensive survey of the marketplace (locally, regionally and/or nationally) utilizing advanced web-based software and proprietary databases.

Upon completion, Tri Properties will present surveys, maps, aerial photographs and building materials in a comparative matrix highlighting key financial and non-financial elements of each option. Tri Properties will then coordinate a property tour, from which a "short list" of buildings will be jointly established.

5

NEGOTIATE

THE OPTIONS

Tri Properties will develop a customized Request for Proposal (RFP) around your organization's short and long-term occupancy objectives, which we will then issue to each of the owners on the "short list."

The RFP process assures that all prospective Landlords (including your current Landlord if applicable) respond in a uniform/consistent format, addressing all of your specific requirements. This document establishes a competitive platform for the negotiating process, providing key leverage with select owners in the marketplace.

Throughout the negotiating process, your Tri Properties' team will provide detailed financial analyses using proprietary software. These analyses include cash flow comparisons, NPV calculations, net effective rental rates, efficiency analyses and more. The reports may be customized to suit the needs of publicly traded or privately held entities.

Once final deal terms are agreed upon, Tri Properties will consult with your in-house or outside counsel to assist with review of pertinent transactions documents (i.e. LOIs, leases, purchase/sale agreements, assignment/sublease documents, etc.). Should your company require corporate real estate legal representation, we can help identify legal resources to represent your interests. Your Tri Properties' consultant(s) and legal expert will see these negotiations through to full execution of all pertinent transaction documents.

6




FULFILLMENT

THE PROJECT'S COMPLETION

Using in-house resources, Tri Properties can offer construction management services to oversee the successful buildout of your space, providing a competitive bid process and assuring an on-time/on-budget delivery. Additionally, Tri Properties can coordinate your move with the help of our in-house Facilities Management team. These series may be tailored to your needs, and may range from a "turn-key" move package to individual vendor selections for services such as furniture, IT infrastructure, vending services and more. Following occupancy, our Property Management team is available to assist with OPEX evaluations and reconciliations, as well as ongoing CAPEX analyses and building system evaluations, liability and property insurance evaluations.

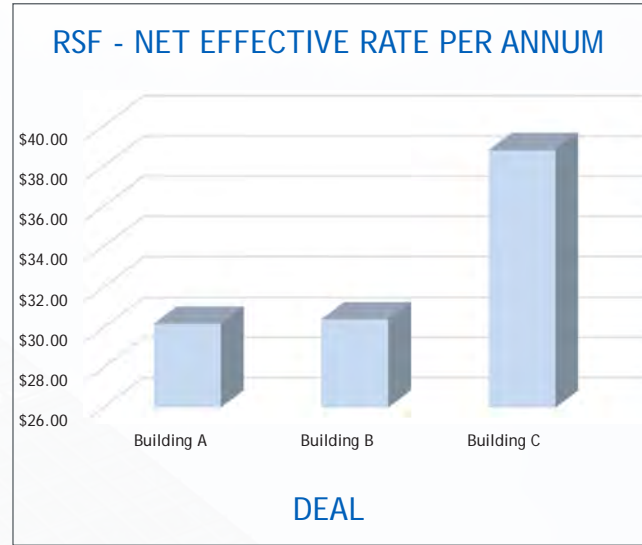
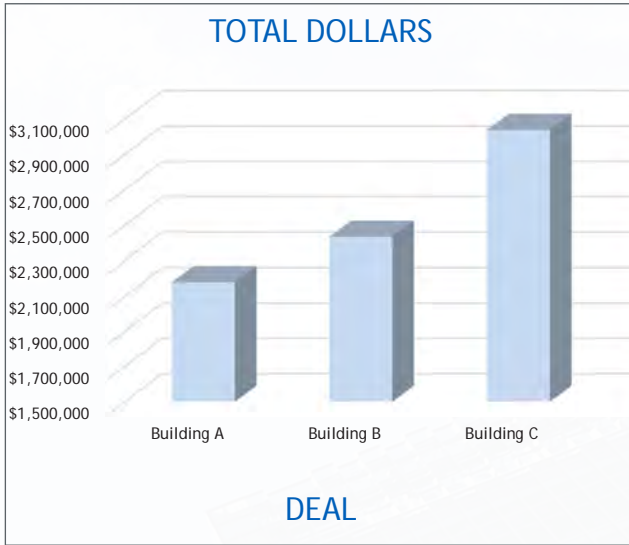
SAMPLE LEASE CASH FLOW ANALYSIS

Prepared By: Tri Properties, Inc - Corporate Services Division

	Building A	Building B	Building C
ASSUMPTIONS			
Commencement Date	7/1/2020	7/1/2020	7/1/2020
Expiration Date	8/31/2027	10/31/2027	7/31/2027
Lease Term	7 Years 2 Months	7 Years 4 Months	7 Years, 1 Month
Floor	2nd Floor	3rd Floor	1st Floor
Rentable Square Feet	10,000	10,750	11,018
Core Factor	13.04%	13.04%	11.51%
Usable Square Feet	8,696	9,348	9,750
Contract / Face Rate	\$28.50	\$29.25	\$36.50
# of Mos. Of Free Rent	2.00	4.00	1.00
\$ Value of Free Rent / SF	\$4.75	\$9.75	\$3.04
Tenant Improvement Allowance	\$28.00	\$30.00	\$35.00
Tenant Contribution	\$2.00	\$0.00	\$4.00
Escalation 2	Fixed % Per Annum	Fixed % Per Annum	Fixed % Per Annum
Escalation 2 Base Year	2020	2020	2020
Totals	Tenant Rep (Pre-tax) Discount Rate=5%	Tenant Rep (Pre-tax) Discount Rate=5%	Tenant Rep (Pre-tax) Discount Rate=5%
Total Dollars	\$2,179,980	\$2,433,459	\$3,038,804
Present Value	\$1,822,715	\$2,012,028	\$2,556,453
Average \$ Per Annum	\$304,183	\$331,835	\$429,008
Net Effective Rate Per Annum	\$301,882	\$326,938	\$427,549
RSF - Average	\$30.42	\$30.87	\$38.94
RSF - Net Effective Rate p/a	\$30.19	\$30.41	\$38.80
USF - Average	\$34.98	\$35.50	\$44.00
USF - Net Effective Rate p/a	\$34.72	\$34.97	\$43.85

The Net Effective Rate Per Annum = The present Value amortized over the Term at the discount rate shown for each deal.

SAMPLE LEASE CASH FLOW ANALYSIS



SAMPLE CASH FLOW ANALYSIS - BUILDING A

SAMPLE CASH FLOW ANALYSIS - BUILDING A

Projected costs for leasing space/Billing Period July-June

ASSUMPTIONS

Commence	7/1/2020	<u>LL Contribution</u>		<u>2.50% Base Rent Increases</u>	
Expire	8/31/2027	Rentable SF	\$28.00	Base Year	2020
Term (86 months)	7 Years	Agg Contr	\$280,000	Incr%	2.50%
	2 Months	Usable SF	\$32.20	Incr Begins	7/1/2021
Discount Rate	5.00%			Multiple	100%
Floor/Suite #	2nd Floor	<u>Tenant Cash Expense</u>		Chg Pmt Every 12 mos	
Rentable SF	10,000	Initial Mo.	\$2.00		
Loss Factor	13.04%				
Usable Area	8,696				
Add On Factor	1.15				

BILL PERIOD YEAR ENDING	1 6/30/2021	2 6/30/2022	3 6/30/2023	4 6/30/2024	5 6/30/2025	6 6/30/2026	7 6/30/2027	8 8/31/2027	TOTALS
Base Rent Pre Free Rent	\$28.50	\$28.50	\$28.50	\$28.50	\$28.50	\$28.50	\$28.50	\$4.75	\$2,042,500
Free Rent Months	2.00								2.00
Base Rent Post Free Rent	\$23.75	\$28.50	\$28.50	\$28.50	\$28.50	\$28.50	\$28.50	\$4.75	\$1,992,000
2.50% Base Rent Increase		\$0.71	\$1.44	\$2.19	\$2.96	\$3.75	\$4.55	\$0.90	\$164,980
Tenant Cash	\$2.00								\$20,000
Per SF Total	\$25.75	\$29.21	\$29.94	\$30.69	\$31.46	\$32.25	\$33.05	\$5.65	\$2,179,980
Monthly Average	\$21,458	\$24,344	\$24,952	\$252,576	\$26,612	\$26,871	\$27,543	\$28,231	
Per Annum Total	\$257,000	\$292,125	\$299,428	\$306,914	\$314,587	\$322,451	\$330,513	\$56,463	
Cumulative Total	\$252,763	\$530,351	\$815,629	\$1,108,780	\$1,409,984	\$1,461,560	\$1,461,560	\$1,461,560	

TOTALS

\$2,179,980	Total Rent
\$1,822,715	Present Value @ 5.00%
\$304,183	Average Cost Per Annum
\$301,882	Net Effective Rate Per Annum @ 5.00%
\$30.42	RSF - Average Cost Per Annum
\$30.19	RSF - Net Effective Rate Per Annum @ 5.00%
\$34.98	USF - Average Cost Per Annum
\$34.72	USF - Net Effective Rate Per Annum @ 5.00%

(A) If you gave back the 2.00 mos of free rent you could reduce your base rent by \$.79 in each year. (PV of 2.00 months amortized over 86 Mos @ 5.00%)

(B) If you gave back the 28.00 contribution from the landlord, you could reduce your base rent by \$4.64 in each year. (\$28.00 amortized over 86 months @ 5.00%)

\$5.42 Total Annual rent due to concessions (Sum A + B)

PV and Amortization is calculated monthly assuming a beginning of month payment
*The Net Effective Rate = the present value amortized over 86 months @ 5.00%

TRI PROPERTIES
CORPORATE SERVICES DIVISION
TEAMWORK • RESULTS • INTEGRITY

CLIENT CASE STUDIES

TRI PROPERTIES
CORPORATE SERVICES DIVISION



SCENARIO

Chiltern (Formerly Ockham) had been within its existing building for nearly 20 years paying above market rents and handling lease discussions directly with the Landlord, hiring Corporate Services Division (CSD) to assist with their corporate real estate analysis for their world headquarters.

APPROACH

By implementing a proven strategic approach and leveraging our relationships in the market, we successfully set up a competitive platform in which a number of viable office lease options were competing for Chiltern's business.

RESULT

In excess of **\$1 million dollars of savings from the initial proposal** the current Landlord provided to Chiltern (before our involvement) compared to the final negotiated deal we were able to secure for them to stay put and expand their current building. After lengthy internal discussions, the Chiltern board approved a relocation into 22,500 RSF in a substantially nicer office park given the extremely aggressive economics offered up by that Landlord.



moffatt & nichol

SCENARIO

Over about a 10 year period TPI assisted M&N with a total of 6 in place lease restructures and expansions. Many of that expansion space was made up of non-contiguous space on the 1st floor of the building. M&N was in need of additional square footage with limited growth opportunities in current building. They had 4 years remaining, but a termination option middle of 2016 with notice 12 months prior. Other objectives of M&N were to consolidate all parties onto a larger floor plate which could accommodate future growth and upgrading the office space following a decline in the current building management.

APPROACH

TPI engaged in an exhaustive search which resulted in a few key relocation options which could accommodate the key objectives the firm was looking to accomplish.

RESULT

TPI was able to secure aggressive deal terms that were better than the current building for a nicer building. Further, the floor plates of the new bldg. were 46K SF which offered significant contiguous expansion opportunities. TPI was successful in getting the new landlord to foot the bill for the \$165K termination penalty due to M&N's existing landlord 1 year in advance of the date of termination. Middle 2016 - M&N moves into their new 20K RSF suite with upgraded finishes with close to a turn-key build-out.



SCENARIO

Tri Properties ("TPI") and Circle K ("CK") initiate discussions regarding plans for 305 Gregson Bldg. TPI presents possible strategic alternatives for Cary and Sanford, NC facilities. Following walk-through and further discussions, TPI informs CK that there are a number of Tenants actively looking in the surrounding market that could be a fit for the Cary property. TPI encourages CK to release them to market 305 Gregson for sale/lease.

APPROACH

TPI first negotiated a full-building lease of Circle K's former 60,461 square foot headquarters at 305 Gregson Drive in Cary to ABB. Following the lease up, TPI negotiated a new 24,087 square foot lease at the Situs Office Park in Raleigh for Circle K. To conclude, TPI negotiated the sale of the 305 Gregson Drive building to an investor.

RESULT

ABB's lease commences at 305 Gregson and new buyer closes on fully leased building for **\$13,172,000 (7.04 cap rate) 22 days later (9/22/17)**. **Net result for CK was a \$1.7 million net gain less book value and transaction expenses. 10 month period from lease signing with ABB to building being sold (Dec. '16 - Sep '17)**

CLIENT TESTIMONIALS

TRI PROPERTIES
CORPORATE SERVICES DIVISION



GO REALTY

“Over the past five years, Ryan has represented us on five different leases, and he currently is working to help us with a sublease on a current space which we may outgrow. I have found Ryan to be diligent in research for finding the right properties that match our specific needs for design and use. We are picky. He often goes the extra mile to negotiate a point or make us aware of an issue that we would not have considered.

Ryan has taken the time to really understand our culture and the kinds of spaces and financial arrangements that work best for us. I consider him to be a very valuable part of our team and the growing success of our company. Ryan is thorough, detailed and very concerned about finding what is best for our situation at a given time. In addition he’s extremely knowledgeable about the market and often provides creative solutions for terms in our agreements. He is backed by a tremendous company whose owner I know personally. I couldn’t feel more secure with the service than I do with Ryan and Tri Properties representing us. I give you a strong recommendation, and you will benefit greatly by engaging Ryan as your agent”

-Kevin Woody, CEO, Go Realty



“I would be happy to give a reference for Ryan as I truly enjoyed working with him. He was very efficient in finding us sublease office space and really understood our criteria. He left no stone unturned and was incredibly diligent in following up with other realtors, etc. My partner, Barry Mangum, and I certainly consider him a friend and colleague and know that you could have no better partner in your office search.”

-Betsy Reid, COO, Paidion Research



“Ryan has proven to be a valuable resource for the Forrest Firm as we have expanded our real estate footprint across North Carolina. He has deep acumen and industry knowledge and has shown a willingness to exceed our expectations in every facet of our relationship.”

-James Forrest, Founder, Forrest Firm



“Ryan is a pleasure to work with, possessing both the commercial real estate acumen to deliver intelligent solutions and the people skills to effectively manage transactions. I look forward to continuing to work with Ryan in the future”

-Tommy Rodwell, Senior Real Estate Manager, Circle K

ABOUT TRI PROPERTIES

TRI PROPERTIES
TEAMWORK • RESULTS • INTEGRITY

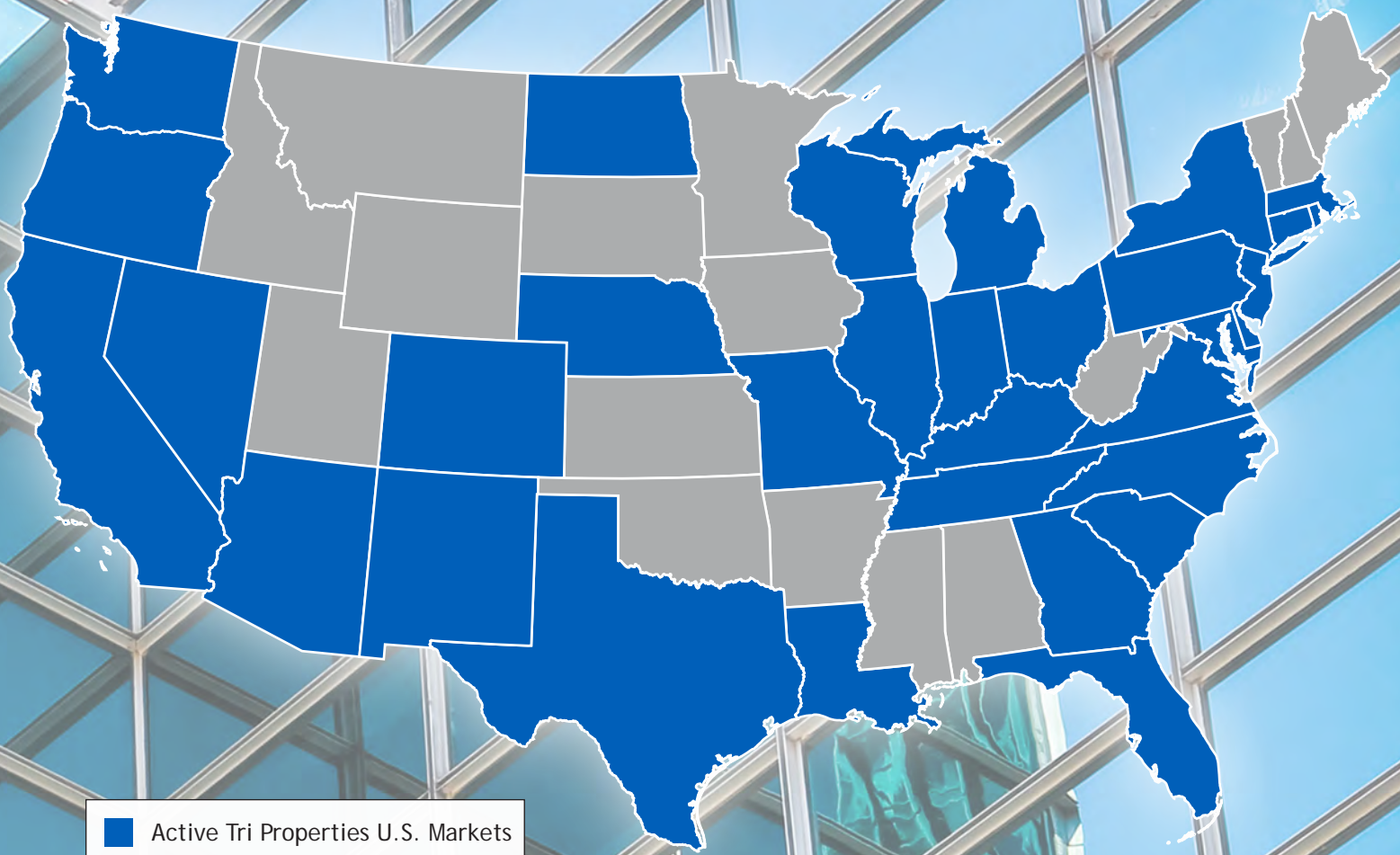
Based on the foundations of teamwork, results and integrity, Tri Properties has played a significant role in the Triangle metro area real estate marketplace since 1991. Our professionals participate in all facets of commercial real estate including acquisitions/dispositions, development/project management, brokerage, property management and consulting.

Our team possesses a diversity of strengths and expertise in all real estate disciplines creating a powerful synergy focused on serving our clients of all sizes across all industries. Our objective is to maximize returns and value for our clients and we do so by building long-term partnerships to best produce results and exceed their expectations.

INDUSTRY AFFILIATIONS

Tri Properties is affiliated with all leading industry organizations at the local, regional and national levels. Members of the Corporate Services Division team hold active leadership roles in organizations including:





A BROAD REACH

As an active member of the Society of Industrial and Office Realtors (SIOR) and Certified Commercial Investment Member (CCIM), two of the industry’s most prestigious global organizations/networks, Tri Properties Corporate Services Division leverages “best of breed” national and global affiliates to provide local market expertise while maintaining a single point of contact for the client.

These organizations offer access to proprietary market data as well as industry metrics and trends for global markets. Tri Properties Corporate Services Division relies on CCIM & SIOR affiliates as well as other strategic partnerships globally to support the ongoing multi-market needs of both U.S. and foreign-based clients.



SELECT CLIENT OVERVIEW

LAW FIRMS



SCIENCE & TECHNOLOGY



ENGINEERING



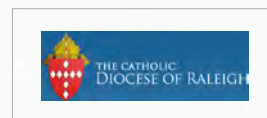
REAL ESTATE



CONTRACT RESEARCH ORGANIZATIONS & PHARMA



NON PROFITS



SELECT CLIENT OVERVIEW

TRI PROPERTIES
CORPORATE SERVICES DIVISION

INSURANCE



FINANCE



CONSTRUCTION



OTHER INDUSTRIES





Luke Enzweiler
Corporate Service Advisor

ASSOCIATIONS

CoreNet - Young Leadership Board Member
TRAOBA
TCAR

Luke Enzweiler joined the Corporate Services Division in 2016. His analytical approach, business acumen and work ethic ensure that he negotiates the best real estate value on behalf of his clients throughout the Triangle region and beyond. Prior to joining Tri Properties, Luke was both an NCAA Division I athlete and coach bringing the same level of energy and passion to the real estate field.

Luke represents a diverse group local of regional clients including: Shinkawa USA, HITT Contracting, NC Farm Bureau, State Farm, Marpac, Frost, PLLC, and Moore & Alphin, PLLC

Luke is a CoreNet Young Leadership Board Member in addition to a member of Triangle Area Office Building Association (TRAOBA), Triangle Commercial Association of Realtors (TCAR)

Luke is a graduate of Rutgers University with a B.A. in Psychology and a minor in Economics. During his time at Rutgers, Luke was a member of the men’s Varsity Lacrosse Team. He is a licensed real estate broker in the State of North Carolina.



Matt Baker

Director of Construction Management
& General Contracting

ASSOCIATIONS

- ABC
- AGC
- NAIOP

Matt’s broad knowledge of the construction industry stems from the diversity of his experience having served as project engineer and tenant improvement superintendent for construction companies and most recently as project manager for a large, publicly-traded REIT, where he oversaw a portfolio that consisted of 5.5 million square feet of office, lab and industrial space.

He leads Tri Properties Construction Management and General Contracting, overseeing every aspect of your project including the pre-construction, negotiation and execution of subcontract agreements, scheduling and billing processes. Among the clientele he has served are AICPA, Quintiles, PPD, Fidelity Investments, BB&T, Tekelec, Kerr Drug, GE Polymershapes, Sears and Salix Pharmaceuticals for whom he completed a 77,000 square foot upfit.

Matt is a licensed North Carolina General Contractor and is a member of the National Industrial and Office Properties (NAIOP), Associated General Contractors of America (AGC) and the Associated Builders and Contractors (ABC). He graduated Cum Laude from North Carolina State University with a Bachelor of Science in Construction Engineering and Management.



Ryan Gaylord, CCIM, SIOR
Senior Vice President,
Corporate Services Division

ASSOCIATIONS

- TRAOBA - Past President*
- NAIOP, Developing Leaders - Board Member*
- SIOR*
- TCAR*
- ULI*
- CED*
- CCIM*

AWARDS

- 2017 TCAR REALTOR of the Year*
- 2017 TCAR Lease Transaction of the Year Runner Up*
- 2015 TCAR Lease Transaction of the Year Recipient*
- TCAR Lifetime Million Dollar Club Award*
- 2014 TCAR Lease Transaction of the Year Recipient*

Ryan has spent his entire career focused exclusively on tenant representation. If you have a corporate real estate need – from negotiating or restructuring a lease to buying or selling a Class A office building – he has the knowledge, experience and resources to effectively manage your needs and achieve your goals.

His client list runs the gamut from local and regional firms (Dova Pharmaceuticals, Nexsen Pruet) to national and international corporations (Whiting-Turner Contracting, Moffatt & Nichol) and everyone in between (the State of North Carolina). Through strategic partnerships, Ryan serves his clients’ global corporate real estate needs.

Ryan holds both his Society of Industrial and Office Realtors (SIOR) and his Certified Commercial Investment Member (CCIM) designations. He is a member of Triangle Area Office Building Association (TRAOBA), Triangle Commercial Association of Realtors (TCAR), Urban Land Institute (ULI), National Association of Industrial and Office Properties (NAIOP) and the Council for Entrepreneurial Development (CED). Additionally, Ryan holds a Board position on both the Triangle Area Office Building Association (TRAOBA) and the National Association of Industrial and Office Properties’ (NAIOP) Developing Leaders Triangle Chapter.

Ryan is the 2017 recipient of the TCAR “REALTOR of the Year” award, the organizations highest honor. Ryan received the TCAR 2015 “Lease Transaction of the Year” award for the Kimley-Horn & Associates Headquarters deal at One Bank of America Plaza in Downtown Raleigh.

Ryan is a graduate of the University of North Carolina at Chapel Hill with a B.S. in Business Administration. In addition, Ryan is an Eagle Scout. Ryan lives in Raleigh with his wife Caitlin and one year old son Jack.

TRI PROPERTIES
CORPORATE SERVICES DIVISION

Teamwork • Results • Integrity

December 06, 2019

Mr. Greg Sanchez
President
Tri Properties, Inc.
5425 Page Rd, Suite 100
Durham, NC 27703

Dear Greg:

We hereby appoint Tri Properties Corporate Services Division as our exclusive broker for the submittal, analysis, presentation, and negotiation or renegotiation of leases, purchases and/or an equity position in or the purchase of buildings or land on behalf of Exploris School Foundation, or its assigns, in the effort to locate Office space in the Great Triangle, NC area.

As our exclusive broker, Tri Properties shall select and analyze, evaluate and negotiate for all space under consideration including any space that employees or members of Exploris School Foundation visit or negotiate for without the presence of Tri Properties. Furthermore, it is understood that Tri Properties will make no commitment on behalf of Exploris School Foundation.

This authorization is effective and shall continue to be in effect for the next twelve (12) months, after which period of time said authorization shall continue on a month to month basis unless and until Tri Properties receives thirty (30) business days prior written notice to the contrary. Either party shall have the right to terminate this agreement at any time within thirty (30) business days prior written notice.

Upon termination of this agreement, Tri Properties Corporate Services Division will provide, within ten (10) business days of termination notice, a written list of the properties (the "Prospect List") presented to Exploris School Foundation during the period of this agreement. We agree to acknowledge Tri Properties position as procuring broker in the event a transaction is consummated at any of the properties listed in the Prospect List.

We shall refer all space offerings and solicitations, which we may have on file or shall receive from owners, brokers, or others to Tri Properties for possible action and evaluation.

Tri Properties and Exploris School Foundation acknowledge that Tri Properties shall look to the Landlord or Seller for compensation for Tri Properties' services.

Very truly yours,

Ellie Schollmeyer, Executive Director, Exploris School Foundation

AGREED AND ACCEPTED:

Greg Sanchez, President, Tri Properties, Inc.

cc: Ryan Gaylord, Vice President, Tri Properties, Inc.
Luke Enzweiler, Corporate Service Advisor, Tri Properties Inc.

Tri Properties, Inc. • 5425 Page Road • Suite 100 • Durham, NC 27703 • Tel: 919.941.5745 • Fax: 919.941.6319



The Exploris™ School

Empowering Learners to Change the World

TRI PROPERTIES TEAM



RYAN GAYLORD, CCIM, SIOR
Senior Vice President,
Corporate Services Division
15 years at Tri Properties



LUKE ENZWEILER
Corporate Service Advisor
3 years at Tri Properties

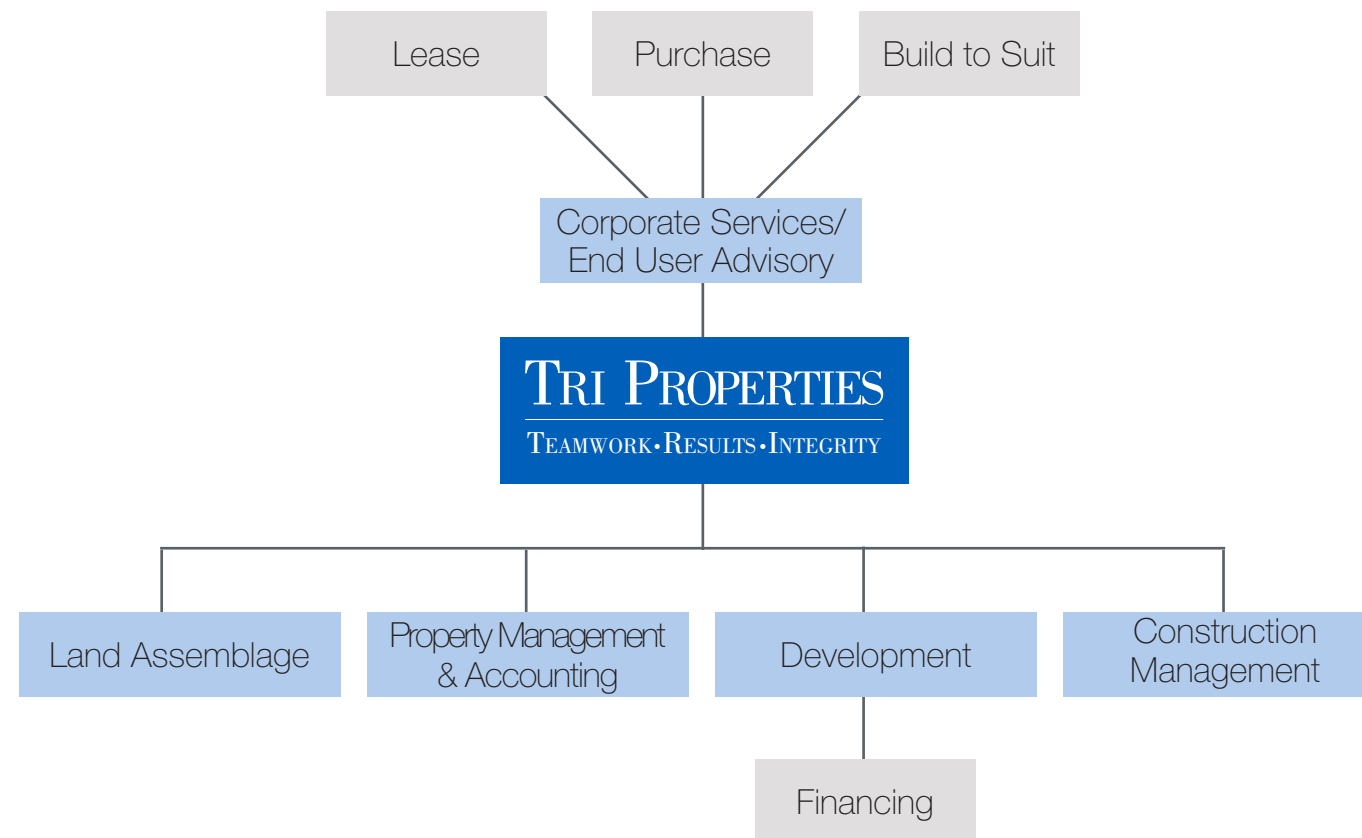


MATT BAKER
Director of Construction Management
& General Contracting
15 years at Tri Properties



TONYA MILLS
Vice President, Business Development
20 years at Tri Properties

FULL SERVICE SOLUTIONS SUMMARY



A SHARED MISSION

Tri Properties is a local firm embedded within our Triangle community. We work with numerous local nonprofit firms to provide guidance on their real estate decision-making process.

If selected, we will work diligently with Exploris in assessing all potential space options and narrowing down those which align with both the school's mission and financial interests.

We understand the frustration experienced with the City Gateway project and we will ensure a seamless experience for the school and stakeholders.

OUR COMPANY

77 Team Members

7.5 Million SF Under Management

Construction Service With Unlimited

General Contractors License

5 Million SF Developed

DOWNTOWN RALEIGH SNAPSHOT

Inventory SF	8.3 M ↑	Market Rent/SF	\$31.26 ↑
Under Constr SF	535 K ↑	Annual Rent Growth	5.1% ↑
12 Mo Net Absorp SF	127 K	Market Sale Price/SF	\$250 ↑
Vacancy Rate	4.6% ↓	12 Mo Sales Vol	\$111 M ↓

SELECT NONPROFIT EXPERIENCE



Cover Sheet

Board Growth/New Members

Section: III. Board Retreat
Item: A. Board Growth/New Members
Purpose: Discuss
Submitted by:
Related Material: Jerry Hwang Resume.docx
Katherine M Hogan Resume 19.pdf
Resume- Alannah Rodriguez.docx
SRD_Personal_2019.pdf

JERRY HWANG

CONTACT

919-578-1212

jhwangx@yahoo.com

EDUCATION

BS Business - Finance

BS Political Science

University of North Carolina – Chapel Hill

WHAT I DO

Advise C-level executives on matters of strategy, finance, and technology transformation. Analyze data to propose solutions and then drive execution against tough business problems.

BOARD EXPERIENCE

Member, Board of Trustees

North Carolina Symphony

2013 – 2017

Member of audit committee

Member, Board of Directors

Mecklenburg County Alcoholic

Beverage Control (ABC) Board

2011 – 2013

Member of audit and finance committees

EXPERIENCE

COO/CFO

North Carolina Museum of Art Foundation / 2019 - Present

Manage business and administrative operations inclusive of finance, accounting, HR, IT, contract management, procurement, food services, retail, and special events

Director, Cost Management and Vendor Operations

Verizon / 2018 - 2019

Recruited to lead team of 50 managing \$1.2 billion+ of annual vendor spend; accountable for end-to-end operations including contracting, performance management, and cost reduction

Restructured financial, operational, and risk / controls processes to create a culture of performance which drove \$30 million in first year cost savings

Director, Head of Complex Deals

MetLife / 2016 - 2018

Served as CFO to Chief Technology Officer and led development of IT investment business cases

Led deal structuring, negotiation, and cost optimization for company's most complex technology transactions and drove over \$90 million in hard cost savings

Senior Manager, Strategy

Toshiba / 2014 – 2016

Advised world's largest retailers on technology transformation – also served as practice lead for retail point-of-sale payments (covered PCI compliance, EMV, new business models, etc.)

Director, Corporate Development and Strategy

Bandwidth, Inc. / 2012 – 2014

Advised President and CEO of \$200 million company on corporate strategy and finance matters – maintained financial models used for planning, M&A, fundraising, and board / investor relations

Manager, Strategic Planning – Global Technology and Operations

Ally / 2011 – 2012 / Top 20 Bank - #1 in US auto loans

Created IT strategy and investment plan to enable digital transformation and business goals

Manager, Corporate Development and Strategy

Lowe's / 2008 - 2011

Led strategic and financial development for entry into insurance restoration, HVAC, smart home, and other home improvement verticals which generated over \$300 million in new retail sales

Senior Financial Analyst, Corporate Development

Nucor / 2005 - 2008

Led analysis and business case development for all greenfield projects, mergers & acquisitions, and partnerships and closed over \$6 billion in new deals

Analyst, Investment Banking

Bank of America / 2003 – 2005

Developed skills in financial modeling and mergers & acquisitions – closed \$3 billion+ in deals

CURRICULUM VITAE

Katherine Mercedes Hogan, AIA, LEED AP

tonic design

553-C pylon drive
raleigh, north carolina 27606
katherine@tonic-design.com
310.508.6874

EDUCATION

Syracuse University School of Architecture, BArch Bachelor of Architecture, 2005
Summa Cum Laude, University Scholar, minor in Italian language

PROFESSIONAL REGISTRATION

Registered Architect, State of North Carolina
Registered Architect, State of New York
Registered member, American Institute of Architects
NCARB Certified
LEED Accredited Professional

PROFESSIONAL EXPERIENCE

principal, **tonic design**, Raleigh NC 2008-present
Owner, Architect
Award winning architecture practice
K-12, Institutional, commercial and residential project

Fellow + AmeriCorps Member, **Design Corps**, Raleigh NC 2006-2007

Intern Architect, **Will Bruder Architect**, Phoenix AZ 2004-2006

ACADEMIC EXPERIENCE

Visiting Critic: Syracuse University School of Architecture, 2015, 2017, 2019
Richard Gluckman Endowed Visiting Critic: Syracuse University School of Architecture, 2015

Professor of Practice: North Carolina State College of Design 2016-present
ARC 301 Architectural Design: Tectonics

PROFESSIONAL AFFILIATIONS

Advisory Board Member: Syracuse University School of Architecture, 2011-present
Appearance Commission Member, City of Raleigh, 2017-present

Appointed by City Council

AIA North Carolina Design Awards Chair, 2017
AIA Triangle Board of Directors, 2016-2017
AIA Triangle Design Awards Committee, 2010-2016

AWARDS + HONORS

Rising Star Award: *Residential Architect*, 2013
Kamphoefner Prize – AIA North Carolina Award
For outstanding contributions to modernism in architecture for a period of over 10 years

AIA National Award, Small Projects: Art as Shelter, 2010

AIA South Atlantic Region Award, Honor Award – Weathering House, 2016
AIA South Atlantic Region Award, Honor Award - Art as Shelter, 2009
AIA South Atlantic Region Award, Merit Award – Honeymoon Cottage, 2003

AIA North Carolina Award, Honor Award – Southeast Raleigh Magnet HS Renovation, 2019
AIA North Carolina Award, Honor Award – Haymond Residence, 2019
AIA North Carolina Award, Merit Award – Hillcrest Residence, 2018
AIA North Carolina Award, Merit Award – Piedmont Retreat, 2017
AIA North Carolina Award, Merit Award – Raleigh Redo / 1700 Glenwood, 2016
AIA North Carolina Award, Merit Award – Raleigh Redo / 1700 Glenwood, 2016
AIA North Carolina Award, Merit Award – Rank Residence, 2015

AIA North Carolina Award, Merit Award – Bickett Studio Live/ Work, 2014
AIA North Carolina Award, Merit Award – Weathering House, 2012
AIA North Carolina Award, Merit Award – Smart Stell Residence, 2010
AIA North Carolina Award, COTE Award – GREENville House, 2010
AIA North Carolina Award, Merit Award – Art as Shelter, 2008

AIA Triangle Award, Honor Award – Piedmont Retreat, 2018
AIA Triangle Award, Merit Award – Raleigh Redo / 1700 Glenwood, 2016
AIA Triangle Award, Merit Award – Weathering House, 2016
AIA Triangle Award, Residential Tour – Bahama Modern, 2015
AIA Triangle Award, Residential Tour – Hawthorne Residence, 2014
AIA Triangle Award, Merit Award – Rank Residence, 2013
AIA Triangle Award, Residential Tour – Lanning Residence, 2013
AIA Triangle Award, Residential Tour – Bickett Studio Live/Work, 2013
AIA Triangle Award, Honor Award – Smart/Stell Residence, 2012
AIA Triangle Award, Merit Award – GREENville House, 2010
AIA Triangle Award, Gail Lindsey Award – GREENville House, 2010
AIA Triangle Award, Merit Award – Art as Shelter, 2009

George Matsumoto Prize, Second Prize – Weathering House, 2015
George Matsumoto Prize, First Prize – Smart/Stell Residence, 2014
George Matsumoto Prize, First Prize – Rank Residence, 2013
George Matsumoto Prize, Third Prize – GREENville House, 2012

Inform Awards - VSAIA, Object Design Excellence – Audio Buys, 2012

Sir Walter Raleigh Awards - Historic Pres/Rehabilitation – 1700 Glenwood/Raleigh Redo, 2017
Sir Walter Raleigh Awards - Commercial – Bickett Studio, 2010
Sir Walter Raleigh Awards - Historic Pres/Rehabilitation – Chiles Residence, 2009
Sir Walter Raleigh Awards – Site Enhancement – Art as Shelter, 2008

Triangle Business Journal, Women in Business- Rising Star – 2015

Metal Construction Association, Chairman's Award, GREENville House - 2011

LECTURES

Tulane University, Fieldwork Symposium – Keynote Speaker, 2019
Syracuse University School of Architecture Lecture Series, 2019
AIA National Convention – Invited Speaker, 2017 Lecture Title: “Working Backwards”
AIA Arkansas – Invited Speaker, 2015 Lecture Title: “Working Backwards”
Raleigh Urban Design Center , 2015 Lecture Title: “Multigenerational Living: a Housing Typology”
CSI Memphis – BUILD/IT – Keynote Lecture, 2015 - Lecture Title: “Working Backwards”
Syracuse University School of Architecture Lecture Series, 2015
Residential Architect Reinvention Conference, 2013 Lecture Title: “Construction Led Design”

Alannah Rodriguez

6816 Stevens Oaks Drive
Garner, NC 27529
Alannah.Rodriguez@dhg.com
(484)-798-3130

EDUCATION

Slippery Rock University, Slippery Rock, PA

Accounting, Bachelor of Science in Business Administration
Honors Program, Presidential Scholar, Dean's List

Graduation: December 2016

Major QPA: 4.0/4.0

Overall QPA: 3.9/4.0

WORK EXPERIENCE

Assurance Senior Associate (Associate from January 2017-September 2018)

Dixon Hughes Goodman, LLP, Raleigh, NC

January 2017-Present

- Serving as the senior associate on firm engagements totaling ~\$700k in fees
- Utilizing a risk-based approach and data analytics to obtain assurance that financial statements are stated in accordance with GAAP as recognized in the United States and other countries
- Advising clients on the application of accounting principles to financial statements
- Providing assurance services to clients across a variety of industries including not for profit, education, government, manufacturing, and real estate
- Specializing in audits of federal funds in accordance with the Uniform Guidance for not for profit organizations and governmental entities
- Presenting the results of audit procedures as well any implications or recommendations to governing boards, audit committees, and finance committees

VITA/TCE Tax Volunteer

January 2016-April 2016

Center for Community Resources, Butler, PA

- Provided free income tax assistance to low-income households and the elderly in a timely manner
- Created a safe, judgement-free atmosphere for clients
- Informed clients about tax procedures as well as other resources available for their individual needs

Accounting Services

Slippery Rock University, Slippery Rock, PA

May 2015-December 2016

- Performed accounts receivable functions including collections and bad debts estimation
- Gained familiarity with the education industry's revenue cycle in areas such as tuition and grant funding
- Attended and contributed to monthly operational and capital budget meetings
- Documenting procedures to create guides for cross-positional and new personnel training

U.S. Department of the Interior/AmeriCorps VISTA Volunteer (Summer Associate)

Hopewell Furnace National Historic Site, Elverson, PA

June 2014-August 2014

- Worked as a liaison between National Parks Service and partnering organization
- Researched and communicated legal policy to National Parks Service and non-profit corporation staff
- Created programs and drafted strategic plan for historic site and non-profit corporation
- Successfully assisted and advanced the Friends of Hopewell Furnace National Historic Site and other community partner organizations

STEVEN R. DARROCH, MS, CISA, PMP

RALEIGH, NC | 919.807.9327 | srdarroch@gmail.com | www.linkedin.com/in/stevendarroch

Big Four professional services executive with nearly two decades of global experience advising enterprise leaders on implementing strategy and risk solutions, solving complex technology challenges and supporting transformations for future growth. With ownership of a book of business across life sciences companies and government agencies, responsible for \$20 million+ in cyber and digital technology transformations. Rapidly scaled innovation, client focused excellence and high-performance teams are hallmarks.

EXPERIENCE

Deloitte & Touche, LLP

Aug 2005 –present

Senior Manager, Financial Risk and Advisory – Cyber Risk, 2013 – present

Global Manager Deloitte LLP UK, 2012 – 2013

Manager, 2009 – 2012

Consultant-Sr. Consultant, 2005 – 2009

Drive & Advise

- Set strategies and manage teams in achievement of high performance sales targets across Cyber, Privacy and Data Risk, and SOX environments. Lead sales process, RFPs, sales meetings and contract negotiations; manage deployment of resources
- Accountable for doubling sales to over \$9M by 2021 in Medical Device Safety and Security (MeDSS) practice – oversee multi-year growth plan, liaise cross-functionally to build custom solutions, create sales strategy and marketing tools
- Global experience building a £5+ million digital risk businesses in the UK leading service design, marketing and talent sourcing
- Cultivate relationships with leaders across IT, Finance and Operations with the world’s most valuable enterprises by acting as a trusted subject matter expert to assess current needs and advise on future trends and regulatory expectations

Implement & Improve

- Manage project scope, budgets and timelines, workplans and workflow for numerous large-scale security and compliance programs – projects ranging from \$2M-\$27M and including design and development of enterprise people and processes as well as a broad range of technology integrations including GRC/SIEM/IAM/NAC packages
- Build and lead large and complex organizations to innovate delivery of cyber risk, technology, privacy and data protection solutions for global public and governmental organizations including national cyber Security Operations Centers with over 150 staff members across cyber competencies
- Design controls to ensure implementation integrity and identify remediation and process improvement areas

People & Projects

- Recruit, retain, develop and deploy pipelines of talent (campus and experienced professionals); guide dozens of new practitioners to specific practice areas; manage multiple teams from 4 to over 120 professionals in size
- Oversee up to 7 direct reports and manage their career progression, performance reviews and staffing alignment
- Internal and external international public speaking, publications, facilitation and training

Crossley, McIntosh, Prior & Collier | Wilmington, NC

Jan 2002-July 2005; Jan 2000-Dec 2000

Practice Manager, Network Administrator

Designed and implemented the company’s local and wide area network infrastructure and desktop computing platforms. Managed and supervised all aspects of financial planning, reporting and compliance.

Software Training Service, Inc | Shelby, NC

Jan 2001 – Dec 2001; Jan 1998-Dec 1999

Corporate Trainer

Traveled to and trained groups at blue chip clients on introductory, intermediate, advanced and custom end user application courses. Facilitated quarterly off-sites around the country for company leaders, trainers and administrative staff.

EDUCATION

Master of Science in Accountancy, Info. Systems Assurance

University of North Carolina at Wilmington, 2005

Bachelor of Arts in Philosophy and Religion, cum laude

University of North Carolina at Wilmington, 2004

CERTIFICATIONS / PROFESSIONAL AFFILIATIONS

- Certified ISO 27001 Lead Auditor, Advanced
- Project Management Professional (PMP)
- Certified Information Systems Auditor (CISA)
- Member International Association of Privacy Professionals (IAPP)

RELATED PROJECT HIGHLIGHTS***Strategy lab for industry Information Sharing and Analysis Center (ISAC)***

- Designed and facilitated an executive leadership lab for a critical industry ISAC to hone and focus the 2020 tactical plan and industry products and services innovation portfolio
- Led activities within the client experience core/lab, the IoT Studio and the SOC Watch floor

Medical Device Safety and Security service offering innovation and launch

- Led development of business case for funding and launch of a new, innovative service offering
- Convened technical resources and marketing to develop initial launch, strategy and campaigns
- Developed and launched refresh growth strategy, alliance and workforce plans

Cyber regulatory readiness for global medical device manufacturer

- Led development of risk assessment methodology in response to FDA inquiries on product cyber security
- Developed program for security by design amid evolving regulations
- Deployed GRC based technology to manage ongoing identification, monitoring, compliance and reporting on product component inventory and related vulnerabilities

Technology risk at quasi-governmental organization

- Managed a multi-year relationship with core technology leaders at a quasi-governmental organization with critical logistical, retail and law-enforcement responsibilities that resulted in multiple first-in-class programs including:
 - Designed, built and managed large, complicated PCI-DSS compliance program that achieved Tier 1 Processor PCI compliance
 - Designed, built and managed program for two regional Security Operations Centers and related cyber capabilities from network hygiene and threat intelligence to continuous monitoring and incident response.
 - Created modern Chief Information Security Officer role and overall strategy and workforce plan for transformation maturity in that role

Digital risk for leading, global pharmaceutical

- Managed a global digital governance operation including maintaining a global, cross-unity digital risk council and working group
- Led £ multi-million program that developed a self-service, automated and visualized digital presence application to enable management of the inventory of digital (web and mobile application) properties across the world