



## The Exploris School

### The Exploris School Board Regular Monthly Meeting

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#### Date and Time

Thursday May 23, 2024 at 4:30 PM EDT

#### Location

The Exploris School: Elementary Campus  
17 S Swain St, Raleigh, NC 27601, USA  
5th Grade Classroom

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#### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>4:30 PM</b>
<b>A.</b> Record Attendance		Edward Buchan	1 m
<b>B.</b> Call the Meeting to Order		Steven Darroch	1 m
<b>C.</b> Approve Minutes	Approve Minutes	Edward Buchan	2 m
Approve minutes for The Exploris School Board Regular Monthly Meeting on April 25, 2024			
<b>D.</b> Public Comment		Steven Darroch	15 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.

	Purpose	Presenter	Time
	<p>Public comment may be oral, in person, or in written form to be read by the Chair.</p> <p>Public comment is limited to no more than 3 minutes per person.</p> <p>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.</p> <p>Each speaker will clearly state their full name and county of residence.</p> <p>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.</p> <p>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.</p> <p>A response will be provided to the stakeholder within seven (7) days. Those providing public comment are asked to provide in writing (either in person or via email to board@exploris.org) their contact information including name, County of residence, and address (either email or postal, whichever is preferred).</p> <p>Specific issues about a particular student or teacher should be addressed to the elementary or middle school director, rather than the Board of Directors.</p>		
<b>E.</b>	Board Development: Insights on the Development Process from the Facilities Committee	Brent Francese	10 m
	<ul style="list-style-type: none"> <li>• Brent Francese, a longstanding member of the Facilities Committee, will give remarks about the development process as it relates to our Facilities Project.</li> </ul>		

II. Committee Reports				4:59 PM
A.	Governance	Vote	Ryan Boyce	5 m
B.	Finance	Vote	Koren Morgan	15 m

	Purpose	Presenter	Time
<ul style="list-style-type: none"> <li>• Monthly Financial Reports</li> <li>• Draft Budget Proposal</li> </ul>			
<b>C.</b> Educational Excellence	Discuss	Eric Grunden	5 m
<b>D.</b> Director Evaluation & Support	Discuss	Steven Darroch	5 m
<b>E.</b> Facilities	Discuss	Josh Corbat	15 m
<ul style="list-style-type: none"> <li>• Updates on Facilities Project</li> </ul>			
<b>F.</b> Kaizen	FYI	Daniel Hencher	5 m
<ul style="list-style-type: none"> <li>• Kaizen leaders will give an update to the Board.</li> <li>• Vote: Recommendation to create a standing committee of the Board for Equity, Diversity, and Inclusion work for the school. <ul style="list-style-type: none"> <li>◦ The faculty and staff of the school have worked recently to gather input and draft an Equity Statement.</li> <li>◦ Based on feedback from our team, we recommend that the Board create a DEI committee. We understand that this work exists in each of the existing standing committees, but it has been deemed important enough to have a standing committee to hold and support it consistently.</li> </ul> </li> </ul>			

### **III. Meeting Items 5:49 PM**

<b>A.</b> Directors Report	Discuss	Deborah Brown	5 m
<ul style="list-style-type: none"> <li>• Monthly Report &amp; Updates (The Directors Report will not be made verbally during meetings. Please review the written report prior to the meeting. We will answer questions and provide critical updates and vote on any requested items.)</li> </ul>			
<b>B.</b> Board Business	Discuss	Steven Darroch	5 m
<ul style="list-style-type: none"> <li>• General Discussions</li> </ul>			

### **IV. Closed Session 5:59 PM**

	Purpose	Presenter	Time
<b>A. Facilities &amp; Legal Items</b>	Discuss	Deborah Brown	10 m
<ul style="list-style-type: none"><li>• Updates on Facilities</li><li>• Updates on Personnel</li><li>• Updates on any Open Legal Items</li></ul>			
<b>V. Closing Items</b>			<b>6:09 PM</b>
<b>A. Adjourn Meeting</b>	Vote		

# Coversheet

## Approve Minutes

**Section:** I. Opening Items  
**Item:** C. Approve Minutes  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:**  
Minutes for The Exploris School Board Regular Monthly Meeting on April 25, 2024

APPROVED



## The Exploris School

### Minutes

#### The Exploris School Board Regular Monthly Meeting

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##### **Date and Time**

Thursday April 25, 2024 at 4:30 PM

##### **Location**

The Exploris School: Elementary Campus  
17 S Swain St, Raleigh, NC 27601, USA  
5th Grade Classroom

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##### **Directors Present**

D. Deaton, D. Hencher, E. Buchan, E. Grunden, G. Bayo, R. Boyce (remote), S. Carothers (remote), S. Darroch, T. Void (remote), W. McLamb

##### **Directors Absent**

*None*

##### **Ex Officio Members Present**

C. Greer-Banks, D. Brown (remote), E. Burton (remote)

##### **Non Voting Members Present**

C. Greer-Banks, D. Brown (remote), E. Burton (remote)

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#### **I. Opening Items**

##### **A. Record Attendance**

##### **B.**

### **Call the Meeting to Order**

S. Darroch called a meeting of the board of directors of The Exploris School to order on Thursday Apr 25, 2024 at 4:35 PM.

### **C. Approve Minutes**

E. Grunden made a motion to approve the minutes from The Exploris School Board Regular Monthly Meeting on 03-21-24.

G. Bayo seconded the motion.

Move attendance needs to be moved.

Motion Stephen made needs to be moved under Directors Report.

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

### **D. Public Comment**

No public comments made or submitted.

## **II. Committee Reports**

### **A. Governance**

Ryan - provided summary. No items to vote one. Continued review of handbook items, which are likely to be brought to the board in the summer. Deborah mentioned an example of education related excused absences.

### **B. Finance**

Koren - provided the update. Referenced the 990 tax document which was included in the Board packet. Anticipate to submit taxes next week. Josh mentioned new payroll/HR/IS software system which is working well.

### **C. Educational Excellence**

Eric provided the update. Discussed what the main goals for next year will be, including an updated evaluation process. This concept would include teachers more in the goal making/evaluation process. Stephen asked about the Instructional Coach position, Josh indicated the role is a 100% role now. There is another position, School Improvement Coach, who is grant supported. Stephen mentioned there will be an end to Federal funding for positions, which will necessitate future budget discussions.

### **D. Director Evaluation & Support**

Stacey provided an update on the 360 process for the Directors. Stacey indicated she used a different type of survey which she preferred. The survey will be ready in 2024.

Stephen mentioned the survey would be sent to staff to solicit their perspectives. Josh mentioned that staff will need to create a BOT account in order to access the survey,

which will also provide staff access to additional BOT resources. Deborah asked if the Directors can also include questions on the survey. Koren asked what sections will be confidential and what will not. Stacey indicated qualifiers such as the amount of time the submitter spends with the person being reviewed.

#### **E. Facilities**

Josh provided the update. He indicated he will discuss specific facility information in the closed session. Josh summarized his meeting with the COR on the Kindly property related to traffic impacts. Specifically the issue of queueing on the school site. Josh went onto state the COR is supportive the school at this location, which was a welcome change. COR staff asked for an updated TIA.

Josh also addressed the idea of "condo-ing" arrangement in which Exploris would acquire a portion of a building. That said, the long term goal is to own a campus in downtown Raleigh, with leasing being a secondary option. Financial consultant indicated condo-ing was not a realistic option in NC.

Stephen inquired about lease concepts and Josh indicated it is favorable lease market at this time. Rosewood has identified 2 opportunities for possible lease arrangements.

Stephen asked about the standing of the current leases and the current lease was offered for an additional 2 years. At the elementary school we can continue with a year to year lease.

#### **F. Kaizen**

Dan provided the update. He indicated his time on the board is coming to an end and he has been looking for his replacement. Indicated about the progress on the DEI program.

Stephen asked about the future of DEI programs and what implications recent decisions at the State level might have. Overall staff feel like the DEI program will proceed as planned, as it is supported by the local school community.

### **III. Meeting Items**

#### **A. Directors Report**

Josh provided the summary and addressed recorded behavior issues. Ethan indicated there was an increase in minor behavior referrals, but felt staff are using the referrals system in a more consistent way. Ethan also felt the referral system has also resulted in useful changes in behavior without out of school suspensions.

Stephen asked about the status of the seat lottery. Koren indicated we are close to full, with the expected few examples of a family changing their mind.



Stephen asked if acronyms could be spelled out when used the initial time in the report. Josh and Ethan gave a few examples.

Koren mentioned the Passage Portfolios as opportunities to hear about the experience of 8th graders. Eric discussed how valuable these are for students, parents, staff and board members.

Josh mentioned he was able to meet and interact with the Japanese prime minister. Students and the Prime Minister had very sincere and enjoyable exchanges. A class was able to attend a function at the Governors to honor a female astronaut from NC.

Josh discussed the DEI program, specifically an equity statement. It was discussed where the equity statement should exist.

Stephen asked about previous HR votes, and it was not clear these hires were made. Josh indicated a clarification in closed session.

#### **B. Board Business**

No additional discussion.

### **IV. Closing Items**

#### **A. Adjourn Meeting**

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:07 PM.

Respectfully Submitted,  
E. Buchan

# Coversheet

## Finance

<b>Section:</b>	II. Committee Reports
<b>Item:</b>	B. Finance
<b>Purpose:</b>	Vote
<b>Submitted by:</b>	
<b>Related Material:</b>	05. Income Statement 2024.04 - Exploris.pdf Bank Account Balances 4-30-24.pdf 03. Board Report - 2024.04 - Exploris.pdf Draft FY25 Budget for Board approval 5-23-24.pdf 06. Balance Sheet 2024.04 - Exploris.pdf

05/10/2024  
03:00 PM

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**THE EXPLORIS SCHOOL****Income Statement****Fiscal Year: 2024 Month: April****Include Fund(s): 1, 2, 3, 5**

<b>Fund</b>	<b>Beg. Balance</b>	<b>MTD Actual</b>	<b>YTD Actual</b>
<b>Fund 1</b>			
Revenue Total:	2,764,293.10	330,876.41	3,095,169.51
Expense Total:	2,764,293.18	327,578.19	3,091,871.37
Change in Fund 1 Balance:	(0.08)	3,298.22	3,298.14
<b>Fund 2</b>			
Revenue Total:	1,352,209.44	141,179.04	1,493,388.48
Expense Total:	862,838.06	97,666.64	960,504.70
Change in Fund 2 Balance:	489,371.38	43,512.40	532,883.78
<b>Fund 3</b>			
Revenue Total:	274,147.45	12,627.82	286,775.27
Expense Total:	291,362.03	35,040.81	326,402.84
Change in Fund 3 Balance:	(17,214.58)	(22,412.99)	(39,627.57)
<b>Fund 5</b>			
Revenue Total:	69,545.34	410.00	69,955.34
Expense Total:	47,697.92	5,718.25	53,416.17
Change in Fund 5 Balance:	21,847.42	(5,308.25)	16,539.17

Fund 1 - State Funds

Fund 2 - Local Funds

Fund 3 - Federal Funds

Fund 5 - Multiple Enterprise Fund (Before &amp; After School Program)

4/30/2024 Account Balances	
Bank Account	Balance
The Exploris School Checking	\$1,581,601.41
The Exploris School Reserves	\$1,222,040.51
The Exploris School Foundation-Annual Fund	\$94,828.23
The Exploris School Foundation-Capital Campaign	\$542,104.20

THE EXPLORIS SCHOOL							
Budget Analysis Report (Reconciled)							
Fiscal Year: 2024 - April							
							83.3% of way through fiscal year
Account	Budget	Period Activity	YTD Activity	Remaining Budget	% Used	EOY Projection	Notes
<b>Revenues</b>							
▶ STATE REVENUE	3,203,081.00	330,876.40	3,095,170.00	107,911.30	96.63	3,213,511.81	
▶ LOCAL REVENUE	1,624,490.00	132,103.00	1,353,021.00	271,469.20	83.29	1,622,727.21	
▶ NCACCESS GRANT REVENUE	282,493.00	12,627.82	109,535.50	172,957.50	38.77	282,493.00	
▶ FEDERAL REVENUE	216,888.90	0.00	177,239.80	39,649.15	81.72	200,559.45	
▶ FOUNDATION REVENUE	170,000.00	0.00	0.00	170,000.00	0	196,862.00	
▶ B&A CARE REVENUE	92,000.00	410.00	69,955.34	22,044.66	76.04	92,000.00	
▶ REVENUE - ACTIVITIES	0.00	9,076.05	140,367.50	(140,367.00)	***	140,367.49	
<b>Revenues</b>	<b>5,588,953.00</b>	<b>485,093.30</b>	<b>4,945,289.00</b>	<b>643,664.30</b>	<b>88.48</b>	<b>5,748,520.96</b>	
Account	Budget	Period Activity	YTD Activity	Remaining Budget	% Used	EOY Projection	Notes
<b>Expenses</b>							
▶ SALARIES AND BONUSES	3,165,121.00	264,044.10	2,575,835.00	589,285.90	81.38	3,127,678.36	
▶ BENEFITS	645,630.90	56,389.52	521,201.30	124,429.60	80.73	633,268.62	
▶ BOOKS AND SUPPLIES	77,872.79	2,768.83	33,999.69	43,873.10	43.66	69,672.44	
▶ TECHNOLOGY	97,665.68	5,835.16	78,262.10	19,403.58	80.13	97,613.20	
▶ NON-CAP EQUIPMENT & LEASES	17,500.00	1,712.53	13,738.80	3,761.20	78.51	17,000.00	
▶ CONTRACTED STUDENT SERVICES	155,000.00	14,436.22	118,118.50	36,881.48	76.21	175,000.00	
▶ FIELD TRIPS/ACTIVITIES	42,223.32	8,990.89	148,690.40	(106,467.00)	352.15	180,151.45	
▶ ADMIN SERVICES	335,278.00	27,850.30	303,569.70	31,708.30	90.54	345,000.02	
▶ INSURANCES	37,060.00	0.00	35,457.00	1,603.00	95.67	39,083.00	
▶ FACILITIES	477,500.00	38,284.06	391,492.50	86,007.53	81.99	474,559.09	
▶ B&A CARE	66,000.00	5,694.09	50,493.86	15,506.14	76.51	65,600.00	
▶ CLUBS	3,545.32	110.00	1,614.29	1,931.03	45.53	3,907.32	
▶ CORONAVIRUS RELIEF FUND EXPENSES	6,787.00	0.00	6,787.00	0.00	100	6,787.00	
▶ VARIOUS GRANTS - NCACCESS	282,493.00	39,888.20	152,935.20	129,557.80	54.14	282,493.00	
<b>Expenses</b>	<b>5,409,677.00</b>	<b>466,003.90</b>	<b>4,432,195.00</b>	<b>977,481.60</b>	<b>81.93</b>	<b>5,517,813.50</b>	
<b>Surplus/(DEFICIT) - End of Year Balance</b>	<b>179,276.20</b>	<b>19,089.38</b>	<b>513,093.50</b>	<b>(333,817.00)</b>	<b>6.55</b>	<b>230,707.46</b>	
Fund balance carryover for FY25	(65,000.00)					(65,000.00)	
	114,276.20					165,707.46	
	2.04%					2.88%	

Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
<b>Revenues</b>								
<b>STATE REVENUE</b>								
Rev - Charter Schools - 036	3,191,472.00		3,191,472.00	3,182,237.00	3,140,227.00	3,060,416.70	2,915,889.00	21-22 \$36,200 is special state reserve,
Rev - School Safety - PRC 040		revenue = expense	1,208.08					
Rev - State Awarded Compensation - 048			6,446.93	6,459.00	5,369.74			
Rev - Summer Reading - 016	15,198.00	revenue = expense	14,384.80	14,384.80	7,425.00	6,765.81	708.00	
<b>STATE REVENUE</b>	<b>3,206,670.00</b>		<b>3,213,511.81</b>	<b>3,203,080.80</b>	<b>3,153,021.74</b>	<b>3,157,894.56</b>	<b>2,916,597.00</b>	
<b>LOCAL REVENUE</b>								
Fund Balance Allocation - Girls on the Run	1,600.00	revenue = expense	3,545.32	3,545.32	3,803.63			
Fund Balance Allocation - Booster Contributions			20,758.69	20,758.69				
Fund Balance Allocation - NC Go Grant for Garden		revenue = expense	7,500.00	7,500.00				
Fund Balance Allocation - 4th Grade Field Experiences			714.63	714.63				
Fund Balance Allocation - 5th Grade Instructional Funds	475.00	one-time exception						
Fund Balance Allocation - School Safety Grant	18,000.00	revenue = expense	21,527.81	21,527.81				
Fund Balance Allocation - Pendo Art Fund	2,000.00	revenue = expense						
Fund Balance Allocation - Preparation for decreased grant funding in FY25	65,000.00							
PTO Revenue (to reimburse expenses)		revenue = expense	6,578.02	6,578.02	6,036.00			
Interest Income	4,000.00		4,870.00	3,000.00	3,093.59	7,593.69	139.50	
Rev - Chatham County Schools	3,400.00		3,400.00	3,400.00	4,146.38	3,577.83		
Rev - Contributions	5,000.00		5,779.72	5,000.00	6,202.28	7,262.33	8,205.63	
Rev - Durham County Schools	8,000.00		7,844.48	7,000.00	14,143.83	15,442.60	23,393.28	
Rev - Johnston County Schools	30,000.00		30,000.00	30,000.00	24,552.52	26,275.10	32,720.95	
Rev - NC Go Grant		revenue = expense			19,236.00			
Rev - Wake Electric Classroom Technology Grant			2,208.54	2,465.68				
Rev - Sales Tax	8,000.00	revenue = expense	8,000.00	13,000.00	12,719.45	17,902.15	1,613.19	
Rev - Wake County Schools	1,500,000.00		1,500,000.00	1,500,000.00	1,325,989.01	1,324,682.00	1,298,697.01	
<b>LOCAL REVENUE</b>	<b>1,655,475.00</b>		<b>1,622,727.21</b>	<b>1,624,490.15</b>	<b>1,474,504.57</b>	<b>1,698,735.70</b>	<b>1,627,836.56</b>	
<b>NCACCESS GRANT REVENUE</b>								
Rev - NCACCESS 160	100,000.00	revenue = expense.	282,493.00	282,493.00	86,139.70	110,660.10	85,817.71	
<b>NCACCESS GRANT REVENUE</b>	<b>100,000.00</b>		<b>282,493.00</b>	<b>282,493.00</b>	<b>86,139.70</b>	<b>110,660.10</b>	<b>85,817.71</b>	
<b>FEDERAL REVENUE</b>		for all federal revenue, revenue = expense						
Rev PRC 050 - IASA Title 1 Basic Programs	44,290.00	includes carryover of funds unspent in FY24	34,182.00	50,511.45	8,508.00	14,479.57	1,866.43	
Rev PRC 060 - IDEA VI-B	89,629.00		90,751.00	90,751.00	88,137.00	79,167.00	72,360.00	
Rev PRC 181 - ESSER III			16,406.95	16,406.95	42,801.73			
Rev PRC 182 - ESSER II Charter Supplements			52,432.50	52,432.50	51,142.15	20,324.61		
Rev PRC 189 - ESSER III Math			4,200.00	4,200.00	7,473.00			

Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
Rev PRCs 192 and 193 ESSER III (Gaggle & Instr Software)			2,587.00	2,587.00	3,600.00			
<b>FEDERAL REVENUE</b>	<b>133,919.00</b>		<b>200,559.45</b>	<b>216,888.90</b>	<b>260,619.87</b>	<b>247,204.64</b>	<b>91,829.07</b>	
<b>FOUNDATION REVENUE</b>								
Foundation Financial Reporting Contribution (operations)	154,000.00	revenue = expense	176,862.00	150,000.00	81,508.96	34,978.74		
Foundation Reimbursement for Annual Fund Expenses (forr	20,000.00	revenue = expense	20,000.00	20,000.00	12,663.29	(95.98)		
<b>FOUNDATION REVENUE</b>	<b>174,000.00</b>		<b>196,862.00</b>	<b>170,000.00</b>	<b>94,172.25</b>	<b>34,882.76</b>	<b>37,168.21</b>	
<b>B&amp;A CARE REVENUE</b>								
Revenue - Before and After School	96,000.00	5% increase	92,000.00	92,000.00	94,678.53	89,612.31	0.00	
<b>B&amp;A CARE REVENUE</b>	<b>96,000.00</b>		<b>92,000.00</b>	<b>92,000.00</b>	<b>94,678.53</b>	<b>89,612.31</b>	<b>0.00</b>	
<b>FIELD TRIP / ACTIVITIES REVENUE</b>								
Rev - Electives					2,330.04			
Rev - Explorations					4,724.42			
Rev - Field Trips - 1st					284.09			
Rev - Field Trips - 2nd			414.00		950.00			
Rev - Field Trips - 3rd			956.35		2,085.63			
Rev - Field Trips - 5th			2,226.39		5,535.72	876.00		
Rev - Field Trips - 6th			1,250.00		2,103.00	322.89		
Rev - Field Trips - 7th			36,073.00		30,898.25	7,605.00		
Rev - Field Trips - 8th			71,795.75		72,861.76	44,192.50	8,750.00	
Rev - Field Trips - Japan Exch			25,000.00		20,000.00			
Rev - Field Trips NC Go Grant			1,962.00					
Rev - Field Trips - K					464.49			
Rev - German Exch					25,326.64			
Rev - Girls on the Run					1,750.00	5,000.00		
Rev - Middle Global Arts					2,000.00			
Rev - Music			690.00		1,091.00			
Rev - Student Supply Fee (4th agendas)					135.00			
<b>FIELD TRIP / ACTIVITIES REVENUE</b>	<b>0.00</b>		<b>140,367.49</b>	<b>0.00</b>	<b>172,540.04</b>	<b>68,559.11</b>	<b>8,750.00</b>	
<b>Revenues</b>	<b>5,366,064.00</b>	lower due to less ESSER/GEER funds, less fund balance allocations, and no budgeted Field Trip/Activties Revenue.	<b>5,748,520.96</b>	<b>5,588,952.85</b>	<b>5,335,676.70</b>	<b>5,407,549.18</b>	<b>4,767,998.55</b>	
<b>Expenses</b>								
<b>SALARIES AND BONUSES</b>		Salaries include step increases for those based on salary schedules. Also includes some budget for increases for those without salary schedules.						

Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
Salary - Admin & Student Support	730,957.91	includes addition of 2 out of 4 formerly time limited positions.	632,000.00	655,261.89	576,919.00	522,611.17	506,480.92	
Salary - EC Teacher Assistant			19,000.00	19,000.00	98,502.15	81,698.66	106,805.40	
Salary - EC Teacher	349,698.00		327,000.00	351,281.00	259,160.02	248,583.81	221,065.80	
Salary - PRC 016 Summer Program (& prc 164 in fy23)	12,390.00	revenue = expense	11,370.00	11,370.00	9,910.00	6,285.00		
Salary - PRC 048 State awarded compensation			6,000.00	6,000.00	5,000.00			
Salary - Substitute	40,000.00		60,000.00	50,000.00	58,326.50	67,642.50	13,982.24	
Salary - Teacher Assistant/Partners	168,730.00	includes projected incr for likely change in salary schedule	144,560.00	144,559.96	148,905.67	112,429.30	89,848.09	
Salary - Teacher	1,894,487.00		1,848,081.00	1,847,980.50	1,685,414.81	1,725,622.84	1,674,589.13	
Salary - Time Ltd Intervention & Counseling			79,667.36	79,667.36	88,495.78	58,853.99		
	<b>3,196,262.91</b>		<b>3,127,678.36</b>	<b>3,165,120.71</b>	<b>2,930,633.93</b>	<b>2,859,441.51</b>	<b>2,625,021.58</b>	
<b>BENEFITS</b>								
Dental Cost	4,000.00	includes estimated increase of 5%	4,500.00	4,500.00	3,861.00	8,023.50	4,043.90	
Hospitalization/Medical Insurance	325,500.00		310,000.00	310,000.00	289,871.56	334,615.28	308,670.08	
Life Insurance Cost			0.00	1,750.00	0.00	1,633.08	1,597.01	
Long and Short Term Disability	18,000.00		15,500.00	15,500.00	15,229.04	12,682.70	13,871.17	
Other Retirement Cost	65,000.00		63,000.00	65,000.00	67,764.11	67,373.52	61,879.73	
Social Security Cost (FICA: Soc Security & Medicare)	241,454.11	FICA 7.65% (formula based on salaries)	230,000.00	241,421.86	220,005.19	215,021.10	(200,951.94)	
Social Security Cost - PRC 048			446.93	459.00				
Unemployment Cost	7,000.00		9,821.69	7,000.00	6,487.98	4,835.00	6,173.38	
<b>BENEFITS</b>	<b>660,954.11</b>		<b>633,268.62</b>	<b>645,630.86</b>	<b>603,218.88</b>	<b>644,184.18</b>	<b>195,283.33</b>	
<b>BOOKS AND SUPPLIES</b>								
Art - Elementary	750.00		750.00	750.00	707.86	629.98	877.12	
Art - Middle	750.00		750.00	750.00	743.79	750.00		
Board of Directors Supplies	9,000.00		9,000.00	9,000.00	8,644.67	8,729.03	8,057.90	
Connected World - Elementary	500.00		500.00	500.00	458.88	500.00	948.44	
Global Cultures & Lang., now Connected World Middle	500.00		500.00	500.00	463.07	299.54		
Counselor	500.00		500.00	500.00	393.02	382.48	421.41	
EC Instructional Supplies	1,000.00		800.00	1,200.00	1,132.74	2,763.52	1,141.22	
Explorations / Electives			0.00	750.00	956.45	0.00	220.00	
Health Supplies	2,000.00		1,500.00	4,000.00	7,200.69	1,500.00	8.99	
Instructional Supplies	3,000.00		4,000.00	4,000.00	10,279.73	6,547.77	6,962.71	
Instructional Supplies - 1st Grade	500.00		500.00	500.00	614.64	593.07	908.72	
Instructional Supplies - 2nd Grade	500.00		500.00	500.00	466.79	1,080.58	970.84	
Instructional Supplies - 3rd Grade	500.00		500.00	500.00	465.48	404.92	802.98	
Instructional Supplies - 4th Grade	500.00		500.00	500.00	190.83	261.80	1,045.10	
Instructional Supplies - 5th Grade	1,225.00	includes \$475 unspent from FY24	750.00	750.00	593.34	727.24	964.00	



Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
Instructional Supplies - 6th Grade	1,000.00		1,000.00	1,000.00	849.09	1,786.69	1,464.21	
Instructional Supplies - 7th Grade	1,000.00		1,000.00	1,000.00	239.32	1,776.47	778.08	
Instructional Supplies - 8th Grade	1,250.00		1,250.00	1,250.00	1,376.48	1,633.63	1,834.05	
Intervention	500.00		500.00	500.00	123.59	514.83	329.17	
Kindergarten	500.00		500.00	500.00	464.65	649.60	876.84	
Memberships	2,000.00		2,000.00	2,000.00	1,585.50	1,585.50	0.00	
Movement - Elementary	500.00		500.00	500.00	488.20	492.64	1,315.01	
Music	500.00		899.65	500.00	1,171.85	474.70	564.77	
Office Food Purchases	2,000.00		2,000.00	2,000.00	647.96	421.68	1,249.98	
Office Supplies	4,000.00		3,500.00	4,000.00	3,534.16	6,812.95	3,072.96	
Pendo Art Fund Expenses - from fund balance allocation	2,000.00	revenue = expense						
Poe Center	1,900.00		2,200.00	1,400.00	1,750.00	494.00		
Postage	850.00		600.00	850.00	820.37	445.27	1,193.20	
PRC 016 Instructional Supplies	2,808.00	revenue = expense	2,144.98	2,144.98	2,844.42	0.00	708.00	
Sales Tax Expense	8,000.00	revenue = expense	8,000.00	13,000.00	10,772.16	13,861.64	7,110.90	
School Safety Grant (from fund balance allocation)	18,000.00	revenue = expense	21,527.81	21,527.81				
was Digital Literacy, now Seminar	500.00		500.00	500.00	0.00	0.00		
Wellness - Middle	500.00		500.00	500.00	493.94	260.79		
<b>BOOKS AND SUPPLIES</b>	<b>69,033.00</b>		<b>69,672.44</b>	<b>77,872.79</b>	<b>72,094.86</b>	<b>82,952.73</b>	<b>87,504.63</b>	
<b>TECHNOLOGY</b>								
Instructional Software	33,500.00		30,204.66	29,000.00	16,000.00	19,194.19	17,402.64	
Instructional Technology	5,000.00	1-year hiatus. Incr. to \$20k in future years.						
Internet Services	1,000.00		1,000.00	1,000.00	790.41	1,779.31	835.88	
IT Contracted Services	47,560.00	2.5% incr.	46,400.00	46,400.00	44,000.00	45,160.00	33,000.00	
Non - Cap Computer Hardware	2,000.00		2,000.00	3,000.00	2,500.00	2,703.21	1,525.41	
Office Software and Services	4,500.00	plan for meraki to be covered by erate	8,500.00	8,500.00	13,000.00	12,408.03	8,171.78	
School Connectivity (ERate)	7,300.00		7,300.00	7,300.00	8,900.00	32,385.87	10,044.16	
Wake Electric Classroom Technology Grant			2,208.54	2,465.68				
<b>TECHNOLOGY</b>	<b>100,860.00</b>		<b>97,613.20</b>	<b>97,665.68</b>	<b>88,790.41</b>	<b>113,630.61</b>	<b>70,979.87</b>	
<b>NON-CAP EQUIPMENT &amp; LEASES</b>								
Instructional Equipment	1,000.00	non-tech equipment, furniture				825.42	843.93	
Office Equipment	500.00		500.00	500.00	350.00	896.52	69.99	
Reproduction Costs	16,500.00	Toshiba: \$12k   Idea: Paper conservation needed to save \$2k (Paper currently ~\$5K)	16,500.00	17,000.00	15,600.00	14,393.38	11,516.00	
School Safety Equipment					21,367.19			
<b>NON-CAP EQUIPMENT &amp; LEASES</b>	<b>18,000.00</b>		<b>17,000.00</b>	<b>17,500.00</b>	<b>37,317.19</b>	<b>16,115.32</b>	<b>12,429.92</b>	

Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
<b>CONTRACTED STUDENT SERVICES</b>								
ELL Services		included in other services			3,395.00	225.00		
F & R Lunch	45,000.00		55,000.00	35,000.00	22,000.00	29,673.57	39,604.00	
OT Services	45,000.00		40,000.00	40,000.00	40,000.00	17,905.50	11,195.25	
Other Services (hearing impaired svcs, esy, comp ed)	10,000.00		10,000.00	10,000.00	0.00	840.00		
Psychological Services	35,000.00		40,000.00	40,000.00	25,000.00	23,078.75	8,742.50	
Speech Services	30,000.00		30,000.00	30,000.00	18,500.00	27,049.20	18,930.50	
<b>CONTRACTED STUDENT SERVICES</b>	<b>165,000.00</b>		<b>175,000.00</b>	<b>155,000.00</b>	<b>108,895.00</b>	<b>98,772.02</b>	<b>78,472.25</b>	
<b>FIELD TRIPS / ACTIVITIES</b>								
Activities funded by annual fund		revenue = expense	20,758.69	20,758.69				
Field Day		funded by donations	460.65					
Field Trips - German Exchange	3,500.00				28,940.03			
Field Trips - Grade 1					284.09			
Field Trips - Grade 2			414.00		950.00			
Field Trips - Grade 3			1,079.86		2,371.00			
Field Trips - Grade 4			714.63	714.63				
Field Trips - Grade 5			2,226.39		6,330.12	278.00		
Field Trips - Grade 6 Scholarship	1,000.00		1,000.00	1,000.00	0.00	265.11	0.00	
Field Trips - Grade 6			1,250.00		2,103.00	322.89		
Field Trips - Grade 7 Scholarship	2,000.00		2,000.00	2,000.00	0.00	0.00	0.00	
Field Trips - Grade 7			36,073.00		30,898.25	7,552.03		
Field Trips - Grade 8 Scholarship	5,000.00		5,000.00	5,000.00	3,000.00	5,331.55	0.00	
Field Trips - Grade 8			71,795.75		73,553.04	44,192.50	8,750.00	
Field Trips - Japan Exchange	3,500.00		25,476.48	3,500.00	21,496.79	92.92	0.00	
Field Trips - Kindergarten					464.49			
Field Trips - Music			690.00		1,091.00			
Field Trips - NC Go Grant from fund balance allocation		revenue = expense						
Field Trips - NC Go Grant new grants		revenue = expense	9,462.00	7,500.00	19,236.00			
Scholarships 00 - 01	250.00		250.00	250.00	0.00	0.00	0.00	
Scholarships 02 - 03	500.00		500.00	500.00	0.00	0.00	0.00	
Scholarships 04 - 05	1,000.00		1,000.00	1,000.00	0.00	0.00	0.00	
<b>FIELD TRIPS</b>	<b>16,750.00</b>		<b>180,151.45</b>	<b>42,223.32</b>	<b>197,088.19</b>	<b>67,294.50</b>	<b>8,750.00</b>	
<b>ADMIN SERVICES</b>								
Audit & Tax Services	20,000.00		19,500.00	23,500.00	18,650.00	13,350.00	12,365.65	
Bank Fees	1,900.00		1,700.00	1,700.00	1,654.50	1,552.26	1,413.57	
Financial Services	53,000.00		53,000.00	53,000.00	43,072.38	31,500.00	41,766.00	

Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
Fire Inspection Fees	4,000.00		3,360.00	4,000.00	2,166.00	2,266.00	5,367.00	
Foundation Expenses	154,000.00	revenue = expense	176,862.00	150,000.00	81,508.96	12,515.62	37,168.21	
Foundation Annual Fund Expenses	20,000.00	revenue = expense	20,000.00	20,000.00	12,663.29	22,463.12		
Human Resources	15,000.00		15,000.00	15,000.00	7,316.05	8,574.25	1,875.50	
Legal Services	15,000.00		10,000.00	20,000.00	(30,228.32)	181,751.20	305,269.48	
Professional Development	10,000.00	Increase if possible (RC).	7,500.00	10,000.00	6,688.60	8,591.25	12,203.11	
PTO Expenses (includes grants)		revenue = expense	6,578.02	6,578.02	6,035.55			
Student Information Services	31,500.00		31,500.00	31,500.00	21,685.83	13,860.02		
<b>ADMIN SERVICES</b>	<b>324,400.00</b>		<b>345,000.02</b>	<b>335,278.02</b>	<b>171,212.84</b>	<b>320,368.32</b>	<b>421,625.41</b>	
<b>INSURANCES</b>								
General Liability and Commercial Umbrella	23,500.00		23,442.00	23,500.00	19,386.70	18,409.55	16,293.80	
International Travel Insurance	3,000.00	both Germany and Japan in 24-25	0.00	1,500.00	750.00	0.00	0.00	
Student Accident Insurance	1,400.00		1,355.00	1,400.00	1,355.00	1,279.00	1,254.00	
Workers Compensation	12,000.00		14,286.00	10,660.00	10,000.00	18,564.00	9,833.10	
<b>INSURANCES</b>	<b>39,900.00</b>		<b>39,083.00</b>	<b>37,060.00</b>	<b>31,491.70</b>	<b>38,252.55</b>	<b>27,380.90</b>	
<b>FACILITIES</b>								
Building Rent	300,000.00	\$36,500 per mth in FY26.	202,000.00	204,000.00	201,518.21	201,517.30	201,184.94	
Building Repairs & Maintenance	8,000.00		8,251.00	8,000.00	3,000.00	10,602.94	135.66	
Building Supplies & Materials	1,500.00		2,000.00	2,000.00	1,500.00	4,021.79	338.63	
Contracted Custodial Services	45,000.00		45,000.00	45,000.00	42,000.00	41,155.68	43,174.17	
Contracted Landscaping	5,200.00		5,200.00	5,200.00	5,106.50	5,901.66	4,858.30	
Contracted Pest Control	1,500.00		1,200.00	1,500.00	1,200.00	1,180.00	1,185.00	
Custodial Supplies & Materials	11,000.00		9,500.00	11,000.00	11,000.00	10,824.87	2,733.35	
Electricity - New Bern	25,000.00		24,000.00	24,000.00	23,600.00	23,401.72	15,612.61	
Land Lease - New Bern	72,000.00		72,000.00	72,000.00	70,650.00	62,780.00	66,575.00	
Modular Lease	85,000.00		85,000.00	85,000.00	84,759.20	77,695.20	89,114.40	
Parking: Hillsborough St.	5,040.00		4,800.00	6,500.00	7,400.00	8,695.00	1,125.00	
School Safety Grant - PRC 040		revenue = expense	1,208.08					
Security Monitoring	5,000.00		5,000.00	5,200.00	4,947.50	4,506.50	4,152.00	
Telephone	1,900.00		1,900.00	2,100.00	2,050.00	2,188.44	4,738.56	
Water and Sewer	6,500.00		7,500.00	6,000.00	5,800.00	5,515.93	2,661.57	
<b>FACILITIES</b>	<b>572,640.00</b>		<b>474,559.08</b>	<b>477,500.00</b>	<b>464,531.41</b>	<b>459,987.03</b>	<b>437,589.19</b>	
<b>B&amp;A CARE</b>								
B&A Care Supplies	1,500.00		1,100.00	1,500.00	0.00	364.26	0.00	
Salary - B&A Care	62,155.00	see B&A Care Staffing Calculations tab for details	60,000.00	60,000.00	51,608.80	50,176.28	0.00	

Account	2024-2025 Budget	NOTES	2023-2024 EOY Projection	2023-2024 Budget	2022-2023 EOY Actual	2021-2022 EOY Actual	2020-2021 EOY Actual	Notes
Social Security (FICA: Soc Security & Medicare)- B&A Care	4,754.86	FICA 7.65% (formula based on salary)	4,500.00	4,500.00	4,500.00	3,681.87	0.00	
<b>B&amp;A CARE</b>	<b>68,409.86</b>		<b>65,600.00</b>	<b>66,000.00</b>	<b>56,108.80</b>	<b>54,222.41</b>	<b>0.00</b>	
<b>CLUBS</b>								
Chorus Club			362.00					
Girls on the Run	1,600.00	revenue = expense	3,545.32	3,545.32	3,803.63	220.70		
<b>CLUBS</b>	<b>1,600.00</b>		<b>3,907.32</b>	<b>3,545.32</b>	<b>3,803.63</b>	<b>1,417.07</b>		
<b>CORONAVIRUS RELIEF FUND EXPENSES</b>								
PRC 189 - ESSER III Math			4,200.00	4,200.00	7,473.00			
PRCs 192 and 193 ESSER III (Gaggle & Instr Software)			2,587.00	2,587.00	3,600.00			
<b>CORONAVIRUS RELIEF FUND EXPENSES</b>	<b>0.00</b>		<b>6,787.00</b>	<b>6,787.00</b>	<b>114,062.10</b>	<b>227,023.73</b>	<b>38,109.00</b>	
<b>VARIOUS GRANTS - NCACCESS</b>								
ACCESS - Instr. - Supplies and Materials					4,442.05	11,629.78	0.00	
ACCESS - Instr. - Technology & Equip					3,964.00	25,695.36	19,149.38	
ACCESS - Instr. - Travel, Conferences, Meetings					28,680.00	42,000.00	2,590.00	
ACCESS - Instr. - Prof Fees & Cont Services					48,055.00	28,355.00	3,845.55	
ACCESS - Support - Supplies & Materials					1,000.00	2,000.00	0.00	
ACCESS - Support - Technology & Equip					0.00	980.00	26,290.89	
ACCESS - Support - Travel, Conferences, Meetings					0.00	0.00	6,300.00	
ACCESS - Support - Prof Fees & Cont Services					0.00	0.00	27,143.11	
<b>VARIOUS GRANTS - NCACCESS</b>	<b>100,000.00</b>	revenue = expense	<b>282,493.00</b>	<b>282,493.00</b>	<b>86,141.05</b>	<b>110,660.14</b>	<b>89,257.29</b>	
<b>Expenses</b>	<b>5,333,809.88</b>		<b>5,517,813.49</b>	<b>5,409,676.70</b>	<b>4,965,389.99</b>	<b>5,094,322.12</b>	<b>4,092,403.37</b>	
<b>SURPLUS/(DEFICIT) - End of Year Balance</b>	<b>32,254.12</b>	<b>end of year balance</b>	<b>230,707.47</b>	<b>179,276.15</b>	<b>370,286.71</b>	<b>313,227.06</b>	<b>675,595.18</b>	
<b>% end of year balance</b>	<b>0.60%</b>	amount carried over	(65,000.00)	(65,000.00)	(13,653.00)	(37,626.82)	(296,000.00)	
		remaining amt for reserves	165,707.47	114,276.15	356,633.71	275,600.24	379,595.18	
Goal End of Year Balance (2%)	\$107,321.28							
			2.88%	2.04%	6.68%	5.10%	7.96%	
Additional savings needed to meet goal	-\$75,067.16							

THE EXPLORIS SCHOOL

Balance Sheet

Fiscal Year: 2024 | Fiscal Month: April  
Include Funds: All

<b>Assets</b>		
1.1010.000.000.000.000.00	Cash OP FCIT 6528	3,454.69
2.1010.000.000.000.000.00	Cash OP FCIT 6528	1,078,172.03
2.1011.000.000.000.000.00	Cash - Reserve	1,221,639.91
2.1180.000.000.000.000.00	Accounts Receivable - Employee	(58.10)
2.1611.000.000.000.000.00	Security Deposit	15,658.00
3.1010.000.000.000.000.00	Cash OP FCIT 6528	(39,627.57)
5.1010.000.000.000.000.00	Cash OP FCIT 6528	444,111.99
<b>TOTAL Assets:</b>		<b>2,723,350.95</b>
<b>Liabilities</b>		
1.2010.000.000.000.000.00	Accounts Payable	156.55
2.2282.000.000.000.000.00	EEs' Flex Spending Deductions	476.79
<b>TOTAL Liabilities:</b>		<b>633.34</b>
<b>Reserves and Equity</b>		
2.2960.000.000.000.000.00	Fund Equity	1,782,051.27
5.2960.000.000.000.000.00	Fund Equity	427,572.82
<b>TOTAL Reserves and Equity:</b>		<b>2,209,624.09</b>
<b>NET GAIN (LOSS):</b>		<b>513,093.52</b>
<b>TOTAL LIABILITIES / RESERVES / INCOME:</b>		<b>2,723,350.95</b>

Fund 1 - State Funds  
Fund 2 - Local Funds  
Fund 3 - Federal Funds  
Fund 5 - Multiple Enterprise Fund (Before & After School Program)

# Coversheet

## Directors Report

<b>Section:</b>	III. Meeting Items
<b>Item:</b>	A. Directors Report
<b>Purpose:</b>	Discuss
<b>Submitted by:</b>	
<b>Related Material:</b>	May 2024 Exploris Leadership Team Board Report.pdf Addendum to the Director's Report May 2024 - Google Docs.pdf



# The Exploris School

## Directors Report

**To:** Board Members

**From:** Ethan, Josh, & Deb

**Re:** Monthly Board Report

**Date:** May 23, 2024

The following information is provided to the Board of Directors:

### Enrollment

Grade Level	Active Enrollment	Class Sizes	Withdrawals Since 8/30/23 (10th school day)	Open Seats	2024/2025 Applications	2024/25 Seats Still Open
<b>Kindergarten</b>	30	15	3	4	155	0
<b>1<sup>st</sup> Grade</b>	35	17x1/ 18x1	2	2	62	1
<b>2<sup>nd</sup> Grade</b>	38	19	0	0	52	0
<b>3<sup>rd</sup> Grade</b>	38	19	0	0	76	0
<b>4<sup>th</sup> Grade</b>	39	19x1/ 20x1	1	-1	60	0
<b>5<sup>th</sup> Grade</b>	37	18x1/ 19x1	1	1	61	0
<b>6<sup>th</sup> Grade</b>	71	18x3 / 17x1	6	7	140	0
<b>7<sup>th</sup> Grade</b>	75	19x3/ 18x1	1	1	46	0
<b>8<sup>th</sup> Grade</b>	74	19x2/ 18x2	3	2	38	0
<b>Total</b>	<b>440</b>		<b>17</b>	<b>16</b>	<b>690</b>	<b>1</b>

### Student Support Team Report

Month	In School Suspension # students / # days	Out of School Suspension # students / # days	Major referrals that did not result in suspension	Minor Behavior Referrals # students / # referrals
August	ES: 0/0 MS: 0/0	ES: 0/0 MS: 0/0	ES: 0/0 MS: 0/0	ES: 0/0 MS: 0/0
September	ES: 0/0 MS: 1/1	ES: 0/0 MS: 3/3	ES: 2/2 MS: 3/3	ES: 5/5 MS: 2/3
October	ES: 2/1.5 MS: 2/2	ES: 1/.5 MS: 6/6	ES: 1/1 MS: 3/3	ES: 5/5 MS: 3/5

November	ES 0/0 MS 1/1	ES 0/0 MS 1.5/2	ES 1/1 MS 2/2	ES: 10/11 MS 6/8
December	ES: 0/0 MS:2/.5	ES: 0/0 MS: 0/0	ES: 0/0 MS 3/3	ES: 14/18 MS: 6/6
January	ES: 2/2 MS: 2/2	ES: 0/0 MS: 0/0	ES: 0/0 MS: 4/6	ES: 16/29 MS: 13/16
February	ES: 1/1 MS: 4/6	ES: 1/1 MS:0/0	ES: 4/4 MS:7/9	ES: 20/26 MS: 6/8
March	ES: 1/.5 MS: 4/3	ES: 1/.5 MS: 2/2	ES: 4/3 MS: 14/11	ES: 10/10 MS: 7/5
April	ES: 1/.5 MS: 6/7	ES: 0/0 MS: 3/5	ES: 12/17 MS: 8/7	ES: 25/27 MS: 13/11
May	ES: 4/2 MS: 3/3	ES: 0/0 MS: 5/2	ES: 10/10 MS: 19/14	ES: 14/17 MS: 11/5
Total	ES: 11/7.5 MS: 22/21	ES: 4/2 MS 20.5/19	ES: 34/38 MS 46/42	ES: 129/148 MS 60/56

## Updates on Goals/Issues for Discussion

### School Improvement Plan (SIP) Progress:

#### Target Area #1 Student Support Alignment Progress:

- PLC meetings are wrapping up for the year with reflections on individual student progress, overall data analysis, and MTSS
- We have three positions that have been grant-funded, and the grants expire this year. These roles were added to support the school after our weighted lottery and post-Covid and include a social worker, a school counselor, and an interventionist teaching partner. We have been working on a combination of setting priorities for the work of these positions, looking at ways to squeeze the budget to see if we can add them to our annual operating budget, and working with a fundraiser to see about larger donor pools that could help support these positions.
- We have received the results of the UNC student SEL survey, and we will analyze them as part of our summer work to help guide student programming for next year.

#### Target Area #2 Instructional Alignment Progress:

- [This spring, the elementary school hosted](#) five Shaw University education department student teachers for a four-week field experience. This growing partnership is expected to continue into the 2024-2025 school year, leading to full student teaching experiences for Shaw University.
- The Kaizen team worked on completing the FAM-S, an annual survey of our MTSS practices that serves to guide areas for school improvement
- The five-year Strategic Plan will need to be crafted throughout next year. Leadership has been discussing some priorities for that and will look to involve the board in this process.
- Our current ten-year charter will expire in 2025, so Exploris's charter renewal process will also begin next year. This is a year-long process of collecting and submitting data to DPI about our performance, finances, and compliance, and the end result will be a renewal of our charter, hopefully for a maximum ten-year period.



- Hiring season is in full swing, with jobs posted, hiring teams convened, and candidates being phone screened and invited for in-person interviews. Applications are moderately robust, and we anticipate being able to find quality candidates for each opening.
- The admin team has been meeting with Koren to review the draft budget and make suggestions on priorities and ways to effectively allocate our resources for the most significant impact on student achievement.
- The state will be sunseting PowerSchool and rolling out a new system called NCSIS. Exploris will be part of the second cohort in 2025 and will work next year to transition our data and train our staff. The state provides many resources for training in the new system, which is expected to be much more robust than PowerSchool and capable of providing more interactivity and reporting for grades, behaviors, etc.
- We've had multiple field experiences this past month with some wonderful opportunities for our scholars. Here's a partial list:
  - 3rd and 4th-grade trip to NC Symphony performance
  - 1st-grade Asheboro Zoo trip
  - 2nd-grade Eno River Wetland Center
  - 3rd-grade trip to Fort Fisher Aquarium and Boat Tour with hands-on discovery activities
  - 5th-grade overnight trip to Camp Agape
  - 6th-grade overnight trip to Camp Don Lee
  - 6th-grade "World Religions Tour," where they visit a local Christian church, Hindu Temple, Muslim Mosque, Buddhist Temple, and Jewish Synagogue
  - 7th-grade trip to Washington DC (and upcoming visit to Jireh Family Farm)
  - 8th-grade Outward Bound (We even received a note from the Outward Bound staff that read, "Every NCOBS instructor team this year reported that their Exploris Accompanying Faculty were easy to work with, well-prepared, and receptive to feedback on the Outward Bound educational approach. Each faculty who attended this year (including the two folks who were new to attending Outward Bound, Austin & Taison) are encouraged to return again!"

### **Target Area #3 Community Engagement Progress:**

- We held an inaugural community spaghetti dinner, which was attended by over 100 community members.
- Elementary had a very successful Field of Fun event, with games, booths, food trucks, and fun and interactive activities—special thanks to Carolyn Floyd and the ES GA team for their planning and work on this project.
- Counselors continue to hold listening sessions at assorted times of the day so different families can participate.
- The staff leaders for our next round of international exchanges have been chosen after an application process and a scoring rubric. Jill Hemingway will join Leah Ruto on the Japan exchange trip, and Michelle Duncan will join Tasha Void on our German exchange trip.
- We addressed a concern about a significant student chat group that involved Exploris students from grades 3-8 in an out-of-school platform, but where the comments and constant notifications were causing anxiety and disrupting our school day.
- Passage Portfolios have been completed, with another year of recognizing and reflecting on the fantastic growth of our students over their time with us at Exploris. Each student had family members, current crew teachers, and community members (often including former teachers) participate in their portfolio presentations.

## Human Resource Update

### New Hires for Approval

Name	Position	Notes

### Current & Anticipated Vacancies for 24-25 School Year

We are currently hiring for:

- 1st grade
- 4th grade
- 5th grade
- 6th grade
- MS EC

### Important Dates (Board Attendance Requested)

- June 5th: 7th Grade Future City Fair 1:00-3:00 pm at Middle school or nearby (TBA)
- June 5th: Final Staff meeting and celebration! Exploris Elementary School 4:00-5:00 PM
- June 6th: Exploris Elementary Parade at 8:45 AM. Leads to Community Circle and 5th Grade Promotion Ceremony.
- June 7th: Exploris 8th Grade Graduation Ceremony 9:00 AM Raleigh Rose Garden



## **Addendum to the Director's Report | May 2024**

Dear Exploris School Board Members,

In light of the recent biannual Teacher Working Conditions (TWC) Survey, and as we dig into the pluses and deltas from that instrument, we wanted to share steps we are taking this spring—and have been taking all year in some cases—to address assorted climate and culture items at Exploris K-8 ahead of the TWC Survey and in anticipation of some of the issues we expected would be brought to the forefront.

We want to share that we have been working on culture and climate issues for some time now and list some of the specific steps we have taken, along with the expected next steps. We are also aware of recent parent concerns connected to some selected items on the TWC, and we hope this report shows how we have been proactive in naming and addressing issues that could improve our school.

In a spirit of continuous improvement, our leadership team embarked on three initiatives this year to get feedback from our community on key issues. This allowed us to reflect on and identify steps for improvement in our entire organization, including our individual roles and job performance as leaders.

**This addendum to our monthly report highlights those two initiatives and the products, results, or action steps that resulted from them.** Several work products and exemplars are also live linked here in this document.

**The three items were:**

- Delineating and sharing a Decision-Making Model.
- Diversity, Equity, and Inclusion Audit through RISE.
- Indicators of Trust in Schools survey, adapted from Elena Aguilar's coaching tools.

First, last fall, during our first round of Nakama Professional Development (in Japanese, nakama (仲間) means colleague, compatriot, friend, or comrade), the leadership team responded to earlier school culture and climate surveys that showed staff desired more transparency on how decisions were made. Working with our School Improvement Coach, Michelle Parkerson, we studied different decision-making models and described how we would approach assorted issues that would come to us as a leadership team. [This report was presented](#) and shared with the whole staff at the end of the first trimester.

Second, last fall, we commissioned RISE Consulting to conduct an Equity Audit at the school. Those [results were shared](#) in a full staff meeting on January 24th, and then on Feb 7th, we used a [reflection protocol](#) for the whole staff to process, share insights, and develop the next steps as a result of that audit.

Those next steps formed the schedule for our weekly Wednesday Staff meetings, with each meeting dedicated to addressing one of the action steps. Following each meeting, we also surveyed the staff to see if the meetings were impactful and if they had additional insights and suggestions to share. Of special note is the solicitation of teacher voices to guide the direction of our professional learning for next year based on items recommended by the DEI survey.

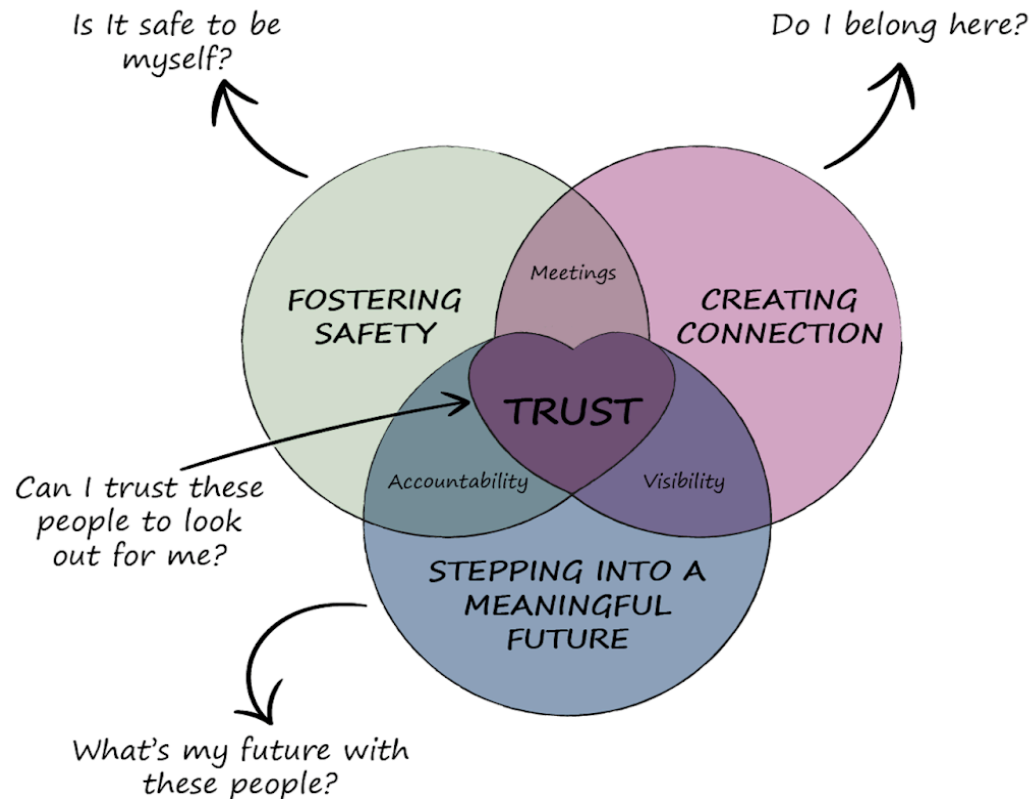
**The meeting topics and their products/results were as follows:**

Date	Meeting Topic/Activity/Agenda	Outcomes
Feb 7	Reflection Protocol	Identified key areas to inform work sessions for the remainder of the year.
Feb 21	Develop mutually created, agreed upon, and visible norms for communication and conflict.	Co-creation of staff norms that all have agreed to uphold.
March 6	Create opportunities for repair of staff/student/family relationships through conflict resolution training.	We held “diversity rounds” and explored 3 strong programs for professional development for the fall: <ul style="list-style-type: none"> <li>● Crucial Conversations</li> <li>● Peaceful Schools</li> </ul>

		<ul style="list-style-type: none"> <li>• Responsive Classroom</li> </ul> <p>Staff were invited to share their opinions and suggestions, and we collected that feedback to help guide our work.</p>
March 20	Build targeted professional development in the growth areas.	Staff identified both individual and team needs and built their ideal “PD Plate” for how they would like to allocate their PD time for the fall.
April 17	Form democratically run equity committee with student and family representatives to work in tandem with the Kaizen team.	Creation of an Equity Statement to live alongside our Mission and Vision Statements. This statement will form the vision and goals for the DEI committee.
May 22	Kaizen shares Plan for Next Steps	We will be sharing the Draft plan for professional development for next year and soliciting feedback on the plan.

**Finally, running concurrently with our Nakama work based on the DEI audit,** we also voluntarily decided to solicit feedback on the climate of trust in our schools. We adapted [Elena Aguilar’s Indicators of Trust in School](#) survey, which focused on three different specific areas:

- Trust between teams (colleagues who work most closely together day by day).
- Trust between supervisors and their direct reports.
- Trust throughout our whole organization.



After receiving the results, Ethan and Deb met with Michelle Parkerson, our School Improvement Coach, to analyze the data broken down by campus (Josh was in Japan with our annual exchange program). On April 24th, in a [whole staff meeting](#), we shared the [baseline results](#), and each Director [shared their insights, reflections, and commitments](#) to their teams and the school. The entire staff was provided the opportunity to share [their reflections and commitments](#) as well. We plan to continue to build on this work and reach out to the whole school community to gather more data and feedback on improving trust with families, as well as within the staff.

Next up on our plate is to dig into the data in the Teacher Working Conditions Survey. Because of the timing of when this report is released every two years (usually late spring), this usually forms part of our summer work. This allows us the time and space to look at trends and let action steps inform our plans for the upcoming school year.

We also have been working on [teacher recruitment and hiring](#), onboarding, and retention, and have been analyzing the data from staff members who did not complete the school year. Although the numbers on staff turnover are disappointing, we find very few patterns and note that each staff member who left had very specific and individual situations. Nevertheless we are looking to strengthen our onboarding and ongoing support for staff members, and we are especially hopeful about the [Exploris Teacher Support Plan](#), which is currently in draft form, but which reflects a full year's worth of reflection and data. Special and abundant thanks go out to our Instructional Coach, Leah Ruto, for shepherding this plan into draft form.

We are aware certain items in the TWC are causing concern in our parent community. We are well underway to address those issues and will be happy to provide an update once we've had a chance to more thoroughly unpack the information from the TWC survey. In addition, when you look at just the Exploris data (not comparing us to Wake County or to the state data), the items that have historical data show good growth over time, and even strong improvement in some areas. We are proud of these trends of improvement and are paying special attention to any downward or stagnant items.

Our hope is that this addendum and the folder of artifacts from our work this year will help us paint a clear picture for our Board of how we are working to identify, address, and improve issues in our Exploris community.