



A.C.E. Academy

A.C.E. Academy Board Meeting 2025-2026

Published on October 29, 2026 at 6:53 PM EDT

Date and Time

Thursday October 29, 2026 at 7:00 PM EDT

Mission: A.C.E Academy will equip students from all backgrounds to succeed in the college and career of their choice by driving academic excellence, developing strong character, and instilling an entrepreneurial mindset.

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Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
A. Record Attendance		Terry Cline	1 m
B. Call the Meeting to Order		Terry Cline	1 m
C. School Mission	Discuss	Terry Cline	1 m
A.C.E. Academy will equip students from all backgrounds to succeed in the college and career of their			

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choice by driving academic excellence, developing strong character, and instilling an entrepreneurial mindset.			
D. Approve Agenda	Vote	Terry Cline	1 m
E. Approve Minutes	Approve Minutes	Terry Cline	1 m

The board is scheduled to vote in a formal and professional manner to approve the minutes recorded during the previous board meeting.

F. Public Comment			5 m
*A.C.E. Academy Public Comment Policy is two per meeting for reaction to what has been discussed during the meeting.			

II. Meeting Items 7:10 PM

A. Staff Update/Approval	Vote	Terry Cline	5 m
B. 2028 Renewal	Discuss	Laila Minott	

Review the Slides - Ensure you understand all due dates and submission requirements.

- Renewal Payment Form (Due December 31, 2026) Laila
- Renewal Self-Study Template (Due November 30, 2026) Laila
- November 30, 2026 (Self-Study, Charter Application + Amendments, Graduation Requirements, Student Discipline Policy)
- December 31, 2026 (Renewal Fee, Board By-Laws, Board Meeting Minutes)

Coordinate with Your Team and Board - Make sure everyone understands their role in completing the renewal tasks and participating in the site visit.

1. Dawn Review Board Minutes and Find 2 Samples that have Closed Session Meeting Minutes
2. Dr. Cline Review By-Laws since they are over 10 years old.

C. Beginning Teacher Support Plan	Vote		
D. Calendar 26.27	Vote		5 m

	Purpose	Presenter	Time
Pre School K-8th Calendar			
E.	Final Budget 26-27	Vote	5 m
F.	Revised By Laws	Vote	5 m
G.	21st CCLC Grant Application and Assurances	Vote	5 m
	The Statement of Assurances now includes a sworn statement from ACE's governing board that the school has no overdue tax debts. I'll add the Board Chair to documents requiring a signature.		
H.	NC Paid Parental Leave Program – Opt-In Consideration	Vote	Laila Minott 10 m

Purpose: To consider A.C.E. Academy's participation in the North Carolina Paid Parental Leave Program, which provides up to 12 weeks of paid parental leave for eligible employees. The state's previously published reimbursement rate is **\$130.26 per day**, per staff member. Funds are provided on a reimbursement rate and based on availability of funds.

A.C.E. Academy currently provides **short-term disability insurance at no cost to employees**. This benefit provides eligible employees with partial income replacement during maternity leave. Therefore, A.C.E. already offers financial support to employees during maternity leave without requiring employees to pay for this coverage.

A.C.E. Academy currently pays substitutes \$144 per day, resulting in a total substitute expense of \$8,640 for a 12-week (60-day) parental leave period. Based on the state's previously published reimbursement rate of \$130.26 per day, A.C.E. Academy would be eligible to receive an estimated \$7,815.60 in reimbursement, leaving the school responsible for an **additional substitute cost of approximately \$824.40 per employee** for the 12-week period. These estimates are subject to confirmation of the state's 2026–2027 reimbursement rate and eligibility requirements.

Considerations: A.C.E. would be responsible for continuing employee salaries during approved parental leave while securing substitute coverage. Although the estimated additional substitute expense is relatively low, the school must consider the total

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financial impact, particularly for positions that do not qualify for reimbursement. Additionally, the school must review how paid parental leave coordinates with its existing short-term disability insurance to avoid overlapping payments or unintended additional expenses.			
Given A.C.E. Academy's existing employer-paid short-term disability benefit, the Board should evaluate whether opting into the state's Paid Parental Leave Program provides sufficient additional value to justify the financial and operational commitments. The estimated additional substitute expense for a qualifying teacher is \$824.40 over 12 weeks , excluding any additional salary obligations or other costs.			

III. Closing Items

7:45 PM

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| A. | Adjourn Meeting | FYI |
| B. | Closed Session | FYI |

Closed Session (If Necessary) Must be voted on prior to going into session.

To prevent the disclosure of information that is privileged or confidential pursuant to the law of this State or of the United States, or not considered a public record within the meaning of Chapter 132 of the General Statutes.