



Eno River Academy

November Board Meeting

Published on November 17, 2025 at 9:53 AM EST
Amended on November 25, 2025 at 4:04 PM EST

Date and Time

Tuesday November 25, 2025 at 5:30 PM EST

Location

Virtual Only

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
Opening Items			
A. Record Attendance and Guests		Trish Blackmon	1 m
B. Call the Meeting to Order		David Nagel	1 m
Reading of Mission Statement			
Eno River Academy will nurture a community of academic and artistic distinction, as it enriches each student’s cultural literacy.			
C. Approve October 28, 2025 Regular Board Meeting Minutes	Approve Minutes	David Nagel	1 m

	Purpose	Presenter	Time	
D.	Reading of Conflict of Interest and Ethics Statement	David Nagel	1 m	
<p>"ERA By-laws require any member to recuse herself or himself from voting on any matter before the Board which would confer a financial benefit on the member. At this time, the Chair requests that If any Board member knows of a conflict of interest, appearance of a conflict, or possible financial benefit with respect to matters before the board, please so state at this time."</p>				
E.	Monthly Agenda Review	Vote	David Nagel	1 m
<p>Review and solicit any recommended revisions to the meeting agenda before seeking approval</p>				
II.	Public Comment Period			5:35 PM
A.	Public comments in accordance with the ERA Public Comment Policy	FYI	Jeremy Greene	10 m
<p>The Eno River Academy Board of Directors encourages community involvement and welcomes public comment during open board meetings. In order to provide an opportunity for input while conducting an efficient meeting, individuals and group may provide comments in accordance with the following policy.</p> <p>Members of the public wishing to speak during the public comment period should fill out the Public Comment Form, including their full name and general nature of their comments, prior to the start of the Board Meeting in which they wish to speak.</p> <p>Comments must be related to legitimate school business. The Presiding Officer or his/her designee will recognize the public member(s) to speak during the scheduled public comment period (usually held near beginning of the board meeting) in the order in which they had completed their request to speak on the Public Comment Form.</p> <p>In order to allow as many individuals as possible to speak and to ensure the Board of Directors have appropriate time to address all agenda items, individuals will be allowed a total of up to three (3) minutes to speak about their identified topic. No individual may transfer any remaining time to another individual that is also signed up to speak. A total of up to fifteen (15) minutes will be provided for individuals to speak and no person may speak more than once during the public comment portion of the agenda. The Board reserves the right to modify the time for public comment at any open board meeting.</p>				

	Purpose	Presenter	Time
<p>If a public member requests an extended discussion, it will be at the discretion of the Presiding Officer as to whether to grant further public comment and how much time is allotted.</p>			

For the indefinite future while board meetings are conducted online, the School's Public Comment Policy shall be adapted to allow public comments to be made by email (preferred) before the meeting in adherence with the process and timeframe provided before each meeting or by verbal participation during the public comment period after recognition by the presiding board officer.

Public comments provided by submission of email communication shall be sent to the board Secretary, subject to any additional procedures established by the Administration. Such email comments will be available for board member review.

Comments must conform to the Policy's general requirements regarding courtesy and respect; failure to abide by these requirements may preclude acceptance or require redaction of non-permissible content, to the extent legally permissible.

All speakers should be courteous in language and demeanor, respectful and present themselves in a professional manner during their allotted time. Speakers should not speak about any individual student, teacher, staff member or board member by name and may not engage in any personal attacks. Any speaker who does not abide by this policy and creates disorder will be asked to leave the meeting. Under North Carolina law (General Statue, N.C.G.S. § 143-318.17), there can be legal consequences for individuals who do not adhere to public meeting protocol. *“A person who willfully interrupts, disturbs, or disrupts an official meeting and who, upon being directed to leave the meeting by the presiding officer, willfully refuses to leave the meeting is guilty of a Class 2 misdemeanor.”* (1979, c.655, s.1; 1993, c.539, s.1028; 1994, Ex. Sess., c.24, s.14(c).) *Adopted April 16, 2013.*

III. Key Business			5:45 PM
A.	Minimum Qualification Policy for New Teacher Hires	Vote	Margaret Barr
	The Academic Committee has considered and will propose minimum qualification policy for new teacher hires		
B.	Charter Renewal Self-Study Documentation	Vote	Lindsey Sealy
	Part of the renewal process is to submit a self-study document which includes amongst other things (a) narrative of how ERA fulfills its mission, (b) five-year goals and strategies, and (c) curriculum and instructional approaches. This document also requires ERA to document a set of five year goals which will be useful to the board for		

	Purpose	Presenter	Time	
longer-term planning, budgeting, and annual goals. A vote for the document is also a vote for our five year goals. This document will have already been reviewed by the GC and AC ahead of this board meeting.				
C.	School Expansion Task Force Update	FYI	Lindsey Sealy	10 m
The board is seeking more specifics on the overall approach and timing to this work and confirmation of the deliverables. Several other initiatives are interdependent with the work and timing of this task force.				
D.	Modular Band and Office Space	FYI	Lindsey Sealy	5 m
In May 2025, the board authorized \$8000 pre-payment spend to enable a more thorough plan for a proposed Modular Band and Office Space to accommodate the increase in numbers of administrators, teachers, and staff and the growing band program.				
Results from the planning phase are now available. A recommendation to move forward with the full modular office building will be postponed to ensure it aligns with the School Expansion Task Force recommendations.				
E.	Capital Campaign Support Recommendation	Vote	Trish Blackmon	15 m
A proposal to hire a third party to advise and/or support campaign planning and development.				
F.	Board composition recommendation	Vote	David Nagel	15 m
A board skill inventory demonstrates that the board lacks key skills necessary to be highly effective. In order to overcome skill gaps and high workload, the GC has examined how other boards solve this issue and will make a recommendation to modify the composition and types of seats on the board through a bylaw revision process.				
G.	Beginning Teacher Support Program	Vote	Lindsey Sealy	10 m
ERA has updated it's BTSP documentation to align with state requirements and current practices. This documentation requires board approval before submission to NC DPI.				

IV. Officer and Liaison Updates

7:05 PM

A.	Treasurer Update	FYI	Adam Haber	5 m
-----------	------------------	-----	------------	-----

	Purpose	Presenter	Time
V. Administration Announcements and Updates			7:10 PM
A. Approve Mid-year bonuses	Vote	Lindsey Sealy	10 m
B. Monthly Administration Update	FYI	Kristin Martin	5 m
General school updates not already covered in other topics			
VI. Closing Items			7:25 PM
A. Closed Session	Discuss	David Nagel	15 m
Closed session is anticipated.			
Closed Session § 143-318.11. (a) 5&6			
A closed session may be called in order to discuss items which warrant confidentiality.			
<i>The Board may, at its discretion, move into closed session to discuss items which warrant confidentiality pursuant to Article 33C, Section § 143-318.11. (a) 5&6 of the North Carolina General Statutes.</i>			
B. Approve New Hire(s)	Vote	Lindsey Sealy	2 m
C. Adjourn Meeting	Vote	David Nagel	1 m