



Eno River Academy

May Board Meeting

Published on May 18, 2026 at 10:22 AM EDT

Amended on May 26, 2026 at 1:41 PM EDT

Date and Time

Tuesday May 26, 2026 at 5:30 PM EDT

Location

HS Conf Room

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 April 2026 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
	"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."		
E.	Monthly Agenda Review	Vote	David Nagel
	Review and solicit any recommended revisions to the meeting agenda before seeking approval		
II.	Public Comment Period		5:36 PM
A.	Public comments in accordance with the ERA Public Comment Policy	FYI	Jeremy Greene
	<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. 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			5:46 PM
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|--|---------|---------------|------|
| A. Community Seat Appointments for 2026-2028 | Vote | Jeremy Greene | 30 m |
| B. School Goal #5 update: Create procedures to achieve operational excellence | Discuss | Lindsey Sealy | 10 m |

By the end of the 2025–2026 school year:

1. Ensure ERA is a physically and emotionally safe school, as measured by stakeholder feedback and drill effectiveness.
2. Collaborate with Prestige School Solutions to ensure all fiscal procedures are compliant, transparent, and support school longevity.

	Purpose	Presenter	Time
3. Strengthen HR processes to ensure compliance with state personnel guidelines, licensure, background checks, and employment eligibility.			
4. Remain fully compliant with the NCDPI Charter School Performance Framework.			
5. Prepare documentation and evidence in support of Accreditation and Recharter renewal.			
C. June 23 Board Retreat	Discuss	David Nagel	15 m
Update on retreat agenda and pre-assignments			
<ul style="list-style-type: none"> • Newly appointed members attend • Set school expansion priorities • Targeted training • Draft committee and school goals 			
IV. Committee Updates			6:41 PM
A. Fundraising Committee Update	FYI	Trish Blackmon	5 m
B. Academic Committee Update	FYI	Pamela Norcross	5 m
C. Finance Committee Update	FYI	Adam Haber	5 m
D. Governance Committee Update	FYI	David Nagel	10 m
V. Administration Announcements and Updates			7:06 PM
A. Monthly Administration Update	FYI	Kristin Martin	5 m
General school updates not already covered in other topics			
VI. Closing Items			7:11 PM
A. Closed Session	Discuss	David Nagel	
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.			

	Purpose	Presenter	Time	
<p><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></p>				
B.	Adjourn Meeting	Vote	David Nagel	1 m
C.	New hire approval	Vote	Lindsey Sealy	5 m

Coversheet

Approve April 2026 Regular Board Meeting Minutes

Section: I. Opening Items
Item: C. Approve April 2026 Regular Board Meeting Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for April Board Meeting on April 28, 2026

DRAFT



Eno River Academy

Minutes

April Board Meeting

Date and Time

Tuesday April 28, 2026 at 5:30 PM

Location

HS Conf Room

Directors Present

Adam Haber, David Nagel, Elliot Clark, Jeremy Greene, Margaret Barr (remote), Pamela Norcross, Trish Blackmon

Directors Absent

None

Guests Present

Kristin Martin, Lindsey Sealy, Michael Brown

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

David Nagel called a meeting of the board of directors of Eno River Academy to order on Tuesday Apr 28, 2026 at 5:33 PM.

C. Approve March 2026 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from March Board Meeting on 03-24-26.

Jeremy Greene seconded the motion.

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

D. Reading of Conflict of Interest and Ethics Statement

David Nagel read the conflict of interest and ethics statement - no conflicts brought forward.

E. Monthly Agenda Review

David Nagel made a motion to approve the April, 2026 meeting agenda following a review of the items.

Trish Blackmon seconded the motion.

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

II. Public Comment Period

A. Public comments in accordance with the ERA Public Comment Policy

Jeremy Greene stated that no public comments had been received prior to the meeting. Public comment was then opened for any online attendees with no comments being offered.

III. Key Business

A. Charter amendments

Lindsey Sealy provided an update regarding ERA's charter renewal process. ERA received the following from the Office of Charter Schools reflecting the required action: "Continue to work with the Office of Charter Schools to gain approval for amendments to your original charter application for the following items: Mission Statement, School Calendar, and Lunch Program."

Mrs. Sealy provided the board with a review of all three amendments including the original charter language with any updated language noted.

Mission Statement and Targeted Student Population

The purpose of this amendment is to formally update the charter to reflect the school's current mission and grade span. The proposed Mission Statement is:

"Eno River Academy will foster academic and artistic excellence while enriching cultural literacy."

This updated statement reflects the school's commitment to a well-rounded education that integrates academics, the arts, and cultural awareness, and aligns with the school's STREAM-focused instructional model and strategic direction.

The proposed Targeted Student Population is: Students in grades K–12 in accordance with state rules on ages. This change aligns the charter with the school's current

operations and approved grade expansion, ensuring accuracy and clarity in the charter document.

This amendment ensures that the charter accurately reflects Eno River Academy's current mission, instructional priorities, and student population. These updates do not represent a shift in practice, but rather a formal alignment of the charter with the school's established program and growth over time.

Length of School Day and/or Academic Year

The purpose of this amendment is to formally align the charter document with current and ongoing practice. Specifically, Eno River Academy seeks to update its charter to reflect that:

- The school will meet or exceed the minimum instructional days and hours required by North Carolina law; and
- The specific structure of the school day and academic calendar may be determined annually by the school's leadership and Board of Directors in accordance with state requirements and the needs of the school community.

This amendment does not represent a change in practice, but rather ensures that the charter accurately reflects the school's established operations and provides appropriate flexibility for future planning. Eno River Academy remains committed to maintaining full compliance with all state requirements while continuing to provide a high-quality educational experience for its students. This amendment will ensure clarity, alignment, and operational flexibility moving forward.

School Nutrition Plan

The purpose of this amendment is to formally include a School Nutrition Plan within the charter that reflects the school's current practices and commitment to supporting student well-being.

Specifically, Eno River Academy seeks to update its charter to reflect that the school:

- Provides access to lunch options through a third-party vendor; and
- Maintains a food pantry or similar resources to support students experiencing food insecurity.

This amendment does not represent a change in practice, but rather ensures that the charter accurately reflects the school's existing operations and its commitment to meeting students' basic needs. Eno River Academy is committed to supporting the whole child, including ensuring access to food for students during the school day. This amendment will provide clarity and alignment between the school's charter and its current practices. David Nagel made a motion to approve the mission statement and targeted population in our original charter.

Adam Haber seconded the motion.

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

Jeremy Greene made a motion to approve the amendment to the original charter application regarding the school nutrition plan.

Elliot Clark seconded the motion.

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

Pamela Norcross made a motion to approve the length of the school calendar amendment in the original charter application.

David Nagel seconded the motion.

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

B. New job descriptions

Lindsey Sealy reviewed job descriptions for two new positions:

- Director of Communications (part-time)
- Accountability and Growth Coordinator (full-time)

Following discussion re: adding additional language to the Communications Director job description, the Board approved by the following vote.

After discussion it was requested that the Accountability and Growth Coordinator job description be sent back to the Academic Committee for further review.

David Nagel made a motion to approve the Director of Communications job description with recommended language.

Elliot Clark seconded the motion.

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

C. School Goal #4 update: Strengthen Community & Strategic Partnerships

Lindsey Sealy provided an update on School Goal #4: Strengthen Community & Strategic Partnerships.

1. Strengthen the PTO by increasing active membership, expanding family engagement events, and implementing a yearlong staff appreciation plan. *There has been an increase in support seen for PTO activities, events and in implementing a staff appreciation plan. PTO is also now participating as part of the Fundraising Committee.*
2. Raise at least \$85,000 through internal and external fundraising, with at least 60% from donors outside the school community. *We will make our goal of \$85,000 this year but with approximately 40% outside donors. It is difficult to identify those with/without ties to ERA.*
3. Establish STREAM-aligned strategic partnerships by developing relationships with at least three local organizations and launching one collaborative community project per semester (e.g., internships, real-world STREAM learning opportunities). *We have experienced growth with our strategic partners including 10 internships through the community college, STREAMFest and other activities.*
4. Strengthen board engagement by supporting active committee work and encouraging family participation in board committees and meetings to foster transparency and shared leadership. *Board committees have stepped up, becoming functional and including non-board member participation.*

D. June Retreat

David Nagel presented a draft proposal for a June Board retreat with likely topics including:

- Newly appointed members attend
- Set school expansion priorities
- Targeted training
- Draft committee and school goals

It was suggested that ice breakers be added as they were so successful this past year. Dates were discussed and David will send out a poll to determine when we can all attend.

E. Near-term facility enhancement needs

Lindsey Sealy reviewed status of completing safety points as noted in the risk assessment and also opportunities to increase space for the school nurse (who is currently working out of the conference room) and meetings with various students and specialties such as counselors/psychologists etc. where privacy is required. Discussed various options to identify underutilized space. Mrs. Sealy stated that light renovations were estimated to be approximately \$60,000. Adam Haber, Finance/Treasurer recommended that Mrs. Sealy undertake this at her discretion with a total cost of \$75,000.

Adam Haber made a motion to move forward with finalizing remaining safety recommendations and renovations subject to approval by the Finance Committee up to \$75,000.

Pamela Norcross seconded the motion.

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

IV. Committee Updates

A. Fundraising Committee Update

Trish Blackmon reported that the Bobcat Bonanza was a great success. She thanked all Board members who came out and worked the Board's booth and especially the PTO and volunteers for all of their hard work! Overall, ERA raised \$14,679.00 - expenses were \$1,832.00 with total profit made: \$12,847.00. Of that, \$10,675 goes towards general fundraising as \$750 is given to participating student clubs, \$3,063.50 to athletics - specifically Cross Country and Track for their work and support of the races/food. Our fundraising goal for this 2025-2026 school year is \$85,000. Currently we are at \$83,064.42 with some additional funds anticipated.

B. Academic Committee Update

Pamela Norcross reported that they had been very busy this past month addressing:

- Job Descriptions as noted earlier
- STREAM Subcommittee - reviewing roadmap for defining and initiating STREAM at ERA. Several members had visited Durham School of the Arts to review their

program and 5 year plan. Discussing how to assess forward motion/status each year.

C. Finance Committee Update

Adam Haber reviewed ERA's current finances. ERA remains in a very good financial position.

D. Governance Committee Update

Elliot Clark reported that the branding work is on track - they meet again on 5/13/26 to receive feedback from focus groups held last month. It is anticipated that they will be ready to present to the Board in July.

Jeremy Greene reported that they have 5 parent applications for the open 2 seats and 6 individuals have applied for community seats. All votes must be submitted no later than 3pm, Sunday, May 10, 2026.

David Nagel reflected on the retreat agenda and continued discussions regarding opportunities to increase partnerships in the community, including higher education facilities.

V. Administration Announcements and Updates

A. Monthly Administration Update

Kristen Martin provided the School Update:

Celebrations:

- Amazing K-8 Art Show and Musical!
- Amazing EOY benchmark growth because of outstanding teachers and interventionists!
- Shout out to Shepard, Harkey, and Schaffer for helping with all things scheduling! Working with teachers on planning for next year, creating master schedules, meeting with students 1:1, coordinating 8th grade shadowing days. It takes SO much time and behind the scenes work!
- Shout out to all teachers and parent coaches this school year! Thank you for the time and energy you have dedicated to our student-athletes!
- Amazing Teacher Appreciation Week events from PTO! Thank you!
- The K-5 Team is on a roll with field trips and special events for students!
- Retirement Party/EOY Staff Celebration is planned!

Testing:

- AP tests start on 5/4
- EOCs start on 5/14
- EOGs begin 5/11

Personnel Report:

- One vacancy: Middle School EC Teacher

Curriculum:

- ELA Standards Implementation Team is conducting a quick ELA curriculum review to see what we have and where it aligns to the new standards -how can we incorporate character education into the curriculum review?
- Formal mentor training scheduled for summer TWD

General:

- All seats but three full for 26-27
- After School Program survey shows that families are interested in continued 'extra' programming - like Lego club, pickleball club, etc.
 - We are entering into a partnership with Orange County Parks and Recreation. They will pick up students and take them to their own facility for ASP. This will allow us to have another option available for families that have requested ASP, but have been waitlisted all year.
 - They provide all of the same services, but at a lower cost.

VI. Closing Items

A. Closed Session

David Nagel made a motion to go 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.

Adam Haber seconded the motion.

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

David Nagel made a motion to come out of closed session.

Adam Haber seconded the motion.

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

B. Contract renewals

David Nagel made a motion to approve slate of contract renewals.

Elliot Clark seconded the motion.

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

C. Year-end bonuses

David Nagel made a motion to approve bonus levels up to total of \$110,000 with funds approved by the Finance Committee.

Adam Haber seconded the motion.

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

D.

Realtor Agreement

David Nagel made a motion to approve realtor agreement pending legal review.

Adam Haber seconded the motion.

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

E. Adjourn Meeting

David Nagel made a motion to adjourn the meeting.

Jeremy Greene seconded the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:35 PM.

Respectfully Submitted,

Trish Blackmon

Coversheet

June 23 Board Retreat

Section: III. Key Business
Item: C. June 23 Board Retreat
Purpose: Discuss
Submitted by:
Related Material:
Proposed June 2026 Board Retreat - Draft for Apr Board Meeting Feedback v2.pdf

Alignment & Coherence

ERA Summer 2026 Board Retreat

June 23, 2026
3-8:30 p.m.

Background

ERA is on the cusp of making history! 2026-27 will be ERA's 30th year as one of the original, oldest, and highest performing charter schools in NC.

Even with our strong foundation, it feels like we've only gotten started. With an energetic leadership team at the wheel, ERA is revving up to shift gears! Our exciting vision of "Excellence belongs to every student" includes initiatives such as expanded STREAM-based educational and extracurricular programming, enhanced and new facilities, stronger community partnerships, capital campaigning, and targeted enrollment growth. That's a lot, especially for a small team. We recognize that our future success largely depends on the capacity, expertise and alignment of our leadership and our board. We need to lay thoughtful plans, set the right pace, make informed decisions, and ensure ERA's success while maintaining a sense of stability.

The board has been on its own transformation the past three years. Year one was hiring a new ED and correcting foundational operational issues. The past two years, the board and our leadership have embraced an overarching theme of pulling in the same direction – something that takes ongoing effort. Last year, we implemented a goal-oriented performance system and worked to define strategic elements such as vision, educational program, and values. This year has been about assessing where we are, establishing longer-term goals, and using a board committee structure for deeper strategic discussion, alignment and oversight. Through the course of the year we have had many successes but also found we are still in the storming phase in some important areas, meaning that we don't have full alignment on goals and roles which is preventing us from realizing outcomes.

By the end of May 2026, ERA will have elected and appointed our board for the 2026-27 school year, including an estimated 4-5 new members (up to 50% of the board). It's critical that we keep our momentum into 2026-27 and advance with confidence in our direction – moving into norming and performing stages. To that end, the board has designed and will implement a revamped onboarding training for new board members and targeted training for the Academic Committee, starting in early June. A retreat in late June is also planned with the dual purpose of supporting board training and deepening strategic alignment as we head into 2026-27.

Annual Retreat Theme “Alignment & Coherence”

2026-27 Priorities

Academic & STREAM Coherence: getting the individual parts to fit together and make sense as a single unit

Expansion: defining the greatest campus needs and solutions

Retreat Objectives

Learnings from 2025-26 board evaluation and reflection

Initial relationship building with new members

Deeper shared understanding of

- Board, committee and school leadership roles
- ERA’s strategic elements

Deeper shared understanding of current and future state of

- STREAM (and balance with test prep)
- ERA values and alignment on roadmap to move forward

Shared understanding of

- Proposed expansion
- Next steps and roadmap to move forward

Draft 2026-27 board and school goals



Detailed Agenda

Start time	Topics	Minutes	Owner	Prep Needed
3:00	Call Meeting to Order	5	Dave	
RETREAT TOPICS				
3:05	Opening	10	Dave	Meeting theme, agenda, roles
3:15	Icebreaker	20	??	Activity planning and prep
3:35	Board Reflection	20	Dave	Assessment survey, goal scorecard, compiled results
3:55	Roles Training	50	Dave (BoT)	Secure BoT agreement
4:45	Break/Food	15	??	Arrange catered dinner
5:00	Strategic Elements	15	Dave/Lindsey	Posters
5:15	STREAM/Values Deep Dive	45	Pamela/Lindsey	Materials depicting ideal & current states from AC
6:00	Expansion	45	Adam/Lindsey	Draft plan and roadmap from Steer Team
6:45	Draft 26-27 Goals	30	All	Six sets of draft goals (Comms, Steer Team and School)
7:15	Next Steps	10	Dave	Parking lot, Feedback
REGULAR MEETING TOPICS				
7:25	2026-27 Meeting Dates	5	Dave	Doodle poll results
7:30	Placeholder	10	TBD	
7:40	Closed Session	30	Dave	
8:10	ED Bonus Approval	2	Dave	
8:12	Contract Approvals	2	Lindsey	Contract list
8:15	Adjourn	1	Dave	

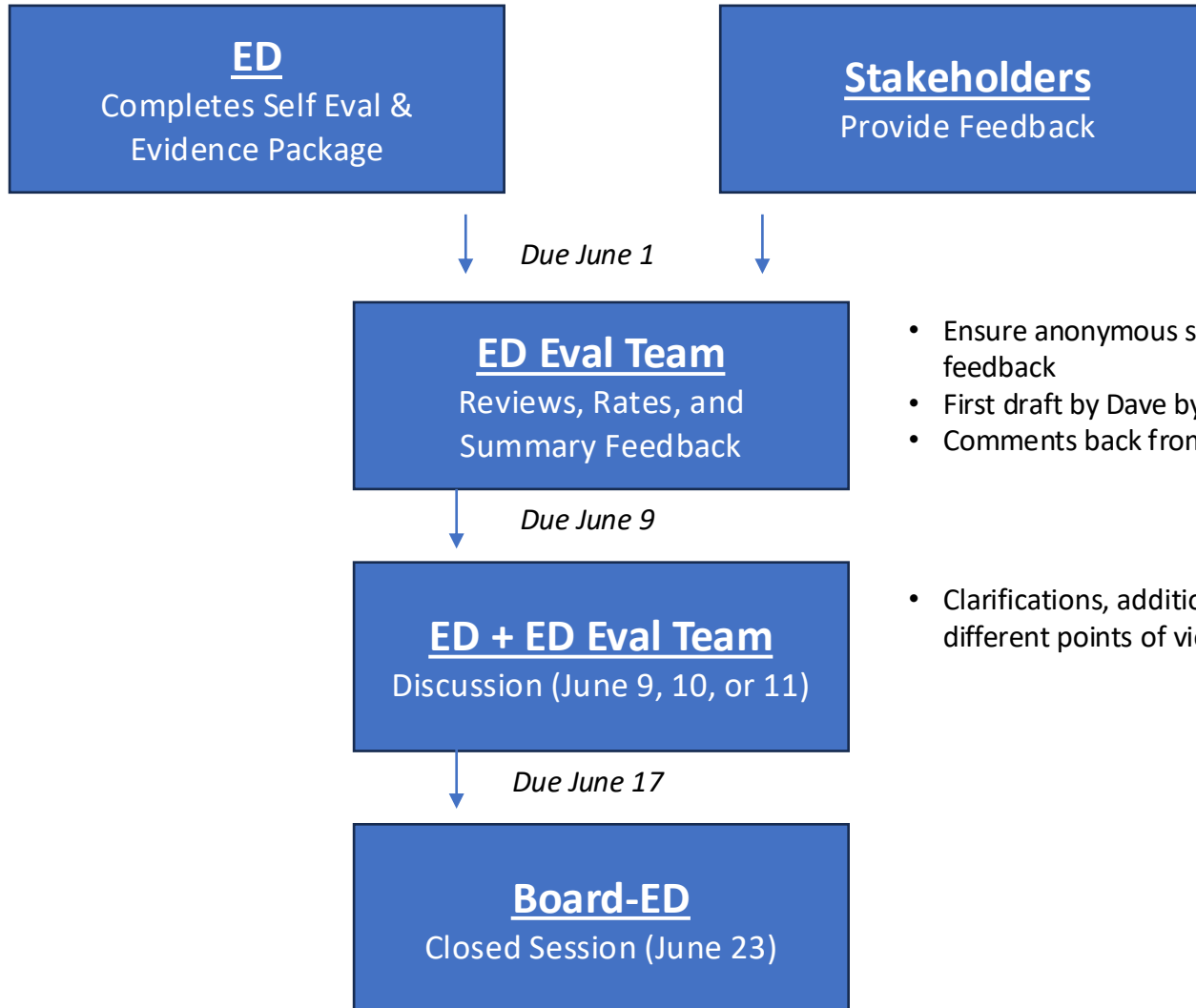
Coversheet

Governance Committee Update

Section: IV. Committee Updates
Item: D. Governance Committee Update
Purpose: FYI
Submitted by:
Related Material: ED EOY Eval Process Timing 2026.pdf
New Board Member Onboarding Plan - May 2026.pdf

ED EOY Evaluation Process 2026

- Use approved ED Eval Template (from 2025) and populate with 2025-26 Goals & Self Eval
- Append Evidence Pkg including updates to the monthly goal reports



- Same survey format as 2025 (support of goals, strengths, areas for development)
- ED supplies key stakeholders and ED Eval Team supplements as needed

- Ensure anonymous summary of stakeholder feedback
- First draft by Dave by June 4
- Comments back from Eval Team by June 8

- Clarifications, additions, or different points of view

New Board Member Onboarding Plan

DRAFT - May 2026

To hit the ground running, please complete the following board seat onboarding plan by term start (July 1)

Eno River Academy - May Board Meeting Agenda - Tuesday, May 26, 2026 at 5:30 PM



ENO RIVER
ACADEMY
Inspiring excellence. Nurturing innovation.

- Establish an **ERA gmail account** - you should receive account information shortly if you haven't already
- Establish **Board on Track account**, our board management platform – you should receive account information shortly
- Complete the Board on Track **skills inventory**
- Once you have Board on Track access, review foundational information:
 - [By-laws](#) (Mar 2026 version)
 - [Charter Documents](#): Pending approval revised Charter application (2026), Charter agreement, and Charter renewal self-study (2026)
 - [Policies & Handbooks](#): parent handbook, staff handbook, Financial controls, Fundraising, Investment, Hiring, Background Check
 - [Strategic Elements & Current Goals](#) (approved in 2025-2026 - Mission, Vision, STREAM educational program, Values)
 - [Board Member and Committee Descriptions](#) and consider if there are officer or committee positions that interest you ahead of July appointments
- Submit to the Board Vice Chair a signed e-copy of the [Board Member Agreement](#)
- Review [training](#) from June 2025 (general overview with legal emphasis)
- Attend a short **1:1 introductory call with Board Chair** to orient you to current topics, our history and ways to get involved. It's a great chance to ask questions.
- Attend a short **1:1 introductory meeting with Lindsey Sealy, ERA's Executive Director**. Consider coming to school property for a tour. It's a great chance to get a high-level overview of the school.
- Plan to attend all or a portion of the **June 24 board meeting and retreat** (3:00-8:00 p.m.), to meet the full board and become acquainted with topics shaping 2026-27 goals
- Block your calendar for the **fourth Tuesday evening (5:30- 7:00 p.m.) of each month** for our regular board meetings, regular 2026-27 meeting dates subject to change

What else can ERA or the Board do to help with your onboarding? Just ask!