APPROVED

Eno River Academy

Minutes

January Board Meeting

Date and Time
Tuesday January 16, 2024 at 5:30 PM

Directors Present
David Nagel, Jeremy Greene, Kristi Anspach, Margaret Barr, Pamela Norcross, Sabrina Kordys, Sarah Yagnow

Directors Absent
None

Directors who left before the meeting adjourned
Kristi Anspach

Guests Present
Kristin Martin, Lindsey Sealy, Lisa Bair

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Sarah Yagnow called a meeting of the board of directors of Eno River Academy to order on Tuesday Jan 16, 2024 at 5:31 PM.

C.

Approve November Meeting Minutes

Pamela Norcross made a motion to approve the minutes from November Board Meeting on 11-14-23.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Sarah Yagnow	Aye
Margaret Barr	Aye
Pamela Norcross	Aye
David Nagel	Aye
Jeremy Greene	Aye
Kristi Anspach	Aye
Sabrina Kordys	Aye

D. Approve Special Meeting Minutes

Sabrina Kordys made a motion to approve the minutes from Board Meeting - Special Session on 01-10-24.
David Nagel seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

David Nagel	Aye
Sabrina Kordys	Aye
Jeremy Greene	Aye
Margaret Barr	Abstain
Sarah Yagnow	Aye
Kristi Anspach	Aye
Pamela Norcross	Aye

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Sarah Yagnow -Read the Conflict of Interest and Ethics Statement
No responses

III. Monthly Agenda Review

A. Review and revision, if needed, for meeting agenda

No questions on agenda
Jeremy Greene made a motion to approve the January 16, 2024 Agenda.
Sabrina Kordys seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Pamela Norcross	Aye
Margaret Barr	Aye
Sabrina Kordys	Aye
David Nagel	Aye
Jeremy Greene	Aye
Sarah Yagnow	Aye
Kristi Anspach	Aye

IV. Public Comment Period

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

Public Comments
1) Kim Apelgren- Subject- Comments on Hiring of new executive director. - would like to have a separate K-8 principle and Executive Director. Comment on using a 3rd party to advise on this hiring.
2) Danita Harris- Subject-commented on rescinding vote taken on 1/10 BoD mtg. to give more feedback before a vote. Recommends separate K-8 principle and executive director, concern of teachers not feeling heard. Concern of bullying of board member at 1/10 meeting.
3) Michael Pierce- Subject-Relaying a collection of teacher sentiments-ERA needs an Executive Director that is physically present, the plan was accepted without time or questioning-request to resend that vote of 1/10 BoD meeting. Staff wants a transparent hiring process, there is no confidential way to give comments to board, need of teachers voices to be heard in multiple ways. Discuss scheduling, flexibility, contracts, and evaluations. Teachers want a voice without fear.
4) Sandy Gray- Subject-Speaking highly of Executive Director-Very positive comments and praise given to Mrs. Bair and her leadership.
5) Amber Coburn-Thanks to Mrs. Bair, Speaking of positive culture at ERA-positive comments given of administration- treated professionally, gives good work/life balance, content/happy teachers. Considers ERA to be very special ERA due to Mrs. Bair's leadership.
6) Kathryn Bryant-Thankful to be teacher at ERA. Mrs. Bair builds people up (teachers and students), small class sizes has been an important part of her positive experience teaching here, given educational opportunities that have truly enhanced her experience as a teacher.
Online Comments
7) Scott Jewitt-Subject hiring of new director- can be positive and hope this shift in new director- continues that positive environment of ERA, Culture sets us aside-caring and compassionate.
8) Kathy Hughes- Gratitude and appreciation for Lisa's leadership. She witnesses the culture of learning is unparalleled. Very positive experience.

Written Comments

9) Pamela Harkey- The positive effect Mrs.Bair has had on her personally and professionally. Given confidence and freedom to grow and learn.
10) Daniel Belton- Thanks to Mrs. Bair- a strong welcome culture, understanding and positive comments.
11) Anonymous- comments- concern of the approval of ED and IP (interim plan)- concern of having a remote ED. Asks- why was only one option given?
12) Anonymous.- Concern of remote ED in interim.
13) Anonymous- Positive comments on teachers and concern of teachers not having a voice, and a remote ED. Recommend reversing the previous vote. Discussed options on how to select new ED.
14) Anonymous- Concern of the decision made at 1/10 board meeting recommends reverse of decision- comments on what they would like concerning ED and IP.
15) Anonymous - Concern of ED being remote- need ED that is on location. HR needs to be a separate role than ED
16) Anonymous- concern of feeling safe to share, concern of losing special teachers. A decision made by board without listening to teachers. Re-evaluate decision made 1/16 BoD meeting.
17) Anonymous-Concern of teachers leaving- Not healthy teacher environment or hiring process. Multiple issues listed with curriculum, unbiased feedback, lack of feedback, professional development, financial ambiguity.
18) Anonymous- Concern of staff not being heard, and dysfunctional culture. Concern of remote ED, Need fresh start- list of ways to improve. Seeking in an impartial board, due diligence, oversight and goal setting.

V. New Business

A. Appointed Seat Interview and Discussion

4 Applicants- Charlotte Dungan, Ashley Potter, Uliana Vorsuleva, Patrick Murphy.

All Candidates: Following Interview process- introductions, interview questions.
(except Ashley Potter was interviewed previously- that was recorded and made available to board prior to meeting)

Discussion and voting on appointing of new board member.

Postponing board appointment pending further information and discussion with legal.

B. Vote on appointed board member

Postponing board appointment pending further information and discussion with legal.

C. Vote to establish a task force to recruit and hire an executive director position.

Proposed Task Force- Teacher representation- One teacher from each of the following- K-2, 3-5, 6-8, special, EC director and 3 teachers from high school 9-12 grades. 3 Board members, 2 Administration-one from 9-12 and one K-8.

Task force charged with coming up with interview questions, (what, when, how, who involved- in this hiring process.

-Kristin Martin asked- could teachers listen to interviews on zoom and then representative makes that choice.

-Hiring committee- charged with- what role we seek to fill, when we plan to have it filled, how we will recruit for it, and how we will narrow down and select from the applicant pool.

A special session might be necessary- to make these decisions. Need 4 days to announce to ERA community. Proposed in 2 weeks to come back together.
David Nagel made a motion to form an ED Hiring Task Force, comprised of board membership of Chair, Vice Chair, and Pamela Norcross, to undertake the diligence required to arrive at recommendations back to the board on what role we seek to fill, when we plan to have it filled, how we will recruit for it, and how we will narrow down and select from the applicant pool. Recommendations must include input from teachers and administrators. First deliverable is the diligence plan and it is expected in approximately two weeks.
Pamela Norcross seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Margaret Barr	Aye
Jeremy Greene	Aye
Sabrina Kordys	Aye
Kristi Anspach	Aye
Pamela Norcross	Aye
David Nagel	Aye
Sarah Yagnow	Aye

Jeremy Greene made a motion to appoint Pamela Norcross as the third board member to the hiring task force.
Sabrina Kordys seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Margaret Barr	Aye
Jeremy Greene	Aye
Sarah Yagnow	Aye

Roll Call

Sabrina Kordys	Aye
Pamela Norcross	Aye
David Nagel	Aye
Kristi Anspach	Aye

D. Introduction to Bylaws Topic

Lawyer reviewed By-laws and we are in need of revising these by-laws. These revisions were given out in email to board members.
And will need to vote on these new by-laws.
This will need to be submitted to the state.

E. Appoint New Board Chair

Sabrina Kordys made a motion to appoint Dave Nagel as chair effective after this meeting.
Pamela Norcross seconded the motion.
Dave Nagel nominated for Board Chair.
Jeremy Greene nominated for Board Chair

A vote was taken Dave Nagel received the majority of the vote.
The board **VOTED** to approve the motion.

Roll Call

Sarah Yagnow	Abstain
Jeremy Greene	Aye
Kristi Anspach	Aye
Margaret Barr	Aye
Sabrina Kordys	Aye
David Nagel	Aye
Pamela Norcross	Aye

Sabrina Kordys made a motion to appoint Jeremy Greene as the new vice chair at the conclusion of this board meeting.
Pamela Norcross seconded the motion.
Margaret Barr nominated Jeremy Greene as Vice Chair
Dave Nagel nominated Sabrina Kordys as Vice Chair.

A vote was taken Jeremy Greene received majority of the votes.
The board **VOTED** to approve the motion.

Roll Call

Kristi Anspach	Aye
David Nagel	Aye
Sabrina Kordys	Aye
Margaret Barr	Aye

Roll Call

Sarah Yagnow	Abstain
Jeremy Greene	Aye
Pamela Norcross	Aye

Pamela Norcross made a motion to appoint Sabrina Kordys as new treasurer effective after this meeting.
David Nagel seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Sabrina Kordys	Aye
David Nagel	Aye
Kristi Anspach	Aye
Margaret Barr	Aye
Pamela Norcross	Aye
Sarah Yagnow	Abstain
Jeremy Greene	Aye

VI. Executive Director Announcements and Updates

A. Monthly Executive Director Update

Executive Director Update January 16, 2024

Apptegy: Our new website has been launched and our app is active for both apple and android. The company will be sending marketing materials for the roll out. We should expect that next week as we continue to look for any issues or missing items.
Bobcat Annual Fund: As of today, we have $17,298.17. The school improvement team is reviewing the applications and will notify the applicants in the coming days.
ESSER Monitoring Visit: The Office of Federal Programs conducted a monitoring review of our implementation of federal COVID educational grants. We were in compliance and received glowing comments on how we used data to determine how to use the funds and to assess their efficacy.

Fall 2023mEOC Scores:

TEST	**Average Difference from projected percentile to actual percentile achieved**	**Total Students**	**Proficient**	**Percent Proficient:**
Math 1		3.8	20	16

80.00%

ELA 2

7.42
41
40
97.56%

Math 3

13.69
55
52
94.55%

Bio

0.9
49
28
57.14%

VII. Committee Updates

A. Finance

See Budget Report in agenda

Report to include the fines and forteitures, literacy, intervention, and CTE funds that we received this month from the state in our charter school allotment.

Any update on audit- it was submitted. Auditor can present to board if requested.

B. School Improvement Team

Meeting February 5th to go over the Annual fund grants.

VIII. Old Business

A. Interim Planning Discussion

Want to discuss the vote that was taken at the special board meeting- On January 10 2024

Dave commented -Discussed some of the reasoning behind the vote from last meeting on interim ED plan. The need of consistent communication and for all voices to be heard within ERA community.
Pamela commented- Is there misunderstanding of that role of what Lisa would be doing as interim ED? Concern of cutting off that knowledge and resource in the short-term.

Comments- It would be helpful to have Ms. Bair help during the transition with her as Interim ED
Discussion of the whys of decision of the interim plan.
Discussion of what title and role Ms. Lisa Bair is actually taking for this short-term interim.
Need more clarity.
Last day for Lisa in the building will be this Thursday 1/18/24- she gave her input.
Next communication should come from board.
Lindsey Sealy and Kristin Martin volunteering to step in to a lot of those responsibilities.
Kristi Anspach left at 9:08 PM.

IX. Closing Items

A. Closed Session

David Nagel made a motion to to enter closed session in pursuant to article 33c, section 143-318.11 (a) 5&6 of the North Carolina General Statutes.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Margaret Barr	Aye
Jeremy Greene	Aye
David Nagel	Aye
Sabrina Kordys	Aye
Sarah Yagnow	Aye
Pamela Norcross	Aye
Kristi Anspach	Absent

B. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:54 PM.

Respectfully Submitted,
Margaret Barr
Sabrina Kordys made a motion to adjourn the meeting.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Pamela Norcross	Aye
David Nagel	Aye
Sabrina Kordys	Aye
Kristi Anspach	Absent
Margaret Barr	Aye
Jeremy Greene	Aye

Roll Call

Sarah Yagnow Aye