APPROVED

Eno River Academy

Minutes

Board Meeting - Special Session

Date and Time
Thursday February 1, 2024 at 5:30 PM

Location
Lower School Commons
Eno River Academy
1212 NC Hwy 57N
Hillsborough, NC 27278

Directors Present
David Nagel, Jeremy Greene, Margaret Barr, Pamela Norcross, Sabrina Kordys

Directors Absent
None

Guests Present
Kristin Martin, Lindsey Sealy (remote), Lisa Bair (remote)

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 Thursday Feb 1, 2024 at 5:32 PM.

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Dave Nagel read the conflict of interest and ethics statement. No conflict noted.

III. New Business

A. Vote on ED Hiring Task Force plan

See Attached ED Hiring Task Force (EDHTF) plan (slides) attachment in agenda.

Pamela Norcross talking through the information within this plan.

Sabrina Kordys-Questions: Are the number of teachers representatives on EDHTF equal in relation to number of students and staff in that particular school? Is there 1 or 2 Athletic Director representatives? Answer given: Only 1 Athletic director, and ratio may not be exactly equal but close.

Mrs. Sealy- What do the HS specials represent? EC one school wide? Answer- Specials meaning Arts, Elective teachers. Core Math, SS, English, Science. Electives- Mrs. Sealy gave list of electives. What about world languages? Sabrina suggested letting the teachers decide what falls under core versus specials.

Sabrina asked- how are we narrowing down the applicants? Rubric and different steps potentially zoom interviews.

Lisa-Comment- Need discrete way to meet with potential candidates for initial processes to keep a confidential way for candidates to interview.

Margaret Questions- If the ED and principal roles are separated what does the process look like for hiring of K-8 principal? The plan is hiring ED first and then the ED would be in charge of hiring a K-8 principal.

Time commitment for Task Force- Stage 1- around 3+hours, Stage 2- more of a time investment potentially 6+ hours, Stage 3- TBD. Total commitment 10-12 hours spread over 75 days.

Mrs. Sealy asked for support staff- such as guidance counselors?

Based on the time-line- New ED probably would not start until June, this is a general time estimate.

Sabrina Kordys made a motion to to separate the role of executive director and k-8 principal which will result in the removal of the current job posting and form a school hiring committee.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Margaret Barr	Aye
Sabrina Kordys	Aye
David Nagel	Aye
Pamela Norcross	Aye
Jeremy Greene	Aye

IV. Old Business

A. Vote on vacated parent seat

Old Business- see previous board minutes for details. 4 applicants and the vote was postponed.

Dave made comments on 2 candidates.

Discussion occurred concerning candidates.

David Nagel made a motion to that we appoint Charlotte Dungan to the open parent seat.
Pamela Norcross seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Margaret Barr	Aye
David Nagel	Aye
Sabrina Kordys	Aye
Pamela Norcross	Aye
Jeremy Greene	No

B. Input on select by-law decisions

See attached By-law attachment docs to agenda for specific details.

Sabrina- after meeting with lawyer we need to update our by-laws, some are outdated and need updating. Got template from lawyer and compared to what is in place and gave recommended changes.

Sabrina- goes through each 14 items of review and decisions.

- We are a membership corporation not a corporate corporation- to stay this way.

- Teachers that are parents- should count first as parents and second as teachers.
- *Number of Directors- needs more information for this item-wait to change.
- *Community Member Seat- goes more with the one above it-wait to change.
- Consecutive terms-rotating schedule of elections-3 terms.
- BoD Duties-confirmation shall appoint, remove, and employ the ED
- Location of BoD meetings- Confirming that we should include virtual options.
- Frequency of meetings- stay at 8 regular meetings.
- Quorum to have a meeting-change to recommends majority and not 2/3rd, discussion and most board members agree to stay at a 2/3rd for quorum and not go to majority. To be sure meetings have enough board members at meeting.
- Voting-majority versus 2/3- discussion again leans towards 2/3 members needed for vote so votes will not be in hands of low numbers of board members.
- Terms of office- position of office may be maintained by one chair for no more than 3 consecutive years.
- Position names-chair versus president- stay with chair terminology.
- Committees-BoD may appoint to chair committee- strike out executive committee.
- Books & Records- okay moving to more electronic and committees post meetings.

Recommend taking it out of board meeting and draw up thoughts on number of directors and community members to discuss further at next BoD meeting.

Then we can vote on this next meeting.

C. Transition Plan Considerations

Evolved ED transition plan- see attachment of this plan under meeting minutes.

Brought up according to questions and the timeline that is now in place. Developed this revised transition ED plan.

Sabrina- went over points under this plan.

See HR company that could help in the interim- attached to agenda.

V. Closing Items

A. Closed Session

Sabrina Kordys made a motion to move enter closed session to discuss items which warrant confidentiality in pursuant to article 33c, section 143-318.11 (a) 5&6 of the North Carolina General Statutes.
Margaret Barr seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Jeremy Greene	Aye
Margaret Barr	Aye
Pamela Norcross	Aye
Sabrina Kordys	Aye
David Nagel	Aye

Jeremy Greene made a motion to come out of closed session.
Margaret Barr seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Pamela Norcross	Aye
Sabrina Kordys	Aye
Jeremy Greene	Aye
David Nagel	Aye
Margaret Barr	Aye

B. Adjourn Meeting

Sabrina Kordys made a motion to to adjourn meeting.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Jeremy Greene	Aye
Sabrina Kordys	Aye
Pamela Norcross	Aye
Margaret Barr	Aye
David Nagel	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 9:20 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- Hiring Plan for ERA ED - Feb 1 2024 BoD Preread .pdf
- Addendum_3__Eno_River_Academy_Bylaws_final_8-17-17 (1).pdf
- Template.CharterSchool.UpdatedBylaws.2023.docx
- Evolved ED transition plan - Feb 1 2024 BoD Preread.pdf