APPROVED

Eno River Academy

Minutes

Board Meeting - Special Session

Date and Time
Monday April 29, 2024 at 5:30 PM

Location
Zoom only

Directors Present
Adam Haber (remote), Charlotte Dungan (remote), David Nagel (remote), Jeremy Greene (remote), Margaret Barr (remote), Pamela Norcross (remote), Sabrina Kordys (remote)

Directors Absent
None

Directors who left before the meeting adjourned
Charlotte Dungan

Guests Present
Kristin Martin (remote), Lindsey Sealy (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 Monday Apr 29, 2024 at 5:41 PM.

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

David Nagel read the conflict of Interest and Ethics Statement. No conflicts were brought forward.

III. Meeting Agenda Review

A. Review and revise, if needed, the meeting agenda

David Nagel made a motion to Approve Agenda for Special Session April 29th meeting as written.
Sabrina Kordys seconded the motion.
David reviewed the agenda.
The board **VOTED** unanimously to approve the motion.

IV. Old Business

A. ED Recruitment - Recommendation for in person campus visit

Pamela discussing the ED recruitment candidates recommended by the ED Hiring Committee:

- Zoom interviews of top 6 candidates took place. Gave feedback and ranked those candidates. Now board to review information/folder of top 4 candidates.
- Need to be in closed session to discuss specifics about top 4 candidates due to privacy and confidentiality.
- A Google folder with top 4 candidates will be sent to board to review.

Committee has worked hard on this. 100% attendance of hiring committee.

Dave commented we are where we want to be as far as timing of process.

In-person plan- Dedicating 2 days interviews (1/2 day per person- 3 hours each candidate), tour, presentation, time meeting with principals and time with board.

B. Teacher salary schedule

Kristin sharing screen- of the 2024-2025 Teacher and Counselor Salary Schedule. (see below for details of salary schedule)

Received counsel from attorney and HR- Highlights-

- Need transparent salary scale.
- Discussed the Standard NC State Salary scale chart.
- Wanting to close the gap between teachers.
- Worked hard to make sure this fit within our budget and including the budget for new ED, and two high school principals.

Sabrina and Adam worked on this process and figured out the details. To have a transparent pay scale and pay as much as we can.
Please note- ERA only gets State funds and no county funds. Supplemental pay has to come from somewhere else. So difficult to compare charter versus county schools.

Kristin and Lindsay did a fantastic job on this.

Pamela commented on great on objectiveness of this and this transparency. Good to have this plan moving forward.

Lindsay and Kristin really advocated for staff on this.

Any questions- none

Information Shared on Screen:

2024-2025 Teacher and Counselor Salary Schedule
ERA teachers are paid on the North Carolina State Salary Schedules plus the following:
Years of Experience Supplement

- 0-8 -5%
- 9-16- 7%
- 17+ -10%

*All staff are paid for 10 months of the year, but paid in 12 equal monthly installments

2024 - 2025 Dean of Students Salary Schedule
ERA's Deans follow the North Carolina State Salary Schedules for Assistant Principal plus the following:
Years of Experience Supplement

- 0-8 -5%
- 9-16-7%
- 17+ 10%

*Additional Months of Employment-North Carolina State Salary Schedules are for 10 months, whereas our Dean of Student positions are for 11 months.

2024 - 2025 Principal Salary Schedule ERA's
Principals follow the North Carolina State Salary Schedules for Principal plus the following:
Years of Experience Supplement

- 0-8 -5%
- 9-16- 7%
- 17+ -10%

Additional State and Local Benefits: ● 13 Paid Leave Days ● Life Insurance Options (free $15,000 policy paid locally) ● North Carolina State Retirement Program ● Health Insurance and free Vision Care for Employees ● After-School Day Care and Summer Camp at Reduced Rates ● Free Admission to School Sporting Events
Sabrina Kordys made a motion to approve the presented salary scale for 2024-2025 budget.
Charlotte Dungan seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. Closing Items

A. Closed Session

Sabrina Kordys 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.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.
Charlotte Dungan left at 7:45 PM.
Sabrina Kordys made a motion to Leave closed session at 7:55pm.
Margaret Barr seconded the motion.
The board **VOTED** to approve the motion.

Roll Call	
Charlotte Dungan	Absent
Jeremy Greene	Aye
Sabrina Kordys	Aye
Margaret Barr	Aye
Pamela Norcross	Aye
David Nagel	Aye
Adam Haber	Aye

B. Adjourn Meeting

David Nagel made a motion to Adjourn the 4/29 Special Session meeting.
Sabrina Kordys seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

David Nagel	Aye
Charlotte Dungan	Absent
Sabrina Kordys	Aye
Jeremy Greene	Aye
Pamela Norcross	Aye
Adam Haber	Aye
Margaret Barr	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:56 PM.

Respectfully Submitted,
Margaret Barr