APPROVED

Eno River Academy

Minutes

January Board Meeting

Date and Time
Tuesday January 21, 2025 at 5:30 PM

Location
ERA High School Conference Room

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

Directors Absent
Charlotte Dungan

Directors who arrived after the meeting opened
Pamela Norcross

Guests Present
Kristin Martin (remote), Lindsey Sealy (remote), Michael Brown (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 Tuesday Jan 21, 2025 at 5:33 PM.
David read the ERA mission statement.

C. Approve October 8 2024 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from October Board Meeting on 10-08-24.
Sabrina Kordys seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

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

D. Approve November 19 2024 Regular Board Meeting Minutes

Margaret Barr made a motion to approve the minutes from November Board Meeting on 11-19-24.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Approve November 26 2024 Special Board Meeting Minutes

David Nagel made a motion to approve the minutes from Board Meeting - Special Session on 11-26-24.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Dave read the ERA Conflict of Interest and Ethics Statement

No conflict brought forward

III. Monthly Agenda Review

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

David Nagel made a motion to Approve the January 21s board agenda as written.
Adam Haber seconded the motion.

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

IV. Public Comment Period

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

Jeremy- did not receive public comments via email.
Opened up to call for public comments:
1) Kathryn Bryant- 2 new middle school TA positions- Having TA's has been very helpful. TAs doing well.
2) Melanie Daryani- Positive comments as PTO representative

V. Old Business

A. Community Survey Results

Mrs. Sealy sharing parent survey data.
See attached Parent data document.

Discussion around this survey.

- Topics touched on field trips, activity bus, strength of our teachers.
- Community connections- ways to facilitate and improve that.
- Awareness of resources- communication around that.
- Diversity-ways to make everyone feel their cultures are respected

Next Steps- Taking action
Pamela Norcross arrived at 6:03 PM.

B. School Goal Progress Update - Goal 1 - Foster Learning, Growth and Well-Being

Mrs. Sealy and Mrs. Martin
Approved these 2024-2025 School Goals

- By the end of 2024-25 school year ERA will meet or exceed NCDPI academic growth standards in Math and ELA
    - Title 1 funds helped to hire TA's, stipends to teachers for tutoring, new guidance counselor.
    - Math 1, Math 3, English 2- saw student growth in all three subjects.
    - Mrs. Martin spoke about K-8- Summarized Aimsweb data- testing summarized. All math and literacy data trending in positive direction. Teachers weigh in for what they see in classroom.
- By February 2025 we will begin a draft a 5 year STEAM growth plan for ERA that aligns with the NCDPI rubric for STEM education
    - Discussed creating a walkthrough tool rooted in best practices and ensure admin is compliant in completing observations and walkthroughs.
    - Conduct research rooted in best practices site visits

    - Analyze the current state of the school as it relates to STEAM education and create a vision for where we want to be.
    - What came out of this is possibly hiring a STEAM coordinator- taking stock of where we are, listening sessions, board tours.
    - Admin team looking at doing a newsletter, funding sources
- Students will have a sense of emotional well-being and physical safety at school as measured by survey data completed by the School Improvement Team throughout the 2024-25 school year.
    - Increase retention of diversity students
    - create a gender support student policy for ERA
    - Increase teachers that look like them, targeting marketing tactics

Discussion around what was presented.

C. Board Goal Progress Update

Dave discussed Board Progress Goals Document-
(see attached document)

D. Fundraising Committee

Pamela giving an update:

- Done a lot of forming committee and up and running.
- Shared a document regarding formalizing a fundraising committee to secure financial resources for ERA and Fundraising policies & procedures document.
- Pamela will share the document for board review and voting in February board meeting.

VI. New Business

A. ERA Summer Camp 2025 Plan & Budget Estimates

Discussion on Summer Camps see attached document.

- Proposal that lays out information regarding summer camps.
- Board involved due to money coming in and out- goal is not to be a money maker but to help support teachers financially over summer and give students opportunities.
- Sabrina made comments- coordination of logistics of camps, Pamela made comments and Dave made comments.

Sabrina Kordys made a motion to approve the use of ERA budget to fund the 2025 Summer camps.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. ERA Custodial Services

Lindsey Sealy discussion of Custodial document (see attachment)

- Seeing issues with City Wide which is current agency that does school janitorial services.
- Proposing to hire through ERA versus outside agency
    - Hire facilities manager- part of ERA team
    - 3 custodians (hourly employees)

David Nagel made a motion to approve the in-house custodial proposal.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Officer and Liaison Updates

A. Treasurer and Finance Update

Sabrina discussed Budget Report- Through December a summary.
Lindsay and Sabrina went through budget.

- We are on track with budget between revenues and expenses.
- Lindsay went through with Prestige line by line for this budget
- Dave asked some questions regarding summer camps.

B. Appoint new School Improvement Team Liaison

Sabrina- has been unable to be present as School Improvement Team Liaison recently due to swim coaching practices. Need a replacement for that role. For February-May meetings.
Margaret volunteered for that role.
David Nagel made a motion to Margaret Barr be appointed to School Improvement committee.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.

VIII. Administration Announcements and Updates

A. Monthly Administration Update

Fall Testing:

- High School EOCs were completed.
- Biology re-norming tests, so no scores will come back until the Spring.
- English II, Math I and Math 3 scores have come back and were significantly higher than state average as well as higher in student percentiles

- K-8 Benchmarks - Multi-Tiered System of Support Data Days have been great with our new MTSS Interventionist, Melissa Madison. All students in K-8 did their Middle of Year Benchmarks and data has been reviewed with teachers to determine how to meet each student where their needs are.

Staffing:

- Mrs. Almers (TA) moved into the admin assistant new position approved by the board
- Mrs. Madison (1st grade) moved to the MTSS Position
- Mrs. Towson (EC) moved into the 1st grade position
- Mrs. Wheeley (4-5 TA) has added 3rd grade and is now the 3-5 TA
- We've hired Helen Fuller (former EC teacher for the same student) as a contracted employee through the remainder of the year for that position (this is great to fulfill the needs of the settlement)
- Mr. McKnight - new ECTA (replacing the one that left in December)
- Mr. Brenden - new Middle School TA (new Title 1 position)
- Mr. Bannister - new Middle School Math Teacher (replacing Ms. Erickson)
- Ms. Adams (former retiree) will replace Mr. Nijhout-Rowe part time.
- Currently interviewing for a 2nd grade TA position.

Children's Market

- Was in December and was well attended!
- **ERA's Morning Show has started**

Lottery is Open

- Intent to Return - 75% of all currently enrolled students have completed. **All** so far are **returning**.
- The Intent to Return form will remain open for 2 more weeks through the end of the month.
- Using the lottery program "Lotterease" (similar to other charter schools in the area).
- So far, great technical support and ease of use!
- Currently we have **63 siblings/staff/Board member** applicants in grades K-10. (17 in Kindergarten, 13 in 6th, 9 in 9th.)
- The lottery application has been open for 2 weeks and as of this morning

New PA System

- The new PA system was installed and has been working fantastic. We will have a lockdown drill on February 3.
    - The new PA system will be capable of all call and direct calling in classrooms which we previously could not do. This feature will be updated in about 2 weeks.

Website Updates

- Updated pictures
- Reorganized the home page (still need to figure out the logo on the mobile version)
- Added new images for the news section so it's not all repeating the same image
- Edited the menu items (organized under 4 headers)
- Updated the pages:
  - Apply
  - High School
  - Student Services
  - Why ERA?
  - Annual Fund

School Improvement Team

- The school improvement plan was voted on and approved by the faculty.
  - 4 Goals that relate closely to the School/ED Goals
  - Reviewed survey data collected and are working actively on developing a cell phone policy to present to the BoD.

Daved commented on possibly adding Board's Bio's to website.

IX. Closing Items

A. Closed Session

No closed session items

B. Adjourn Meeting

David Nagel made a motion to adjourn the January board meeting.
Sabrina Kordys 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 7:56 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- Parent Survey Results for Board Meeting 1.21.25.pdf
- Board Goal Progress Update - Jan 2025.pdf

- Summer Camp Budgeting.xlsx
- Summer Camp Guidelines.pdf
- Custodial Services Proposal.pdf