

APPROVED



## Eno River Academy

# Minutes

## January Board Meeting

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### **Date and Time**

Tuesday January 21, 2025 at 5:30 PM

### **Location**

ERA High School Conference Room

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### **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)

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## **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
Charlotte Dungan	Absent
Sabrina Kordys	Abstain

**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

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## 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