APPROVED

Eno River Academy

Minutes

March Board Meeting

Date and Time
Tuesday March 18, 2025 at 5:30 PM

Location
ERA HS Conference Room

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

Directors Absent
Sabrina Kordys

Directors who left before the meeting adjourned
Adam Haber

Guests Present
Kristin Martin, Lindsey Sealy, Michael Brown

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 Mar 18, 2025 at 5:31 PM.
David read the ERA mission statement

C. Approve Feb 18, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from February Board Meeting on 02-18-25.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

David Nagel read the conflict of interest and ethics statement

III. Monthly Agenda Review

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

Agenda- sent out ahead of time for review, no comments
David Nagel made a motion to approve the monthly agenda as written.
Jeremy Greene 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

No emails received.
Opened to public online- no public comments.

V. Old Business

A. Investment Policy Statement

- Sent out an investment policy previously- see attachment.
- Adam discussed the investment options from the document he sent out.
  - Charlotte made comments and they discussed the different options, pros and cons.
  - Recommended reviews annually and be sure looking at performance and context.
  - Adam described the financial make-up of the investments.

David Nagel made a motion to approve the ERA Investment Policy Statement with an edit to last sentence adding: and relative to comparable investment vehicles available in the market".
Adam Haber seconded the motion.
Edit to policy: add to last sentence.."and relative to comparable investment vehicles available in the market".
The board **VOTED** unanimously to approve the motion.

B. School Goal Progress Update - Goal 3: Build a stronger sense of community

Lindsey School Goal Progress Update:

1. Build a stronger sense of community.

- Each month we will examine progress being made on one or more of the approved ERA school goals.
- Promote healthy partnerships between parents and teachers through implementation of PTO
    - Went over PTO activities and plans

2. Fundraising- goal-went over those goals and numbers.

- Went over Bobcat Bonanza and details of fundraising

3. Diversity Recruitment

- Discussed how we think on diversity
- Goal about teaching staff- went over data to this year so far and making improvements and still have some improvement to go but trending in correct direction.
- Recruitment strategies- not many vacancies

4. Establish external strategic relationships aligned to vision, goals and needs

- Community ties

5. Foster strong and trusting relationships with board members through the creation and implementation of a Finance Committee, Fundraising committee, STEAM committee and Governance Committee led by the board Chair

Comments around the work Lindsey and everyone is doing to meet these goals.

Adam Haber left at 5:58 PM.

C.

Criminal History Background Check Policy

Lindsey discussed criminal history background check policy document sent out to board. See document.

- Changed the wording of policy from significant access to supervisory responsibility

David Nagel made a motion to approve the Criminal history Background check policy with one edit replacing significant access with supervisory responsibility for.
Charlotte Dungan seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Committees as Engine of Board Effectiveness

David Nagel discussion around committees and presented document on forming committees.

- Values within committees
- Proposing committee, a structure that is standard with most schools
    - Proposed Standing Board committees: Governance, Academic Excellence, Finance, Fundraising
    - Ad Hoc Board Task Forces examples
        - ED Hiring, Real Estate, Facility, DEI
- Went over work we have been doing, and it already falls within this framework.
- A way to bring in community members with certain skills and improves involvement.
- Helps to organize and streamline work we are doing or should be doing.
- Review next steps- example governance committee development of a draft.

E. Board expansion and composition review

Jeremy presented: the discussion on board expansion and the pros and cons.

- He discussed- the research and reasoning behind our recommendations.

Discussion around this topic- a lot of change recently, committees are a way to get skill sets and voice for other. Discussed the board responsibilities and needing certain skill sets on board. referenced board on track.

Decided at this time to keep board composition as it is. Can revisit this in the future once committees are developed and how well the board composition is working.

VI. New Business

A.

Financial Institution for Investment Purposes

Lindsey- we just discussed financial policy above. see notes above
Ameriprise, Michael is who they are recommended. Adam and Sabrina met with him and had many pros and who they felt most comfortable with.

- Key points 60 days liquid cash, checking, additional 30 day held in money market account that is accessible, all decisions in accordance with financial investment policy.
- Which would be 2.2 million total available
- He charges one time/annual fee not a %.

Jeremy Greene made a motion to approve financial investment strategy as laid out per Ameriprise Financial proposal.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Officer and Liaison Updates

A. Treasurer and Finance Update

Lindsey- presented

- Lindsey met with finance team
- Trued up the whole budget- good position
- Went over budget report-Surplus close to $800K
- A couple areas we have not spent the budget and want to potentially use- for example a fence around K-8. large sign identifying school. Need to spend safety grant by June. Board supplies item has not been used
- David commented to use available money to spend on current students.
- We underbudgeted technology so possibly use those monies towards technologies
- Get clarity within finance committee of what needs to be voted on and what does not.

B. Vice Chair Update

Upcoming Board Voting
2 parent seats coming available- Sabrina and Charlotte seats
1 community seat available- Adam now becoming a parent.

Discussion around when you become a parent, and when that community member role can be a parent seat.

Dave to develop some policies around if on board as community member and transition to parent that will make you eligible to run for an open parent seat the year of that transition because you have already given a year to the board and know the school.

VIII. Administration Announcements and Updates

A. Monthly Administration Update

School Updates for Board Meeting,
Celebrations: ● Mattie Nocon - earning 1st chair in the 9th/10th grade All-State Band for her instrument. Making the All-State band is one of the highest individual honors a high school band student can earn, and she's now done it two years in a row! She will get to participate in the All-State Honors Band clinic, which will be held May 2nd-4th at UNC Greensboro. ● Water for Sudan raised $1190, exceeding their goal of $1000 for a well to be built in a village in Sudan. ● World Heritage Day was put on by high school students for all students in K-12 and was a huge success!● Music in Our Schools Month performances- students chose their music and performed in ensembles ● 4-H members in grades 2-8 competed in the Regional 4-H Dinah Gore Healthy Cooking Challenge. ERA's 8-10 year old team (Easton Hollowell 5th, Lise Nagel 5th, Elizabeth Shepard 5th, Taya Robertson 2nd) and 14-18 year old team (Eva, Gabe, Nico Nagel 8th) each won 2nd place and will compete in May at the State competition. Testing:● ACT- All students in attendance were able to complete the ACT. We will have the scores back in the next month or two. Personnel Report: ● New Hire: Faith Hemric K-5 EC Teacher Curriculum: ● The 7th grade field trip to Camp Caraway was a great success! ● 6th Grade has a field trip planned to Carowinds STEM day. ● 5th grade has a field trip planned to the Greensboro Science Center. ● 8th Grade has a field trip planned to Colonial Williamsburg and Jamestown. ● Dr. Brown, Mrs. Martin, and Mr. Jewitt attended the NC TIES conference. ● Mrs. Irrgang received a donation from The Flower Patch in Hillsborough for the 6th grade plant dissection unit. ● 6th & 7th grade Science are hosting the middle school embryology 4-H project as a curricular add-on. If the students did well, chicks should hatch this week and all classes will be invited to see. ● 4th & 5th grade 4-H members planted wildflower seeds in the inaugural ERA Pollinator Garden. ● Book Blast resulted in $19K contributed that will put one or more new books in the hands of each K-8 student as well as provide new books for classroom and grade level libraries. A Book Swap event will take place once the books are delivered. ● The HS team started the scheduling process for next year. This includes teachers submitting new classes and counselors/admin meeting with each student to ensure graduation requirements are met. Lottery: numbers given. General: ● PTO has been very busy!

IX. Closing Items

A. Closed Session

B. Adjourn Meeting

David Nagel made a motion to adjourn the meeting.
Pamela Norcross 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 7:47 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- ERA Investment Policy Statement - FINAL .pdf
- Criminal History Check Policy_DRAFT 3.18.25.pdf
- ERA Committee Charters - March 18 2025.pptx
- Board Seats Research - March 18 2025.pdf