APPROVED

Eno River Academy

Minutes

April Board Meeting

Date and Time
Tuesday April 15, 2025 at 5:30 PM

Location
ERA High School Conference Room

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

Directors Absent
Charlotte Dungan

Directors who arrived after the meeting opened
Sabrina Kordys

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 Apr 15, 2025 at 5:32 PM.

David Nagel read mission statement.

C. Approve March 18, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from March Board Meeting on 03-18-25.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

David Nagel read conflict of interest and ethics statement.

- One comment by Dave is the topic of the vote regarding community board member transitioning to parent member policy.

III. Monthly Agenda Review

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

David Nagel made a motion to approve agenda as written.
Jeremy Greene seconded the motion.
David went over the agenda that was sent out ahead of board meeting.
The board **VOTED** unanimously to approve the motion.

IV. Public Comment Period

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

Jeremy Greene- did not receive any public comments through email
None in person.
None brought forward online.

V. Old Business

A.

School Goal Progress Update - Goal 4: Create procedures to achieve operational excellence

Lindsey went over school goal updates:

- Create procedures to achieve operational excellence- goal #4
- 4 parts to goal-
  - Creating physically safe school environment (creation of safety team and relationship with OC sheriff's office)
  - Fiscal management plan for school (created 3 yr facility plan)
  - Enhance Human Resources procedures to ensure ERA compliance with all HR mandates
  - Ensure compliance on the NCDPI Performance Framework

Sabrina Kordys arrived at 5:50 PM.

B. Academic Excellence Committee

Margaret Barr went over the Academic Committee Proposed Charter (see attachment)
Discussion around it. Added under responsibilities that this committee will work with finance committee as well.
Sabrina Kordys made a motion to approve the academic committee charter.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to appoint Margaret Barr as academic committee chair and Charlotte as additional board committee member for the remainder of school year.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Finance Committee

Sabrina Kordys went over Finance Committee proposed charter. (see attachment)
Discussion: the point brought up if monthly board reports need to occur each month., investment oversight ownership, policies for spending oversight
David Nagel made a motion to approve the finance committee charter as presented.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.
Sabrina Kordys made a motion to appoint Adam Haber as additional board member for the Finance committee for the remainder of school year.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Governance Committee

David Nagel presented the governance committee proposed charter- (see attachment)
David Nagel made a motion to approve the governance committee as written.
Adam Haber seconded the motion.

The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to appoint Pamela Norcross as additional board member for the Governance committee for the remainder of school year.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Board Election and Voting Policy Interpretation

See attached Board Election and Voting Policy Interpretation

- Developed with lawyer and based on discussion in February board meeting regarding the definition of "enrolled" and opening up community director's eligibility to run for parent seat on board if their children enroll that same school year.
- Suggestion of enrolling this into by-laws in future when by-laws amended.

David Nagel made a motion to approve the board election policy and voting policy interpretation as written.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

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

F. Sign, Fence, and Other Spend Proposals

Fence details given of research Pamela, Jeremy and Lindsey did for improving K-8 fenced area for safety.

David Nagel made a motion to approve a fence allocation of $65,000 or less with final plans reviewed by both safety task force and finance committee.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.
Discussion on school sign-

- Hillsborough has no LED signs at this time, need to check about county policy.
- Vote on potential for 2 signs depending on which sign we can do. Because need to spend safety grant
    - Discussed getting community opinion on signs led, stone, brick.
    - Find out ordinates for Hillsborough, come back with sign committee recommendation.

VI. New Business

A. 2025-26 Budget

Lindsey discussed ERA Current year budget summary-

- Budgeted spending before June 30th- went line items (Fence, technology, safety grant, teacher appreciation)
- Surplus right now $750,000- Lindsey wants proposal for spending that surplus. (Sabrina explained why there is a surplus)
    - Staff Bonuses
    - Proposed: Campus enhancements (canopy, k-8 updates such as outdoor area, athletics, band), staff & student investments, school environment & infrastructure.
    - *Potential for Land aquisitions task force (LATF)
- Two buckets of surplus- one to proposed improvements and second to put aside for potential LATF

Discussion of some of the proposed ideas.

Margaret Barr made a motion to approve up to $360,000 on campus enhancements and staff and student investments in the areas discussed with oversight of finance committee.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.
Lindsey presented ERA Proposed FY26 Budget overview.

- See FY26 Proposed Budget slides attached.
- Discussion around what was presented-
    - finance committee has oversight on the budget once approved.

David Nagel made a motion to approve the 2025-2026 proposed school year budget.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Land Acquisition and Development Task Force

See attached ERA Land Acquisition and development task force document. (LADTF)

- The proposal is to develop this task force.
- notes: $400K earmarked for this from 2025 surplus, Comments of being sure this project does not overwhelm other prior school goals

David Nagel made a motion to approve the development of a Land Acquisition and Development Task Force with Adam Haber as Board member liaison.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

VII. Administration Announcements and Updates

A. Monthly Administration Update

Celebrations:

- B. Higgins received a Platinum Certificate from the ACT WorkKeys Assessment
- Celebrated with a wedding shower the upcoming wedding of Mr. Bannister & his fiance (both ERA graduates)

Testing:

- Test training for staff will be at the end of the month.
- AP Tests begin 5/5
- 3-8 EOGs begin 5/12
- 9-12 EOCs begin 5/19

Personnel

- No personnel change this month

Curriculum:

- Hover, Jenkins, Tinnin, & Anderson attended Capturing Kids' Hearts 2 day flagship conference
- Hover attended train-the-trainer workshop on new Healthy Living standards

General:

- Middle School musical performance of Honk Jr. is taking place next week (Wednesday @6pm and Thursday @9am & 10:30am)
- K-8 Art show is taking place next week (Wednesday @4-6pm) where all students will have art displayed
- High School Chorus & Piano concert upcoming next week (Thursday @6pm)
- 6-12 Band Concert upcoming Thursday, May 1 @6pm
- 4/5th grade Science Fair took place alongside 5th grade's robot parade
- Book Swap took place last week and was a huge success!
- Career Fair took place last month and was a huge success!
- Teacher Appreciation Week upcoming April 28 - May 2

Lottery Status update given

VIII. Closing Items

A. Closed Session

David Nagel made a motion to 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.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to come out of closed session.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Adjourn Meeting

Sabrina Kordys made a motion to approve the bonus structure as presented.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to Adjourn meeting.
Jeremy Greene 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 8:37 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- ERA Committee Charters - April 15 2025.pdf
- Eno River Academy Board Election Policy and Voting Policy Interpretation - April 15 2025.pdf
- Eno River Academy Budget and Surplus FY25 Summary.pdf
- Eno River Academy FY26 Budget Overview.pdf
- FY26 Budget Proposal to BoD.pdf
- Eno River Academy Task Force.pdf