APPROVED

Eno River Academy

Minutes

June Board Meeting

Date and Time
Tuesday June 17, 2025 at 5:30 PM

Location
Virtual only

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

Directors Absent
Charlotte Dungan, 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 Jun 17, 2025 at 5:40 PM.
Welcome of new board members Elliot Clark and Trish Blackmon

C.

Approve May 20, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from May Board Meeting on 05-20-25.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

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

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Dave Nagel read the conflict of interest and ethics statement- no conflicts brought forward

III. Monthly Agenda Review

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

Review of agenda by Dave Nagel
Sabrina Kordys made a motion to approve the June 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

Open up for public comment- none received via email, opened up to online zoom meeting to public: no comments brought forward

V. New Business

A. Proposed Charter Revision - Student Exclusion

Lindsey Sealy- discussed proposed charter revision

- Last year worked on updating handbooks, code of conduct, handbook
- Exclusion was an issue brought up last year by lawyer- a clause should be written into charter- clause on removal of persons due to threats and safety situations. This needs to be added to our charter. Amendment sheet can be added to charter

- Lindsey read this exclusion clause that lawyer recommended to add to our charter as an amendment.
- Need board approval minutes for amended charter change.
- Signed by BoD chair and ED

David Nagel made a motion to approve the proposed charter revision for student exclusion.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Proposed 2025-26 Regular Board Meeting Dates

Setting dates for regular board meeting dates for next year
-Discussion on which Tuesday of the month works best.
-Decided 4th Tuesday of the month works best

Motion to approve for the 2025-2026 school year regular board meetings to occur on the 4th Tuesday of the month except for December we will not have a planned meeting.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Proposed ERA Values

Lindsey discussion on the ERA values

- Want to bring pieces together with vision to make clear all the pieces that captures the essence of where we want to go
- Values discussed on how we build up to the educational model
- Core values that have been discussed: Belonging, Character, Growth, and Creativity
- We want to see these focus on what makes ERA, ERA- consider them with all we do in hiring, lesson plans, everyday life at ERA.
- Weaved into everything and the whole experience for ERA
- Discussion with board of what was presented and the positives around these core values.

David Nagel made a motion to approve the ERA Core Values as presented.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Board Officer Job Description Revisions

Dave Nagel: discussed the revised job descriptions of BoD positions, Administrative staff.

- Cleaned them up and made them more accurate.
- Looked good to each board member

- Sabrina recommended getting on website

David Nagel made a motion to approve the Board job descriptions as proposed.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Staff Handbook Revisions for 2025-26

Lindsey- discussed update on staff handbook
(similar to last year)

- 8 added polices- substances, pregnancy and nursing, threat management, pesticide notifications, secondary employment, address confidentiality, and title IX policies.
- Couple things got clarified- equal employment opportunity, grievance/appeal, paid time off (pto) days policies, religious, military, grading distribution expectations.

David Nagel made a motion to approve the staff handbook revisions for 2025-26 as proposed.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

F. Title Grant Application Authorization

Lindsey Discussed- title grants application authorization needs board approval.
Sabrina Kordys made a motion to authorize our Executive Director to apply for title grants.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

G. Board Assessment & 2024-25 Goal Review

Dave Nagel went over the board end of year assessment

- Survey given to each board member ahead of time
- Dave summarized collective assessment and summarized.
- Opened up for reflection- All members commented in a very positive nature.
- Dave shared ERA board maturity assessment chart-made progress

H. Annual Retreat Objectives, Topics, and Assignments

Board Retreat slide discussed results of doodle poll on best time for board retreat.

- Discussed potential topics-went line by line of potential topics put forth.
- Trying to get all 11 members all present so resending another doodle poll to include weekdays from noon-6 to try and get all 11 members there.
- Going to try and assign topics and assignments in July

VI. Officer and Liaison Updates

A. Finance Update

Sabrina went over budget report for May.

- We are where we need to be for expenses and surplus
- Doing well and Lindsey keeping up with all our documentation

B. Chair Update

Dave sent out an email regarding open meeting law

- Announced beforehand, minutes kept, virtual links given or location, closed meeting needs to be announced.
- For committees need to do that as well. How do we manage these committee meetings, just a discussion around things- can meet without being announced
- Discussion around confidentiality issues and other just brainstorming sessions. How can we do this correctly without issues. Can we rename committees to teams or other term?
- Kristin gave comments regarding wanting to get community input into committees
- Potentially bring lawyer to next board meeting to give feedback.
- Will revisit next month.

VII. Administration Announcements and Updates

A. Monthly Administration Update

Admin Updates

Celebrations:

- Floors and rugs are clean. Gym floors are redone. Teachers have already begun working in their classrooms.

Testing:

- Spring testing wrapped up well. Shout out to Mrs. Coburn for a fantastic year of testing.
- Test scores have come back, minus the science and biology scores because this is a renorming year for those tests.

Personnel:

- Casey Trull - hired as High School Dean of Students
- Amy Cowan - hired as 2nd grade teacher
- Kristin Pruitt - New HS Social Studies teacher
- Michael Andrews - New HS Math Teacher

- David Gaddy - New HS Math Teacher
- Jen Grabe - Nurse

General:

- Admin team has begun meeting in preparation for next school year and we have set bi-weekly meetings for the year.
- Summer camps have been well-attended and kids are having fun!

VIII. Closing Items

A. Closed Session

Margaret Barr 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.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Teacher and staff contracts

Sabrina Kordys made a motion to approve the teachers and staff contracts proposed for the 2025-2026 school year.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Executive Director Year End Evaluation & Bonus

Sabrina Kordys made a motion to to approve the executive director end of year compensation plan.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Adjourn Meeting

David Nagel made a motion to adjourn this meeting.
Sabrina Kordys seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to adjourn this 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 7:00 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- Amendment Info Sheet For Epicenter.docx
- Proposed 2025-26 ERA Board Regular Meeting Calendar [Autosaved].pptx
- Core Values.pdf
- Board Job Descriptions - June 2025.docx
- Staff Handbook Changes.pdf
- 2025-2026 Employee Handbook_DRAFT.docx
- BoD 2024-25 Goals EOY Assessment .pdf
- BoT Assessment June 2025.pdf
- Contracts for 25-26 (1).pdf