APPROVED

Eno River Academy

Minutes

July 2025 Regular Board Meeting

Date and Time
Tuesday July 22, 2025 at 5:30 PM

Location
Eno River Academy High School Conference Room

Directors Present
Adam Haber (remote), David Nagel (remote), Elliot Clark, Jeremy Greene, Margaret Barr, Pamela Norcross (remote), Trish Blackmon

Directors Absent
None

Directors who arrived after the meeting opened
Adam Haber

Directors who left before the meeting adjourned
Adam Haber

Guests Present
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 Jul 22, 2025 at 5:40 PM.

C. Approve June 17, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from June Board Meeting on 06-17-25.
Jeremy Greene seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

David Nagel	Aye
Elliot Clark	Abstain
Margaret Barr	Aye
Pamela Norcross	Abstain
Trish Blackmon	Abstain
Adam Haber	Aye
Jeremy Greene	Aye

II. Reading of Conflict of Interest and Ethics Statement

A. Reading of Statement

Dave 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

No changes on agenda since sent out.
David Nagel made a motion to approve monthly agenda as written.
Margaret Barr 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-
No public comments sent via email
Opened to public online- none brought forward
Adam Haber arrived at 5:54 PM.
Adam Haber left at 6:10 PM.

V. New Business

A.

2025-26 Parent and Student handbook

Jeremy Greene made a motion to to approve the ERA 2025-2026 Parent and Student handbook as written.
Pamela Norcross seconded the motion.
The board **VOTED** unanimously to approve the motion.
Lindsey- sent handbook as pre-read.
2 Topics were focused on within handbook: collecting information from students, parents, teachers, and staff:
1. Cell phone policy- state mandate- no phones during instruction time. Discussion around this topic. K-8 no cell phone access throughout school day, High school- at each class phone will be placed in a storage area, they have access to phones between classes and lunch.
2. Attendance policy- last year school wide issue.

- Tardies was the biggest problem seen.
- Educational opportunities of excused absences- stricter guidelines around that.

See attached handbook for those changes in policies.
Discussion around this.

B. Board document management

Discussion on document management:

- how to upload documents into board on track
- Folder organization within board on track
- Committee BoD chairs responsible for adding appropriate documents

C. Board Officer Appointments

Board Specific appointments:
Adam assigned as treasurer
David Nagel- would be good at continuing as BoD chair
Margaret-looking to hand over roll as secretary, Trish willing to take that role
Jeremy- good to continue as vice Chair
Margaret Barr made a motion to Appoint Dave Nagel as board chair, Jeremy Greene as vice chair, Adam Haber as Treasurer and Trish Blackmon as secretary.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Committee Appointments

3 Committee appointments:

Academic Committee-Margaret stay on as academic committee chair, Pamela as second board member
Fundraising Committee-Trish Blackmon and Pamela can help
ED Evaluation Committee- Elliott as 3rd member

David Nagel made a motion to appoint Margaret Barr Academic committee chair, Trish Blackmon as fundraising committee chair, Eliot Clark to sit on ED evaluation committee for 2025-26 school year.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

VI. Old Business

A. Annual Retreat Objectives, Topics, and Assignments

Board Retreat date, time, location- August 26th- at High school at 3pm

Team Building
Strategic elements- Mission/Vision/Direction- to school one voice to school.
Goals for year-school and board- Committee level goals
Defining Terms: Excellence for all? Future ready? Integrated STREAM AI Values

- Lindsey and Adam- Discuss School Expansion
- Margaret, Pamela, Lindsey, Elliot, Michael and Kristin- Defining Strategic elements and what those terms mean (Excellence for all, future ready, integrated STREAM- High level and low view
- Team Building- Pamela
- Dave, Jeremy, Elliot, Lindsey, Michael, and Kristin- Long-Term Road and 2025-26 School Map
- Jeremy- Strategic Board make-up and recruiting
- Each Committee updates- goals for that year.
- Lindsey and Trish- Meals

VII. Officer and Liaison Updates

A. Finance Update

Lindsey- Discussed June Budget Report

- All submitted to auditor
- Looking good for budget in June

- Strong financial position this year.

Federal funds topic- details discussed around how this effects ERA, we are fine even if those federal funds do not come in.

Summer Camps- gave overview of financials around summer camps.

VIII. Administration Announcements and Updates

A. Monthly Administration Update

- Administration Retreat
- Hiring happening
- Enrollment full- strong waitlist for school
- NC Standards highest AP pass scores
- High school being repainted, new cork board
- Lower school has fence around it
- Capturing kids' hearts starting
- Freshman and new students orientation on 7/28, August 5th- Kindergarten, 6th grade orientations
- PTO doing a social event to orient new families.

IX. Closing Items

A. Closed Session

Decided to keep this training in open session.
Training with Lisa Gordon Stella- discussion and reference material
Boards Roles-liability, roles and responsibilities, finances, closed and open session, public records, and other board specific training and information conveyed.

David Nagel made a motion to 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.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Teacher and staff contracts

Jeremy Greene made a motion to approve the hiring contracts for Paula Afford/EC Director, Jarrell Jones High School OCS, and Adrian Smith Lead Custodian for 2025-2026 school year.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

C.

Adjourn Meeting

Jeremy Greene 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 8:50 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- Board Job Descriptions - June 2025 FINAL.pdf
- ERA Committee Charters - April 15 2025.pdf
- 2025 Board retreat proposal 2.pdf