APPROVED

Eno River Academy

Minutes

September Board Meeting

Date and Time
Tuesday September 23, 2025 at 5:30 PM

Location
ERA HS Conf Room

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

Directors Absent
None

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 Sep 23, 2025 at 5:34 PM.
Dave read the ERA mission statement

C.

Approve August 26, 2025 Regular Board Meeting & Annual Retreat Minutes

David Nagel made a motion to approve the minutes from August Board Meeting and Annual Retreat on 08-26-25.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Reading of Conflict of Interest and Ethics Statement

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

E. Monthly Agenda Review

Dave Nagel went over the agenda.
David Nagel made a motion to approve the agenda as written.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Public Comment Period

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

No public comments brought forward

III. Key Business

A. School Performance Grades 2024-25

Margaret Barr- Presented School Testing Data reports and numbers

- Areas of strengths, areas to grow, and steps to support and help.
- Discussion around the numbers- Comments made by Jeremy, Dave, Lindsey on the data.
- Dave made point of looking at the kids at the 4-5 level and saw them go down, how do we still teach to the highly proficient 4-5's. Differentiate instruction. Discussion on % of disadvantage and comparable numbers. When you segment the tier of over achievers to set that tier.

B. School Goals 2025-26

Lindsey went over 2025-26 School Goals
See document
Discussion around the goals.

- Jeremy questioned whether these goals are attainable and is it too much? Lindsey responded she thinks they are attainable but a lot.
- Board can help to support these goals

- Discussion around #2, under goal 1

Pamela Norcross made a motion to approve the ERA 2025-26 Schools goals as presented.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. ED Evaluation Process for 2025-26

Jeremy representing governance committee went over the ED evaluation process. It was sent as pre-read.
Jeremy Greene made a motion to approve the ERA executive director evaluation process 2025-26.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Board Goals 2025-26

Dave went over 2025-26 board goals: holistically grouped all committee goals.

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

E. Branding Proposal

Elliot-Discussed branding pre-read

- Taking this and out-sourcing to help with ERA identify opportunities within STREAM and work with someone on ways to advise us for branding.
- Presented two firms and details around each one.
- Request to designate up to $50,000 budget for this job
- Recommendation to proceed and hire for a branding project
- Questions and comments made around what the end product hopes of this information end up being. Especially giving STREAM narrative, development of our STREAM visual, how is that integrated into our marketing, giving a brand to community partners and teachers.

Elliot Clark made a motion to approve the designation of $50,000 for a securing a contract with a marketing and branding firm for STREAM brand development.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

F. Land Acquisition Task Force Updates

Lindsey update on land acquisition task force

- If board has desire to acquire land doesn't make financial sense to just buy land and sit on it. Lindsey proposes make a change from land acquisition task force to a school-expansion task force.
- Need a vote to change that title and remit of what that task force would be tasked to do.

Adam Haber made a motion to retitle and remit the land acquisition task force to school expansion task force.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Officer and Liaison Updates

A. Treasurer Update

Adam Haber- Went over cash on hand, interest going down because of interest rates, strong position, good spot but what are goals for that money

- Potential support for administration team-donor piece, marketing piece, need help to manage this possibly full time.
- Trish discussed points from the call to branding firm

B. Board Chair Reminders and Updates

Dave-

- Committee meetings need to be sure we are doing open meeting.
- Document storage on board on track
- On Board on track- board member profiles under Directory category

V. Administration Announcements and Updates

A. Monthly Administration Update

Celebrations:

- **Fully staffed after this board meeting!**
- **We had our first-ever Bobcat Beacons in Middle School. These are students who have demonstrated themselves to be positive members of our ERA Community.**

Testing:

- WIDA Screeners have been given to all learners who have a primary language other than English spoken at home to identify students who may need English Language support. Mrs. Lopez has been AMAZING during this process!

Personnel Report:

- Fully staffed after this board meeting.

Curriculum:

- Adjusting some purchases to align with focus areas after looking at our data. For example, using Exact Path with middle school students as well as Wordly Wise.

General:

- Capturing Kids Hearts visit.
- Looking forward to the Hispanic Heritage Month celebration, Book Fair, and Trunk or Treat next month.

VI. Closing Items

A. Closed Session

Margaret Barr made a motion to 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.
David Nagel seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to come out of closed session.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Teacher and staff contracts

David Nagel made a motion to approve the 3 new hires as discussed.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Post-Meeting Evaluation

Send any evaluations to Dave Nagel for any post-meeting evaluations

D. Adjourn Meeting

David Nagel made a motion to adjourn the meeting.
Margaret Barr 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 7:48 PM.

Respectfully Submitted,
Margaret Barr

Documents used during the meeting

- 24-25 School Performance Data.pdf
- School Goals, 25-26 Version 2.pdf
- ERA ED Annual Evaluation and Support Process - proposed 2025-26.docx
- Board Goals 2025-26 - DRAFT for Sept Board Meeting.pdf
- School Expansion Task Force - Land Acquisition Task Force Change Sept 2025.docx