DRAFT

Eno River Academy

Minutes

January Board Meeting

Date and Time
Tuesday January 27, 2026 at 5:30 PM

Location
HS Conf Room

Due to weather concerns, the meeting was held virtually only.

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

Directors Absent
None

Directors who arrived after the meeting opened
Pamela Norcross

Directors who left before the meeting adjourned
Jeremy Greene

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 Jan 27, 2026 at 5:33 PM.

C. Approve November 25, 2025 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from November Board Meeting on 11-25-25.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Reading of Conflict of Interest and Ethics Statement

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

E. Monthly Agenda Review

Pamela Norcross arrived at 5:36 PM.
David Nagel noted published amended agenda to include:

- Bylaw revision discussion re: staff voting and review of all options
- Update on School Expansion Task Force moved to next meeting.

II. Public Comment Period

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

Jeremy Greene stated that there was one public comment received via email which was read to the Board. Crista Creedle voiced disappointment that the honor roll celebrations were no longer being held and her desire to have them reinstated. Public comment was then opened to online guests. There were no other public comments noted.

III. Key Business

A. By-law Revision - Community seats

As discussed at the November 2025 Board Meeting, David Nagle, representing the Governance Committee (GC) brought the following by-law revisions to the Board for a final vote. Revisions are noted in *italic* include:

- One (1) *to five (5)* members of the community, not affiliated with Eno River Academy (Community Director).; the number of appointments are at the discretion of the existing board.

- The one *to five* non-parent Community Directors *are* ~~is~~ nominated to the Board; ~~the~~ individual*s are* ~~is elected~~ *appointed* by a majority vote of the Board of Directors. The Community Director*s* shall serve on the Board for a *term* period of *up to two years* ~~one year~~ with ~~no term limit~~ *a maximum of three consecutive terms, and with term start and end dates defined by the board at time of appointment.*
- Elections are held once per year (in April or May) for the forthcoming fiscal year. The Community Director*'s'* nominations and appointments *may* ~~will~~ take place *at any time, but typically one month after* ~~during the same month as~~ the election.

The proposed revisions were reviewed with recognition of the need for additional people to do the work and especially individuals with specific skill sets. There was discussion as to what the process would be for determining what skills needed, how we advertise/communicate what was needed and especially encouraging individuals to become involved. The GC will continue to work on the process and bring back to the Board in March, 2026.

D. Nagle requested that instead of voting on each by-law revision, we vote on all at one time. All were in agreement.

B. Bylaw revision - Staff voting

Jeremy Greene, representing the Governance Committee, addressed the recommended change to the by-laws which would allow all staff with or without children attending ERA rather than requiring these votes to only be counted if 40% or more of families vote. It was voiced that as we consider all staff to be members of the corporation they should participate in this process. The new language proposed is as follows with additions noted in *italic:*

Staff members with *or without* children attending Eno River Academy shall *have the right to* cast one vote and one vote only, in the annual Board of Director elections. ~~The remainder of the staff members' votes may only be counted if at least forty percent (40%) of the families in the membership have cast votes.~~

C. Bylaw - full set of revisions

The full set of revisions includes both A & B as described above.
Jeremy Greene made a motion to approve by-law revisions for expansion of community director seats and that staff members with or without children attending Eno River Academy are able to cast a vote in Board of Director elections.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Board Seat Recruitment Plans

David Nagel reviewed a draft of the Board Recruitment Plan based on the by-law revisions discussed previously. The plan reflects that board candidates will ideally match

the sills and qualities needed and contribute to balanced representation. The plan also outlines the following goal and strategies:

Goal: By June 2026, fill 2 parent seats and 2-4 community seats such that desired board skills, qualities and representation are satisfied for 2026-27 school year.
Strategies:
1. Proactively make parents and community aware of board priorities, opportunities and needs
2. Revise parent seat application and process to aid parent voters to recognize the degree to which candidates potentially fill board needs
3. Revise community seat application and interview process to highlight candidate potential fit with board needs

The Governance Committee will continue to work on this draft and report back in March, 2026.

E. Academic Committee Chair Change

Margaret Barr has requested to step down as the Academic Committee (AC) chair (but remain a member of the AC), and Pamela Norcross, who is currently a member of the AC, has been recommended as her replacement.
Margaret Barr made a motion to nominate Pamela Norcross as Chair of the Academic Committee effective immediately.
David Nagel seconded the motion.
The board **VOTED** to approve the motion.

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

F. School Goal Progress Update: Strengthening Academic Outcomes

Kristin Martin provided an update on ERA academic growth standards

ERA Academic Growth School Goal: ERA will exceed NCDPI academic growth standards, with at least 65% of students meeting or exceeding expected growth in ELA and Math (EOG/EOC).

Literacy (K–8) - ERA is well positioned to meet and exceed ELA growth expectations.

- K-5 literacy growth exceeds national averages

- Strong comprehension and vocabulary gains in Grades 3–5
    - Vocabulary gains a result of Wordly Wise - implemented Fall 2025
- The majority of Grades 6–8 students are in Tier 1
- 8th grade and English I reading indicate high school readiness

Mathematics (K–8 & Math 1) - Core instruction is effective; accelerated pathways are excelling.

- Positive growth trends across all grade spans
- Strong number sense and fluency development
    - Fluency and math facts became a focus in the 2024-2025 school year and has continued.
- Most students in Tier 1 or Tier 2
- Math 1 and advanced math show near-universal Tier 1 placement

For the High School with 0 being the average, ERA reflected higher scores:

- Fall EOC results (Avg Growth Score)
    - English II - 6
    - Biology - 3.75
    - Math 1 - 7.43
    - Math 3 - 19.84

There is a plan in place to work in the area of Biology to support students ad strengthen those scores.

Discussion reflected understanding and importance of balancing measurements outside of testing such as critical thinking and student engagement.

IV. Administration Announcements and Updates

A. Charter Renewal Site Visit

Lindsey Sealy reviewed the draft agenda and timeline for the upcoming Charter renewal site visit. It will be a virtual site visit with a meeting scheduled with the Board for March 26th from 12:30 - 2pm. She also reviewed items that the BoD is expected to be familiar with and requested that Board members make her aware if they are unable to attend.

B. Monthly Administration Update

Celebrations:

- Dr. Brown and Mrs. Pattison have both returned from paternity/maternity leave! Mr. Trull and Mrs. Hopkins were both amazing in their absence.

Testing:

- HS is getting ready for ACT testing in February

Personnel Report:

- All staff are completing a training on Diabetes this month.

Curriculum:

- MTSS Interventionists met with K-8 teachers for MOY data reviews on all students, adjust tiers and/or phases for students, look critically at classroom instruction
- Worldly Wise was implemented in 6-8 for cohesive vocabulary instruction, focusing on vocabulary in context.
- A small group of K-12 Teachers participated in Capturing Kids Hearts Process Champions Training and we had a CKH visit to provide support and feedback.

General:

- 3-12 Report Cards were sent home on Friday 1/9/26
- The internship program started at the HS.
    - Students are having internship placements at places like Hillsborough Vet, UNC SOM Department of Neurosurgery, Person County Museum of History, UNC Miracles in Sight Surgical - Dept of Neurosurgery Lab, and others.
    - Currently, 11 students are participating in the program

Lottery:

- Intent to return window open through the end of the month.
    - So far 3 not returning (2 from 8th, 1 from 10th)
- Lottery application window open until February 20. Lottery to run on February 27.
    - 3 weeks in and already have more Kindergarten, 11th, and 12th grade applications than last lottery cycle
    - Already 19 siblings/staff in line for Kindergarten, 12 in line for 6th, and 6 in line for 9th.
    - # of Lottery applicants as of 1/21
        - Kindergarten - 212
        - 1st - 48
        - 2nd - 52
        - 3rd - 54
        - 4th - 71
        - 5th - 75
        - 6th - 117
        - 7th - 48
        - 8th - 51
        - 9th - 105
        - 10th - 28

- 11th - 17
- 12th - 5

V. Closing Items

A. Closed Session

Jeremy Greene left at 7:27 PM.
David Nagel 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.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.
David Nagel made a motion to come out of closed session.
Trish Blackmon seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. New Hires

David Nagel made a motion to approve new hires as presented by the Executive Director.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Adjourn Meeting

David Nagel made a motion to adjourn the meeting.
Elliot Clark 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 7:45 PM.

Respectfully Submitted,
Trish Blackmon