APPROVED

Eno River Academy

Minutes

February Board Meeting

Date and Time
Tuesday February 24, 2026 at 5:30 PM

Location
HS Conf Room

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

Directors Absent
Adam Haber

Guests Present
Kristin Martin, Lindsey Sealy, 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 Feb 24, 2026 at 5:35 PM.

C. Approve November 25, 2025 Regular Board Meeting Minutes

Question raised if names of hires should be included in minutes. D. Nagel will follow up with attorney and report back.
David Nagel made a motion to approve minutes.
Jeremy Greene 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

David Nagel made a motion to Accept.
Margaret Barr 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

Jeremy Greene stated that there were no public comments received via email. Public comment was then opened to online guests. There were no other public comments noted.

III. Key Business

A. School Expansion Task Force Update

The Task Force is in the formative stages, determining individuals who bring specific knowledge/skills to the group. L. Sealy and staff have been working on workstreams to outline numerous options to explore. Foundation of discussions based on what excellence looks like. Next steps for the workstreams is to work with Armstrong McGuire to organize and summarize for Board Workgroup.

L. Sealy then introduced Amber Lehman (NEST Realty) and Daniel Walser (APG Capital) to provide an update re: the property next to ERA currently contracted to the ForeStar Group. At this time any movement is moot as ForeStar continues to hold contract with owners with no communications with ERA.

B. Closed Session

David Nagel made a motion to go into closed session at 6:05pm 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.

Margaret Barr made a motion to come out of closed session at 6:53pm.
David Nagel seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Branding Initiative Update

Elliot Clark provided a progress update and reported that phase one would begin this next week with representatives from Rhodes Branding meeting with teachers, families, students, community members and members of the ERA Board. Surveys and workshops will continue over the next 4-5 weeks with a report forthcoming in the next couple of months.

D. School Goal Progress Update: Support Teacher Development and Retention

Lindsey Sealy reviewed and provided a status update for School Goal #2: Teacher Development, Retention and Leadership.

- 30 Professional Development opportunities have been offered to date in the following categories: Intervention Support, Leadership & Culture, STREAM Integration, Instructional Alignment, Data & MTSS.
- 86.3% of staff report that they plan to return this next year in their current rate, an additional 6.8% are returning and interested in a role change. 2.7% of current staff plan to retire.
- Each beginning teacher (years 1-3 in the classroom) has been paired with a mentor chosen from colleagues according to a selection rubric aligned to the NC Beginning Teachers Support Program standards. Mentors have ongoing monthly PD sessions and 5 of our beginning teachers also joined the UNC New Teacher Support Program.
- The development and implementation of recognition programs for staff are on track - with cycle 1 & 2 completed.

Cycle 1: Fall 2025 – Informal Culture Practices
- Kudos carts
- Reindeer Games
- Secret Valentines (CKH affirmations)
- Weekly Sunshine spotlight
- Staff meeting “Good Things”

Cycle 2: Winter 2026 – Structured Program Design
- Defined recognition categories
- Peer-nominated spotlight
- Admin recognition tied to school goals
- Newsletter & social media integration
- Milestone/service recognition plan

Cycle 3: Spring 2026 – Formal Launch & Tracking
- Admin recognition (min. 2 per campus)

- PD completion recognition
- Public spotlight features
- EOY recognition ceremony planning

E. Board Goals Progress Update

Discussion regarding prioritizing goals/elements as School Leadership and the Board have taken on a lot this year. Achieving quality outcomes is the goal and we need to determine how we can take 'smaller bites' to insure good work and less burn out for all.

Information re: school expansion status will be shared with the Board next month and in order to increase knowledge and communication, we will add reporting from all Board Committees to the agenda each month.

F. HVAC replacement

L. Sealy reported on the need for replacing the K-8 HVAC system. Initial bid reviewed and specific questions/inquiries requested. L. Sealy will follow-up and provide information.

G. Clarification on "Voting Staff"

Clarification was requested as to who qualified as 'voting staff' for voting purposes in regards to the previous By-Law changes. The Governance Committee will review and report back at the next meeting.

IV. Officer Updates

A. Finance Update

Finance report provided by L. Sealy as Adam Haber unable to attend.

V. Administration Announcements and Updates

A. Monthly Administration Update

Kristin Martin provided the following report:

Celebrations:

- Workstream discussions were wonderful!
- Men’s and Women’s basketball teams made the playoffs
- The CHAOS Star-gazing event was cold, but incredible!!!
- The Family Dance was a huge hit!

Testing:

- Juniors take the ACT on February 25.

- WIDA ACCESS testing for ELs was conducted throughout the month of February K-12.

Personnel Report:

- One vacancy: Middle School EC Teacher

Curriculum:

- Successful curriculum night. Many families came out to learn about our HS course offerings and programs.
- ELA Standards Implementation Staff Team is assembling to ensure the effective roll-out of newly revised ELA standards.

General:

- Rhonda Holmes, our region's BT Coordinator, will be on campus Monday afternoon leading PD for our mentors.
- Lottery:
  - 2nd best application year ever with total 1152 applications K-12 (Lottery Trends w/ graphs)
    - 60 siblings, 9 staff/board child applicants (K-12)
  - Enrolling for 40 spots (K-2), 42 spots (3-5), 66 spots (6-8), and 113 spots (9-12).

VI. Closing Items

A. Adjourn Meeting

David Nagel made a motion to adjourn the meeting at 8:23pm.
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 8:23 PM.

Respectfully Submitted,
Trish Blackmon