APPROVED

Eno River Academy

Minutes

March Board Meeting

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

Location
HS Conf Room

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

Directors Absent
None

Directors who left before the meeting adjourned
Margaret Barr

Guests Present
Caleb Osborne - Visitor, 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 Mar 24, 2026 at 5:31 PM.

C. Approve February 2026 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from February Board Meeting on 02-24-26.
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

David Nagel made a motion to accept the agenda as stated.
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 additional public comments noted.

III. Key Business

A. Reporting Class Rank

Pamela Harkey and Josh Schaffer, ERA Guidance Counselors, presented a proposal to no longer report on or make student class rank available. Rationales presented included that class rank provides *no substantial benefit* to the majority of students, but causes a large amount of stress to many of our students as they apply personal value to their class rank. Further, the ranking system is not as clear as it once was, creating loopholes for students to manipulate their class rank. They went on to share what they are seeing at ERA:

- Class rank has become a source of obsession.
- Career & College Promise (CCP) has become a way to “game” your GPA, rather than an opportunity to grow and learn. CCP is North Carolina’s dual enrollment program for high school students. This program allows eligible NC high school

students to enroll in college classes at North Carolina community colleges and universities through their high school.
- It causes issues between students who are ALL doing well and taking hard classes (wishing bad grades upon your peers and even friends).
- It harms other programs, like arts, because students believe taking standard-level classes is detrimental to their GPA goal.

From a process perspective, weighted and unweighted GPAs would still be visible, class rank would no longer be visible on the transcript. It was noted that this is becoming the norm and many area schools have eliminated class rank such as the North Carolina School of Science and Math. They proposed utilizing another way of highlighting student academic achievements similar to colleges/universities based on the Latin Honors System of Cum Laude, Magna Cum Laude, Summa Cum Laude resulting in more students being recognized. From a college perspective, it would be noted on student's transcripts that their school did not provide class rankings but their academic record reflects their hard work and achievements.

It is noted that Board approval is not required nor requested but with Board support, a policy statement would be drafted and included in the student and parent handbook for the 2026-27 school year. The handbook would then require Board approval at that time. Following questions and discussion, there were no negative responses from Board Members.

B. School Goal #3 update: Launch STREAM Instructional Model

Lindsey Sealy provided an update on School Goal #3: Launch STREAM Instructional Model.

1. Finalize and communicate Core Values and schoolwide STREAM instructional expectations.
2. Create and pilot *STREAM lesson templates*, walkthrough tools, and data trackers across all grade bands. (*Walkthrough tool and data trackers have started, but no lesson plan templates.)*
3. Introduce strategic elements to staff via targeted summer and fall Professional Development (PD) focused on inquiry, integration, and real-world application. (*This is taking longer than expected, and we have spent the majority of this year planning this with fidelity for next school year.)*
4. Host at least one STREAM Family Info Night and student showcase.
5. Audit and update job descriptions and interview questions to align with STREAM competencies.
6. Launch schoolwide STREAM visibility practices (e.g., inquiry walls, reflection boards, lab spaces). (*Q4 Focus)*

7. Conduct facilities and equipment audit and develop a future-facing STREAM space vision.
8. Establish internal tracking of STREAM progress through PD feedback and pilot classroom data. (*Unable to do this until we have completed number #3.)*

C. School Expansion

Lindsey Sealy reported that working with her team, big ideas were collected from workstreams and a draft priority of ideas and timeline developed for presentation for Board review and discussion. There were many questions and it was determined that a separate meeting of the Board should be held to specifically look at each option and recommendation. Mrs. Sealy will work with D. Nagel to arrange.

D. 2026-27 School Budget

Lindsey Sealy reviewed the proposed budget for the 2026-2027 school year.

FY27 Budget Summary

- Total Revenue: ~$11.6M
  - Based on ADM of 850
- Total Expenses: ~$11.56M
  - Increase by 4 FT staff and 1 PT staff
  - Increase for capital building needs
- Net Surplus: ~$66K

Operational (Non-Negotiables):

- Salaries, benefits, step increases
- Bond Payment: ~$1.25M
- Utilities + insurance increases
- Required student services (EC, counseling, etc.)
- Technology + core instructional supplies

Strategic Investments:
Middle School Expansion (Academic Excellence)
3 Additional Teachers (ELA, Math, Social Studies)

- Reduce class sizes
- Improve proficiency + growth
- Support increasing enrollment demand

Director of Academics (Instructional Leadership)

- Centralize all academic data (EOG, EOC, growth, interventions)
- Ensure alignment K–12
- Drive STREAM implementation with fidelity

- Support principals with coaching + systems

Communications (Part-Time)

- Improve family communication
- Strengthen brand + enrollment demand
- Support storytelling (STREAM, outcomes, events)

Facilities Investments
Current Year (FY27)

- HVAC capital investment: ~$100K
- Reduced improvement spending (from $75K → $15K)
- Ongoing maintenance + operations: ~$243K

Future Direction

- STREAM learning spaces
- Campus expansion planning
- Long-term capital investments

Everything connects to 3 priorities:
1. Academic Excellence

- Middle school teachers
- Director of Academics

2. STREAM Implementation

- Academic leadership
- Future facility planning

3. Sustainability & Growth

- Development (fundraising)
- Communications (enrollment + branding)

Adam Haber made a motion to approve the budget as presented.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. HVAC

Lindsey Sealy provided information re: 3 bids received for a full HS HVAC replacement with Trane Units (replacing York units). The bid recommended is from Latta's Heating and Air Conditioning Services and included:

- 5 yr compressor warranty
- 3 yr parts, coils and controls
- 1 yr labor
- UV systems - kills airborne virus and bacteria
- Rezoning

A 5-year plan was presented:

- 25-26: Replace 6 critical units at HS ($323K)
- 26-27: Repair K-8 Units and 4 at HS ($100K)
- 27-28: Replace 10 units at K-8 ($300K)
- 28-29: Replace 4 units at HS ($200K)
- 29-30: Duct Cleaning (K-12) ($100K)

If approved the replacement of the 6 critical units would be done immediately and paid from current funds. The K-8 and remaining unit work would be in the new ’26-’27 budget and be completed prior to the new school year beginning.
Jeremy Greene made a motion to approve the HVAC repairs and replacements as presented.
Pamela Norcross seconded the motion.
The board **VOTED** unanimously to approve the motion.

F. By-law Approval

David Nagel brought back the previously approved by-laws as they required a more precise definition of "voting staff"'. The changes are noted below and have been reviewed by the school's attorney:

ARTICLE III: Membership in the Corporation
Section 1: Membership Qualification

Membership in the Corporation is composed of families with children attending Eno River Academy (“ERA”) and staff members *who are full-time exempt and full-time non-exempt employees* of Eno River Academy, excluding the Executive Director, the Upper School Principal, and the Lower School Principal. The Executive Director, the Upper School Principal, and the Lower School Principal are referred to hereinafter as the “Senior Administrators.” Each family of the Corporation who has a child attending Eno River Academy shall have the right to cast one vote per family in the annual Board of Director elections. Staff members *who are full-time exempt and full-time non-exempt employees*, 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.~~

ARTICLE IV: Board of Directors
Section 3: Number, Qualifications, Election, and Tenure

The number of persons constituting the Board of Directors shall be ten (10) *to fourteen (14)* with seven (7) *to eleven (11)* voting members and three (3) non-voting members. In addition, in certain years there may be one (1) additional voting member of the Board of Directors serving a one-year term as Past Chairperson as described below:

Voting Directors:
• One (1) *to five (5)* member*s* of the community, not affiliated with Eno River Academy (Community Director).; *the number of appointments are at the discretion of the existing board.*
• If *appointed* ~~elected~~ by the Board, the one (1) immediately preceding Chairperson of the Board may serve an additional one-year term on the Board. This Past Chairperson seat shall only be available in the year immediately following the expiration of the term of a Board member who served as Chairperson in the final year of their three-year term.
Non-Voting Directors:
• The three (3) Senior Administrators; the Senior Administrators will have no voting authority. The three (3) Senior Administrators will act in an advisory capacity to the voting members of the Board. On any personnel matter pertaining to a Senior Administrator, the applicable Senior Administrator(s) shall recuse themselves in accordance with the conflict of interest ~~procedures~~ provision in Article IX, Section 6 *as well as the Corporation's Conflict of Interest Policy.*

c) Individuals become voting Directors in the following ways:
i) The six Parent Directors are elected by the members of the Corporation.
ii) The ~~one to five~~ non-parent Community Directors are ~~is~~ nominated to the Board~~; the individuals are is elected appointed~~ by a majority vote of the Board of Directors.

iii) The Past Chairperson Director will be elected with, and only with, a majority vote of the Board.

d) Elections: *The Parent Directors 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 *of the Parent Directors*. If applicable, the Past Chairperson's nomination and appointment will also take place *one month after* ~~during the same month as~~ the election.

e) *Terms: The Community Directors 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*. Each Parent Director shall serve on the Board for a period of three (3) years, with a maximum of three (3)

consecutive three-year terms. Directors shall be elected on a rotating schedule year (Schedule One, Schedule Two, and Schedule Three). The three-year term schedule shall over-lap as follows...
David Nagel made a motion to accept the changes to the ERA by-laws.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

G. Board Seat Application, Process, and Timeline

Jeremy Greene reviewed a draft revised Board seat application based on meeting the 2026 Board Seat Recruitment 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.

- Parent Applications will be available April 6 - 27 with voting May 1 - May 11, 2026.
- Community applications will be available May 1 and back to the Review Committee by May 18 for a final determination by May 26, 2026.

There was continued discussion about how to communicate specific skills desired for the Board positions to fill gaps and strengthen the Board/ERA.
Margaret Barr left at 7:22 PM.

H. Board Chair Succession

Dave Nagel will reach the end of his term as chair in June. Ideal succession planning should begin as soon as possible to allow time for new chair to be trained and in place for 2026-27. Asking for a degree of Board consensus on one or more potential chairs to begin training. The Board unanimously supported Adam Haber to begin this process.

IV. Committee Updates

A. Finance Committee Update

Adam Haber provided monthly update. Financial position continues to be very strong. 327 days of cash on hand. Prestige reports up to date.

B. Academic Committee Update

Pamela Norcross reported the committee had been very busy reviewing/working on:

- Middle School Schedule improvements
- AI Guidelines for staff and students
- Class rank proposal
- Summer programming - looking at camps that would support STREAM
- How best strengthen STREAM

C.

Governance Committee Update

Elliot Clark reported that the committee had been working on:

- Completing the By-law revisions re: membership and voting,
- Board Recruitment Plan (part 2)
- Training for new Board members especially community recruits.
- Work continues with Rhodes Branding - also looking at athletics branding such as the center court of the gym to possibly update/reenergize the Bobcat.

D. Fundraising Committee Update

Trish Blackmon reviewed the completed events having raised approximately $67,000. The Committee has welcomed representatives from Athletics and PTO and look forward to working together. Will begin working on plan for next year in April.

V. Administration Announcements and Updates

A. Monthly Administration Update

Kristin Martin provided the monthly administration update:
Celebrations:

- K8 celebrated Kristin Martin’s 20th year-anniversary of working at OCS/ERA
- The 8-10 year and 11-13 year old 4-H teams both placed 1st at the Regional Dinah Gore Healthy Cooking Competition and will go on to compete at the State competition in May
- Mattie Nocon - NC All-State 9/10 Honors Band French Horn, 3rd Chair
- ERA was recognized at the Pearl Gala as one the pioneers in the quest for Choice in Public Education for North Carolina Families since 1996

Testing:

- WIDA Testing Complete
- Spring EOC and EOG test plans have begun!

Personnel Report:

- One vacancy: Middle School EC Teacher
- Hiring season is here. We are collecting resumes for all open positions.

Curriculum:
The ELA Standards Implementation Team met to begin creating an installation and PD plan around the new 2026 ELA SCOS.

General:

- Lottery: Most grade levels are close to being full with an over enrolling buffer

- Registration has started at the HS. All admin will be meeting 1:1 with students to discuss their plan.
- STREAM Fest- April 16- The planning team is working hard to incorporate all parts of STREAM in this celebration of student work and achievement!
- STREAM Week Flyer created by parent member of the SIT Team.

VI. Closing Items

A. Adjourn Meeting

David Nagel made a motion to adjourn the meeting.
Adam Haber 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 7:50 PM.

Respectfully Submitted,
Trish Blackmon