APPROVED

Eno River Academy

Minutes

April Board Meeting

Date and Time
Tuesday April 28, 2026 at 5:30 PM

Location
HS Conf Room

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

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 Apr 28, 2026 at 5:33 PM.

C. Approve March 2026 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from March Board Meeting on 03-24-26.
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 approve the April, 2026 meeting agenda following a review of the items.
Trish Blackmon 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 no public comments had been received prior to the meeting. Public comment was then opened for any online attendees with no comments being offered.

III. Key Business

A. Charter amendments

Lindsey Sealy provided an update regarding ERA's charter renewal process. ERA received the following from the Office of Charter Schools reflecting the required action: "Continue to work with the Office of Charter Schools to gain approval for amendments to your original charter application for the following items: Mission Statement, School Calendar, and Lunch Program."
Mrs. Sealy provided the board with a review of all three amendments including the original charter language with any updated language noted.

Mission Statement and Targeted Student Population
The purpose of this amendment is to formally update the charter to reflect the school's current mission and grade span. The proposed Mission Statement is:
"Eno River Academy will foster academic and artistic excellence while enriching cultural literacy."
This updated statement reflects the school's commitment to a well-rounded education that integrates academics, the arts, and cultural awareness, and aligns with the school's STREAM-focused instructional model and strategic direction.
The proposed Targeted Student Population is: Students in grades K–12 in accordance with state rules on ages. This change aligns the charter with the school's current

operations and approved grade expansion, ensuring accuracy and clarity in the charter document.
This amendment ensures that the charter accurately reflects Eno River Academy's current mission, instructional priorities, and student population. These updates do not represent a shift in practice, but rather a formal alignment of the charter with the school's established program and growth over time.

Length of School Day and/or Academic Year
The purpose of this amendment is to formally align the charter document with current and ongoing practice. Specifically, Eno River Academy seeks to update its charter to reflect that:
● The school will meet or exceed the minimum instructional days and hours required by North Carolina law; and
● The specific structure of the school day and academic calendar may be determined annually by the school's leadership and Board of Directors in accordance with state requirements and the needs of the school community.
This amendment does not represent a change in practice, but rather ensures that the charter accurately reflects the school's established operations and provides appropriate flexibility for future planning. Eno River Academy remains committed to maintaining full compliance with all state requirements while continuing to provide a high-quality educational experience for its students. This amendment will ensure clarity, alignment, and operational flexibility moving forward.

School Nutrition Plan
The purpose of this amendment is to formally include a School Nutrition Plan within the charter that reflects the school's current practices and commitment to supporting student well-being.
Specifically, Eno River Academy seeks to update its charter to reflect that the school:
● Provides access to lunch options through a third-party vendor; and
● Maintains a food pantry or similar resources to support students experiencing food insecurity.
This amendment does not represent a change in practice, but rather ensures that the charter accurately reflects the school's existing operations and its commitment to meeting students' basic needs. Eno River Academy is committed to supporting the whole child, including ensuring access to food for students during the school day. This amendment will provide clarity and alignment between the school's charter and its current practices.
David Nagel made a motion to approve the mission statement and targeted population in our original charter.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.
Jeremy Greene made a motion to approve the amendment to the original charter application regarding the school nutrition plan.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

Pamela Norcross made a motion to approve the length of the school calendar amendment in the original charter application.
David Nagel seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. New job descriptions

Lindsey Sealy reviewed job descriptions for two new positions:

- Director of Communications (part-time)
- Accountability and Growth Coordinator (full-time)

Following discussion re: adding additional language to the Communications Director job description, the Board approved by the following vote.

After discussion it was requested that the Accountability and Growth Coordinator job description be sent back to the Academic Committee for further review.
David Nagel made a motion to approve the Director of Communications job description with recommended language.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. School Goal #4 update: Strengthen Community & Strategic Partnerships

Lindsey Sealy provided an update on School Goal #4: Strengthen Community & Strategic Partnerships.
1. Strengthen the PTO by increasing active membership, expanding family engagement events, and implementing a yearlong staff appreciation plan. *There has been an increase in support seen for PTO activities, events and in implementing a staff appreciation plan. PTO is also now participating as part of the Fundraising Committee.*
2. Raise at least $85,000 through internal and external fundraising, with at least 60% from donors outside the school community. *We will make our goal of $85,000 this year but with approximately 40% outside donors. It is difficult to identify those with/without ties to ERA.*
3. Establish STREAM-aligned strategic partnerships by developing relationships with at least three local organizations and launching one collaborative community project per semester (e.g., internships, real-world STREAM learning opportunities). *We have experienced growth with our strategic partners including 10 internships through the community college, STREAMFest and other activities.*
4. Strengthen board engagement by supporting active committee work and encouraging family participation in board committees and meetings to foster transparency and shared leadership. *Board committees have stepped up, becoming functional and including non-board member participation.*

D. June Retreat

David Nagel presented a draft proposal for a June Board retreat with likely topics including:
• Newly appointed members attend
• Set school expansion priorities
• Targeted training
• Draft committee and school goals
It was suggested that ice breakers be added as they were so successful this past year. Dates were discussed and David will send out a poll to determine when we can all attend.

E. Near-term facility enhancement needs

Lindsey Sealy reviewed status of completing safety points as noted in the risk assessment and also opportunities to increase space for the school nurse (who is currently working out of the conference room) and meetings with various students and specialties such as counselors/psychologists etc. where privacy is required. Discussed various options to identify underutilized space. Mrs. Sealy stated that light renovations were estimated to be approximately $60,000. Adam Haber, Finance/Treasurer recommended that Mrs. Sealy undertake this at her discretion with a total cost of $75,000.
Adam Haber made a motion to move forward with finalizing remaining safety recommendations and renovations subject to approval by the Finance Committee up to $75,000.
Pamela Norcross seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Committee Updates

A. Fundraising Committee Update

Trish Blackmon reported that the Bobcat Bonanza was a great success. She thanked all Board members who came out and worked the Board's booth and especially the PTO and volunteers for all of their hard work! Overall, ERA raised $14,679.00 - expenses were $1,832.00 with total profit made: $12,847.00. Of that, $10,675 goes towards general fundraising as $750 is given to participating student clubs, $3,063.50 to athletics - specifically Cross Country and Track for their work and support of the races/food. Our fundraising goal for this 2025-2026 school year is $85,000. Currently we are at $83,064.42 with some additional funds anticipated.

B. Academic Committee Update

Pamela Norcross reported that they had been very busy this past month addressing:

- Job Descriptions as noted earlier
- STREAM Subcommittee - reviewing roadmap for defining and initiating STREAM at ERA. Several members had visited Durham School of the Arts to review their

program and 5 year plan. Discussing how to assess forward motion/status each year.

C. Finance Committee Update

Adam Haber reviewed ERA's current finances. ERA remains in a very good financial position.

D. Governance Committee Update

Elliot Clark reported that the branding work is on track - they meet again on 5/13/26 to receive feedback from focus groups held last month. It is anticipated that they will be ready to present to the Board in July.
Jeremy Greene reported that they have 5 parent applications for the open 2 seats and 6 individuals have applied for community seats. All votes must be submitted no later than 3pm, Sunday, May 10, 2026.
David Nagel reflected on the retreat agenda and continued discussions regarding opportunities to increase partnerships in the community, including higher education facilities.

V. Administration Announcements and Updates

A. Monthly Administration Update

Kristen Martin provided the School Update:
Celebrations:

- Amazing K-8 Art Show and Musical!
- Amazing EOY benchmark growth because of outstanding teachers and interventionists!
- Shout out to Shepard, Harkey, and Schaffer for helping with all things scheduling! Working with teachers on planning for next year, creating master schedules, meeting with students 1:1, coordinating 8th grade shadowing days. It takes SO much time and behind the scenes work!
- Shout out to all teachers and parent coaches this school year! Thank you for the time and energy you have dedicated to our student-athletes!
- Amazing Teacher Appreciation Week events from PTO! Thank you!
- The K-5 Team is on a roll with field trips and special events for students!
- Retirement Party/EOY Staff Celebration is planned!

Testing:

- AP tests start on 5/4
- EOCs start on 5/14
- EOGs begin 5/11

Personnel Report:

- One vacancy: Middle School EC Teacher

Curriculum:

- ELA Standards Implementation Team is conducting a quick ELA curriculum review to see what we have and where it aligns to the new standards -how can we incorporate character education into the curriculum review?
- Formal mentor training scheduled for summer TWD

General:

- All seats but three full for 26-27
- After School Program survey shows that families are interested in continued 'extra' programming - like Lego club, pickleball club, etc.
    - We are entering into a partnership with Orange County Parks and Recreation. They will pick up students and take them to their own facility for ASP. This will allow us to have another option available for families that have requested ASP, but have been waitlisted all year.
    - They provide all of the same services, but at a lower cost.

VI. Closing Items

A. Closed Session

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.
Adam Haber 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. Contract renewals

David Nagel made a motion to approve slate of contract renewals.
Elliot Clark seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Year-end bonuses

David Nagel made a motion to approve bonus levels up to total of $110,000 with funds approved by the Finance Committee.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

D.

Realtor Agreement

David Nagel made a motion to approve realtor agreement pending legal review.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Adjourn Meeting

David Nagel made a motion to adjourn the meeting.
Jeremy Greene 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 9:35 PM.

Respectfully Submitted,
Trish Blackmon