APPROVED

Eno River Academy

Minutes

June Board Meeting & Retreat

Date and Time
Tuesday June 23, 2026 at 3:00 PM

Location
HIgh School

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

Directors Absent
None

Directors who arrived after the meeting opened
Elliot Clark, Jeremy Greene, Pamela Norcross

Guests Present
Amanda Bisset (remote), Amy Simonson, Annie Harrison, Caleb Osborne, Joe Cassettari, Kristin Martin, Lindsey Sealy, Michael Brown

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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 Jun 23, 2026 at 3:04 PM.

C. Reading of Conflict of Interest and Ethics Statement

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

D. Monthly Agenda Review

David Nagel made a motion to approve the June, 2026 meeting agenda following a review of the items.
Adam Haber 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

David Nagel read a portion of the Dave Staley Family letter as much as public comment time allowed. (public comments are limited to 3 minutes)
There were no other public comments received prior to the meeting.
Public comment was then opened for any online attendees with no comments being offered.

III. Retreat

A. Opening: Objectives, Theme, Agenda, Role

Pamela Norcross arrived at 3:13 PM.
David Nagel presented a historical background of where ERA and the Board of Directors have traversed over the past 3 years. He reviewed the theme, objectives, roles of each board member and agenda for this Board Retreat.
The theme for the retreat was Alignment & Coherence.
Objectives included:

1. Reflect on 2025-26 board success and identify areas to continue our growth
2. Initiate relationship building with new members
3. Deepen shared understanding of
   - Board, committee and school leadership roles
   - ERA's strategic elements
   - STREAM (balance with test prep) current and future state
   - Prioritized facility needs, vision for expansion, roadmap, and next steps
4. Draft 2026-27 board and school goals

B. Icebreaker

Amy Simonson presented an excellent round of Board Member Bingo providing the opportunity for Board Members to learn about each other.

C. Board Reflection on 2025-26 Goals and Maturity

David Nagel reviewed the Boards 2025-2026 board-level goals and progress utilizing the Board on Track Dashboard. Results from self assessment and goal status reflect that the board has developed a culture of capability building over the past 3 years, The areas of Academic Oversight and Development were reflected as priorities.

D. Governance Training

Mike Mizzoni, Board on Track Governance Director provided a governance overview and case examples to help support ERA Board capabilities including how well-organized committees can enhance and support the work of the school and Board.

E. Break

Elliot Clark arrived at 5:36 PM.

F. Strategic Elements

Dave Nagel and Lindsey Sealy presented a poster designating already defined and approved strategic elements for Board members to identify where they felt we were in the process reaching each element.

G. STREAM/Values Deep Dive

Jeremy Greene arrived at 6:15 PM.
Pamela Norcross led a rigorous discussion of STREAM - where we are now and where we want to be.
A high priority for 2026-2027 is Academics and STREAM development.

- **Alignment:** share common definitions, priorities, and goals and work together seamlessly.
- **Coherence:** the logical, consistent, and seamless connection of all parts of an educational program to ensure a unified learning experience for students

Via the Academic committee, the Board and school leadership there will be a strong look at the Academic Committee membership and structure with the possibility of revamping their charter, and developing subcommittees to break down the work and increase forward momentum on STREAM, and the assurance of academic excellence.

H.

School Expansion

Lindsey Sealy and Adam Haber provided a presentation on ERA's current and projected facility needs, the work that has been done and draft plans for the near future. This was purely an informative presentation with substantial requests anticipated. The presentation also was anchored to the 2026-2027 focus of Alignment and Coherence.

- **Alignment:** solutions align seamlessly with the school's core mission, vision, academic model, and values, and solve greatest needs
- **Coherence:** every single operational, financial, legal, and human resources department acts as a single, synchronized set of gears
  Academics & STREAM

I. Draft Committee and School Goals

Current Committee Chairs presented draft goals for 2026-2027 including:

- Governance Committee
- Finance Committee
- Fundraising Committee
- Academic Committee
- School Goals

J. Next Steps and Retreat Feedback

Feedback included praise for the agenda, organization, and inclusion of new members for the next year.

Appreciation was shown for Margaret Barr and her years of service to the Board and Elliot Clark and his year.

IV. Key Business

A. Approve May 2026 Regular Board Meeting Minutes

David Nagel made a motion to approve the minutes from May, 2026. May Board Meeting on 05-26-26.
Elliot Clark seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Elliot Clark	Aye
Adam Haber	Aye

Roll Call

Trish Blackmon	Aye
Pamela Norcross	Abstain
Jeremy Greene	Aye
Margaret Barr	Abstain
David Nagel	Aye

B. Title Grant Application

Adam Haber made a motion to authorize Lindsey Sealy to submit the Title grant application on the school's behalf.
Pamela Norcross seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. 2026-27 Board Meeting Dates

David Nagel made a motion to accept the board meeting dates and times as presented for the 2026-2027 school year.
Trish Blackmon seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. 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.
Elliot Clark 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. Approve April 28, 2026 Closed Session Minutes

Trish Blackmon made a motion to approve the closed session minutes from April 28, 2026 meeting.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Approve May 26, 2026 Closed Session Minutes

Elliot Clark made a motion to approve the closed session minutes from May 26, 2026 meeting.
Trish Blackmon seconded the motion.
The board **VOTED** unanimously to approve the motion.

D.

New hire approval

David Nagel made a motion to approve the following new hires as presented by Lindsey Sealy: Janet Willis - TA, Jennifer Burton - MS Math, Sarah Shore - PT Communications, Annmarie Godwin - K-8 Office Manager.
Margaret Barr seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. ED end of year bonus

David Nagel made a motion to approve Executive Director end of year bonus.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

F. Adjourn Meeting

Margaret Barr made a motion to adjourn her last board 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 8:56 PM.

Respectfully Submitted,
Trish Blackmon