APPROVED

Eno River Academy

Minutes

August 2026 Board Meeting

Date and Time
Tuesday August 25, 2026 at 5:30 PM

Location
ERA High School and virtually

Directors Present
Adam Haber, Amanda Bisset, Amy Simonson, Annie Harrison, Caleb Osborne, David Nagel, Jeremy Greene, Joe Cassettari, Pamela Norcross, Trish Blackmon

Directors Absent
None

Directors who arrived after the meeting opened
Amanda Bisset

Guests Present
Betsy Ayvazove - parent, Kristin Martin, Lindsey Sealy, Michael Brown

I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Adam Haber called a meeting of the board of directors of Eno River Academy to order on Tuesday Aug 25, 2026 at 5:34 PM.

C. Approve July 2026 Regular Board Meeting & Retreat Minutes

Jeremy Greene made a motion to approve the minutes from July 2026 Board Meeting on 07-28-26.
David Nagel seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Reading of Conflict of Interest and Ethics Statement

Adam Haber read the conflict of interest and ethics statement. No conflicts brought forward.

E. Monthly Agenda Review

Adam Haber reviewed the agenda with one addition:

- Review of AI policy edits.

Adam Haber made a motion to utilize a consent agenda as outlined by Adam Haber.
Pamela Norcross seconded the motion.
The board **VOTED** unanimously to approve the motion.
Amanda Bisset arrived at 5:49 PM.

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 or in-person attendees with no comments being offered.

III. Key Business

A. Policy Updates

Lindsey Sealy provided the following policy updates:

- Proposed edit to cell phone policy to include smart glasses.
- Updates to the Career and College Promise (CCP) Procedure

She also proposed utilizing a consent agenda in the future that would bundle routine, non-controversial matters to be approved in one collective motion and vote. Expectations for a consent agenda would include:

- **Advance distribution:** Documents and reports are sent to members well before the meeting.

- **Review period:** Members read the materials ahead of time to stay informed.
- **Removal request:** Any member can ask to pull an item for separate discussion or a separate vote.
- **Single vote:** If no one pulls an item, the entire block passes with one motion and vote.

Trish Blackmon made a motion to approve the edit to the Cell Phone Policy and update to the CCP Procedure by use of consent agenda.
Joe Cassettari seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Board Training

Lisa Gordon Stella, ERA Attorney provided a training for board members regarding:

- Roles and Responsibilities
- Confidentiality
- Board members and parents
- Board members and employees
- Conflicts of Inrest (Personal)

C. Communication to ERA Community

Adam Haber and Lindsey Sealy shared positive feed back for increased communications such as the monthly video. Adam asked if the board would be interested in putting out a start of the year communication from board and all were in agreement.

D. School Goals Update

Lindsey Sealy presented updates to school goals. There were some questions and feedback around goal #1 and goal #3 with the request to review and bring back to the board next month.

E. Board Goals

Adam Haber requested that the Board Goals be brought back next month.

IV. Committee Updates

A. Fundraising Committee Update

Trish Blackmon stated that the Fundraising Committee had held their first meeting of the year the previous week, reviewing their goals, and steps to including fund development within the scope of the committee. Board member, Annie Harrison had met with members of the PTO prior to the meeting, sharing information and development options which was appreciated and well received. The Fun Run is coming up on the next half day, September 2 with good participation.

B. Academic Committee Update

Pamela Norcross provided an in-depth review of the development of subcommittees, their goals and timelines.

1. **STREAM** - Direction, Implementation, Budget
2. **Climate** - Establish a sustainable system for measuring, monitoring, and improving school climate through regular stakeholder feedback, data-driven decision-making, and actionable
   recommendations to school leadership and the Board.
3. **Academic** - Data Review & ERA Programming Evaluation, Extracurricular Activities, Teacher Professional Development and Funding.
4. **AI -** Addressing safety for students, teachers, and families, Creating an AI policy and
   guidelines for ERA
5. **Staff -** Review new applications. Create a job description for the new curriculum position

C. Finance Committee Update

Amy Simonson reported that she had a working session with school finance and Adam Haber. Currently reviewing insurance coverage. Goals include laying out a roadmap to address long term needs and expectations. Board was made aware of issues with billing from Orange County for the School Resource Officer position.
David Nagel made a motion to authorize Amy Simonson and Lindsey Sealy to reach out to appropriate contacts to address back invoices.
Joe Cassettari seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. Governance Committee Update

Adam Haber brought a front-facing logo to the Board for review. There was much discussion and suggestions made re: having student and staff input. The Board requested that the logo be brought back next month with additional comment/review.

E. Facilities & Expansion Committee Update

Joe Cassettari and Amanda Bisset updated the Board on the forming of the Facilities & Expansion Committee. They commented on very successful tours of the facilities provided by Charlie Oakley and Lindsey Sealy. With approval by the Board they will develop their charter, goals and budget to be presented at the next meeting. With the Board's approval, they would also begin to fill out their committee roster.
Adam Haber made a motion to formally recognize the Facilities and Expansion Committee as one of the ERA Board Committees.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

Adam Haber made a motion to charge the newly formed Facilities and Expansion Committee with adding members with appropriate experience and/or expertise.
Caleb Osborne seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. Closing Items

A. Closed Session

Adam Haber 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.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.
Adam Haber made a motion to come out of closed session.
Jeremy Greene seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Approval of June 23, 2026 Closed Session Minutes

Jeremy Greene made a motion to approve the closed session minutes from June 23, 2026.
Adam Haber seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Approval of July 28, 2026 Closed Session Minutes

Amanda Bisset made a motion to approve closed session minutes from July 28, 2026.
Joe Cassettari seconded the motion.
The board **VOTED** to approve the motion.

Roll Call

Adam Haber	Abstain
Amy Simonson	Aye
Trish Blackmon	Aye
Jeremy Greene	Aye
Annie Harrison	Aye
Caleb Osborne	Aye
Pamela Norcross	Abstain
Amanda Bisset	Aye
Joe Cassettari	Aye
David Nagel	Aye

D. New hire approval

Caleb Osborne made a motion to approve the following new hire as presented by Lindsey Sealy: Heather Griner, Kindergarten TA.
Amy Simonson seconded the motion.

The board **VOTED** unanimously to approve the motion.

E. Adjourn Meeting

Adam Haber made a motion to adjourn the meeting.
Trish Blackmon 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 8:27 PM.

Respectfully Submitted,
Trish Blackmon