APPROVED

# Eno River Academy

# Minutes

## September 2026 Board Meeting

**Date and Time**
Tuesday September 29, 2026 at 5:30 PM

**Location**
ERA High School Room 503 and virtually

**Directors Present**
Adam Haber, Amanda Bisset, Amy Simonson, Annie Harrison, Caleb Osborne, David Nagel, Jeremy Greene, Joe Cassettari (remote), Trish Blackmon (remote)

**Directors Absent**
Pamela Norcross

### 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 Sep 29, 2026 at 5:30 PM.

**C. Approve August 2026 Regular Board Meeting Minutes**

Caleb Osborne made a motion to approve the minutes from August 2026 Board Meeting on 08-25-26.
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

Jeremy Greene made a motion to approve the September, 2026 meeting agenda as submitted.
Trish Blackmon seconded the motion.
The board **VOTED** unanimously to approve the motion.

### F. Refresher on Board Role & Responsibilities

Adam Haber provided an overview of the Board's role in fiscal and leadership oversight, with a focus on long-term growth and success. He reminded those in attendance that whether we agree or disagree, we should treat each other with courtesy and respect.

## II. Public Comment Period

### A. Public comments in accordance with the ERA Public Comment Policy

Jeremy Greene stated the Board had received a letter from J. Gillette that he read for the group. Others present in the room providing public comments included M. Alford, L. Webb, K. Young, and S. Auchter. He then opened any on-line comments and D. Kuhl read a prepared statement of which was then forwarded to Board Members at her request.

## III. Key Business

### A. Policy Updates

Jeremy Greene made a motion to approve the consent agenda, which included policy updates required by the state to expressly prohibit discrimination based on antisemitism (General Statute 12-3.2), the adoption of a written Cardiac Emergency Response Plan (CERP) guided by the school nurse, a board confidentiality agreement, and formal language governing consent agenda operations.
Caleb Osborne seconded the motion.
The board **VOTED** unanimously to approve the motion.

### B. Special Education & Student Support

Lindsay Sealy noted sharp increases in incoming kindergarten IEPs and life-safety crisis interventions through the Say Something reporting system, while noting federal funding remains capped at 13% of students with disabilities. She stated that she was bringing this to the Board's attention as an FYI discussion, making members aware as a foundation for

future discussions, not putting forth anything to require a vote, but starting the conversation around making sure that we have everything that we need, whatever that looks like, to support them. Questions and discussion followed regarding options and opportunities. Mrs. Sealy reiterated the reality is we have to work within budget constraints. Additional concerns are that if we start allocating specific dollars, are we taking away from the students that are not part of that? How do we find that balance to make sure we're meeting the needs of all of the students? She went on to say that as we look to future decisions that we make sure that we're intentional about what and how we move forward.

### C. School Goals Update

The formal vote on School Goals, specifically on Goal 1: Academic Growth and Goal 3: STREAM was deferred until October to refine specific metrics.

### D. Board Goals - Update

A formal vote on Board Goals for 2026-2027 was deferred until October for the School Goals to be finalized.

### E. Communications Update

Adam Haber thanked Sarah Shore, the new communications director, for the work she has been doing and share that she has already been able to put a lot of time and effort into the public face of ERA.

## IV. Committee Updates

### A. Fundraising Committee Update

Lindsey Sealy reported for Trish Blackmon that fundraising surpassed $45,000 to date (expected to approach $50,000 with athletics revenues), largely driven by the Fun Run raising nearly $32,000 against a $15,000 goal. Plans are underway for a 30th-anniversary kickoff during homecoming on November 20, incorporating student-designed t-shirts and a "30 for 30" campaign ($30/month or 30 volunteer hours) in coordination with the PTO.

### B. Academic Committee Update

David Nagel presented performance data indicating an overall achievement score of 79 (grade 3 at 71, middle school at 74, and high school at 88). Despite high achievement, multi-year downward trends persist in students reaching Levels 4 and 5, alongside negative growth trajectories compared to peer charter schools. He pointed out that the population at ERA, is challenging for teachers because there is an entire spectrum of needs. There is a quarter of the student population that is not proficient, twenty percent that are more advanced, and a large group in the middle that are either proficient or what they call college and career ready. The committee is looking at best methods to identify root causes and support students and teachers.

## C. Finance Committee Update

Amy Simonson reported that the SRO budget for the current calendar year was adjusted to $83,000, offset by a $31,000 grant from the Center for Safe Schools, maintaining net costs below the board-approved $70,000 modification. She shared that we also received the 2025-2026 end of year report including the final and audited budget numbers. ERA reflected a surplus of approximately one hundred and twenty-five thousand, eight hundred dollars. The metric goal for surplus is five percent of budget, which would have been closer to five hundred thousand dollars, but there were needed HVAC repairs/replacements that impacted that number for this particular year.

She stated that the next focus for the committee is reviewing our athletic budgeting, and facilities resource planning.

## D. Governance Committee Update

The discussion centered around the forward-facing Bobcat logo for middle and high school athletics, following community survey feedback where it received 43.5% of preferences. Following discussion it was decided to put the logo to a vote. (See below)

Also, Sarah Shore is finalizing the complete athletics branding package (including color codes, usage rules, and typography) and review potential trademark similarities. All institutional branding such as the school crest for official communications and capital campaigns will remain distinct.
Adam Haber made a motion to approve the forward-facing Bobcat as presented.
Jeremy Greene seconded the motion.
See above -
The board **VOTED** to approve the motion.

**Roll Call**

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

## E. Facilities & Expansion Committee Update

Joe Cassettari and Amanda Bisset provided an update. The newly formed Facilities and Expansion Committee is reviewing an RFP for an approximate 46,000-square-foot facility expansion, including a STREAM lab. Five to six design-build firms have shown active

interest, with proposals due October 15th. The committee will narrow candidates to three finalists for interviews with the Board.

## V. Administration Announcements and Updates

### A. Monthly Administration Update

Kristin Martin provided the administrative update:

**Celebrations:**

- Our first time hosting a Charter School Collaborative was a great success! We had a wonderful turn out and connections were made across charter schools in our area.

**Testing:**

- Testing and Accountability has given LEAs the opportunity to re-test students that do not pass EOG/EOCs on the first try. ERA will be offering re-testing to any students that are eligible during the 2026-2027 school year.

**Curriculum:**

- In K-2, a daily intervention time was introduced. This 30 minute block will have students that are working at the same levels and on the same mastery standards grouped to gain skills that are targeted for them. This could be academic support up to
- Physical Science - Students were given the task of creating cars and wrecking the car with an egg inside to see if the egg will crack. Mr. Roberts built a ramp in the classroom to test the cars.
- Ms. Tinnin required students to research various Latinx countries. Gave students a $5000 budget to plan a trip to that country, and students had to create a travel brochure for their trip.
- We are working with NC First to create a competition for robotics clubs. So far we have completed and submitted two grants to get this off the ground.
    - NC Robotics grant and NASA
- Mu Alpha Theta Math Honor Society Charter was approved today!

**General:**

- We are planning for a January roll-out of a new after school club structure. Working with Ms. Almers, we are planning to offer more after school clubs that students from grades K-8 will be interested in. Teachers will be given the opportunity to run these clubs after school, and we hope that it will increase participation as well as the variety of after school clubs that are offered. Stay tuned!

## VI. Closing Items

### A. Closed Session

Adam Haber made a motion to move 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.
Caleb Osborne seconded the motion.
The board **VOTED** unanimously to approve the motion.

### B. New hire approval

There were no new hires presented to approve.

### C. Adjourn Meeting

Adam Haber 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 8:10 PM.

Respectfully Submitted,
Trish Blackmon