Brevard Academy

Monthly Board Meeting

Published on September 9, 2026 at 4:37 PM EDT
Amended on September 10, 2026 at 1:14 PM EDT

Date and Time

Wednesday September 16, 2026 at 5:00 PM EDT

Mission:
The Mission of Brevard Academy is to prepare its students to achieve academic excellence through the Core Knowledge Sequence. Through a partnership involving students, teachers, and parents, the school strives to create citizens with strong moral character and active intellectual inquiry.
Vision:
Brevard Academy, a K-8 public charter school, develops and encourages motivated, intellectually curious students who are skilled in critical thinking, individual expression, and problem-solving. From their diverse backgrounds, students accept our challenge to pursue personal and academic excellence. Through this pursuit, they become confident members of their community who lead by serving others.

Strategic Goals:

1. Ensure Academic Success for Every Student
2. Actively Engage Stakeholders to Strengthen and Enrich Our Communities
3. Recruit, Hire and Retain Highly Effective Personnel
4. Use Resources Effectively and Be Fiscally Responsible
5. Provide Effective and Innovative Learning Environments

Agenda

		Purpose	Presenter	Time
I.	**Work Session**			**5:00 PM**
	A. Work Session	Discuss	Ted Duncan	30 m

		Purpose	Presenter	Time

- Board Information Review
  - Current Contact Information for Board Members
  - Review Nepotism and Conflict of Interest Policies
  - Board Commitment and Conflict of Interest Letter
- Questions on Current Agenda

		Purpose	Presenter	Time
II.	**Opening Items**			**5:30 PM**
A.	Call the Meeting to Order		Jennifer Silva	1 m
B.	Record Attendance		Abe Pallas	1 m
C.	Pledge of Allegiance		Jennifer Silva	1 m
D.	Approve Meeting Agenda	Vote	Jennifer Silva	1 m

Amendments

- Facilities
  -
- Finance
  - Cash on Hand
  - Budget Report--Board View
- Governance
  -
- School Director Items
  - NC Department of Public Instruction Value-Added Reports

		Purpose	Presenter	Time
E.	Approve Minutes	Approve Minutes	Jennifer Silva	1 m

Approve minutes for Monthly Board Meeting on August 19, 2026

		Purpose	Presenter	Time
III.	**Regular Meeting Business**			**5:35 PM**
A.	Good News	FYI	Ted Duncan	10 m

- Staff Accomplishments
- Student Accomplishments
  - Girls Flag Football Team
- Community Relations/Professional Presentations

	Purpose	Presenter	Time

- Mr. Duncan Presented to The Transylvania County Chamber of Commerce
- We donated our used Promethean Boards to The Family Place

- Upcoming Dates of Note
  - Giving Day--September 23

		Purpose	Presenter	Time
B.	Staff Spotlight	FYI	Ted Duncan	10 m

The Ron Clark Academy House System Overview

- Michael Terry
- Jason Wolfe
- Stacey Seefeldt
- Sarah Kidston

The Essential 55

- Michael Terry

Board Member House Sorting

		Purpose	Presenter	Time
C.	Opportunity for Public Comment	FYI	Jennifer Silva	10 m

To be recognized by the Chair, an individual needs only to sign in (5 minutes) prior to the meeting being called to order. Each speaker is allowed **three minutes** unless otherwise specified by the Chair (individuals shall not yield minutes to other individuals). You may supplement or submit public comments electronically or handwritten to the School Director or Board Chair.

Please note that it is a violation of law to discuss personnel and private matters in a public meeting. It is also a violation of law to make slanderous remarks or to cast false accusations in a public meeting.

		Purpose	Presenter	Time
D.	Mission Moment	FYI	Jennifer Silva	5 m

Student-Led Code of Behavior

IV. Committee Reports — 6:10 PM

		Purpose	Presenter	Time
A.	Finance	FYI	Paul Cooper	10 m

School Budget and Treasurer's Monthly Report

- Monthly Budget

		Purpose	Presenter	Time

- Cash Board

Fundraising

- Giving Day Update

B.	Finance Action Items	Vote	Paul Cooper	5 m
C.	Governance	FYI	Abe Pallas	10 m

Policy

- Investment Policy Discussion
- Review of Policy 6001 Internet Safety

Board Development

- Review of Open Meeting Laws

Charter Renewal Update

Strategic Planning

- Ongoing Discussion with BRCC about Early College
- Review of Action Calendars
- Review Goals
    - Current Success Plan
    - 2026-2027 Alignment of Strategic Priorities with Board on Track Success Plan

D.	Governance Action Items	Vote	Abe Pallas	5 m

Item 1: Anti-Semitism Language Adoption
A new North Carolina law (Session Law 2026-20 / SB 227) requires every charter school to certify compliance with NCDPI by **September 1**. As part of that certification, two of your policies need a short addition.

The law now requires that both your **Code of Student Conduct** and your **employee conduct policy** expressly state that they prohibit discrimination based on protected classification under federal law, "including antisemitism as defined in G.S. 12-3.2." Most handbooks — including yours — already have strong general nondiscrimination

		Purpose	Presenter	Time

and Title VI language, but none of that language uses this specific statutory phrase, which the law requires to appear in these two policies by name.

What our attorney recommends adding:

- *Code of Student Conduct:* "The Code of Student Conduct prohibits discrimination based on an individual's protected classification under federal law, including antisemitism as defined in G.S. 12-3.2." This should go in the introduction of your Code of Conduct.
- *Employee conduct policy:* "[School]'s policies governing the conduct of employees prohibit discrimination based on an individual's protected classification under federal law, including antisemitism as defined in G.S. 12-3.2." Place this in your Equal Employment Opportunity Statement.

Item 2: Cardiac Response Plan
North Carolina now requires all public schools, including charter schools, to adopt a written Cardiac Emergency Response Plan (CERP) starting this school year. The requirement came through the state budget (Session Law 2026-41, the "Smart Heart Act"), signed by Governor Stein on July 7.

Item 3: Name, Image, Likeness Policy (New Policy) — Attorney—Suggested Item

Item 4: Alcohol and Drug Policy (Updated Policy) — Attorney—Suggested Item

Item 5: Staff Parental Leave Opt-In (Decision Needed)

		Purpose	Presenter	Time
E.	Facilities	FYI	Tyree Griffin	15 m

Upcoming Facility Needs Planning

- 2026-2027 Improvements and Maintenance

USDA Ad-Hoc Committee Updates—Ted Duncan

- RYSE Change Orders (see attachments)
  - Additional Outlets
  - Duke Power Hook Up

		Purpose	Presenter	Time
F.	Facilities Action Items	Vote	Tyree Griffin	5 m

Maintenance (Action Needed)

		Purpose	Presenter	Time

- NA

Facility Improvement (Action Needed): Design and Funding

- Shade Trees for Lower Playground
  - Image attached
- Front Entrance Design (Action Needed): Design Only
  - Image attached

		Purpose	Presenter	Time
G.	CEO Support and Evaluation	FYI	Jennifer Silva	5 m

School Director Evaluation

V. Director Report — 7:05 PM

		Purpose	Presenter	Time
A.	Director Report	FYI	Ted Duncan	10 m

1. Director Report
2. Beginning of Year (BoY) Benchmark Data
3. Five-Year Academic Snapshot
4. Health, Safety & Wellness
   1. Suicide and Crisis Lifeline Display Mandate
   2. Diabetes Education and Notification

		Purpose	Presenter	Time
B.	School Director Action Items	Vote	Ted Duncan	5 m

Approvals Needed

- NA

VI. Other Business — 7:20 PM

		Purpose	Presenter	Time
A.	Announcement of Next Meeting	FYI	Jennifer Silva	1 m
B.	Upcoming Committee Meetings and Agenda Items	FYI	Abe Pallas	5 m

- Committee Meetings
  - Finance

	Purpose	Presenter	Time

- ◦ Governance
- ◦ Facilities
- Upcoming Board Agenda Items

		Purpose	Presenter	Time
VII.	**Closing Items**			**7:26 PM**
A.	Adjourn Meeting	Vote	Jennifer Silva	1 m

This meeting is a public meeting of the BA-CFA Board in public for the purpose of conducting the School Corporation's business and is not to be considered a public community meeting. There will be time for public participation as indicated on the agenda.

Coversheet

Work Session

Section:	I. Work Session
Item:	A. Work Session
Purpose:	Discuss
Submitted by:	
Related Material:	BA-CFA-2121-Board-Conflict-of-Interest.pdf BA-CFA+7070+Nepotism++(1) (1).pdf Board_Commitment_Letter__Conflict_of_Interest_3.8.26.pdf

SECTION: 2000 BOARD OPERATIONS *Policy Code: 2121*

BOARD CONFLICT OF INTEREST *Approved: 09.12.2018*

A person shall not be disqualified from serving as a member of a charter school's board of directors because of the existence of a conflict of interest, so long as the person's actions comply with the school's conflict of interest policy as provided in G.S. 115C-218.15(b)(3) and applicable law. Reference § 115C-218.15.

No voting member of the governing board shall be an employee of a for-profit company that provides substantial services to the charter school for a fee.

SECTION 1. GENERAL PROVISIONS.

Directors shall avoid improper conduct arising from conflicts of interest and shall abide by all legal requirements governing conflicts of interests, including G.S. 55A-8-31. If any Director has or may have a conflict of interest in a matter pending before the Board, such member shall fully disclose to the Board the nature of the conflict or potential conflict. No transaction may be approved if it would constitute self-dealing.

SECTION 2. STATUTORY REQUIREMENTS.

Board practice regarding conflicts of interest shall be governed ultimately by G.S. 55A-8-31, as amended or replaced at any time subsequent to the adoption of this policy. Specific statutory requirements include the following.

(a) A conflict of interest transaction is a transaction with the Corporation in which a Director of the Corporation has a direct or indirect interest. A conflict of interest transaction is not voidable by the Corporation solely because of the Director's interest in the transaction if any one of the following is true:

(1) The material facts of the transaction and the Director's interest were disclosed or known to the Board of Directors or a committee of the Board and the Board or committee authorized, approved, or ratified the transaction;

(2) The material facts of the transaction and the Director's interest were disclosed or known to the members entitled to vote and they authorized, approved, or ratified the transaction; or

(3) The transaction was fair to the Corporation.

(b) A Director of the Corporation has an indirect interest in a transaction if:

(1) Another entity in which he has a material financial interest or in which he is a general partner is a party to the transaction; or

(2) Another entity of which he is a Director, officer, or trustee is a party to the transaction and the transaction is or should be considered by the Board of Directors of the Corporation.

(c) For purposes of subdivision (a)(1) of this section, a conflict of interest transaction is authorized, approved, or ratified if it receives the affirmative vote of a majority of the Directors on the Board of Directors (or on the committee) who have no direct or indirect interest in the transaction, but a transaction shall not be authorized, approved, or ratified under this section by a single Director. If a majority of the Directors who have no direct or indirect interest in the transaction vote to authorize, approve, or ratify the transaction, a quorum is present for the purpose of taking action under this section. The presence of, or a vote cast by, a Director with a direct or indirect interest in the transaction does not affect the validity of any action taken under subdivision (a)(1) of this section if the transaction is otherwise authorized, approved, or ratified as provided in that subdivision.

(d) For purposes of subdivision (a)(2) of this section, a conflict of interest transaction is authorized, approved, or ratified by the members if it receives a majority of the votes entitled to be counted under this subsection. Votes cast by or voted under the control of a Director who has a direct or indirect interest in the transaction, and votes cast by or voted under the control of an entity described in subdivision (b)(1) of this section, shall not be counted in a vote of members to determine whether to authorize, approve, or ratify a conflict of interest transaction under subdivision (a)(2) of this section. The vote of these members, however, is counted in determining whether the transaction is approved under other sections of this Chapter. A majority of the votes, whether or not present, that are entitled to be cast in a vote on the transaction under this subsection constitutes a quorum for the purpose of taking action under this section.

(e) The Articles of Incorporation, Bylaws, or a resolution of the Board may impose additional requirements on conflict of interest transactions.

SECTION 3. DEFINITIONS.

(a) **Interested Person**. Any Director, principal officer, or member of a committee with Board-delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

(b) **Financial Interest**. A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

(1) An ownership or investment interest in any entity with which the Corporation has a transaction or arrangement,

(2) A compensation arrangement with the Corporation or with any entity or individual with which the Corporation has a transaction or arrangement, or

(3) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Corporation is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

SECTION 4. PROCEDURES.

(a) **Duty to Disclose.** In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Directors and members of committees with board-delegated powers considering the proposed transaction or arrangement.

(b) **Determining Whether a Conflict of Interest Exists**. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the Board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Board or committee members shall decide if a conflict of interest exists.

(c) **Procedures for Addressing the Conflict of Interest**.

(1) An interested person may make a presentation to the Board of Directors or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

(2) The Chairman of the Board of Directors, or the chair of the committee if a committee meeting is appropriate, shall appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

(3) After exercising due diligence, the Board or committee shall determine whether the Corporation can obtain, with reasonable efforts, a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

(4) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Board or committee shall determine by a majority vote of the disinterested members whether the transaction or arrangement is in the Corporation's best interest,

for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

(d) **Violations of the Conflicts of Interest Policy.**

(1) If the Board of Directors or one of its committees has reasonable cause to believe a member has failed to disclose actual or a foreseeable conflict of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

(2) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the Board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary or corrective action.

SECTION 4. RECORDS OF PROCEEDINGS.

The minutes of the Board of Directors and all committees with Board-delegated powers shall contain:

(a) The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the decision of the Board or committee as to whether a conflict of interest in fact existed.

(b) The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

SECTION 6. COMPENSATION.

(a) Board members shall receive no compensation for serving on the board and may not receive compensation from the Corporation for any services provided to the Corporation.

(b) Board members may be reimbursed for travel, accommodations, and meals when traveling on behalf of the school.

SECTION 7. ANNUAL STATEMENTS.

Each Director, principal officer and member of a committee with Board-delegated powers shall annually sign a statement that affirms such person

(a) has received a copy of the conflicts of interest policy,

(b) has read and understands the policy,

(c) has agreed to comply with the policy, and

(d) understands the Corporation is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

SECTION 8. PERIODIC REVIEWS.

To ensure the Corporation operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

(a) Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm’s length bargaining.

(b) Whether partnerships, joint ventures, and arrangements with management organizations conform to the Corporation’s written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction.

SECTION 9. USE OF OUTSIDE EXPERTS.

When conducting the periodic reviews as provided for in this Article, the Corporation may choose to employ outside experts. If outside experts are used, their use shall not relieve the Board of Directors of its responsibility for ensuring that periodic reviews are conducted.

References:

Section 4.3 Charter Agreement

GS Section 115C-218.15

GS Section 55A-8-31

SECTION: 7000- FACULTY AND STAFF *Policy Code: 7070*
NEPOTISM POLICY *Approved: 03.12.2025*

In accordance with the Charter Agreement and N.C.G.S. 55A-8-31, the board recognizes that the employment of immediate family can cause various problems including but not limited to charges of favoritism, conflicts of interest, family discord, and scheduling conflicts that may work to the disadvantage of both the Brevard Academy and its employees. It is the goal of the Brevard Academy to avoid creating or maintaining circumstances in which the appearance or possibility of favoritism, conflicts, or management disruptions exist. For the purposes of this policy the term “relative” shall include the following relationships: relationships established by blood, marriage, or legal action.

For the purposes of this section, the term "immediate family member" is as set forth in N.C.G.S. Section 115C-12.2 and means a spouse, parent, child, brother, sister, grandparent, or grandchild. The term includes the step, half, and in-law relationships. The term also includes domestic partners (a person with whom the employee’s life is interdependent and who shares a common residence) and, a daughter or son of an employee’s domestic partner.

Brevard Academy may allow existing personal relationships to be maintained or employ individuals with personal relationships to current employees under the following circumstances:

1. No voting members of the Board of Directors shall be an employee of a for-profit organization that provides substantial services to the school for a fee;
2. No employee of Brevard Academy shall be a voting member of the Board of Directors;
3. No employee shall be an immediate family member of a voting member of the Board of Directors;
4. They may not create a supervisor/subordinate relationship with a family member;
5. They may not supervise or evaluate a family member;
6. The relationship will not create an adverse impact on work productivity or performance;
7. The relationship may not create an actual or perceived conflict of interest;
8. They may not audit or review in any manner the related individual’s work;
9. They may not be employed if a member of the employee’s immediate family (spouse, children, parents, grandparents, brothers, sisters, step-family members, in-law family members) serves on the organization’s Board or any Committee which has authority to review or order personnel actions or wage and salary adjustments which could affect his/her job.
10. No teacher or staff member that is the immediate family of the School Director shall be hired without the Board evaluating their credentials, establishing a structure to prevent conflicts of interest, and notifying the Department of Public Instructions (NCDPI), with evidence that this process has occurred.
11. Before any immediate family of any member of the Board of Directors or a school employee

with supervisory authority shall be employed or engaged as an employee, independent contractor, or otherwise by the Board of Directors in any capacity, such proposed employment or engagement shall be:

a. Disclosed to the Board of Directors; and
b. The Board of Directors must approve the hiring or contract in a duly called open session meeting.

No personal employee relationship covered by this policy will be allowed to be maintained, regardless of the positions involved, if it creates a disruption or potential disruption in the work environment, creates an actual or perceived conflict of interest, or is prohibited by any legal or regulatory mandate.

This policy must be considered when electing, hiring, promoting, or transferring any employee and any action must be discussed and approved by the board of directors in a duly called open-session meeting.

Should relationships addressed within this policy be identified with either candidates for employment or, current employees, the matter should be immediately reported to the School Directorl and/or Board of Directors and the following policies and procedures will be followed:

- A determination will be made whether the relationship is subject to the organization's Nepotism policy based on the conditions described above.
- If the relationship is determined to fall within one or more of the conditions described in this policy the School Director in consultation with the affected employees and/or the Board of Directors will attempt will to resolve the situation through the transfer of one employee to a new position or identifying some other action (e.g., supervisory reassignment) which will correct the conflict or issue identified. If accommodations are not feasible then, with affected employee suggestions, the School Director in consultation with the organization's Board of Directors shall determine which employee must resign in order to resolve the situation.

The School reserves the right to exercise appropriate managerial judgment to take such actions as may be necessary to achieve the intent of this policy.

The burden of disclosure of such personal relationships covered in this policy shall be on the applicable Board member, Director, or employee with supervisory authority. If the requirements of this policy are complied with, the School may employ the immediate family of any member of the Board or a School employee with supervisory authority consistent with this policy and applicable law.

It is the responsibility of every employee to identify to the organization's School Director any potential or existing personal relationship, which falls under the definitions provided in this policy. Employees who fail to disclose personal relationships covered by this policy will be subject to disciplinary action up to and including the termination of employment.

Revised and Approved on 6.16.2025

Brevard Academy: A Challenge Foundation Academy
Board of Directors

School Year _______________

Overview
As trustees of public funds, the Board of Directors is responsible for ensuring Brevard Academy CFA's long-term financial stability and integrity of the school. The Board sets the strategic plan and ensures that the school fulfills its mission. Directors recognize that in order to fulfill these obligations, they pledge to personally contribute needed resources and talents to maintain the school's success.

Responsibilities

- Ensure that the charter, once awarded, is fulfilled.
- Support the school's mission and vision.
- Abide by and uphold all governing documents (federal and state laws/regulations, charter, articles of incorporation, bylaws, school policies etc.).
- Read and understand the financial statements and otherwise assist the Board in fulfilling its fiduciary responsibility.
- Read and fully understand all prospective resolutions in order to make an informed vote.
- Attend board meetings and actively participate in decision-making.
- Share expertise with the board and staff.
- Be an advocate for the school; promote it in ways appropriate to your profession and contacts.
- Make a personal contribution appropriate to your circumstances.
- Obtain various means of support for the organization's fundraisers, or otherwise assist in providing resources to further the school's mission.
- Participate in short and long-range strategic planning activities.
- Ensure the school meets all legal and corporate requirements.
- Serve on or lead at least one committee or task force each year.
- Work to develop new leadership and recommend potential board members to the nominating committee.
- Avoid any conflict of interest or even the appearance of conflict of interest.
- Ensure confidentiality of personnel and student matters as per Federal and State/Local Laws.
- Participate in school-wide events.

Failure to fulfill the responsibilities listed above will result in removal from the Board following notice at the next regularly scheduled meeting and a vote of the remaining members at the next regularly scheduled meeting following notice.

Desired Skills and Experience
Sincere love of children and commitment to quality of education; Knowledge of history, mission and goals of the school; Working knowledge of bylaws and policies; Ability to handle school business with tact, professionalism, enthusiasm, and commitment. Ability to communicate effectively; Ability to take responsibility and follow through on assignments and responsibilities; Ability to work well with people individually and in a group.

Term of Service

- Members of the Board of Directors are elected for 3-year terms.
- Members may be re-elected according to the Bylaws.

Time Commitment
Members of the Board should attend each board meeting, serve or assist on committees and be available to members, other leaders and staff, estimated to require approximately 5-10 hours per month. Board members should attend at least **75%** of scheduled meetings in one calendar year of the Board of Directors (except for emergencies beyond the control of the Director). Failure to fulfill these time commitments may constitute removal from the Board of Directors, which will be formally acknowledged in the next regularly scheduled Board meeting.

Financial Commitment
Each board member is expected to fully support fundraising initiatives to meet the Board's responsibility to adequately fund the school to meet its mission.

Benefits of Leadership Service
Leadership is viewed as an opportunity to make a difference in the lives of children and in education in our community; the opportunity to identify needs, support and achieve school goals; gain or enhance experience in building and working with teams; increase, promote, and develop leadership in others; and help to shape the school's direction and future.

<u>Board Committees:</u>

1. Finance---Chaired by the Board Treasurer
    a. School Budget
    b. Capital Campaign and Fundraising
2. Governance--Chaired by the Board Secretary
    a. Board Development--Training and Recruitment
    b. Strategic Planning
    c. Policy Review and Development
3. Facilities--Chaired by a Board Member
    a. Facilities Master Plan
    b. Facilities Maintenance
    c. Campus Expansion as needed
4. CEO Support and Evaluation
    a. All Board Members participate in the evaluation of the School CEO

b. All Board Members participate in the evaluation of the Board of Directors

Full Disclosure of Actual or Potential Conflicts of Interest:

The undersigned person acknowledges receipt of a copy of the Brevard Academy-CFA policy 2121 Board Conflict of Interest. By my signature affixed below, I acknowledge my agreement with the spirit and intent of this board policy and I agree to report to the Chairman of the Board of Directors any possible conflicts (other than those stated below) that may develop before completion of the next annual statement. Below is full disclosure of any and all business and personal relationships which may reasonably be considered an actual or potential conflict of interest, I understand and agree that following this disclosure, if other currently unknown or unconsidered relationships of a business or personal nature pose an actual or potential conflict, it is my responsibility and legal obligation as a director of a non-profit corporation to provide full disclosure and recuse myself from any discussion or decisions that are related.

______ I am not aware of any conflict of interest.

______ I have a conflict of interest in the following area(s):

Business Relationships	**Personal Relationships**

Signed ____

Print Name ______________________________________Date ____________________

Personal Commitment

I *(print name)* ________________________________ am willing to make every effort to fulfill Brevard Academy-CFA's Board of Directors responsibilities as outlined above. I further agree that if, at any time, I am unable to fulfill the commitments of a member of the Board of Directors of Brevard Academy CFA, I will give appropriate notice of resignation to the Chairperson of the Board.

______________________________ ________________________

Signature Date

Please list your top 3 committees of interest in order, with 1 being your first choice. Please identify if you can chair a committee:

1. ____

2. ____

3. ____

Coversheet

Approve Minutes

Section:	II. Opening Items
Item:	E. Approve Minutes
Purpose:	Approve Minutes
Submitted by:	
Related Material:	Minutes for Monthly Board Meeting on August 19, 2026

Brevard Academy

Minutes

Monthly Board Meeting

Work Session and Board Meeting

Date and Time
Wednesday August 19, 2026 at 5:00 PM

Location
Brevard Academy Gym

Mission:
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Vision:
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Strategic Goals:

1. Ensure Academic Success for Every Student
2. Actively Engage Stakeholders to Strengthen and Enrich Our Communities
3. Recruit, Hire and Retain Highly Effective Personnel
4. Use Resources Effectively and Be Fiscally Responsible

Brevard Academy - Monthly Board Meeting - Minutes - Wednesday August 19, 2026 at 5:00 PM

5. Provide Effective and Innovative Learning Environments

Directors Present
Cara Varney, Hannah Camenzind, Jennifer Silva, Paul Cooper, Trish Andrews, Tyree Griffin

Directors Absent
Abe Pallas, Brandon Smith

Ex Officio Members Present
Ted Duncan

Non Voting Members Present
Ted Duncan

Guests Present
Ali Liubenov

I. Opening Items

A. Call the Meeting to Order

Jennifer Silva called a meeting of the board of directors of Brevard Academy to order on Wednesday Aug 19, 2026 at 5:34 PM.

B. Record Attendance

C. Pledge of Allegiance

Mr. Duncan led the Pledge of Allegiance

D. Approve Meeting Agenda

Tyree Griffin made a motion to approve the meeting agenda with the noted amendments.
Cara Varney seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Approve Minutes

Trish Andrews made a motion to approve the minutes from Monthly Board Meeting on 06-26-26.
Hannah Camenzind seconded the motion.
The board **VOTED** unanimously to approve the motion.
Paul Cooper made a motion to approve the Strategic Planning Minutes.

Tyree Griffin seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Regular Meeting Business

A. Good News

- Carly Hendrix recognized as NC Elementary Math Teacher
- Jen Iden was accepted into Western Carolina's Masters of School Administration Program
- Emily Webb is participating in Vision Transylvania County and was accepted to the NC Educators Policy Fellowship, and joining Policy Committee

NC Charter Conference Presenters
- Megan Monk and Stacey Seefeldt - setting up a peer mentorship program at any school
- Jen Iden - AI in Education: Keeping students Safe
- Emily Webb - Supporting students with Autism in General Education using Visual Aids

B. Staff Highlight

C. Opportunity for Public Comment

No one signed up for public comment

III. Committee Reports

A. Finance

Monthly budget, Cash Board, and Encumbered Snapshot discussed
- Goals for Cash on Hand

  • 45 days by end of 2026
  • 60 days 2027-28
  • 75 days 2028-29 (non-improvement year)

Possibility of Endowment Fund mentioned
- Paul and Cara will be working on this
-policies needed, purpose of fund, etc.

Fundraising
- Paver Project
- $25,000 output to fund the project up front. We would charge $150 minimum for the pavers. This would mean we would only need to sell about 167 pavers to pay for the project.

- Giving Day updates and new ideas discussed for the day by Afton Lorenz.

B. Finance Action Items

- Director Spending Limit increase (only for budgeted items) to $10,000
- KLR Grant Retainer
- Paver Project

Paul Cooper made a motion to approve all the Finance Action Items.
Hannah Camenzind seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. Governance

- Creating a records destruction policy was discussed
- BOD has the authority to name an Interim Director if something happens to the current Director also discussed
- Talked about School Name Change and what to do about policies, and the policies being linked individually
- Conversation of Strategic Planning spreadsheet creation to track goals and what is being worked on
- Review of Goals and Current Success Plan

D. Governance Action Items

Trish Andrews made a motion to approve the Governance Action Items as presented in the Board Agenda.
Tyree Griffin seconded the motion.
- Released Time for Religious Instruction: approve with clarification of time allotted authorized
- Contract with Transylvania County Schools to provide a Physical Therapist discussed.

The board **VOTED** unanimously to approve the motion.
Trish Andrews made a motion to approve the request to amend the school's name as presented in the revisions to the charter application and submit the same to the Office of Charter Schools for review and approval.
Tyree Griffin seconded the motion.
The board **VOTED** unanimously to approve the motion.

E. Facilities

Projects discussed and Arts/STEM updates

No Actions Items at this time

F. Facilities Action Items

G.

CEO Support and Evaluation

- BOD review Director Goals
- Academic excellence, culture, and attracting and retaining talent were discussed as goals and wins

IV. Director Report

A. Director Report

- We have 440 verified students enrolled on Day 1
- No Academic Snapshot at this time
- We are fully staffed!
- Still advertising for AmeriCorps members
- All tasks are up to date

- September 4 at 4:00pm there will be a ribbon cutting on the back field for playgrounds and launching of Giving Day (Sept. 23).

B. School Director Action Items

Paul Cooper made a motion to approve the School Director Hirings as presented in the Board Agenda.
Tyree Griffin seconded the motion.
The board **VOTED** unanimously to approve the motion.
Paul Cooper made a motion to approving permission for Ted Duncan to submit SRO/Safety/ all Federal Grants on behalf of Brevard Academy.
Tyree Griffin seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. Other Business

A. Announcement of Next Meeting

September 16, 2026

B. Upcoming Committee Meetings and Agenda Items

- Finance Committee: School budget, Giving Day, and Investment Policy
- Governance : Destruction of Records policy, and tracking school goals
- Facilities: Projects to accomplish over next year

VI. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:11 PM.

Respectfully Submitted,
Paul Cooper

Documents used during the meeting

- budget-vs-actual_brevard-academy_july-2026.xlsx
- budget-vs-actual_brevard-academy_fy2026-final-13th-month.xlsx
- Cash on Hand July 2026.png
- Brevard_Academy_-_Memo_of_Understanding_-_Grant_Retainer_Program__2026-2027.docx.pdf
- Renewal Letter for Entering Cohort 2028 _ 07012026.docx.pdf
- BA-CFA_Bylaws_Revised_11.8.2017 (3).pdf
- Pending BA Policy ________ Released Time for Religious Instruction.docx.pdf
- BA-CFA 4015 Uniform Policy Revised for Houses (1).pdf
- D_9686 Brevard ARTS 072226.pdf
- Brevard Academy Facilites Projects 2026-2027 - Summer and Fall (1).pdf
- 28617646-7352-4309-B7E1-FBF43BA3C112 (1).PNG
- BA386A26-77C4-4A6B-ADB8-6A17FA52C457.PNG
- 26249-New Art Building for Brevard Academy- Change Order Request 03--Board Copy.pdf

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This meeting is a public meeting of the BA-CFA Board in public for the purpose of conducting the School Corporation’s business and is not to be considered a public community meeting. There will be time for public participation as indicated on the agenda.

Coversheet

Finance

Section:	IV. Committee Reports
Item:	A. Finance
Purpose:	FYI
Submitted by:	
Related Material:	budget-vs-actual_brevard-academy_august-2026.xlsx Cash On Hand August 2026.png

Notice

The following file is attached to this PDF. You will need to open this packet in an application that supports attachments to pdf files, e.g. Adobe Reader:

budget-vs-actual_brevard-academy_august-2026.xlsx

Select School

Brevard Academy (88A)

Select Period

August-2026

The Cash Board

Brevard Academy | August-2026

Comparative School Size

Click to select

All | Small | **Medium** | Large

Small: 0-400 ADM | Medium: 401-800 ADM | Large: 801+ ADM

Your School Size

Medium

ADM: 407

Cash On Hand Comp Avg 1.92M

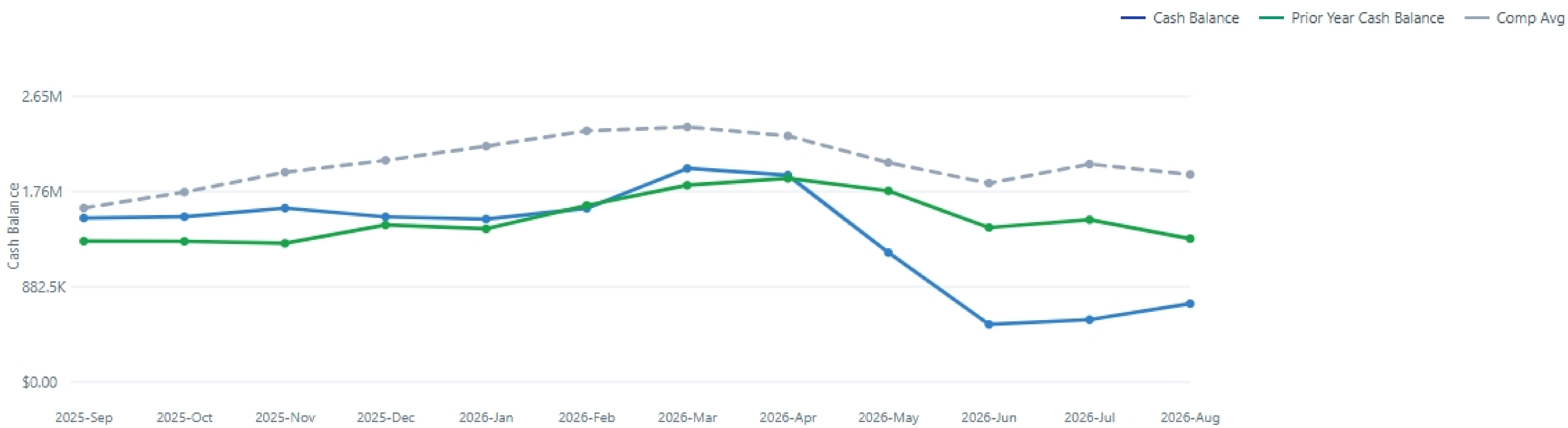
727.3K

Days Cash on Hand Comp Avg 102.9

42.5

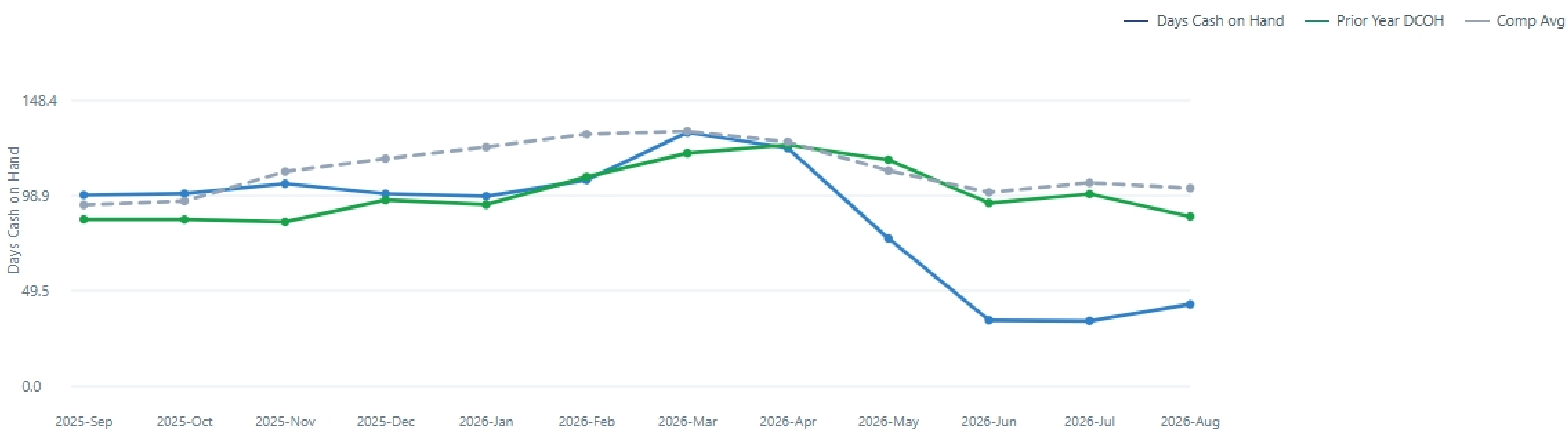
Cash Balance Year over Year

by Month



Days Cash on Hand

by Month



Coversheet

Governance

Section: IV. Committee Reports
Item: C. Governance
Purpose: FYI
Submitted by:
Related Material: BA-CFA+6001+Internet+Safety+Policy (1).pdf

SECTION: 6000 Support Services *Policy Code: 6001*

INTERNET SAFETY POLICY *Approved/Revised: August 19, 2025*

It is the policy of Brevard Academy to: (a) prevent user access over its computer network to, or transmission of, inappropriate material via Internet, electronic mail, or other forms of direct electronic communications; (b) prevent unauthorized access and other unlawful online activity; (c) prevent unauthorized online disclosure, use, or dissemination of personal identification of minors; and (d) comply with the Children's Internet Protection Act [Pub. L. No. 106-554 and 47 USC 254(h)].

Definitions

Key terms are as defined in the Children's Internet Protection Act.*

Access to Inappropriate Material

To the extent practical, technology protection measures (or "Internet filters") shall be used to block or filter Internet, or other forms of electronic communications, access to inappropriate information.

Specifically, as required by the Children's Internet Protection Act, blocking shall be applied to visual depictions of material deemed obscene or child pornography, or to any material deemed harmful to minors.

Subject to staff supervision, technology protection measures may be disabled for adults or, in the case of minors, minimized only for bona fide research or other lawful purposes.

Inappropriate Network Usage

To the extent practical, steps shall be taken to promote the safety and security of users of the Brevard Academy online computer network when using electronic mail, chat rooms, instant messaging, and other forms of direct electronic communications.

Specifically, as required by the Children's Internet Protection Act, prevention of inappropriate network usage includes (a) unauthorized access, including so-called 'hacking' and other unlawful activities; and (b) unauthorized disclosure, use, and dissemination of personal identification information regarding minors.

Education, Supervision and Monitoring

SECTION: 6000 Support Services *Policy Code: 6001*

INTERNET SAFETY POLICY *Approved/Revised: August 19, 2025*

It shall be the responsibility of all members of the Brevard Academy staff to educate, supervise and monitor appropriate usage of the online computer network and access to the Internet in accordance with this policy, the Children's Internet Protection Act, the Neighborhood Children's Internet Protection Act, and the Protecting Children in the 21st Century Act.

Procedures for the disabling or otherwise modifying any technology protection measures shall be the responsibility of the School Director or designated representatives.

The School Director or designated representatives will provide age-appropriate training for students who use the Brevard Academy Internet facilities. The training provided will be designed to promote the Brevard Academy commitment to:

a. The standards and acceptable use of Internet services as set forth in the Brevard Academy's Internet Safety Policy;

b. Student safety with regard to:

   i. safety on the Internet;

   ii. appropriate behavior while online, on social networking Web sites, and in chat rooms; and

   iii. cyberbullying awareness and response.

c. Compliance with the E-rate requirements of the Children's Internet Protection Act ("CIPA")

Following receipt of this training, the student will acknowledge that he/she received the training, understood it, and will follow the provisions of the District's acceptable use policies.

Procedures for the disabling or otherwise modifying any technology protection measure shall be the responsibility of the Brevard Academy IT Department, reachable at slinhart@brevardacademy.org.

Monitoring and Supervision of Online Activities

It will be the responsibility of all members of Brevard Academy responsible for allocating Brevard Academy technology resources for student use to supervise and monitor appropriate usage of

SECTION: 6000 Support Services *Policy Code: 6001*

INTERNET SAFETY POLICY *Approved/Revised: August 19, 2025*

Brevard Academy technology resources, especially Internet access, in accordance with the Children's Internet Protection Act. This includes, but is not limited to:

- Logging and reporting of Brevard Academy technology resource usage, especially Internet access
- In-classroom monitoring of student use of technology resources
- Follow-up meetings with students and/or parents concerning student use of technology resources

Originally approved on August 17, 2022.

Coversheet

Governance Action Items

Section:	IV. Committee Reports
Item:	D. Governance Action Items
Purpose:	Vote
Submitted by:	
Related Material:	2026.Cardiac training form.docx Attachment+H+-+Alcohol+and+Drug+Policy.docx (1).pdf Name,+Image,+Likeness+Policy.docx (1).pdf

[CHARTER SCHOOL NAME]

CARDIAC EMERGENCY RESPONSE PLAN (CERP)

Adopted by the Board of Directors: *[date]*

Annual review date: *[date]*

Plan Administrator: *[name / title]*

Prepared to satisfy the cardiac emergency response plan requirement in N.C. Session Law 2026-41 (the "Smart Heart Act"), applicable to charter schools under G.S. 115C-218.75.

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1. Purpose

This Cardiac Emergency Response Plan establishes [Charter School Name]'s procedures for preventing, recognizing, and responding to sudden cardiac arrest (SCA) and other cardiac emergencies occurring on school grounds, at school-sponsored events, and during school-sponsored transportation, in order to minimize response time and maximize the chance of survival.

2. Cardiac Emergency Response Team

The following individuals are designated members of the school's Cardiac Emergency Response Team, responsible for maintaining this plan, coordinating drills, and responding to cardiac emergencies:

Team Lead / Plan Administrator: ____

School Nurse (if applicable): ____

Athletic Director / Athletic Trainer (if applicable): ____

Front Office / Receptionist (call coordinator): ____

Additional trained staff member(s): ____

Additional trained staff member(s): ____

Recommended minimum: at least one trained team member present at all times during school hours and school-sponsored events, including athletics.

3. AED Locations and Accessibility

[Charter School Name] maintains the following AED unit(s), positioned so that any location on campus can be reached and an AED applied within approximately three minutes:

AED #1 location: ____

AED #2 location: ____

AED #3 location (add rows as needed): ____

AEDs are checked monthly by [responsible staff role] to confirm battery status, pad expiration, and operational readiness. A maintenance log is kept with each unit.

4. Emergency Response Protocol

Upon suspected sudden cardiac arrest, staff will:

- Immediately call 911 and activate the school's internal emergency notification system.
- Send a designated staff member to retrieve the nearest AED.
- Begin CPR immediately and continue until an AED is applied or EMS arrives.
- Apply the AED and follow its automated prompts.
- Designate a staff member to meet and direct EMS personnel to the scene.
- Notify school administration and, per school policy, the student's or staff member's emergency contact.
- Complete an incident report following the event and notify the Plan Administrator for after-action review.

5. Training

[Charter School Name] will ensure that:

- All Cardiac Emergency Response Team members hold current CPR/AED certification (renewed at least every two years, or per certifying body requirements).
- Front office and athletics staff receive CPR/AED training annually.
- New staff receive an orientation to this plan, AED locations, and their role within [X] days of hire.

6. Drills

The school will conduct at least [one/two] cardiac emergency response drill(s) per school year, involving relevant staff, to practice the notification chain, AED retrieval, and EMS coordination described in Section 4. Drill dates and after-action notes are logged by the Plan Administrator.

7. Coordination with Local EMS

Local EMS / 911 dispatch jurisdiction: ____

EMS liaison contact (name/phone): ____

The school will share a copy of this plan and campus AED locations with local EMS annually and will invite EMS input on response protocols where practicable.

8. Plan Review and Board Adoption

This plan will be reviewed and updated at least annually by the Plan Administrator and presented to the Board of Directors for re-adoption. Material changes to campus layout, AED locations, or the response team roster will trigger an off-cycle review.

Board adoption: Approved by the [Charter School Name] Board of Directors on *[date]*.

This template is a starting point adapted from national CERP best practices (American Heart Association / Project ADAM models) and general North Carolina statutory research current as of August 26, 2026. It has not been reviewed against the final codified text of S.L. 2026-41 or any DPI implementing guidance, and should be confirmed against that authority before formal board adoption.

Alcohol and Drug Policy

A student's involvement with alcohol or other drugs can interfere not only with their academic and co-curricular activities but also with their emotional, physical, mental, and social development. The board's goal is to create a supportive, drug-free school environment. Unauthorized or illegal drugs and alcohol are a threat to safe and orderly schools and will not be tolerated. Students and their families are encouraged to voluntarily seek help with any substance abuse problem.

This policy applies to students while on school property or at a school-sponsored event or activity (whether on or off school property) and at any other time or place where the conduct is reasonably expected to have a direct and immediate impact on the orderly and efficient operation of the schools or the safety of individuals in the school environment. The Head of School or designee may develop and oversee procedures to implement this policy.

Prohibited Behavior

Students are prohibited from possessing, using, selling, delivering, sharing, providing, manufacturing, or being under the influence of any of the following substances:

a. narcotic drugs;
b. hallucinogenic drugs;
c. amphetamines;
d. barbiturates;
e. marijuana, CBD, Delta 8, or any related product;
f. Anabolic steroids;
g. synthetic stimulants, such as MDPV and mephedrone (e.g., "bath salts"), and synthetic cannabinoids (e.g., "Spice," "K2");
h. any other controlled substance;
i. any substance containing any amount of tetrahydrocannabinol (THC), Delta 8, or CBD, regardless of whether it constitutes a controlled substance under state or federal law;
j. any alcoholic beverage, malt beverage, fortified, or unfortified wine or other intoxicating liquor; or

k. any chemicals, substances, or products procured or used with the intention of bringing about a state of exhilaration or euphoria or of otherwise altering the student's mood or behavior.

Students are prohibited from being at school with the odor of alcohol or illicit drugs about their person.

Students are prohibited from possessing, using, selling, sharing, delivering, or manufacturing counterfeit (fake) drugs.

Students are prohibited from possessing, using, sharing, selling, delivering, or manufacturing drug paraphernalia, including but not limited to rolling papers, roach clips, lighters, matches, vaping devices, vape liquid containers, pipes, syringes, and other delivery devices for prohibited substances.

Students are prohibited from possessing, using, selling, delivering, or sharing prescription or over-the-counter drugs. A student who possesses or uses a prescription or over-the-counter drug in accordance with the School's medication policy does not violate this policy.

A student is not in violation of this policy for being under the influence of a prohibited substance following its proper use as a medication lawfully prescribed for the student by a licensed health care practitioner.

Students may not conspire to sell or deliver prohibited substances or participate in any way in the selling or providing of banned substances, regardless of whether the sale or delivery ultimately occurs on school property.

The principal may authorize lawful uses of substances that are otherwise prohibited by this policy, such as for approved school projects or activities.

Consequences

As required by law, the principal must report to the appropriate law enforcement agency any student who has used or possessed a controlled substance in violation of law while on school property. The disciplinary consequences for drug and alcohol violations are described in the School's Code of Student Conduct. After completing substance abuse treatment, a student will be provided the opportunity to be included in the school-based student support group upon re-entry to school. This is an essential component in the recovery process.

SCHOOLS! If you are testing for drugs, please contact us so we can provide you with our drug testing policy. CONTACT US HERE

Name, Image, Likeness Policy

DEFINITIONS

Name, Image or Likeness ("NIL"):
The use of a student's name, image, or likeness for commercial purposes and in exchange for compensation to the student or an immediate family member of the student.

Name, Image and Likeness Agreement ("NIL agreement"):
Any formal agreement or contract to use a student's name, image, or likeness for commercial purposes, in exchange for compensation to a student or an immediate family member.

Immediate Family Member is defined as a parent.

A student may enter into an NIL agreement that conforms with this policy or otherwise use the student's name, image, or likeness in any of the following ways: public appearances or commercials; autograph signings; athletic cams and clinics; sale of non-fungible tokens ("NFTS"); product or service endorsements; promotional activities, including in-person events and social media advertisements; any other commercial activities that are intended to promote a product or service offered by, increase the profits of, or otherwise generate financial benefits for a party to the NIL agreement from the use of the student's NIL.

Compensation:
Anything of value to the student or an Immediate Family Member of the student, including cash, in-kind gifts, discounts, and/or other tangible benefits.

School Administrators:
For purposes of this policy, the term "school administrator" includes the Executive Director (or their designee), principal and athletic director of [[School]], the chairperson of the Board of Directors, and the head coach of any sport in which the student participates during the term of the NIL agreement.

Administering Organization:
Any organization in which the School is a member or in which its sports teams are members, such as the North Carolina Athletic Association and the National Federation of State High

School Associations.

PROCESS

1. **Course completion**. The student must complete the NIL education course offered by the NFHS no later than 10 business days prior to the student's entry into an NIL agreement. If the student is under 18 years of age, the student's parent or legal guardian must also complete the course. Certificates of completion from the NFHS course for both the student and parent or legal guardian must be submitted to all School Administrators no later than 10 business days prior to the execution of entry into an NIL agreement.

2. **Disclosure.** The student must provide a complete and unredacted copy of any proposed NIL agreement or any proposed amendment to an existing NIL agreement to school administrators no later than 10 business days prior to execution of the proposed agreement or amendment.

3. **Submission to Administering Organization.** The school Athletic Director shall submit a copy of any NIL agreement involving a student at [[School]] to any Administering Organization of which the School is a member no later than 30 days of the disclosure of the NIL agreement or amendment to an NIL agreement by the student. It is the responsibility of the administering organization to maintain accurate records of all NIL agreements received.

APPLICATION

This policy applies to any NIL agreement executed during the time a student is enrolled at the School, even if the benefits of the agreement would not accrue to the student or an immediate family member until after the student has graduated.

RESTRICTIONS

Students participating in interscholastic athletics may enter into Name, Image, and Likeness ("NIL") agreements, but are subject to the following restrictions:

1. The NIL agreement cannot condition the receipt, type, or extent of any compensation on the extent or quality of a student's performance.

2. If the student is younger than 18 years old, the student's parent or legal guardian shall be a party to the NIL agreement.

3. No student engaged in an NIL agreement-related activity can make any reference to [[School]] or any PSU, conference, administering organization, or the NFHS.

4. No student engaged in an NIL agreement-related activity can receive compensation for the use of intellectual property—which includes the name, uniform, mascot, mark, or logo of the entity that owns the intellectual property—of the School or any PSU, conference, administering organization, or the NFHS.

5. No student shall endorse or promote the goods or services of any third-party with which the student has entered into an NIL agreement during interscholastic athletic competition or other school-based activities or events. This includes wearing apparel displaying the mark, logo, brand, or other identifying insignia of the third-party entity, unless it is part of the standard uniform for the school or sport.

6. No student shall enter into an NIL agreement or otherwise use the student's name, image, and likeness to promote any of the following: adult establishment (as defined in G.S. 14-202.10 (2)) or adult entertainment services; alcohol or alcoholic products; tobacco, vaping, or other electronic smoking devices, or other nicotine products; cannabis or cannabis products; controlled substances (as defined in G.S. 90-87(5)); opioids or prescription pharmaceuticals; weapons, firearms, or ammunition; casinos or gambling, including sports betting; activities that would disrupt the operations of a school or PSU as determined by the School or an Administering Organization.

ADDITIONAL REQUIREMENTS

1. The NIL agreement shall hold the following harmless from any liability related to or arising from the NIL agreement: the governing body of [[School]] and their officers and employees; the State Board of Education and the Department of Public Instruction, along with their officers and employees; and any administering organization with which [[School]] is associated, along with their officers and employees.

2. Any NIL agreement shall otherwise comply with state and federal law.

3. To the extent any law, regulation, or rule requires [[School]] or a PSU to sign the NIL Agreement, such signature solely represents acknowledgment of receipt. It expressly does not represent consent, compliance, legal review, or assent to such NIL Agreement. [[School]] shall not be liable for any NIH Agreement.

Coversheet

Facilities

Section: IV. Committee Reports
Item: E. Facilities
Purpose: FYI
Submitted by:
Related Material:
Correct Signature - contract change order.pdf
26249-New Art Building for Brevard Academy- Change Order Request 5.pdf

FORM APPROVED
OMB NO. 0575-0042

Form RD 1924-7
(Rev. 2-97)

UNITED STATES DEPARTMENT OF AGRICULTURE
RURAL DEVELOPMENT AND
FARM SERVICE AGENCY

CONTRACT CHANGE ORDER

ORDER NO. 4

DATE 8/31/26

STATE NC

COUNTY Transylvania

CONTRACT FOR New Art Building for Brevard Academy

OWNER Brevard Academy

To RYSE Construction LLC
(Contractor)

You are hereby requested to comply with the following changes from the contract plans and specifications:

Description of Changes (Supplemental Plans and Specifications Attached)	DECREASE in Contract Price	INCREASE in Contract Price
Emory Electric	$	$ 3562.18
RYSE (Overhead/Profit)		356.22
TOTALS	$ 0.00	$3,918.40
NET CHANGE IN CONTRACT PRICE	$ 0.00	$3,918.40

JUSTIFICATION:
Electrical Revision: (Rev 5). See RYSE change order form for detailed scope of work.

The amount of the Contract will be (Decreased) (Increased) By The Sum Of: Three Thousand Nine Hundred Eighteen Dollars and 40/100 Dollars ($ 3,918.40).

The Contract Total Including this and previous Change Orders Will Be: One Million Nine Hundred Ninety Six Thousand Seventy Dollars and 83/100 Dollars ($ 1,996,070.83).

The Contract Period Provided for Completion Will Be (Increased) (Decreased) (Unchanged) : 0 Days.

This document will become a supplement to the contract and all provisions will apply hereto.

Requested [signature] School Director (Owner) 9/1/2026 (Date)

Recommended ______ (Owner's Architect/Engineer) ______ (Date)

Accepted ______ (Contractor) ______ (Date)

Accepted by Agency ______ (Name and Title) ______ (Date)

According to the Paperwork Reduction Act of 1995, an agency may not conduct or sponsor, and a person is not required to respond to a collection of information unless it displays a valid OMB control number. The valid OMB control number for this information collection is 0575-01042. The time required to complete this information collection is estimated to average 15 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

☐ ORIGINAL-BORROWER'S CASE FOLDER
☐ COPY-CONTRACTOR
☐ COPY-BORROWER

POSITION 6

Form RD 1924-7 (Rev. 2-97)
NY Rev 4/2016

8/31/2026
Brevard Academy
New Art Building for Brevard Academy
Ted Duncan

New Art Building for Brevard Academy

COR #004 Electrical Revision 5

Mr. Ted Duncan

See the cost breakdown below for the following scope of work: Add (7) weatherproof boxes and conduit stub ups for the added electrical outlets on deck side exterior wall and deck corner for future wiring. (Conduit Stub Ups/Boxes only/No wiring or conduit back to panel)
Add (1) receptacle in Art Room as shown on revised drawings (Rev 5).
Add (1) receptacle in Flex/Multipurpose Room as shown on the revised drawings (Rev 5).
Add (2) junction boxes in band room with conduit stub up into attic space (Rev 5).
Add (1) 30 amp receptacle in Utility as shown on the revised drawings (Rev 5).

Emory Electric	$	3,562.18	
General Trades (%)	$	-	0%
SUB TOTAL:	$	3,562.18	
Insurance Fee	$	-	0%
Contractor Fee (Overhead/Profit)	$	356.22	10%
TOTAL:	**$**	**3,918.40**	

Original Contract Amount:	**$**	**1,841,700.00**
Approved Change Orders to Date:	**$**	**150,452.43**
Contract Sum Will Change By:	**$**	**3,918.40**
Revised Contract Amount:	**$**	**1,996,070.83**

Owner Signature: ____

Contractor Signature: ____

CHANGE NOTICE

Emory Electric LLC

CCN #	**Revised Bu**
Description	
Date:	8/30/2026
Project Name: Brevard Academy Arts	
Project Number:	
Page Number:	1

Client Address:

Work Description

Itemized Breakdown

Description	Qty	Total Mat.	Total Hrs.
4x 1 1/2" SQ BOX COMB KO	2	1.98	0.46
4x 2 1/8" SQ BOX COMB KO	1	1.61	0.23
4" SQ 1G PLSTR RING 5/8" RISE	2	1.79	0.05
4" SQ 1.719" DIAM REC COVER	1	0.00	0.03
1G 2"D DC ALUM BOX W/ LUGS & 4x 3/4" HUBS GRY	7	48.44	2.80
1G DUP REC COVER W/ GASKET	7	276.57	0.42
1/2" CONDUIT - EMT	30	17.02	0.86
3/4" CONDUIT - EMT	205	205.49	7.22
1/2" CONN SS STL - EMT	4	0.87	0.32
3/4" CONN SS STL - EMT	14	4.26	1.40
1/2" COUPLING SS STL - EMT	2	0.61	0.00
3/4" COUPLING SS STL - EMT	7	2.46	0.00
3/4" CONN COMP STL - EMT	4	4.91	0.50
3/4" COUPLING COMP STL - EMT	10	18.78	0.00
DRILL & TAP LABOR	2	0.00	0.16
1/2" 1-H STRAP - EMT - STEEL	6	0.50	0.29
3/4" 1-H STRAP - EMT - STEEL	21	2.43	1.13
1G DECORATOR PLATE - PLASTIC IVY	2	0.94	0.06
20A 125V DUP REC - IVY (SG)	2	5.40	0.40
30A 250V 4WIRE 3PH TW-LOCK REC	1	22.36	0.35
1/4x 1 1/2 FENDER WASHER - PLTD STL	2	0.35	0.02
760 BOX SUPPORT	9	6.61	0.72
#10x 1 P/H SELF-TAP SCREW	45	1.62	1.35
3/16x 1 3/4 CONCRETE SCREW HEX HEAD - BLUE	2	0.53	0.15
GROUNDING SCREW	1	0.06	0.02
#12 THHN BLK	90	22.31	0.46
#10 THHN SOLID BLK	400	157.12	2.48
Totals	**879**	**805.01**	**21.89**

Summary

MATERIAL	
Total Material Markups	**56.35**
Total Material	**861.36**
Direct Labor	1,455.69

ORIGINAL

CHANGE NOTICE

Client Address:

Emory Electric LLC

CCN # Revised Bu
Description
Date: 8/30/2026
Project Name: Brevard Academy Arts
Project Number:
Page Number: 2

Summary (Cont'd)

Indirect Labor	366.80
General Expenses	400.29
Subtotal	**3,084.14**
Overhead	308.41
Markup	169.63
Subtotal	**3,562.18**
Final Amount	**$3,562.18**

CLIENT ACCEPTANCE

CCN # **Revised Budget Conduit only for added outlets**
Final Amount: **$3,562.18**

Name: ____________________

Date: ____________________

Signature: ____________________

Change Order #: ____________________

I hereby accept this quotation and authorize the contractor to complete the above described work.

Work Description

	QUANITY	COUNT	MATERIAL	LABOR HRS
30A OUTLET FOR UPS	100	1	305.96	7.46
20A 120V DUP REC ADDS	30	2	53.25	3.36
WP GFI DUP REC - ROUGH IN ONLY - STUB UP ONLY	105	7	445.81	11.06
	235.00	**10.00**	**805.02**	**21.88**

ORIGINAL

9/4/2026
Brevard Academy
New Art Building for Brevard Academy
Ted Duncan

RYSE CONSTRUCTION

New Art Building for Brevard Academy

COR #005-Install power feeder from transformer and add communication conduit to existing building

Mr. Ted Duncan

See the cost breakdown below for the following scope of work:			
Emory Electric	$	18,099.32	
Allcrete	$	485.00	
General Trades (%)	$	-	0%
SUB TOTAL:	$	18,584.32	
Insurance Fee	$	-	0%
Contractor Fee (Overhead/Profit)	$	1,858.43	10%
TOTAL:	**$**	**20,442.75**	

Original Contract Amount:	**$**	**1,841,700.00**
Approved Change Orders to Date:	**$**	**154,370.83**
Contract Sum Will Change By:	**$**	**20,442.75**
Revised Contract Amount:	**$**	**2,016,513.58**

Owner Signature: ____

Contractor Signature: ____

CHANGE NOTICE

Emory Electric LLC

CCN #	**3 Add Second**
Description	
Date:	8/5/2026
Project Name: Brevard Academy Arts	
Project Number:	
Page Number:	1

Client Address:

Work Description

Itemized Breakdown

Description	Qty	Total Mat.	Total Hrs.
2" LOCKNUT - STEEL	2	0.99	0.14
3" LOCKNUT - STEEL	2	3.11	0.20
2" BUSHING - PLASTIC	2	1.12	0.12
3" BUSHING - PLASTIC	2	1.90	0.17
2" CONDUIT - PVC40	240	228.00	18.24
3" CONDUIT - PVC40	200	364.00	20.40
2" ELBOW 90 DEG - PVC40	4	14.86	1.60
3" ELBOW 90 DEG - PVC40	4	45.87	2.72
2" COUPLING - PVC	24	15.39	0.00
3" COUPLING - PVC	24	44.82	0.00
2" ADAPTER MALE - PVC	2	1.84	0.36
3" ADAPTER MALE - PVC	2	4.59	0.56
POLYTWINE	484	5.94	1.45
GALLONS OF FUEL FOR MINI EXCAVATOR 7GAL PER HR	34	144.50	0.00
FOOTAGE MACHINE TRENCH 24" WIDE x 24" DEEP 50FT PER HOUR (WD	240	0.00	2.40
FOOTAGE MACHINE (BACKFILL) 24" WIDE x 24" DEEP 100FT PER HOUR	240	0.00	2.40
FOOTAGE MACHINE (TAMPING) 24" WIDE x 24" DEEP 30FT PER HOUR (V	240	0.00	2.40
PVC CEMENT STANDARD (1/4 OZ) (WDO)	296	44.40	0.00
WIRE PULLING LUB PER OZ (WDO)	127	15.24	0.00
#250 THHN BLK	800	6,573.22	19.36
LABOR	3	0.00	3.00
Totals	**2,972**	**7,509.79**	**75.51**

Summary

MATERIAL	
Total Material Markups	**525.69**
Total Material	**8,035.48**
Direct Labor	5,021.42
Indirect Labor	478.80
General Expenses	621.92
Equipment	1,512.79
Subtotal	**15,670.41**
Overhead	1,567.04

ORIGINAL

CHANGE NOTICE

Emory Electric LLC

Client Address:

CCN # **3 Add Second**
Description
Date: 8/5/2026
Project Name: Brevard Academy Arts
Project Number:
Page Number: 2

Summary (Cont'd)

Markup	861.87
Subtotal	**18,099.32**
Final Amount	**$18,099.32**

CLIENT ACCEPTANCE

CCN # **3 Add Secondary Feeder from X-FMR and Comm Condiut**
Final Amount: **$18,099.32**

Name: ______________________

Date: ______________________

Signature: ______________________

Change Order #: ______________________

I hereby accept this quotation and authorize the contractor to complete the above described work.

Work Description

ORIGINAL

Allcrete Construction LLC
PO Box 2357
Greer, SC 29652 US
allcretesc@gmail.com

Estimate

ADDRESS
RYSE Construction 57 Hunters Ridge Rd Mills River, NC 28759

ESTIMATE #	DATE	
3238	07/29/2026	

JOB
Brevard New Art Building CO 2

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
	City Sidewalk	5x5 Demo & Replace Labor to sawcut, remove and dispose of 5x5 sidewalk section for trenching, form, pour back	1	485.00	485.00

SUBTOTAL	485.00
TAX	0.00
TOTAL	**$485.00**

Accepted By

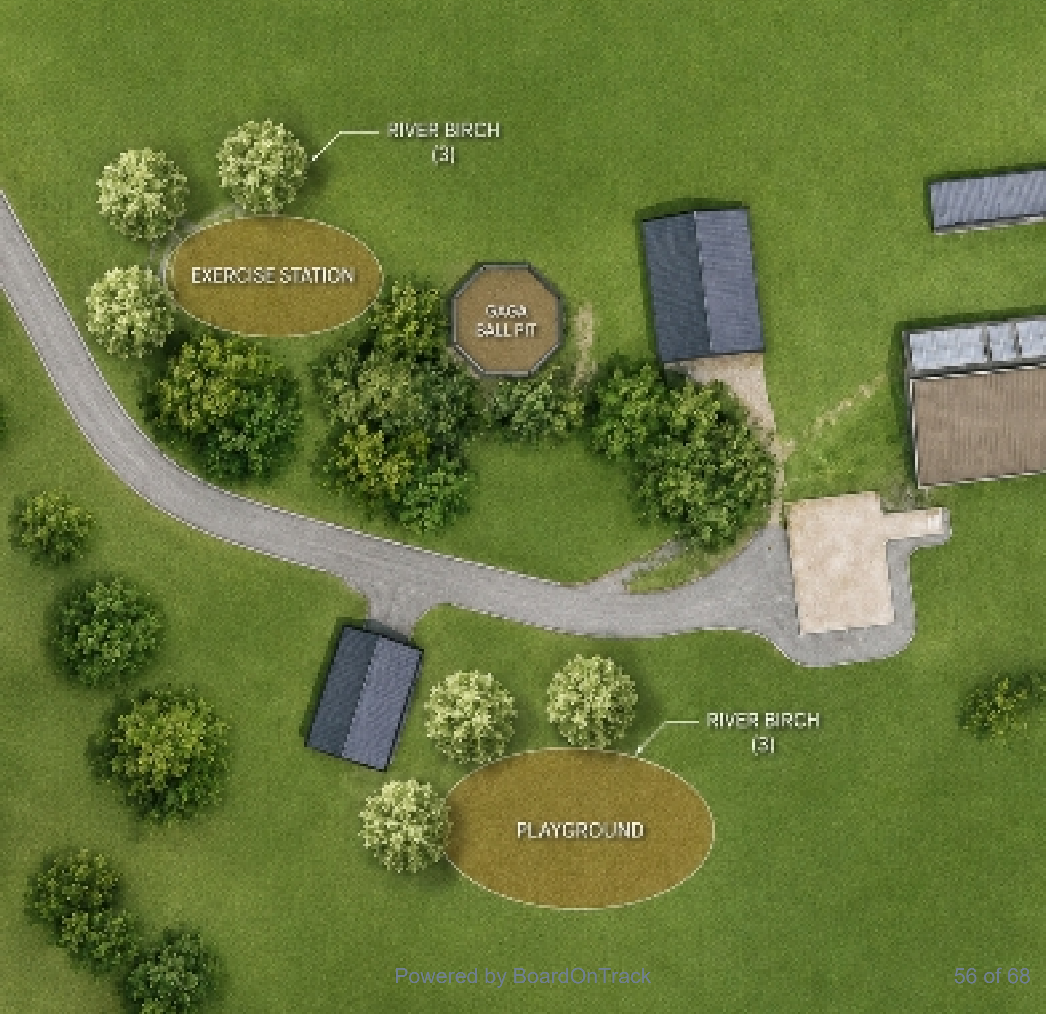
Accepted Date

Coversheet

Facilities Action Items

Section:	IV. Committee Reports
Item:	F. Facilities Action Items
Purpose:	Vote
Submitted by:	
Related Material:	Front Porch Rendering.pdf Playground and Fitness Shade Plan.png


1110
MAIN OFFICE


RIVER BIRCH
(3)
EXERCISE STATION
GAGA
BALL PIT
RIVER BIRCH
(3)
PLAYGROUND

Coversheet

Director Report

Section: V. Director Report
Item: A. Director Report
Purpose: FYI
Submitted by:
Related Material:
BOY_26-27 _ Overall _iReady Inform.pdf
BA 5 Year School Performance Snapshot.pdf
School Attendance (4).pdf
Director Report September 2026.pdf
North Carolina Department of Public Instruction_ School Value-Added EOG_26.pdf

i-Ready Inform

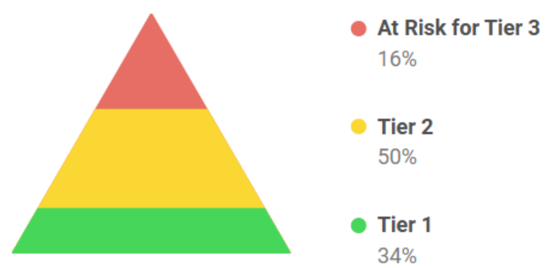
BREVARD ACADEMY

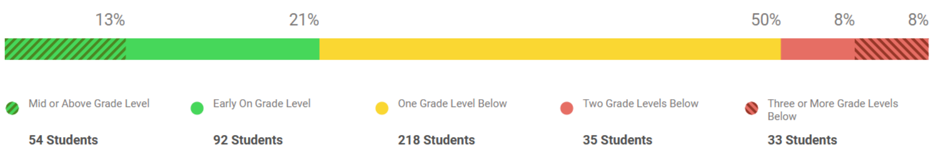
Math Overall K-8

BOY Current Year 26-27

Students Assessed/Total: **432/440**

Overall Placement

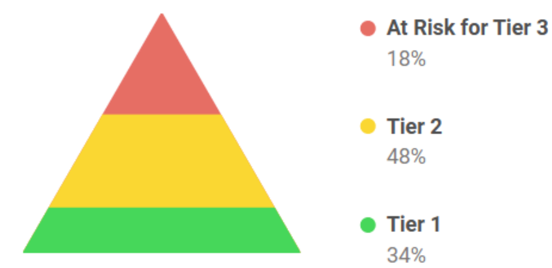


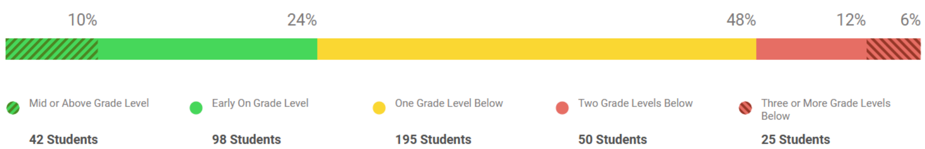


BOY Previous Year 25-26

Students Assessed/Total: **410/419**

Overall Placement





i-Ready Inform

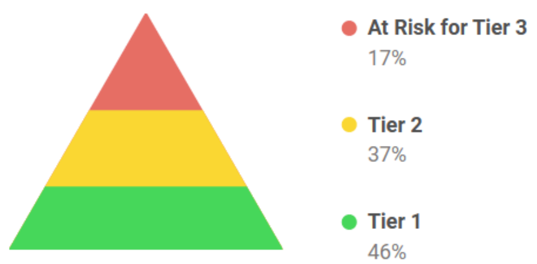
BREVARD ACADEMY

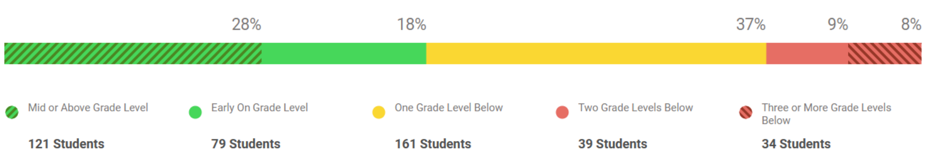
Reading Overall K-8

BOY Current Year 26-27

Students Assessed/Total: **434/440**

Overall Placement

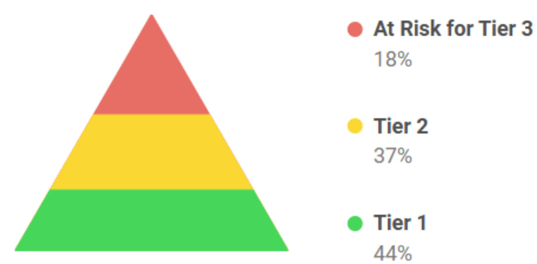


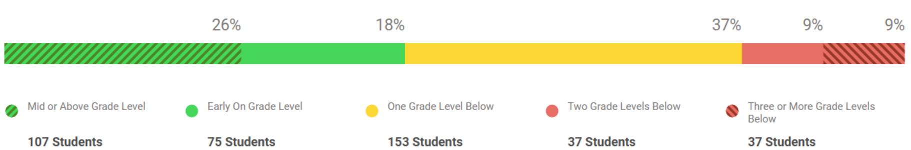


BOY Previous Year 25-26

Students Assessed/Total: **409/419**

Overall Placement





2025-2026 School Report Card Performance Snapshot

School Performance Grade: B

School Performance Score: 70%

Student Growth: Met

2024-2025 School Report Card Performance Snapshot

School Performance Grade: C

School Performance Score: 68%

Student Growth: Met

2023-2024 School Report Card Performance Snapshot

School Performance Grade: B

School Performance Score: 74%

Student Growth: Exceeded

2022-2023 School Report Card Performance Snapshot

School Performance Grade: C

School Performance Score: 63%

Student Growth: Not Met

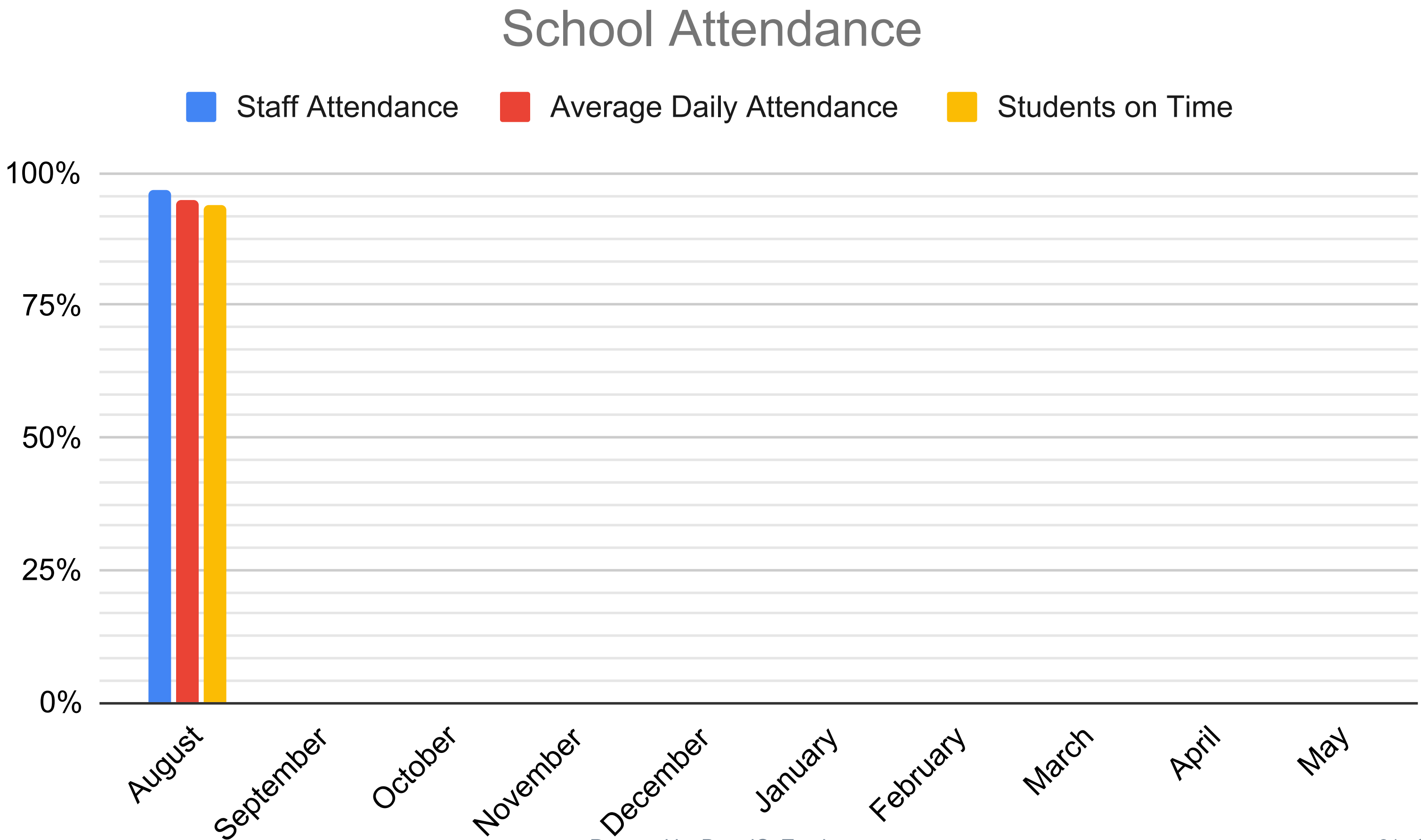
2021-2022 School Report Card Performance Snapshot

School Performance Grade: C

School Performance Score: 64%

Student Growth: Not Met

A full listing of school performance is available at http://www.ncpublicschools.org/accountability/reporting/


School Attendance
Staff Attendance
Average Daily Attendance
Students on Time
100%
75%
50%
25%
0%
August
September
October
November
December
January
February
March
April
May

Brevard Academy
School Director's Board Report for September 2026

Enrollment

	Anticipated Numbers	EC	New to BA	Grade Level Average
Kindergarten	50	3	49	49.8
1st Grade	50	6	3	49.9
2nd Grade	50	6	9	49.8
3rd Grade	50	9	10	49.7
4th Grade	50	2	4	49.7
5th Grade	52	8	7	52.0
6th Grade	52	9	10	50.0
7th Grade	50	9	5	49.0
8th Grade	46	8	3	45.0
Total/Average	450	60	100	444.55
ADM	**444.55**			
We budgeted for 435 students and 65 EC students.				

Updated on September 9, 2026

Students and Staff Attendance

Month	Staff Attendance	Average Daily Attendance	Students on Time	Positive Merits/Day*	Average ODRs/Day
August	97%	95%	94%	3	1
September					
October					
November					
December					
January					
February					
March					
April					
May					
Average	**97%**	**95%**	**94%**	**3**	**1**
	The goal is 95% in these areas.			Ideal 2:1 Ratio	
***Includes merits and Paw Praises**					

Updated on September 9, 2026

Discipline Report

Month	Total ODRs	ISS Incidents	ISS Days	Students Assigned ISS	OSS Incidents	OSS Days	Students Assigned OSS	Bullying/Harassment Investigations	Substantiated Bullying/Harassment Reports
August	17	2	1	2	7	8	3	0	0
September									
October									
November									
December									
January									
February									
March									
April									
May									
Average	17	2	1	2	7	8	3	0	0

ODR=Office Discipline Referral
ISS=In-School Suspension
OSS=Out-of-School Suspension

Updated on September 9, 2026

Briefings:

- [ ] Academic Achievement
- [ ] Athletics
- [ ] Student Clubs

Updated on September 9, 2026

EVAAS

Brevard Academy (88A)

What are the trends in growth and achievement?

The Value-Added Report enables you to select data of interest, assess trends over time, and compare results. Use the filters on the left to explore your growth and achievement data. Depending on the assessment, achievement is reported in Normal Curve Equivalents (NCEs) or scale scores and does not reflect proficiency level.

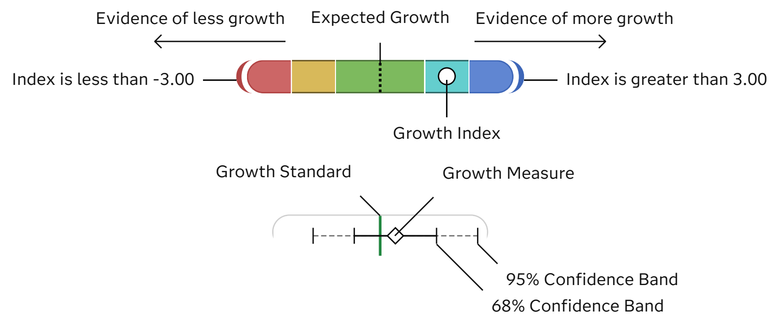
Click on a chart in the table for more details.

Subject	Year	Grade	Growth Indicator
EOG Math - Gain	2026	4	Meets Expected Growth
		5	Does Not Meet Expected Growth
		6	Exceeds Expected Growth
		7	Does Not Meet Expected Growth
		Across Grades	Does Not Meet Expected Growth
EOG Math - Predictive	2026	8	Meets Expected Growth
EOG Reading - Gain	2026	3	Meets Expected Growth
		4	Meets Expected Growth
		5	Meets Expected Growth
		6	Meets Expected Growth
		7	Meets Expected Growth
		Across Grades	Meets Expected Growth
EOG Reading - Predictive	2026	8	Meets Expected Growth
EOG Science - Predictive	2026	5	Meets Expected Growth
		8	Exceeds Expected Growth

Legend and Glossary

Growth Indicators

Exceeds Expected Growth	Significant evidence that students made more growth than expected
Meets Expected Growth	Moderate evidence that students made more growth than expected
Meets Expected Growth	Evidence that students made growth as expected
Meets Expected Growth	Moderate evidence that students made less growth than expected
Does Not Meet Expected Growth	Significant evidence that students made less growth than expected



Growth Indicator
A category that describes the certainty that a group of students met, exceeded, or fell short of expected growth.

Growth Index
An indicator of certainty that the group of students met, exceeded, or fell short of expected growth.

Effect Size
An indicator of the growth measure's magnitude and its practical significance.

Growth Measure Chart
In this graph, each growth measure is marked with a diamond. This value represents the amount of academic growth the students made in this grade and subject or course. On either side of the growth measure, you'll see marks for one and two standard errors. These marks create a confidence band around the growth measure.

Growth Measure
A conservative estimate of the growth that students made, on average, in a grade and subject or course.

Standard Error
A measurement that establishes a confidence band around the growth measure.

Standard Deviation
An indicator of the amount of variation that exists in the student-level distribution of growth. Each distribution is specific to the year and the subject/grade or course.

Growth Measure Distribution
A value that represents where the growth measure for the group of students falls in the distribution for this assessment.

Achievement
Depending on the assessment, achievement is reported in Normal Curve Equivalents (NCEs) or scale scores.

- Entering achievement is either the average of the students' prior year NCEs or the average of the students' expected scale scores.
- Exiting achievement is either the average of the students' current year NCEs or the average of the students' actual scale scores.

Entering Achievement Percentile
The entering achievement for the group of students relative to the overall distribution for this assessment.

Student Count
The number of students included in the analysis.

Distribution of Schools
The number of schools whose growth indicator falls within each category.

Gain Model

Growth is the relative change in achievement for a group of students from one point in time to the next.

First, the model converts student scores to normal curve equivalents, or NCEs, in each subject, grade, year, and (if applicable) semester based on a reference population. Then, the model estimates the average NCE change for a group of students. This process includes all subjects using the gain model as well as all current and prior grades for that group of students. This provides more reliable measures and mitigates concerns about missing test scores for students.

An NCE gain of zero means that students maintained their relative position in the reference population's distribution of student achievement. Positive growth measures suggest students increased their relative position, and negative growth measures suggest students decreased their relative position.

Predictive Model

Growth is the difference between expected achievement and actual achievement for a group of students.

First, the model calculates an expected score for each student. This model includes the scores of all students in the reference group, along with their testing histories across years, grades, and subjects. The expected score is based on each student's own prior test scores as well as considering how all other students performed on the assessment in relation to their testing histories. Then, the expected scores for a group of students are averaged. Because this average expected score is based on the students' prior test scores, it represents the entering achievement in this subject for the group of students. Next, the model compares the students' actual achievement on the assessment to their entering achievement.

Positive growth measures suggest that students performed higher than expected, and negative growth measures suggest that students performed lower than expected.

Concept of Growth

Value-Added Reports provide reliable measures of the academic progress a group of students has made. Achievement indicates where students performed academically at a single point in time. Growth indicates how much progress the students have made, as a group, over time. Because the growth measures are estimates, consider their associated standard errors as you interpret if the students met, exceeded, or fell short of expected growth.

Achievement results and growth results must be used together to get a complete picture of student learning.