## LHU Board of Directors Regular Meeting

**June 21, 2023 6:30 PM**

**Sterling Montessori Academy and Charter School**

**202 Treybrooke Drive, Morrisville, NC 27560**

**Virtual via Google Meet**

### 1. COMMENCEMENT

#### Call to Order and Board Attendance w/Determination of Quorum At 6:33pm

##### Quorum Present with following Board Members in Attendance:

| **Name** | **Present** |  | **Name** | **Present** |  | **Name** | **Present** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  | Ryan Hill | X |  | Elizabeth Uzzell | X |
| Kim Elliott | X |  | Kevin Hughes | X |  | Robert Wolfe | X |
| Jessi Fasola | X |  | Chris Morton | X |  | Lan Zhu | X |
| Leslie Hamilton | X |  | Rachel Richardson |  |  |  |  |

##### Reading of Mission Statement:

*“The mission of Sterling Montessori is to create a diverse educational community, grounded in the Montessori philosophy and teaching practices, that fosters curiosity, creativity, and critical thinking in its students. We strive to empower each student to become life-long learners who respect themselves, others, and their environment.”*

#### Conflict of Interest Statement

*“At this time, we ask all board members to make a statement to be recorded in the minutes should they know of any conflict of interest or appearance of conflict with respect to any matters coming before them during this meeting. It is the duty of each board member to abstain from discussion and voting on such matters.”*

#### Native Land Acknowledgement

*“The LHU Board recognizes that Sterling Montessori sits on the ancestral land of the Tuscarora, Lumbee and Occaneechi Band of the Saponi Tribes. As we strive to become better stewards of the environment, we also strive to provide a more equitable and culturally responsive environment for all students, but especially Black and indigenous students of color.”*

#### Agenda Items:

*Including any related consent agenda items or discussion items added to agenda prior to consent vote.*

* Discussion item - NC State Playground Project
* Discussion item - Board Consultants (cover under strategic planning committee report)
* Discussion item - Annual Report
* Discussion item - finalize 2023-2024 Board Calendar
* Discussion item - nomination of new Board members
* New Position - HR and Policy Manager
* Closed Session - To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of a present or prospective public officer or employee [N.C.G.S. § 143-318.11(a)(6)].

**Approval of Agenda**

At 6:41p, Elizabeth Uzzell moved to approve the agenda. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

### 2. REPORTS AND PRESENTATIONS

*Please hold community comments until the end of ALL presentations. Board members may ask clarifying questions at this time of the presenter. Any board member may move to refer further discussion or other action back to the committee, with a vote.*

#### Executive Director’s Report – [Maureen Capillo](mailto:mcapillo@sterlingmontessori.org)

* End of school went well; also had 8th grade graduation
* First coffee chat - 45 signed up and 20 showed up
  + Conversation was good and engaging, purpose of the event (getting to know Maureen and answering of questions) was accomplished
  + Parent participation in annual fund went up from 20% to 32%
  + Parent feedback was that this was very helpful - hoping word of mouth will encourage other parents to sign up and participate
  + Board member (Leslie) joined the first coffee chat and said it was very enjoyable
  + Maureen would like every single parent (and not 1 per family) to participate
* MTSS discussion continues
* Facilities - play structure on Elementary playground - 3 trees that are dying (will have an arborist look at the trees this fall for recommendation); wooden play structure needs to be either fixed or tore down - $7-$15K to repair the wooden structure and additional $150K-$250K on getting a new larger structure
  + Thinking of adding a second gaga pit, repurpose an existing 9x9 wall, and additional games for play (directors have a light plan if both play structures need to be demolished)
* New communications/tech manager will start on July 10
* Aftercare update -
  + Maureen met with 1 University partner (Meredith) and will meet with another tomorrow (Wake Tech)
  + Maureen believes the existing aftercare employees may not stay for the following school year - they all signed contracts for next year but indicated they would only come back for full-time positions (which is not likely that they will get hired for full-time care)
    - Options are (1) able to hire all required staff to run the full program, (2) cancel aftercare, (3) hire new part-time employees with a focus on CH aftercare for 3 and 4 yos and teacher’s children, or (4) subcontract out and hire a company to run an aftercare program (staff will have to pay)
      * Subcontractor would come on campus (not busing students to another location)
      * Could discuss this proposal at July board meeting
      * Board Member (Kim) suggested possibly having a combination of Sterling offered aftercare and subcontractor aftercare
  + Maureen is working on a student handbook - will send to Board to review at July board meeting
  + Originally was 640 (budget is based on this); number of enrolled kids currently is 648, there is discussion to increase the ADM to 660 (2 additional kids per class in LE, 30 instead of 28)

#### Communications Committee Report - [Leslie Hamilton](mailto:leslie.hamilton@lhuf.org)

#### Met on June 5, nice end of the year wrapup

#### Talked about end of the year accomplishments - AMS conference in Boston, Maureen’s monthly reading to classes

* ParentSquare - successful centralized communications tool
* No COVID updates next year unless there is a change
* Next meeting on August 7
* Question about ability to keep anonymity in surveys
  + Discussion - it is helpful to know the section (CH, LE, UE or MS); if enough staff respond (which they currently do) the numbers should ensure anonymity

#### Strategic Planning Committee Report - [Ryan Hill](mailto:ryan.hill@lhuf.org)

#### Did not meet this month

* Ryan is working with Sam to get formal budget proposal and will call a special strategic planning committee to discuss the proposal

#### Finance Committee Report - [Kim Elliott](mailto:kim.elliott@lhuf.org)

* Position eliminated on Ops and new position which is part of discussion today (HR Manager + Policy Manager)
* 2022-2023 original budget in Fall of 2022. DPI wants the school’s budget to be within a certain percentage and requires Board to approve an amended budget
  + Difference between original budget and amended budget for the capitalized items - not paying solar panel company until it’s been installed. Paid the 10% down payment to start the project
  + Contract has been signed, there will be 3 payments and only the first payment (10% down) has been made
  + Question - how will the solar panels be recognized for 2023-2024 budget?
    - Answer - will be on the surplus expenditures line
  + The surplus spend is based on prior year’s surplus

#### DEI Committee Report - Elizabeth Uzzell

#### Clean up of 1-3-5 [year] document - subcommittee working on getting this drafted

#### Development Committee Report – [Robert Wolfe](mailto:robert.wolfe@lhuf.org)

#### Received some updates from Stephanie on the annual fund

* Discussed the coffee chats and ensured a board member is signed up for each meeting

#### Governance Committee - Katie Brown

* Working to update Board contact info - be sure to note committee membership
* Discussed dissolving the technology committee
* Have 2 candidates to join the Board of Directors -
  + Dwayne Jones (interviewed by Jessie and Katie) - has served on DEi
    - UL parent and African American parent - brings a diverse voice to the board
  + Keisha Pressley (interviewed by Kim and Ryan) - incoming children’s house parent
    - Also a member of an underrepresented group
* Elizabeth expressed concern around having an even number representation on the Board - would like to have an odd number to help with voting
  + With 1 board member on maternity leave, current count is at 11 and also voting items have not been contentious (Katie noted that in DC their board is required to have an odd number)

#### Technology Committee Report - [Chris Morton](mailto:chris.morton@lhuf.org)

* Secretary will assume responsibilities to onboard new Board members, recommend to have at least 1 additional board member who would also have this knowledge base; can also rely on admin + NetSmart for additional support

#### Policy Committee Report - [Kevin Hughes](mailto:kevin.hughes@lhuf.org)

* SB49 - active and expect this to pass in the next week
* Discussed tutoring policy and determined no changes are needed to current policy
* Workers compensation - Maureen to work with school’s WC insurance provider to understand the interplay with state law
  + There is a seven day waiting period before WC kicks in - a few staff have expressed unhappiness about having to use their accrued sick leave for that initial period away from work (for a work related injury)
* Maureen is working on a new student’s handbook
  + Question - what happened with the old student’s handbook
    - Answer - want the student handbook to be much more clear to the students on unacceptable behavior (bulleted list) and clear consequences so that it is transparent to the students
  + Also part of this process will include a formal tiered discipline program (educators handbook)

#### Community Comments (3 minute time limit)

*The Board Secretary will record names of speakers with a brief summary of comments. The board will not directly respond to any comments during this time. Please provide contact information to president@lhuf.org allow for follow-up by the appropriate officer or committee chair. Formal comments may be emailed to* [*president@lhuf.org*](mailto:president@lhuf.org) *ahead of any regular meeting to be considered for agenda/discussion.*

* None

### 3. APPROVAL OF CONSENT AGENDA

*Consent agenda items are non-controversial items unanimously recommended for approval by all involved parties and have already been reviewed by the board and Executive Director. Any board members or the Executive Director may request to pull items off the consent agenda.*

#### Approval of Consent Agenda Items.

* [Approval of May 2023 Regular Meeting Minutes](https://docs.google.com/document/d/1Tah4mEXqy8cqeEj-n3Xz3DfrxSznIYg8LMmNJZt--6k/edit)
* [Approval of June 2023 Special Meeting Minutes](https://docs.google.com/document/d/1Djuf9p90BtzaaTZWME-47xPqUXxGN78R_2PP47MOHc0/edit#heading=h.y68ygvnliabl)
* Approval of 2022-2023 Amended Budget
* Approval for the dissolution of the technology committee

At 8:26p Elizabeth Uzzell moved to approve Consent Agenda Items. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

### 4. DISCUSSION ITEMS

* Discussion item - NC State Playground Project
  + 5-6 months (start in August and end in December)
  + Connect with students, staff and Board to create a Master Plan
  + We will use the Master Plan to launch a capital campaign to raise funds for the playground project -> would love to start construction in Summer 2024
  + They have lots of experience with Montessori and playgrounds
  + Sam and Bobby (start in October with the Board and strategic planning) -> when NC State would leave in December, then Sam and Bobby would come in and do something similar (info gathering) with the goal of aligning with the strategic plan
  + NC State - would help with the school with immediate outdoor playground needs vs a master plan with Sam and Bobby is much longer term (buying 5 more acres and adding additional buildings, offerings, moving the middle school, where the school wants to be in 10 years, etc.)
  + Question - have we attempted to negotiate the indirect cost rate?
  + Question - did we issue an RFP?
    - Decided not to issue an RFP given strong history with NC State (been involved with Sterling since 1990s, wouldn’t have to pay for travel)
  + This is a master plan not just for playgrounds, it would be a master plan for the entire outdoor space of Sterling
* Discussion item - Board Consultants - to discuss further at next Strategic committee meeting and will present at next Board meeting
* Discussion item - Annual Report
  + Board does not typically need to approve this
* Discussion item - aftercare
  + Staff need 4-5pm for aftercare; in the past the kids would stay in their parent’s classroom but started to wander and it caused issues
  + 2:30 -> if we were to provide aftercare for just teachers, would need to hire 3 aftercare staff
* Discussion item - ADM
  + Currently 5 students shy for middle school to meet the target ADM
  + Some board members expressed concern around the classroom number increasing from 28 to 30
* Discussion item - finalize 2023-2024 Board Calendar
  + Would like to schedule the Board retreats (fall (October) and spring (March/April)
  + Proposing no meetings in August (except for communications)
  + Governance - to help organize the dates for the Board retreats
* New Position - HR and Policy Manager
  + HR and Policy items have been a big burden for the Director of Operations and the ED. When the communications job was posted, a robust list of 5 candidates applied. Out of that 5, there is 1 candidate that has HR experience and would be a great new addition to the ops team
  + Going from 7 employees to 8 and reassigning roles
  + Director and ops team are all supportive of these changes
  + Communication and Media Manager
  + Enrollment and Admissions
  + Purchasing and Billing (not receivables) - billing includes aftercare, academy, late-fees (Aushequa)
  + Data Manager
  + HR & Policy (new position) - workers comp, benefits
  + Office Manager
  + For example: JoAnne - currently does enrollment and some billing

### 5. APPROVAL OF CONSENT ITEM

**Consent Item – Approval of a New Position**

At 9:30p, Elizabeth Uzzell moved to approve the creation of a new position - HR and Policy Manager. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Board Member**

At 9:31p, Elizabeth Uzzell moved to nominate and elect Dwayne Jones as Board Member of the LHU Board of Directors for June 2023 to June 2026. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Board Member**

At 9:31p, Elizabeth Uzzell moved to nominate and elect Keisha Pressley as Board Member of the LHU Board of Directors for June 2023 to June 2026. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Election of Officers**

**President**

At 9:34pm, Kevin Hughes moved to nominate and elect Elizabeth Uzzell as President of the LHU Board of Directors for June 2023 to June 2024. Lan Zhu as second. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | X |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | M |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | 2 |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Vice President**

At 9:35pm, Elizabeth Uzzell moved to nominate and elect Rachel Richardson as Vice President of the LHU Board of Directors for June 2023 to June 2024. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Treasurer**

At 9:36p, Elizabeth Uzzell moved to nominate and elect Kim Elliott as Treasurer of the LHU Board of Directors for June 2023 to June 2024. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Secretary**

At 9:37p, Elizabeth Uzzell moved to nominate and elect Lan Zhu as Secretary of the LHU Board of Directors for June 2023 to June 2024. Ryan Hill as second.Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | 2 |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Consent Item – NLI (NC State) - Master Plan**

At 9:43p, Elizabeth Uzzell moved to approve the NC State University, The Natural Learning Initiative - Phased Outdoor Play and Learning Environment Master Plan & Schematic Design - not to exceed the proposed amount reviewed on 6/21/23. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

### 6. CLOSED SESSION

**Enter Closed Session**

To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of a present or prospective public officer or employee [N.C.G.S. § 143-318.11(a)(6)].

At 9:46p, Elizabeth Uzzell moved to go into closed session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

\*\* Chris Morton dropped at 9:46pm

**Return to Open Session**

At 11:11p, Elizabeth Uzzell moved to return to open session. No action taken. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | x |  |  |  | Ryan Hill | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | x |  |  |  | Kevin Hughes | x |  |  |  | Robert Wolfe | x |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu |  |  |  |
| Leslie Hamilton | x |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

### 7. APPROVAL OF CONSENT ITEMS

**Consent Item – Approval of Special Bonuses**

At 11:13pm, Elizabeth Uzzell moved to approve special bonuses discussed in closed session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Consent Item – Approval of Hires**

At 11:14pm, Elizabeth Uzzell moved to approve the hire of personnel as noted below and discussed in closed session. Approved

| **Full Name** | **Classroom/Section** | **Position (Year)** | **Action / Change** | **Note** |
| --- | --- | --- | --- | --- |
| Kimberly Moore-Gorence |  | Elementary Team (Assistant or Floater, still TBD) | Hire |  |

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Consent Item – Approval of Hires**

At 11:15pm, Elizabeth Uzzell moved to approve the personnel changes as noted below and discussed in closed session. Approved

| **Full Name** | **Classroom/Section** | **Position (Year)** | **Action / Change** | **Note** |
| --- | --- | --- | --- | --- |
| Cinwain Garner |  | HR and Policy Manager | Hire |  |

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

### 8. CLOSED SESSION

**Enter Closed Session**

To consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of a present or prospective public officer or employee [N.C.G.S. § 143-318.11(a)(6)].

At 11:16p, Elizabeth Uzzell moved to go into closed session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Return to Open Session**

At 11:29p, Elizabeth Uzzell moved to return to open session. No action taken. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | x |  |  |  | Ryan Hill | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | x |  |  |  | Kevin Hughes | x |  |  |  | Robert Wolfe | x |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | x |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Consent Item - ED Contract for 2023-2024**

At 11:30pm, Elizabeth Uzzell moved to approve the ED contract as discussed in closed session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton |  |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

### 9. ADJOURNMENT

At 11:30p, Elizabeth Uzzell moved to adjourn. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown | X |  |  |  | Ryan Hill | X |  |  |  | Elizabeth Uzzell | M |  |  |
| Kim Elliott | X |  |  |  | Kevin Hughes | X |  |  |  | Robert Wolfe | X |  |  |
| Jessi Fasola | X |  |  |  | Chris Morton | X |  |  |  | Lan Zhu | X |  |  |
| Leslie Hamilton | X |  |  |  | Rachel Richardson |  |  |  |  |  |  |  |  |

**Attendance:**

****