## LHU Board of Directors Regular Meeting

**April 19, 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 6:32pm

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

| **Name** | **Present** |  | **Name** | **Present** |  | **Name** | **Present** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  | Ryan Hill |  |  | 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 - Violence Policy
* 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 6:35p, Elizabeth Uzzell moved to approve the agenda. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Ryan Hill |  |  |  |  | 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 | X |  |  |  |  |  |  |  |

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### 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

* ESSER Spending audit - not an actual audit but worked with DPI; have meeting with DPI representative on Thursday morning to get feedback. This was a big project for the team over the last month.
* Employee contracts for 2023-2024 have been pushed out. Parent communication about staffing changes is planned for late May.
* External calendar events is in final draft - plan to passed out at International Festival
* 6 of 15 middle schools are filled for next year.
* Rise up Nights have gone well:
  + 55 of 72 families attended for Kinder
  + 40 of 70 families attended for 3rd Grade
  + 6th Grade rise up night coming up on Tuesday, April 25
* Very successful MS trip to Western NC. The team received compliments on the MS students.
* Solar panels are in process. Cameras and keycard entrances are in process. New landscaping and grounds company hired.
  + Look to to phase 2 in next spring for keyless entry (for each individual classroom patio door) and solar panel (currently plan to put panels on the sports court which will cover 35% of Sterling’s electrical usage. Consideration for next Spring would be to consider putting panels on Building A

\* Board member Rachel Richardson joined the meeting

* NetSmart presentation - IT Services Review

#### Finance Committee Report

* Airport land sale has not closed; waiting and have moved the sale into next year’s budget
* Changed landscaping companies. Also noticed a few additional landscaping issues:
  + $8,000 sod issue by the dry pond that has to be fixed immediately per the town
  + $3,600 tree issue that can be resolved anytime but requesting to address now

#### DEI Committee Report - Kim Elliott

* Committee now includes student representation. Discussion around why microaggression is harmful
* Also received feedback from parent reps
* Invitation for others to join the JEDI meetings - more informal, talk about current events

#### Strategic Planning Committee Report - Maureen Capillo

* Potential Board consultants will plan to join the May strategic committee meeting

#### Communications Committee Report - Leslie Hamilton

* No meeting this month

#### Development Committee Report – Robert Wolfe

* No meeting this month

#### Governance Committee - Chris Morton

#### No meeting this month

#### Policy Committee Report - Kevin Hughes

* Next meeting - Friday, April 12 at 12pm
* Recommendation to vote in a violence policy
* Gender/Name/Pronoun policy - will discuss further at next policy meeting

#### 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 March 2023 Regular Meeting Minutes](https://docs.google.com/document/d/1mlf06ChjvTg5jgG9XBm6zXwO24uMzQIoMWIWUv6l88M/edit)
* Approval of expansion of Facilities Budget in 2022-2023 fiscal year for landscaping needs

At 7:15p Elizabeth Uzzell moved to approve Consent Agenda Items. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Ryan Hill |  |  |  |  | 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 | X |  |  |  |  |  |  |  |

### 4. DISCUSSION ITEM

* Violence policy - one concern was brought up via email about how this policy would apply to young children. Discussion that the ultimate decision is on how ED would respond.
  + ED also plans to add to this violence policy in the summer to include a more specific list of prohibited behaviors/actions
  + Plan to implement a digital software for write-ups - system would allow administration to track trends related to behavior
  + Having this policy would help the ED have conversations with parents - enable the ED to point to this policy and why ED has right to request a psych evaluation

### 5. APPROVAL OF CONSENT ITEM

At 7:30p, Elizabeth Uzzell moved to approve the violence policy with the proposed changes (reorder of sentences). Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Ryan Hill |  |  |  |  | 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 | X |  |  |  |  |  |  |  |

### 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 7:31p, Elizabeth Uzzell moved to go into closed session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Ryan Hill |  |  |  |  | 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 | X |  |  |  |  |  |  |  |

**Return to Open Session**

At 8:04p, Elizabeth Uzzell moved back into open session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Ryan Hill |  |  |  |  | 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 | X |  |  |  |  |  |  |  |

### 7. ADJOURNMENT

At 8:08p, Elizabeth Uzzell moved to adjourn. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Ryan Hill |  |  |  |  | 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 | X |  |  |  |  |  |  |  |