

Neuse Charter School Board of Directors Meeting Minutes – May 22, 2018

Board Members Present:

Dawn Dixon, Chair
Paul Worley, Vice Chair
Rodney Dunn, Treasurer
Nichole Booker
Jason Cummings
Michelle Denning
Jimmy Lloyd
Robbie Taylor

Board Members Absent:

Tony Gupton, Past Chair
Chris Johnson
Dave Neville, Ex-Officio NCSF
Kevin Gomez-Gonzalez, SGA President

Call to Order [6:00 pm]

Dixon called the meeting to order at 6:00 p.m. and read the Ethics Statement. All board members were given the opportunity to respond to the Conflict of Interest statement.

Booster Club Report [6:01 pm]

Pullium reported that there is one officer position still open for Boosters that is posted on the NCS Facebook page. If anyone is interested in filling this position or knows someone who is, they should reach out to Richard Lynch.

SGA Report [6:01 pm]

None.

Directors Report [6:03 pm]

Student Updates:

- NCS completed our 11th year last Friday with 42 students in our 5th graduating class.
- Class of 2018 earned over 1.6 million in scholarships almost doubling last year.
- 79% achieved honors distinction and 8 of these students started with NCS in 2nd grade for all 11 years.
- Valedictorian: Alexander Klechevitz.
- Salutatorian: Silas McClure
- The Class of 2018 continued the tradition of giving a \$100 Scholarship to the Kindergarten class.
- The first ever Faculty Cup was given to Mattie High.
- Keynote address was presented by Mark Fang, a previous NCS graduate.

Staffing Updates:

- Senior Academy Counselor interviews have concluded with a recommendation in Closed Session.
- Facilities Maintenance Technician interviews begin tomorrow with Taylor serving on this committee.

- Primary Academy Leader interviews start this Thursday with a member of the board having an opportunity to sit in on second interviews.
- Primary Academy Counselor & EC Director interviews will begin next week.
- Intermediate EC Teacher, two Primary Academy teachers, and two Intermediate Academy teacher positions are currently open with interviews starting next week.
- TA assignments are being reviewed this week and will be posted if there are any openings.

Business Updates:

- 5 companies responded to RFP for custodial services. The committee has narrowed down to two bids and will proceed with reference checks before presenting to the Executive Committee.

Enrollment/Application Lottery Updates:

- 968 had enrolled by the end of lottery with currently about 960 enrolled for 2018-19. NCS is in the process of finalizing class rosters for next year and will be calling from the approximate 350 student wait list soon.

PLUS Updates:

- NCS re-launched the summer reading program with an alignment to the PLUS initiative. There were some issues with timing, and notes have been made for adjustments next year. Information has been posted to the website, on Facebook and via email communications. Rubrics should be posted soon.
- Website launch has had a delay but hopefully ready by next week.
- The staff participated in Canvas training yesterday. There were two sessions each lasting 3 hours: Beginning and Super-Users.

Education Updates:

- Curriculum deficiencies have been found in the K-8 math curriculum and K-12 reading and writing curriculum. After researching other options, NCS will utilize Eureka Math. Many of those resources are free and aligned to the new standards. Teachers already have the curriculum and workshops will take place this summer. For reading and writing, NCS will be using Jan Richardson's Forward in Guided Reading.
- End of year scores are coming in now, and we will have a more detailed report at the Summer Retreat.
- Pulliam presented Sharon Johnson Van Hoy with a certificate of achievement as one of the retirees, and thanked her for her years of service at NCS.

Public Comments [6:13 pm]

Sharon Van Hoy, Primary/Intermediate Academy Leader, thanked the board for the opportunity to serve as Principal at NCS. She was saddened that the non-renewal letter she received is what helped her make the final decision to retire. She wanted to make sure the students, staff

and parents of NCS know that they hold a special place in her heart, and that they all remember that she always put them first, that she was honest, and that she was fair.

Dixon thanked Van Hoy for her time, commitment and service to NCS.

Ethics Statement [6:16 pm]

Dixon read the Ethics Statement. All board members were given the opportunity to respond to the Conflict of Interest statement.

Agenda Approval [6:16 pm]

Motion by Denning, seconded by Lloyd, to approve the agenda. Passed unanimously at 6:16 pm.

Minutes Approval [6:17 pm]

Motion by Dunn, seconded by Taylor, to approve the April minutes. Passed unanimously at 6:02 pm.

Standing Committees

Finance Committee [6:17 pm]

Dunn reported on the April Budget Report. Projections continue to show an \$84,000 surplus. Motion by Taylor, seconded by Cummings, to accept the April Budget Report. Motion passed unanimously at 6:21 pm.

Dunn explained the \$50,000 holding account that is required if the school had to close to cover final salary and pension costs. The \$50,000 does not affect this \$84,000 surplus. The cash-balance is different from the budget balance. This \$50,000 holding account is mandated by DPI.

Dunn presented the proposed 2018-19 budget which was projected on 950 ADM. The budget is required to be legally on record. Pullium reminded that the budget can be reviewed this month and approved in June. Salaries and benefits continues to hold the majority of the expenditures.

Dunn recommended that NCS set a deadline to allow committees to submit for budget requests. Finance Committee is working with any reserves to provide more classroom space to give NCS room for expansion.

Motion by Lloyd, seconded by Denning, to accept 2018-19 budget as presented. Passed unanimously at 6:35 pm.

Facilities Subcommittee:

Taylor reported that the new construction is on schedule. Contractors are confident that the building will be open by start of school.

Taylor is working with Pullium on a Facility's Management Plan to allow NCS to be pro-active instead of re-active with maintenance and upkeep.

Taylor received bids for gym repaint and concrete repair. Taylor recommended to accept a bid that was for \$12,500 and included the gray perimeter as well as the caulking the floor and repainting the blue lines. Pullium confirmed there is about \$15,000 left in the facilities reserve line item to cover this cost.

Worley asked about sanding all the paint off and simply sealing the concrete floor. Taylor explained that due to summer usage of sport camps and open gym, the gym only has a short window to have repair work that starts this Friday through the following Tuesday.

Lloyd asked if Boosters were helping with the cost. The school is covering facilities costs and Boosters are covering athletics costs. Lloyd reminded that Boosters was set up to have athletics and support those programs and keep the cost off of the school. If the school pays this bill, the athletic clubs should be charged a usage fee.

Motion by Lloyd, seconded by Dunn, to accept the bid proposal as presented by Taylor. Motion passed 7-1 [Booker] at 6:47 pm.

Personnel Committee [6:48 pm]

Item for closed session.

Academic Affairs Committee [6:49 pm]

Dixon reported that a full data readout would be presented at the board retreat in June.

Resource Development [6:49 pm]

Dunn reported that the committee is still planning and outlining fundraising efforts for next year.

Board Development [6:50 pm]

Lloyd reported that revised by-laws will be presented at the retreat in addition to some governance board training as presented by Mr. Smith.

Old Business [6:51 pm]

Dixon discussed changing the June board meeting to June 23 with the retreat to follow. Motion by Denning, seconded by Worley, to move the regularly scheduled June board meeting to June 23 at 9 am. Passed unanimously at 6:52 pm. Retreat will follow the meeting and last until 3 pm at the Johnston County Airport Conference Room. All board members need to come prepared to discuss important topics. Dixon reported that Silver is working on reports to help the members better understand the academic reports. Members must work together to stay on the agenda.

New Business [6:57 pm]

Request to continue the TASK Retreat that the high school students started this year. This is an in-state, overnight trip in February of 2019. Motion by Lloyd, seconded by Taylor, to approve the field trip. Passed unanimously at 6:58 pm.

Carolina Children's Therapy [CCT] presented a contract for 2018-19 with no rate increases providing the same service plan. Our contact with CCT is Lisa Brogden. Dunn asked that this proposal be brought to the retreat.

Dunn presented a proposal for an end of year bonus for 2017-18. Dunn reminded the board that any bonus payout for 2018-19 will be paid out in the fall of 2019 once performance indicators are established. Therefore, there will be no bonus payout in 2018-19. At this point, this is a "good-will" bonus across all employees as NCS doesn't have results of 2017-18 data to base bonuses off of achievement. Pullium stated that she believed that the NCS staff deserves an end-of-year bonus.

Booker clarified that there will be 2018-19 bonuses but they will not be paid out until the fall of 2019 when all of the data has been collected by NCS.

Pullium explained that she gave each employee a summary/explanation of the new compensation plan when they signed their new contracts for 2018-19.

Cummings encouraged admin to find a way to set some goals to earn the bonuses instead of giving bonus money across the board. Dixon explained this is the year that NCS is making the turn to tying bonuses to teacher goals/growth.

Dunn stated that academically NCS has gone in the wrong direction the last two years and aligning a bonus to performance starting next year is a turn in the right direction. Cummings agreed that the message to teachers is that they need to be improving themselves as they expect students to improve themselves.

Motion by Dunn, seconded by Taylor, for a \$250 bonus for 83 full time staff. Passed 7-1 [Cummings] at 7:21 pm.

Dunn has talked with Richard Lynch about improved communication and processes between Boosters and NCS. Motion by Dunn, seconded by Lloyd, to form an Athletic Ad-Hoc Committee consisting of a board member, a member of administration, and President of Booster Club to plan and strategize the future of NCS athletics with one of the first tasks to clarify who is responsible and accountable for the various areas of NCS Athletics.

Concerns were raised regarding why the Athletic Director wouldn't be on this committee. Dunn explained the committee should be to plan and strategize and the AD should be the one to implement what the committees sets.

Motion passed unanimously at 7:31 pm.

Motion by Dunn that Taylor be the board representative on the Athletic Ad-Hoc Committee.

Lloyd prefer Gupton as he is not an active coach at the school where Taylor might have a conflict of interest. Dunn had a conversation with Gupton, and he was fine with the recommendation that Dunn was making in Taylor. Lloyd withdrew his comment.

Taylor confirmed this is a strategy committee to assist in developing how to handle business between the school and athletics.

Motion died due to lack of second to be assigned at the board retreat in June.

Motion by Dunn, second by Worley, to move into closed session for personnel and administrative discussion per NCGS 143-318.11(a)(6). Passed unanimously at 7:35 pm.

Motion by Lloyd, second by Booker, to adjourn closed session. Passed unanimously at 8:49 pm.

Motion by Cummings, seconded by Denning, to reconvene in regular session. Passed unanimously at 8:49 pm.

Motion by Lloyd, seconded by Taylor, to approve the Director's personnel recommendations. Passed unanimously at 8:50 pm.

Motion by Denning, seconded by Worley, to adjourn. Passed unanimously at 8:50 pm.

Respectfully submitted,
Paul Worley, Vice Chair/Secretary