

Uwharrie Charter Academy

Board of Directors Meeting

December 10, 2020; 6:30 pm Central Office

Minutes

Board Members Present

Carter Bills	Kristian Allen	Wanda Pegg
Holly Moorhead	Eric Ward	Angela Kern
Chelsey Butler	Aaryn Slafky	David Van Derveer
Greg Zephir	Maxine Wright	

Others Present

Sharon Castelli	Colleen Stanley (Teacher Representative – Elementary School)
Ryan Nelson	Danielle Dills (Teacher Representative – Middle School)
Charity Shore	Amanda Whatley (Teacher Representative – High School)

Members of the public joined via Zoom

UCA Board Ethics Statement

Uwharrie Charter Academy will make decisions that are morally sound, environmentally responsible, fiscally fit, safe for the community, adaptable and promote the development of its students, always with integrity.

Call to Order

Carter Bills called the meeting to order at 6:35 P.M.

Public comment

No Comment

E3 Awards

HS – Karla Sprague, Math Teacher – Mrs. Sprague is an essential member of our math department who jumps at the chance to help any way she can. Recently another member of our math team suffered a health setback, and Mrs. Sprague stepped up and provided assignments and feedback to his students. Her level of dedication to her own students is also amazing, as she continues to help and grade recovery options to those that are struggling with virtual learning. Next semester she has agreed to pilot a Math IV recovery class for seniors in danger of missing graduation. We are so blessed to have Mrs. Sprague at the high school and appreciate her willingness to go above and beyond for our students. Congratulations on being this month's E3 winner from the high school.

HS – George Kearns, Student Winner – Our E3 recipient from the high school is a wonderful student and a young man that you can count on. Therefore, our school selected him to be a test pilot for our new Drone Part 107 certification course. He has displayed nothing but excitement for the course as he has gone through it and provided the instructor, Mr. James Green, with especially important feedback on what needs to be improved upon. We have truly appreciated his willingness to step out and try

something new and aid us in building a bigger and better program going forward for the rest of our student population. It is our pleasure to recognize George Kearns for our E3 December award.

MS – Marsha Wallis, MS Data Treasurer – She handles everything with GRACE. She always has a smile on her face, and she is always willing to help no matter the situation. She has had a lot to deal with this year with attendance and report cards for students on different days and mailing them. Teamwork is how our middle school office is run and Marsha is a wonderful team player. She is a Rockstar!

MS – Eli Butcher, Student Winner – He has proven what great character he has by standing by others so that they do not end up standing out. He was never asked to do this but has taken it upon himself to help another student feel like they fit in instead of the other student feeling like they stand out for being different.

ES – Amy Yarboro, Fourth Grade Teacher – Mrs. Yarboro is new to UCA elementary this year and has been a wonderful addition to our family! She had the difficult task of coming into the classroom in October when the year was started by another teacher. Mrs. Yarboro is a phenomenal teammate and a wonderful colleague. She wants the best for her students and will do whatever she can to support them and guide them academic success. She also cares for them as individuals and strives to build a positive relationship with her students and their families. We are so happy to have her at UCA!

ES- Adalyn Pollard, Student Winner – Adalyn exemplifies all of the characteristics of an E3 student. She always completes assignments and does her best. She dedicates herself to all tasks that are presented to her. Adalyn has a caring heart that shows in everything she does. She is kind and respectful to her classmates and teachers. Adalyn is a student that we can always count on to make good choices and do the right thing. We are so proud of her!

Consent Agenda

A motion was made by David Van Derveer, seconded by Maxine Wright, to approve the Consent Agenda, including Superintendent's Report, Treasurer's Report, CAO Report, CFO Report, November Minutes. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

Finance/ Facilities

1. Funding for real estate course for spring semester: UCA has partnered with a real estate company to offer the real estate class at the high school. Parents are eligible if there are openings but would need to pay for their course fees directly; students' fees are covered by UCA. Local businesses related to real estate have been contacted about sponsoring students to help offset the course fees.
2. Non-certified pay scale: A pay schedule has been put together for non-certified staff. Non-certified pay scale will match the certified scale for years 0 to 5 while in year 6, that pay scale will be 40% less than the certified pay scale raise as set by DPI. Currently, 13% of faculty are not certified. A motion was made on behalf of the finance committee by Eric Ward, seconded by Holly Moorhead, to approve the non-certified pay scale as presented. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

Governance

1. New BOD Member recommendation: The Governance Committee, together with Dr. Sharon

Castelli as well as representatives from Finance (David Van Derveer) and Academic Excellence (Angie Kern) completed the interview process to fill the board seat that opens in June 2021. Kristian Allen reported that the group interviewed three great candidates. The review committee recommends Jonathan Thill to fill this seat in June. A motion was made by Ms. Allen, seconded by Wanda Pegg, to approve Jonathan Thill to fill this board seat for a three-year term beginning in June 2021. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

2. Executive Committee for 2021-22: The Governance Committee met and took all the recommendations for the 2021-22 Executive Committee under consideration, together with Dr. Castelli. Elections were held as follows:
 - a. Dr. Moorhead made the motion, seconded by Kristian Allen, to elect Chelsey Butler as Secretary of the UCA Board of Directors for the 2021-22 board year. Ms. Butler stepped out of the room for the vote, abstaining from the vote. Vote taken by roll call. All in favor. None opposed. Motion carried.
 - b. Dr. Moorhead made the motion, seconded by Ms. Allen, to elect Eric Ward as Treasurer of the UCA Board of Directors for the 2021-22 board year. Mr. Ward stepped out of the room for the vote, abstaining from the vote. Vote taken by roll call. All in favor. None opposed. Motion carried.
 - c. Dr. Moorhead made the motion, seconded by Ms. Allen, to elect Carter Bills as Chair of the UCA Board of Directors for the 2021-22 board year. Mr. Bills stepped out of the room for the vote, abstaining from the vote. Vote taken by roll call. All in favor. None opposed. Motion carried.
3. UCA BOD position description & agreement revisions: Dr. Moorhead reported that the updated file posted in google docs is incomplete so she requested that this item be moved to the January 2021 board meeting for consideration.
4. Organizational alignment updates and duty description: Dr. Castelli gave an overview of changes to the organizational structure for UCA Central Office. Included in those changes was the creation of a new position for Casey Harris. A motion was made by Dr. Moorhead, seconded by Mr. Van Derveer, to approve the new position of Assistant Superintendent of Auxiliary and Innovation for Mr. Harris. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
5. Standard Operating Procedures (SOPs) updates: Dr. Castelli provided an overview of new SOPs covering inclement weather, COVID procedure, pay procedure, injury reporting, onboarding personnel and sick leave.
6. Fraud, Waste & Abuse Hotline proposal: Dr. Castelli presented a quote from Alt HR Partners to manage this hotline. A motion was made by Dr. Moorhead, seconded by Kristian Allen, to approve the fraud, waste, and abuse hotline contract as presented. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

Academic Excellence

1. Academic Excellence Report: Angie Kern shared that UCA received a Bright Ideas grant, reminded members about submitting photos for the Christmas card, that Deans will notify the

Board if there are opportunities to use their volunteer hours and that Curtis Moore earned a \$500 grant.

2. COVID-19 – Dr. Castelli summarized the current numbers of virtual students at each school: 242 HS, 145 MS, and 73 ES.
3. BT Plan – Dean Rebecca Harris is overseeing this Beginning Teacher plan.

Other Business/New Business

1. Ryan Nelson reported that since July, UCA has received number of funding allotments, mostly CARES and COVID funds. Funds have been allocated to mobile wifi, personal protective equipment (PPE) and student technology. Remaining funds can be allocated to areas of most need, which likely will be student technology, instructional support and PPE.
2. UCA currently has two part-time custodial positions that the administration would like to change to one full-time position. A motion was made by Eric Ward, seconded by David Van Derveer, to approve the change from two part-time custodial positions to one full-time custodian. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
3. The Lottery application period for the 2021-22 school year will open online on January 19 at 12 pm ET. The lottery will take place on Saturday, March 20.
4. Four HVAC units at the Elementary School need repairs and a fifth unit needs to be replaced. Eric Ward recused himself from the meeting for the discussion on this matter. Mr. Harris shared that four quotes were received and that he is recommending Triad Heating & Cooling's quote for \$31,074. David Van Derveer suggested that UCA ask Klaussner to contribute to the expense of the new unit since we have less than three years left on our lease and average life cycle for a new unit is seven years. A motion was made by Greg Zephir, seconded by Mr. Van Derveer, to accept the Triad Heating & Cooling quote for \$31,074 for the repairs and replacement of HVAC units at the Elementary School. Vote taken by roll call. All in favor. None opposed. Eric Ward abstained. Motion carried.
5. Carter Bills asked for an update on the timeline for the high school construction. Mr. Ward responded that we are on track with the master schedule and that January/February 2021 is when cost estimates will be solicited to keep us on track and ready with both estimates and documentation by April in order to begin the bond process.
6. Mr. Van Derveer asked when the state would re-evaluate our classification as a 1A or 2A system in athletics. We are currently scheduled to move to 2A in August 2021. Dr. Castelli will ask Mr. Harris to research this matter, including how to appeal.

Closed Session – Personnel GS143-318.11 (a)(6)

A motion was made by Eric Ward, seconded by David Van Derveer to go into Closed Session as notified in the Agenda for the reason of discussion around Personnel GS143-318.11 (a)(6). Vote taken by roll call. All in favor. None opposed. Motion carried. The Open Meeting concluded at 7:52 pm.

Ms. Dills, Ms. Stanley, Dr. Whatley, Ms. Shore, Mr. Nelson and members of the public left the meeting. The board took a brief recess.

The Closed Session was called to order by Mr. Bills at 8:07 pm.

A motion was made by Greg Zephir, seconded by Wanda Pegg, to come out of Closed Session at 9:15 pm. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

New Business

1. A motion was made by Maxine Wright, seconded by David Van Derveer, to accept the restitution monies remitted by Van and Leigh Hurley and dispersed to UCA by the Randolph County Clerk of Court in the matter of (20-CRS-82) North Carolina vs. Leigh Hurley and (20-CRS-83) North Carolina vs. Van Hurley Jr. and to apply those funds to the accounts from which they were originally taken. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
2. David Van Derveer raised the subject of summer school or other options for ensuring students are at grade level. This led to a discussion about whether to return to virtual learning for the first two weeks of second semester in consideration that gatherings over the holiday break could lead to the spread of COVID cases. Further discussion was held about the establishing a set schedule for daily live lesson delivery over Zoom. Dr. Castelli said that her team would develop a schedule for students to receive a live lesson for each class at a designated time. A motion was made by Greg Zephir, seconded by David Van Derveer, to return students to virtual learning from January 4 to January 15, 2021, with required daily lessons via live Zoom meetings. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

Adjourn

A motion was made by Eric Ward, seconded by Chelsey Butler, to adjourn at 9:52 pm. Vote taken by roll call. All in favor. None opposed. Motion carried.

UCA Board Vision Statement

Uwharrie Charter Academy is the model of innovative learning environments where curiosity, adaptability, and critical thinking are inspired through transformative methods and passionate educators preparing graduates for the rapidly evolving world.



Triad Heating & Cooling, Inc.
 3297 Old Cedar Falls Rd.
 Asheboro NC 27203
 Phone: 336-629-7588
 Fax: 336-629-9757

INVOICE

DATE	INVOICE #	CUST #
1/8/2021	0000019946	0010855

BILL TO:

Uwharrie Charter Academy
 5154 US Hwy 220 Busniess S.
 Asheboro NC 27205

SHIP TO:

Uwharrie Charter Academy-Elementary
 301 Lewallen Rd.
 Asheboro NC 27205

P.O. NUMBER		TERMS	SALES PERSON	
		COD		
QUAN	DESCRIPTION	PRICE EACH	AMOUNT	
4.00	To Furnish and Install Four (4) Heat Exchagers for Unit 99-51, 99-52, 99-61, 99-62	4,972.50	19,890.00	
1.00	15% Maintenance Agreement Discount	-2,983.50	-2,983.50	
1.00	Unit 99-49 Replacement with an Ameicna Standard Gas Package RTU	12,985.00	12,985.00	
SUBTOTAL			\$29,891.50	
TAX			\$2,092.41	
TOTAL			\$31,983.91	



STATEMENT OF WORK AND FEES
Uwharrie Charter Academy
September 10, 2020
Revised January 13, 2021

SERVICES PROVIDED

Anonymous Compliance Hotline and UCA e-mail address

- Toll free (1-888) phone number created for your school
- UCA_Concerns@althrpartners.com e-mail address
- PDF posters provided with the above information

TOTAL FEES AND REIMBURSEMENT

We are pleased to be able to offer these services at \$15 per month for a 12 month period.

We will answer up to 10 calls and receive up to 10 e-mails per month at no cost.

The following cost will be assessed for additional calls/e-mails within the same month

Calls/e-mails 11-20	Billed at \$25 per call/e-mail
Calls/e-mails 20-40	Billed at \$35 per call/e-mail
Calls/e-mails over 40	Billed at \$50 per call/e-mail

We will listen and take notes on all calls coming into the hotline, as well as read all e-mails. We will pass along all information to the Superintendent of Schools, unless the concern specifically names the Superintendent of Schools, in which case the information will be passed along to the UCA Board Chair.

Should you choose to have us further investigate or take action on the information received, including contacting the caller or e-mailer, you will be billed at your usual and customary rate on a monthly basis. Should the time required for the investigation or action exceed hours within a current contract, you will be billed at the hourly fee for consultation which is \$220 per hour, billed on a monthly basis.

ALT HR Partners will track consulting hours in 15 minute increments and prepare monthly bills accordingly. Most text messages and emails are excluded from billing. Text messages or emails that direct work will be billed for the work directed.

Shipping Expenses

For distribution of printed materials. Billed at actual ALT HR cost.

Travel Reimbursement

Travel related travel/lodging expenses for trips greater than 150 miles from Greensboro, NC will be reimbursed by Client. ALT HR will take all reasonable steps to book cost efficient travel and lodging.

Printing Costs

Billed at actual ALT HR cost.

Additional Vendor Costs

ALT HR Partners is happy to provide, Background Checks, Drug Screening, Assessments and Testing. Billed at actual ALT HR cost.

Indebtedness Clause

Pursuant to North Carolina General Statutes (G.S. 115C-218.105(b): No indebtedness of any kind incurred or created by the charter school shall constitute an indebtedness of the State or its political subdivisions, and no indebtedness of the charter school shall involve or be secured by the faith, credit, or taxing power of the State or its political subdivisions.