

**Uwharrie Charter Academy**

**Board of Directors Meeting**

**November 5, 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		

Note: Maxine Wright joined remotely via Zoom but did not participate in any of the board votes.

**Others Present**

Sharon Castelli	Colleen Stanley (Teacher Representative – Elementary School)
Casey Harris	Danielle Dills (Teacher Representative – Middle School)
Charity Shore	
Tyler Morrison	

**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 6:33 pm.

**Public comment**

No Comment

**E3 Awards**

**HS** – JT Trogdon – History Teacher: Mr. Trogdon is a valued member of the high school history department and a coach of our state champion basketball team. His classes that he developed last year has become one of our most popular electives. With the recent changes in the history curriculum, Mr. Trogdon will also be piloting the Personal Finance class at UCA in the coming years. His teaching embodies our core principles of Rigor, Relevance, and Relationships. He is always willing to step up and help with anything that comes up, and we are blessed to have him at the high school. Congratulations.

**HS** – Lani Jobe – Student Winner: UCA has been so impressed with Lani's dedication to the school and her commitment to our yearbook team. She has stepped up and helped us navigate the difficulty of creating a yearbook in a year where nothing is normal. She has also shown incredible time management with maintaining all A's in her classes while working a job as well. She is a humble leader and never seeks attention for herself, so we are excited to honor Lani Jobe with this E3 award.

**MS** – Melissa Hicks – EC Teacher: Melissa goes above and beyond for her students. She is such a sweet and kind soul who will do anything for her kiddos. Mrs. Hicks not only helps her kids in the classroom, but she has also mailed schoolwork to students who are virtual so that they can achieve the same

experience as an in-person student. Mrs. Hicks also zooms 1:1 with her kiddos to make sure they are doing okay. Mrs. Hicks is an EC Rockstar!!

**MS** – Jackson Wagoner – Student Winner: Jackson has been doing an amazing job! From the first term when we were all remote to the current term where he remained all remote, he has excelled in all the subjects, attends Zoom meetings, completes all his work on time, and always participates and adds to the discussions on Zoom. During this time where things are difficult for all of us to manage, he has continued to put forth his absolute best.

**ES** – Angie Hammond – Assistant Teacher: Mrs. Hammond is a one on one and an assistant. She is wonderful! She is always pleasant and willing to do whatever she is asked to do. She always puts students first and anticipates their needs. She is patient, loving, and kind. Mrs. Hammond is always helping even if she is not assigned to help them. She is a wonderful Eagle teammate, and we are fortunate to have her. Thank you, Mrs. Hammond, for all you do and for always anticipating the needs of others!

**ES** – Lucy Powell – Student Recipient: Lucy Powell is a highly deserving candidate for the E3 award. She is an exceptional student that is quiet and soft-spoken, yet when she sets her mind to a task, she explores every avenue to reach her goal and faces every challenge with determination and passion. Her genuine enthusiasm for life makes her a leader inside and outside the classroom. Listening to her work in small groups provides great insight into her character she leads humbly, works hard, and engages in thoughtful conversations with her peers. Congratulations Lucy for your commendable performance.

### **Consent Agenda**

A motion was made by Angie Kern, seconded by Chelsey Butler, to approve the Consent Agenda, Superintendent's Report, Treasurer's Report, CAO Report, CFO Report, October Minutes. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

### **Finance/ Facilities** (15 Minutes)

1. Finance Committee Report: Eric Ward reported that UCA secured full funding for the year and that the State allotment is better than anticipated. Estimated total needed for down payment to build new high school is \$2.5 million; need \$300,000 to \$400,000 to finish down payment. UCA issued a bonus of \$350 to all teachers.
2. Meals Plus Update: Mr. Ward reported that training is currently underway and projected to start using the new platform in January 2021.
3. Ballfield septic quote: Mr. Ward reported that the septic install was not a part of original contract. Quotes were solicited and the Finance Committee recommends the proposal from Chris Robbins for \$25,000 to \$28,000. A motion was made on behalf of the Finance Committee by Eric Ward, seconded by Kristian Allen, to accept the proposal from Chris Robbins not to exceed \$28,000. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
4. Finance Compensation Adjustment: A motion was made on behalf of the Finance Committee by Eric Ward, seconded by David Van Derveer, to approve a salary adjustment as presented for the Accounts Receivable position to reflect added duties and responsibilities. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

### **Governance** (30 Minutes)

Note: Angie Kern departed the meeting at 6:43 pm

1. Governance Committee Report: Holly Moorhead reported that the committee will interview three candidates for 2021-22 board. David Van Derveer and Angie Kern will join the Governance Committee to represent their respective committees and board classes in the interview process. Kristian will be coordinating these interviews. Dr. Moorhead also reported that board members need to email her to nominate fellow board members for the 2021-22 executive committee positions of Chair, Treasurer and Secretary, preferably by November 15, but no later than November 22. Members should first verify with the person they are nominating that they are willing to accept that nomination. She announced that November 24 is the next Governance Committee meeting. Dr. Moorhead noted that any changes to policies need to go through Dr. Castelli first, then the Governance Committee before a change or new policy is presented to the full Board.

For items 2, 3, 4, and 6 in this section, the Board asked the Teacher Representatives if they supported the policies as presented. Ms. Stanley and Ms. Dills responded in favor of these policies as presented. The approved policies are reflected in the respective handbooks.

2. New Policy for UCA Employee Policy Handbook: Non-Exempt Employees Breaks and Lunches policy – A motion was made by Holly Moorhead, seconded by David Van Derveer, to approve the Non-Exempt Employees Breaks and Lunches policy for the UCA Employee handbook. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
3. New Policy for UCA Employee Policy Handbook: Non-Exempt Employee Holidays Policy – A motion was made by Holly Moorhead, seconded by Kristian Allen, to approve the Non-Exempt Holidays policy for the UCA Employee Handbook. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
4. Revised Policies for UCA Employee Policy Handbook: Sections 408 & 409 – A motion was made by Holly Moorhead, seconded by Kristian Allen, to approve revisions to sections 408 & 409 of the UCA Employee Handbook. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
5. Revised Policy for UCA Parent/Student Handbook: Attendance Policy – A motion was made by Holly Moorhead, seconded by Wanda Pegg, to approve the revision to the attendance policy to clarify the excused absence language in the UCA Parent/Student Handbook. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
6. Revised Teacher Contract language – A motion was made by Holly Moorhead, seconded by David Van Derveer, to approve the updated teacher contract document. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.
7. School Closure allowance related to COVID-19 – Dr. Castelli shared that Mr. Harris has a great relationship with the Randolph County Health Department. The team has discussed tipping points; researched policies in neighboring systems; and outlined decision-making based on sub availability and exposures. She reported that one elementary class closed for 14 days. She summarized that the process for closures (moves to remote learning) for classes and schools is as follows: The Superintendent can make the decision to close without board approval for a

closure of 14 days or less; more than 14 days would require board vote.

### **Academic Excellence** (30 Minutes)

1. Academic Excellence Report: Chelsey Butler reported that the Academic Excellence Committee met on October 15, where they reviewed the re-entry plan, the Governor's allowances for K-5 and discussed that the Elementary would remain in the current AA/BB/virtual plan. Ms. Butler then oversaw the drawings for gift baskets that the board donated and a StarWorks glass pumpkin donated by Dr. Castelli. Winners were: Tracy Troutman – ES gift basket, Melissa Hicks – MS gift basket, Jennifer Walker – HS gift basket, StarWorks glass pumpkin – Brandy Beck.
2. Plan B School Update: The High School has 194 virtual students and 32 have returned to virtual. The Elementary School 66 virtual students and two have returned to virtual. The Middle School has 136 virtual students: 29 5<sup>th</sup> graders, 35 6<sup>th</sup> graders, 40 7<sup>th</sup> graders and 32 8<sup>th</sup> graders.
3. New hires: A Motion was made by Chelsey Butler, seconded by Eric Ward, to ratify the hiring of Heather Maness and LaBreeska Hunt. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

### **Other Business/New Business**

1. Selling of older vehicles: Dr. Castelli reported that certain UCA vehicles have been selected to be sold for parts. Mr. Harris is overseeing this. Dr. Castelli thanked Mr. Harris for his leadership in this.
2. Dr. Castelli reported that the building of a wall for office space for Mr. Morrison and records storage is underway. The project was previously approved by the board and is now moving forward.
3. Dr. Castelli reported that Mr. Nelson is working on the response to a mandate from NC DPI regarding the 2019 audit and will have that response submitted in advance of the deadline.
4. Eric Ward proposed the addition of school volunteer hours as an additional requirement for board members. The Governance Committee will bring a proposal to revise the Board Policy Handbook to reflect this requirement at the December 10 board meeting.
5. Eric Ward asked what the procedure was for posting agendas and minutes online. Aaryn Slafky responded that the agendas are posted 48 hours in advance of the regularly scheduled board meetings to the UCA website and that approved minutes are posted soon after the board meeting where they are approved, but no later than by the following regularly scheduled board meeting.

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

A motion was made by Eric Ward, seconded by Holly Moorhead 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 7:29 pm.

Mr. Harris, Ms. Dills, Ms. Stanley and members of the public departed and UCA Attorney Lisa Gordon Stella joined the meeting at 7:29 pm. The board took a brief recess.

The Closed Session was called to order by Mr. Bills at 7:43 pm.

Note: Angie Kern returned to the meeting at 8:04 pm.

A motion was made by Eric Ward, seconded by Wanda Pegg, to come out of Closed Session at 8:49 pm. Vote taken by roll call. All in favor. None opposed. No abstentions. Motion carried.

**Adjourn**

A motion was made by Angie Kern, seconded by Eric Ward, to adjourn at 8:50 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.