



LHU Board of Directors Regular Meeting

April 17, 2024 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		Kevin Hughes	x		Elizabeth Uzzell	x
Kim Elliott	x		Dwayne Jones	x		Robert Wolfe	
Jessi Fasola			Keisha Pressley	x		Lan Zhu	
Ryan Hill	x		Rachel Richardson	x			

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.

- Vote to remove old P.1 Math Placement Policy
- Vote to Approve 2024-25 Budget
- Vote on budget items:
 - \$20,000 Advertising expense for Middle School student recruiting - type of advertising to be determined by Maureen
 - \$5,000 signing bonus
 - \$13,000 tree remediation

Approval of Agenda

At 6:34p, Elizabeth Uzzell moved to approve the agenda. Approved

Name	Aye	Nay	Abs		Name	Aye	Nay	Abs		Name	Aye	Nay	Abs
Katie Brown	x				Kevin Hughes	x				Elizabeth Uzzell	M		
Kim Elliott	x				Dwayne Jones	x				Robert Wolfe			
Jessi Fasola					Keisha Pressley	x				Lan Zhu			
Ryan Hill	x				Rachel Richardson	x							

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

- AMS Self Study recommendation, the process includes an initial application for continuous pathways. To go forward, we need to score an 8 to move to the accreditation committee for review. About a month ago, we submitted our application, AMS came back with some questions. We are short of the 100% staffing requirement by two certified staff members, and we are working on those two being enrolled in training this summer. Maureen is working with AMS on the clarifying questions to move forward.
- Maureen provided an introduction to presentations by Carrie Smith and Dr. Gloria Jones.
 - Carrie Smith, Director of Student Services, presentation on the state of MTSS, 504, SEL programs.
 - Gloria Jones, Director of Exceptional Children, presentation on state of EC Programs.

Communications Committee Report - Ryan Hill

- Met on Apr 2, 2024 discussed overall communication with strategic planning and the survey progress.

Finance Committee Report - Kim Elliott

- Review and discussion of the current budget and the proposed 2024-25 budget, including strategy for the three scenarios, assumptions, and what expenses would be held back considering ADM and other variables.
- The finance committee is recommending budget scenario #2 for approval.
- Discussion on LEP funds and how the funds can be used. Maureen confirmed that these funds can be used for salaries but there was no confirmation on when we would receive the funds or how much.
- Moving budget approval of committee recommendation to consent agenda

DEI Committee Report - Dwayne Jones

- Discussed neurodivergence
- The goal is to bring voices to those voices that are not often heard.
- Looked at the 1, 3, 5 year plans and they are working to focus on some of the data.
- Bringing focus back to the SWAT analysis and reporting to the whole community.
- Recommended to review case studies in the committee and look at additional development hours.



- Committee participation and stipends related to the staff participation.

Policy Committee Report - Kevin Hughes

- Recommending removing the formal math policy and leaving that to the administration to manage consistent with the handbooks.
- The committee reviewed and created a single document to sync up and streamline all policies, including renaming employee policies with a letter “E” instead of the current “P.”

Development Committee Report – Jessi Fasola

- Shared current status and alumni events.
- Maureen and Stephanie attended the Morrisville Chamber of Commerce meeting to network and be present.
- Participation by staff is about 80% with parent participation at the 40% mark shooting for close to \$50k by end of year.

Governance Committee - Katie Brown

- Updates to the board calendar and schedule.
 - No Committee meetings or full board in July.
 - Moving the August board meeting to August 28th.
 - Not proactively utilizing Saturday working sessions and will not place those on the calendar.
- We’ve received some candidate interest and they are working on requirements.

Strategic Planning Committee Report - Ryan Hill

- Current status of our process
- Plans to be present at the International Festival and schedule Community Days
- We have scheduled summer community days for June 15th and July 27th.

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 to allow for follow-up by the appropriate officer or committee chair. Formal comments may be emailed to 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 2024 Regular Meeting Minutes](#)
- Approval of 2024-2025 Budget, scenario #2 as presented and recommended by the Finance Committee.
- Vote to change the indexing of employee policies replacing “P” with an “E” | Policy Committee
- Vote to remove old P.1 Math Placement Policy

At 9:01p Elizabeth Uzzell moved to approve Consent Agenda Items. Approved.

Name	Aye	Nay	Abs		Name	Aye	Nay	Abs		Name	Aye	Nay	Abs
Katie Brown	x				Kevin Hughes	x				Elizabeth Uzzell	M		
Kim Elliott	x				Dwayne Jones	x				Robert Wolfe			
Jessi Fasola	x				Keisha Pressley	x				Lan Zhu			
Ryan Hill	x				Rachel Richardson	x							

4. DISCUSSION ITEMS

- No Addition Discussion Items.



5. APPROVAL OF CONSENT ITEM

Consent Item – Approval of Budget Expenditures

At 9:04pm, Kim Elliott moved to approve the budget expenditures including the following:

- \$20,000 Advertising expense for Middle School student and staff recruiting an - type of advertising to be determined by Maureen
- \$5,000 signing bonus
- \$13,000 tree remediation

Name	Aye	Nay	Abs		Name	Aye	Nay	Abs		Name	Aye	Nay	Abs
Katie Brown	x				Kevin Hughes	x				Elizabeth Uzzell	x		
Kim Elliott	M				Dwayne Jones	x				Robert Wolfe			
Jessi Fasola	x				Keisha Pressley	X				Lan Zhu			
Ryan Hill	X				Rachel Richardson	x							

Consent Item – Approval of additional headcount

At 9:13pm, Kim Elliott moved to approve an addition of a lower elementary floater position on the Wake County TA scale.

Name	Aye	Nay	Abs		Name	Aye	Nay	Abs		Name	Aye	Nay	Abs
Katie Brown	x				Kevin Hughes	x				Elizabeth Uzzell	x		
Kim Elliott	M				Dwayne Jones	x				Robert Wolfe			
Jessi Fasola	x				Keisha Pressley	X				Lan Zhu			
Ryan Hill	X				Rachel Richardson	x							



8. ADJOURNMENT

At 9:16p, Elizabeth Uzzell moved to adjourn. Approved

Name	Aye	Nay	Abs		Name	Aye	Nay	Abs		Name	Aye	Nay	Abs
Katie Brown	x				Kevin Hughes	x				Elizabeth Uzzell	M		
Kim Elliott	x				Dwayne Jones	x				Robert Wolfe			
Jessi Fasola	x				Keisha Pressley	x				Lan Zhu			
Ryan Hill	x				Rachel Richardson	x							

Attendance:

Full Name	First Seen	Time in Call
Carol Stubbs	2024-04-17 17:36:22	02:08:54
Carrie Smith	2024-04-17 17:31:20	01:11:52
Dre'Sha Singleton	2024-04-17 17:29:40	00:51:06
Dwayne Jones	2024-04-17 17:31:44	02:45:15
Elizabeth Uzzell	2024-04-17 17:28:35	02:48:25
Gloria Jones	2024-04-17 17:31:39	01:36:19
Jessi Fasola	2024-04-17 17:42:01	02:34:55
Katie Brown	2024-04-17 17:30:48	02:46:08
Keisha	2024-04-17 17:30:01	02:44:45
Kevin Hughes	2024-04-17 17:25:50	04:05:58
Kim Elliott	2024-04-17 17:31:03	02:45:58
Maureen Capillo	2024-04-17 17:30:05	02:46:54
Rachel Richardson	2024-04-17 17:32:52	02:43:44
Ryan Hill	2024-04-17 17:24:02	02:53:04



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LAURA HOLLAND UZZELL FOUNDATION

A nonprofit organization

Susan Jones	2024-04-17 17:39:13	02:37:43
daphne coulter	2024-04-17 17:24:02	02:52:54