## LHU Board of Directors Regular Meeting

**April 19, 2022 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 QuorumAt 6:32pm

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

| **Name** | **Present** |  | **Name** | **Present** |  | **Name** | **Present** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  | Kevin Hughes | x |  | Kari Schwab | x |
| Kim Elliott | x |  | Wallace Lewis | x |  | Elizabeth Uzzell | x |
| Leslie Hamilton | x |  | Chris Morton | x |  | Robert Wolfe | x |
| Ryan Hill | x |  | Rachel Richardson |  |  | Lan Zhu | x |

##### Attendees listed at end of document. 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

*“LHU Board members acknowledge their duty to avoid actual or appearances of any conflicts of interest. At this time, we ask all board members to make a statement to be recorded in the minutes for any conflict or appearance of conflict with respect to any matters coming before them during this meeting. It is up to each board member to exercise their duty to abstain from participating in discussion and from voting on such matters.”*

#### Agenda Items:

*Including any related consent agenda items or discussion items added to agenda prior to consent vote.*

* Approval of Hires
* Closed session to discuss personnel per N.C.G.S. § 143-318.11(a)(6)
* Communications Committee: Proposing discussion to resume in person board meetings in May
* Governance Committee: Board retreat attendance and scheduling.
* Discuss the Role of the Secretary

**Approval of Agenda**

At 6:35p, Elizabeth Uzzell moved to approve the agenda with additions discussed. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson |  |  |  |  | Lan Zhu | 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 – Josie Spreher

* All school staff meeting led for survey results presentation
* April PD day was continuation of curricular studies
* Discussions with consultant on ED inclusion model
* Peaceful schools meeting for directors
* Interviews
* Setting up Admin team for all tasks an in prep for transition to new head of school
* Discussions on staff transitions for admin team
* UE updates
* Parent rise up night preparations happening
* Passed our sanitation inspection, daycare licensing inspections and fire inspection, BTSP inspection
	+ Parking lot will need to be repainted over the summer
* Spring Break camp went well and prepping for Summer Camp

#### Finance Committee Report - Kim Elliott

* Presented payscale review
* Training for teachers paid for by the school.
* Merv 8 filters are being corrected for CO2 issues, this is in the budget
* Elizabeth asked about the professional video tour. Josie, over the past two years many schools have moved to video tours on the website. Exploration into the cost and shows to be approximately $10,000 for a 2:30 minute video.
	+ This was only one vendor and need to do multiple quotes.
	+ We will keep this on the radar and look further into it.
* Chris Morton - Question on Merv filters and Todd Fisher gave an update.

#### DEI Committee Report - Kim Elliott

* Reviewed SWOT analysis
* Expecting the next step to be a 1, 3 and 5 year plan with the incoming ED.

#### Search Committee Report - Kim Elliott

* Update of the process
* 7 candidates are being interviewed this week for video interviews.
* Interviewers have the list of questions
* Interviews are recorded and the committee will be able to watch those and score them in a rubric.
* Interviews are being discussed on Tuesday
* Expect to bring a few to campus in May.
* Want in person interviews done before Testing begins.
* Kim provided an update that the details will be finalized in the next committee meeting.

#### Strategic Planning Committee Report - Ryan Hill

#### Policy Committee Report - Kari Schwab

* Proposed Promotion policy discussed again and updating the procedure with new ED
* Policy 12, Holiday and Vacation Policy discussed

#### Communications Committee Report - Leslie Hamilton

* Community group on Parent Square has launched
* At time no new covid cases but still testing on Mondays
* Spent time discussing the Community Surveys
* Parent/Guardian survey distributed on Apr 14, 2022 and open for two weeks.
	+ Results to be compiled in an infographic

#### Development Committee Report – Robert Wolfe

* Met just before finance
* Continue to receive donations
* Estimated over 500 in attendance for International Festival.
* Continue to reach out and Stephanie’s “why we give” reports
* Getting a second quote for the outdoor spaces, but have not heard back yet.
* Upcoming events
* Elizabeth asked about the ESSR funds. Josie PRC482 and there was an application that a percentage of the funds could go to outdoor educational work; however the state came back and asked if we gave the teachers a bonus - we could use those funds. All of our staff received bonuses from those funds. There are specific items it would be required to be applied for.

#### Outdoor Play and Learning Space Committee Report - Robert Wolfe

* See Development Report

Todd Fisher gave update that we expect a report on the Airport Blvd expansion.

#### Governance Committee - Chris Morton

* Discussion item for the board retreat
* Assigned areas for the Board Handbook
* Wants to make this an annual review and approve of the LHU Board Handbook
* Ryan and Chris will be updating the board forms to make them electronically.
* Elizabeth asked about the handbook being a living document.

#### Technology Committee Report - Chris Morton

* Did not meet

#### PFSA Report - Stephanie Deming

* International Festival was a great success
	+ Appearance by Mayer and City Council
	+ Incredible feedback
* Encanto for Movie night this Friday
* Final 2022 PFSA meeting is next Wednesday
* COVID really hit the number of volunteers and the hope is in 2022-2023 increased involvement and continued partnership with student council.
	+ Parent volunteer to update the spirit wear and likely conduct a poll for items that people are interested in.
* Ice Cream was provided
* Teacher appreciation week is the first week in May. Chairs working on a schedule for how the community can participate.
* Working on details for catered luncheon for teachers

#### Community Comments (3 minute time limit)

*Board Secretary will record names of speaker 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* *ahead of any regular meeting to be considered for agenda/discussion.

The LHU Board meetings are set up in order that the business of the Board may be conducted in public. We strive for a balance between conducting board business and receiving input from the public. The Board's goal is to make the absolute best use of everyone's time and resources.*

*The Board looks forward to receiving public comments, concerns and questions and therefore shall adhere to following:*

1. *Questions/ comments and concerns may be submitted to the President in advance of the meeting. This will assist the Board in responding effectively to the issues.*
2. *The total amount of time devoted to public comment will be no more than 20 minutes. The President may make exceptions as needed.*
3. *Each speaker may address the Board for up to 3 minutes. The President may make exceptions as needed.*
4. *It is not a requirement that the Board will respond to criticism of its own actions or those of a member of the staff in Open Public Session.*
5. *Public comment may not include specific reference to the performance of an individual staff member, member of the board, or the behavior of a specific student. Comments made must be respectful of the person, factual, as brief as possible, void of criticism, and void of profanity.*
6. *If a member of the public wishes, they may request of the Board President that an issue be placed on the agenda for an upcoming Board Meeting.*

*The Board President, or presiding officer, may direct a member of the public to cease public comment if the party is violating the intent of these guidelines.*

*Speakers:*

* Josie Spreher: [detailed statement provided by email] When I took the role of CH Director and Admissions Manager in 2016 I was excited about the opportunity to walk alongside the teachers and mentor and role model the philosophy and teachings of Maria Montessori after many years of being a teacher. The mission of Sterling was and still is to do just that and be grounded in the Montessori philosophy and teaching practices. The priority was to be true to the mission and do as we say we do. I was

nervous but excited to take on the role as the ED in 2018 knowing that I am a

woman of my word and take my responsibilities seriously. I felt that I had support

and expressed many times that the mission can be fulfilled as long as there was

continued support from all community members in this mission. This meant

working together and not against each other. This meant working from a shared

understanding of the mission. As a teacher and parent at Sterling beginning in 2009

it was clear that there were dedicated teachers who cared for students and Sterling.

It was also clear that as a teacher I could do my own thing in the classroom. This

means if you had triplets, they could all have wonderful experiences in three

different classrooms but extremely different experiences. One might learn cursive,

one might learn print, one may learn to read phonetically and one by sight learning.

One may celebrate and acknowledge all cultures and holidays and one may never

hear about them. This should never be the case in any school traditional or

Montessori. In fact, traditional public schools are very strict in all teachers doing the

same instructional teachings at the same time. We do not have to be that extreme

but there is a shared Montessori philosophy and standards that all teachers should

share. Teachers and classes will always have their own personality to it and

teachers bring special strengths to the class but ultimately all students regardless

of which classroom should be able to walk away from that grade with the same

educational experience. I was excited to be a part of that work. It was not easy.

From day one or before, I have been ridiculed for doing this work. I kept going

knowing that I was doing right by the job I was hired to do and for Sterling and the

students. I sacrificed evenings, weekends, every holiday, family birthdays and

vacations to do for Sterling. I was proud to do this work. Under my leadership, the

administration team over the past 4 years have laid the foundation for the staff to

work together to refresh and revisit our Montessori practices to create a consistent

Montessori experience in all grade levels and classrooms. Doing my job means

tough decisions have to be made. We cannot disclose all the details that are made

in these decisions. As A person who is dedicated and passionate to the work, I feel

the ridicule has taken a toll on me, the administration, my family, board members,

staff committed to the mission and work, parents, students and ultimately the

name of Sterling Montessori. I am saddened by these recent actions by a few

community members and concerned because I care a great deal about Sterling

Montessori and want only the best for its success in the future.

* Meisha Mandal: As parent, has two students at Sterling with one in B4. States that Ms. Nicole makes learning fun and very fond of Ms. Nicole. Her daughter used to dislike math but with the help of Ms. Nicole, she now loves math. She’s concerned about the support for her student in the transition. Interested in seeing the requirements and regulation for non-renewing a contract. She has never seen anything other than positive experiences in the classroom. The students did not receive any closure due to the manner in which Nicole departed.
* Kyle Munn: [detailed statement provided by email] I know you'll hear from other parents today their frustrations with the recent teacher changes. I share their frustrations. But tonight I want to focus on how those changes were communicated to families. I have over 15 years of experience in education communications with a specialty in change management and formal training in crisis communications. In situations like these, all communications must be clear, concise, and complete. I think anyone who received the B4 communications this month would agree they fell short of these elements. The worst was the reason the children were given about the teacher change. My child can struggle with anxiety, especially in times of transition and uncertainty. To prepare her for Tuesday, we told her the night prior that Ms. Nicole would no longer be her teacher and she would meet her new teacher this week. She of course asked, "Why?" We answered truthfully that we weren't sure the reasons but Ms. Nicole is okay and will miss the class. Imagine my surprise at school pick-up when she says they were told Ms. Nicole chose to abruptly leave the class for "life reasons." I'm left to wonder if it was considered the potential psychological impact on young children - especially after two years of life in turmoil. Will my child believe that I didn't tell the truth or that trusted adults at school were lying? I don't know. I formally request that the board do a full audit of B4 classroom communications for this school year, including B4-related communications from administration and B4-related incident reports. The families in B4 deserve a full accounting of how we ended up where we are today. This retrospective will also help prevent a future crisis like this and protect the school from legal risk. I also recommend all Sterling administration go through communications professional training - particularly change communications training. I will include links to my course recommendations along with my written follow-up of my request. If the Board is willing to have an honest and vulnerable analysis of this situation, I believe the school will become stronger for it. I hope you will use this moment as the opportunity to learn and do better next time. Our community needs it. Thank you.
* Sarah Hudson: Mom of two at Sterling. Has three main points. First and foremost concerned with lack of transparency. The entire situation has been miscommunicated and childrens have suffered. Professionalism has not been present. Concerned with who did the assessments for the decisions of not renewing contracts, why was that information given weight to lead to the decision. If considering the overall feedback from the students in the classrooms. She understand the need to streamline for Montessori philosophy but at what cost.
* Sam Gattis: Son reads short essay for nominating his teacher, Ms. Kim for teacher of the year.
* Eric Hoafan Peng: Here today because we love and care for the students and school. What is the regulation and requirements for the decision due to the high turnover. Would like to know based on what policy do we make decisions on renew or non-renew
* Sudeep Mandal: [detailed statement provided via email]
I would like to thank the Sterling board for this opportunity to address them and everyone else attending this meeting. My name is Sudeep Mandal and I am the parent of Siona and Kirin Mandal, who are both second graders at Sterling Montessori. I am speaking to you today due to recent developments at Sterling and in my child’s classroom (B4) that have been of grave concern to me and I’m sure, to many in the Sterling community. As many here know, the B4 head teacher, Ms. Nicole did not have her contract renewed for next year and then more recently, was abruptly terminated on-the-spot last week. Neither she, nor the students, were given an opportunity by the administration to say their goodbyes to each other. I am here today, because I am disheartened by the manner in which this entire episode has been handled by the administration. Setting aside the reasons why any of this occurred, the one thing that has become readily apparent to us as parents in B4 is that the needs and emotional wellbeing of the students have been neglected in a quest to control the narrative and messaging around this unfortunate episode. I am deeply disturbed, that after terminating Ms. Nicole’s employment, the administration decided to tell the students of B4 that Ms. Nicole “made the decision” to leave the school of her own volition, thus making them feel that the primary authority figure at school that they have loved and trusted over the past several years abandoned them without any care for them. This could have been handled in so many better ways that wouldn’t require the children of B4 to feel abandoned by their teacher. I am upset at being placed in a position by the administration where I have to either perpetuate this untruth about the conditions under which my child’s classroom head-teacher had to leave her students, or, I have to explain to them that the administration of their school who they should respect and trust is currently misrepresenting the facts around their teacher’s sudden departure from their classroom. The children of B4, and their parents, should never have been placed in this situation when there were so many better ways this situation and the messaging to the students could have been managed. Over the past weeks, we have been reminded about the Montessori values of grace and courtesy, but it feels like these values have not been extended to the children of B4 during this entire unfortunate episode. I implore the board and the administration to do better by our children. They deserve better. Thank you for your time
* John Paul Schick: Had two sons that went through Sterling and were very involved in the school community. He is very concerned about the high turnover of the teachers at Sterling. We’ve had three recent long tenured teachers depart and the level of turnover is not healthy for our school and our students. Why are we losing teacher and if it’s just to check a box for a certification, implore the board to review this. Losing teachers should be a larger concern. Son mentioned “why would I want to go to alumni day when all of my teachers are gone”. Recommends that we look at our Executive director, it should not be one that has any tie to the school. Grace and courtesy has to be modeled and has to come down from the top.
* Michaella Guarascio: [detailed statement provided by email] I’d like to address three areas of concern regarding the non-renewal of contracts for Ms. Nicole (B4), Ms. Kim (B8) and Ms. Vanessa (C12). First, The lack of credible information and clarity on the reasons for these firings is both confusing and raises doubts on the part parents. My understanding is that at least one of the teachers was told she’s an excellent educator but doesn’t fit into the future vision of Sterling. What future vision of our school does not include superb teachers? Second , since the current executive director is leaving the school at the end of this year, I don’t understand why she’s been able to make such far-sweeping changes that will affect the school far beyon her time here, especially when considering that we’re in a teacher shortage statewide. Finding comparable replacements right now seems unlikely. Third, I’m very bothered by the unnecessary cruelty of firing Ms. Nicole right before spring break. It was cruel to her students and to her. A 23 year veteran of the school deserves better, as do our students. I’m concerned that we’re going to see a huge turnover in teachers in the next year because administration and the board has lost their trust. Finally, you have to make counselors available to students because of mismanagement by administration and actions taken by the school, I think it’s time to reconsider how we’re doing things.
* Sam Gattis: Speaking up for the decisions for the three teachers non renewed and it impacted all of their students. From their perspective there was a great experience in the classrooms and especially with Ms. Kim’s work with his son. It’s undeniable that the board and administration has done damage to the community. Why were these taken and there seems to be some sort of goal with no transparency and what is the goal. What problem is trying to be solved. The board owes the community some transparency in the decisions. Implore the board to explain decisions to the community.
* Yihua Zhang: Students are no longer at Sterling but very concerned at the nonrenewal of three teachers. Ms. Nicole is a wonderful teacher and passionate about her teaching. This isn’t the first time this has happened, it happened during middle school with four terminations and now these three teachers. Ms. Nicole was crucial for younger childs time during the pandemic. Very appreciated for the work that she did. Would like the board to evaluate the process for the teachers' removals. Question is why firing experienced teachers. Not as concerned with the philosophy when Sterling is high quality. Seems to be handled in an authoritative way with very little concern for the students wellbeing. Concerned about the negative comments, reviews and performance of Sterling.
* Elizabeth Uzzell: Statement that the decisions made were done in tandem with the board and the employee handbook outlines termination causes
* Megha Patel: [detailed statement provided by email] I am making a statement on behalf of my husband and I. In our 5 years here at Sterling, we have never witnessed 100s of volunteers come together and the amount of community bonding as we did during the International Festival. I want to publicly acknowledge and thank Paige Ossman and Stephanie Deming for making this vision possible, and for all the volunteers! Thank you! We actually had a surplus of volunteers and asked them to help next year, and just enjoy the festival this year. This was such a positive experience! To the board your recent letter was spot on! I’m sorry to hear about the threats that are happening as a result of these decisions. But I appreciate your call for respect Grace and curtesy. I’m here to acknowledge the administration for their hard work in the 5 years that we have attended Sterling. We have watched a powerful team be put together of individual who hold great talent of leadership, fairness, sensibility, and overall care of each and every individual child. With a student body of over 750, they make decisions that are based on the greater good of the school. Though out my experiences, they have always responded with respect and kindness even when my words are a little more passionate and my views are different. To the Faculty, thank you for everything you do for the children. You continue to support the children, parents, each other and admins day in and day out. You are the soul of this school. Josie, your love for Sterling is apparent in your actions. Watching you be attacked for a (collective) decision that was made for the greater good of this school is heartbreaking. I met you (not as a director but as a parent) in our daughters’ Children House Classroom. I felt your warmth and kindness from day 1. You helped us confidentially as we navigated some unfortunate circumstances during our years here. You always have children’s needs at the center of your decisions. You always listened to both sides of the conversation before making a decision, again for the greater good of the school. You welcomed new ideas from parents and support visions that are put into action. You are a hard worker, and respect others who work hard. You are honest. Don’t let a few parents’ cheap shots bring you down as they throw around toxic hurtful comments, know that you have a larger group of families and children supporting you and the team you have built. You have done wonderful things for many families and children while at Sterling! Thank you for the time to speak and the wonderful years at Sterling.
* Tiffany Hayman: A past teacher at Sterling. Children are at Sterling and blessed to have Josie at Sterling with Montessori experience. Understand the concerns of parents but also understands that Josie would keep things confidential. There may be parents from other perspectives that have not been voiced. She trust that there are reasons beyond what we know. Concerned about the way things handled in the parent community and posting publicly negative comments and petitions. This is not a healthy way to handle things that we do not agree with. Grateful for help that her students have received by the administration and staff.
* Bavani Gullapalli: One thing to add. All schooling from India and learning about American school is through her daughter and Sterling. Josie always had ears to hear and loved having the association with her. Student is not in any of the classrooms. With the teachers about to leave. The way Ms. Kim got her to enjoy reading. Montessori is about meeting the students at their differences. Work in an IT organization and understand that mistakes are made but don’t know why Sterling made the tough decision. If the decisions were made with all of the reasons, then it’s supported. Teachers have been teaching practical life and being prepared for practical life. Sterling has caused students to deal with the shock of teachers leaving abruptly. A proper departure should have been allowed, if not in person than in writing to provide closure.
* Justin Chin: Two questions - how will responses to these questions be made? As a parent of Sterling and going through both Ms. Kim and Ms. Nicole’s classes. With some of the changes that have occurred in the past, hearing that we are treating Sterling like a business. Would like to understand the concern for “customers”? First meeting when returning to COVID there was discussion on returning from COVID. Gotten to a place where son is being less challenged in the sixth grade with reduction in homework than he was in fourth grade. Trying to understand the position of the board and administration with the changes. Accelerated math placement policy specifically goes into how students are placed. Those items are no longer available to our students. The process and procedures that we have documented are not being followed.
* Hoda Memar: Three children at Sterling currently, been there for six years and prior board member. Say thank you to the administration, staff and the board. The decisions are really difficult to make and there is a great deal of thought put into the decisions. Her child went through Ms. Kim’s class and had a great experience but will not go after the administration, board or staff on the decisions being made. Show appreciation.
* Timothy Minh: Been a Sterling family for 8 years appreciate the friendliness and understand the reason for decisions. Want to understand the decisions around hiring practices and decisions to non-renew. Ask if there is a general plan for teachers at Sterling? The AMS accreditation requires 100% certification of teachers, so what is the plan for teachers.
* Elizabeth Uzzell: The board may review and respond to some areas of the comments but will not be able to address confidential information.
* Chris Morton: There are many reasons for separation of employee/employer and that there is alot of effort that goes into the decisions over time.

### 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.

#### [Item moved to discussion items and Finance Committee

* [March 2022 Regular Meeting Minutes](https://docs.google.com/document/d/15MztbQse68q_7B21pE1ftKjjDfe1iRs2-gZ3ht0c8Pk/edit?usp=sharing)
* [April 7, 2022 Emergency Meeting Minutes](https://docs.google.com/document/d/1yabdYAlWgYnktVQsJEA3437eC6U6rgOOuUoS8AOafwU/edit?usp=sharing)

At 8:34p Elizabeth Uzzell moved to approve Consent Agenda Items. Approved.

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

### 4. DISCUSSION ITEMS

* Communications Committee: Proposing discussion to resume in person board meetings in May
	+ There is desire to be in person but there are strong concerns about the technology to keep a hybrid arrangement.
	+ Should we consider an earlier start?
	+ Send this to the Technology committee for recommendations on a long term solution.
	+ This will potentially be a June or August meeting rather than May.
* Policy 12 Vacations and Holidays Policy Update
	+ This was run by Betty Warren and it’s not an issue, as this is adding holiday to twelve month employees.
	+ The floating is inline with the state's addition of Good Friday and we are adding Juneteenth.
	+ Contracts are July to June, so this will be effective with July contract renewals.
	+ In the future, Summer Camp will be closed Juneteenth.

 **Approval of Updates to Policy 12 Holidays and Vacations for Employees.**

At 8:59p, Kari Schwab moved to approve the changes to policy 12 Holidays and Vacations effective July 1, 2022. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | M |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | x |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

* Governance Committee: Board retreat attendance, scheduling and topics:
	+ Governance Committee requests full attendance at two ½ day board retreats, and would like board discussion and input on the following proposed topics:
		- Review strategic plan / progress (maybe this should wait for a new ED?)
		- Clarify goals/priorities of AMS accreditation and what it means to us to be a Montessori school
		- Clarify what it means to us to be a Charter School
		- Clarify DEI mission / priority
		- Review prior year for learning opportunities
		- ED search conversation / deep-dive
	+ Dates set for Wednesday May 11, 2022 and Jun 1, 2022.
	+ Elizabeth and Chris will work on the agenda.
* Succession for Secretary Office
	+ Ryan gave intent to step down at the Annual June meeting but will remain on the board
	+ Please consider your interest

### 5. CLOSED SESSION

#### Closed Session is requested by Elizabeth Uzzell

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)]
 **Enter Closed Session**

At 9:20p, Elizabeth Uzzell moved to enter closed session for personnel discussions per NCGS [N.C.G.S. § 143-318.11(a)(6)]. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

**Return to Open Session**

At 10:19p, Elizabeth Uzzell moved to return to open session. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

**Approval of Hires**

At 10:19p, Elizabeth Uzzell moved to approve personnel changes outlined below. Approved

| **Full Name** | **Classroom/Section**  | **Position (Year)** | **Action / Change** | **Note** |
| --- | --- | --- | --- | --- |
| Vaish Balaji | B4  | 2021-22 Lower Elem Teacher  | Hire |  |
| Ashley Krieder | C2 | 2021-22 Lower Elem Assistant  | Hire |  |
| Madeline Denton | Art | 2022-23 Art Teacher  | Hire |  |
| Gloria Jones | Admin | 2022-23 Director of ED/Inclusion | Hire |  |
| Britiney McMillian | B8 | 2022-23 Lower Elem Teacher | Hire |  |
| A.J. Haddad | D12 | 2021-22 Upper Elem Assistant | Stipend |  |

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

 **Enter Closed Session**

At 10:20p, Elizabeth Uzzell moved to enter closed session for personnel discussions per NCGS [N.C.G.S. § 143-318.11(a)(6)]. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

**Return to Open Session**

At 11:15p, Elizabeth Uzzell moved to return to open session. No action taken. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

### 6. ADJOURNMENT

At 11:16p, Elizabeth Uzzell moved to adjourn. Approved

| **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |  | **Name** | **Aye** | **Nay** | **Abs** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Katie Brown |  |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis | x |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

**Attendance:**

**Phone attendees:**David Elliott

Justin Chin

| **Full Name** | **First Seen** | **Time in Call** |
| --- | --- | --- |
| **+1 201-\*\*\*-\*\*53** | **4/20/2022 7:11** | **0:49:57** |
| **+1 770-\*\*\*-\*\*43** | **4/20/2022 6:30** | **0:38:35** |
| **+1 919-\*\*\*-\*\*87** | **4/20/2022 6:29** | **2:49:18** |
| **AaronBecca Boss** | **4/20/2022 6:28** | **2:16:31** |
| **Adam Clark** | **4/20/2022 6:33** | **1:58:26** |
| **Af Joy** | **4/20/2022 6:34** | **2:03:29** |
| **Alisha Nissenfeld** | **4/20/2022 8:10** | **0:22:06** |
| **Arsalan Daudi** | **4/20/2022 6:36** | **2:00:31** |
| **Brad Littlejohn** | **4/20/2022 6:38** | **2:06:44** |
| **Carrie Smith** | **4/20/2022 6:32** | **2:50:05** |
| **Carroll Krause** | **4/20/2022 6:28** | **2:04:21** |
| **Cathy Constantine** | **4/20/2022 6:30** | **2:51:53** |
| **Chris Morton** | **4/20/2022 6:25** | **4:55:04** |
| **Daggi Kollbach** | **4/20/2022 6:27** | **2:54:58** |
| **Danielle Lamb** | **4/20/2022 6:33** | **1:59:34** |
| **David Elliott** | **4/20/2022 6:28** | **2:07:24** |
| **David Helwig** | **4/20/2022 6:26** | **1:51:03** |
| **David Jang** | **4/20/2022 6:28** | **2:05:10** |
| **David Munn** | **4/20/2022 6:37** | **1:55:28** |
| **Deborah Mitchell** | **4/20/2022 6:44** | **1:40:35** |
| **Denise Kimball** | **4/20/2022 6:29** | **3:42:09** |
| **Derek Roberson** | **4/20/2022 7:33** | **1:25:33** |
| **Elaine Mongno** | **4/20/2022 6:25** | **2:31:48** |
| **Elizabeth Uzzell** | **4/20/2022 6:22** | **4:58:12** |
| **Fay Masterson** | **4/20/2022 6:29** | **2:51:25** |
| **Foxtail** | **4/20/2022 7:41** | **0:56:54** |
| **Georgia H** | **4/20/2022 6:27** | **0:03:05** |
| **Haniya Mir** | **4/20/2022 6:30** | **2:15:06** |
| **Henry Grube** | **4/20/2022 6:34** | **1:59:23** |
| **Holly Abdallah** | **4/20/2022 6:25** | **2:53:07** |
| **Ilei Sun** | **4/20/2022 6:27** | **2:09:12** |
| **Isabel Heineman** | **4/20/2022 7:40** | **1:36:07** |
| **Janet Salvio-Littlejohn** | **4/20/2022 6:14** | **2:28:45** |
| **Jason Cooper** | **4/20/2022 6:39** | **1:06:08** |
| **Jayesh Patel** | **4/20/2022 6:28** | **2:38:42** |
| **Jeff Watson** | **4/20/2022 6:29** | **2:04:33** |
| **Jennifer Wisselink** | **4/20/2022 6:33** | **2:48:01** |
| **Jenny Lewis** | **4/20/2022 6:34** | **2:33:41** |
| **Jia Yin Wan** | **4/20/2022 7:54** | **0:37:52** |
| **John-Paul Schick** | **4/20/2022 6:28** | **2:50:18** |
| **Josie Spreher** | **4/20/2022 6:24** | **4:55:30** |
| **Julie Hughes** | **4/20/2022 6:24** | **2:38:54** |
| **Julie Vaden Disclafani** | **4/20/2022 8:26** | **0:28:41** |
| **Justin Chin** | **4/20/2022 7:33** | **1:46:18** |
| **Justin Tosco** | **4/20/2022 6:31** | **2:10:02** |
| **K Munn** | **4/20/2022 6:20** | **2:28:53** |
| **Karen Barker** | **4/20/2022 6:30** | **1:28:15** |
| **Kari Schwab** | **4/20/2022 6:28** | **4:51:20** |
| **Katie Baker** | **4/20/2022 6:35** | **1:34:43** |
| **Kevin Hughes** | **4/20/2022 6:25** | **7:43:24** |
| **Kid Gattis** | **4/20/2022 6:39** | **1:35:38** |
| **Kim Elliott** | **4/20/2022 6:23** | **4:56:50** |
| **LAURIE BAUCHMAN** | **4/20/2022 7:53** | **0:33:49** |
| **Lan Zhu** | **4/20/2022 6:27** | **4:52:38** |
| **Lara Hamblen** | **4/20/2022 8:11** | **0:31:12** |
| **Leigha Morris \_ Staff - BarwellRdES** | **4/20/2022 6:18** | **0:15:16** |
| **Leslie Hamilton** | **4/20/2022 6:28** | **4:51:18** |
| **Lisa Hicks** | **4/20/2022 7:57** | **0:51:52** |
| **Liz Macaulay** | **4/20/2022 6:28** | **2:54:15** |
| **Lopa Patel** | **4/20/2022 6:32** | **2:08:01** |
| **Lora Greco** | **4/20/2022 6:31** | **2:01:02** |
| **Lucas Peng** | **4/20/2022 6:28** | **0:02:50** |
| **Megha Patel** | **4/20/2022 6:24** | **0:00:57** |
| **Meisha Mandal** | **4/20/2022 6:31** | **2:03:12** |
| **Mia Nissenfeld** | **4/20/2022 6:29** | **1:21:28** |
| **Michael Nye** | **4/20/2022 6:28** | **2:41:00** |
| **Mickaella G** | **4/20/2022 6:27** | **2:11:45** |
| **Oliver Gysel** | **4/20/2022 7:15** | **1:55:00** |
| **One Nine** | **4/20/2022 7:58** | **0:44:19** |
| **Paige Ossman** | **4/20/2022 6:30** | **2:23:56** |
| **Parent** | **4/20/2022 6:24** | **2:21:56** |
| **Puja Mitchell** | **4/20/2022 6:10** | **2:41:05** |
| **Rachel Richardson** | **4/20/2022 7:13** | **4:06:20** |
| **Randi Duckworth** | **4/20/2022 6:32** | **2:08:09** |
| **Robert Wolfe** | **4/20/2022 6:28** | **4:51:45** |
| **Roshanak Madihian** | **4/20/2022 6:27** | **2:18:11** |
| **Rownak Ifat** | **4/20/2022 6:49** | **2:33:30** |
| **Ryan Hill** | **4/20/2022 6:00** | **5:24:34** |
| **Sam Gattis** | **4/20/2022 6:33** | **2:04:08** |
| **Sara Hubbell** | **4/20/2022 7:37** | **0:07:44** |
| **Sarah Christen Krummenacker** | **4/20/2022 6:31** | **2:14:10** |
| **Sidney Karniol** | **4/20/2022 7:01** | **1:31:00** |
| **Stephanie Deming** | **4/20/2022 6:34** | **2:45:21** |
| **Sudeep Mandal** | **4/20/2022 6:28** | **2:18:46** |
| **Sudha Rajendran** | **4/20/2022 6:22** | **2:40:59** |
| **Sundar Kannan** | **4/20/2022 7:18** | **0:51:19** |
| **Teresa Outlaw** | **4/20/2022 7:33** | **1:43:08** |
| **The Greater Alternative LLC** | **4/20/2022 6:31** | **0:02:20** |
| **Tiffany Hayman** | **4/20/2022 6:33** | **2:02:50** |
| **Timothy Minh** | **4/20/2022 6:28** | **3:50:23** |
| **Todd Fisher** | **4/20/2022 6:41** | **2:23:48** |
| **Tom Clark** | **4/20/2022 6:31** | **2:00:53** |
| **Vanessa Clark** | **4/20/2022 6:28** | **2:04:05** |
| **Wallace Lewis** | **4/20/2022 6:28** | **4:51:33** |
| **Winters Androney** | **4/20/2022 6:26** | **2:53:46** |
| **Wyleen Davis** | **4/20/2022 6:28** | **2:07:24** |
| **Yihua Zhang** | **4/20/2022 6:52** | **2:25:57** |
| **bavani gullapalli** | **4/20/2022 6:35** | **1:44:08** |
| **brian hicks** | **4/20/2022 7:53** | **0:44:55** |
| **haofan (eric) peng** | **4/20/2022 6:31** | **1:33:41** |
| **kevin hudson** | **4/20/2022 6:30** | **2:14:30** |