## LHU Board of Directors Emergency Meeting

**April 7, 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 Quorum At 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 |  |  | Elizabeth Uzzell | x |
| Leslie Hamilton | x |  | Chris Morton | x |  | Robert Wolfe | x |
| Ryan Hill | x |  | Rachel Richardson | x |  | Lan Zhu | 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

*“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.”*

*Statement by Elizabeth Uzzell*

*Statement by Chris Morton*

*Statement by Rachel Richardson*

#### Agenda Items

*Related consent agenda items or discussion items added to agenda prior to consent vote.*

* *To Discuss the Current School Environment for the Leadership, Staff and Community.*
* *Closed Session Per NCGS:*
* *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)].*
* *To prevent the disclosure of privileged or confidential information that is protected [N.C.G.S. § 143-318.11(a)(1)*

**Approval of Agenda**

At 6:40p, Elizabeth Uzzell moved to approve agenda as 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 |  |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton | x |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

### 2. Community Comments

*Board Secretary will record names of speaker with 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*](mailto:president@lhuf.org) *ahead of any regular meeting to be considered for agenda/discussion.*

* No community comments presented.

#### 3. Discussion Items

* *To Discuss the Current School Environment for the Leadership, Staff and Community.* 
  + *Addressing public comments regarding staffing decisions*
  + *Situation as the board is aware of staffing decisions. Board has received four individual responses but has not responded.*
  + *Are there additional messages or responses that the board is not aware of?* 
    - *Social media posts / GreatSchools reviews*
    - *There is a small part of the community that has presented information that may or may not reach slanderous.*
    - *Facebook group that has actively attempted to have parents write the board, plan protests, write petitions, or get the media involved. This does not appear to have reached action.*
    - *The content is presented in a way that is not consistent with making Sterling a better place, is misguided and detrimental to the community.*
    - *An environment where the Executive Director does not feel safe, is not ok. This is being done by a very small minority of the community.*
    - *The community’s proper mechanism is through the grievance process and we have not received any formal grievances to date.*
    - *The staffing decisions at issue were not taken lightly and were done with awareness and support by the board.   
        
      \*\*Katie Brown joined at 6:49p*

### 4. 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)].

To prevent the disclosure of privileged or confidential information that is protected [N.C.G.S. § 143-318.11(a)(1)

**Enter Closed Session**

At 8:02p, Elizabeth Uzzell moved to enter a 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 | x |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab | x |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis |  |  |  |  | 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 9:53p, 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 | x |  |  |  | Kevin Hughes | x |  |  |  | Kari Schwab |  |  |  |
| Kim Elliott | x |  |  |  | Wallace Lewis |  |  |  |  | Elizabeth Uzzell | M |  |  |
| Leslie Hamilton |  |  |  |  | Chris Morton | x |  |  |  | Robert Wolfe | x |  |  |
| Ryan Hill | x |  |  |  | Rachel Richardson | x |  |  |  | Lan Zhu | x |  |  |

**Approval of Personnel Action**

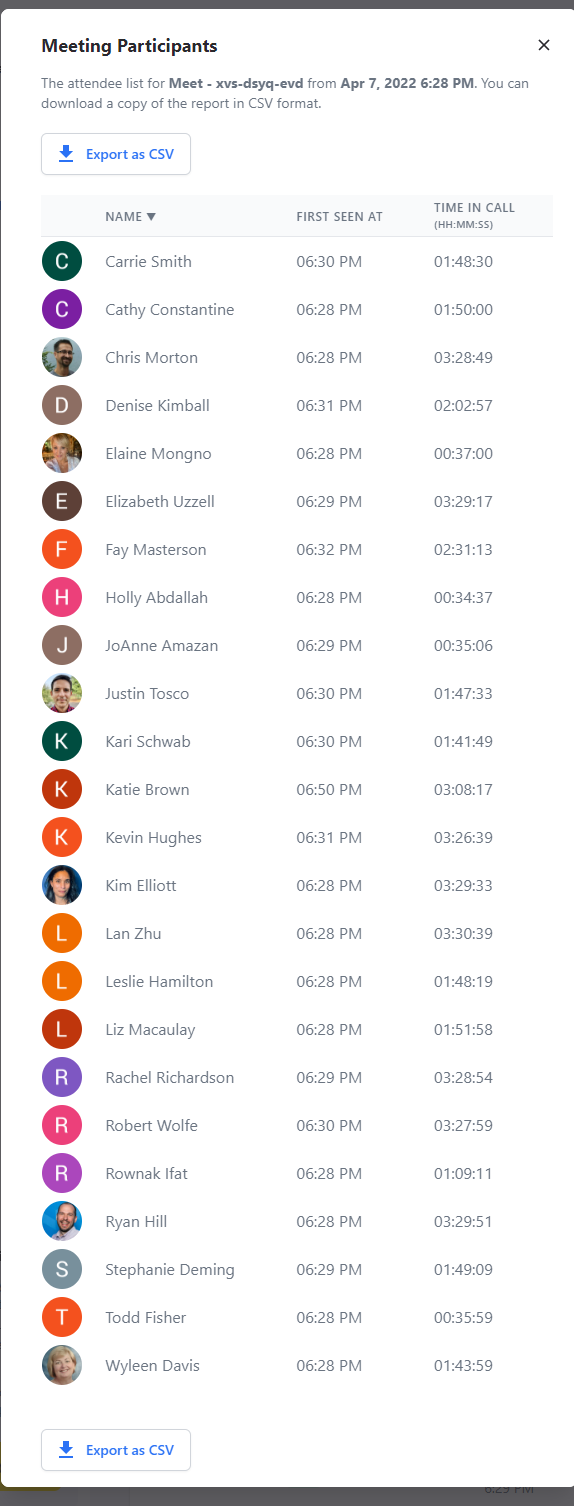
At 9:56p, Elizabeth Uzzell moved to approve the personnel decision discussed in closed session. Approved

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

### 6. ADJOURNMENT

At 9:58p, Elizabeth Uzzell moved to adjourn. Approved

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

**Attendance:  
**