



LHU Board of Directors Regular Meeting

February 21, 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			Dwayne Jones	X		Robert Wolfe	X
Jessi Fasola	X		Keisha Pressley	X		Lan Zhu	X
Ryan Hill	X		Rachel Richardson				

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.

- Approval of Hires and Closed session 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)]
- Proposed amendment to the LHUF bylaws (includes streamlining the hiring process)
- General UE and MS program update

Approval of Agenda

At 6:35p, 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					Dwayne Jones	X				Robert Wolfe	X		
Jessi Fasola	X				Keisha Pressley	X				Lan Zhu	X		
Ryan Hill	X				Rachel Richardson								

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**

- Discussion around multilingual learners: count increased this year from 20 to 49 ML
 - ED: Continued discussion with DPI regarding additional funding for these students
- Winter Parent Education Nights - discussion around parent attendance. LE had very strong attendance as it included participation from the LE students
- Discussion around the higher cost of field trips
- MS Update - Justin Tosco and Middle School Leadership in attendance
 - Student Ambassadors - Mabbina K
 - Ms. Mary and Justin
 - Students Against Violence Everywhere program - prevent school violence before it happens
 - See Something Say Something
 - Say Hello posters/bulletin boards - help create environment of inclusivity
 - Student Ambassadors in UE
 - Conducts school tours
 - Help with graduation
 - Common Grownds - Shravan K and Eli K
 - Common Grownds is a student led discussion group, safe space to express ideas/opinions, learn how to have constructive conversations
 - Examples of topics:
 - Russia/Ukraine War
 - Video Games
 - Gun Control Laws
 - Inequality in pay in sports
 - Discussion happens every other Friday
 - Student DEI - Anu
 - Currently working on a presentation about gender equality with goal to present to UE
 - Meet one Thursday per month
 - Created posters around what is Racism and anti-racist: space for students to anonymously post examples
 - Currently reading "How to be a (Young) Antiracist" by Ibram Kendi and Nic Stone



- Student Council - Mia
 - Meets every other Thursday and organizes events and fundraisers for the school
 - Reps were elected by peers following an application (with 2 teacher recommendations)
 - Toy drive as a donation to Trosa; also had guest speaker from the Caring Place around homelessness
 - Will also help out at international festival and help select community partner for the next school year
- Board members - email office for monthly board tour (Wednesday of board meeting)
- Liz M. - UE
 - Beginning of the school year was rocky - had teacher changes in 5 out of 7 classrooms. Team is gelling beautifully. Seeing more teamwork within the group.
 - i-Ready scores are solid and reflecting growth across all the classrooms
- Justin T. - MS
 - Biggest changes this year - staffing structure changed to meet a growing student body (120 -> 140 MS students)
 - Focuses - MTSS process and inclusion practices (inclusion of EC into GenEd)
 - Ratio of teachers to students is better which helps the MTSS process. Students are able to receive more and more consistent teacher support
 - Tracking counselor referrals - ensure we're supporting the students; numbers compared to last year is looking good (numbers have gone down)
 - Focus on ABAR through students and student leaders
 - Daily schedule has shifted to true 90 minute blocks (4 days/week) in the mornings and afternoons
 - 16 days of humanities block (intensive project unit) and then flip the next 16 days of science - new change for this year vs humanities or science in the morning and switching in the afternoon
- CH Teacher, LE Teacher, 2 UE Teachers and 2 MS Teachers - to go to Montessori training during the summer
- Field Trips -
 - UE is heading to Don Lee in May (2 separate groups) - 125 students attending (fairly consistent with BJP numbers from the fall)
 - Teachers and admin have encouraged fundraising to pay for half of the field trip costs



- BJP trip in fall and Don Lee trip in spring aligns with Montessori philosophy and really want to encourage 100% student attendance
 - Looking to offer trips that are lower costs, trips that are closer or trips that build on each other
 - Part of the higher cost related to Don Lee is the cost of chartering a bus to drive students (including lodging for the driver)
- Fundraising in the MS for field trip costs
 - Start with getting students excited about the trip and encouraging students to raise a portion of the funds themselves (including brainstorming fundraising ideas)
 - ED - view a student's learning experience in raising money as a practical life skill (knowing strength and skill is, advocating for themselves and pricing their skill/value are valuable life skills)
 - ED - MS also has an occupation focus (for example a garden) which could grow to be a money-generator for the MS; use proceeds to fund the MS Dance, graduation, MS movie night and scholarship fund for field trips
- Justin - the feedback around overnight field trips from students has been incredibly positive; student graduation speeches always reference back to these trips; alumni feedback also references these trips

Communications Committee Report - Ryan Hill

- Staff survey work is in progress
- Parent survey is launching shortly

Finance Committee Report - Robert Wolfe

- Reviewed budget - 2023-2024 budget is looking good, exploring options for excess funds
- Possible ADM changes for next year (in terms of how ADM is calculated)

DEI Committee Report - Dwayne Jones

- Committee recommend an agenda item over the next board meeting - explore ways to support mentally healthy students at Sterling
- Student rep reported work on a presentation for 'gender inequalities' to present to UE
- Discussed implicit bias



Policy Committee Report - Kevin Hughes

- Policy committee was reschedule to February 29 at 12pm

Development Committee Report – Robert Wolfe

- Alumni reception / Alumni Day (April 28)
- Continue working with Chamber of Commerce for coffee connection day
- NLI - 125 families filled out the survey, 60-80 staff filled out the survey

Governance Committee - Katie Brown

- Still looking for someone to step into the Treasurer role
- Spent majority of committee time discussing changing the LHUF bylaws to streamline the hiring process
 - Delegate hiring authority to the ED with the Board supervising
 - ByLaw changes would then have to be approved by the Office of Charter Schools

Strategic Planning Committee Report - Ryan Hill

- Did not meet in February
- Anticipated “completion” of the next strategic plan - not in this school year
- Discussion around possible “celebration” of strategic planning for this school year

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
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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 January 2024 Regular Meeting Minutes](#)

At 8:19p 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	X		
Jessi Fasola	X				Keisha Pressley	X				Lan Zhu	X		
Ryan Hill	X				Rachel Richardson								

4. DISCUSSION ITEMS

- Proposed amendment to the LHUF bylaws (includes streamlining the hiring process)
 - Discussed during governance committee presentation

Consent Item – Proposed amendment to LHUF Bylaws

At 8:20pm, Elizabeth Uzzell moved to approve the proposed amendment to the LHUF Bylaws. 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	X		
Jessi Fasola	X			Keisha Pressley	X			Lan Zhu	X		
Ryan Hill	X			Rachel Richardson							

5. APPROVAL OF CONSENT ITEM

Consent Item – Approval of Hires

At 8:23pm, Elizabeth Uzzell moved to approve the hire of personnel as noted below. Approved

Full Name	Classroom/Section	Position (Year)	Action / Change	Note
Lakheita Porchia	Admin	Data Manager	Hire	

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	X		
Jessi Fasola	X			Keisha Pressley	X			Lan Zhu	X		
Ryan Hill	X			Rachel Richardson							



6. CLOSED SESSION

Enter Closed Session

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)].

At 8:26p, Elizabeth Uzzell moved to go into closed session. 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	X		
Jessi Fasola	X				Keisha Pressley	X				Lan Zhu	X		
Ryan Hill	X				Rachel Richardson								

Return to Open Session

At 8:47p, 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				Elizabeth Uzzell	M		
Kim Elliott	X				Dwayne Jones	X				Robert Wolfe	X		
Jessi Fasola	X				Keisha Pressley	X				Lan Zhu	X		
Ryan Hill	X				Rachel	X							



					Richardson								
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8. ADJOURNMENT

At 8:51p, 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	X		
Jessi Fasola	X				Keisha Pressley	X				Lan Zhu	X		
Ryan Hill	X				Rachel Richardson	X							

Attendance:

Full Name	First Seen	Time in Call
Anu	2/21/2024 18:29	0:36:47
Carroll Krause	2/21/2024 18:30	0:58:38
Dwayne Jones	2/21/2024 18:29	2:22:22
Eli Keitz	2/21/2024 18:29	0:36:50
Elizabeth Uzzell	2/21/2024 18:30	2:21:20
Jessi Fasola	2/21/2024 18:34	2:17:39



Justin Tosco	2/21/2024 18:30	1:17:00
Katie Brown	2/21/2024 18:30	2:21:16
Keisha Pressley	2/21/2024 18:29	2:22:26
Kevin Hughes	2/21/2024 18:29	2:32:46
Kim Elliott	2/21/2024 20:09	0:42:30
Lan Zhu	2/21/2024 18:29	2:22:40
Liz Macaulay	2/21/2024 18:29	1:18:03
Maureen Capillo	2/21/2024 18:29	1:56:44
Mia	2/21/2024 18:29	0:36:51
Rachel Richardson	2/21/2024 20:32	0:20:08
Robert Wolfe	2/21/2024 18:31	2:21:07
Ryan Hill	2/21/2024 18:29	2:22:59
Shravan Vinodh Kumar	2/21/2024 18:29	0:36:41
mabbina k	2/21/2024 18:29	0:36:45