



LHU Board of Directors Special Meeting

July 24, 2024 6:30 PM
Sterling Montessori Academy and Charter School
202 Treybrooke Drive, Morrisville, NC 27560
In Person and 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:

<u>Name</u>	<u>Present</u>		<u>Name</u>	<u>Present</u>		<u>Name</u>	<u>Present</u>
Katie Brown	x		Kevin Hughes	x		Elizabeth Uzzell	x
Kim Elliott	x		Dwayne Jones				
Jessi Fasola	x		Keisha Pressley	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.

- Staffing Strategy with a closed session

Discussion

- Kevin Hughes intro discussion
- Maureen Capillo asked if Mike Hanas, board consultant was present. He is not present as of 6:36
- Maureen Capillo provided update on the efforts on recruiting for vacant positions. Admin has not found or filled the UE vacancies.
- Maureen recommends that if a candidate is found in the next week, seven classrooms would remain open. If a hire is not made, then we would move forward with closing a classroom with six classroom.
- Maureen requested attachment of email to be included in the minutes subject, “Recruitment and Retention at UE” with attachments.
- Liz Macaulay was not asked to be present at this meeting.
- Discussion of connecting with prior employees to occur in closed due to protected personnel information and prior employment records.
- Two vacancies currently and one filled with an assistant. Official vacancy in C-14 and D-16.
- If one teacher is found, then we would move forward with seven classrooms.
- Discussion of email content and students called related to withdrawals and vacancies.
- Enrollment numbers to consider and the timing of extending offers which would be a different approach than we are used to but is standard in public schools.
- 30 students are the ideal number in a classroom.



- Katie Brown - do we know if there is a day in October that impacts our funding. Maureen, no there is not a date in October that impacts funding.
- There are 10 students on the waitlist with sibling preference
- Jessi Fasola - What is our plan for plan for budgeting?
 - Funding change has us being funded based on last years ADM/PMR (631) allowing us to fund out budget.
 - Ideal is to spend the first two months and to enroll 21 middle schoolers to make up the gap (by October)
 - Expected PMR this year is expected at 620 and if middle schoolers enrolled could be 640.
 - Expected \$120k deficit potential by the lower PMR funding.
 - How are we planning to manage the budget to a potential future deficit?
 - We will not spend the money for the seventh teacher to avoid over extending
 - Maureen anticipates majority of the budget cuts to remain cut when we review a modified budget in October.
 - If funded on 620 there is not enough for AMS Conference.
- Extensive waitlist for 4th, 5th, 6th - no waitlist for 7th and 8th.
- What happens if we lose another staff?
 - Current staff would be able to fill the need
- Dwayne Jones - asked about overarching staffing strategy given the challenges we've had
 - Maureen provided background of the efforts being made including job fairs, universities, etc. Additional information in the email Maureen provided (noted above) and attached to minutes.
- Kevin Hughes - asked about partnering with university programs and student teaching
- Elizabeth Uzzell - our appetite for hiring assistants and training them for leads
- Break - 7:22p
- Dwayne Jones - what can we as a board do to be more supportive?
 - Mureen stated that she doesn't know at this point.
- Discussion of benefit strategies for sign on bonuses, retention bonuses, additional education reimbursements.
- Posting locations

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

At 7:39p, Rachel Richardson 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	x		
Kim Elliott	x				Dwayne Jones	x							
Jessi Fasola	x				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	M							

Return to Open Session

At 8:15p, Rachel Richardson 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	x		
Kim Elliott	x				Dwayne Jones	x							
Jessi Fasola	x				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	M							



Consent Item - Empower Executive Director to Close Classroom

At 8:16p, Rachel Richardson moved to empower Maureen Capillo to close a classroom on or after Wednesday, July 31, 2024. Approved with vote of 6 to 3.

Name	Aye	Nay	Abs		Name	Aye	Nay	Abs		Name	Aye	Nay	Abs
Katie Brown	x				Kevin Hughes	x				Elizabeth Uzzell		x	
Kim Elliott		x			Dwayne Jones		x						
Jessi Fasola	2				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	M							

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

At 8:24p, Rachel Richardson 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	x		
Kim Elliott	x				Dwayne Jones	x							
Jessi Fasola	x				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	M							



Return Open Session

At 10:24p, Rachel Richardson moved to return to open session. Approved

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

ADJOURNMENT

At 10:34p. 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	x		
Kim Elliott	x				Dwayne Jones	x							
Jessi Fasola	x				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	M							

Attendance:



* Meet		
* Meeting code: jdi-hnyg-ort		
* Created on 2024-07-24 18:29:37		
* Ended on 2024-07-24 22:35:27		
Full Name	First Seen	Time in Call
Dwayne Jones	2024-07-24 18:32:49	04:00:27
Elizabeth Uzzell	2024-07-24 18:30:26	04:04:57
Emily Wipert	2024-07-24 18:32:12	00:52:00
Jessi Fasola	2024-07-24 18:31:29	04:03:52
Katie Brown	2024-07-24 18:31:41	04:03:41
Keisha Pressley	2024-07-24 18:30:07	04:05:10
Kevin Hughes	2024-07-24 18:29:38	04:05:47
Kim Elliott	2024-07-24 18:29:40	04:05:43
Maureen Capillo	2024-07-24 18:31:03	01:50:25
Rachel Richardson	2024-07-24 18:35:42	03:59:39
Ryan Hill	2024-07-24 18:29:38	04:05:49
Sally Moore	2024-07-24 18:29:38	00:00:27