



LHU Board of Directors Special Meeting

July 1, 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 6:32pm

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			
Jessi Fasola	x		Keisha Pressley				
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.

- Staffing Strategy
- Closed Session per N.C.G.S. § 143-318.11(a)(6)]. 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

2. DISCUSSION ITEMS

- Staffing Strategy
 - Address different topics - How we got here? Compared with what our plan is going forward and why are we just getting discussion now?
 - Approaching Montessori certified vs. capable teachers, what is our desire as a board?
 - The board is concerned about the staffing strategy.
 - Getting clear on the boards expectations for staffing strategy
 - How will we use the sign on bonuses
 - What does the board want to prioritize?
 - We want to know more about other strategies that were explored for that work, before we consider the proposed option?
- Closed Session per N.C.G.S. § 143-318.11(a)(6)]. 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



3. 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 6:58p, 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				Lan Zhu	x		
Jessi Fasola	x				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	x							

Return to Open Session

At 9:37p, 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	M		
Kim Elliott	x				Dwayne Jones	x							
Jessi Fasola	x				Keisha Pressley	x							
Ryan Hill	x				Rachel Richardson	x							



At 9:40p, Rachel Richardson moved to approve the 24-25 Executive Director contract with a 3% cost of living increase. 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							

At 9:43p, Rachel Richardson moved to approve a \$2,000 referral bonus for a candidate that is hired as lead teacher. Paid at the end of the first month. 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							

Further Discussion

- Scheduling and



ADJOURNMENT

At 9:52p, Rachel Richardson moved to adjourn. Approved

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

Attendance:

No Community Members in attendance.