MEETING MINUTES
October 6, 2025

ATTENDEES:
Walter Martin – Chairman
Chris Farrell – Vice Chairma
Steve Moody – Treasurer
Natalie Wright – Secretary
Mark Fleming – Board Member
Marcia Simmons – Board Member
Kristina Rodrigues – Head of School
Tasha Parnell – HS AA
Marcela Nytz – MS AA
Kelly Shanahan – EL AA
Scot Sides – K12
Chad Long – K12
Daniel Walkin – First Citizen's Bank
Sara Struhs – Executive Director

Walter called the quorum and asked for a motion to accept the agenda and previous minutes. Steve made the motion; Marcia seconded it. Walter called for the vote: it was unanimous.

Walter asked Sara to read the mission statement.

Walter asked for the HOS update.

Kristina started with a slide presentation regarding the status of the school. Our enrollment is currently 4175 students, down 83 from last month but still slightly above our target goal of 4000 students. She said we are currently staffing 283 teachers and staff with approximately 17 positions still unfilled. They continue to seek the best fit for the remaining openings.

Kristina and staff have begun looking at the data. Kristina gave an update on the data and trends we are seeing in the school. The information from iReady is giving us a better view of our all-around student performance. She has asked all of the grade levels to do a deep dive into the data next week to better understand where we are so far this year. Year over year data shows more than half of the student population is below grade level and we need to change what we are doing to grow students who are behind by one or more grade levels.

Kristina said the zoo outing was very successful with 502 students of 371 families. Total representation of our school was 1475 people.

Walter asked for questions for Kristina and hearing none moved on to the finance report given by Chad.

Chad said there was not big change to this month's financial statement. We are on track with our budget and expect to have a smaller surplus at the end of the year. The big expenses for the month were August and September charges for curriculum and additional laptops for the new teachers.

Walter thanked Chad and asked Natalie to give a report on the recent Academic Committee meeting

Natalie shared an update on the elementary school's new schedule and the challenges and wins. This is a big change for the elementary school, and it is taking time to adjust to it. There are some challenges with the schedule and making time for homework as well as pull out time for remediation and MTSS. They are working on it and we will continue the conversation at the next academic committee meeting next month.

Walter thanked Natalie and asked Sara to give the Executive Director's update.

Sara started by introducing Daniel Walkin from First Citizen's Bank to give an update on our investments. He started by saying our the "ladder" he created for us is allowing us to have maximum flexibility and access to the CD's should we need them. And it also ensures that our investments are FDIC insured. The current rate for CD's is approximately 3.7%.

Sara thanked Daniel for coming and speaking with the board and then moved on to the new bonus structure for our teachers and staff. This includes longevity pay, administrative pay, and a bonus for performance pay. The board all agreed that the recommended policy shared by Sara earlier in the month was what they want to enact.

Sara then reminded the board of important dates coming up: 11/8 - Annual Academic Meeting from 8:30-2:30 at the office in Durham; 11/12 – the Charter Renewal Interview in Raleigh. I explained we do not yet have a time assigned to us. This is a challenge for many of the board members since all but one of our board members are employed full time. They are all trying to accommodate the CSRB. Sara said she will try to get a better idea from them as to when we will be interviewed.

Mark asked if the board meeting could be moved to the Monday after the academic meeting to allow the board to vote on decisions made during that meeting. All board members were in agreement.

Walter thanked Sara for the update and moved to the votes.

Walter asked for a motion to pay the Stride K12 bill. Chris made the motion. Natalie seconded it. Walter called for the vote: it was unanimous.

Walter asked for a motion to approve the updates to the bonus structure. Chris made the motion to approve the updates as presented in the policy share to the board by Sara. Steve seconded it. Walter called for the vote: it was unanimous.

Walter asked for a motion to move the November board meeting to 11/10. Steve made the motion. Marcia seconded it. Walter called for the vote: it was unanimous.

Walter asked for a motion to close the rolling enrollment after the second ADM. Steve made the motion. Chris seconded it. Walter called for the vote: it was unanimous.

Walter asked for a motion to adjourn. Mark made the motion. Steve seconded it. Walter called for the vote: it was unanimous.

The meeting was adjourned at 5:55