

## Regular Board Meeting Minutes

January 23, 2023

Attendees: S. Walker, D. Goldfarb, L. Rakvic, B. Butler, J. Young, M. McCarthy, J. Cole

Admin: A. Abraham, A. Hamp and S. Reddick

Minutes by J. Whisnant

- I. **CALL TO ORDER - ESTABLISH QUORUM** S. Walker called the meeting to order at 5:16 pm. A quorum was present.
  - A. Next meeting: Monday, February 27, 2023
  - B. Mission Statement – Through classical education’s rigor, Unity Classical Charter School will develop intellectually, morally and physically excellent citizens who embrace learning and the desire to serve. Read by D. Goldfarb
  - C. Adoption of Agenda. D. Goldfarb motioned to adopt the agenda and L. Rakvic seconded. The motion passed.
  - D. Approval of Minutes from December 12, 2022. D. Goldfarb motioned to approve the minutes from December. L. Rakvic seconded the motion. The motion passed.
- II. **PUBLIC COMMENT** 3 speakers addressed the board
- III. **REPORTS/ACTION ITEMS**
  - A. **Treasurer Report** – D. Goldfarb
    - i. Received the final report from our audit. No significant issues.
    - ii. Staff turnover has freed up some extra funds in the budget and has helped us funnel money into bonus dollars and raises.
    - iii. There are some issues with Title 1 and Title 4 numbers. Discussion followed.
    - iv. FF&E doesn’t come out of our funds this year, It’s out of our landlords.
    - v. Our cash position is good.
    - vi. Discussions beginning to come to finalizing with potential finance companies. Charter School Capital has put a program on the table. 30 to 40-year time frame we will own the building. Discussion followed.
  - B. **Facilities Report** – D. Goldfarb
    - i. **Third-floor progress.** So far everything is on target for completion by early June.
    - ii. **Playground update.** Playground has been installed. Sod is going to be installed.
  - C. **Employee Policy Change**
    - i. PTO changes payout at end of year PTO not taken during the school year -\$75 for hourly employees, \$100 all others – M. McCarthy
      1. Sick leave 10 days per year. If the teacher is not taking the sick days and the days do not carry over, is it possible to have a pay out. \$100 per day for full-time employees, \$75 per day for hourly.
      2. M. McCarthy would like to make a motion to change the employee policy manual to incorporate the above-stated payout for PTO (Paid Time Off) not taken and to make this retroactive to the beginning of this school year. D. Goldfarb seconded. The motion carried.

- ii. Code of conduct changes- D. Goldfarb
  1. D. Goldfarb suggested some code of conduct changes to the manual as well. The topics are centered around dismissal for cause, student/teacher relationship, teacher/parent relationship. Build in a little more substance and have it visible. Discussion followed. D. Goldfarb motioned to make the recommended updates. M. McCarthy seconded. The motion carried.

**D. Security Report – S. Reddick**

- i. Entry system updates. This has been installed and is up and running.
- ii. Active shooter training – have staff received. All staff received at beginning of the year.

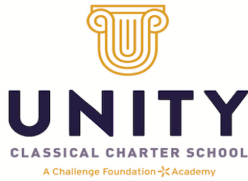
**E. 2023-24 Calendar**

- i. S. Reddick passed out a proposed calendar for the 2023-2024 school year, along with calendars from CMS, York School District One in York, SC and Clover School District in Clover, SC..
  - Not starting as early and ending earlier in June. Wanted to keep little holidays and half days for professional development. Need to give employees time to get the required NC DPI training done.
  - Weren't able to get a full two weeks in spring break. Have to come back in for parent/teacher conferences.
  - We did want to put back at the beginning of Oct. two days for parent conferences.

Discussion Followed. M. McCarthy requested to revisit this at the next meeting. S. Walker agreed.

**IV. HEAD OF SCHOOL REPORT**

1. Shout out to amazing PTC fundraiser chairperson Summer Austin. We held our biggest fundraiser (snow scholar competition) and we beat the goal set. This was the first year we accepted online payments.
2. We held our first school play and it was amazing. Have a long way to go with acoustics in the gym but still really exciting.
3. Holiday staff party, and then our break....Came back to business as usual. Finally got the Audit turned in, this is done and submitted to the state.
4. Enrollment has opened. We held our first tour today. You should be getting weekly enrollment emails. Our total number of applicants are 350 so far. Our focus is K and first grade. Not accepting middle school so far.
  - M. McCarthy asked about re-enrollment. S. Reddick stated that It's been a tough year. We are going to be losing some. The after-effects of the pandemic.
5. Playground. Irrigation last week. Sod came in today. We are required to stay off it for two weeks.



6. Security updates: Our Intercom system for the front door and additional Cameras/higher quality were installed.
  7. STAR Testing started this week as well as WIDA. Star will be done by early next week. Abraham. Data is back within two weeks.
  8. We have hired an HR person. He comes from Charlotte airport and then specialized in recruiting. He should be starting Feb. 1.
  9. We have hired a school counselor. Very excited about that. He is in sixth grade right now and available to aid us with students having social-emotional issues.
  10. We did get a portion of the NC access grant to cover our professional development. We will be going to Raleigh for two days for "Teach like a champion."
- V. **ADJOURN** M. McCarthy motioned at 6:32 pm to adjourn the open session. L. Rakvic seconded and the motion carried.
- VI. **CLOSED SESSION : The chair will now entertain a motion to move into closed session under NC statute 143-318.11(6). Do I hear a motion and a second?** M. McCarthy motioned to move into executive session. L. Rakvic seconded. The motion carried.
- VII. **ADJOURN:** M. McCarthy moved to adjourn the closed session and end the meeting. L. Radkvic seconded the motion. The motion carried. The meeting was adjourned at 7:05 pm.