



UCCS Board Meeting

February 26, 2024

14613 Steele Creek Road

Charlotte NC 28273

I. CALL TO ORDER – S. Walker called the meeting to order at 5:02pm. The next UCCS Board Meeting is Monday, March 18, 2024

1. ESTABLISH QUORUM – There were sufficient members for a quorum

a. Members Present: S. Walker, M. McCarthy, D. Goldfarb, J. Young, L. Rakvic , S. Walker, M. McCarthy, T. Wiggins and B. Butler

b. Administration Present: S. Reddick, A. Abraham, A. Hamp, J. Jones

c. Minutes taken by: C. Brown

2. 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.

3. ADOPTION OF AGENDA = M. McCarthy motioned to approve the February 26, 2024 agenda. J. Young seconded. February 26, 2024 Agenda Approved.

4. APPROVAL OF MINUTES – M. McCarthy motioned to approve the minutes from January 22, 2024. J. Young seconded. November January 2024 Board Minutes approved.

II. PUBLIC COMMENT(s)

Mr. Judon Foster (UCCS Instructional Assistant), and Mrs. Nicole Ivory (UCCS 3rd grade teacher), spoke on the topic of the approved 2024/25 Academic Calendar.

III. REPORTS/ACTION ITEMS

PTC PRESIDENT REPORT – D. Williams

Recent PTC events:

- Dress Down Day fundraiser, February 14th
- All Pro Dad’s Breakfast event, February 21st
- K-5th School Dance, February 22nd – more than doubled attendance from last year’s dance. The ticket price funded the cost of the dance. Volunteer involvement was incredible!

- Middle School Dance, February 23rd

Upcoming PTC events:

- Read Across America Week, Feb. 26-March 1. Reading buddies, competitions, and a special visit from the Charlotte Knights
- Krispy Kreme Fundraiser, March 1-April 15. 50% of the purchase goes back to UCCS.
- Next PTC Meeting is March 7th

MARKETING REPORT – C. Brown presented actions taken and goals set to reach a total of 975 students for the 2024/25 school year.

TREASURER REPORT AND BUDGET UPDATE (schedule full budget finance meeting for March report) - D. Goldfarb

Recently, UCCS Admin and D. Goldfarb met with Acadia to review financials and identify any risks.

Revenue:

- A \$20,985 line related to Indian Gaming was deleted. There is no indication those funds will be forthcoming.
- A follow-up is scheduled to address a duplicate \$16,227 Erate line at both the state and local level.
- Local Revenue line was reset based on an updated run rate developed by Acadia, which represents a \$125k risk to the bottom line
- Interest earned line was reset to adjust for actuals to date. We agreed to hold \$500k as working capital and invest the rest. UCCS Admin agreed to open the money market account ASAP.
- The fundraising lines were revised from a total of \$120k to \$73,500 based on actuals to date.
- The field trip revenue line of \$18k is showing no income and is being researched
- The school fees line looks high at \$92k, with only \$39k collected to date.
- A miscellaneous grant/income line was added to reflect a new \$10k grant and \$2k rotary donation
- It was confirmed that DOT funds were approved (\$715k), but no clarity was given about timing of payment

Expenses:

- Payroll numbers look good. There may be a small opportunity in supplemental pay/bonus line.
- We expect a \$17.5 opportunity in the instructional supply line
- We expect a \$4k opportunity in the office supply line
- We have a \$3k opportunity in the club supply line
- We expect a \$35k opportunity in contracted services line
- We expect a \$2.5k opportunity in the education reimbursement line
- We expect a \$2.5k opportunity in the legal expense line

- We identified a \$43,960 property tax risk versus plan. We still anticipate getting a property tax exemption for 2024, but no credit will be due.
- Building services expenses seem to be coming in \$80k high, offset by Utilities \$64k low.
- \$20k copier reproduction opportunity identified

This all represents a net risk of about \$222k

Cash position is good at \$1.45M with \$1.06M state funds left to draw, as well as \$15k in Erate funds.

Debt Service Targets:

We are at 0.71 and 53 respectively for FY23-24. We are forecasted to be underwater for the Projected Debt Service Coverage Ratio this year. The good news is, we are forecast to be fine next year and into the future. The biggest metric that drives our bottom line is student number. We really need to hit the +900 mark to make that happen.

Vintage Testing Data - D. Goldfarb (in partnership with A. Abraham)

The goal was to look at grades based on vintage data for students who have been with UCCS for multiple years. The hope was that this would prove that students who have been at UCCS the longest do the best at testing.

Particularly in reading, there is an upward curve for students who have been with UCCS longer. As we move out of a growth stage, we will continue to see test scores improve over time as kids stay longer. It is an optimistic trend.

The dichotomy in the data shows kids that do very well and then some kids who score a zero (mostly ESL students, EC students, etc.). When we see a lot of these students come through via the lottery, it can create some challenges in the data.

IV. EXECUTIVE DIRECTOR REPORT – S. Reddick

Enrollment – Open enrollment for new students is now. Re-enrollment for current students is also happening now.

D. Goldfarb is helping with the organization of the enrollment data so it is more legible in the future. We want to be able to track where our highest deficit is.

The lottery runs on March 12, but does not close on that date. After March 12, the waitlist is built and we pull students from that list. We shut down enrollment on the 20th day of school.

We will also overshoot by 20% because we know that is the estimated “no-show” number after school begins.

Teacher Report – A. Reese & K. Stroman

Professional Development this year was based on a teacher survey that was sent last year. Classroom management was the main request for PD. Staff trainings have also been held for CKLA, Singapore Math, etc. Mandatory PD was completed regarding CPR, active shooter drills, etc.

In January 2024, teachers were asked for recommendations about PD they would like to see. They requested data drafting, essential questions, capturing kid's hearts, Freckle & Classical Education.

PD is done on Wednesdays after mandatory staff huddle. The average attendance is 50% of staff. Attendance may be low because it is held after school, but we will keep looking into alternatives. A. Reese suggested that we emphasize that teachers can contribute PD hours to their certification credits.

In February 2024, the focus will be on grade levels and will be staff led.

Overall, the variety and amount of PD has seemed to go over very well and we'd like to continue this model going forward.

Identified areas of growth =

- Attendance at PD
- Better accountability standards and methods
- Incorporate iReady program. It is a cohort of teachers that do PDs for other schools.

D. Goldfarb asked about the cost of PD?

A. Reese = largely use inside resources that we already have. We have paid for 1 or 2 resources throughout the year, but it is not the majority.

A. Reese shared that The Charter School Conference is in CLT this year, and the team will look into sending staff to that PD as well. It is usually held in July.

S. Walker – we are expecting the final Leaders Building Leaders report soon and will see if any ongoing PD or Board training is included in that report.

Student Discipline - J. Jones

2023/24 school year to date report:

- Two instances that resulted in out of school suspension. Both involved physical aggression.
- Two instances that resulted in in-school suspension. One involved cyber bullying.
- We have also implemented lunch detention which allows for reflection during the school year.

Overall, we are very blessed with our discipline and culture at this school. We have a very low rate of disciplinary issues.

ORGANIZATION GOALS – S. Reedick

We recently had an HR audit, and the results were sent to the Board earlier today (Feb. 26, 2024).

A meeting was held this morning, and first steps were identified. The first goal should be to identify and train a Title 9 Coordinator. Secondly, the full administrative staff needs to take the harassment and discrimination training to better align with our employment agreement and handbook. The HR audit will also help us with applicant tracking and onboarding to ensure all employees know important items at start of employment.

Leaders Building Leaders (LBL) was onsite visit last week (Jennifer Killan). She spent the entire day with the UCCS Admin staff, meeting and touring the building. S. Walker and D. Goldfarb also met with her. We are looking forward to her assessment and recommendations!

COMPLIANCE REPORT – S. Reddick

DPI visits and Federal Reporting requirements. The annual NC Charter School Survey has been completed, accepted and submitted. W2 and I-9s are also being reviewed.

FACILITY UPDATE – S. Reddick

Per our CLT Fire Dept. Contact, our fire evacuation process is great. However, we do need to update our Tornado evacuation process. We will work with the fire department on this as well, and will revise when we are at full capacity next year.

We ordered a new dumpster in prepping for new growth. We are emptying things out of the storage container to make sure we maximum our storage space.

Additional cameras have been added to the 3rd floor.

Adding heightened security to the playground and butterfly garden door, which is a high use exterior door. We are going keyless and using a swipe card to access.

The K-5th school dance was PACKED. It was the first time we actually used the blueprint of our parking lot, and implemented the overflow plan. It worked very well.

Dad volunteers helped in a big way as safety and security.

2024 is the State Teacher's Working Condition Survey. We are going for a 100% rating again this year. Our Academic Coaches are leading this. The survey opens March 1st and closes at the end of March. Results will come in April.

Finance update = payroll security is up and running. We hit payroll on time this month with all new security in place. Ms. Morrison did a great job making this happen!

The Rotary Club Grant donation has already been put to use. The Code Monkey program was purchased to further assist Mr. Jackman's STEM class with coding activities.

Dental Screening and Vision Screening are happening this year for all lower grade families. Dental Screenings happen in March.

M. McCarty asked if Board should recommend a re-look at the 2024/25 school calendar? Should UCCS Admin take a survey with staff to re-visit the calendar?

D. Goldfarb believes it is worth having a conversation with staff to see which version they would prefer. If it is a majority, we should consider amending the approved 2024/25 calendar.

The Board proposed that Admin take a further look at calendar, and come back with a proposal.

V. ADJOURN - Motion to adjourn the meeting was made by M. McCarthy and seconded by J. Young. The Board Meeting was adjourned at 7:02pm