



Regular Board Meeting - AGENDA
March 18, 2024
14613 Steele Creek Road , Charlotte NC 28273

I. CALL TO ORDER - S. Walker called the meeting to order at 5:03pm. The next UCCS Board Meeting is Monday, April 15, 2024

- 1. ESTABLISH QUORUM** - there were sufficient members present for a quorum.
 - a. **Members present:** S. Walker, T. Wiggins, B. Butler, M. McCarthy, D. Goldfarb, L. Rakvic & J. Young
 - b. **Administration present:** A. Hamp, A. Reese, J. Jones, A. Abraham and S. Reddick
 - 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** - S. Walker motioned to approve the March 18, 2024 agenda. J. Young seconded. March 18, 2024 Agenda approved.
- 4. APPROVAL OF MINUTES** - D. Goldfarb motioned to approve the minutes from February 26, 2024. T. Wiggins seconded. February 2024 Board Minutes approved.

II. PUBLIC COMMENT

The speaker addressed the 2024/25 proposed school calendar. Concern about additional days UCCS scholars have off. It is very difficult for working parents to find alternative childcare during extended breaks.

III. REPORTS/ACTION ITEMS

PTC PRESIDENT REPORT - D. Williams

- 2024/25 PTC Leadership Roles are open and families have received notification about how to apply. The PTC Vice President role is one of the upcoming open positions.
- The Krispy Kreme fundraiser is continuing through April

- Field Day is upcoming on May 17th
- Because of our increased size, Muffins with Moms will happen on 2 different dates: May 9th (K-3rd grades) and May 10th (4th-8th grades)
- The 8th grade formal is taking place on May 3rd.

2024-25 SCHOOL CALENDAR REVISION –

S. Walker introduced the newly proposed calendar. After hearing from a great many teachers and parents about the earlier start date originally proposed, the Board has made the decision to change the start date for teachers to August 8th, and start date for students to August 21st.

A motion to approve the revised 2024/24 School Calendar was made by D. Goldfarb, and seconded by M. McCarthy. The revised 2024/25 School Calendar was approved.

EXECUTIVE DIRECTOR EVALUATION AND SUPPORT COMMITTEE UPDATE - B. Butler

The committee has met with S. Reddick for feedback. The results and recommendations will begin in April.

S. Walker made the recommendation to have a third party send out staff and parent surveys. She believes ALT HR offers this.

EDUCATION COMMITTEE UPDATE - T. Wiggins

The committee will organize a time to meet with UCCS Admin after Spring Break

REVIEW OF LEADERS BUILDING LEADERS SITE VISIT & FINAL ASSESSMENT - S. Walker

UCCS entered into an audit with Leaders Building Leaders (LBL). LBL provided extensive examination of UCCS processes, etc. From the LBL assessment it was found that strategic planning can be developed. The Board is very encouraged by LBL's work and recommendations, and believes the investment was well worth it.

One key takeaway: the span of control at the school had to be tackled immediately. S. Reddick was managing all staff (60-70 people). This school year, an additional team of coaches and support has been added.

Student attrition number report: LBL was able to go in and report what our student attrition rates have been. We are obviously growing. According to LBL data, 92% of schools that have low attrition are able to maintain their high overall scores.

Current UCCS data (via A. Hamp):
 5% attrition for the entire year as of today
 765 was enrollment
 729 is our current number

S. Reddick stated that the goal is to not go above 5%, and hopefully UCCS can continue to bring down the attrition rate to better aid our families.

REVIEW AND APPROVAL OF LBL PROFESSIONAL SERVICES PROPOSAL FOR THE 2024/25 YEAR -

S. Walker

A proposal was sent to UCCS and LBL has offered to meet with the Board. Admin has indicated that this would be a very beneficial thing for the team.

S. Walker called for a vote to accept the full package offer from LBL.

A motion to accept LBL Professional Services was made by J. Young and seconded by M. McCarthy. The UCCS Board voted to accept the LBL Professional Services package.

TREASURER REPORT AND FULL BUDGET REPORT - D. Goldfarb

- The Acadia financials arrived this afternoon (March 18th). No inconsistencies, and we have \$1.46mil. in the bank.
- Forecasting for \$1.3mil. for the end of year.
- Two items awaiting answers:
 - Due diligence for utilities (electric and natural gas). Nothing is showing on that line, and the assumption is something is being overlooked
 - Technology = the technology and utilities lines look like they have been swapped. This needs to be solved.
- UCCS is in a good position from a financial perspective. All eyes are on enrollment which will determine whether or not we have the ability to do things we hope for in the future.
- D. Goldfarb is working with the Admin team to bring more structure around the salary plan. We desire a strong plan relative to the marketplace. There is a need to balance salary numbers while making sure we don't disrupt the bond rules. The hope is to come up with an aggressive salary plan to improve salaries for teachers.

S. Walker asked if we are happy with Acadia's performance?

D. Goldfarb would like to see more timely responses. They had stated that the new building would cause delays, but he is not seeing any improvement now that the building has been occupied for 2 years. If a designated staff person could be efficiently feeding Acadia numbers for the budget line items, the timeliness may improve.

UPDATE FROM ADVOCACY SUMMIT - S. Walker and L. Rakvic

- S. Walker and L. Rakvic attended the Advocacy Summit last week. The current Superintendent of Schools (Truitt) was defeated in the most recent primary. The new primary winner is inexperienced and that raises some concern for Charter Schools.
- The John Locke Foundation spoke, and people who were polled want school choice! However, most people don't understand what a Charter School is, and are against them without reason.

- A piece of legislation that has been passed allows counties to fund Charter Schools. Counties can give money for capital expenditures, but schools cannot access that money without asking for it. Charter Schools must get in front of the county board of commissioners to request funds. S. Walker recommends that we begin this ASAP for UCCS funding.
- The Charter School Advisory Board spoke about applications and renewals. The Board would like to know when UCCS' renewal is up, and be present for the renewal guidelines and requirements.
- Student recruitment is all about the ground campaign! Parent's word of mouth seems to be most effective. It was stated that the single most effective way of marketing is to go door to door, stuff mailboxes, etc.

IV. HEAD OF SCHOOL REPORT

ENROLLMENT –

- No withdrawals to report
- 19% of UCCS students are using Student Services:
 - EC = 6%
 - Multiple languages = 9%
 - 504 designation = 4%

S. Walker asked how many languages are represented at UCCS. A. Hamp answered = close to 15 different languages.

OPEN ENROLLMENT –

Lottery opened on Tuesday March 12th. Letters of intent also went out to existing families.

All families who receive enrollment, receive an email. They have 10 days to accept and begin the enrollment process.

As of March 18, 2024:

- Kindergarten = 75 in process, 168 slots offered
- 1st grade = 120 in process, 168 slots offered
- 2nd grade = 126 in process, 168 slots offered
- 3rd grade = 111 in process, 140 offered
- 4th grade = 87 in process, 112 offered
- 5th grade = 90 in process, 112 offered
- 6th grade = 94 in process, 112 offered
- 7th grade = 46 in process, 56 offered
- 8th grade = 48 in process, 52 offered

291 seats are still available (as of March 18, 2024)

1088 are the total number of seats we are trying to fill for the 2024/25 year

631 are confirmed returning students

797 is our current enrollment

Families enrolled through the lottery still have 10 days to respond, so this number is fluid.

A much more realistic number will be available in about 2 weeks.

TEACHER REPORT -

- Teacher check-ins have happened with K-5 teachers. Received solid feedback that the team will be reviewing for next year.
- MS teacher check-ins happen on April 10th
- UCCS Arts Fest is happening on Friday, March 22nd. The UCCS Board is invited to attend! Ms. Hill (MS Art Teacher) has done a wonderful job organizing the events, performances, etc. A grant provided to us by the Arts & Science Council made the performances possible.
- Other updates:
 - Kindergarten had an in-house field trip with a meteorologist
 - 2nd grade had an in-house visit from a theater company
 - 1st grade visited McDowell Nature Preserve

STUDENT DISCIPLINE & SCHOOL CULTURE -

- Middle School House Sorting happened today! We held a huge ceremony in the gym, and grades 5th-8th were sorted into Houses. The event went even better than we hoped! It was a picture of student camaraderie and school culture/school spirit. These are things that greatly help with attrition. As we grow, this will help us maintain a feeling of community.
- Conducting teacher check-ins. How can Admin support teachers more?:
 - teacher's greatest request was for Admin to be more present
 - the team has an idea for "Admin Goes Mobile" with Admin walking around with carts around the hallways
- Discipline update:
 - 3 minor incidents
 - 1 major incident (NTSS intervention), and 504 was issued with documentation.
 - A behavior plan has now been put in place in partnership with Mrs. Hopkins

A.Hamp explained what a 504 is: a scholar has been identified as needing intervention. An IEP 504 Plan provides a student with accommodations. For example: time on tablet during school, testing in a separate room, smaller class size, materials read aloud to the student, access to their cell phone, etc. These are plans that allow accommodations so students can learn in a more accessible way.

ORGANIZATION GOALS -

Admin is working towards school improvement and a committee was recently created. This committee has set some goals:

- Reading =
 - increase the number of students performing at grade level by 5%

- increase number of students performing lower on EOGs by 10%
- increase number of students performing at career and college level on EOG by 5%
- Math:
 - K-8 performing at/or above level increase by 5%
 - proficiency = 10% increase
 - career/college ready on EOG = 5% increase
- Science:
 - proficiency by 10% on EOG

D. Goldfarb asked what the process is to meet these goals. S. Reddick answered that coaches are present in teacher meetings to make sure we are supporting teachers with the curriculum. Also, data collection is key, as well as zeroing in on specific students that are falling behind.

- Teacher retention goal of 90%

COMPLIANCE REPORT -

2023 Charter School Performance Framework (draft). A17 is one area UCCS is listed as not compliant, but S. Reddick is reaching out to the Office of Charter Schools to investigate. We were compliant with A17 last year, and have made no changes. A17 is the concussion protocol.

Everything else is in compliance, and we are setting ourselves up for renewal next year. If we keep on this trajectory, we are looking at a 7-10yr renewal.

- ELL/ML report was also recently submitted. This is a mandatory state requirement.
- Admin is working on an updated Staff Handbook with ALT HR.
- We have designated who our Title 9 coordinator is. All Admin will receive training for Title 9 later this school year.

D. Goldfarb asked about the Safe School Plan. Where are we on that?

S. Reddick will update the Board soon. Admin has been working with a staff committee on this.

- Facility update: extra security has been added to the back door/playground door. The lock was switched from a key to an electronic key fob. It is now ALWAYS locked and can only be opened with an employee key fob.

ADDITIONAL COMMENTS -

S. Walker shared that her Rotary Club is looking for a school location to partner with in conjunction with an "Adopt a School" program. There are 60 people in the club who would essentially adopt the school. If Admin could put together a list of needs = tutoring needs, maintenance needs, volunteering needs, grant applications, etc.

Next step: meet with Admin and get ideas of how the club can adopt UCCS and be a part of it. This would be an ongoing partnership, reviewed and approved each year. There is a \$15k budget per year for projects, etc.

V. ADJOURN

Motion to adjourn was made by M. McCarthy, and seconded by L. Rakvic. The meeting was adjourned at 6:55pm.