

November 2025: Falls Lake Academy- Board of Directors Meeting Minutes

Meeting Date: November 4, 2025- 6:30pm Location: POL Room	Action	Person	Notes
<u>Reading of Mission Statement</u> Falls Lake Academy seeks to create a challenging learning environment while striving to meet the academic, social, and emotional needs of our 21st century learners to prepare them for citizenship, leadership, and success in a rapidly changing world. Our school promotes a safe, orderly, caring and supportive community. Each student's self-esteem is fostered by positive relationships with students and staff. We strive to have our parents, teachers, and community members actively involved in our student's learning.	Read the mission statement once the meeting is called to order.	Board	Present: Averette, Boone, Inscoe, Kappherr, Massengill, Owens Absent: Council, Marion Staff Present: Doerfler, Herman, Johnson, Keith, Morris, Pearson Meeting called to order at 6:48 by Averette Mission Statement read by Inscoe
<u>Citizen Input Statement</u> Persons wishing to address the Board may do so at this time upon recognition from the President. Please state your name, community or organization you represent, and the topic you wish to share with the Board. You will be given 3 minutes to make your presentation. To protect the privacy of our students, staff, and community members, please do not share personally identifiable information such as names, addresses, or specific details that could identify individuals during your comments. Pursuant to the Brown Act, the Board cannot enter into formal discussion with individuals making public comments to the Board. The Board cannot take action on any issues raised during public comments that are not on the meeting agenda. To maintain an orderly and respectful environment, we ask that all speakers address their comments to the board as a whole and refrain from engaging with individual board members during their remarks.	Read the citizen input statement before acknowledging citizens to speak.	Board	Citizen Input Statement read by Massengil

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<u>Citizen Input</u> Acknowledge each citizen and provide the allotted 3 minutes for them to present to the Board.		Public	No Citizen Input Given
<u>Acceptance of Meeting Minutes & Agenda</u> November 4, 2025 Agenda October 7, 2025 - Minutes	Vote	Board	Averette called for a motion to approve the November 4, 2025 meeting agenda as presented. Motioned by Kappherr Seconded by Boone Motion passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve the October 7, 2025 meeting minutes as presented. Motioned by Owens Seconded by Massengill Motion passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions

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<u>Director's Report</u> Admin Report Student Achievement- NC Report Card Summer Retest Plan Student Parent Handbook Rev2 <u>Committee Reports</u> <i>Growth and Development</i> - HVAC Replacements - Canopy Update - USDA Reports Required <i>Finance and Personnel</i> September Financials <i>Governance and Academics</i> - Board Self Evaluation Tool - Board Recruitment Updates- Application Open 11/15 - 7.4800 Employee Leave - 7.5000 Lactation Accommodation Policy	Share 2nd Read 2nd Read	ED Vote Vote Committee	Admin Report shared by Johnson. Johnson also shared the results of the NC Report Card for Student Achievement. FLA did not meet growth and received an overall score of a "C". Averette called for a motion to approve the Summer Retest Plan as presented by staff. Motioned by Massengill Seconded by Kappherr Motion passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve the Student Parent Handbook as presented. Motioned by Massengill Seconded by Boone Motion passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions <u>Committee Reports:</u> <i>Growth & Development:</i> Johnson shared the recent activity of the committee. Recent projects include HVAC replacements, the solar panel attachment and activation for the canopy, and needed reports for the USDA application process. <i>Finance & Personnel:</i> Averette shared a summary of the September financial reports. <i>Governance & Academics:</i> Averette reminded board members to complete the self evaluation tool for board planning. Averette shared an update on messaging and communications for board recruitment notices. Averette
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- 7.4872 Staff Tutoring for Pay - 7.4874 Drug Free and Alcohol Free Workplace - 8.1000 Budget Planning and Adoption - 8.3000 Fiscal Management Standards	2nd Read 2nd Read 2nd Read 2nd Read		asked board members to confirm second reading of the following policies: 7.4800; 7.500; 7.4872; 7.4874; 8.1000; 8.3000 Averette called for a motion to approve Policy 7.4800 Employee Leave. Moteded by Massengill Seconded by Owens Motion passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve Policy 7.5000 Lactation Accommodation Moteded by Kappherr Seconded by Massengill Motioned passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve Policy 7.4872 Staff Tutoring for Pay Moteded by Massengill Seconded by Owens Motioned passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve Policy 7.4874 Drug Free and Alcohol Free Workplace Moteded by Massengill Seconded by Owens Motioned passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve Policy 8.1000 Budget Planning and Adoption Moteded by Kappherr
- 1.6100 Professional Development - 1.7600 Prohibition Against Retaliation - 2.1215 Anti-Nepotism - 2.1210 Board Member Conflict of Interest - 3.8100 Promotion and Retention - 3.8101 Passing Grade Defined- [Repeal] - 3.8150 Academic Course Credit - 4.4340 Medication Administration - 7.3800 Personnel Supervision Management	1st Read 1st Read 1st Read 1st Read 1st Read 1st Read 1st Read 1st Read 1st Read		
<i>Culture and Belonging</i>			

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			Seconded by Boone Motioned passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions Averette called for a motion to approve Policy 8.3000 Fiscal Management Standards Motioned by Massengill Seconded by Kappherr Motioned passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions <i>Culture & Belonging:</i> None
Closed Session-pursuant to <u>NC GS 143.318.11</u> (a)(2) Agenda			Averette called for a motion to move into Closed Session, pursuant to NC GS 143.318.11 (a)(1), (a)(6) at 7:30 PM. Motioned by Massengill Board reconvened into Open Session at 8:36 PM. Averette called for a motion to approve the teacher stipend proposal as presented by the Finance & Personnel Committee. Motioned by Inscoe Seconded by Owens Motion passed 6 Ayes, 0 Nays, 2 Absent, 0 Abstentions

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			With no further business, Averette called for a motion to adjourn the meeting. Motioned by Massengill, Seconded by Kappherr. Meeting adjourned at 8:38 PM.
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