

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

Meeting Date: December 9, 2025- 6:30pm Location: Virtual	Action	Person	Notes
Reading of Mission Statement 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, Council, Kappherr, Marion, Massengill, Owens Absent: Staff Present: Herman, Johnson, Keith, Pearson, Morris Meeting called to order at 6:30 PM by Averette Mission Statement read by Marion
Citizen Input Statement 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 Owens

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<p><u>Citizen Input</u> Acknowledge each citizen and provide the allotted 3 minutes for them to present to the Board.</p>		Public	None
<p><u>Acceptance of Meeting Minutes & Agenda</u> December 9, 2025 Agenda November 4, 2025 Minutes November 18, 2025 Minutes</p>	Vote	Board	<p>Averette called for a motion to approve the December 9, 2025 meeting minutes as presented. Motioned by Massengill Seconded by Kappherr Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a motion to approve the November 4, 2025 and the November 18, 2025 meeting minutes as presented. Motioned by Marion Seconded by Massengill Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Averette called for a motion to approve the November 18, 2025 meeting minutes as presented. Motioned by Council Seconded by Marion Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p>

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<p><u>Director's Report</u> Teacher Survey Results Enrollment/ Application Update HS Course Guide - Revision History</p>	<p>Share Share Vote</p>	<p>ED</p>	<p><u>Director's Report:</u> Johnson shared a summary of the recent teacher survey results covering everything from access to resources to scheduling to classroom support.</p>
<p>Committee Reports</p>			
<p><i>Growth and Development</i> - Architectural Rendering Complete- Application portion</p>	<p>Share</p>	<p>ED</p>	<p>Johnson shared an update on the status of lottery application numbers for the 2026-2027 lottery. As of December 9, 2025, 638 applications have been submitted.</p>
<p><i>Finance and Personnel</i> October Financials</p>	<p>Share</p>	<p>Committee</p>	<p>Johnson introduced Pearson to share revision updates proposed to the high school course guide. Key highlights included courses that were removed, course name changes, and courses that were added. Changes were made due to teacher availability, student interest and enrollment, and availability of resources. Council asked when and how changes are communicated to staff and families and students. Pearson shared that it will be shared through proper established channels to communicate the changes.</p>
<p><i>Governance and Academics</i></p> <ul style="list-style-type: none"> - Board Self Evaluation Tool - Board Recruitment Updates - 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 - 1.7420 Responding to Complaints - 4.2000 Attendance - 7.1200 Code of Ethics & Professional Standards of Conduct - 7.1600 Employee Student Relations [REPEAL] - 7.4940 Employee Rights & Responsibilities 	<p>2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 2nd Read/ Vote 1st Read 1st Read 1st Read 1st Read 1st Read</p>	<p>Committee Committee</p>	<p>Averette called for a motion to approve the revised high school course guide as presented by staff. Motioned by Council Seconded by Massengill Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p>
<p><i>Culture and Belonging</i></p> <ul style="list-style-type: none"> - 2022 Charter Renewal (Board voted & established DEI Committee in 2023 in response) - Slides and notes from one of the first DEI meetings (slides 6 & 7 contain original short and long term goals) - Senate Bill 227 	<p>Share</p>	<p>Committee</p>	<p><u>Committee Reports:</u></p> <p><i>Growth and Development:</i> Johnson shared that the architectural rendering was received and is under review to assist with the USDA grant application process.</p> <p><i>Finance and Personnel:</i> Marion shared the recent</p>

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activity of the committee. The school remains in good financial standing with healthy balances, despite the government shutdown and other factors affecting education budgets. Highlights included the expenses of staff step increases issued in November, increased capital improvements, and plans to provide an annual report for public distribution. Council asked for a timeline for the withheld federal deposits; the committee meets again Tuesday December 16.

Governance and Academics: Averette reminded board members to complete their self-evaluation prior to the board workshop. The board tentatively scheduled its workshop for the afternoon of January 17.

As of December 9, 12 completed applications for new board members have been received with a week left to submit. The nominating committee will meet on January 16, 2026 to complete the first review of applicants.

Averette called for a motion to repeal Policy 3.8101 Passing Grade Defined as presented.

Motioned by Massengill

Seconded by Kappherr

Motion passed

7 Ayes, 0 Nays, 1 Absent, 0 Abstentions

Averette asked for the board to approve the following eight policies as presented: 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; 3.8150 Academic Course Credit; 4.4340 Medication Administration; 7.3800 Personnel Supervision

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			<p>Management Moted by Marion Secoded by Kappherr Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Johnson presented the list of policies requiring a first read by the board to be voted on at the next called meeting.</p> <p><i>Culture and Belonging:</i> Council shared an update on the recent activity of the committee. Council shared a brief history of the establishment of the committee and the evolution of the committee to today. The board discussed ways to improve the structure, activity and involvement of the committee with existing activities and groups at the school going forward.</p>
<p>Closed Session-pursuant to <u>NC GS 143.318.11</u> No Session</p>			<p>With no further business, Averette called for a motion to adjourn the meeting. Moted by Owens Secoded by Council Motion passed 7 Ayes, 0 Nays, 1 Absent, 0 Abstentions</p> <p>Meeting adjourned at 7:28 PM.</p>