



Lake Norman Charter Open Board Meeting Minutes

August Meeting Minutes

August, 5 2026

6:00 PM Eastern Time

General Meeting

Attending: Shannon Stein-Superintendent, Craig Randall, Jorge Gonzalez, Andrew Palladino, Jeff Flanagan, Nicole Benford, Derick Screen, Landon Eustache, Joana Sampson, Erick Bowen

Craig Randall called the general meeting to order at 6:00 PM.

Motion to transition to a Closed Session pursuant to NC General Statutes § 143-318.11(a)(3) at 6:00 pm by Jeff Flanagan; seconded by Jorge Gonzalez; motion approved.

Motion to come out of closed session at 6:58 pm by Jorge Gonzalez; seconded by Erick Bowen; motion approved.

I. State School Report

- A. LNC has received word that we have earned the 4A Wells Fargo Cup!
- B. The State Budget has passed. The Coalition of Charter Schools' Annual Report with a summary of the budget is included in the board packet. There are some new action items the charter school needs to be aware of.
 1. Are we included in the nutrition component? NO
 2. Will we be including the suicide hotline number on all computer lock screens and as a sticker on the back of each student ID.
- C. Bill SB227: LNC used to have a committee titled: IDEA (Inclusion, Diversity, Equity, and Access). Bill SB227 was also passed and removed DEI from schools. Prohibits schools from professional development that could affect divisive practices and discriminatory practices. Prohibits providing instruction on divisive practices or positions at school for this type of leadership. LNC has had History and English class information reviewed to ensure LNC is following this law, and will be provided to the staff. No CEUs for diversity.
- D. LNC will be participating in the 10 Million Book Challenge.
- E. LNC collaborates/partners with Atrium for behavioral Health. LNC had 39 students participate with 683 therapy visits this year.
- F. Shannon Stein will participate in the State Superintendent Meetings as a charter school representative. She was also recommended at the State level for the Professional Education and Standards Coalition. This is about bringing highly qualified teachers to the schools.
- G. The AP (Advanced Placement) scores are great this year. AP Participation was increased by 60 exams; 45 students got passing scores of 5. Two of the tests, Biology and Chemistry, had a 100% passing rate.
- H. Retirement (26.1%) continues to go up, and health care continues to go up each year.
- I. LNC is up for a Normy again this year! Voting will begin in August.

II. Finance Update

A. Budget Amendment:

1. State Budget Update:

- a) Health care increased from \$8,500 to \$8,925 per employee
 - b) Retirement contribution rate increased from 24.67% to 26.10%
 - c) Salary schedule: 3.8%- 18%, with higher increases for newer teachers.
 - d) One-time bonus from \$500-\$1000 for certified employees; \$1000- \$1750 for noncertified employees
 - e) Per pupil allocation increased 7% from \$6,555 to \$7,022 per pupil.
 - 1) Recommending: Increase the LNC salary schedule by the same dollar amount as the state salary schedule.
 - 2) Step increases are usually awarded in December. Recommending a one-time exception that both the salary and step increases are effective as of September 1 for the 2026-2027 school year. Salary adjustments will go back to December next year.
 - f) Currently, LNC does not have any doctoral teachers. LNC does pay for Master's and National Boards. Recommending: removal of doctoral pay from the LNC salary schedule.
2. Financial Impact - State revenue increased \$1.185 million. The proposed salary and benefit changes will increase expenses by \$1.179 million. This is result in an additional \$6,306 added to change in fund balance

Motion to approve the budget amendments mentioned salary adjustment, a one-time step increase in September, and removal of doctoral pay from the payment schedule and above by Nicole Benford; Andrew Palladino seconded; motion passed.

III. Old Business

A. None

IV. New Business

A. Beginning Teacher Support Plan

1. New changes- Survey completion and all teachers in 1-3 are required to be a part of this program. LNC has 9 of 219 teachers.

Motion to approve the changes to the Beginning Teacher Support Plan by Jorge Gonzalez; Joana Sampson seconded; motion passed.

B. Student Handbook Addition-

- A. Release Time for Religious Instruction: This will be added to the student handbook. LNC must include release time between 1-4 hours per week. This does not include prayer during the school day. This is specifically for religious education.

Motion to approve the language for religious release time to be added to the Student Handbook, by Derick Screen; Landon Eustache seconded; motion passed.

Motion to adjourn by Nicole Benford at 7:51 PM; seconded by Erick Bowen; motion passed.