



Lake Norman Charter Board Meeting Minutes

December Open Board Meeting Minutes

December 2, 2021

7:00 PM Eastern Time

General Meeting

Attending: Shannon Stein-Superintendent, Rick Buckler, Jared Tilley, Amy Carr, Elizabeth Timkovich, Leslie Fogarty, Jennifer Johnson, Ridgley Chapman, Greg Kilpatrick, Nicole Benford

Meeting called to order at 7:01 PM by Rick Buckler

Approval of Minutes

Motion to approve the November 2021 minutes by Elizabeth Timkovich; Jared Tilley seconds; motion carries.

I. Support Group Update

- A. PTO: Candace Williams:
 - 1. Financial report: Net income (\$59,000) is in a position to start spending on teachers and the school.
 - 2. Approved the grant fund for teachers. Official approvals will come out before winter break.
 - 3. Encouraging parents to sign up for the VIC and other cards at grocery stores
 - 4. Gift of the Season information has gone out and gifts will be provided for teachers in December.
- B. Athletic Boosters: Doug
 - 1. Admissions this year \$29,000
 - 2. Booster membership is good.
 - 3. The golf tournament was successful.
 - 4. \$7,000 through concession sales.
 - 5. Revenue \$37,000 and this is on the right track; we are financially strong.

II. Finance Report

- A. State Budget Overview: Hayley Wilson
 - 1. We finally have a state budget. DPI must do all their calculations to determine per-student money. The second week of December is when this number will come out.
 - 2. Salary adjustments will be a 2.5% increase over the next two years.
 - 3. Bonuses:
 - a) \$300 bonus for all teachers and instructional support
 - b) AP performance bonus \$50 for each test level 3 or higher
 - c) Principal Bonus \$1800
 - d) COVID: 1000 bonus + additional \$500 if staff makes less than \$75000
 - e) Teachers get an additional \$1000 (most teachers will get a total of \$2800)
 - f) To be paid by the end of Jan.
 - 4. Retirement (5.5%) and healthcare contributions (10.5% increase) from the school have been raised.
 - 5. LNC would like to propose a winter stipend in the amount of \$1000 for all employees paid out on Dec 9. and funded through the CMS settle-up.

- B. Budget Amendment:
 - 1. Adding revenue and expenditures for the year based on the CMS settle-up.
 - 2. Bonus pool will be reviewed later in the school year.
 - 3. Proposal: Winter stipend in the amount of \$1000 for all employees paid out on Dec 9.

Motion to approve the budget amendment as presented above by Jennifer Johnson; seconded by Leslie Fogarty; motion carries.

III. Superintendent Updates

- A. Jordan Walker: 2021 Teacher of the Year by the Lake Norman Chamber of Commerce. Congratulations!
- B. Usually, we have a state report card released by now. It has not been yet. This year there will be no grades because of COVID last year.
- C. Lottery Update: Week 5; last year LNC had 2300 applications; this year 3200 applications.

IV. AIM Conference Diversity Presentation:

- A. Building Admin Team presented at this conference
 - 1. The session they presented was about embracing diversity in everyday work at the school. They discussed the definition of diversity, mission statement, GDI, who is included, initiatives for teachers and students within the school, Individual Growth Plans (including the shared school-wide goal)
 - 2. Admin Identified areas of research/need:
 - a) Diverse teacher representation (race, gender, age, etc.)
 - b) Teacher shortage challenges and LNC school is addressing this in the ways possible
 - c) Having a staff where everyone can make a connection
 - d) Increasing the overall applicant pool.
 - e) Hiring practices: recruitment video, website improved, team approach to interviews, annual bonuses, duty-free lunch, protection of planning time, instructional autonomy, administrative support, contacts with several colleges and universities.

V. Old Business

- A. Committee Reports
 - 1. ELEVATE Campaign Update:
 - a) \$2.7 million brought in; \$2.4 spent, leaving LNC with \$270,000 towards the field house.
 - b) \$929,722 is still needed to complete the field house. (total of 1.2 million cost; the bid is \$1.11),
 - c) LNC will continue targeted and personalized marketing campaigns, mini-campaigns, awareness, Social Media, Temporary Knights Awareness Wall at Knights Field, incentive paths.
 - 2. Safe Schools Update:
 - a) New Information:
 - 1) 64% of the state has masking as a requirement.
 - 2) Children 5-11 were approved for the vaccine.
 - 3) Health professionals have recommended booster shot for all adults.
 - 4) LNC has hosted 3 vaccine clinics and there will be 2 more before the holidays
 - 5) The new variant is present, (Omicron) but we are waiting to see how this affects the US.
 - b) Local Health Metrics:
 - 1) County will move to the monthly system of reporting. The last full update was Nov. 3.
 - 2) The daily report for Mecklenburg County is published for the percent positive.

- 3) Mecklenburg County is keeping the mask mandate until the positivity rate is below 5% for 7 consecutive days.
 - 4) There is an increasing trend currently and Mecklenburg county is in the red.
 - 5) 61% of Mecklenburg county's total population are fully vaccinated.
- c) Recommendation:
- 1) Continue to require masks at this time and after winter break revisit the option of mask optional based on numbers and mandates from the state and county.

Motion to approve the masking requirement presented by the Safe School Committee in LNCS by Elizabeth Timkovich; seconded by Nicole Benford; motion passes.

3. Global Diversity and Inclusion: Ridgley Chapman
 - a) November Achievements: Students celebrate their favorite reads, Nixon & Company, Native American Heritage activities, LNC presentation at AIM.
 - b) Microaggression training was revamped for the students by Mrs. Rogowski and includes a student reflection and the third training in December will focus on the results of the reflections.
 - c) Students are celebrating holidays around the world with treats and a pamphlet with information about the holiday as well as a bulletin board to share information.
4. Dress Code Policy Revision:
 - a) The committee is getting close to a code they are all comfortable with. The next step after the fine-tuning is made is to share with the stakeholders by the end of next week and then they will finalize the policy in January.
5. THRIVE Committee:
 - a) The committee is continuing to discuss a vision and direction for the committee.
 - b) They are hoping to survey the students (grades 7-12) regarding areas of interest for the group: leadership, service, extracurricular activities, and DEI.
 - c) Discussion about the Day of Service and what direction the school should go in for the future Days of Service. Same company? New one? Looks like what?

V. New Business:

- A. 2022-2023 School Year Calendar:
1. LNC starts earlier in the year than many surrounding schools. LNC starts on the second Thursday in August.
 2. 5th and 9th transition day was new this past year and was beneficial for students.
 3. Discussion of the reasoning behind days/breaks in the calendar.

Motion to approve the 2022-2023 School Year Calendar by Jared Tilley; seconded by Nicole Benford; motion carries.

Motion to adjourn at 8:45PM by Jennifer Johnson; seconded by Ridgley Chapman; motion approved.