



Lake Norman Charter Open Board Meeting Minutes
January Meeting Minutes
January 13, 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 7:00 PM by Rick Buckler

Approval of Minutes

Motion to approve the December 2021 minutes by Jared Tilley; Nicole Benford seconds; motion carries.

I. Support Group Update

A. PTO:

1. The lunch program continues to bring in great income. There is a focus on volunteer staffing at lunches.
2. The Knight Store brought in funding this past month.
3. The Gift of the Season program went well and each staff member received a \$100 Target Gift Card.
4. PTO Approved \$14,500.00 in funding for materials for teachers at all three campuses.
5. On the Friday before Superbowl, the PTO will provide a staff luncheon (soup).
6. A new HS PTO president will be approved in the next few weeks.

B. Athletic Boosters:

1. HS: Because of COVID, the HS had to postpone girls' and men's basketball games. Thank you to the families who self-reported and kept students home when they were sick. The intention is to resume basketball on Monday.
2. Other sports, including the swim team, remain operational. The swim team has been successful in its meets.

II. School/State Update:

A. Stein:

1. Christine Casillias and Danielle Graham held a mental health and family support for grades 7-12 earlier this year and will again in Jan for sixth grade and under.
2. CPCC has a great partnership with the HS and there is an information session on Feb. 11. These sessions are good for families to understand the requirements and earn college credit in high school.
3. HS student, Garson Long, has created an 8th grade mentorship and transition program. Twenty-three other students have signed up to be mentors and are planning a transition event.
4. The school is closely tracking absences and the families are doing the right thing by reporting and keeping sick students home. Building principals have done a great job securing subs for teachers and teachers have done a great job finding coverage. A great collaborative effort.
 - a. Student absences yesterday: ES: 10%, MS 8%, HS: 25% absent.

- b. LNC can go remote by need, not by choice. Discussions have been between administration to discuss various scenarios for coverage to keep as normal operations as possible.
 - 5. The school lottery will end January 31 and we are up 883 applications at this time compared to last year.
- B. Financial Update:
1. 2020-2021 Audit Review: Eric Smith from Potter and Co. reported on the results of its financial audit. Highlights from the audit include:
 - a. Financial statements: Received an unmodified audit report, which is the highest level of confirmation that the financial results have been reported fairly.
 - b. Compliance reports: state compliance audit (p.56-64) communicated no instances of noncompliance or reportable conditions.
 - c. The Audit Covered: Funds, bond payments, capital assets, state pension plan, liabilities, accounts payable, salaries, PPP loan (forgiven), obligations due within one year and more than one year information, income statements (books), services.
 - d. This was a good year for the school. Clean Audit.
 2. Budget Amendment #3 Recommendation: Nicole Benford
 - a. Background: State per pupil allotment increased and the EC per pupil allotment increased. Local pupil allotment also increased. LNC originally budgeted for less.
 - b. Recommend:
 - 1) Increase of 2.5% average pay increase for staff. Step + 1.3% increase for teacher salary to be seen in February; non-salary staff 2.5% increase.
 - 2) Counselors will receive an additional \$100 per month for 10 months.
 - 3) Retirement and state health care costs increase.
 - 4) Substitute daily rate increase \$72-\$88.
 - 5) Daily and hourly rates increased for teachers and assistants

Revenue : adjusted state base student allotment, state fines & forfeitures revenue, state and federal staff bonus, EC federal revenue adjustment

Expenditures: 1.5% salary increase in December, state and federal staff bonuses, taxes for the salary increase and bonuses, adjustments to retirement and health care premiums, EC supplies, increase to custodial contract salaries.
 3. Bonuses Recommendation:
 - a. PRC 141: All staff \$1000 for all employees and additional \$500 for salaries less than \$75,000. Bonuses will be paid by 1/27.
 - b. PRC 203 \$1000 for every teacher participating in COVID 19 training. LNC will pay this by 1/27. We have 128 teachers and got the money for 113. We will use ESSER funds for any shortfall.
 - c. PRC 36: \$300 for every qualifying teacher and instructional support. LNC would like to fund \$11K from local funds to provide this bonus to all staff members. This will be included in the 1/27 paycheck.
 4. Future Funding Considerations for the next fiscal year:
 - a. Salary increases in FY 22-23 for all staff
 - b. Increased retirement and health premium
 - c. Continue finding the contracted nurse position at the ES once grant funds are exhausted.
 - d. Remaining competitive with substitute pay.

Motion to approve the budget amendment #3 by Amy Carr; seconded by Jennifer Johnson; motion carries.

The board approved the payment of all state bonuses. This includes the ESSR III Fund Premium Pay Bonus payable to qualifying teachers who participated in one or more trainings between March 12, 2020 and January 1, 2022 that address the mitigation of COVID-19 in public schools, learning loss resulting from the COVID 19 pandemic, or virtual instruction needed because of the COVID-19 pandemic by Nicole Benford; seconded by Greg Kilpatrick; motion carries.

III. Committee Reports

A. Safe Schools Update: Amy Carr

1. New Information:

- a. Omicron spreads very quickly and the NC Safe Tools Kit changed. All staff met to understand the new procedures.
 - 1) Quarantine length has shortened to 5 days for both infected and exposed individuals.
 - 2) If Vaccinated and boosted, there is no quarantine. FDA and CDC approved the booster for students 12 years and up.
 - 3) High demand for testing leads to difficulty in finding appointments. The state has a limited supply and we are almost out.
 - 4) The Supreme Court decided today that OSHA cannot enforce a mandate that requires employees of companies or schools of 100 or more to be vaccinated.

2. Local Health Metrics:

- a. Mecklenburg county still has the indoor mask mandate.
- b. January 4 was the last reporting date for Mecklenburg county. There has been a rapid increase over the last 14 days.
- c. Daily averages for new COVID cases represent a moving average of 2315 compared to 174 on 11/30.
- d. Over the past 7 days 374 people were hospitalized compared to 155 on 11/30. This number is increasing.
- e. 65% of the population is vaccinated.
- f. Internal dashboard updated through Sunday night (1/9/22) ES cases 14, exposures 15; MS cases 18, exposures 14; HS cases 36, exposures 8.

3. Recommendation:

- a. Continue the mask mandate for all staff, students, and visitors

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

B. Global Diversity and Inclusion: Ridgley Chapman

1. Letter went out to all of the families on Tuesday to reiterate the environment LNC is creating of inclusion and acceptance.
2. In December GDI: completed the Nixon & Co. staff survey, Microaggressions training sessions 2-4 at the high school, high school holidays and religions around the world for

cultural awareness, middle school DET-World religions interactive activities, World religions, Reevaluation of GDI mission statement and review of data from microaggressions.

3. Upcoming: Evaluation results from surveys will be reviewed, MLK & Asian Heritage at the high school, 8th grade will participate in implicit bias and media bias activities, elementary school: passports around the world, reevaluation of the GDI mission statement, communication in Knights News, evaluation of student microaggression module feedback.

C. Dress Code Policy Revision: Greg Kilpatrick

1. Committee started in September and started from scratch. They created a statement of purpose for the dress code and what the values are that are encompassed. Stakeholders got the policy at the end of December. They got tremendous feedback and they met again after that to review the comments and make improvements and changes to the policy. This resulted in the final policy which they feel aligns with the school values. This is a campus wide policy K-12.
2. They are proposing that the board adopt this policy, allow it to become part of the handbook, and begin to enforce it in a fair and equitable way. The board and the committee will review the policy again at the end of the semester to decide if any tweaks are necessary.

Motion to approve the new dress code policy by Jared Tilley; seconded by Leslie Fogarty; motion carries.

D. THRIVE Committee: Amy Carr

1. 9-12 Survey; 7-8th grade survey will be rolled out this month.
2. Meeting with Brian Boone to plan the vision and long-term direction of the committee.

Motion to move to a closed session pursuant to North Carolina General Statutes § 143-318.11(a)(6) at 8:26 PM by Amy Carr; seconded by Elizabeth Timkovich; motion approved.