



Lake Norman Charter Board Meeting Minutes
November Open Board Meeting Minutes
November 1, 2018

General Meeting

Attending: Kyle Burkey, Ricky Jones, Anna Blackwelder, Sherry Latten, Rick Buckler, Jennifer Johnson, Thom McElroy, Stephanie Painter, and Shannon Stein-Superintendent

Meeting called to order at 6:03 PM by Ricky Jones.

Governance Session: Strategic Planning

Approval of Minutes

Motion to approve September minutes by Stephanie Painter; Rick Buckler seconds; motion carries.

I. Support Group Update

- A. **PTO:** Candace-lunch program at MS is doing well. Spirit links. ES Book Fair was a great success. The school sales totaled \$12,757.00 with \$7,000 coming back to the media center and school. The book character pumpkin contest was a success. ES Coffee chat had the first live stream 10/23. Next one will be 11/27 at 6PM. ES Save the Dates will 1/11 Mother-son outing; 2/23 LNC Spirit Night with Hornets-for all students, 3/2 ES Father-daughter dance "Boots and Bowties," Staff holiday gifting program Nov. 5-30, and Dec. 14 gifts will be distributed. Staff luncheon on Friday Nov. 16.
- B. **Athletic Boosters:** Wrapping up fall season. MS Cross Country boys' 4th and girls' 5th Golf team won the championship. Tennis team were runners-up at the state individual for doubles. Cross-country will compete at state championship. Winter sports will begin this week.

II. Superintendent's Report

- A. Today was first day of the lottery; 622 people from midnight to 4PM. 164 were Kindergarten. The rest were spread throughout the other grades.
- B. Lon and team have finished updating the cameras at the HS and MS. New cameras will be on the way to the MS.
- C. What can we learn from the Butler situation? Coordination and communication with HPD and how it all works. Meeting with officials on 11/1 to make sure that all communication is clear and unified.
- D. LNCS received a letter from Americans United for the Separation of Church and State because we have our graduation at a church and they are threatening litigation if we do not cease and desist from hosting it there. It would cost the school approximately \$500,000.00 in legal fees to fight this according to our counsel and we would face an injunction for this school year. We need a new graduation venue

and based on their availability, we may need to change the date and time. This was not LNC's decision, this was a decision that we are forced to make. The complaint came from someone who attended a graduation. We want to be forthcoming with our families so we will send out a communication about this issue with hopes that someone knows of a viable place to hold graduation we are open.

- E. Two Board videos were viewed which introduced the board members, general purpose and thoughts of the school, improvements made on the campuses, and the different committees we have with their purposes. One per quarter will be created. Leadership and Engagement will be covered in quarter two.
- F. Day of Service: Feedback from parents and students was great despite the rain. Thank you Sara Lay for heading this great service opportunity for our entire school. Tonya Rivens, a parent of a 10th grader, did a segment on the news today WCCB which was shared with our LNC community and posted to the website.

III. Financial Update

- A. **Budget Amendment/Compensation Philosophy:** State and county level passed additional funding to LNC. The finance committee have met to determine the best way to distribute to the staff. Proposals: Fund the retirement contributions required to be made by the school, implement a fixed salary schedule to normalize teacher pay, increase bonus pool, provide a one-time winter stipend, fund unfunded positions 18-19 (EC one-on-one), and establish a reserve to fund new positions. Funding includes: State 5291 5.97% increase, CMS 7.75% increase--We received an additional \$685,000 between these.

Objectives: Document current philosophies, focus on internal equity, respond to request for published salary schedule, comprehensive review of total compensation package and benefits, comparability to local market.

Philosophy: Competitive total comprehensive package to attract, retain, and reward high-performing employees.

Impact to faculty: Average increase will be 4.8%. 46% will receive 5%, 84% will receive 2% raise. Those who earn over the pay scale will get a one-time payout equal to 1% of salary. 2.25% for all support staff and administration. The Board is proposing a Teacher Aide salary range as we are considerably higher than all other local schools. Teacher Assistants will get a 1% increase one-time. A winter stipend will be \$750 per teacher and the increase in the bonus pool will be \$50,000.

Motion to approve Budget amendment by Thom McElroy; Stephanie Painter seconds; motion carries.

IV. Old Business

A. Committee Reports

- i. **Campus Master Plan/Construction:** The Green and budget and funding needed around these initiatives is not prepared for this evening. Some bids have been collected. ES construction is progressing along despite the two hurricanes. There is a plan to make up this time. There will be some big concrete pours soon to catch us up. We are about three weeks behind, and

this may help bring us up to speed and making up time. Mid-January we will have a better view of the completion date.

- ii. **Knights Fund:** Sara Lay-No new updates with RISE Together. The collection process is still underway.
- iii. **Technology and Innovation:** Discussing the plan to measure the effect of our technology. A survey will help feed this and it has been streamlined for this school year. ES has been added to the discussion. The Dell laptops we recently got tend to bend in the background. We are looking into HP and becoming an HP servicing center.
- iv. **Engagement:** New video release in Knights News to engage people in the lunch program. Lunch challenge video.
- v. **Global Diversity & Inclusion:** All training has been completed and we are now looking at the next wave of training for teachers. 1- Another full course in partnership with another school, UNCC and 2- Thinking and relating ideas in a different way and encouraging individual coaching 3- How to embed cultural awareness into everyday practice and sharing. Student development side-we continue the partnership with Digital Citizenship class and MS participated in Mix it up Day. Funchess and Rogowski went to a conference on diversity and they are working on disseminating the information to the teachers.
- vi. **School-Life Balance:** Communication will be coming out this month about lock-downs, objectives the school is trying to meet with these, education for parents.
- vii. **Whole Child Initiative:** Reached out to several colleges to see what they are looking for. They will start to build a straw model and will begin to share with focus groups and determine if it is a good direction for LNC. There will be a survey that will be partnered with the technology survey.
- viii. **Leadership:** 5th-7th grade continue to do their program. 8th grade: more of a push needed to develop a comprehensive program--they will write a reflection paper on the day of service and the different leadership skills they used. It will lead them onto the HS reflections they will be writing. ES Heather Crane will start to go to classes and start her lessons based on the principles of Leader in Me. Two more teachers will go to the Leader in Me Symposium. Third session will happen at the HS on November 7.

V. New Business

- A. **Architect Contract:** Clark-Nexsen will be the new architect to complete the drawings for the potential campaigns in the future. We would like to authorize the contract to get the 100% set/construction documents.

Motion to approve full contract by Rick Buckler; Kyle Burkey seconds; motion carries.

- B. **Staffing Recommendation:** Spanish teacher resigned, but Mrs. Stallard was able to step in and Mrs. Albury kept in communication to make sure everything went smoothly. New, recommendation is for Makayla Whitcomb, recent graduate from the University of North Carolina-Wilmington

Motion to approve new staff by Thom McElroy; Stephanie Painter seconds; motion carries.

- C. PTO Policy Change:** Proposal to increase maximum number of PTO days to 90 which would allow 5 months additional pay when staff retires and/or assist with necessary longer leave (i.e. maternity/paternity leave). The payout has historically been \$75 as pay out and the finance committee are proposing \$80 for all payout of PTO.

Motion to approve PTO Change in policy by Rick Buckler; Kyle Burkey seconds; motion carries.

- D. Return to Work:** EMC, our insurance provider is recommending the addition of this policy to help LNC receive the best bids possible for our workers compensation policy.

Motion approved by Thom McElroy; seconded by Stephanie Painter; motion approved.

Motion to adjourn by Rick Buckler; Thom McElroy seconds; motion carries.

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