



Anderson Creek Academy
Board of Directors' Meeting
Minutes
January 20 2021



The chairman called the meeting to order at 7:01pm at Anderson Creek Academy virtually due to COVID 19. He welcomed board members, staff and guests. A quorum was present.

Board Members Present:

- Ken Adelberg
- Dr. Kerry Agnello
- Andy Barr
- Lisa Clifford
- Dr. Mary Majors
- Wes Martin
- Grace Merkle
- Steve Shotz
- Ann Stein
- John Werderman

Guests: Mr. Council, Mrs. Sheeley, Ms. Laughlin, Ms. Rossignol, Ms. Johnson, Mrs. Haggard, Mrs. Cadet, Mrs. Hamilton, Ms. Weymouth and Mrs. Werderman.

Mr. Adelberg moved, Dr. Agnello seconded, to approve the previous month's minutes. **Motion passed unanimously.**

New Business

Mr. Werderman asked to complete one item of new business: Mrs. Stein moved, Mr. Barr seconded, to include Mrs. Lisa Hamilton to serve as a new director on the ACA Board of Directors. Mrs. Hamilton has been a very engaged member of the community for educational endeavors. **Motion passed unanimously.** Mr. Werderman congratulated Mrs. Hamilton and welcomed her to the Board.

Committee Reports

Academic Dr. Majors and Mrs. Merkle reviewed the MAPS scorecards. Fourth grade has the highest percentage of scholars not a at grade level in both math and reading. There are several programs recently purchased which Dr. Majors address the needs of the children. Mr. Werderman recommended Mrs. Lisa Hamilton who was nominated and approved as a New Director at the Academy at the January Meeting, serve on the academic committee. Mr. Council said that he has a lottery update from Mrs. Sheeley on the lottery which opened on the 15th. ACA has 9 teachers in quarantine. ACA received Clinical Laboratory Improvement Amendment, CLIA, which allows COVID testing. ACA's extended day is delayed until the teachers return from quarantine and reported that 3rd grade will do MAPS remotely. The professional development is going extremely well, with Ms. Johnson as its lead. Different staff are attending different sessions. Ms. Laughlin, Mrs. Weymouth, Ms. Johnson, Mr. and Mrs. Haggard, and Mrs. Legg are all leading the professional development sessions. Mr. Council said we all should be proud, as it has been a tough year. Mr. Council stated that ACA has a strong teacher support program. He reminded all that January 25th was the 100th day of school for the year, which was also school choice week and the kickoff of the Heart Kickoff Challenge, led by Mr. Haggard. Mr. Council stated that while 4th Grade has had its challenges, he could not be more proud of Ms. Sherry Harrison, and the great job she and the Substitute Teachers have been doing. Mrs. Clifford asked if there was a substitute for the 4th Grade Teacher and Mr. Council confirmed he had a candidate. Mr. Werderman stated

ACA needed stability, especially in the 4th Grade. Dr. Agnello asked if we were including teachers and staff in hiring interviews. Mr. Council confirmed this, stating that Ms. Laughlin was included in one interview. Discussion of hiring and mentors and ACA cultural philosophies followed. Dr. Majors reminded all the Directors of our experienced Teachers' Assistants in other classrooms.

Medical Dr. Agnello thanked Mrs. Sheeley and Mr. Council on the COVID updates on the website dashboard. Dr. Agnello constantly assesses the COVID situation, and state and county metrics, trends and local staff availability, which has developed into the ACA hybrid plan. She reminded all that the vaccine is the next step, with NC vaccinating Group 1A, as of January 14th, 65 years old and older. She confirmed that teachers and law enforcement are the next group, hopefully within the next 1-2 weeks. Vaccines are still in an Emergency Use FDA Agreement. If any staff or teachers has questions, she asks that they reach out to her. "What needs to happen?" she asked. In order to get herd immunity, about 85% of the community need to be vaccinated. In our case, children are not receiving the vaccine yet. She estimated that about 60% of the community needs to be vaccinated to see a flattening of the curve; currently about 4% in Harnett County are vaccinated. She stated about 54% of the vaccine is available, not just distributed. She stated that we are not where we need to be to proceed without masks and all back to school. She stated that she hopes we will be at about 60% by June-July. She is concerned that the children are not part of the group to be vaccinated. Mr. Council stated ACA had 95 days of operation before COVID impacted the present plan.

Uniform Mrs. Stein reported that uniform donations continue; lending closet is available to all. She thanked the volunteers for collecting, washing, folding and stocking the closet. Staff is disseminating cold weather items from the lending closet as needed.

Public Relations Mrs. Clifford reported that she was amazed at the 2021-2022 lottery application numbers that ACA already has, and thanked Mrs. Sheeley, Ms. Danielo, and Ms. Young for all their work on the lottery. ACA placed advertisements in local websites and social media. Parents have stated that the application process is very simple. She is continuing to be in touch with the website developer and is trying to have a video teleconference to discuss plans for the websites. She also thanked Ann Stein for the Uniform Lending Closet. Having uniforms available to all is helpful, not just for new families, but also for children whose uniforms become soiled as part of the normal school day, such as becoming muddy from the playground. Since the first donations the first year, the students have always been able to get a uniform, and that is a great part of ACA.

Building Mr. Werderman stated the board would discuss items from the board training session and vote. Mr. Barr stated the architect should have the plans finalized by Wednesday and the DRB minor issues should be resolved by Friday. This will complete all the preparatory work. Mr. Werderman reminded all of the discussion of COVID, timing, cost of construction materials and overall cost during the board training session. The consensus is to delay new construction at this time and Mr. Werderman opened the floor to the directors for further discussion. Mr. Barr stated that construction costs continue to be on the high side, and he does not know if the current costs fully capture the costs in the current environment. Mr. Werderman said it is difficult to move forward with the lottery with building concerns. Mr. Barr moved to delay initiating new constructions by 1 year, with the intent to stay within the budget and deal with unexpected circumstances. Dr. Agnello seconded. A discussion followed. Mrs. Merkle asked if the specials trailer would remain. Mr. Werderman stated it was too early to say, but it would depend on considerations like COVID and enrollment. Mrs. Merkle asked if the trailer would have a bathroom and Mr. Werderman repeated his statement. Mrs. Merkle also stated the trailer needed better audio to hear public announcements. Mr. Werderman acknowledged her concerns and stated they would be addressed. Mr. Werderman stated that ACA has plans and

DRB approval, as Mr. Barr stated, by Friday. Mr. Werderman reminded all that a lot of the groundwork has been completed. Mr. Barr stated that all other work done with the increased parking traffic, etc have helped the school as it currently exists. A vote was taken to delay the Facility Addition for at least another year and then re-evaluate. **Motion passed unanimously.** Mr. Barr stated he has someone to repair the column and hopes to have it repaired by the next meeting. Mr. Council stated that Mr. Barr has been helpful in many ways. Mr Barr asked, and Mr. Council confirmed, that Mr. Council had spoken with Mr. Brinton for work at the school. Dr. Majors stated that Mrs. Sheeley has asked potentially for a restroom in the nurse's office. Mr. Barr stated the funding currently available was not enough to support the construction of a restroom.

Financial Report Mr. Werderman stated the school is in a very good financial position. Mr. Adelberg moved, Mr. Martin seconded, to approve the financial reports. Mr. Werderman stated Mr. Shotz, Mrs. Clifford and Mr. Cooper are keeping ACA in excellent financial standing. **Motion passed unanimously.**

Head of School Report Mr. Council presented during Academic Committee.

Old Business Mr. Werderman stated the board had an excellent training and strategy session.

New Business

Mr. Werderman stated that the strategy for next year is to return to pre-COVID enrollment. However, there may potentially be an extra class of 1st and 2nd grades, dependent upon the number of students returning. The 2021-2022 Academic Year will have a targeted enrollment goal of —18 per class for K-1 and 20 for 2-5. ACA will enroll about 10% more, in order to account for attrition. This year has already had in excess of 10% attrition. Mr. Barr moved, Mrs. Clifford seconded, to approve this proposal. A discussion followed. Dr. Agnello said it is appropriate for ACA to be doing the best we can within the current environment. **Motion passed unanimously.** Mr. Werderman asked Dr. Majors to work with a New Board Committee that will be established to address HR Policies and Procedures (Employee Benefits and Staff Retention Policies etc). Mr. Werderman recommended a budgeted position within Administration to handle human resources and will arrange to discuss roles and responsibilities with both Mr Council and Dr Majors. Mrs. Clifford agreed to chair the new Board Committee (Human Resources) and look for volunteers. Mr. Adelberg moved, Mr. Barr seconded to create a human resources committee. **Motion passed unanimously.**

Public Comment There was no request for public comment. Mr. Werderman opened the floor; Mr. Council proposed a Certificate of Appreciation for Mr. Hopper who has gone above and beyond to keep ACA safe and clean. The finance committee tries to consider annual bonuses at the discretion of the head of school, and hopes to do the same this year. Mrs. Clifford recommended an annual retention bonus, and Mr. Council concurred. Mr. Council also highlighted Mrs. Sheeley's work.

Closed Session No closed session.

Adjournment Dr. Agnello moved, Mr. Barr seconded, to adjourn. **Motion passed unanimously.** Meeting adjourned at 8:31pm.

Next Board Meeting February 17, 2021