



**Anderson Creek Academy
Board of Director's Meeting
June 16, 2021
Minutes**



The chairman called the meeting to order at 7:04pm at Anderson Creek Academy and virtually. He welcomed board members, staff and guests. A quorum was present.

Board Members Present

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

Guests: Ms. Johnson, Ms. Laughlin, Ms. Matthews, Ms. Weymouth, Ms. Ana Vazquez, Ms. Piro-Duffin, Mrs. Rossignol, Mrs. Sheeley, Ms. Angela Cope, Ms. Mary Howell, Mr. Wheeler, Ms. Elliott, Mrs. Werderman, et al.

Mr. Martin moved, Dr. Agnello seconded, to approve the previous month's minutes with changes.
Motion passed unanimously.

Committee Reports

Academic/Head of School Report Dr. Majors reported all Summer School Classes, ELA & Math Remediation Classes, Read to Achieve classes, Kindercamp, STEAM and Move and Groove classes begin soon. Dr. Majors said a job fair is planned for Friday, June 26 and Saturday, June 27 to fill four open employment seats. Leadership Committee members have begun 12 month contracts as instructional leadership specialists to begin July 1st. Dr. Majors recognized 2 parents (Ms. Elliott and Ms. Howell) who were at the Question and Answer session and thanked them for participating. Dr. Majors passed out books to the board members: The 5 Languages of Appreciation in the Workplace. Ms. Laughlin reported that one of the #1 reason that employees leave is due to feeling unappreciated. She stated the team at ACA works hard to show appreciation, but all have different love languages. This concept will also give teachers ideas for teaching children. Dr. Majors reported that currently there are 0 children quarantined or isolated for COVID. There are currently 241 children on the waitlist for the upcoming school year. Dr. Majors said MAP and EOG decrease in academic results are expected nationwide. ACA plans to address any academic shortfalls. Mr. Werderman stated it shows how critical it is for students to be in the classrooms. Ms. Weymouth explained there is a standard deviation between MAPs and EOG and she was able to predict scores with a very high degree of accuracy; it is important for teachers to be able to use that data. Dr. Majors will update the website for parents with recommendations for summer activities. Graduations sent a very positive note. Summer school has picked up positively. ACA has had a lot of volunteer hours for Physical Education classes. ACA has turned in several compliance reports and grants. ACA accepted Chromebook turn in. ACA will have lots of professional development and K-2, 3-5 Meet the Teacher nights will be 19 August.

Medical Dr. Agnello reported ACA continues to use masks due to government rules on masks for schools and medical facilities. COVID rates have decreased. Experts expect to see increases as people gather for holidays and states that vaccines must be at about 50% vaccination before virus

transmission rates are affected. Children are lower risk and are not considered to be major transmitters. The approximate 50 people in the hospital in NC are all unvaccinated. Dr. Agnello is available to discuss, but does not have the fall update yet. She will track the guidance and will make the best decision. Children did extremely well, however, emotional and social development is a concern. , ACA will need to keep communication open.

Uniform Mrs. Stein thanked all for continued uniform donations, sorting and cleaning. Lost and Found and donated uniform pick up is scheduled for June 18 with the entire closet laid out before school starts for families to pick up.

Public Relations Ms. Morgan stated there is no further update beyond the end of school events, summer schools and preparation for next year.

Human Resources Ms. Merkle reported work continues to refine both the Teachers and the Administrative Leave Policy. Mr. Martin will review and polish the draft for teachers, teachers' assistants, mid-year employees and send to the board, ready for implementation July 1st. Mr. Adelberg moved, Ms. Morgan seconded, to approve the Human Resources Leave Policy. **Motion passed unanimously.**

Building Mr. Barr has minor changes to address erosions and will contact the brick mason for the leaning front pillar. Mr. Barr has addressed the lawn services and thinks they are much better. He will check with the informal landscape assessment group to address any items not done. Mr. Martin asked about the erosion plan; Mr. Barr confirmed the use of landscape fabric and rip-rap.

Finance Mr. Barr moved, Mr. Adelberg seconded, to approve the financial statements. Mr. Werderman stated that, considering COVID, the school has done well. Mr. Werderman reiterated that ACA completed all the recommendations from Dr. Agnello for a successful year. There was no discussion. **Motion passed unanimously.** Mr. Werderman stated that the 2021-2022 draft budget is still in preparation and will be finalized in the next 2 weeks. The Health Plan has a 9% cost increase; the Finance Committee recommends ACA pick up the extra premium for a cost of between \$6.6 -\$7.0K. County Schools are doing cost sharing with employees. Dr. Agnello moved, Mr. Martin seconded, to have ACA pay the cost increase. Teachers will have a new contract every July. The committee recommends an increase of between 2-4%. The increase is made of 4 elements: merit, retention, bonuses, leave policy and insurance. Mr. Adelberg moved, Mr. Barr seconded to approve the merit increase coverage at 3%. **Motion passed unanimously.** Mr. Werderman explained the concept of a 3 year retention bonus: 5-10% payable over three years, considered on top of merit. The Finance Committee plans \$105k for this bonus. Mrs. Stein moved, Mr. Barr seconded, to approve the \$105k for the bonus. Mr. Martin asked for quantification—about 30 people. Mr. Shots recommended criteria to determine any variables and remove any subjectivity. Mr. Werderman also stated Dr. Majors will have some input; the committee endeavors to support her. **Motion passed unanimously.** Mr. Werderman stated it was intentional that all contracts are ready by July 1, including merit and bonuses. Mr. Werderman stated that there were 3 contracts. Leaders Building Leaders is the same as previous years. Dr. Agnello moved, Mr. Sholtz seconded, to approve. **Motion passed unanimously.** Mrs. Hamilton moved, Mr. Barr seconded, to renew the Cumberland IT Services contract. **Motion passed unanimously.** Dr. Agnello moved, Mr. Barr seconded, to approve the Carolina Therapy Services contract. ACA has used this company since the beginning and this year's rates are close to previous years'. Ms. Hamilton asked for clarification. Mr. Werderman stated that this is for Speech Therapy and Occupational Therapy and services 30-40 children per year. **Motion passed unanimously.**

Old Business none

New Business With Dr. Majors returning as Head of School, Mr. Werderman stated there may be a need for a new board member. Mr. Werderman asked if Mr. Adelberg, Dr. Agnello and Mrs. Hamilton would be available for a board member Nomination committee. Mr. Adelberg will lead.

Public Comment Period No requests for public comment; Mr. Werderman opened the floor. Ms. Elliott asked for confirmation on where job fair was listed and thanked all for the information. Dr. Majors said openings were posted on the website and social media. She asked when the website would be updated. Mr. Werderman stated ACA is looking for a webmaster. Ms. Elliott requested reminder emails for meetings. Mr. Werderman reminded all the meetings were the third Wednesday of every month. She recommended playground shade structures and uniform shoe options. Mr. Barr said he would take that into account. Mrs. Stein stated the website has information and she can meet with anyone who has questions. Ms. Elliott asked about EOG testing; Ms. Weymouth stated she covered the plan in February; Ms. Laughlin reminded all that the results are due in soon, and grades 4-5 will receive scores in fall. Mr. Werderman asked if there were any questions. Ms. Angela Cope said thank you for all the work and for the summer school. Mr. Wheeler stated he would prefer to have board meetings in person, but thanked all for the virtual option. He would like to improve the sound options. Ms. Laughlin will look into options. Mr. Wheeler asked about a new teacher retention bonus. Mr. Werderman said it was dependent upon finances, but ACA would like to do this every year. Teachers will not have to refund the bonuses if they leave for any reason prior to the conclusion of the three years. Dr. Agnello stated ACA is looking at ways to improve morale and attitude. Mr. Werderman stated there are more incentives than just money. Teachers have to want to remain at ACA.

Closed Session none

Adjournment Mr. Barr moved, Dr. Agnello seconded, to adjourn. **Motion passed unanimously.** Meeting closed at 8:21pm.

Next Board of Director's Meeting July 21, 2021