

**CORPORATION FOR EDUCATIONAL PARTNERSHIPS
BOARD OF DIRECTORS MEETING MINUTES
September 27, 2022 (VIRTUAL)**

I. Call to Order

Robin Henderson, presiding: Meeting called to order at 7:03 PM. MOTION: Lori Stokes, Seconded: Gary Leonard Vote: Approved by unanimous consent.

Members present: Robin Henderson, Kay Smith, Lori Stokes, Gary Leonard

Members absent:None

Ms. Henderson welcomed the participants and opened the meeting. A Quorum was established.

A motion was made to approve the Agenda. MOTION: Lori Stokes, Seconded: Kay Smith
Vote: Approved by unanimous consent.

II. Public Comments- none

III. Board Comments

Ms. Smith made a few statements regarding current activities and rumors being passed around the community regarding personnel decisions. Comments were:

- Thank you all for tuning in tonight to watch the board meeting. We know there has been significant turnover in the past week and we completely understand that it makes people uncomfortable.
- As a board, and as an SWA parent myself, we don't want to be going through this. We are trying to get to the root causes of these issues and address them. We are a group of volunteers doing the absolute best we can with the information available to us.
- As everyone knows, we are prohibited from discussing personnel issues without the affected individuals granting permission for the school to disclose the reasons for terminations. We cannot speak about any of it- even to confirm if something is true or false- without being given permission by individuals to do so. If we are given permission, we can share.
- We hear your concerns and we probably share many of them with you. This is why we are here. Robin will speak a little more next about our HR function, but we have re-engaged with a third-party company, AlthR, to guide the school through the many personnel and compliance situations we are in. The goal is to create a more positive, sustainable environment all around.
- If you are frustrated and want to make a difference, please know there are ways to do so. There's a lot of talk about needing more parents on the board- GREAT! We need to amend our current bylaws and we are planning to propose amendments at our next meeting. This way, we can open it up to more than 50% parents and get more help. It has been impossible to find anyone not affiliated with the school that is willing and able to volunteer their time to be on the board.

- You can also give us the benefit of the doubt and understand none of these decisions, whether made by the Board, school admin, or HR and our attorney, are made lightly and without support.
 - Threatening us on social media, in emails and in phone calls does nothing to help, and the majority of the statements made are false. Personal attacks against those of us trying to fix problems hurts everyone.
 - If you have the time and want to be part of the solution, please feel free to complete an application to join the board.
1. If you are unable to commit the time needed for the board right now, and that is completely understandable, I ask that you help us by supporting the school, supporting your students and our amazing teachers; rather than targeting individuals such as myself with threats and hate, exposing the school to negative publicity and hurting morale.

IV. HR Update

Ms. Henderson presented and discussed the reasons for entering into a new, updated contract with AltHR Partners. The Board had previously approved the hiring of a licensed/certified HR professional to be on the school staff and reduce the hours of external assistance needed. After this approval, the school went in a different direction and did not bring on the internal HR professional. Due to this, the Board re-engaged AltHR to be the primary HR function at the school.

Ms. Henderson then explained that the Board has begun a new search for a Head of School/Executive Director Candidate. She described the process- including AltHR posting and screening for the position, as well as Board members, school administration and a sampling or school staff and families participating in interviews or panel discussions. If possible, we will bring in an interim Director to help be a point person and keep things on track.

V. Principal's Report (Mr. Wilson)

1. Student Enrollment Totals – 593 as of mtg date; 276 MS and 317 HS
2. Student & Employee Handbooks (Action Item-Ratify) This document was approved via email in order to post as soon as possible. A motion was made to ratify the approval of the Student Handbook. MOTION: Gary Leonard, Seconded: Lori Stokes Vote: Approved by unanimous consent.
3. New Hires and Current Vacancies (Action Item- Approve New Hires) Some teaching positions were brought on at the school without being brought to the Board for approval. The Board is acknowledging now that the following individuals were hired to the staff of SWA and are now approved:
 - Racheal Pate- HS PE
 - Joseph Sipper- HS Science
 - Maude Logue- HS Math
 - Brandon Gaffney- IT
 A motion was made to approve the above new hires. MOTION: Gary Leonard, Seconded: Lori Stokes Vote: Approved by unanimous consent.

3. EC Update – current numbers are 25% EC for a total of 150 students in the EC Program; 59 MS and 91 HS. EC Update (Westover) - Total current EC # is 150 - 59 in MS; 91 in HS.

At 25% this year as compared to 33% last year. With the support of Tracy Riddle at AcadiaNorthStar, Tracy Westover filed our mandated Exit Count report to DPI on 09/27/22 - report due 09/30/22. This report is a report of EC students who were either exited from EC, transferred to a new school, or graduated. We had 55 students on our Exit Count and 25 of these students were students who graduated.

Westover has developed a partnership with The Arc of the Triangle - Project SEE is a new partnership between the Arc and SWA which will allow our OCS students the opportunity to get internships and/or paying jobs that will also count towards their graduation hour requirements.

5. Teacher Licensure (Dr. Reed) – Dr Reed did an extensive presentation on licensing requirements and processes. She explained how DPI is very backlogged on license responses, renewals, etc.

We currently have 23 Beginning Teachers; they comprise the majority of our licensure paperwork. All are in the BTSP program and working toward one of the initial licenses. ● This year we have 13 mentors working with the BTs. ● We are also partnering with NC State's EPP program for student-teacher placement, which could open the door to opportunities for future teachers.

6. Updates were given on both the Middle School and High School by Mr. Wilson and Mr. Noble.

Middle School Update

- Many teachers spent time this summer attending lesson planning workshop focused on backwards planning and Universal Design for Learning principles.
- The Friday Institute began their first cohort on the use of differentiation in the classroom.
- Middle School Competition clubs have started including a Battle of the Books style club, Science Olympiad and Math Olympiad.

High School Update

- SWA Career and College Fair will be held on October 13th. There will be over 23 different colleges and universities, along with branches of the military present. Students can earn job shadow hours for attending and writing a job reflection.
- SWA Senior, Chase Neumann, has been accepted to Campbell University and has been offered a \$26,000 yearly Merit Scholarship.
- SWA and The Arc of the Triangle, a Wake County Social Services Program, are partnering with our SWA OCS program to allow OCS students to get internship and paid job opportunities that will also count towards their graduation requirements.
- SWA High School English Teacher, Joe Cockrell, and SWA High School Art Teacher have written and published a children's book that has just been published. Congratulations to them both.
- The National Honor Society will be inducting 18 new members on October 3rd. Students selected must have a minimum unweighted GPA of 3.5. The National Honor

Society will also be hosting a blood drive partnering with the American Red Cross on October 12th.

- SWA is offering 2 Advanced Placement Classes at the high school level for this school year that were not offered last year, bringing our AP class total for the year to 6.
- There are currently 11 high school faculty and staff sponsoring clubs or coaching an athletic team.
- Lastly, Ms. Latus has reinstated the travel abroad program for this school year. Interested students should see Ms. Latus for more details.

VI. Operational Report (Mr. Lane):

1. Update on Land Purchase
2. Building Update (Action Item-Contract Never Approved) Mr. Lane explained that the prior Superintendent engaged a construction company to perform remediation and repair work on Building 3 and signed a contract for the work. The Board has been presented with the contract and made a motion to back-approve the contract to have it noted in the minutes. MOTION: Gary Leonard, Seconded: Lori Stokes
Vote: Approved by unanimous consent.
3. New Landscape Vendor Proposal (Action Item-Vote on Contract) – a motion was made to approve the contract for new landscaping services with Advantage. MOTION: Gary Leonard, Seconded: Lori Stokes
Vote: Approved by unanimous consent.
4. IT Update (Update on Email Issue)

VII. Next Board Meeting

The next regular Board meeting is currently scheduled for October 25, 2022. (In-person- hopefully!).

VIII. Adjournment

Motion made to adjourn. MOTION: Gary Leonard Seconded: Lori Stokes
Vote: Approved by unanimous consent.

Meeting was adjourned at 7:56 pm.

Robin Henderson, President

DATE