



**Casa Esperanza Montessori  
Minutes of the Board of Directors  
March 18, 2021 - 6:00 p.m.**

The following are minutes of the meeting of the Board of Directors of Casa Esperanza Montessori School Incorporated, a North Carolina non-profit corporation, (the “School”), held via teleconference at the time and date noted above.

Member	Present	Absent
Monique Taylor Chair	X	
Seraka Davis Vice Chair	X	
Alice Ward Treasurer	X	
Mike Slipsky Secretary	X	
Dan Chilton	X	
Jon Lee	X	
Monica Perry	X	
Seth Wood	X	
GeRita Connor Head of School	X	

Also present at the meeting were Anna Foley and Barbara Cooke.

Proper notice having been given and a quorum of directors being present, the meeting was called to order by Mrs. Taylor at 6:01 p.m.

**I. WELCOME**

Mrs. Taylor welcomed everyone.

Conflict of interest statement read and presented along with mission statement.

**II. CONSENT AGENDA**

Mr. Slipsky motioned to approve consent agenda, Mrs. Perry seconded and all approved 8-0.

Mr. Chilton motioned to approve the Board minutes from the March 4<sup>th</sup> meeting, Mrs. Ward seconded and all approved 8-0.

III. **PUBLIC COMMENT:** No one presented during public comment.

IV. **ANNOUNCEMENTS:** No announcements.

V. **NEW BUSINESS:**

HOS Report – there are 538 charter students currently enrolled, there have been 4 withdrawals since the last meeting, two due to relocation and the other two did not specify. Academic health – NCCI III was administered this week for Reading and Science. Math will be administered on April 14<sup>th</sup>, for the 3<sup>rd</sup>-8<sup>th</sup> grades. These are state assessments that give teachers information to measure where their students are when it comes to standards. Data will be used to plan End of Year Academic programming. HOS presented the 20-21 Assessment Data to the Board. There are no current curriculum needs at this time and the school will continue to focus on student attendance, participation and engagement for Quarter 3. The last virtual tour took place on March 10<sup>th</sup> and there were 9 families in attendance. Staffing- currently the school is still looking for an Enrichment Language Arts and Social Studies position to fill. The 3<sup>rd</sup>/4<sup>th</sup> Enrichment Math/Science position has been filled by Emily Hamel. The 2021-2021 staff intent to return data results are as follows: 1 confirmed teacher not planning to return, 1 teacher who wants to change positions, a co-teacher relocating and 2 teachers exploring other options. Highlights and celebrations – possible GEER grant funding for Nurse and Afterschool/Summer Academic Afterschool. The PFA provided lunch to staff today. Spring intersession is March 24 - April 2. The PFA plans to host a spirit night on March 31<sup>st</sup> from 1:00-8:00pm.

Lottery Enrollment Status – as of yesterday we closed with 15 Pre-K applications and 429 total applications for charter, bringing the total to 444. The Lottery will run this Friday, March 19<sup>th</sup> at 2:00pm.

Tenant Estoppel – presented to the Board for review and approval; it is a required document from the landlord.

Mrs. Ward moved to approve the signing of the Tenant Estoppel letter, Mr. Lee seconded and all approved 8-0.

FFCRA Extension – American Rescue Act Plan of 2021, Coronavirus Response Act. The school was required to provide the leave effective March 2020. As of last week the possibility to extend the leave has been extended till September 30, 2021. This is not mandated but it is a benefit for all employees.

Mrs. Perry moved to accept the extension of the FFCRA Extension, Mrs. Davis seconded and all approved 8-0.

Construction Guidance: Michael Kaney joined the meeting to discuss construction contract matters, discussed in closed session.

Sub Lease Strategy and Plan – discussed in closed session as a real estate strategy plan.

Mrs. Ward motioned to move into closed session at 6:40 p.m. for a construction contract and real estate strategy matters: NC Gen. Statutes & 143-318.11(a)-(6). Mr. Slipsky seconded and all approved 8-0.

Mr. Ward made a motion to return to open session at 7:21 p.m., Mr. Chilton seconded and all approved 8-0.

Mr. Chilton moved to approve retaining Ms. Billy Redmond and Trademark to market Casa for a sublease, Mrs. Perry seconded and all approved 8-0.

Trademark – In-kind donation

Mrs. Ward moves to gratefully accept waiving of the additional commission that Trademark was due and that we accept that as their in-kind donation, Mr. Lee seconded and all approved 8-0.

Salary Structures – presented to the Board by Mrs. Ward. Changes to compensation program.

Mrs. Taylor moved to approve the new compensation plan and salary structures, Mr. Lee seconded and all approved 8-0.

#### VI. **OLD BUSINESS:**

Audit Finding Response to DPI – the document was presented to the Board. Going forward the Board is asking for the HR Director who is responsible for all teacher licensure, to present to the Board at the end of every school year licenses that are about to expire before renewal of new contacts.

Mrs. Wood moves to approve the audit finding response from DPI, Mrs. Ward seconded and all approved 8-0.

Covid Response and Reopening – discussion on what the approach should be when school needs to close the building down without having the Board meeting every time. There is pending legislation and updates from the state that Mrs. Connor is keeping track of. It is suggested to leverage the school Nurse to reach out to the county to help us review our response and quarantine protocol.

Mr. Wood moves that upon return from spring break that we move to 4 days of in person instruction for students on Plan A/B with the 5<sup>th</sup> day being a remote instruction day for all students, Mr. Chilton seconded and all approved 8-0.

#### VII. **COMMITTEE UPDATES**

- a. Board Affairs:
  - 3 members commitment expiring in June
  - 1 member staying on
- b. Communications:
  - Waiting on demographic data before moving forward with marketing and advertising
- c. Construction & Facility Management:
  - TIA and TMP has been discussed
  - Phase II
  - Feedback on color selection and concrete pad
- d. Development:
  - Fundraising lower than previous years
  - Considering a formal Capital Campaign and met with representative
- e. Executive:
  - Discussed in closed session as a personnel matter
- f. Finance:
  - New run of data for financing

Mr. Sklipsky has left the meeting 8:22pm.

Mrs. Ward motioned to move into closed session at 8:26 p.m. for a personnel matter: NC Gen. Statutes & 143-318.11(a)-(6). Mr. Wood seconded and all approved 7-0.

Mrs. Perry made a motion to return to open session at 9:40 p.m., Mr. Lee seconded and all approved 7-0.

The Board agreed to meet on Monday, March 22 at 5:00 PM in closed session to continue discussing personnel matters.

Mrs. Perry made a motion to adjourn the meeting at 9:42 p.m., Mr. Lee seconded and all approved 7-0.

*Monique Taylor*

/ 5/1/21

Monique Taylor, Board Chair

*Michael Slipsky*

/ 5/1/21

Mike Slipsky, Board Secretary