

# EVERGREEN BOARD OF DIRECTORS MINUTES

## March 16th 2017 – 5:30 P.M.

Present: Lynn Player, Fynn Crooks, Teresa Showman, Brittany Keeler, Michael Follo, Kevin Kopp, Sam McLamb, Susan Mertz, Stephanie Hellert, Erica Anderson, Murph Doty. Mark deVerges arrived at 5:41. Lori Hilliard arrived at 5:48.

Absent: Eric Howard, Dan Leroy, Brian Davis.

Visitors: Kriya Lenzion, Justin Arnall, Kathy Norris, Melanie Derry, Gordon Simmons. Max Reznick arrived at 5:49.

McLamb called the meeting to order at 5:38 p.m.

The Evergreen Mission Statement and the Board Norms were read.

### 1) Visitor Recognition

Kriya Lenzion, Justin Arnall, Kathy Norris, Melanie Derry, Gordon Simmons were recognized as visitors.

### 2) Minutes from February

**Kopp moved to approve February minutes, Crooks seconded.**

**Staff poll: Unanimously in favor.**

**Board vote: Keeler, Follo, Kopp, McLamb, Mertz, Hellert, Anderson voted in favor. Doty and deVerges abstained. Motion carried.**

### 3) Program Update: Counseling Program

Moving into the main building has greatly increased school counselor Kriya Lenzion's interactions with students. Lenzion completes a two-minute meeting with every single kid from 5th through 8th grade at the beginning of the year to check in, establish goals, etc. Also does new student lunches to help students acclimate. Uses Google docs to track data, which helps give follow-up with parents and teachers.

Has frequent interns, from undergrads to Master's students, which can help in various ways, including seeing high-needs kids. Trends in student challenges: peer issues, family stuff, emotional stuff from depression to anxiety. Anxiety has been on a steep rise. Self-injury is somewhat prevalent. Friends will come to the counselor to "tell on" their friends in healthy ways, especially the younger ones. Sexual orientation and gender identity are also prevalent topics. Social media, internet, phones, and gaming range in issues from addictiveness to conflict with people they have never met in person, also result in exposure to adult material online that children are not equipped to handle appropriately. Part of Lenzion's work is educating parents so that they know how to help monitor, manage, buffer.

Peer mediation program is in fourth year, they have done 25 mediations this year, already double the number of all of last year's mediations. Counselor has offered parent workshops on dialogue with kids, substance abuse, self-destructive behavior. Gay-Straight Alliance is serving an ever-growing number of students. Counselor also teaches a class, "The tween/teen (depending on the age) scene." Post-lesson surveys show that students are learning new material.

### 4) Treasurer's Report

#### a) 2016-2017 YTD

We are two thirds of the way through the year financially and we have an appropriate amount of money in the bank for what our goals are.

**Staff poll to approve YTD Treasurer's Report: Unanimously in favor.**

**Board vote: Unanimously in favor. Motion carried.**

## **5) Correspondence Received: Counting 185 Days vs. 1,025 Hours and Employee “Trade Days”**

Clarification of 1,025 hours vs. 185 days, which the school must choose between to meet state requirements per year of school time. The challenge is that the hours must be the same for all students, which is especially hard for kindergarteners, who have shorter days. Counting hours rather than days offers more flexibility, but it will make our days longer. It would require the kindergarteners to increase their days by 30 minutes. Kindergarten teachers want to increase the day next year by 15 minutes, to ease into the goal of counting hours for the 2018-2019 school year. One benefit is that hours out of school and on educational trips would count toward total hours.

Another concern expressed in the correspondence is that teachers who take kids on trips and are “on” for many consecutive hours don’t get compensatory time off. It was noted, for the record, that exempt employees don’t get comp time, ever, period; this includes teachers.

Questions and discussion ensued, including the following: What other activities do teachers do for which they do not receive additional compensation? Odyssey of the Mind, Science Olympiad, etc? If we gave compensation for field trip time, would we need to give compensation for the extra time that other teachers give? It’s a slippery slope, but these hours are not during school hours. What about exhibition night? Where do you draw the line as far as extra things expected of teachers?

There is no assumption that we will switch to hours, but we are looking at it. Whatever decision is made, both the middle and elementary schools must use the same system of counting school time. The question of how switching switching to hours would affect Mondays as early release days, among others. Mertz pledged to look at pros and cons of “trade days” and come back to the board with them.

## **6) Celebrations of Success**

Three Odyssey of the Mind teams are going to state finals in early April.

Murph Doty has had great success over many years as the chair of the Facilities Committee and member of the Finance Committee, and his hard work is much appreciated.

Mark deVerges hosted a very successful board campfire last weekend.

## **7) Action Items**

### **a) Employee Contracts**

Simmons and others noted that being uncertain of final funding from the state legislature is not unusual, and is likely to continue to happen in the future.

**Finance brings motion to approve proceeding with 2017-2018 ECCS employment contracts based on the 2016-2017 pay schedule, with the understanding that potential future funded increase in salaries will be matched.**

**Straw poll: All staff abstained**

**Board vote: Unanimously in favor. Mertz Abstained. Motion carried.**

## **8) Discussion Items**

### **a) 2017-2018 Budget**

It was unclear whether we would be able to maintain EverLearning, which provides an important service to students, but as enrollment has increased somewhat, and as Mertz was able to craft a revised proposal that would incorporate advertising money, we will be able to run the program next year without putting a drag on the budget. Keeler pointed out that new businesses often take three years to begin making money. DeVerges pointed out that EverLearning can provide services to parents whose kids don’t get into Evergreen, but can still benefit from this service. McLamb noted that key change in the budget is \$1,200 in advertising, an investment to make the program viable in the future. Simmons noted that the current iteration of the budget is not substantially different from last month’s version.

#### **b) Membership in NC Association for Public Charter Schools**

Francine Delaney did not renew their membership because they did not see benefits and did not appreciate the fact that an organization that represents various public schools from across the state was taking a strongly political stance. Mertz feels that the organization is still a bit mysterious as to who they are and what they are about, and would rather spend the money on something that she knows will help kids. Crooks echoed Mertz' concern.

DeVerges pointed out that we might have more influence from within the organization than from the outside. Mertz acknowledged that this is an important point, but is not convinced, given the individuals at the association's helm, that we would wield influence even if we were members.

The financial benefits/supports of that membership offers were reviewed: Are there benefits in bulk buying, etc.? Library? Mertz reports that the main benefits offered by the association seem to be things Evergreen doesn't use, such as good prices on modulars or text books.

With a total of seven independent charters including Evergreen, Player reports that there is the potential for having an association of independent charter schools, and hopes that other independent charter schools might start legislative committees as well, so that we can join forces and tackle the challenges together. Player recalls that Mertz was hesitant to start our own group, was perhaps not sure it's a good idea to be in competition with the Charter school alliance/association.

It is the consensus of the board not to join at this time, as the board is not convinced of the value of membership to Evergreen.

#### **c) Lift update**

Facilities is currently considering a hydraulic lift with an enclosed cab called "Sevaria." It has three closed-in walls, a ceiling, and no front wall. There are pinch points, so we could install a light curtain to ensure that kids stay away from the foundation wall to avoid getting pinched or caught. We could have administrative controls on it, but it would take some finagling with ADA compliance. However, safety needs to be number one priority. As Simmons noted, being ADA compliant is a goal, but our main goal is to move kids between floors. The cost of a fully enclosed cab would be double. It's big enough for a wheelchair and an aide. Player asked if we had spoken with other schools or institutions who use this lift, but most other schools don't have this model; it is more often used by churches. Susan noted that Brunson Elementary in Winston-Salem, our mentee school, has a lift that may be similar.

Anderson noted that there didn't seem to be a way to pinch fingers, everything was flush and appeared to be very safe. Call button must be held down the entire time for lift to move, and the call button is located in the back of the lift, making getting pinched in the front wall a virtual impossibility with only a student and an aide on the lift. A lock on the door further ensures students' safety.

Less than \$65,000 is a reasonable cost projection.

Norris says that she thinks students who need the lift could operate it on their own, but envisions them using it with an adult. Mertz added that we don't know who will enroll in future years, and that we will accommodate them as we always do; if we need an adult to ride in the lift as an accommodation, we could do that, especially if the lift expenditure is limited to \$65,000.

#### **d) Board-Staff Liaison Topic: Class Sizes**

A staff member, Cathe Bradshaw, expressed concern that the last time we added more children to each classroom, about three years ago, we added more staff. She feels that with more students, there are more behavior issues, and that with fewer children, they would be more manageable. Bradshaw wonders if, instead of

spending money on hiring more staff, we could simply have less revenue by having fewer students. Susan Thompson expressed similar issues, knows that Ona Armstrong and Misty McDonough wrote letters to the board, and is interested in hearing a response from the board r.e. reinstating full-time associates. Thompson would like to know if behavior support specialist will be permanent next year. Feels fortunate to have a full-time associate.

DeVerges notes that he wrote minutes to address these concerns and will strive to make them more accessible to teachers if need be. He would be happy to talk further with anyone who has concerns, or to write a letter directly to the individuals.

Hellert wondered if it would be helpful find another avenue to share the numbers with staff in such a way that it felt more accessible to them, notes that at February's board meeting, Mertz stated that if we reduced class sizes it would end up costing \$250,000 annually; it seems that even though the information is available through Finance and Board minutes, some staff may not know where to look, or what that means in terms of personnel. Simmons noted that some staff are asking for both decreased revenue and increased expenditure, and it's important for them to understand what they are actually asking for. McLamb noted that teachers may not have time to sift through all the minutes. Player stated that while she understands the reality of not being able to decrease class size, she challenged us find ways to support the staff in a way that makes them feel supported rather than just directing them to the minutes.

Crooks suggested that it be board policy for a board member to respond in a letter to each correspondence we receive; this might shore up the sense of disconnect with staff. McLamb noted that he has responded to the letters personally. Player requested follow up stating that we have discussed the issue.

#### **e) Legislative Update**

Legislative event this Sunday, 8 yesses, 3 maybes, 50 invites, plus six to eight representatives from each school. If anyone has personal connections to commissioners or council members, they are encouraged to call.

### **9) Committee Reports**

- a) Finance
- b) Director
- c) Board Staff Liaison Report
- d) Development
- e) Nominating & Evaluating
- f) Facilities / Master Plan / Building
- g) Grievance
- h) School Improvement Team
- i) Executive
- j) Equity Leadership Team
- k) Legislative Committee

No clarifying questions were asked.

### **10) Closed session**

**Crooks moved to go into closed session for confidential information, Hilliard seconded.**

**Staff poll: Unanimously in favor.**

**Board vote: Unanimously in favor, motion carried.**

**Staff poll to approve minutes from November's closed session:**

**Showman and Player were in favor, Crooks abstained.**

**Board vote: McLamb, Mertz, Doty, Hellert, Keeler, Anderson, Kopp, and DeVerges voted in favor, Follo and Hilliard abstained, motion carried.**

**Staff poll to approve motion concerning sabbatical:**

**Unanimously in favor.**

**Board vote: Unanimously in favor, motion carried.**

### **11) Items for Next Month's Agenda**

Lift vote

Budget vote

Closed session

### **12) Reflection**

Board norms state that we show gratitude, we did this at Mark's house, as well as 26 times during meeting, according to Player.

Anderson reflected on awesome experience with Odyssey of the Mind, from the perspective of her shy kid.

**Follo moved to adjourn, Anderson seconded.**

**Straw poll: Unanimously in favor.**

**Board vote: Unanimously in favor.**

Meeting adjourned at 7:59 pm.

## **EVERGREEN BOARD OF DIRECTORS - BOARD PACKET**

**March 16th 2017 – 5:30 P.M.**

*Mission: Evergreen Community Charter School is a learning community committed to the pursuit of excellence in the holistic education of mind, body, and spirit. We prepare students for successful lifelong learning, social responsibility, environmental stewardship, and service. We value the voice of every member of our community.*

*The Evergreen Board of Directors agrees to follow these Board Norms:*

- *I proactively seek and consider diverse voices, ideas and perspectives.*
- *I seek first to understand, then to be understood.*
- *I take care of myself, others, and the environment.*
- *I embrace a mindset that promotes my own and others' learning.*
- *I address conflict directly, productively, and with compassion.*
- *I seek opportunities to show gratitude and celebrate with colleagues.*

### **AGENDA:**

1) Visitor Recognition	3 min
2) Minutes from February (Requires Board Action)	3 min
3) Program Update: Counseling Program	10 min
4) Treasurer's Report	
a) 2016-2017 YTD (Requires board action) – See separate attachment	5 min
5) Correspondences Received – See separate attachment	5 min
6) Celebrations of Success	5 min
7) Action Items	
a) Teacher Contracts – Finance	5 min
8) Discussion Items	53 min total
a) 2017-2018 Budget	10 min
b) Membership in NC Association for Public Charter Schools	15 min
c) Lift update	15 min

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|--|--------------|
| d) Board-Staff Liaison Topic: Class Sizes                | 10 min       |
| e) Legislative Update                                    | 3 min        |
| 9) Committee Reports (Clarifying questions only, please) | 10 min total |
| a) Finance (2 min)                                       |              |
| b) Director (2 min)                                      |              |
| c) Board Staff Liaison Report (0 min)                    |              |
| d) Development (0 min)                                   |              |
| e) Nominating & Evaluating (2 min)                       |              |
| f) Facilities / Master Plan / Building (2 min)           |              |
| g) Grievance (0 min)                                     |              |
| h) School Improvement Team (0 min)                       |              |
| i) Executive (2 min)                                     |              |
| j) Equity Leadership Team (0 min)                        |              |
| k) Legislative Committee (0 min)                         |              |
| 10) Closed session                                       | 15 min       |
| 11) Items for Next Month's Agenda                        | 5 min        |
| 12) Reflection   | 2 min        |

Adjourn

### **MINUTES - February 2017**

See separate attachment

### **TREASURER'S REPORT:**

See separate attachment

### **CORRESPONDENCES RECEIVED:**

Correspondence received from Jesse Wharton, see separate attachment.

### **ACTION ITEMS:**

#### **a) Teacher Contracts**

Finance and administration felt strongly that providing stability and clarity for ECCS employees is very important. Finance and administration face an unknown prospect of potential increases to teacher salaries. Discussions at the NC Legislature could provide a promising and needed funded increase to educator compensation. This may or may not come to fruition. This may or may not be a timely decision. Finance and administration want to commit to meeting the appropriate earned increase in compensation based off of the most recently known salary schedule – which is 2016-2017. This includes the sentiment that any approved increase in funded legislature adjustments to salary scales for 2017-2018 will be matched and seek to communicate this along with a realization of the limited information currently known. **Finance brings motion to approve proceeding with 2017-2018 ECCS employment contracts based off of 2016-2017 pay schedule, with the understanding that potential future funded increase of salaries will be matched.**

### **DISCUSSION ITEMS:**

#### **a) 2017-2018 Budget – See separate attachment**

#### **b) Membership in NC Association for Public Charter Schools**

[NCAPS Newsletter] The NC Alliance for Public Charter Schools (NCAPCS) and the NC Public Charter Schools Association (NCPSCA) are pleased to announce the establishment of The North Carolina Association for Public Charter Schools, the state's single—and stronger—advocacy and support organization for NC public charter schools.

The North Carolina Association for Public Charter Schools is the result of the formal consolidation of the

NCAPCS and NCPCSA which occurred at joint Board meeting held on October 6. In February, the organizations announced their plan to consolidate in the fall of 2016.

“The North Carolina Association for Public Charter Schools represents a renewed focus on providing member services to charter schools,” shared Executive Director, Lee Teague.

Teague, who most recently served as the Executive Director of NCPCSA, serves as the organization’s interim Executive Director. The North Carolina Association for Public Charter Schools’ board includes sixteen charter school and business leaders representing various charter schools and partner industries across our state.

The North Carolina Association for Public Charter Schools also offers services and resources for the non-profit board members of approved public charter schools during their planning year, including access to a network of reliable vendors serving NC public charter schools.

The North Carolina Association for Public Charter Schools will also host a statewide conference and regional events.

[Why join the NCAPCS video](#)

One key goal is to see that interests of charter schools are protected. Here is one example of what a strong association can do for you....

[N&O: Coleman backs off suggestion to cut the number of charter schools](#)

[Website]

Purpose of NCAPCS: Advancing quality educational opportunities for all North Carolina children by supporting and expanding successful charter schools.

Cost: \$3.50 x 20 day ADM (\$1554 for Evergreen)

### Membership Benefits

The North Carolina Association for Public Charter Schools is the state’s primary membership and support organization for public charter schools. It is run by and for charter schools. It provides a wide array of services and support to help all of our state’s charter schools, large and small, provide a high quality education for Tar Heel students.

### *Italicized comments from Susan*

- Exclusive access to Association Job Board to list open positions and review resumes.
  - *Could be helpful but the challenge of getting people to move to WNC still exists*
- Listing on the Association Find-a-School Map that helps parents find charter schools near them.
  - *Not necessarily helpful*
- Monthly e-newsletters and alerts with the latest news in the charter school world.
  - *I get these now without being a member*
- Discounts to annual conference and other events that bring together charter school and education leaders from our state and nation to provide networking and professional development.
  - *Our professional development is geared more to EL and green schools; in the past, this conference hasn't been that informative/helpful*
- Breaking updates on state and federal charter school legislation.
  - *Helpful!*
- Assistance with media relations to promote your school’s successes or deal with a crisis.
  - *Possibly helpful, possible unnecessary*
- Opportunities to collaborate with charter leaders from across your region and across the state.
  - *Helpful; can also do this through other venues (OCS for example)*

- Information on successful best practices used at other charter schools.
  - *Can get this in other ways; what I've seen on this has seemed to favor certain schools*
- Members-only access to a growing of list valuable resources in the NCAPCA online library, including ready-made school forms, manuals and other essential school operations documents.
  - ??
- Your membership dues also support NCAPCS' ongoing effort to educate state and national legislators and the media about the positive contributions of NC charter schools.
  - *Helpful as long as our voice is heard and we don't get lumped in with other schools who have different values*

[Press Release] The North Carolina Association for Public Charter Schools (NCAPCS), the state's unified charter school support organization, announces charter school co-founder Rhonda Dillingham as its new Executive Director.

Dillingham co-founded Uwharrie Charter School and brings a decade of teaching and leadership experience from both public charter schools and district schools.

"Mrs. Dillingham is a perfect fit for our consolidated organization's renewed focus on providing valuable, accessible member services to public charter schools and their teachers. Her experience as a charter school co-founder and a teacher bring great understanding of current, on-the-ground issues and needs of our members," states NCAPCS Co-Chair, Lisa Gordon-Stella. Dillingham will begin her duties on March 10, 2017.

WNC Members:

- ICI
- Brevard Academy (CFA)
- FernLeaf
- Two Rivers
- Shining Rock (CFA)
- Thomas Jefferson (CFA)
- New Dimensions (CFA)
- Lake Lure Classical (CFA)
- 7 Challenge Foundation Academies; 6 Charter Schools USA; 8 National Heritage; 54 others

Francine Delaney did not renew membership this year citing disappointment in the conference (re: political stance) and not seeing benefit in the cost.

#### c) **Lift Update**

Design, Permitting and Construction of a Lift/Elevator – Earlier in the month Jason performed a site visit of a platform-style lift. This unit did not have an enclosed cab and although it would be one of the least expensive options, it is not anticipated that it would meet the ultimate needs of the school. After discussion, the committee agreed that the platform-style was not a good alternative. However, during a separate trip Jason and Mike visited a church in Henderson County which had a "Savaria" brand lift that was installed by Carolina Home Lift. The Committee discussed safety, cost, installation, permitting, contracting, noise, and accessibility. The Committee plans to evaluate one additional manufacturer, "Porch Lift"; however, the Committee believes that the Savaria is a good mid-grade option. It is anticipated that the financial impact of the installation of a Savaria would be less than \$65K, but the budget will be refined as we get into the permitting, procurement, and contracting process. Photos and a video will be provided at the March board meeting.

#### d) **Board-Staff Liaison Topic: Class Sizes**

As the Evergreen Board Staff Liaison, I am informing the Board of a topic to consider from teacher Cathe Bradshaw.

Cathe has concerns about our class sizes – particularly grades K-3.

She is noticing a similar pattern this year that happened years ago at ECCS. Hiring on more people – such as a counselor, K-2 Academic Support and a Behavior Support Specialist - to work with the growing number of students we were bringing in. As ECCS hires on these new teachers we don't want to let them go the following years, so in order to be able to afford them we bring more children into the classrooms. She “doesn't want to see us go down that same road.”

Cathe thinks that lowering class size instead of hiring on extra people might be more feasible.

As the class sizes continue to get larger, it is harder to adequately help those children with higher needs. Cathe does appreciate all the support she is getting from these extra teachers, but sometimes feels as though she is *managing* these adults with lesson plans and scheduling small group work.

As she remembers it was the Holistic Ed committee's recommendation as part of its strategic plan to consider reducing class size. She thanks you for taking her thoughts into consideration.

#### e) Legislative Update

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### **COMMITTEE REPORTS:**

#### **A) FINANCE REPORT– March 8<sup>th</sup>, 2017**

Attendance: Nhu-Mai Friedman, Brian Davis, Mark deVerges, Gordon Simmons, Susan Mertz, and Cameron Brantley

Called to order: 8:26am

1. **2016-2017 – Finance reviewed Year-to-date** and surplus numbers review. Revenue and expense categories are on target with minor allocations and concerns.

DeVerges motioned to approve YTD, Davis seconded. Passed unanimously to bring to the Board.

2. **2017-2018 Budget planning:** Dr. Mertz outlined revisions and adjustments in alignment to prior Board and Finance discussions and feedback. Current proposal comes in within targets, mission, and prioritization of goals.

DeVerges motioned to approve proposed 2017-2018 Budget to bring to the Board for a March discussion and April vote. Friedman seconded. Passed unanimously with Simmons, Mertz, and Brantley abstaining.

Discussion on timing and structure of 2017-2018 employee contracts. Finance and administration felt strongly that providing stability and clarity for ECCS employees is very important. Finance and administration face an unknown prospect of potential increases to teacher salaries. Discussions at the NC Legislature could provide a promising and needed funded increase to educator compensation. This may or may not come to fruition. This may or may not be a timely decision. Finance and administration want to commit to meeting the appropriate earned increase in compensation based off of the most recently known salary schedule – which is 2016-2017. This includes the sentiment that any approved increase in funded legislature adjustments to salary scales for 2017-2018 will be matched and seek to communicate this along with a realization of the limited information currently known. Davis motioned to approve proceeding with 2017-2018 ECCS employment contracts based off of 2016-2017 pay schedule, with the understanding that potential future funded increase of salaries will be matched. DeVerges seconded. Passed unanimously with Simmons, Mertz, and Brantley abstaining.

Discussion items:

DeVerges updated Finance on an ongoing pursuit to confirm funding, and the calculation made, regarding the Buncombe County Supplement. On Feb 24<sup>th</sup>, Ms. Deborah Frisby (BCS CFO) sent an email to Mark deVerges outlining:

Buncombe County Schools paid Evergreen Community Charter Schools \$666,268.74 in 2015-16. Approximately 22% of the local revenue received in 2015-16 supported the local supplement cost for all eligible licensed and non-licensed employees of Buncombe County Schools. As previously provided, part of these eligible employees receive the local supplement monthly and the others receive the local supplement payment one time per year (usually paid on the Tuesday before Thanksgiving break). So, with that being said, approximately \$146,579 of the \$666,268.74 received last year can be "segregated out as the approximate Teacher Supplement Evergreen received last year". However, be mindful that the approximate 22% includes all eligible employees, licensed and non-licensed, that received the local supplement in 2015-16.

An additional request was made to Ms. Frisby as well as Ms. Wanda Greene (BC CFO) to see how this was calculated. Ms. Green responded on March 1<sup>st</sup> that Buncombe County has someone evaluating this to determine if they can tell how Evergreen is paid.

Finance outlined a need to fully understand how this significant component of our funding is calculated and additional delay continues to cause an adverse impact to our ongoing budgeting and financial forecasting. DeVerges is to proceed with requests for clarification, and Finance is to consider requesting the Board to consider other means to ensure clarity for this funding.

Due to ECCS Spring Break, Finance is adjusting the April meeting date!

Next Finance Committee meeting – April 19<sup>th</sup> at 8:15am in Dr. Mertz's office. Visitors welcome!

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## **Director's Report – March, 2017**

### **1. Accountability**

All Performance Framework documents have been submitted to the Office of Charter Schools.

The CRDC (Civil Rights Data Collection) process is still underway with data being collected by Sarah Hartnett from various individuals and sources.

### **2. Safety**

Gordon Simmons and Margaret Fuller are working to improve the process and record keeping for volunteers and completion of background checks and training.

Closed session.

### **3. Finance**

### **4. Development**

Interviewed with Julie Ball from Asheville Citizen Times who is doing a series of articles on charter schools in NC. I emphasized our commitment to public education, non-support of vouchers, commitment to increasing racial diversity in our school, and commitment to being a leader of innovation in public education while sharing our expertise with others (e.g., our mentee school, other public schools who come to visit).

Meeting is scheduled for 3/20 with Glass Foundation to discuss idea for Adventure Program development.

## **5. External Policy/Legal/Political**

## **6. School Policy**

## **7. Strategic Goals/ Operating Plan**

### **Expand EverAfter**

### **Increase Ethnic Minority Student Applicants**

The Greater Asheville Area Public School Fair on 2/25 was quite successful for the first year. Representatives from ICI, ArtSpace, Buncombe County, Franklin, and Evergreen set up tables at Lenoir Rhyne in the Chamber of Commerce building. Not many people came and no one appeared to be a family of color. But we all agreed that the event was a good first try. Kudos to Sarah Hartnett for the idea and the planning of the event.

Tiny Tikes Day organizers are considering whether or not Evergreen would be a good fit to have an informational/activity table at the event.

### **Recruit Ethnic Minority Faculty & Staff Applicants**

## **8. School Improvement**

A team has spent considerable time developing a financially viable, comprehensive, on-going Adventure Program that will serve our students during the day and Evergreen and non-Evergreen students after school. The program would include the ropes, wall, and bike experiences as well as oversee the challenge and safety components of overnight trips. It would wrap up the many adventure opportunities into one package under one coordinator/enrichment teacher and alleviate the unsustainable work load from our Adventure PE teacher. I am working to get partners in the community to feed us students from other schools/centers/programs, scholarships and transportation for those students.

### **EL Education**

EL School Coach Sarah Boddy spent a day with us on March 7 for our EL Mid-Year Review. The review summary will be distributed when complete. Data analyzed included: MAP scores, Jupiter Ed behavior/consequence report, student interviews, PLLC summaries, Quality Work Protocols and student work samples.

### **Professional Learning and Leading Communities (PLLCs)/Professional Development**

Our Math PLLC provided a workshop to teachers on Math Grappling and the benefits of letting students grapple with challenging math problems as a way of increasing flexibility of problem-solving/thinking and differentiating for all learners.

## **9. Personnel**

Cindy Price, custodian, resigned to be able to take a full time position elsewhere. We are seeking a replacement. In the interim, Bob Oakes is taking care of some custodial duties in addition to his role of Facilities Manager.

Letters of intent were submitted by staff. There are no surprises. We anticipate less turnover than last year in our associate teacher positions. No one has requested a full-year sabbatical.

Hassena Kassim, hired last month, chose to resign from EverAfter due to personal reasons. We are

seeking a replacement.

## **10. Curriculum and Instruction**

Cameron Brantley and Fynn Crooks hosted an AIG/PAL program information night on 3/7 for Evergreen parents to learn more about the program and guidelines for participation. Approximately 5 parents attended.

## **11. External Work**

### **College Partnerships**

Brevard College students (education and wilderness education majors) visited on 2/24 as part of our on-going partnership to expose students to experiential learning.

### **Other Partnerships**

John DeWitt is writing a grant proposal to Rotary International that would establish a partnership with [Safe Passage](#), a school in Guatemala, that wishes to become an EL-like school. Five staff from Evergreen would visit Guatemala this summer for 5 days; we would have on-going dialogue via Skype; their teachers would visit Evergreen in November.

Nine people from Vienna Elementary School in Forsyth County visited on 3/8. They are seeking alternative ways of educating students and wanted to see an EL school in action. When asked simply, “what did you see?” they responded with comments like, “your students are given a lot of freedom,” “there is a very caring culture here,” and “your students are really engaged in what they are learning.”

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## **C. BOARD-STAFF LIAISON**

No report; see discussion item 8 c).

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## **D. DEVELOPMENT REPORT**

No report.

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## **E. NOMINATING AND EVALUATING – February 20th, 2017**

Members present: Fynn Crooks, Brittany Keeler, Kevin Kopp

- Discussed one community member and one parent who are both possibly interested in joining the board and first a committee. Looked at possible committees that would match their skills.
- Reviewed a letter/response that can be given to prospective board members to help them understand the process of joining the board after serving on a committee and the timeline for the lottery.
- Discussed how other boards do their elections and find nominees.
- Summarized the evaluation report and comments that will be sent to Executive.
- Discussed the need to find a Facilities Chair and looked at possible candidates.

Next meeting in Fynn’s classroom 3/27/17 at 1:00pm

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## **F. FACILITIES REPORT – March 10, 2017**

**Meeting Participants: Chuck Krekelberg, Justin Arnall, Jason Anderson (portion), Erica Anderson (portion), Mike Keen, Gordon Simmons, Susan Mertz (portion), and Murph Doty**

**Not in Attendance: Bob Oaks, Steve Olin, and Jeff Fleagle**

**Discussion items:**

No corrections were made to the previous Facilities Committee Report

Past/Current/Routine Business

- After much reflection, Murph will be stepping down from the Facilities Committee and Board role over the next few months. Justin Arnall has agreed to transition into the Facilities Committee Chair position over the coming meetings.
- Design, Permitting and Construction of a Lift/Elevator – Earlier in the month Jason performed a site visit of a platform-style lift. This unit did not have an enclosed cab and although it would be one of the least expensive options, it is not anticipated that it would meet the ultimate needs of the school. After discussion, the committee agreed that the platform-style was not a good alternative. However, during a separate trip Jason and Mike visited a church in Henderson County which had a “Savaria” brand lift that was installed by Carolina Home Lift. The Committee discussed safety, cost, installation, permitting, contracting, noise, and accessibility. The Committee plans to evaluate one additional manufacturer, “Porch Lift”; however, the Committee believes that the Savaria is a good mid-grade option. It is anticipated that the financial impact of the installation of a Savaria would be less than \$65K, but the budget will be refined as we get into the permitting, procurement, and contracting process. Photos and a video will be provided at the March board meeting.
- Water Line Mapping – There was another waterline break of a 2” PVC feeder in the approximate location of the bus parking area west of the gym. Full-size drawings of the campus have been printed and are in the process of beginning marked up with known and anticipated as-built locations of the water line, electrical, sewer, gas and associated valves and shutoffs. Flow sensors on the main water lines are still being evacuated.
- Campus Wide Communication – Two of the vendors that we were looking at have merged and we were able to get a revised quote. Gordon plans to reach out to one additional vendor for pricing. It is believed that there would be certain aspects of monthly cost savings going with a new system as it is likely that long-distance calling fees would be reduced or eliminated. It seems like there will be various financing options available.
- Proposed Photovoltaic Solar (PV) Project – The structural evaluation of the gym roof is almost complete. It is likely that any modules would need to be mounted to the roof as opposed to angled racking due to the limited upload potential of the roof structure. We have gotten one quote but are planning to go out to other vendors now that we understand more about the structural characteristics of the roof.
- Facilities Preventative Maintenance/Upgrade Budget – Gordon provided an update and with all the past and anticipated future expenses (water line breaks, HVAC, elevator), we will begin to tap into and begin to spend down the Facilities Upgrade Account as the year progresses.

Action Items

- Move forward with the design, permitting and installation of the lift in the middle school wing. Evaluate” Porch Lift” as a potential equipment supplier.
- Evaluate flow sensors on the water lines.
- Get another quote from a communications vendor.
- Get additional quotes for the gym roof solar project.
- Track facility preventative maintenance/upgrade budget.

The next regularly-scheduled Facilities Committee Meeting is set for Friday, April 14<sup>th</sup> at 8:15 AM.

Submitted by Murph Doty

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## **G. GRIEVANCE**

No report.

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## **H. SCHOOL IMPROVEMENT TEAM**

No report.

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## **I. EXECUTIVE COMMITTEE REPORT - March 8th, 2017**

Meeting Participants: Susan Mertz, Erica Anderson, Stephanie Hellert, Mark deVerges, Sam McLamb

Discussion items:

- Agenda for March 16 board meeting
  - Program Update
  - Finance Topics
    - Vote on budget changes
    - YTD motion
    - Teacher contracts
  - Charter School Alliance Discussion
  - Board-Staff Update
- Executive Director's mid-year review
  - Dr. Mertz shared plans on how to increase students' math achievement.
  - Progress is being made in classroom management with the new changes in discipline policy.
  - Steady progress is being made on racial equity through the Equity Leadership Team.
- School Vouchers: A question was raised about taking a position related to school vouchers. The board passed a resolution last year opposing the Opportunity Scholarship Program, which are school vouchers.
- Class Size Caps: We discussed concerns about legislation being considered by the NC Legislature that mandates classroom size caps without providing funding for implementation. While this would significantly disrupt operations at Buncombe County and Asheville City Schools, it would not apply to charter schools.
- Development Committee: Linnea Keen will take over as chair of the Development Committee and Dr. Mertz will be involved in the committee again. Concern was expressed about the state of the committee given the importance of development to Evergreen.
- We concluded with a discussion on comments about the board retreat.

The next meeting will be held on April 5<sup>th</sup> at 5:30.

Respectfully submitted on March 11, 2017 by Sam McLamb

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## **J. EQUITY LEADERSHIP TEAM**

No report.

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## **K. LEGISLATIVE COMMITTEE**

No report.

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