



**Revolution Academy**  
**Board Meeting Minutes**  
November 18, 2021  
3800 Oak Ridge Rd.  
Summerfield, NC 27358

1. Call to Order

J Nosek called the meeting to order at 18:42.

Board members in attendance in person: John Nosek, Lisa Walker, Elaine Graziano

Board members in attendance online: Jon Brewer

Staff members in attendance in person: Mary Catherine Sauer, Michele Harris, Robin Helms

Parents/students in attendance in person: Dawayne Crite, Casie Crite, Kingston Crite, Lauri Fite, Jessica Lauten, Nate Lauten, Heather Sandifer, Katie Poole, Brandy Clark

Parents/staff members in attendance online: Erin Chicka, Jenna Clapp, Crite, Fite Family, Jessica Hodges, Michaela Jarrett, Robin Aust, Wendy, Lilly, Amanda Guevara

2. Reading of Mission Statement

J Nosek read the mission statement

3. *Approval of minutes (10.28.21)\** - J Nosek allowed time to review the minutes. L Walker noted a missing comma.

***A motion was made by L Walker and seconded by J Nosek to approve the minutes as is from 10.28.21. The motion carried 4-0.***

4. Public Comment – J Nosek explained he would allow up to 30 minutes for public comment. Each speaker may take up to 3 minutes.

- a. Casie Crite – Expressed concern about her son being bullied.
- b. Lauri Fite – Thinks the school is too militant. Doesn't think that test corrections should be allowed. She is worried about bullying too. She loves RA and Admin and teachers.
- c. Kingston Crite – 6<sup>th</sup> grader at RA. He read a statement that said he has been dealing with bullying all year. Just wants to go to school and learn.
- d. Jessica Lauten – She said that this year has changed from last year. She said that her son has been a victim of rumors. Asked the board to please pass the bullying policy. She added that the test corrections policy gives her son motivation.
- e. Heather Sandifer – She said that her child has been involved in the rumors. She would like to see steps and procedures in the bullying policy. She would like a group assembly and would like a united front with parents/teachers/staff.
- f. Dawayne Crite – He recounted a meeting with Mrs. Sauer when he said she pretended to look for bullying policy. He asked why RA didn't already have a policy. He said that Mrs. Sauer called Kingston a liar. He is unhappy with the way Mrs. Sauer has handled bullying.
- g. Casie Crite (again, because there was time left) – She said that in October she and her husband emailed the entire Board and that nobody emailed back. She told the board that they have to do better.
- h. Brandy Clark – She said that they left Northern and don't want RA to turn into that.

- i. Katie Poole – She told the board that they should divide up responsibilities and there should be a communicator from the Board.

John Nosek responded that the board takes the concerns seriously. He said they don't want our school associated with this. L Walker said that as a parent, she feels for the parents. She explained that we are a work in progress and we want this resolved. E Graziano said in the last 2 weeks she has been checking email twice/day. J Nosek thanked everyone for their comments and said that they will be taken into consideration.

5. Principal's Report – MC Sauer presented the principal's report. Additional comments not in the report are:
  - a. Facilities – Summerfield Rec Association (SRA) has been renting the facility at a low rate. The fee structure will raise. It has been low to help build community.
  - b. Operations –
  - c. Discipline – 3 students have withdrawn within one week of being disciplined. Being more intentional with character ed is easier now with Covid declining.
  - d. Marketing –
  - e. Enrollment – We will have to have a lottery in every grade
  - f. Staff – We have more needs in EC than originally anticipated
  - g. Culture –

6. Finance –

- a. *Discussion and approval of limit for capitalized expenses\** - Amanda Guevara, internal auditor with Acadia, explained that the Board needs to establish a threshold for capitalized expenses. Capital assets are those that have a useful life of 3 or more years (equipment, electronics, furniture, etc.). The IRS allows capitalizing expenses over \$5,000. They will be depreciated over time. Capitalized expenses are listed as assets on the balance sheet. Non-capitalized are listed as expenses. The Board also needs to decide if a group purchase or individual purchase amount qualifies for categorization purposes. The auditor recommends individual.

***A motion was made by J Nosek and seconded by J Brewer to set the individual limit on capitalized expenses to \$5,000. The motion carried 4-0.***

- b. Review of Budget Reports – We had a detailed finance committee meeting on Tuesday. The state budget passed the legislature. We are hoping the governor signs it tomorrow. Our revenue should increase, and we will adjust our budget accordingly. We will get more per pupil money for those who came after day 20. There is a bonus provision for teachers. MC Sauer is requesting to match the bonus to all staff members. J Nosek said let's wait to see what that looks like as far as dollars goes. L Walker said we discussed this in the finance committee meeting. She recommends approving the match. Charter schools are included. The money should come through in January.
- c. Review of Audit – We received the draft of the audit report. It looks like we have a deficit because of the bond money and the way it is reported. We actually will end with about a \$277,000 surplus. We are operating well and within the spirit of the bond covenant. The final will be submitted by November 30.

***A motion was made by L Walker and seconded by E Graziano to switch agenda items 7 and 8 to accommodate the parents who stayed. The motion carried 4-0.***

7. Operations

- a) *Discussion and approval of School Improvement Plan\** - The School improvement team needs to approve this first. We will table this item.
- b) *Discussion and approval of anti-bullying policy\** - The proposed anti-bullying policy is in the Board drive. The Board and MC Sauer discussed several ideas about bullying. MC Sauer explained that we have grown by over 50%, there continue to be COVID issues, and mental health issues are at an all time high. The students are feeling the effects; it is a trend across the state and nation. As far as what happens on social media outside of school, she explained that a recent Supreme Court decision indicates that our reach might be limited. J Nosek said that if bullying happens on school grounds, then silent lunch is not enough. MC Sauer - Some infractions are handled with silent lunch, others are not. L Walker asked if MC Sauer feels that this policy provides a framework and structure and teeth so that students understand the gravity of the situation? MC Sauer replied that this policy provides some useful definitions that will make sure we are on the same page. J Nosek wants it to be effective. MC Sauer said that we have procedures and a code of conduct that have teeth that go along with the policy. E Graziano suggested that we have a parent meeting and a student body meeting to explain the policies and put them in the student handbook. MC Sauer explained that we do daily character education and will continue to do so.

***A motion was made by J Nosek and seconded by L Walker to approve the anti-bullying policy. The motion carried 4-0.***

8. Academics

- a. Review of testing data - We are working on tracking new students' vs. returning students' scores. Next month we will have percentages for the Board.

9. Closed Session

***A motion was made by E Graziano and seconded by J Nosek to go into closed session. The motion carried 4-0.***

***A motion was made by J Nosek and seconded by L Walker to come out of closed session. The motion carried 4-0.***

10. Personnel

- a. *Discussion and approval of new substitutes\**

***A motion was made by J Nosek and seconded by J Brewer to approve new part-time employees, Holly Helms and Meg Hayes. The motion carried 4-0.***

11. Adjourn\*

***A motion was made by J Brewer and seconded by J Nosek to adjourn at 20:57. The motion carried 4-0.***

\*requires Board action

**Principal's Report  
November 18, 2021**

**Facilities**

Construction	Phase III is underway and expected to be done by March.
Rentals	We have come to agreements with a couple of groups to rent the gym for events. We are working out procedures and would like to hire people to be on site when others are renting it. The cost for that will be covered by the rental fee.

**Operations**

COVID Protocols	<p>Guilford County has lifted their mask mandate so, in accordance with our policy, we are not mandating masks. Many students and some staff members are still electing to wear them.</p> <p>We currently have one case of COVID in a student, though no quarantining has been necessary because he was already out when he developed symptoms.</p>
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**Discipline**

Incidents	We have added information to the report about withdrawals after a discipline incident.
Character Ed	We are increasing our intentionality with our character ed program, adding small lessons during assembly. We are also planning some middle school movie nights and some information nights for parents and students about internet safety and mental health.

**Marketing**

Information Meetings	We have scheduled Information Meetings on November 15 <sup>th</sup> and January 11 <sup>th</sup> at 6:30 pm.
Tours	We have stopped doing the tours during the day but do allow parents to look at the classrooms after the Information Meetings.

**Enrollment**

**2022-2023**

Grade	K	1	2	3	4	5	6	7	8	Total
Applications	117	24	22	21	16	18	29	6	7	260

**Staff**

Positions	We are going to start looking for another EC teacher, either full or part time.
PD	<p>Michele Harris and MC Sauer will be attending the state-wide education conference in Raleigh on November 29 and 30.</p> <p>We are continuing our Personal PD days where we get a substitute and have a teacher observe other teachers. They</p>

	then meet and discuss with an instructional coach. Our goal is to allow every teacher to participate this year.
<b>Culture</b>	
Movie Night	The PTO hosted a movie night for the school as a reward for exceeding the goal for our annual fundraiser. They showed Space Jam in the parking lot and had free popcorn and drinks.
Rhino Reading Challenge	We have set a school-wide goal of 2000 books by February 1 <sup>st</sup> . If we meet the goal, we will have a dress down day. Rhinos have been placed around the building to help track our progress.
Boy Scout Events	We will be have a few events with the help of local BSA troops. We will collect old flags and have a retirement ceremony in February, hold a Memorial Day assembly in May, and have some scouts come to assembly and explain flag protocol.
Lunch/Recess	Lowe's has donated picnic tables and the PTO has purchased basketball goals for students to enjoy during lunch and recess.