



**Revolution Academy**  
**Board Meeting Minutes**  
December 16, 2021  
3800 Oak Ridge Rd.  
Summerfield, NC 27358

1. Call to Order

J Kreider called the meeting to order at 18:41 PM.

Board members in attendance in-person: Lisa Walker, Elaine Graziano, John Kreider, Jon Brewer

Board members in attendance online: John Nosek

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

Parents/students in attendance in-person: Mr. and Mrs. Timmerman, Whitney Fleming, Mrs. Meier, Destiny Chapman, Samatha Edeh, and multiple parents attended via Zoom.

2. Reading of Mission Statement

J. Kreider read the mission statement

3. *Approval of minutes (11.18.21)\**

***A motion was made by L Walker and seconded by J. Brewer to approve the minutes as written from 11.18.21. The motion carried 5-0.***

4. Public Comment – J Kreider explained he would allow up to 20 minutes for public comment. Each speaker may take up to 3 minutes.

- a. Samantha Edeh-read a comment expressing her concerns about several areas: no certified high school math teacher in Algebra I; 7<sup>th</sup> grade Science being taught by a history teacher; 7<sup>th</sup> grade ELA reading inappropriate novels; Mrs. Sauer's handling of the Drama production
- b. Pam Timmerman- made comments that the school should not have a large surplus in the budget; expressed concern about the 5<sup>th</sup> grade position still open; expressed concerns about the way Mrs. Sauer handled the Drama production. J. Kreider stated that the board had received the email from Mrs. Timmerman.
- c. Destiny Chapman – asked questions about a racially charged chat going on among students via text messages; expressed that RA should talk about diversity
- d. D. Dahlman (via Zoom) wrote a comment- J. Kreider read the comment aloud to the audience. Her comment was about the surplus in the budget.

John Kreider stated that they (the board) are receiving emails and complaints from both sides – “too much discipline”, “not enough discipline”. He stated that they appreciate parental involvement.

Samantha Edeh asked to make another comment, J. Kreider agreed that she could share. Mrs. Edeh commented about the discipline being too “militant”.

5. Principal’s Report – MC Sauer presented the principal’s report (attached). Additional comments not in the report are:
  - a. J. Kreider questioned the number of Covid cases in the school. MC Sauer responded that we have seen a slight uptick since Thanksgiving.
  - b. J. Brewer asked about opening the school up and letting more parents come in (lunch parents, volunteers, etc.). MC Sauer expressed concerns that we expect COVID numbers to spike after break and that she feels more comfortable waiting a little longer for numbers to go back down.
  - c. There was a discussion about parent volunteers in the building and when and how parents should be allowed to come in to visit and volunteer.
  - d. J. Kreider suggested that the SIT and PTO be involved in the discussions on opening the school back up for volunteers.
  - e. MC Sauer will put together a plan by January 10<sup>th</sup> and more discussion will follow at the January 20<sup>th</sup> board meeting.
  - f. MC Sauer suggested that the board change the following procedures regarding Covid: eliminate the daily temperature checks for everyone entering the building and allow the students and staff members who have been vaccinated to not have to quarantine, per the NC Schools Toolkit. The board agreed.

6. Finance –

a. *Discussion and approval of bonus matching and incentives\**

MC Sauer presented the bonuses the the state approved as well as what RA would have to pay to match those bonuses for every full-time employee. She estimates that RA would have to pay almost \$25,000, but said that she feels it is important to make sure that all of the staff gets these bonuses.

***A motion was made by J Nosek and seconded by J Brewer to approve the bonus matching and incentives for teachers and staff. The motion carried 5-0.***

The board discussed Acadia NorthStar and L Walker requested that MC Sauer prompt them to make sure the reports are received in time and the budget is ready for January finance meeting. L Walker also addressed the reason that there is a surplus and the requirements of the bond covenants. MC Sauer will have the 5-year budget at the next meeting so the board can see that RA is on track to meet the covenants.

7. Operations

- a. Licensure payment plan- Mrs. Sauer talked about what is being done to help more teachers attain their NC licenses. She explained that some teachers are licensed in other states and it is a process to get them an NC license. Some of our teachers are lateral entry and will require college courses in order to be licensed. What they will need and what type of program is best will depend on the situation. MC Sauer proposed that RA pay for teachers to renew their teacher license (about \$60 per renewal).

- b. MC Sauer also proposed forgivable loans for teachers that have yet to attain their NC license. She suggested up to \$2,000 over 3 years for a total of \$6,000. J. Kreider said he wasn't sure we should be in the loan business. The board asked MC Sauer to find out what some other schools and school systems do and bring back more information to the next board meeting.

8. *Discussion and approval of mask policy\**

***A motion was made by L. Walker and seconded by J. Kreider to approve the mask policy as written. The motion carried 5-0.***

9. Closed Session

***A motion was made by J. Brewer and seconded by J. Nosek to go into closed session. The motion carried 5-0.***

***A motion was made by L. Walker and seconded by J. Nosek to come out of closed session. The motion carried 5-0.***

10. Personnel

- a. *Discussion and approval of two prospective hires\**

***A motion was made by J. Brewer and seconded by E. Graziano to approve new employees, Suzanne Pace and Ryan Montgomery. The motion carried 5-0.***

11. Adjourn\*

***A motion was made by J. Brewer and seconded by L. Walker to adjourn at 21:59. The motion carried 5-0.***

\*requires Board action

**Principal's Report  
December 16, 2021**

**Facilities**

Construction	Phase III is underway and expected to be done by March.
Playground #2	We are working on the design of the new playground, expecting installation by summer.

**Operations**

COVID Update	We currently have six cases of COVID-19.
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**Discipline**

Incidents	See report.
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 an Information Meeting scheduled on January 11 <sup>th</sup> at 6:30 pm. Open Enrollment ends on January 31 and the lottery will be held on February 1 <sup>st</sup> .
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	149	29	30	30	22	23	35	11	12	317
Spots	80	80	81	81	81	81	81	81	81	727
Returning	(5)	80	81	81	80	81	81	81	74	
Open Spots	75	0	0	0		0	0	0	7	82
Wait List	74	29	30	30	22	23	35	11	12	266

**Staff**

Positions	We currently looking for another EC teacher, either full or part time, and music teacher.
PD	The staff will participate in COVID mitigation training on Friday.

**Culture**

Principal Chat	Mrs. Sauer hosted a Principal Chat on December 7 <sup>th</sup> . We plan to have at least one per month.
A Christmas Carol	The drama club put on three showings of A Christmas Carol this past weekend. The bleachers were full for each show!
Athletics	The basketball season has gotten off to a slow start, as other teams have had to cancel due to COVID. The boys team will play at a tournament over break.
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 having 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.
Dance	The PTO is planning a school dance in January.