



Revolution Academy
Board Meeting Minutes
May 19, 2022
3800 Oak Ridge Rd.
Summerfield, NC 27358

1. Call to Order – J Kreider called the meeting to order at 18:35.
Board members present in person: J Kreider, L Walker, E Graziano, J Hardister, J Brewer, J Nosek
Staff members present in person: MC Sauer, M Harris, J Gaulden, R Helms, A Sineni, K Hughes, MA Herbert, A Miller, D Gantt, C McCarl, P Rozier, L Davis, and possibly more
Parents present in person: Approximately 50 parents/guests in attendance
2. Reading of the Mission Statement – J Kreider read the Revolution Academy Mission Statement.
3. *Approval of minutes (4.26.22)**

A motion was made by J Hardister and seconded by J Brewer to approve the minutes from 4.26.22. The motion carried (6 – 0).

4. Public Comment – J Nosek explained that the Board allows 30 minutes for public comment. Each person who signed in may take up to 3 minutes to speak until time runs out.
 - Alana Sineni read a letter on behalf of many staff members. They love our school and want what is best. They want transparency from the Board. The past couple of months they have enjoyed freedom to be themselves and feel like their opinions are valued. M Harris gives proper support, is creative, teachers are happier and are praised. She greets the children and teachers and takes suggestions. M Harris needs to be the one in charge.
 - Samantha Edeh agrees. If the Board is going to change something, we should know ahead of time. To open up an additional position when we have other needs is unacceptable.
 - Kim Shively and her husband are grateful for RA. They are deeply concerned about the attraction and retention of qualified educators. We should be considering our current needs (adding additional teachers and taking care of facilities) before taking on additional administration.
 - Holly Shuster presented the concept of one degree of change. Since the Board made the change to make M Harris the principal, there has been an influx of volunteers, happier staff and kids. She thanked the Board for the difference they have made. She quoted Maya Angelou "...people will never forget how you made them feel."
 - Jessica Lauten presented some facts she found. She believes in transparency. The 3 charter schools MC Sauer is trying to start were denied in November 2021 partly because of the management company and fees they would charge. The management company is run by MC Sauer and a partner of the current firm RA uses, American Charter, which has had lawsuits against it. J Lauten stated that there will be no retaliation against her child for her comments.
 - Destiny Chapman has been volunteering at RA in a number of capacities for almost 2 years. Since M Harris has been named principal, D Chapman has seen a shift to a more open and honest mindset.

M Harris has a welcoming demeanor. She is approachable. The students are the main thing. The staff morale has improved; they are more engaged.

- D Chapman read a letter from Kris Sheridan. K Sheridan thanked the staff and Board. In the past her emails to the Board were answered. She felt heard. However, at the March Board meeting, one of the Board members presented calendars from other charter schools, but her ideas were dismissed. The vote happened without much thought. K Sheridan asked that the Board not vote if they are not prepared.
 - Whitney Fleming said this past year has been difficult to get anything accomplished in the PTO. The PTO wants to do something for the kids with \$32,000 in their account, but they were told no. Eight weeks ago there was a change. Now the PTO feels supported. Charter schools only receive 70-80% of the funding that public schools receive. The PTO fills that gap.
 - Alex Peabody loves the vision of the school and the curriculum. We have dedicated teachers. He thanked the Board. The possibility of additional admin above M Harris makes him concerned about the terrible atmosphere in the past coming back.
 - Heather Sandifer agrees. There are task oriented people and people oriented people. MC Sauer did a great job making the school. She is not a people person.
 - Pam Timmerman was a part of the PTO but left because of one person. She witnessed behavior she did not like during the drama production. The executive director position is not necessary for an organization our size. We could use more teachers, playground supervisors, personnel to help with lunch breaks. If there is an open Board position, she would like to apply.
 - Lauri Fite is no longer hearing that the school is militant. MC Sauer did a good job building the school, but she is not good running it. Her services are no longer needed or wanted.
 - Ann Miller said she is here to stick up for MC Sauer. She worked so hard; we would not be here if not for her. She wants the best for all of us. She may not hug you, but she loves us.
5. Board Development – J Nosek explained that if we participate in development training for 10 minutes near the beginning of every Board meeting, that will add up to a couple of hours each year. It is required training. MC Sauer presented information to the Board about which organizations our school reports to (and follows the requirements of), about the Board by-laws, # of members (5-7). Our Board's annual meeting is in June (hold elections, sign agreements).
6. Principal's Report – M Harris presented the Principal's Report. The report is in the Board drive.

The agenda order was modified at this point of the meeting to do closed session and personnel next. Then the order regular order resumed.

7. Closed Session

A motion was made by J Brewer and seconded by J Kreider to go into closed session. The motion carried (6 – 0).

A motion was made by J Brewer and seconded by J Hardister to come out of closed session. The motion carried (6 – 0).

8. Personnel

- a. *Discussion and approval of new hires**

A motion was made by J Brewer and seconded by J Hardister to approve hiring the candidates discussed in closed session. The motion carried (6 – 0).

- b. *Discussion and approval of administrator contracts**

A motion was made by J Brewer and seconded by J Kreider to approve M Harris' principal contract for 2022-2023. The motion carried (6 – 0).

J Nosek then explained that the Board is not approving MC Sauer's contract as the executive director. It is because of an unreachable contract agreement, not because of all the rumors or the public comments tonight. We are forever grateful for her services and for her as the founder of our school.

9. Instruction and Academic

- a. High School Update

A motion was made by J Hardister and seconded by J Brewer to table discussing the new high school. The motion carried (6 – 0).

10. Governance

- a. Discussion of Board Committees – J Nosek explained the three Board committees. Academic (Standards/Curriculum), Finance, and Governance (By-laws and school rules). The committees will be led by a Board member, but parents may be members. For those parents who want to be on a committee, they should email the Board with their resume and qualifications.
- b. *Discussion and approval of new Board members**

A motion was made by J Hardister and seconded by L Walker to table the discussion and approval of new Board members. The motion carried (6 – 0).

11. Finance

- a. Budget Reports – MC Sauer stated that we are in great shape.
- b. *Discussion and approval of NWEA renewal contract** - M Harris explained that the new contract is for 720 students (recommended by NWEA) for \$12,480.

A motion was made by J Hardister and seconded by L Walker to approve the NWEA renewal contract as presented. The motion carried (6 – 0).

- c. *Discussion and approval of 2022 – 2023 Acadia contract** - MC Sauer explained that there are 2 contracts for Acadia, one for the financial side and one for PowerSchool. They did not increase the rate this year. We are receiving the MC Sauer discount as well as no charge for 2 payrolls a month. We will be locked into this rate for 2 years. It will automatically renew unless we cancel at least 90 days in advance.

A motion was made by J Hardister and seconded by L Walker to approve the 2022 – 2024 Acadia contracts. The motion carried (6 – 0).

12. Operations

- a. *Discussion and approval of mask policy** - J Nosek read the current policy

A motion was made by J Hardister and seconded by J Kreider to keep the current face covering policy in place. The motion carried (6 – 0).

- b. *Discussion and approval of library furniture assembly** - The cost of having the library furniture assembled is \$12,000.

A motion was made by J Brewer and seconded by J Hardister to spending \$12,000 for the library furniture assembly. The motion passed (6 – 0).

13. Adjourn

A motion was made by J Hardister and seconded by J Brewer to adjourn at 21:51. The motion carried (6 – 0).

- *Requires Board action*