

The Emereau Foundation
d/b/a Emereau: Bladen
995 Airport Road, Elizabethtown, North Carolina 28337
Board of Directors Retreat
Sunday, March 7, 2021
1:00 p.m.

Minutes

The Emereau: Bladen Board of Directors met for a Board Retreat on Sunday, March 7, 2021 at 1:00 p.m. The purpose of the retreat is to discuss budget and goals for 2021-2022 school year.

- Board Members Present: Eddie Madden, Chair; Phil Byrd, Treasurer; Sandra Lewis, Ashley Dowless, Dennis Troy and Dean Hilton.
- Board Member Absent: Maurice Williams
- Administrative Staff Present: Elizabeth Cole, Executive Director; Polly Hancock, Dean of Academic Initiatives; and Wanda Everette, Administrative Associate.
- Mission Statement: Mrs. Cole read the Mission Statement.
- Conflict of Interest Statement: Mr. Madden read the Conflict of Interest Statement. There were no conflicts of interest noted.
- USDA Update: Mr. Madden gave an update on the application for the USDA Loan. Things are moving slowly with the closing possibly delayed until mid-May or June. Decisions will need to be decided by the board when the next building phase (Phase IIIB) will begin. A required Feasibility Study was completed with projections and revenue with expected debt and expenses. Mr. Madden asked the board's direction in leaving the Phase IIIB construction in the feasibility study or to delay it. Any changes will require an updated feasibility study. Mrs. Cole reminded the board that DPI requires that a certain amount be in fund balance. Discussion centered on enrollment due to COVID and the unknowns for the upcoming year. Mrs. Cole informed the Board that if Phase IIIB is not completed there would be no space available for ninth or tenth graders which would result in going back to a K-8 school. Phase IIIB includes 8 additional classrooms. A multipurpose building is not included in the Phase IIIB plans and is shown in the feasibility study for year 2024.
- Projected End of Year Financials: Mrs. Cole shared the projected year-end financials.
- Projected Financials for 2021/2022 SY: Mrs. Cole shared a 2021-2022 budget with salaries adjusted on an individual basis. Not all employees' will receive a pay increase.

Salaries will be looked at individually and adjusted to be in line with the state salary scale.

- Enrollment 2021/2022: Mrs. Cole shared a projected enrollment update for the 2021-2022 school year based on intent forms received. Enrolled in Lotterease for Kindergarten-50, 1st grade-4, 2nd grade-5, 3rd grade 6, 4th grade-7 (with 3 waitlisted), 5th grade-3, 6th grade-4, 7th grade-3, 8th grade-3. Projected enrollment without 9th and 10th grade is 683. Projected enrollment for the 2021-2022 school year with 9th and 10th grade is approximately 743, not to exceed 830.
- Personnel Needs to Accommodate School Growth: Personnel needs include adding an additional Counselor, PE teacher, Art teacher, and Makerspace teacher. A Public Relations and Marketing position was discussed, along with a School Resource Officer position.
- Leave Time-PTO/Maternity-Sub: Mrs. Cole reminded the Board that employee PTO days could not exceed 21 days a year. Mrs. Cole asked the board for employees that exhaust their days per year, to consider allowing their salary be docked to pay for a sub. Also discussed was donating of days among the staff.
- High School: Discussion then centered on whether to revert to K-8 or move forward with 9th and 10th grade. Mrs. Cole informed the board that if no construction takes place the current buildings would be needed for K-8 students.
- Other Capital Needs such as Furniture, Playground Equipment: Discussion centered on needs for the playground and paving the gravel driveways. Athletic fields were discussed such as sprigging and how the fields would be maintained. Also needed will be office desks, student desks and student chairs.
- Curriculum Update: 8th grade will need to offer English I, Math I, and Earth and Environment Science, with a strong focus on Math. Grade level novel sets are needed along with professional development for staff.
- Calendar 2021/2022 SY: Mrs. Cole shared draft Calendar A and draft Calendar B for the 2021-2022 school year.
- Athletics: Mrs. Cole informed the board that Julie Sasser has reached out for quotes to sprig the softball and baseball field. A budget with Soccer, Softball/Baseball needs were shared. Discussion was held on adding Cheerleading for the 2021-2022 school year.

Uniforms: Discussion centered on allowing boots to be added to the student uniform policy. The consensus of the board was to add boots to the student uniform policy.

Health Policies: Health policies were shared for review.

Crisis Plan: A Crisis Plan was shared for review.

Charter Renewal: On March 18, at 1:00 p.m. a Charter Renewal meeting will be held virtual with the Department of Public Instruction Office of Charter Schools.

Closed Session: No closed session was held.

The Retreat ended at 3:25 p.m.

Respectfully submitted,

Maurice Williams, Secretary

Wanda Everette, Administrative Associate