



The Association for the Advancement of Education, DBA, The Hawbridge School
Board of Directors' Meeting Proposed March Minutes
Wednesday March 30, 2022 at 6:00 p.m.
<https://zoom.us/j/93529099517?pwd=QUx6ejFaVmtVclBXOThybnc4RDJPDz09>

- I. Call to Order: 6:03 p.m.
- II. Role Call: Natalya Barker (Chair), Kathryn Brown (Vice Chair), Dawnya Bohager (Treasurer), Megan Glancy (Secretary), April Williams, Christina Fisher, Renee Lynch, Davida Reid
Attending Executive Director and Faculty/Staff: Jennifer Shelton (Director), Emily Martin (Dean of Students), Cheryl Beierschmitt, Jonathan Farmer (Upper School Faculty Representative), and Kierca Kimbel (Lower School Faculty Representative)
- III. Approval of Agenda
- IV. Public Comment: B. Walker, Hawbridge parent and supporter and assistant county manager, expressed concerns regarding the changes and temporary school situation; he noted that the job does not appear to be done and the engineering letters required by the county every 30 days are now 60 days late; engineer needs to address this issue asap; someone from Hawbridge must contact the county as the county has made contact with the school and has not received return contact. B. Walker continued to discuss the email recently sent regarding the graduation ceremony being held in the gym and suggested that the school have a plan B in case the space is not available. K. Gales, Saxapahaw business owner and community member, introduced themselves; K. Gales expressed that they are applying for one of the open BOD seats; N. Barker reiterated that the BOD is currently accepting applications. R. Turner introduced herself and expressed an interest in joining the BOD and her desire to work with the community. J. Horton introduced themselves and expressed interest in serving on the BOD.
- V. Consent Items
 - A. Approval of previous meeting's minutes
 - February 2022 board meeting minutes were approved unanimously.
 - March 6th special session minutes were approved unanimously.
 - B. Future Meetings/Events:
 - Proposed Board Meeting for April 27 was approved. Meeting will be virtual.
- VI. Reports
 - A. Board
Committee Updates and Selections:

- Fundraising (K. Brown), committee met and regrouped to refocus on organizing the committee; discussed ways to set the school up for success until we can bring on more specialized staff to do things such as a capital campaign; in discussions with the school regarding needs; need for gym expansion and outdoor play area have been suggested by community members, which the committee will follow up with the school regarding; discussed how funds should be allocated; discussed future gatherings/celebrations; next meeting is scheduled for April 4th.
- Communications (A. Williams) committee met via email and focused on creating an email communication for families regarding the expansion project. Inquired if the committee could assist with communications regarding BOD applications/deadlines. R. Lynch agreed that would be helpful.
- JEDI (C. Fisher) committee met to work on the mission and vision statement for the JEDI committee; document was shared with the entire BOD via Google Drive and read in the meeting as follows:

The Hawbridge Charter School Justice, Equity, Diversity and Inclusion (JEDI) Mission

The Hawbridge School centers diversity, equity, and inclusion in its core mission of maintaining a caring, inclusive school culture which respects the individual and honors individual learning preferences in a supportive environment. Thus, the Justice, Equity, Diversity, and Inclusion (JEDI) Committee's mission is to further these goals by supporting the school in becoming more culturally, demographically, and diverse in our curriculum, equitable across social intersections, and inclusive at all structural levels. This commitment includes non-performative, visible, comprehensible, and accessible marketing and media materials and the robust incorporation of instructional and enrichment opportunities geared toward promoting inclusion.

The Hawbridge Charter School Diversity, Equity, and Inclusion Vision

The Hawbridge School JEDI's vision is to center equity and meaningful inclusion in the Hawbridge School's structure, operations, culture, and community, thus enriching the learning environments and supporting the mission of The Hawbridge School. Furthermore, we aim to create a culture and community committed to supporting and capable of intentionally attracting individuals across a wide spectrum of social intersections representing the valuable diversity of our broader community. It is this vision that will further enrich the overall school community in a holistic and student-centered way.

R. Lynch expressed that the language used in the mission/vision were

potentially triggering and representative of an overstep for the BOD; expressed that the role of this committee was to bring more diversity to the BOD and inform its practice; N. Barker suggested that the role of the committee was not defined and thus murky; A. Williams asked what the purpose of the document was precisely and how do we envision using this language. C. Fisher expressed that this was undertaken to define the BODs stand in regards to JEDI; suggested that the committee needs guidance as to the goal as it is unclear if the role of the committee is to offer more JEDI-related efforts towards the BOD or if there should be focus on mission and vision; M. Glancy expressed that the committee was interested in supporting the school and offering a structural support for JEDI efforts, that the intent was not to take over or remove school autonomy; expressed that the committee needs guidance on how they can operate in terms of JEDI/what is the role of the BOD; asked how the BOD can oversee the schools mission and vision in this area specifically; asked the BOD for clarification on what ensuring the mission and vision of the school means generally and how that can be done without crossing operational lines in this instance specifically; raised concerns regarding limiting the work of this committee to strictly within the BOD itself. E. Martin expressed that the schools diversity task-force will eventually include other stakeholders after they have a strong foundation; A. Williams suggested that the BOD work on educating themselves on how BOD's can structurally support schools in their JEDI work; M. Glancy expressed the committee has compiled some resources in this regard that are free and can be shared via Google Drive. N. Barker expressed that there should be open conversation about where do we go from here; C. Fisher expressed that the Racial Equity Task-force (linguistically) does not include all intersections or social categories; C. Fisher expressed that the JEDI committee needs to define itself and determine the role of the committees work; expressed that academic freedom should be preserved; Question appears to be if this committee is intended to improve diversity generally (not just on the BOD) or how to support JEDI as the BOD supports the school? What is the purview of the BOD in these matters?; K. Brown expressed that there is much overlap in language of the task-force and committee missions and vision; J. Farmer expressed that BOD diversity is important and should be a focus of the committee; expressed that increasing the diversity of the BOD is an important function of the BOD; D. Reid suggested that a committee member attending the task force meetings was a good idea and they would be willing to do so; J. Farmer reiterated that the taskforce wants to wait to incorporate others into the team; N. Barker suggested the committee focus on short-term goals such as attending the REI training and possible fundraising efforts for that training; A. Williams suggested we also explore the free resources that are available for boards.

- Selections (R. Lynch) committee is collecting applications and will review as they are collected.
- B. Directors (J. Shelton): 256 total LS goal 340 US goal; lottery was run and 99 LS student were offered admissions with 80% with returned paperwork already; 39 admitted to US with 70% enrollment paperwork returned to date; US FAQ is available on the website; graduation has been set but the location has not been set; the amphitheater is reserved and the gym in the new building is a backup. E. Martin reported that they have contacted the county for the TCO (temporary certificate of occupancy) documents needed for the engineering letter; this issue should be resolved within a week; reported that the school will use COVID funding for work with Peaceful Schools for social/emotional learning professional development. Introduced our new LS director C. Beierschmitt who introduced herself and expressed her appreciation for the warm welcome at the school.
- C. Treasurer: D. Bohagar reported that the school is 67% of the way through the operating budget for the year with no concerns to report.
- D. Faculty Representatives J. Farmer reported that there was no real update; K. Kimbel expressed that it has been nice to have the new faculty on board and the gratitude for the work they have already done.

VII. Unfinished Business

- A. Mask Policy: J. Shelton reported that mask wearing is about 50/50 and there have been no known issues regarding masks; faculty reported that they agree and there seem to be no issues regarding masking between the students; BOD voted unanimously to maintain the mask policy as currently written for the next month.
- B. Hawbridge Expansion Update (Little Diversified and Aspire Construction): K. Downing reviewed the plan for the Upper School landscape, 3 species of canopy trees and sod/lawn seeding and no-mow vegetation on the slopes with reseeding perennials. K. Brown inquired if there are issues the BOD should be thinking about in advance such as summer landscaping needs, etc. K. Downing suggested that they would inquire regarding obtaining a maintenance plan from the landscaping company as early as possible for planning purposes. J. Imhof reported that the landscaping should include coverage for the period while plants are taking root and offering ground coverage; plant materials will have a 1 year warranty and at 11 months there will be a review to ensure any warranty claims can be made. D. Ford shared that the community is thinking about long-term maintenance; inquired as to who is planning the wetland area; K. Downing expressed that the contractor will do this planting (including the warranty) and the plant list is on the plans; stormwater information/maintenance will be provided at the end of the job. J. Imhof shared about the progress at the Upper School, which is vast; many finishes are being completed; shared photos of recent progress including interior of classrooms and exterior work; the most recent schedule shows April 19th; however, Aspire anticipates that this deadline will not be met; furniture installation is currently scheduled; building needs a radio amplification system for fire safety protocols; testing of this system can only be completed once the building exterior is completed and we are currently receiving quotes for the work, which will be 3-6 weeks of work; this may or may not impact the ability to occupy the building but should be something we keep a focus

on; N. Barker asked if landscaping will impact the ability to occupy the building; J. Imhof reported that it may or may not depending on what remains to be completed but we should anticipate that Alamance County will be rigid about it; B. Walker expressed that the repeater (amplification) system will be required for all new school buildings and will be deemed essential for occupancy; expressed that there is a current backorder on this equipment and we should anticipate 6-8 weeks; J. Imhof expressed that this is highly dependent; N. Barker asked about the state of permit requests and inspections; J. Imhof reported that the county is regularly inspecting the building and that is ongoing; J. Imhof expressed that we should anticipate 2-4 weeks for move-in after occupancy certificates are obtained; expressed that there will be touch ups required after the occupancy certificate is obtained, thus the building may still have workers present which could comprise school access; N. Barker asked if having access to the new building before the end of the year may not be useful as teachers may not want to move; J. Shelton expressed that the Upper School will not have internet until the summer, which will also complicate using that space; expressed that most faculty advocate for being settled in the PODs until the fall; M. Glancy inquired if there would be a gender neutral restroom and J. Shelton expressed they there would be one and that they had already ordered the sign.

VIII. New Business

IX. Moved to closed session at 7:48 p.m.; return to open session at 8:40 p.m.

IIX. Adjourn: 8:49 p.m.