



The Association for the Advancement of Education, DBA, The Hawbridge School
Board of Directors' Meeting Minutes
Wednesday, May 25, 2022 6:00 p.m.

Virtual: <https://zoom.us/j/91004200118?pwd=UGRmTjZrTnZnOGQveVd5amE3OVFQdz09>

- I. Call to Order - 6:05 p.m.
- II. Roll Call: Kathryn Brown (Vice Chair), Dawnya Bohager (Treasurer), Megan Glancy (Secretary), April Williams, Christina Fisher, Renee Lynch, Davida Reid, Todd Nicolet
Absent: Natalya Barker (Chair)
- III. Attending Executive Director and Faculty/Staff: Jennifer Shelton (Director), Cheryl Beierschmitt (Lower School Director), Emily Martin (Dean of Students), Jonathan Farmer (Upper School Faculty Representative), and Kierca Kimbel (Lower School Faculty Representative)
- IV. Approval of Agenda - approved unanimously
- V. Public Comment: No comments
- VI. Consent Items
 - A. Approval of previous meeting's minutes - approved as written
 - B. Future Meetings/Events:
 - Proposed Board Meeting: Wednesday, June 22, at 6 p.m. via Zoom.
- VII. Reports
 - A. Board Committee Updates and Selections: Fundraising (K. Brown): committee did not meet in May; working on scheduling a June meeting to finalize the hand-off of the committee to a new chair. Communications (A. Williams): committee has been working via email on the draft end-of-year communication for families; aim to send this communication by Friday and request comments by end of day tomorrow. JEDI (C. Fisher): committee met May 20th and discussed current climate in terms of what is being taught regarding JEDI at Hawbridge and discussed how to open up the communication lines between the school and BOD; discussed inviting external partners to a meeting for discussion and reflection; J. Farmer asserted that the BOD has no rule in curriculum or operations and should not be intervening in these arenas; M. Glancy expressed concerns that an assumption was being made that the committee is attempting to do so based on our discussions of current events; discussed having an open session meeting regarding the role of this committee to define the parameters; K. Brown expressed that J. Farmer was not being heard; J. Farmer expressed that the BOD does not influence curriculum; M. Glancy expressed that the committee discussing the current climate regarding JEDI related issues in general and exploring the work other schools are undertaking is not intended to define or

enforce curriculum; R. Lynch expressed that there is no place for BOD to offer interventions regarding the school's day-to-day practices. Selections (R. Lynch): Met May 9th to discussed 8 candidates and have posted the slate of potential candidates in the Google Drive.

- B. Directors: C. Beierschmitt reported that LS testing is going well; hiring is going well; Kindergarten graduation is planned; discussed a potential donor interested in assisting the school and plans for future follow-up. J. Shelton reported that graduation is coming up to be held in the Amphitheater; awards day is rescheduled until Tuesday due to weather; expressed thanks to various stakeholders; discussed teacher turnover and the commitment of the teachers, staff and teachers including Ms. Martin; K. Brown expressed gratitude from the BOD.
- C. Treasurer - currently 83% through fiscal year; nothing out of the ordinary to report; funds are arriving as expected; used COVID funds for teacher bonuses; asked for clarification regarding what funds must be used and when; J. Shelton reported that some can be used until 2023; will meet with the school to discuss next year's budget.
- D. Faculty Representatives - K. Kimbell reported that the LS feels gratitude for the work of the faculty, administrators, and staff; testing in almost complete and has been smooth; yearbooks have been distributed; many interesting events at the lower school; feeling good about the end of the year despite some concerning emails from parents; discussed a need to re-establish the need for proper boundaries and etiquette with parents. J. Farmer expressed gratitude for the administration and recent bonuses; expressed concern that the school will lose faculty due to abusive and inappropriate communications from community members, specifically parents; expressed that this issue persists and is taking a toll; requested that this issue be prioritized by the BOD for consideration and intentional action; made a proposal that the school draft "form messages" for various forms of communications that can be employed when communications are inappropriate; discussed the feedback received so far from stakeholders, which have been positive; discussed the challenges including how to make these communications authorized, which requires BOD support; discussed the need for our community to understand the need for compromise and that we may not be able to suit every request; discussed the respectful communication policy and the defined consequences, which are currently limited; discussed the need to review the consequences of violating this policy.

VII. Unfinished Business

- A. Hawbridge Expansion Update (Little Diversified and Aspire Construction) - Fire testing will take place next week; BDA system is installed; occupancy is expected for CT Wilson next week; mechanical tests are complete; architect punch lists were completed; exterior punch list inspection will occur next Friday; furniture installation is TBD; furniture company will store at no cost until we install; CT Wilson suggested a storage trailer for the site that could also accommodate our

POD items, which need to be stored; final fencing solutions are TBD; adding additional trees are being discussed.

- B. Mask Policy - Mask policy as written was unanimously approved
- C. Bylaw Updates Approved by Department of Public Instruction Approval 3.1, 3.3(g), 3.4(b), 3.16(b) - In January the by-laws were amended to reflect the collaborative model and those amendments have been approved by DPI

IX. Closed Session - Moved to closed session at 7:01 p.m.

- A. To Consider Confidential Matters Pursuant to NC G.S. §143-318.11

IIX. Return to open session 8:26 p.m.

- A. Motion to approve the slate of new BOD candidates was approved unanimously.

IIIX. Adjourn 8:27 p.m.