



The Association for the Advancement of Education, DBA The Hawbridge School
Board of Directors Meeting Agenda
Thursday, October 23, 2024, at 6:00 p.m.
Lower School Huth Commons

- I. Call to Order | 6:09 PM
- II. Roll Call | All Board Present
- III. Approval of Agenda
Motion: Steckley Lee | Second: Daniel Ayers | Unanimously Approved
- IV. Public Comment
No Public Comment Entered
- V. Consent Items
 - A. Approval of Previous Meetings' Minutes |
Unanimously Approved by Board with exception of Amanda Rose (abstained)
 - B. Future Meeting: Proposed Wednesday, November 20, 2024 @ 6pm (LS) |
Unanimously Approved
- VI. Board Member Vacancy Vote
Selection Committee Recommends Sara Abernathy
Unanimously Approved By Board
- VII. Reports
 - A. Director Report (J. Shelton, T. Hanna)
 - a. No change in enrollment
 - b. Upcoming Optional PSAT & Mandatory Pre-ACT
 - c. Exceptional Childrens' Teacher starts 11/15
 - d. Interviewing Candidates for Marketing Manager
 - e. Behavioral referrals down significantly Year over Year attributed to:
 - i. Students getting trained in restorative practices;
 - ii. Strong leadership in Lower School
 - iii. Teacher Commitment
 - iv. Maturing of Middle School Students
 - f. Training from TEACH re: working with students with Autism
 - g. Peaceful Schools Training
 - h. Handful of Non-Violent Intervention PD
 - i. Wellness Day for Lower School Students & Families 10/23
 - j. 20% Attendance Letter Reduction / 50% Reduction of Students with Tardies
 - k. Open House during Holiday Market
 - B. Faculty Representatives
 - Lower School Representative (J. Quigley/L. Wilder)
 - Upper School Representative (K. Kimbel)

C. Board

■ Committee Updates

a) Governance (K. Watson-Ormond)

1. Discussion on policy manual, parent's rights
2. Employee Handbook discussion on gender identity inclusion as a protected class under Title VII - proposed inclusion approved unanimously.

b) Strategic Planning (A. Graham)

1. Large contingent from Upper School that attended previous board meeting
2. Ms. Kapity was involved in plan and was happy with it
3. Strategic plan is integral for applying for grants.
4. Connected with Upper School staff to discuss feedback on Strategic Plan to better understand why they were not prepared to move forward
 - a. Stems from some discomfort with language and process
5. Bringing Sara Abernathy (former committee leader; appointed to vacancy) back into the fold - she spent year leading this process
6. Daniel Ayers and Amanda Graham spent day comparing versions to better understand parts of process that the teachers wanted to review
7. Ms. Hanna asked if there were any differences? Expressed concern with concerns of the few.
 - a. Incongruity depending on who you talk to
 - i. Language is
8. Kemp Watson-Ormond noted the process was not the problem - did not want to push approval if we are so close w/ potential to ruffle feathers of few
9. Strategic plan is guiding document not a list of objectives
10. Large number of teachers showed up to express discontent
11. Johnny Buck mentioned that there is a large enough contingent
12. In part - some took issue with who was assigned to what based on goals
13. Ms. Hanna voiced the importance of getting a strategic plan - it is not simply something that is abstract but needs to be approved
14. Strategic plans ARE ALWAYS FLUID - once approved there is no reason an amendment couldn't be made
15. Mention of restorative practices potentially helping mediate

c) Board Selection (D. Ayers)

1. Already covered above

d) Finance (J. Buck)

1. Recap of Fall Fest
 - a. Last Year: \$6200
 - b. This Year: \$14200
 - i. Sponsors were the difference-maker

1. \$8200 in sponsors
 2. Budget Discussion with Amanda Rose
 3. Connecting with Directors re: Grant Writing
- Treasurer (A. Rose)
1. As of the end of September, we were 25% of the way through the fiscal year. To date, 18% of expected revenue and 23% of expected costs have been recognized. There were no adjustments to the projections or working budget this month, and no concerns were raised.

VIII. New Business

A. Discussion of need for additional LS space

- a. Kemp Watson-Ormond & Ms. Hanna viewed the space, but are not moving forward.
- b. Ms. Hanna voiced that LS needs a space for voice services and a teacher break room. No current space for a Marketing Manager.
- c. Less office space now as we have a higher amount of EC need.
- d. Ted Teague mentions space planning consultant?
- e. Steckley Lee also voiced that some of these needs are related to EC and said its urgent we prioritize this
- f. Ms. Hanna voiced major concerns - averse to legal concerns - wants to make sure ample space for appropriate services
- g. Last space planning consultant engaged in 2021 - Jennifer Shelton has records on that
- h. Ted Teague moved to empower for spaces & grounds committee seconded by Sara Abernathy
- i. How did that finalize?
- j. New Committee: Architecture & Space Planning
 - i. Steckley Lee & Taneeka Hanna

IX. Closed Session | Motion Ted 7:16 / Second Kemp / All Approve

- A. To Consider Confidential Matters Pursuant to NC G.S. §§ 143-318.11(a)(5) and 143-318.11(a)(6)

X. Adjourn