

# DILLARD ACADEMY CHARTER SCHOOL K-8

Board of Education Meeting  
Minutes – Regular Session  
September 8, 2020  
Virtual Meeting  
5:00 PM

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Board Members in attendance: John Stokes, Thomas Smith, Mary Kay James, Hosvan Giron Arias  
Board Members not in attendance: Janet Ward, Christina Robles, David Simmons, Elizabeth Wooten  
Administrative Staff: Hilda Hicks, Carole Battle, Danielle Baptiste, Pearlie Whitfield, William Baptiste

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- I. **Call to Order** – The meeting was called to order by John Stokes at 5:00 pm with a quorum of 4 board members present.
- II. **Pledge of Allegiance** was recited by all in attendance.
- III. **Approval of Minutes** – August 11, 2020 minutes were distributed. The board was given time to read them. At 5:10 Thomas Smith motioned to accept the August 11<sup>th</sup> minutes as presented. Mary Kay James seconded the motion. John Stokes called for a vote. *The vote was 4 in favor and 0 opposed. Motion carried.*
- IV. **Approval of September 8, 2020 Agenda** – Thomas Smith motioned to accept the agenda as written. Hosvan Arias seconded it. John Stokes called for a vote at 5:15. All were in favor and the agenda was approved.
- V. **Confirmation of Public Notice** – Public notice was confirmed by Danielle Baptiste. Notice was posted on the school website, Face-book, outside on the school marquee, and in the Goldsboro Daily News.
- VI. **Acknowledgement of Visitors** – Mrs. Craigwell, Mrs. Bowen, Mr. South, Ms. Moore, Ms. Finnikin, Sashanie Alexander
- VII. **Statements:** All in attendance read the ethics statement:  
*Board members are reminded that it is our duty to avoid conflicts of interest and the appearance of conflicts of interest as we handle the work of the Board. Does any member of the board know of any conflict of interest or any appearance of conflict with respect to any matters coming before us at this meeting: If so, please state them for the record. If during the meeting, you become aware of an actual or apparent conflict of interest, please bring the matter to the attention of the chair. It will then be your duty to abstain from participating in discussion on the matter and from voting on the matter.*

**Mission Statement:** To positively provide a safe and quality education with high expectations so that we can excel and grow.

## VIII. Principal's Report

- NC state law required most schools to open by Monday August 17<sup>th</sup>. The school opened remotely. Mr. Baptiste worked alone getting all devices ready for students and staff. He is commended for all his efforts.
- Enrollment as of today is 274.
- DA has a part time social worker and guidance counselor this school year Etta Craigwell and Mary Kay James respectively. They are here to help us reach our goal of focusing on the whole child.
- PRESENTATION by Etta Craigwell and Mary Kay James on SEL
  - What is SEL? It is a social emotional learning framework.
  - The framework consists of intrapersonal, interpersonal, and responsible decision-making skills.
  - Why teach SEL? For children to succeed during elementary school, in further schooling and in their career, they must be socially, emotionally, and academically competent.
  - SEL is State mandated due to COVID-19 and must be embedded in our core curriculum and teaching. It is also a component of our 2019-20 and ongoing SIP and MTSS component
  - DACS has implemented its' SEL model.
- Teachers and TA's are working together and have gotten our participation rate to about 85-90 percent. Door prizes were given to teacher who had the highest number of student attendance. Students will receive grades earned for the first nine weeks.
- All EC folders have been reviewed and a list of IEP's accommodations have been addressed with additional instructions.
- Specials are held on Thursdays Art, PE, Library, and Career Development once a week.
- PRESENTATIONS by JoAnn Bowen and Jermaine South on how we prepared and still are preparing ourselves to teach remotely.
  - Our online elementary classrooms may have different designs, but all have the same information. They all include teacher introduction, assignments, schedules, videos, NC Standards, and Class Dojo, Calendars, and core subjects.
  - Middle school online classrooms also have resource pages, test information, quizzes, student ideas and strategies.
- PRESENTATION by Sashanie Alexander (4<sup>th</sup> grader) The Pros and Cons on remote learning.
  - Pros – the ability to learn in a safe place, interacting online is less stressful, and being able to see her teacher online. I love going to Dillard Academy.

- Cons – unable to play or interact with friends, and hands on learning. “ I can’t wait to get back into the classroom.”
- COVID-19
  - Lunches are being served daily – parents must pick up.
  - Temperatures are taken and recorded for each person who enters the building. No exemptions.
  - We have had excellent cooperation from staff, parents, and the community.
  - Social distancing signs are placed in and outside of the building.
- Technology
  - Staff and student have received their devices.
  - DA received a grant from DPI for one school bus for a Wi-Fi hotspot.
  - Parents can also come to the school’s parking lot and use the school Wi-Fi.
  - We have applied for a grant for SRO.
- The 1<sup>st</sup> nine weeks end on October 19<sup>th</sup>.
- Students could possibly return for in person instruction on October 21<sup>st</sup> if it is safe to do so.
- Online learning is rapidly becoming one of the most cost-effective ways to educate the world’s rapidly expanding workforce and we will continue to light the way forward for students at Dillard Academy Charter School.

John Stokes asked what type of devices are staff and students using? Chromebooks, iPads, and laptops.

John Stokes also asked, how are staff protected from the virus? All staff must wear a mask and social distance. Staff is not allowed to go out for lunch, no lunch deliveries are allowed, and few visitors are allowed in the bldg.

## **IX. Director’s Report**

- The Board approved the 2019-20 ending budget for last fiscal school year.
- On September 8, 2020 at 6:05 pm John Stokes called for a motion. Thomas Smith motioned to approve the budget for the 2019-20 ending budget as presented. Hosvan Arias seconded it. A vote was called 4 in favor 0 no. Motion carried.
- 5% of the revenue has been spent in July 2020. This years’ budget is off to a good start.
- The board was asked to approve the 2020-21 budget.

- On September 8, 2020 at 6:10 pm Thomas Smith motioned to accept the July 2020-21 budget as presented. Hosvan Arias seconded it. John Stokes called a vote 4 yes 0 no. Motion carried.

**X. Operation Director's Report.**

- The State is giving teachers \$350.
- DACS proposes for October teachers & other professional staff receive \$380.
- Teacher Assistants and other certified Staff receive \$180.
- Principal & Ops Director receive \$1000.

Administration suggests performance bonuses. EOY Bonus (June 2021) Total of 1% increase budgeted overall.

- 50% Student Growth via i-Ready
- 30% Evaluation
- 20% Attendance

John Stokes asked where the money to give bonuses coming from. Mrs. Baptiste said the money is already included within the budget in state and local funds.

On September 8, 2020 at 6:20 pm John Stokes called for a motion. Hosvan Arias motioned to accept the Bonus proposal as written. Mary James seconded it. John Stokes call for a vote. 4 yes 0 no. Motion carried.

- Mrs. Baptiste requested the Personnel Committee to look at restructuring salary scale for personnel in out-years.
- Governance – Elizabeth Wooten is resigning from the board. Due to a possible conflict of interest (new job in another school system).
- Child Nutrition – Lunch is picked up daily by parents. DA is considering using school buses to deliver lunches. Lunch will soon be available to staff. Thomas Smith asked is there cost to providing lunch using school buses? Yes.
- FDA choices of lunch participation programs are NSLP, SSO or SFSP. Ms. Danielle is looking at NSLP because we already use that program.
- Federal Grants – DA has received these grants CARES-163, EC, COVID, Titles I, II, IV which is listed in the budget.
- School Improvement Goals:
  - Improve student performance by achieving high growth and improving school report card grade to a C or higher by June 2021.

- To improve school climate, reducing behavior issues and increasing student and parent engagement by 30% by June 2021.
- Maintain a 100% licensed high performing instructional staff by June 2021.
- DA Afterschool program has partnered with Kinetic Minds, and the ELISS Grant which runs through December 30, 2020, providing AS, in school support during the day.
- DA is applying for the i-Cares Grant. It is due by 11/05/20.

#### **Human Resource Report**

- Open enrollment is coming soon for several vendors Colonial, Aflac, and BCBS health insurance.
- Currently, DA has 26 employees full time employees. DA pays \$532.36 each employee for health insurance through NC State health plan (BCBS). 6 additional new employees are added to the health plan. That will be a total of 32 employees at a cost of \$204,450.12 per year.
- Thomas Smith mentioned how the cost of paid health coverage effects an employee's salary.

#### **XI. Dean of Students Report**

- All the presenters did a great job.
- Parent's realized how difficult it is to keep students focused on track.
- It has been a stressful time for staff and Students.
- The principal, admin staff, support, custodial, and logistic team have done a tremendous job.
- John Stokes asked, "Have there been any major concerns or problems from parents?" No.

#### **XII. Next Meeting – October 13<sup>th</sup>**

#### **XIII. Virtual Meeting Adjourned**