



MICS Board of Directors Meeting Minutes January 12, 2026

Attendees: Kelly Dempsey; Eric LaForce; Erica Blackson; Mike Ladd; Garret Tryon; Dawne Dowdy; Katie Blixt; Glenn Byrum; Kim Leppert, Kevin Wiley, Rod Hewlin (by phone)

Quorum Status: YES

- I. Call to Order: 5:39
- II. Approval of minutes: Erica moves to approve December minutes; Katie seconded and all in favor of approval of minutes.
- III. Public Comment: MICS high school student representative(s) re: 25-26 theme “MICS: Raise the Bar”
Reagan Barlett; Senior at MICS, spoke about her service as President of Student Government; well positioned to move on to 4 year university to study architecture; achieving her goal of leading and growing a sense of community in the high school
Carson Dimore; Junior at MICS; athlete and a member of principal’s advisory council; participates in leadership-facilitated group discussions related to school environment and academic opportunities; shared recent instances of successful efforts to increase student engagement.
- IV. School Report:
 - a. General Updates
 - i. Community Engagement – Robert Washington received a special credential for as a Certified Master Athletic Administrator (CMAA); Upcoming musical this weekend at CPCC (High School Musical Jr); PTO Auction on March 6 at Muddy Creek Distillery
 - ii. MS/HS Parent Student Handbook - Health/PE course details added (pages 15-16) – State requested that the graduation requirements policy include a direct reference to CPR certification in curriculum, which was already an established component of the curriculum;

Erica moved; Kim seconded to approve the amended PE pages in handbook; and all in favor.
 - b. Student Enrollment and Attrition Reports – one disenrollment for geographic reasons in December; We currently have the same number of applicants (approx. 1,200) for lottery
- V. Charter Renewal - March 12th time slot for Board focus group – TO DO ITEM – Kelly will send doodle poll by email with answers expected by Friday to allow Glenn to schedule the virtual agenda for the day

VI. Discussion: Board Recruitment for 2026-2027

We have 11 applications that will be reviewed for setting up the next round of board interviews and a review of the board interview questions to ensure specific focus on fulfilling our needs

Discussions held around using alternates to 1) ensure we keep an odd number of members within the year in accordance with board bylaws, 2) start looking at future committee needs, 3) allow those excited about helping MICS to do so, and 4) improve the following years candidate pool.

Kelly to run the review process and setup a day and time for interviews, selection committee members must participate in ALL interviews to have a vote in the final committee recommendation to the full board

Jan 23rd is a training opportunity with Board on Track focus on Board Succession Planning

VII. Committee Reports:

- a. Finance: Met January 9, 2026 from 8:30am to 9:47am - Glenn, Kevin, Eric, Rod were in attendance with Jim Hale as a guest to discuss our 403(b) plan.
 - i. 403(b) plan grew 27.8% year over year; total contributions since inception are \$3.2M, with \$2.5M from investment growth
 - ii. Approximately 50% of assets are in fiduciary-screened target date funds
 - iii. Secure Act 2.0 largely implemented; updated Voya plan documents expected February or March; Roth employer match not yet available, and the committee recommends waiting until other employers are supporting this.
 - iv. Budget vs Actuals review - State funding effectively reduced due to loss of non-recurring funds, though a surplus in the MICS budget for FY26 is still projected; ADM small increased to \$6,488/per; Committee recommends maintaining a conservative spending posture; Glenn and his team drafted a fiscal policy manual in conjunction with Bearman CPA to document existing controls, strengthen audit readiness, and streamline onboarding. Will review annually.
- b. Governance: No report.
- c. HR: Closed session for contract discussions was held Dec 12th 2025 with Mike, Kelly, Garret, Kim, Glenn and Kevin. Went into a closed session with Kelly motion and Mike second at 8:05. Came out of closed session with Mike motion and Garret second at 9:32. Under section 143-318.11 (5)
- d. Academics: No report
- e. SOAR: SOAR met Jan 12th; updated bylaws; SOAR and Eric are working on updated fundraising policy for School Board over next couple of months; PTO has continued success with community engagement; Sponsorships are up this years; Marketing efforts are showing payoffs with brand awareness and merch sales

f. Strategic Planning: Next meeting is Jan 15th 2026; No update

VIII. Closed Session:

a. North Carolina Open Meeting Statute – Closed session section 143-318.11 (5)

i. 6:55 – Eric moved and Erica seconded and Board moved into closed session.

ii. 7:33 -- Erica moved; Katie seconded and we all approved to leave closed session.

ACTION ITEM: Coming out of closed session: Erica moved; Katie seconded and all in favor of approving Glenn's contract as presented by the HR committee. Kevin to get signatures with Glenn and process.

Next Board Meeting: 2-9-26

Adjournment: Board meeting ended at 7:33