MICS Board of Directors Meeting Minutes May 11, 2026

Attendees: Kim Leppert; Dawne Dowdy; Mike Ladd; Eric LaForce; Kevin Wiley; Stephanie Sherer; Garrett Tryon; Rod Hewlin (by phone); Katie Blixt; Kelly Dempsey; Glenn Byrum

Quorum Status: YES

I. Call to Order: Kevin called us to order at 5:30 pm.

II. Approval of minutes: Garrett moved to approve April minutes; Eric seconded the motion; all voted in favor; minutes were approved.

III. Public Comment:
MICS staff representatives re: 25-26 theme "MICS: Raise the Bar" –Lindsay Phillips was Charter School Teacher of the Year and Dr. Wilson was NC Charter School Principal of the Year; they each presented on their years in this role where they learned about the public school community.

IV. School Report:
   a. General Updates
      i. Charter Renewal Update – submission of COI policy and amended transportation policy; the amendment of the charter has been approved; expect to be renewed as early as December.
      ii. 26-27 School Nutrition Program – MICS is ending our partnership with SLA and we will be self-operating our school nutrition program next year to become self-sufficient; we have a plan in place and foresee ordinary startup expenses and issues; we will see better options and revenue over time; we are feeding about 25% of our students on site.
      iii. Community Engagement & PD
         - Color Run 5/15/26
         - MICS Class of 2026 Graduation - 7:30pm on 5/21/26
         - Staff End of Year Luncheon - 12pm on 5/22/26
   b. Student Enrollment and Attrition Reports – 1 disenrollment in April; we are on track to be significantly below prior year's disenrollment numbers putting us back in pre-pandemic ranges.

V. July Board Retreat – July 11 at 10 am to 1 pm– Kevin's office

VI. Board Goals – Stephanie will send out a self-assessment.

VII. Officer Elections for 2026/2027 School Year starting July 1st 2026 –

   a. Katie Blixt will serve as Secretary.
      i. Kelly moved to approve Katie as Secretary; Garrett seconded and all voted in favor; Katie will serve as Secretary for 26-27 school year.

b. Eric LaForce will serve as Treasurer; Jeremy Russell will be in training and support (once he joins).
    i. Garrett moved to approve; Kelly seconded; and all voted in favor of Eric serving as Treasurer.
c. Kevin will serve as Chair and Eric will serve as vice chair. Eric plans to run for Chair for 27-28. school year.
    i. Garrett moved and Mike seconded the motion; all in favor of Kevin and Eric in these roles.

VIII. Committee Reports:

a. Finance: Meeting April 17, 2026, called to order at 8:35 AM and was adjourned at 9:55 AM. Attendees: Rod, Jenny, Kevin, Eric, and Glenn.

    2026 to 2027 Budget Planning -- The committee discussed the early bird budget for the upcoming year. There are no major updates at this time, though adjustments to the staffing plan are expected. The budget continues to project a surplus. A final budget draft will be prepared for the May 29th committee meeting for Board approval in June.

    Rental Report -- The committee reviewed rental performance and noted that while the number of renters has decreased, total rental revenue has increased significantly. This was deliberately planned for and expected. A 25% fee increase has not negatively impacted demand, resulting in approximately a 30% year-over-year increase in rental revenue. The committee discussed the approximate cap on rental-related revenue at 4% of the total operating budget, or roughly $800,000. Current combined revenue from rentals and before and after-school care is approximately half of that threshold. Three classroom-based summer programs will be offered to serve the broader community. Feedback on facility improvements has been positive, with no concerns reported by renters.

    Bus Funds -- The committee discussed updates to bus enrollment communication. It was agreed that messaging should clearly indicate that bus payments are not fees. Updated communications will include transparency about the cost of maintaining the buses and will recommend an annual donation, to offset costs, of $200 per student, an increase from prior levels. SOAR will evaluate the best approach to messaging and outreach, while school staff will continue to manage operations. No new buses or routes are planned for the upcoming year.

b. Governance: No report; expect drafts with minimal changes to existing handbooks in June for approval in July

c. HR: Meeting held May 8th from 8:30 to 9:55, with Eric, Garrett, Kevin, Glenn, Mike with Kelly & Kim on the phone

    A) Teacher Contracting: employment agreements and non-renewals executed on May 22nd. Leadership has evaluated employee performance and improvement to finalize decisions.

    B) ED Goals & Objectives Update

    * Watching trend on discipline. Number of actual incidents were trending OK at midyear but showed uptick of incidents resulting in a high number of suspension days in spring. Glenn & team to review all data and develop a plan to address any negative trends.

* No other concerns but 25-26 metrics are not yet final.
* Charter renewal Update --All required actions completed. School academic performance & audit completion only remaining items for which we anticipate no concerns.

C) ED Employment Agreement Review

* Organization: Making some adjustment around Administration, HR & payroll functions to support senior leadership. Will post for a new payroll/benefits office position
* Development: Glenn has been very active with the Association Board & Coalition and will be attending the state conference this summer as a component of his leadership role in NCAPCS.
* Sabbatical: Glenn has identified 3 weeks this summer for vacation. Will designate Jake Wilson to lead the June board meeting
* Succession: Jake Wilson has been very active with Principal of the Year & involved with board meetings. Jeremy Thompson taking on additional responsibilities with Buses, Facilities and nutrition relative to previous elementary school principal job description. Glenn actively promotes continuous improvement with both principals.

D) Strategic Planning Committee involvement: Glenn describes that this committee is more democratic relative to other committees and that his work is more complementary than with other committees. As the committee starts to move quicker, he has the time and commitment to get involved where needed.

d. Academics: No report

e. SOAR: Eric reported on the SOAR meeting held earlier today; SOAR is considering developing an internal grant program in addition to maintaining contributing to classroom start-up funds and continues to look for opportunities to contribute to school; Color run participation is up from 350 last year to 420 this year and expect to run 10K in funds this year; Teacher Appreciation Week was also well received; Sponsorships expect to yield $54k which nearly doubles last year's numbers; officer elections were held.

f. Strategic Planning: Meeting was held on April 16th 2026 with Attendees: Erica Blackson, Glenn Byrum, Dawne Dowdy, Stephanie Sherer, Jenny Curry, Eric LaForce; Motion to go into closed session at 8:03 am, Eric, seconded by Dawne, all in favor. Motion to come out of closed session at 10:02 am by Erica and seconded by Stephanie, all in favor. Under section 143-318.11 (5)

IX. Closed Session:

a. North Carolina Open Meeting Statute – Closed session section 143-318.11 (5 & 6); Garrett moved and Kelly seconded to move in to closed session at 7:07 pm under 143-318.11 (5 & 6)

Garrett moved and Kelly seconded to move out to closed session at 7:21 pm. Mike moved to approve the hire of Cynthia Smith; Katie seconded and all voted in favor to approve.

Next Board Meeting: 6-8-26 (Jake will present in place of Glenn. Glenn on vacation)

Adjournment: Meeting adjourned at 7:22