

**Sussex Academy**  
**Executive Board of Directors Minutes**  
**February 15, 2023**

**CALL TO ORDER AND ROLL CALL**

Patches Hill, Board President, called the meeting to order at 4:07 p.m.

*Board Members Present:* Patches Hill, Chris Moody, Brittany Burslem, Jennifer Donahue, Lance Manlove, Shante Hastings, Erin Perchiniak, Sara Messina, Ed Hale, Uday Jani (Zoom), and Jennifer Scott, Justina Thomas (arrived at 4:20) and Amy Goodhue

*Board Members Absent:* Joe Schell, Board Member Emeritus

*Staff Present:* Eric M. Anderson, Head of School (via ZOOM), Michelle Hastie, Business Manager (via ZOOM), Franny Silcott, Director of Human Resources (via ZOOM), and Andrea Rogers, Board Secretary

*Staff Absent:* None

*Visitors:* None

**APPROVAL OF MINUTES**

A motion was made by Jennifer Scott to approve the minutes of the January 18, 2023 Executive Board meeting. Lance Manlove seconded; the motion carried. The motion passed unanimously (12-0).

**PUBLIC COMMENTS**

No public comments

**HEAD OF SCHOOL REPORT**

*Eric Anderson reported:*

The High School student directed production of God's Favorite was the weekend of January 20<sup>th</sup>. High School Musical Spelling Bee under the direction of Mrs. Erin Bobby was the weekend of February 3. Middle School will be performing Aladdin, Jr. in May and High School will be performing Mama Mia on April 27.

HS Ski club took a weekend trip with Mrs. Sherman to Elk Mountain on January 27 & 28.

A Winter Pep Rally was held to celebrate our women's swimming team on Friday, February 27 on their conference championship.

Senator Carper visited the Elementary School on February 3.

Kate the Chemist is an upcoming fundraiser at the Elementary School to help raise funds for outdoor classroom space Saturday, March 25.

Mr. Anderson gave an update on what the Delaware Public Education Compensation Committee is proposing to address the current teacher shortage and how to be more competitive in Delaware. The committee is proposing a \$60K base pay for teachers and what that may look like for Sussex Academy since our funding is much different from traditional school districts.

The Governor is possibly proposing to pass a 6% increase on the state portion of teacher salaries. Once again, Mr. Anderson is concerned that charter schools may not be able to pass the full 6% based on funding.

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Mr. Anderson holds a seat on the Secretary of Education Liaison committee and wanted to update the board on administrator certification for charter schools. Effective July 1, 2023, all Sussex Academy administrators must be certified.

**AGENDA AMENDED:** A motion was made by Jennifer Scott to amend the agenda to add Board Scholarship under New Business. Shante Hastings seconded; the motion carried. The motion passed unanimously (13-0).

## **MONTHLY BOARD FINANCIAL REPORT**

*Michelle Haiste reported:*

### **Monthly Financial Reports**

A motion was made by Jennifer Donahue to approve the January 31, 2023 Financial Report as presented. Amy Goodhue seconded; the motion carried. The motion passed unanimously (13-0).

A motion was made by Shante Hastings to approve the June 30, 2022 Financial Report as presented. Chris Moody seconded; the motion carried. The motion passed unanimously (13-0).

A motion was made by Erin Perchiniak to approve the FY23 Amended Proposed Budget as presented. Chris Moody seconded; the motion carried. The motion passed unanimously (13-0).

## **FOUNDATION REPORT**

*Jennifer Scott reported:*

The Foundation Board voted to approve \$24K to repair the geothermal at the elementary school.

The board agreed to have a feasibility study conducted for a new outdoor track/upkeep. The board will respond to Coach Diaz's request and look into possible grants.

## **COMMITTEE REPORTS**

### **Executive/Nominating/Succession**

No report presented.

### **Finance**

Presented under Finance.

### **Outreach**

No report presented.

### **Building & Grounds**

*Lance Manlove reported:*

Geothermal repairs were completed at the elementary school and bleachers have been installed at the tennis courts.

### **Governance (Policy & Legislative)**

Next meeting March 8.

### **School Performance Committee**

Follow-up meeting will be held in March.

## **OLD BUSINESS**

### **Policy 601A & 601B**

Jennifer Scott reported both policies will be tabled until the March meeting. A drafted policy of Capital Campaigns will be also be discussed at the March meeting.

### **By-laws**

By-laws are tabled until the March meeting.

## **NEW BUSINESS**

### ***Board Scholarship***

Lance Manlove presented the board with a new drafted board scholarship process for review.

### ***Activity Fee***

Patches Hill opened up a discussion about the activity fee. Discussion was focused on how we can better inform parents about this fee and how we can make our families understand how this fee is spent. Mr. Anderson will look into the possibility of creating a committee to help with the process.

### ***Annual Report***

A motion was made by Jennifer Scott to authorize the board to have Patches Hill sign the Annual Report as presented by Eric Anderson. Amy Goodhue seconded; the motion carried. The motion passed unanimously (11-0).

### ***Board Terms and Limits***

Discussed under Old Business.

## **EXECUTIVE SESSION**

A motion was made by Jennifer Scott at 6:48 p.m. to enter into Executive Session. Brittany Burslem seconded; the motion carried. The motion passed unanimously (11-0). The regular meeting will not be returning after executive session.

Respectfully submitted,

Andrea Rogers, Board Secretary