



**MEETING OF THE BOARD OF DIRECTORS OF HEALTHY START ACADEMY**  
 Healthy Start Academy, 807 West Chapel Hill Street  
 Durham, North Carolina 27701

Day of Meeting	Date of Meeting	Time of Meeting	In-Person/ZOOM/Conference Call
Thursday	09/23/2021	4:30 PM	In-Person

**Board Minutes**

**Board Members Present:**

Elizabeth Morey  
 Cary Cain  
 Preston Edwards  
 John DeBerry  
 Richard Ford  
 April Twine (via Zoom)

**Staff Members and Others Present:**

Alex Quigley, Executive Director  
 Teron McFadden, Principal  
 Aronda Hill, Director of Operations  
 Philip Adkins, Attorney (via Zoom)

**Board Members Absent:**

Gerald McNair  
 Michael Page  
 Gwendolyn Wicker  
 Beatrice Chestnutt

**Call to Order**

The meeting was called to order at:

<b>Time:</b>	<b>4:35 PM</b>
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**Pledge**

The Pledge of Allegiance was rendered.

**Privilege of the Floor**

**Summary:**  
There was no one present for privilege of the floor

**Approval of Agenda**

**Motion:**  
Mr. Cain motioned to approve the agenda.  
**Seconded by:**  
Ms. Wicker  
**Vote:**  
Unanimously approved

**Approval of Board Minutes**

**Motion:**  
Ms. Wicker motioned to approve the board minutes of 5/27/2021  
**Seconded by:**  
Mr. Cain  
**Vote:**  
Unanimously passed

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**REPORTS**

**Financial Report**

**Summary:**  
Ms. Morey gave the financial report on behalf of Ms. Davies. The fiscal year 20-21 ended in a surplus. Our 21-22 head count will come in between 502 and 505. Until the state approves the budget, the board is at a standstill regarding approving the 21-22 school budget.

**Motion:**  
Ms. Wicker motioned to approve the financial report  
**Seconded by:**  
Mr. Cain  
**Vote:**  
Unanimously passed

**Principal's Report**

**Summary:**  
Mr. Quigley reported to the board that the school year was progressing well. Covid cases are minimal compared



to other schools. We currently have seven (7) total positive cases year-to-date. October 1st is being changed to an asynchronous day in order to deep clean the building, perform maintenance on our school buses and other building maintenance. Mr. Quigley also reported the school's EOG's 20-21 end of school data. Compared to peer schools, HSA performed above them despite our scores.

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**OLD BUSINESS**

**State School Board/Office of Charter Schools Meetings**

**Summary:**

Ms. Morey stated the State Board of Education and the OCS Board have not been doing very much.

**Durham Charter Collaborative (DCC)**

**Summary:**

Ms. Morey reported that the Durham Collaborative is not currently meeting.

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**OLD BUSINESS**

**International Faculty Policy**

**Summary:**

Mr. Quigley revisited this policy with the board and outlined that international faculty would have to wait until their mid-year review to be considered for a Green Card sponsorship. Mr. Quigley asked the board to consider approval of this policy.

**NEW BUSINESS**

**Mask Policy**

**Summary:**

Ms. Morey announced that every month the state is requiring charter schools to vote on a mask policy. There was board discussion on the mask policy and how it would impact students and staff.

**COVID Paid Time Off Policy**

**Summary:**

Mr. Quigley presented a Paid Time Off policy re: vaccinated vs unvaccinated employees. Mr. Edwards expressed concern around employees contracting covid at work and them not receiving covid pay. There was a board



discussion on this topic.

**Quality of Excellent Teaching (QET)/HSA Core Value Rubrics**

**Summary:**  
Mr. Quigley introduced the QET tool, a performance review tool that will be used to rate an educator’s teaching performance. The QET will be used to evaluate educator’s once per year. The HSA Core Value rubric will be used in conjunction with the QET tool. Mr. Edwards expressed possibly tying bonuses to the tools to reward teachers who perform well. Ms. Morey concurred. Mr. Quigley requested that the board vote on the QET tool be used in place of the State’s current tool and the HSA Core Value rubric be approved to be used in concert.

**CLOSED SESSION**

*For the purpose to confer with the school’s attorney on real estate and/or personnel matters.*

**Motion:**  
Mr. Edwards motioned that the board go into closed session at 5:08 pm  
**Seconded by:**  
Mr. Cain  
**Vote:**  
Unanimously passed

**Motion:**  
Mr. Ford motioned that the board come out of closed session at 5:31 pm  
**Seconded by:**  
Mr. Edwards  
**Vote:**  
Unanimously passed

**VOTES**

- Approve International Faculty Policy
- Approve Mask Policy
- Approve COVID Paid Time Off Policy
- Approve Quality of Excellent Teaching (QET)/HSA Core Value Rubrics

**Motion:**  
Ms. Edwards motioned that the slate of votes as called be approved  
**Seconded by:**  
Mr. DeBerry  
**Vote:**  
Unanimously passed

**ANNOUNCEMENTS**

No announcements.

**Next Board Meeting is scheduled for:**



October 28, 2021 at 5:00 pm

**ADJOURNMENT**

**Motion:**

Mr. Edwards motioned to adjourn the board meeting

**Seconded by:**

Mr. DeBerry

**Vote:**

Unanimously passed

**Time of Adjournment:**

5:38 pm