

**MILLENNIUM CHARTER ACADEMY
BOARD OF DIRECTORS MEETING MINUTES
July 26, 2016**

The Board of Directors for Millennium Charter Academy met in regular session on Tuesday, July 26th 2016 at 5:30 pm. Those Directors present included Greg Marshall, David Hiatt, Hugh Campbell, Rene Francis, Susan Shipley and Marty Danley. Also present were Kirby McCrary (Headmaster) and Amy Reeves (MPACT President). David Hiatt called the meeting to order, Kirby McCrary led the Board in an Invocation and Renee Francis led the Pledge of Allegiance.

Ken Gwyn, Chris Willingham and Mark Hampton were not present for the meeting.

Upon motion of Susan Shipley, seconded by Hugh Campbell, the June 2016 minutes were unanimously approved.

Amy Reeves, reported on MPACT activities. MPACT has an account balance of \$19,123. MPACT has purchase 10 new iPads for MCA. Upcoming back to school events include: Kindergarten Play Date, Middle School Pool Splash and High School Cook Out.

Kirby McCrary presented the Headmaster's Report, emphasizing the following items:

- Mr. McCrary recommends for hire Mr. Patrick Yodzis to serve as an upper school science teacher, primarily earth and environmental science. Mr. Yodzis completed his BA degree from Belmonte Abbey College, worked for three years at the Saint Benedict Press in Charlotte, and most recently completed his first year of teaching at Forsyth Country Day School where he taught English. He is extremely well versed in classical education and clearly approaches not only science, but all of life from that point of view. Rusty Roberson, who currently teaches history for MCA, speaks highly of his character. Pam Braley, Upper School Director, and Mr. McCrary interviewed him for this position. After some discussion and upon the motion of Greg Marshall, seconded by David Hiatt, the Board unanimously approved the recommendation to hire Mr. Patrick Yodzis contingent upon a positive reference check.
- Mr. McCrary recommends for hire **Ms. Annette Reece** to serve as part-time second grade teaching assistant. Last year, she interviewed for a similar position at MCA and was runner up. Ms. Reece finished Surry Community College with an Associates Degree in accounting, then continued her accounting education at Gardner-Webb University. Since 2009, she has served at Franklin Elementary as a media assistant, tutor, and substitute bus driver. She is energetic and has proven that she can juggle numerous tasks at once. She is happy where she is, but wants to work at MCA. Michael Reeves, Lower School Director, the entire second grade team, and Mr. McCrary interviewed Ms. Reece and ranked her in the top tier of all candidates. After some discussion and upon the motion of Greg Marshall, seconded by Hugh Campbell, the Board unanimously approved the recommendation to hire Ms. Annette Reece.
- Mr. McCrary recommends for hire **Mrs. Laura Hager-Smith** to serve as part-time second grade teaching assistant. Mrs. Hager-Smith recently earned her BS from Meredith College in business. She is considering the field of education and has substituted numerous times for teachers and teaching assistants in various areas of MCA's lower school. She was slated to cover a teaching assistant's maternity leave this fall. She is personable and reliable. Michael Reeves, Lower School Director, the entire second grade team, and Mr. McCrary interviewed Mrs. Hager-Smith and ranked her in the top tier of all candidates. After some discussion and upon the motion of Renee Francis, seconded by Susie Shipley, the Board unanimously approved the recommendation to hire Mrs. Laura Hager-Smith.
- Michael Reeves, MCA's new Director of Lower School, began July 5. He attended a weeklong Orton-Gillingham training in June and a three-day Paideia training in July, the latter of which he will use to provide Paideia training for the faculty during the opening professional days. He began work on the specialists' schedules. He is also hosting a social for the lower school faculty and staff August 4 at Joanie Vaughan's home with a pool.

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- Rodney King has worked much of the summer to prepare for the fall. He has met with coaches, the Booster Club, faculty, the leadership of the Carolina's Athletic Association of Schools of Choice, and with me. He is also drafting a coach handbook for my review, which should be ready for distribution during the first trimester.
- Under the Fair Labor Standards Act, the Department of Labor issued a ruling, which takes effect December 1, requiring employees making under \$47,476 per year to be paid time and a half for all hours over forty, despite any contracts mutually agreed upon and signed. This excludes teachers but potentially affects nineteen teaching assistants, three office workers, and four housekeepers. Shanda Lawson, Administrative Assistant and Financial Secretary, and Mr. McCrary have begun to talk about how the school might best keep records. Mr. McCrary has begun work with Mrs. Price, Lion's Watch Director, to make adjustments to schedules and pay to meet this new imposition. Mr. McCrary will also address those employees that work slowly or meticulously or who tend to wear numerous hats to help the school move forward. Thomas, Judy, and Tucker, CPA were contacted for clarification:
 - employees may not waive their right to overtime
 - employees paid at different rates for different jobs are to be paid time and a half at the rate when the overtime occurs
 - because employees work 38.75 hours per week, any after school events that require more than 1.25 hours in a given week must be compensated
 - MCA must keep records of all those affected by this newly imposed regulation
 - employees may not volunteer their time

Greg Marshall gave a combined Treasurer and Finance Committee report.

Board Development: None

Greg Marshall and Marty Danley gave the High School Development report. Work continues to be done with Tony Chilton, Eddie Bunn and Omega Construction in the designing of phase II construction

Unfinished Business: None

New Business: Staff luncheon will be held on August 9th from 11:30 to 12:30. Subway will be catering the event for approximately 90 staff members. Renee Francis will head the event.

The Board unanimously approved the motion of Susan Shipley, seconded by Hugh Campbell, to adjourn the meeting.

Respectfully Submitted

Marty Danley

Attachments: Headmaster's Report



**Headmaster's
Report 7-26-16.pdf**