

**Minutes of the Raleigh Charter High School, Inc.
Board of Directors Meeting
19 May 2025**

The Raleigh Charter High School Foundation, Inc. Board of Directors and Raleigh Charter High School Board of Directors held a contemporaneous meeting in virtual meeting format. The meeting began at 5:34 p.m.

Those in attendance and constituting a quorum were:

Foundation Board Members: Lisa Huddleston, Jameson Marks (Chair), Paul McSorley, Neill Robson, Rob Fenoglio, Jonathan Green, Alex Karsten, and Catherine Finch

Absent: none

School Board Members: Lisa Huddleston, Paul McSorley (Chair), Rob Fenoglio, Jonathan Green, Alex Karsten, Hannah Page, Jessica McDonald, Peter Smith, Lisa Stephenson, Dwight Thompson, and Catherine Finch

Absent: Sandra Headen

Guests: David Ennis, Shayne Klein, and Caio Setubal

Except where noted below, the meeting followed the Agenda, which was distributed at the meeting, a copy of which is attached to these Minutes.

Welcome: The Foundation Chair welcomed all in attendance including the Raleigh Charter High School Board of Directors.

Minutes of the 24 February 2025 Meeting of the Foundation Board. The Board reviewed the draft minutes of the 24 February 2025 meeting of the Foundation Board. On proper motion by P. McSorley and second by R. Fenoglio, the Board unanimously approved the minutes of the 24 February 2025 meeting of the Foundation Board as written.

Development Committee: J. McDonald was recognized to provide an update from the Development Committee. She reported on the following items:

- The Foundation fund has raised \$925K and has received an exciting matching-gift challenge to stimulate donations. The donor will match gifts of \$10,000 or more, up to \$100K total.
- The Phoenix Fund has received over \$250K in donations and pledges as of April 30 report.
- The Foundation Board and the School Board members have been asked to make phone

calls to thank donors. M. Barnett has more information if needed
A copy of the Phoenix Fund Report and Foundation Campaign Update as reviewed at the meeting is attached to these minutes.

Finance Committee: J. Green was recognized to present his report from the Finance Committee, explaining updates to the 2024-2025 RCHS School Budget as follows:

- Not a lot of change from the 2024-2025 budget but numbers are more accurate as we are nearing the end of the school year.
- There was an increase in revenue of \$4000 as compared to the last budget presented in March.
- There was an increase of \$41,000 in expenses due to costs associated with paying for substitute teachers, personal leave costs, and health insurance costs.
- The Debt Service ratio remains acceptable.

Regarding the 2024-2025 Foundation Budget, J. Green reported a significant increase in revenue due to recent donations, and the total expenses are \$30K lower, so the operational reserve is good. No actions were needed relative to budgets as presented.

J. Green presented a Resolution of the Raleigh Charter High School Foundation which authorizes and approves the acceptance of the \$500,000 interest-free loan from TRCF as a Program-Related Investment. The Board discussed the many benefits of this loan and the impact on the fundraising efforts underway. The Foundation Board voted and unanimously approved this Resolution.

Principal's Report: L. Huddleston was recognized to provide the Principal's Report. She distributed and led the Board in a discussion of the Principal's Report handout.

L. Huddleston shared a policy update for the Raleigh Charter High School Anti-Nepotism Policy. Upon proper motion by J. Green and second by A. Karsten, the School Board unanimously voted to approve the new policy.

A copy Principal's Report handout as presented at the meeting is attached to these Minutes.

Nominations Committee: J. Marks was recognized to provide an update on nominations of individuals to serve on both the Foundation Board and the School Board. At the June meeting, candidates will be presented to both Boards and voted on accordingly.

Upon proper motion by N. Robson and second by A. Karsten, the Foundation Board voted unanimously to adjourn the meeting of the Foundation Board at 6:16 p.m.

The RCHS Board of Directors continued to meet as outlined below, following the Agenda.

Minutes of the 24 March 2025 Meeting of the School Board. The Board reviewed the draft minutes of the 24 March 2025 meeting of the Board. On proper motion by R. Fenoglio and second by D. Thompson, the Board unanimously approved the minutes of the 24 March 2025 meeting of the Board as written.

Phoenix Parents: L. Stephenson was recognized to present an update on Phoenix Parents. She reported that Phoenix Parents have been very active in providing meals and support for school events such as the NHS Induction and We The People events. Phoenix Parents has hosted a social event which was well attended. They also hosted an educational event for parents on AI which was well-received. They will support upcoming New Parent Night events and provide food for the Faculty Retreat in June.

Faculty Representative: H. Page was recognized to provide an update. She has been utilizing recent Faculty meetings to solicit feedback from Faculty which will help inform strategic planning for the future. She will work on collecting information and will bring it to the Board in a future meeting.

Upcoming Meeting: 23 June 2025 will be a joint meeting with the Foundation Board

Closed Session: On proper motion by P. Smith and second by J. Green, The Board unanimously voted to enter Closed Session to discuss a personnel issue. On proper motion by A. Karsten and second by J. McDonald, the board unanimously voted to leave Closed Session.

On proper motion by J. Green and second by D. Thompson, the Board unanimously voted to hire Mitra Norowzi for the position of English teacher and Yearbook advisor with a start date of 1 August 2025.

On proper motion by C. Finch and second by A. Karsten, the Board unanimously voted to hire Jennifer Yeh for the Community Liaison and Testing Coordinator position with a start date of 14 July 2025.

On proper motion by R. Fenoglio and second by P. Smith, the Board unanimously voted to hire Bailey Rose to be the Band and Choral teacher with a start date of 1 August 2025.

On proper motion by J. Green and second by J. McDonald, the Board unanimously voted to hire Ashely Anderson as the Director of Special Programs with a start date of 1 August 2025.

On proper motion by A. Karsten and second by R. Fenoglio, the Board Unanimously voted to adjourn the meeting of the School Board at 6:49 p.m.

Respectfully submitted by Catherine Finch, Secretary

Raleigh Charter High School
Board of Directors' Meeting
May 19, 2025 5:30 pm
Agenda

** Joint Session **

1. Call to Order and Welcome
2. Approval of Minutes of February 24, 2025 Foundation Board Meeting
3. Development Report Jessica McDonald
4. Finance Committee Report Jonathan Green
5. Principal's Report Lisa Huddleston
6. Nominations Committee Update J. Marks, P. McSorley

** Joint Session Ends **

7. Approval of Minutes of March 24, 2025 Board Meeting
8. Phoenix Parents Report Lisa Stephenson
9. Faculty Representative Report Hannah Page
10. Additional Issues / Community Feedback
11. Upcoming Meeting
 - a. 06/23/2025
12. Closed Session(s)
13. Adjourn

RCHS Foundation Campaign Report

May 12, 2025

| | Forecasted/Pledged | Received |
|---|----------------------|----------------------------|
| Current Fiscal Year (7/1/2023 to present) | \$381,700 | \$324,600 |
| Campaign Total (7/1/2021 to present) | \$775,900 | \$718,800 |
| | | |
| | Amount left to raise | Amount left to be received |
| | \$724,100 | \$781,200 |
| Campaign Progress: 52% Fulfilled | | |
| Campaign Goal = \$1,500,000 | | |

Phoenix Fund Report: April 30, 2025

| | Goal Phoenix Fund | Forecasted Phoenix Fund | Received Phoenix Fund | Current Parent Participation | New Family Participation | Board Participation ¹ (gifts to RCHS or Fnd) | Large Gifts \$1000+ ² | Recurring Gifts | Alumni | Alumni Parents |
|--------------------------------|-------------------------|-------------------------------|-----------------------------|------------------------------------|-----------------------------|--|--|--------------------|------------------------------|-------------------|
| April 30, 2025 | \$325,000 | \$250,590 | \$236,033 | 33% | 28% | 100% | 85 | 61 | 15 | 61 |
| This time last year | \$325,000 | \$246,724 | \$232,420 | 40% | 45% | 100% | 88 | 67 | 15 | 56 |
| 2023-2024 YE | \$325,000 | \$306,541 | \$301,742 | 48% | 57% | 100% | 103 | 67 | 20 | 74 |
| 2022-2023 YE | \$325,000 | \$276,807 | \$274,952 | 51% | 58% | 100% | 107 | 59 | 26 | 52 |
| 2021-2022 YE | \$325,000 | \$333,185 | \$332,254 | 44% | 40% | 100% | 99 | 55 | 20 | 40 |
| 2020-2021 YE | \$325,000 | \$345,128 | \$344,766 | 47% | 50% | 100% | 108 | 57 | 24 | 54 |
| 2019-20 YE | \$325,000 | \$327,422 | \$320,220 | 49% | 43% | 100% | 98 | 59 | 16 | 54 |
| 2018-19 YE | \$325,000 | \$342,905 | \$338,521 | 53% | 55% | 100% | 115 | 56 | 20 + more in Fdn Fund (5) | 63 |

Notes: Forecasted v. received difference due to fees, missed payments, unfulfilled pledges, and timing of disbursements of corporate payroll deductions and matches.

¹ RCHS Board only, Fnd Board not counted.

| <i>RCHS Budget - 2024-25</i> | <i>Final 2023-24</i> | <i>Approved 2024-25</i> | <i>Proposed 2024-25</i> | <i>Actuals May 15, 2025</i> | <i>%</i> |
|-------------------------------------|---------------------------------|------------------------------------|------------------------------------|--|-----------------|
| ADM - State | 560 | 560 | 560 | | |
| ADM - Local | - | 551 | 551 | | |
| Funding per ADM - State Funding | 6,403 | 6,640 | 6,657 | | |
| Funding per ADM - County Funding | 3,610 | 3,906 | 3,957 | | |
| ADM - EC | 18 | 20 | 20 | | |
| Funding per EC ADM - State Funding | 5,899 | 5,809 | 5,283 | | |
| State Funds | 3,544,402 | 3,670,588 | 3,676,268 | 3,063,556.67 | 83% |
| State EC Funds | 106,187 | 116,187 | 105,665 | 105,665 | 100% |
| NCVPS Reduction | (5,731) | (8,101) | (4,616) | - | 0% |
| State Funds - F&F | 6,548 | - | - | - | - |
| State Funds - Gaming | 3,712 | - | - | - | - |
| State Bonuses | 40,468 | 56,115 | 56,115 | 56,115 | 100% |
| Total State Funds | 3,695,586 | 3,834,789 | 3,833,432 | 3,225,337 | 84% |
| Wake County | 1,953,177 | 2,053,000 | 2,068,604 | 1,725,950 | 83% |
| Johnston County | 4,086 | 4,086 | 13,632 | 7,911 | 58% |
| Durham County | 42,870 | 52,600 | 52,513 | 38,729 | 74% |
| Chatham County | 20,626 | 11,033 | 16,283 | 12,449 | 76% |
| Lee County | 1,152 | 1,152 | 1,212 | 1,212 | 100% |
| Chapel Hill/Carrboro | 10,560 | 30,500 | 26,820 | 23,004 | 86% |
| Harnett | - | - | 1,276 | 955 | 75% |
| Total County Funds | 2,032,472 | 2,152,371 | 2,180,340 | 1,810,211 | 83% |
| Federal Funds - PRC 060 | 105,762 | 80,550 | 87,535 | 67,382 | 77% |
| Total Federal Funds | 105,762 | 80,550 | 87,535 | 67,382 | 77% |
| Sport Donations | 24,104 | 30,000 | 20,880 | 20,880 | 100% |
| Educational Programs | 24,500 | 40,000 | 23,987 | 23,987 | 100% |
| Phoenix Fund | 295,000 | 250,000 | 250,000 | 249,160 | 100% |
| Development and Donations | 343,604 | 320,000 | 294,867 | 294,028 | 100% |
| 7th Period Class | 13,200 | 13,200 | 12,000 | 12,000 | 100% |
| Gate Receipts | 10,608 | 9,000 | 8,200 | 8,135 | 99% |
| Interest Income | 45,000 | 35,000 | 25,000 | 18,427 | 74% |
| Testing | 15,748 | 15,000 | 16,885 | 16,885 | 100% |
| Parking | 23,000 | 23,000 | 22,180 | 22,180 | 100% |
| Miscellaneous | 12,000 | - | 7,000 | 6,474 | 92% |
| Total Other Funds | 119,556 | 95,200 | 91,265 | 84,101 | 92% |
| Total Revenue | 6,296,980 | 6,482,910 | 6,487,439 | 5,481,058 | 84% |

| <i>RCHS Budget - 2024-25</i> | <i>Final 2023-24</i> | <i>Approved 2024-25</i> | <i>Proposed 2024-25</i> | <i>Actuals May 15, 2025</i> | <i>%</i> |
|--------------------------------------|---------------------------------|------------------------------------|------------------------------------|--|-----------------|
| Rent | 798,600 | 798,600 | 798,600 | 665,500 | 83% |
| Utilities | 98,000 | 98,000 | 98,000 | 77,827 | 79% |
| Maintenance & Repair | 160,000 | 165,000 | 160,000 | 121,121 | 76% |
| Miscellaneous | - | - | - | - | - |
| Total Facilities | 1,056,600 | 1,061,600 | 1,056,600 | 864,448 | 82% |
| Salaries | 3,829,201 | 3,905,785 | 3,905,785 | 2,936,677 | 75% |
| Substitutes | 70,360 | 65,000 | 72,500 | 66,953 | 92% |
| State and Fed Bonuses | 40,468 | 56,115 | 56,115 | 56,115 | 100% |
| Employee Bonuses | 306,319 | 158,900 | 158,900 | 158,900 | 100% |
| Personal Leave | 47,500 | 50,000 | 62,000 | - | 0% |
| Health Insurance | 362,622 | 380,753 | 391,632 | 309,716 | 79% |
| Retirement (6.0% of salaries) | 219,413 | 234,347 | 234,347 | 164,537 | 70% |
| Payroll Taxes (7.70%) | 307,871 | 320,274 | 320,274 | 231,074 | 72% |
| Flexible Spending Account | 9,500 | 9,750 | 9,750 | 6,950 | 71% |
| Disability Insurance | 14,000 | 14,750 | 14,750 | 11,210 | 76% |
| Workers Comp Insurance | 18,250 | 18,500 | 19,259 | 19,259 | 100% |
| Miscellaneous | - | - | - | - | - |
| Total Personnel | 5,225,503 | 5,214,174 | 5,245,312 | 3,961,391 | 76% |
| Academic Departments | 55,000 | 90,000 | 90,000 | 59,957 | 67% |
| Educational Programs | 44,000 | 50,000 | 50,000 | 41,221 | 82% |
| Testing | 14,000 | 15,000 | 15,000 | 13,087 | 87% |
| Miscellaneous | - | - | - | - | - |
| Total Instructional | 113,000 | 155,000 | 155,000 | 114,265 | 74% |
| Office and Administration | 125,000 | 120,000 | 130,000 | 95,430 | 73% |
| Technology | 60,000 | 85,000 | 85,000 | 38,483 | 45% |
| Sports (incl. coaching salaries) | 90,000 | 90,000 | 90,000 | 65,981 | 73% |
| Legal & Consulting | 23,500 | 26,000 | 26,000 | 20,006 | 77% |
| Development | 27,500 | 11,000 | 16,000 | 13,856 | 87% |
| Admissions | 725 | 1,000 | 1,000 | 562 | 56% |
| College Counseling | 1,500 | 2,500 | 2,500 | 1,466 | 59% |
| Graduation | 14,500 | 15,000 | 15,000 | 6,045 | 40% |
| Student Services | 27,000 | 30,000 | 30,000 | 20,204 | 67% |
| Board of Directors | - | 500 | 500 | 117 | 23% |
| Miscellaneous | - | - | - | - | - |
| Total Support | 369,725 | 381,000 | 396,000 | 262,149 | 66% |
| Total Expenses | 6,764,828 | 6,811,774 | 6,852,912 | 5,202,252 | 76% |
| Operating Reserve | (467,848) | (328,864) | (365,473) | | |
| Transfer from / to Foundation | 25,000 | 5,000 | 5,000 | | |
| School Fiscal Year Reserve | (442,848) | (323,864) | (360,473) | | |

| Foundation Budget - 2024-25 | Final 2023-24 | Approved 2024-25 | Proposed 2024-25 | Actuals May 15 | % |
|--|--------------------------|-----------------------------|-----------------------------|---------------------------|----------|
| Donations - Annual | 5,000 | 1,000 | 3,200 | 3,166 | 99% |
| Donations - Foundation Fund (Received) | 130,000 | 160,000 | 375,000 | 351,735 | 94% |
| Interest Income | 80,000 | 80,000 | 70,000 | 55,755 | 80% |
| Interest Rate Cap | 75,000 | 75,000 | 52,000 | 41,330 | 79% |
| Rental Income - RCHS | 798,600 | 798,600 | 798,600 | 665,500 | 83% |
| Miscellaneous Income | - | - | - | - | - |
| Total Revenue | 1,088,600 | 1,114,600 | 1,298,800 | | |
| Audit | 7,000 | 7,500 | 7,500 | 7,500 | 100% |
| Interest Expense | 192,000 | 195,000 | 165,000 | 126,083 | 76% |
| Bond Fee | 1,500 | 1,500 | 1,500 | 1,500 | 100% |
| Amortization Expense | 246,344 | 250,601 | 250,601 | - | - |
| Depreciation Expense | 7,695 | 7,695 | 7,695 | - | - |
| Transfer to RCHS | 25,000 | 5,000 | 5,000 | - | - |
| Miscellaneous Revenue | - | - | - | - | - |
| Total Expenses | 479,539 | 467,296 | 437,296 | | |
| Foundation Fiscal Year Reserve | 609,061 | 647,304 | 861,504 | | |

| <i>Debt Service Coverage Ratio</i> | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|---|-----------------|-----------------|-----------------|------------------|
| Clubs & Activities reserve | (1,000) | 6,500 | 5,000 | 2,500 |
| Raleigh Charter HS reserve | 819 | 1,612 | (442,848) | (360,473) |
| Foundation reserve | 118,304 | 20,638 | 609,061 | 861,504 |
| Plus: Board designated funds | 100,000 | 100,000 | 100,000 | 100,000 |
| Plus: capitalized items | 15,000 | 30,000 | 55,000 | 10,000 |
| Total reserve | 233,123 | 158,750 | 326,213 | 613,531 |
| Plus: depreciation | 228,001 | 228,001 | 246,344 | 250,601 |
| Plus: amortization | 7,695 | 7,695 | 7,695 | 7,695 |
| Plus: interest expense | 80,000 | 165,000 | 192,000 | 165,000 |
| Reserve + depreciation + amortization + interest | 548,819 | 559,446 | 772,252 | 1,036,827 |
| Total principal and interest expense | 417,302 | 502,302 | 529,302 | 564,798 |
| Debt Service Coverage Ratio | 1.32 | 1.11 | 1.46 | 1.84 |
| Requirement (greater than) | 1.05 | 1.05 | 1.05 | 1.05 |
| | | | | |
| Debt Service Coverage Ratio without 100K Designated Funds | 1.08 | 0.91 | 1.27 | 1.66 |
| | | | | |
| 1/100th of total principal and interest changes ratio by .01 | 4,173.02 | 5,023.02 | 5,293.02 | 5,647.98 |

Principal's Report for Raleigh Charter High School Board of Directors' Meeting on May 19, 2025

AP Testing

- The regular administration window for AP exams was May 5-16.
- Testing took place at the Royal Banquet Center and on campus.
- The vast majority of AP exams this year included significant digital elements because of changes required by the College Board. All but one of the tests went very smoothly.
- Due to problems with the College Board server during the final testing afternoon on May 16, many schools, particularly on the East Coast, including Raleigh Charter, were unable to administer the planned AP Psychology exam. We will make up this test on Wednesday morning at the Royal Banquet Center. (They provided this opportunity to us for no additional charge.)
- Other AP make-up exams will take place this week. Most will be at Hayes-Barton Baptist Church with a couple occurring on campus.
- Thank you to the many staff members, substitutes, and volunteers who have assisted with administering these exams, and a heartfelt thanks to Hannah Fatool for the many, many long hours of work that she put in managing all aspects of these administrations for us.
- Students' scores will be released around July 1.

General

- Spring Break this year ran March 31 through April 4. Monday, April 7 was a teacher work day, and students returned to classes on Tuesday, April 8.
- The fifth grading period ended on Friday, April 11. Report cards went home on Friday, April 18.
- In the morning on Friday, April 11, juniors and seniors walked to the Rialto theater for a screening of the movie *Duality: A Collection of Afro Indigenous Perspectives*. After the film, students participated in a Q & A with the filmmakers.
- Our annual school-level *We the People* competition took place on Wednesday, April 23. The Honors Civic Literacy students - mostly tenth graders - read prepared papers and answered questions from the judges about the United States Constitution, current and historical events, and their views on Constitutional issues. We appreciate the support of the many legal experts who volunteered to judge for this competition, and thank you to Owen Asplundh for his hard work in preparing his students and organizing the day.
- On Thursday, April 24, 14 alumni participated in career panels in our Econ and Personal Finance classes. They talked about their jobs and their career paths and answered student questions.
- Our spring Community Work Day occurred on Friday, April 25. Thank you to Hannah Fatool and Hikaru Wajima for their behind-the-scenes work to make this day go smoothly, and thanks to the many volunteers who drove our students to their various activities.
- NHS Inductions took place on Tuesday, April 29 in an evening ceremony. Thank you to Nina Foster and Mike Rios for organizing this event.
- We have had four Admitted Students events for our incoming students, including two for students admitted off the waitlist. We appreciate the work that Shayne Klein invested in organizing and managing these various events. Many faculty members and students assisted by answering questions, giving tours, and running club fairs. Lots of hard work is going into preparing for the Class of 2029.

- We used a different format for our Senior Parent Night on Wednesday, May 14 and met at a restaurant, rather than at school. It was a lovely evening hosted by our Development Committee. Approximately 30 people braved a stormy night to gather and welcome our senior parents into the Forever Phoenix community.
- Our Choral (May 20 at 7:30) and Band (May 22 at 7:00) programs will hold their annual spring concerts this week at the Kenan Recital Hall at William Peace University. Thank you to Cynthia Brown for her leadership of these programs.
- Approximately 20 alumni will join us after school on Wednesday, May 21 for our College Chats program. The alumni will meet in small groups with some of our seniors to talk about their experiences in college covering everything from navigating relationships with roommates to succeeding academically.
- Student awards will be presented to a number of students at a faculty meeting on Thursday, May 22. Our appreciation goes to Myles Robinson and Dave Palmieri for organizing these presentations.
- Friday, May 23 will be our Phoenix Fest program for this year.
- On Wednesday, May 28, we will have a New Parent Welcome event for the parents of our newly admitted students from 6:00 until 7:30.
- Spring sports have wrapped up for the year. The end-of-the-year barbecue celebration will take place on Friday, May 30.
- Exams will begin on Thursday, May 29 and will include End-of-Course (EOC) testing in Biology, English 2, Math 1, and Math 3. Students will take one exam each day. The final day for make-up exams is Tuesday, June 10. Because the Biology EOC test is being renormed by NCDPI this year, the scores may not be back in time to be included in grades this year. If that happens, students' grades will be calculated based on their cumulative work for the year without their EOC score.
- Graduation is planned for Saturday, June 7 at 4:00 at the Meymandi Concert Hall. Students may bring as many guests to the event as they wish.
- The faculty will hold our annual retreat at Falls Lake on Wednesday, June 11 to wrap up this year and begin planning for the 2025-26 school year.
- We expect to send final report cards to families on Thursday, June 12.

School Culture and Belonging

- The senior class held the traditional Senior Breakfast on Tuesday, April 15 at Transfer Food Hall. Thanks to Colin Russell and Jess Oehlich for assisting the class officers.
- Prom took place on Saturday, April 26 at the Wake County Shrine Club. Thank you to the SGA leaders for their work in hosting this event, and thank you to Charles Montague and Hikaru Wajima for their organizational leadership.
- Our numerous clubs and organizations have been busy preparing and participating in many end-of-the-year activities. We appreciate all of the club sponsors who have made these events possible. Some examples of the many events include:
 - Academic competitions such as Mock Trial, Science Olympiad, Quiz Bowl, and Brain Game
 - Affinity Group Celebrations
 - Art Farm
 - Cake Bake
 - Charity Basketball
- Heritage Month activities with students in April and May include:
 - Arab American Heritage Month
 - Asian American and Pacific Islander Heritage Month
 - Jewish Heritage Month
 - Pride Month (upcoming)

Compliance

- The Office of Charter Schools is requiring a change to the school's Anti-Nepotism Policy. The revised policy is available here: [DRAFT Revised Anti-Nepotism Policy](#). Changes are indicated in red.

Upcoming Events

- Make-Up AP Exams, Monday, May 19 - Friday, May 23
- Choral Concert, Tuesday, May 20, 7:30 pm at William Peace University, Kenan Recital Hall
- Band Concert, Thursday, May 22, 7:00 pm at William Peace University, Kenan Recital Hall
- Phoenix Fest, Friday, May 23
- Memorial Day Holiday, May 26
- New Parent Welcome Night, Wednesday, May 28, 6:00 pm
- Last Day of Classes, Thursday, May 29
- Exams, Thursday, May 29 - Tuesday, June 10
- Graduation, Saturday, June 7, 4:00 pm at Meymandi Concert Hall
- Faculty Retreat, Wednesday, June 11
- Report Cards Mailed, Thursday, June 12

DRAFT

Raleigh Charter High School Anti-Nepotism Policy

In order to avoid a conflict of interest or favoritism or the appearance of a conflict of interest or favoritism, Raleigh Charter High School (RCHS) adopts the following policy:

1. No voting members of the Raleigh Charter High School Board of Directors shall be an employee of a for-profit company that provides substantial services to RCHS for a fee.
2. No employee or independent contractor of RCHS shall be immediate family to any member of the Raleigh Charter High School Board of Directors.
3. No employee of RCHS shall be a voting member of the Raleigh Charter High School Board of Directors.
4. No teacher or staff member that is immediate family of the principal shall be hired without the Raleigh Charter High School Board of Directors evaluating their credentials, establishing a structure to prevent conflicts of interest, **approving the hire in a duly called open-session Board meeting**, and notifying the Department of Public Instruction, with evidence, that this process has occurred.
5. No teacher or staff member will be in a supervisory role for any immediate family member without the Raleigh Charter High School Board of Directors evaluating their credentials and establishing a structure to prevent conflicts of interest.

For the purposes of this policy, the term "immediate family" means a spouse, parent, child, brother, sister, grandparent, or grandchild. The term includes the step, half, and in-law relationships and close personal relationships such as co-habitant, significant other, and domestic partner.

Approved by Raleigh Charter High School Board of Directors on 19 May 2025