

APPENDIX A1

PUBLIC SURVEY SUMMARY

To assist with the preparation of the charter school application, public input was sought in the form of a simple survey, distributed via social media outlets, consisting of just eight questions. The survey was designed to capture the “thoughts” of concerned parents when asked of a charter school in the area west of I-95. A total of 100 respondents recoded answers.

SUMMARY OF RESPONSES

Question 1 – Ninety two percent of the responses indicated YES to the question, do you believe there is a need for a charter school that will focus on rigorous curriculum.

Question 2 – Ninety-two respondents affirmed the need of a charter school offering a connection to the culture of Indigenous Peoples.

Question 3 – More than 77% percent of the respondents believe that the local school system fails to recognize the importance of students’ learning styles.

Question 4 – Seventy nine percent of the respondents agreed that the Old Main STREAM Academy should consist of grades 5 – 7 the first year.

Question 5 – When asked the focus of curriculum, the following responses were recorded:

- 95 of 100 selected READING;
- 95 of 100 selected MATHEMATICS;
- 81 of 100 selected SCIENCE;
- 79 of 100 selected TECHNOLOGY; and
- 48 of 100 selected ARTS.

Old Main STREAM Academy will focus on Science, Technology, Reading, Arts, and Mathematics! The Arts component will be emphasized throughout the day with culturally-enhanced approaches to Science, Technology, Reading, and Mathematics.

Question 6 – 58 of the 100 respondents indicated that transportation would impact their child’s participation in the Old Main STReAM Charter School – approximately 50%! Therefore, a comprehensive travel plan is warranted with multifaceted methods – buses, drop-offs points, contractual arrangements, carpooling, and public transportation.

Question 7 – 84 of the 100 respondents indicated that they would personally transport their child to the charter school. This indicates a strong commitment to this charter school initiative when you factor in the total response to question 6 above.

Question 8 – When surveyed regarding the types of policies desired for the STRDAM Charter School, the following were surmised:

- More than 92% stressed the need for a functional attendance policy for students and staff;
- Approximately 64% of the respondents favored a dress code/uniform policy;

- Almost 93% of the respondents were in favor of a formal discipline policy;
- A required service component is favored by approximately 95% of the respondents;
- Approximately 86% of the respondents favor strong teacher certification standards/review; and
- More than 85% strongly support performance expectations for staff and students!



Lumbee Tribe of North Carolina

September 12, 2018

Dr. Rose Marie Lowry-Townsend
Old Main STREAM Academy
6984 Hwy 711 West
Pembroke, NC

Re: Lumbee Tribe of North Carolina Pembroke Boys & Girls Facilities

Dear Dr. Townsend,

The Lumbee Tribe of North Carolina has agreed to allow Old Main STREAM Academy to use the facilities at the Pembroke Boys and Girls Club for the Old Main STREAM Academy.

Old Main STREAM Academy will pay to the Lumbee Tribe of North Carolina One Thousand Dollars (\$1000.00) per month for the use of the facilities during its school day. This fee will include the use of the computers and furniture in the facility. Old Main STREAM will pay a flat rate of \$200 each month to the Lumbee Tribe of North Carolina for utility usage.

If you have any questions or concerns please feel free to contact my office at 910-522-5464.

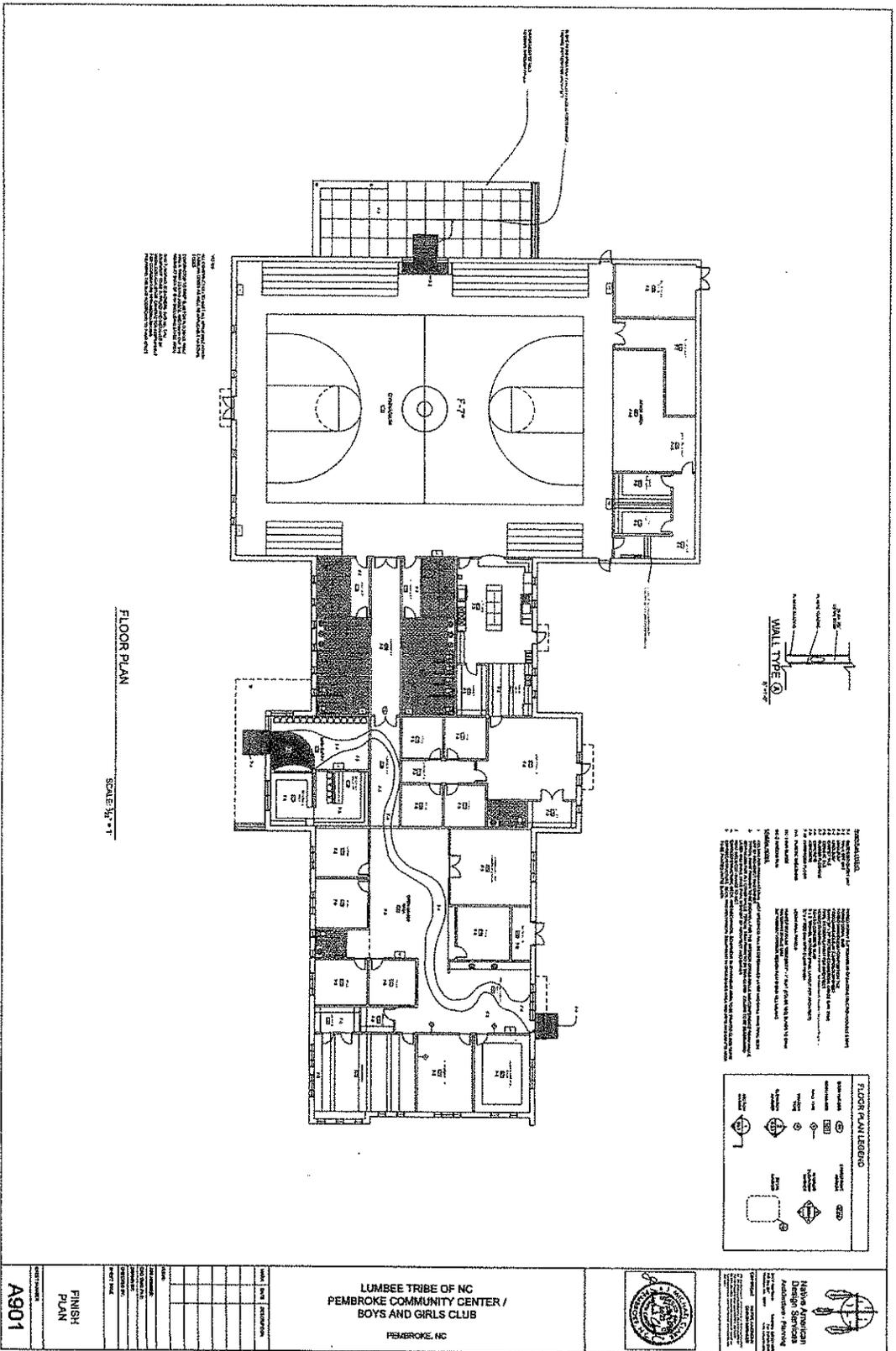
Sincerely,

A handwritten signature in black ink, appearing to read "Danjelle McLean", with a long horizontal flourish extending to the right.

Danjelle McLean
Legal and Compliance Officer
Lumbee Tribe of North Carolina

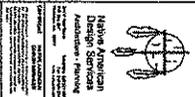
6984 NC Hwy 711 West
P.O. Box 2709
Pembroke NC 2837

910-522-5464
910-521-2278 - Fax



LUMBEE TRIBE OF NC
PEMBROKE COMMUNITY CENTER /
BOYS AND GIRLS CLUB

PEMBROKE, NC



A901

FINISH
PLAN



Center for Indigenous Nursing Research for Health Equity (INRHE)
Florida State University College of Nursing
257B Innovation Park Building B
2010 Levy Avenue
Tallahassee, Florida 32310

August 6, 2018

Old Main STREAM Charter Academy
120 Youth Drive
Pembroke, NC 28372

Dear Charter School Support:

It is with great pleasure to express support for the approval of the Old Main STREAM (OMS) Academy charter application. The Center for Indigenous Nursing Research for Health Equity at Florida State University endorses the rigorous academic efforts planned by OMS Academy through strategic initiatives that include partnering, providing internships for students, consulting, professional development for teachers and sharing expertise to establish successful outcomes. The investment in the OMS Academy and the planned pedagogy for college readiness are essential precepts for growing knowledge systems and a strong learning community for rural Indigenous students with diverse experiences.

Education that promote the preparedness of the whole child is critical. This preparation must include a learning community that values, emphasizes and recognizes the significance of connection, worldview, and community. Accordingly, our Center has confidence in Old Main Stream Academy's school leadership. The leadership is reputable with professional credentials. The OMS Academy provides significant culturally responsive and relevant approaches and practices that are grounded in the curriculum and framework. Societal and work place communities require excellence in college preparedness, workforce readiness and cultural diversity. The Center for Indigenous Nursing Research for Health Equity supports meaningful opportunities to rural Indigenous students in Robeson County so that educational experiences will prepare them for success.

The Center for Indigenous Nursing Research for Health Equity is honored to offer support and endorsement for the Old Main STREAM Academy. It is with enthusiasm that we are willing to support and collaborate with a school that nurtures the intellectual development and academic performance of community Indigenous students.

Sincerely,

John Lowe

John Lowe, RN, PhD, FAAN
Endowed McKenzie Professor for Health Disparities Research
Director: Center for Indigenous Nursing Research for Health Equity (INRHE)
Florida State University College of Nursing
257B Innovation Park Building B
2010 Levy Avenue
Tallahassee, Florida 32310
Office: 850-644-5635
Cell: 954-288-9682
Email: jrlowe@fsu.edu



TRIBAL Colleges: *Educating, Engaging, Innovating, Sustaining*

American Indian Higher Education Consortium, 121 Oronoco Street, Alexandria, VA 22314

Carrie L. Bily
President & CEO

August 24, 2018

MEMBERSHIP:

ALASKA

Iliagvik College

ARIZONA

Dine College

Tohono O'odham Community College

KANSAS

Haskell Indian Nations University

MICHIGAN

Bay Mills Community College

Keweenaw Bay Ojibwa Community College

Saginaw Chippewa Tribal College

MINNESOTA

Fond du Lac Tribal and Community College

Leach Lake Tribal College

Red Lake Nation College

White Earth Tribal and Community College

MONTANA

Aaniih Nakoda College

Blackfeet Community College

Chief Dull Knife College

Fort Belknap College

Little Big Horn College

Salisht Kootenai College

Stone Child College

NEBRASKA

Little Priest Tribal College

Nebraska Indian Community College

NEW MEXICO

Institute of American Indian Arts

Navajo Technical College

Southwestern Indian Polytechnic Institute

NORTH DAKOTA

Cankdeska Cikana Community College

Fort Berthold Community College

Sitting Bull College

Turtle Mountain Community College

United Tribes Technical College

OKLAHOMA

College of the Muscogee Nation

Comanche Nation College

SOUTH DAKOTA

Oglala Lakota College

State of Alaska University

Sisseton Wahpeton College

WASHINGTON

Northwest Indian College

WISCONSIN

College of Menominee Nation

Lac Courte Oreilles Ojibwa Community College

WYOMING

Wind River Tribal College

ALBERTA, CANADA

Red Crow Community College

Old Main STREAM Charter Academy
120 Youth Drive
Pembroke, NC 28372

RE: Letter of Support

To Whom It May Concern:

I am writing to express support for the approval of Old Main STREAM Academy charter application. The American Indian Higher Education Consortium (AIHEC) endorses the rigorous academic efforts planned by OMS through strategic initiatives that include partnering, providing internships for students, consulting, professional development for teachers and sharing expertise to establish successful outcomes. We believe that investing in OMS Academy and the planned pedagogy for college readiness are essential precepts for growing knowledge systems and a strong learning community for rural Indigenous students with diverse experiences.

Educating the whole child is critical in today's career field, as is a learning community that values, emphasizes and recognizes the significance of connection, worldview, and community. Accordingly, we have confidence in Old Main STREAM Academy's school leadership. The leadership is distinguished by professional credentials, but as significantly, there is recognized culturally responsive schooling and culturally relevant practices grounded into the curriculum and framework. In our society and work communities, excellence in college preparedness, workforce readiness and cultural diversity are valued skills. Career roles and reality reflect these specific needs daily, in multiple ways. AIHEC supports meaningful opportunities to rural Indigenous students in Robeson County to engage in an education that will prepare them for success.

It is with pleasure that AIHEC offers support and endorsement for Old Main STREAM Academy. It is a decisive notion to support and collaborate with a school that nurtures the intellectual development and academic performance of community Indigenous students.

Sincerely,

AI Kuslikis
Senior Associate for Strategic Initiatives
American Indian Higher Education Consortium



September 8, 2018

To whom it may concern:

I write to offer a letter of support for the Old Main Stream Academy, an aspiring charter school which hopes to serve students in the Robeson County area. I recently met with and corresponded with several leaders and I am convinced they are thoughtfully and methodically developing a school plan.

In reviewing various Old Main Stream Academy documents, I find the mission statement to be noteworthy, particularly the sentiment of "growing indigenous leader practitioners that demonstrate preparedness, persistence, self-determination, commitment, and vision for the good of the people." As the home of the Lumbee Tribe and inclusive of other tribal identities, Robeson County has a unique opportunity to craft a modern resilient economy capable of continuing the slow but steady progress of migration from a tobacco and textile economy to a 21st century vision indicative of the value of information, service, and science-enriched industries. As Dean of the College of Arts and Sciences, I fully understand the need to prepare students for bachelors, masters, and doctoral success. This starts long before students matriculate on our campus. The leaders of Old Main Stream Academy value the importance of "high achievement," a necessary ingredient to prepare students for a transformative future.

Going further, I am impressed with the stated commitment of Old Main Stream to rely on research-proven practices and methods in order to provide the best experience possible for their students. While I have not reviewed detailed curriculum plans, I am confident that engagement opportunities for Old Main Stream students and University of North Carolina at Pembroke faculty, staff, students, and academic resources could be mutually beneficial.

Sincerely,

Jeff Frederick, Ph.D.
Dean, College of Arts and Sciences
The University of North Carolina at Pembroke

Applicant Signature:

The foregoing application is submitted on behalf of Old Main STREAM Academy (*name of non-profit corporation or individuals submitting application*). The undersigned has read the application and hereby declares that the information contained in it is true and accurate to the best of his/her information and belief. The undersigned further represents that the applicant has read the Charter School Law and agrees to be governed by it, other applicable laws, and SBE regulations. Additionally, we understand the final approval of the charter is contingent upon successful completion of a mandatory planning year. Per SBE policy "Planning Year for New and Preliminary Charter Schools – CHTR 013, formerly "TCS-U-013," all new nonprofit boards receiving a charter must participate in a year-long planning program prior to the charter school's opening for students. The planning year provides an applicant time to prepare for the implementation of the school's curricular, financial, marketing, and facility plans. During this planning year, regular meetings are held with the Board of Directors and consultants from the Office of Charter Schools to provide information on the following topics: school opening plans, staff development, finance, governance, board training, marketing, policies and procedures, securing a school site, and hiring a school administrator. Final approval of the charter will be contingent upon successfully completing all of the planning program requirements.

Print/Type Name: Dr. Rose Marie Lowry-Townsend

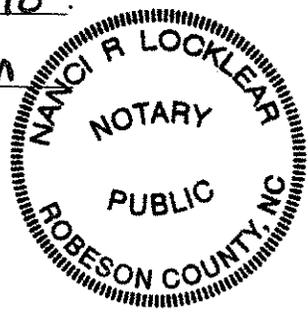
Board Position: Old Main STREAM Academy Board of Directors Chair

Signature: *Dr. Rose Marie Lowry-Townsend* Date: 9/28/18

Sworn to and subscribed before me this 28th day of September, 2018.

Nanci R. Locklear

Notary Public Official Seal
My commission expires: 11-11-2019.



Sample Outline of Intended Curriculum Fifth-Seventh Grade

Mathematics

1. Make sense of problems and persevere in solving them.
2. Reason abstractly and quantitatively.
3. Construct viable arguments and critique the reasoning of others.
4. Model with mathematics.
5. Use appropriate tools strategically.
6. Attend to precision.
7. Look for and make use of structure.
8. Look for and express regularity in repeated reasoning

Ratio and Proportional Relationships – Standard- Analyze proportional relationships and use them to solve real-world and mathematical problems. Model part-to-whole and part-to-part ratios to compare two measures of the same type.

The Number System - Standard - Apply and extend previous understandings of operations with fractions to add, subtract, multiply, and divide rational numbers. Add fractions with like denominators (halves, thirds, fourths, and tenths) with sums less than or equal to one. a. Solve multiplication problems with products up to 100 using a calculator. b. Solve division problems with divisors up to five and also with a divisor of 10 without remainders. c. Solve one-step real-world problems involving decimal numbers to the tenths place. Express any remainder as a fraction

Expressions and Equations – Standard - Uses properties of operations to generate equivalent expressions. Use one of the four operations to determine if expressions are equivalent. Identify arithmetic sequences where the difference between two consecutive terms is constant Solve real-world and mathematical problems using numerical and algebraic expressions, equations, and inequalities. Use the concept of equality with models to solve one-step addition and subtraction equations.

Geometry- Standard - Draw, constructs, and describes geometrical figures and describes the relationships between them. Recognize geometric shapes with given conditions. Identify two similar geometric shapes that are proportional in size and in the same orientation. Solve real-life and mathematical problems involving angle measure, area, surface area, and volume. Determine the perimeter of a rectangle by adding the measures of the sides. Recognize angles that are acute, obtuse, and right. Determine the area of a rectangle using the formula for length \times width, and confirm the result using tiling or partitioning into unit squares.

Statistics and Probability-Standard- Uses random sampling to draw inferences about a population. Answer a question related to the collected data from an experiment, given model of data, or from data collected by the student draw, informal comparative inferences about two populations. Investigate chance processes and develop, use, and evaluate probability models. Describe the probability of events occurring as possible or impossible.

NC DEPARTMENT OF PUBLIC INSTRUCTION - Extended Content Standards K-8 Mathematics Standard

Indigenous Pedagogy

Community members/teachers use a combination of direct instruction to teach activity-based skills, and informal inquiry into mathematical problems that naturally arise from above activities:

Medicine wheels, bead work, dream catchers, quilts, china berry uses, with a fractions unit (part to whole and part to part) and polygon activities while teaching geometry, symbols, patterns. Teaching dimensions of health and cycles of life (medicine) Research and present how Indigenous peoples, past and present, envision, represent, and use quantity in their lifestyles and worldviews.

SAMPLES- Interdisciplinary and Cross Interdisciplinary Lesson -Mask- making

Lesson Goal- Mask-making represents individual characteristics and collectivistic culture that reflect special meaning and interpretation. Individualistic and/or cultural design.

Skill Building: Mathematical concepts, measurements, Geometry (geometric shapes) Ratio and Proportional Relationships – Standard- Analyze proportional relationships and use them to solve real-world and mathematical problems Solve real-life and mathematical problems involving angle measure, area, surface area, and volume. Individualistic and/or cultural design.

Values: Humor, Balance, Good/Evil, Healing, feeling good, increasing well-being, storytelling, and American Indian literature.

Lesson Goal -China Berries Uses [Lumbee- Chinneyberries] Goal- To recognize chinneyberries (Lumbee) or chinaberries can be used for multiple purposes, although it is not natural to southeastern Indigenous regions. Chinneyberries are used as décor for jewelry, herbs, and has a place with the ecosystem environment. Skill Building - The chinaberry tree has allelopathy effects and is resistant to native insects and pathogens, ...the fruit are poisonous to humans, some livestock, and mammals. - To understand how china berries came to the southeastern region and Indigenous culture in the early to mid 1880s. - To use the berries as symbols, patterns, and/or medicinal purposes in Indigenous culture Skill Building: Cost of labor and time, chemistry, temperatures, identifying tree species, and processes of ecosystems, vegetative processes/uses.

Values: Adaptation/Evolving uses of products not natural to the region, Respect of nature, Creativity, Uses for medicinal functions

Lesson Goal- Corn Husk Dolls-Construction of corn shuck dolls that displays skill, original tribal designs and creativity of the Lumbee individual. - To make corn shuck dolls that resemble tribal members or loved ones. To create original designs that reflect motifs and patterns of the creator. To understand the multiple uses of maize and recognize that every part of the ear of corn can be valuable.

Skill Building- History of Corn as a Staple in Culture, Large Grain Plants, Regions and times for planting, Planting Measurements, Areas of Diameter/ Probability Yields, Patterns, Uses for amusement

Values: Relationship, Personality, Holistic, Individualistic, Respect, Frugality, Awareness of seasons/time, Uses of natural products

EndNotes

Career & College: Ready Set Go! North Carolina's K20 Education Plan, The Honorable Governor Beverly Perdue STEM Education: North Carolina K-12 Engineering Connections with the NC STEM Rubric Principle
<http://www.ncpublicschools.org/docs/stem/resources/communications/webinars/20121130.pdf>

Indigenous Community Components for Instruction, Integration and Cross-Disciplinary Strategies

Ancient Cultural Values 	Collectivistic Values 	Western Values- Secularism 
Present Time- Enjoy things while living in the present. Consciously find joy in the day-to-day things.	Share life happenings- Connections Lifestyle-tuned to the natural forces surrounding them- Present Day Past was revered	Futuristic Always look forward to whatever you like...the weekend, vacation, when kids are out of school/college.
Relationships with people Sacrifice for something greater than self. Enjoy/Impress in life (Martha- Mary) Right ways of living with the universe- and wrong ways	Lived in close harmony with nature Existed in tribal entities and established functional societies Enjoy life	Pride of self and worldly Control our own destiny Give priority to personal goals Autonomy is critical Impress in life
Humility Holistic Living Fellowship-but not their own master	Believe in shared standard operations Procedures- Priority to goals of in-group Holistic Living Interdependent within in-groups	Believe that suffering/pain is karma or something the individual has caused Save one's self interest first
Restore fellowship through life experiences. Viewed as having superior resources for dealing with suffering, death... Personal relationship with Creator	Shared Government The good of the people before self Suffering is not always understood, but requires trust, faith, belief and God as our vindicator.	Death should not be given a second thought Live according to our own chosen standards
Community-shared worship, something higher than allegiance to self—connection to past. Edified by suffering- improves the person morally- grows wisdom. Earthly life is but a time. There is something more in after-life	Profoundly spiritual Creator exists in all things- relationship	Expressive Individualism Suffering to be avoided at all costs does not fit into life. Eliminate suffering. If you can't find happiness here- there is no hope. Meaning is to be found here.

Values and Practices
Ordinary People:
Untucking Oral
Teachings, Traditions,
and Stories of
Southeastern Indians

BDD, 2002

Respect, Honest, Harmony, Cooperation



Humor, Fun, Contentment



Collective Values, Beliefs, Belonging








Interdependence/Extended Family

Connection to larger tribe

Land, Home, Hunting, Fishing, Environment

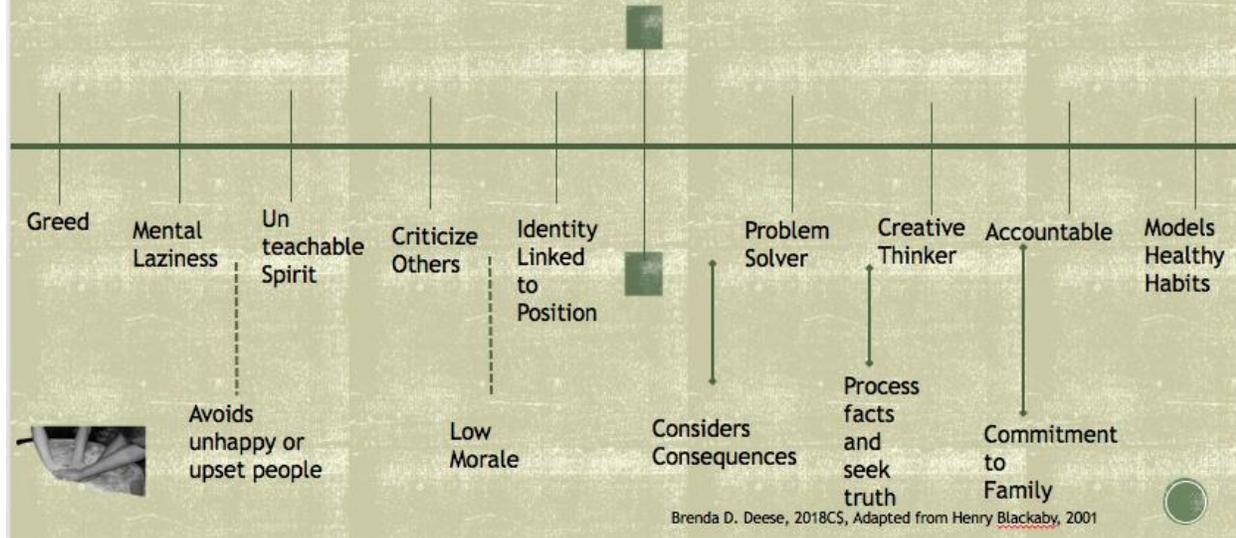
Stories, Oral teachings, Traditional Medicines

- Extended family is always worthy of great consideration.
- Southeastern Indians are usually not confrontational, unless provoked.
- Many tribes use current AI communities as shared territories; the southeastern Indians are combinations and remnants of multiple tribes.
- Connections with other tribes nationally have existed throughout shared history.
- Native languages were spoken among southeastern Indians.
- Southeastern Indian historically did not trade with money. If something was needed concerning livelihood, the Natives bartered with work. This is also a practice that continues presently.
- Religion and spirituality is a pivotal cultural component in southeastern Native culture.
- Spirituality can be an individual or collective experience. Religion and spirituality are practiced daily. These practices are grounded in cooperativeness, sharing, and belonging.

Characterizing Indigenous Leaders



How do we do our jobs? Are we fully engaged? Do we invest wholeheartedly? Are we moderately committed?



OLD MAIN STREAM ACADEMY

Appendix B2

There will not be a high school at Old Main STREAM Academy.

**Old Main STREAM Academy Charter School
2019-2020**

August 2019

M	T	W	TH	F
			1	2
<u>5</u>	<u>6</u>	<u>7</u>	8##	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

September 2019

M	T	W	TH	F
2	3	4	5	6
9	10PR	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

October 2019

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11 //
14	15	16	17	18
21R	22	23	24	25
28	29	30	31	

November 2019

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15PR
18	19	20	21	22
25	26	27	28	29

December 2019

M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13//
16	17	18	19	20
23	24	25	26	27
30	31			

January 2020

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14R	15	16	17
20	21	22	23	24
27	28	29	30	31

February 2020

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18PR	19	20	21
24	25	26	27	28

March 2020

M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13//
16	17	18	19	20R
23	24	25	26	27
30	31			

April 2020

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14PR	15	16	17
20	21	22	23	24
27	28	29	30	

**Old Main STREAM Academy Charter School
2019-2020**

May 2020

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22** //
25	26	27	28	29

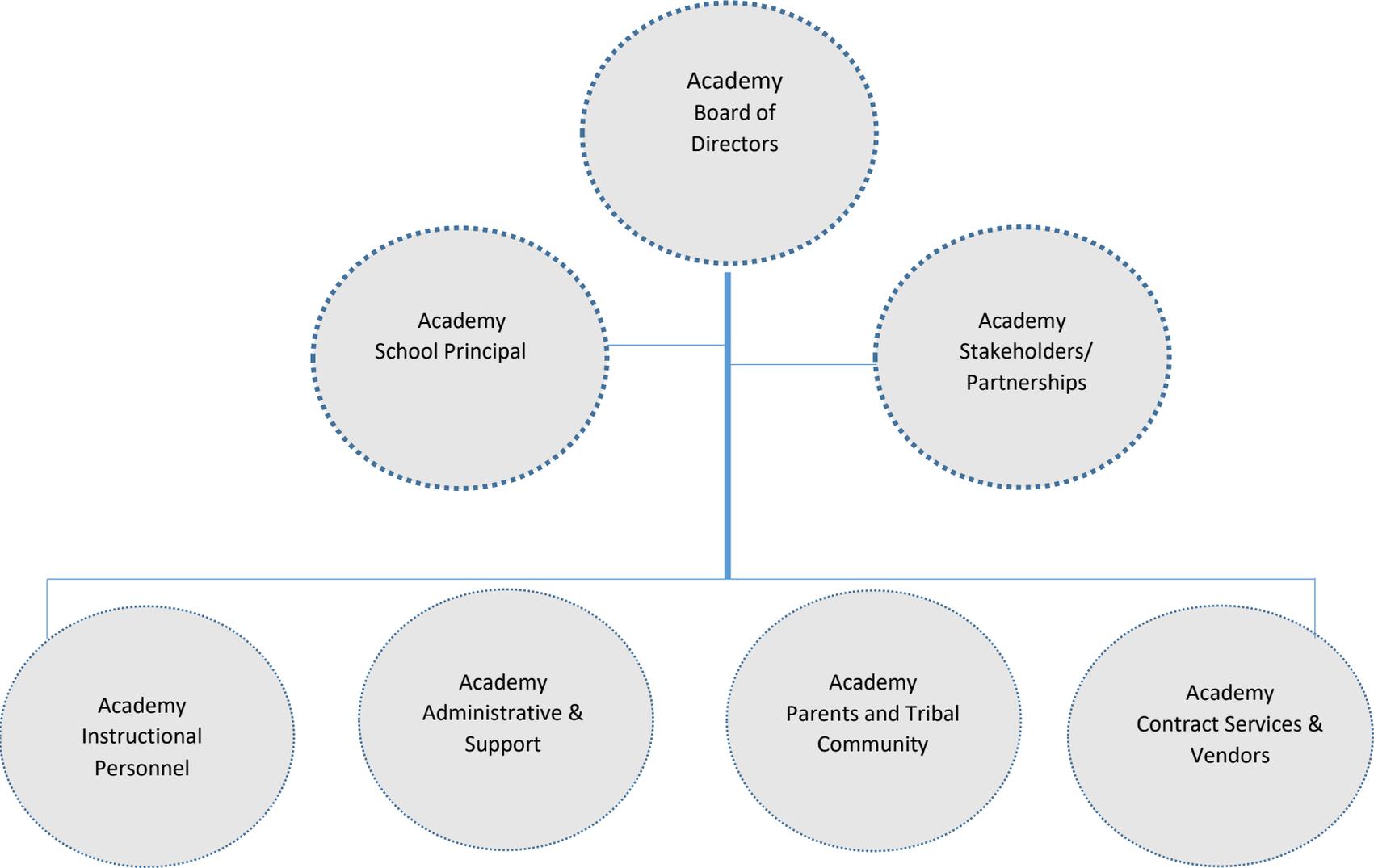
June 2020

M	T	W	TH	F

red	Teacher Workday
##	1st day of school
green	Holiday
PR	Progress Reports
//	12PM DISMISSAL
blue	9 weeks over
R	Report Cards
**	Last Day of School

Old Main STREAM Academy

Organizational Chart



OLD MAIN STREAM ACADEMY, INC. BY-LAWS

ARTICLE I - NAME

Section 1. Name. The name of this Corporation shall be “**OLD MAIN STREAM ACADEMY, INC.**” The business of the Corporation will be conducted as **OLD MAIN STREAM ACADEMY, INC.**, hereinafter called “**OMS, Inc.**”

ARTICLE II - OFFICES

Section 1. Principal Office. The principal office of OMS, Inc. shall be located in Pembroke, North Carolina at such address as the Board of Directors may designate;

Section 2. Registered Office. The registered office of OMS, Inc. required by law to be maintained in the State of North Carolina may be, but need not be, identical with the principal office.

Section 3. Other Offices. OMS, Inc. may have offices at such other places within or without the State of North Carolina, as the Board of Directors may from time to time determine, or as the affairs of OMS, Inc. may require or make desirable.

ARTICLE III - PURPOSES AND GOVERNING INSTRUMENTS

Section 1. Non-Profit Corporation. OMS, Inc. is a nonprofit corporation and shall be operated exclusively for educational and charitable purposes in a manner consistent with Chapter 55A of the General Statutes of North Carolina: North Carolina Nonprofit Corporation Act (the “Act”), as it exists or may hereafter be amended and within the meaning of Section of 501(c)(3) of the Internal Revenue Code of 1986, or the corresponding section of any future Federal tax code.

- (a) Notwithstanding any other provision of these Bylaws, no director, officer, employee, member, or representative of OMS, Inc. shall take any action or carry on any activity by or on behalf of OMS, Inc. not permitted to be taken or carried on by a corporation exempt under Section 501(c)(3) of the Internal Revenue Code as it now exists or may be amended, or by any OMS, Inc. contributions to which are deductible under Section 170(c)(2) of such Code and Regulations as it now exists or may be amended. No part of the net earnings of OMS, Inc. shall inure to the benefit or be distributable to any director, officer, member, or other private person, except that OMS, Inc. shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in the Articles of Incorporation and these Bylaws.

Section 2. Charitable Purposes. The purposes of OMS, Inc. is to enhance and improve the quality of education for School Age Students by improving educational opportunities.

Section 3. Powers. In furtherance of such purposes, OMS, Inc. shall have full power and authority, directly or indirectly, alone or in conjunction or cooperation with others, to do any and all lawful acts which may be necessary or convenient to affect the charitable purposes, for which OMS, Inc. is organized, and to aid or assist other corporations or persons whose activities further accomplish, foster, or attain such purposes. The powers of OMS, Inc. may include, but not be limited to, the acceptance of contributions from the public or private sectors, whether financial or in-kind contributions.

Section 4. Governing Instruments. OMS, Inc. shall be governed by its Articles of Incorporation and its By-Laws.

ARTICLE IV— BOARD OF DIRECTORS

Section 1. Authority and Responsibility.

(a) The Supreme authority of OMS, Inc. governing the affairs of OMS, Inc. shall be vested in the Board of Directors; and all the powers, duties, and functions of OMS, Inc. conferred by the Articles of Incorporation, these By-Laws, state statutes, common law, court decisions or otherwise, shall be exercised, performed, or controlled by the Board of Directors.

(b) The governing body of OMS, Inc. shall be the Board of Directors. The Board of Directors shall have oversight responsibility concerning the management, affairs and property of OMS, Inc.; shall determine its policies or changes therein; and shall actively prosecute its purposes and objectives and oversee the disbursement of its funds. The Board of Directors may adopt, by majority vote, such rules and regulations for the conduct of its business and the business of OMS, Inc. as shall be deemed advisable, and may, in the execution of the powers granted, delegate certain of its authority and responsibility to an executive committee. Under no circumstances, however, shall any actions be taken which are inconsistent with the Articles of Incorporation and these By-Laws.

(c) The Board of Directors shall not permit any part of the net earnings or capital of OMS, Inc. to inure to the benefit of any Director, officer, trustee or other private person or individual.

(d) The Board of Directors may, from time to time, appoint, as advisors, persons whose advice, assistance, and support may be deemed helpful in determining policies and formulating programs for carrying out the purposes of OMS, Inc.

(e) The Board of Directors is authorized to employ such person or persons, including an principal or officer, attorneys, directors, agents and assistants, as in its judgment are necessary or desirable for the administration and management of OMS, Inc., and to pay reasonable compensation for the services performed and expenses incurred by any such person or persons.

Section 2. Number. The number of directors on the Board shall initially be six (6). Each director

shall hold office until his/her successor is elected and qualified or upon his/her death, resignation, retirement, removal, or disqualification.

Section 3. Term of Office. The members of the Board of Directors are elected to three (3) year terms and are eligible to serve two (3) consecutive terms.

Section 4. General Powers. All general business, property, and affairs of OMS, Inc. shall be directed by the Board of Directors of OMS, Inc. Two-thirds (2/3) of the members shall constitute a quorum. Power to conduct ministerial functions may be delegated to an Executive Director hired by the Board of Directors.

Section 5. Election. Two members of the Board of Directors shall be elected by majority vote of the Board at the annual meeting of the Board of Directors.

Section 6. Removal. Directors may be removed from office with or without cause by a two-thirds (2/3) vote of the Board of Directors at a duly called and constituted meeting of the Board.

Section 7. Committee. The Board of Directors may, by resolution adopted by a majority of the membership of the Board thereof, authorize and designate such committees from the Board and provide said committees with such powers as the Board deems necessary.

Section 8. Vacancy. A vacancy in the Board of Directors caused by death, resignation, removal, disqualification or otherwise of any member of the Board of Directors shall be filled for the unexpired term in the same manner as the vacating director was appointed as set forth in Article IV Section 3 above.

Section 9. Compensation. No. director shall receive compensation, directly or indirectly, any salary, compensation or emolument for serving as a director. However, if authorized by the concurring vote of a majority of all disinterested directors, notwithstanding any quorum requirement of these By-Laws, nothing contained herein shall be construed to prevent any director from serving OMS, Inc. in any other capacity and receiving reasonable compensation for services rendered in furtherance of the purposes and functions of OMSA, Inc.

Section 10. Property Interest of Directors. No director of OMS, Inc. shall have any right, title or interest in or to any property or assets of OMS, Inc., either prior to or at the time of any liquidation or dissolution of OMS, Inc.

Section 11. Conflict of Interest. Directors who, directly or indirectly, have a material financial interest in a transaction with OMS, Inc. or who are directors, officers or trustees of any entity which is a party to a transaction with OMS, Inc., shall abstain from voting on such transaction.

ARTICLE V — MEETINGS OF THE BOARD OF DIRECTORS

Section 1. Place of Meetings. Meetings of the Board of Directors may be held at any place within or without the State of North Carolina as set forth in the notice thereof or, if no place is specified, at the principal office of OMS, Inc.

Section 2. Annual Meeting. The Annual Meeting of the Board of Directors shall be held July each year, on such day and at such time as fixed by the Board of Directors. The Annual Meeting shall be held for the purpose of appointing directors and officers, presenting and reviewing reports of the previous fiscal year and transacting such other business as may come before the meeting. Failure to hold the Annual Meeting during the time designated shall not result in a forfeiture or dissolution of OMS, Inc. and, in the event of such failure, the Annual Meeting shall be held within a reasonable time thereafter.

Section 3. Regular Meetings. A regular meeting of the Board of Directors shall be held monthly. In addition, the Board of Directors may, by resolution, fix the time and place, either within or without the State of North Carolina, for the holding of additional meetings.

Section 4. Special Meetings. Special meetings and/or executive sessions of the Board of Directors may be called by or at the request of the Chair or upon written requests from a majority of the directors in office.

Section 5. Notice. Regular meetings of the Board of Directors may be held with five (5) days written notice. Notice of time and place of an annual meeting or of a special meeting shall be given by writing at least five (5) days before the meeting.

Section 6. Quorum. At any duly called annual, special, or regular meeting of the Board of Directors of OMS, Inc., two-thirds (2/3) of the directors, in office at that time, shall be necessary to constitute a quorum for the transaction of business.

Section 7. Rules. All procedures of the Board of Directors not set forth in these By-Laws shall be governed by the rules set forth in the current edition of Robert's Rules of Order, Newly Revised, unless the Board of Directors by resolution otherwise determines.

Section 8. Open Meetings. All meetings of the Board of Directors, with the exception of executive sessions, shall be open and accessible to the general public. During the course of considering items on the agenda, only directors shall participate in the discussion except by prior arrangement with the Chair, upon request of a director, or during a public participation period adopted by the Board of Directors.

Section 9. Vote Required for Action. Except as otherwise provided in these By-Laws or by law, the act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

Section 10. Voting. Each voting member of the Board of Directors shall be entitled to one vote on each matter submitted to a vote and must be cast in person. Proxy voting is prohibited. Voting on all matters shall be by voice or by show of hands unless one-half (1/2) of the members present at the meeting shall demand a ballot vote on a particular matter or unless otherwise provided in these By-Laws.

Section 11. Conduct of Meetings. All meetings of the Board of Directors shall be presided over by the Chair except that in the absence of the Chair, the Secretary shall preside.

ARTICLE VI - OFFICERS

Section 1. Board Officers. The officers of OMS, Inc. shall consist of a Chairperson (the Chair), a Secretary and a Treasurer, and other officers as the Board of Directors may from time to time elect.

- (a) The Board may also elect such additional officers, as it deems desirable. All officers shall be elected at the annual meeting of OMS, Inc.
- (b) Officers shall be elected for a period of three (3) years or until their successors are duly elected and qualified.

Section 2. Vacancies. Vacancies among the officers shall be filled by the Board of Directors to serve the unexpired term.

Section 3. Chairperson (The Chair). The Chair is the principal officer of OMS, Inc. and, subject to the control of the Board of Directors.

- (a) The Chair shall serve a term limit not exceed six (6) years or two consecutive (3) year terms.
- (b) He or She shall, when present, preside at all meetings and will have signing authority with the Secretary and such other duties as may be prescribed by the Board of Directors from time to time.

Section 4. Secretary. The Secretary shall keep accurate records of acts and proceedings of all meetings of the Board. The Secretary shall give, or cause to be given, all notices required by law and by these By-Laws. The Secretary shall sign such instruments as may require his/her signature and, in general, shall perform all duties incident to the office of Secretary and such other duties as may be assigned from time to time by the Chair and/or by the Board of Directors.

Section 5. Treasurer. The Treasurer shall have the authority to review funds and securities belonging to OMS, Inc. and shall assist the finance officer, when necessary in presenting reports to the of the Board of Directors.

Section 6. Removal and Resignation. The board of directors may remove an officer at any time, with just cause. Any officer may resign at any time by giving written notice to OMS, Inc. without prejudice to the rights, if any, of OMS, Inc. under any contract to which the officer is a party. Any resignation shall take effect at the date of the receipt of the notice or at any later time specified in the notice, unless otherwise specified in the notice. The acceptance of the resignation shall not be necessary to make it effective.

ARTICLE VII - INDEMNIFICATION

Section 1. Indemnification. Any person, who at any time serves or has served as a director, officer,

administrator, employee or agent of OMS, Inc., shall have a right to be indemnified by OMS, Inc. to the fullest extent permitted incurred by him or her in connection with any threatened, pending or completed action, suit, or proceeding, whether civil, criminal, administrative or investigative, whether formal or informal, and whether or not brought by or on behalf of OMS, Inc.:

- (a) arising out of his or her status (1) as such director, officer, administrator, employee or agent of OMS, Inc.; (2) at the request of OMS, Inc.; (3) as director, officer, partner, trustee, employee or agent of any other Corporation, partnership, joint venture, trust or other enterprise; (4) as a trustee or administrator under an employee benefit plan; or (5) his or her activities in any of the foregoing capacities; and
- (b) any liability incurred by him or her, including without limitation, satisfaction of any judgment, money decree, fine (including any excise tax assessed with respect to an employee benefit plan), penalty or settlement, for which he or she may have become liable in connection with any such action, suit or proceeding.

Section 2. Authorization. The Board of Directors of OMS, Inc. shall take all such action as may be necessary and appropriate to authorize OMS, Inc. to pay the indemnification required by the by-law, including without limitation, to the extent necessary, making good faith evaluation of the manner in which the claimant for indemnity acted and of the reasonable amount of indemnity due to him or her.

ARTICLE VIII - GENERAL PROVISIONS

Section 1. Waiver of Notice. Whenever any notice is required to be given to any member or director under the provisions of the charter or by-laws of OMS, Inc., a waiver thereof in writing signed by the persons entitled to such notice, whether before or after the time stated therein, shall be equivalent to the giving of such notice.

Section 2. Fiscal Year. The fiscal year of OMS, Inc. shall be fixed by resolution of the Board of Directors.

Section 3. Amendments. Except as otherwise provided herein, these by-laws may be amended or repealed and new by-laws may be adopted by the affirmative vote of at least two-third (2/3) of the total members of the Board in good standing.

Section 4. Conflict of Interest. No part of the net earnings of OMS, Inc. shall inure to the benefit of, or be distributable to its members, officers, or other private persons, except that OMS, Inc. shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article II hereof. No substantial part of the activities of OMS, Inc. shall be the carrying on of propaganda, or otherwise attempting to influence legislation, and OMS, Inc. shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these articles, OMS, Inc. shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law) or (b) by a corporation, contributions to which are

deductible under section 170(c)(2) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law).

- (a) Whenever a director or officer has a financial or personal interest in any matter coming before the board of directors, the affected person shall a) fully disclose the nature of the interest and b) withdraw from discussion, lobbying, and voting on the matter. Any transaction or vote involving a potential conflict of interest shall be approved only when a majority of disinterested directors determine that it is in the best interest of OMS, Inc. to do so. The minutes of meetings at which such votes are taken shall record such disclosure, abstention and rationale for approval.
- (b) For purposes of this provision, the term "interest" shall include personal interest, interest as director, officer, member, stockholder, shareholder, partner, manager, trustee or beneficiary of any concern and having an immediate family member who holds such an interest in any concern. The term "concern" shall mean any corporation, association, trust, partnership, limited liability entity, firm, person or other entity other than the organization.
- (c) No director or officer of OMS, Inc. shall be disqualified from holding any office in the organization by reason of any interest in any concern. A director or officer of the organization shall not be disqualified from dealing, either as vendor, purchaser or otherwise, or contracting or entering into any other transaction with the organization or with any entity of which the organization is an affiliate. No transaction of the organization shall be voidable by reason of the fact that any director or officer of the organization has an interest in the concern with which such transaction is entered into, provided:
 - 1. The interest of such officer or director is fully disclosed to the board of directors.
 - 2. Such transaction is duly approved by the board of directors not so interested or connected as being in the best interests of the organization.
 - 3. Payments to the interested officer or director are reasonable and do not exceed fair market value.
 - 4. No interested officer or director may vote or lobby on the matter or be counted in determining the existence of a quorum at the meeting at which such transaction may be authorized.
 - 5. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.
- (d) Whenever a director or officer has a financial or personal interest in any matter coming before the board of directors, the board shall ensure that:

1. The interest of such officer or director is fully disclosed to the board of directors.
2. No interested officer or director may vote or lobby on the matter or be counted in determining the existence of a quorum at the meeting of the board of directors at which such matter is voted upon.
3. Any transaction in which a director or officer has a financial or personal interest shall be duly approved by members of the board of directors not so interested or connected as being in the best interests of the organization.
4. Payments to the interested officer or director shall be reasonable and shall not exceed fair market value.
5. The minutes of meetings at which such votes are taken shall record such disclosure, abstention, and rationale for approval.

Section 5. Dissolution. Upon the dissolution of OMS, Inc., the Board of Directors shall, after paying or making provision for the payment of all the liabilities of OMS, Inc., dispose of all of the assets of OMS, Inc. exclusively for the purposes of OMS, Inc. in such manner, or to such organization or organizations organized and operated exclusively for charitable, educational, religious, or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1986 (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine.

- (a) Any such assets not so disposed of shall be disposed of by the Superior Court of the county in which the principal office of OMS, Inc. is then located exclusively for such purposes or to such organization or organizations, as said Court shall determine, which are organized and operated exclusively for such purposes.
- (b) In the event that the court shall find that this section is applicable but that there is no qualifying corporation known to it which has a charitable purpose, which, at least generally, includes a purpose similar to OMS, Inc., then the court shall direct the distribution of its assets lawfully available for distribution to the Treasurer of the State of North Carolina to be added to the general fund.

ARTICLE IX - TAX-EXEMPT STATUS

Section 1. Tax-Exempt Status. The affairs of OMS, Inc. at all times shall be conducted in such a manner as to assure status as a “publicly supported” organization as defined in Section 509(a)(1), Section 509(a)(2) or Section 509(a)(3) of the Internal Revenue Code, and in such other ways as to qualify for exemption from tax pursuant to Section 501(c)(3) of the Internal Revenue Code.

ARTICLE X – DOCUMENT RETENTION POLICY

Section 1. Purpose. The purpose of this document retention policy is establishing standards for document integrity, retention, and destruction and to promote the proper treatment of OMS, Inc. records.

Section 2. General Guidelines. Records should not be kept if they are no longer needed for the operation of the business or required by law. Unnecessary records should be eliminated from the files. The cost of maintaining records is an expense, which can grow unreasonably if good housekeeping is not performed. A mass records also makes it more difficult to find pertinent records.

From time to time, OMS, Inc. may establish retention or destruction policies or schedules for specific categories of records in order to ensure legal compliance, and also to accomplish other objectives, such as preserving intellectual property and cost management.

Section 3. Exception for Litigation Relevant Documents. OMS, Inc. expects all officers, directors, and employees to comply fully with any published records retention or destruction policies and schedules, provided that all officers, directors, and employees should note the following general exceptions to any stated destruction schedule: If you believe, OMS, Inc. informs you, that corporate records are relevant to litigation, or potential litigation (i.e. a dispute that could result in litigation), then you must preserve those records until it is determined that the records are no longer needed. That exception supersedes any previously or subsequently established destruction schedule for those records.

Section 4. Minimum Retention Periods for Specific Categories.

- (a) Corporate Documents. Corporate records include OMS, Inc.'s Articles of Incorporation, By-Laws and IRS Form 1023 and Application for Exemption. Corporate records should be retained permanently. IRS regulations require that the Form 1023 be available for public inspection upon request.
- (b) Tax Records. Tax records include, but may not be limited to, documents concerning payroll, expenses, proof of contributions made by donors, accounting procedures, and other documents concerning the OMS, Inc.'s revenues. Tax records should be retained for at least seven years from the date of filing the applicable return.
- (c) Employment Records/Personnel Records. State and federal statutes require OMS, Inc. to keep certain recruitment, employment and personnel information. OMS, Inc. should also keep personnel files that reflect performance reviews and any complaints brought against OMS, Inc. or individual employees under applicable state and federal statutes. OMS, Inc. should also keep in the employee's personnel file all final memoranda and correspondence reflecting performance reviews and actions taken by or against personnel. Employment applications should be retained for three years. Retirement and pensions records should be

- kept permanently. Other employment and personnel records should be retained for seven years.
- (d) Board and Board Committee Materials. Meeting minutes should be retained in perpetuity in OMS, Inc.'s minute book. OMS, Inc. should keep a clean copy of all other Board and Board Committee materials for no less than three years.
 - (e) Press Releases/Public Filings. OMS, Inc. should retain permanent copies of all press releases and publicly filed documents under the theory that OMS, Inc. should have its own copy to test the accuracy of any document a member of the public can theoretically produce against OMS, Inc.
 - (f) Legal Files. Legal counsel should be consulted to determine the retention period of particular documents, but legal documents should generally be maintained for a period of ten years.
 - (g) Marketing and Sales Documents. OMS, Inc. should keep final copies of marketing and sales documents for the same period of time it keeps other corporate files, generally three years. An exception to the three-year policy may be sales invoices, contracts, leases, licenses, and other legal documentation. These documents should be kept for at least three years beyond the life of the agreement.
 - (h) Development/Intellectual Property and Trade Secrets. Development documents are often subject to intellectual property protection in their final form (e.g., patents and copyrights). The documents detailing the development process are often also of value to OMS, Inc. and are protected as a trade secret where OMS, Inc.:
 1. Derives independent economic value from the secrecy of the information; and
 2. Has taken affirmative steps to keep the information confidential.
 3. OMS, Inc. should keep all documents designated as containing trade secret information for at least the life of the trade secret.
 - (i) Contracts. Final, execution copies of all contracts entered into by OMS, Inc. should be retained. OMS, Inc. should retain copies of the final contracts for at least three years beyond the life of the agreement, and longer in the case of publicly filed contracts.
 - (j) Correspondence. Unless correspondence falls under another category listed elsewhere in this policy, correspondence should generally be saved for two years.
 - (k) Banking and Accounting. Accounts payable ledgers and schedules should be kept for seven years. Bank reconciliations, bank statements, deposit slips and checks (unless for important payments and purchases) should be kept for three years. Any inventories of products, materials, and supplies and any invoices should be kept for seven years.
 - (l) Insurance. Expired insurance policies, insurance records, accident reports, claims, etc. should be kept permanently.

(m) Audit Records. External audit reports should be kept permanently. Internal audit reports should be kept for three years.

Section 5. Electronic Mail. E-mail that needs to be saved should be either:

- (a) Printed in hard copy and kept in the appropriate file; or
- (b) Downloaded to a computer file and kept electronically or on disk as a separate file. The retention period depends upon the subject matter of the e-mail, as covered elsewhere in this policy.

ARTICLE XI – TRANSPARENCY AND ACCOUNTABILITY

By making full and accurate information about its mission, activities, finances, and governance publicly available, OMS, Inc. practices and encourages transparency and accountability to the general public. This policy will specify the procedures whereby the open/closed status of documents and materials can be altered.

Section 1. Financial and IRS Documents. OMS, Inc. shall provide its Internal Revenue forms 990, 990-T, 1023, and 5227, bylaws, conflict of interest policy, and financial statements to the general public for inspection free of charge.

Section 2. IRS Annual Information Returns (Form 990). OMS, Inc. shall submit Form 990 to its board of directors prior to the filing of the Form 990. While neither the approval of the Form 990 or a review of the 990 is required under Federal law, OMS, Inc.'s Form 990 shall be submitted to each member of the board of director's via hard copy or email at least 10 days before the Form 990 is filed with the IRS.

ARTICLE XII – CODE OF ETHICS AND WHISTLEBLOWER POLICY

Section 1. Purpose. OMS, Inc. requires and encourages directors, officers and employees to observe and practice high standards of business and personal ethics in the conduct of their duties and responsibilities. The employees and representatives of OMS, Inc. must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations. It is the intent of OMS, Inc. to adhere to all laws and regulations that apply to OMS, Inc. and the underlying purpose of this policy is to support OMS, Inc.'s goal of legal compliance. The support of all OMS, Inc. staff is necessary to achieving compliance with various laws and regulations.

Section 2. Reporting Violations. If any director, officer, staff or employee reasonably believes that some policy, practice, or activity of OMS, Inc. is in violation of law, that person must file a written complaint with the Chair.

Section 3. Acting in Good Faith. Anyone filing a complaint concerning a violation or suspected violation of the Code must be acting in good faith and have reasonable grounds for believing the

information disclosed indicates a violation of the Code. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false shall be viewed as a serious disciplinary offense.

Section 4. Retaliation. Said person is protected from retaliation only if she or he brings the alleged unlawful activity, policy, or practice to the attention of OMS, Inc. and provides OMS, Inc. with a reasonable opportunity to investigate and correct the alleged unlawful activity. The protection described below is only available to individuals that comply with this requirement.

OMS, Inc. shall not retaliate against any director, officer, staff or employee who in good faith, has made a protest or raised a complaint against some practices of OMS, Inc. or of another individual or entity with whom OMS, Inc. has a business relationship, on the basis of a reasonable belief that the practice is in violation of law, or a clear mandate of public policy.

OMS, Inc. shall not retaliate against any director, officer, staff or employee who disclose or threaten to disclose to a supervisor or a public body, any activity, policy, or practice of OMS, Inc. that the individual reasonably believes is in violation of a law, or a rule, or regulation mandated pursuant to law or is in violation of a clear mandate of public policy concerning the health, safety, welfare, or protection of the environment.

Section 5. Confidentiality. Violations or suspected violations may be submitted on a confidential basis by the complainant or may be submitted anonymously. Reports of violations or suspected violations shall be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

Section 6. Handling of Reported Violations. The Chair or Secretary shall notify the sender and acknowledge receipt of the reported violation or suspected violation within five business days. The board and its appointed committee shall promptly investigate all reports and appropriate corrective action shall be taken if warranted by the investigation.



NORTH CAROLINA

Department of the Secretary of State

To all whom these presents shall come, Greetings:

I, Elaine F. Marshall, Secretary of State of the State of North Carolina, do hereby certify the following and hereto attached to be a true copy of

ARTICLES OF INCORPORATION

OF

OLD MAIN STREAM ACADEMY, INC.

the original of which was filed in this office on the 20th day of September, 2018.



Scan to verify online.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed my official seal at the City of Raleigh, this 20th day of September, 2018.

Elaine F. Marshall

Secretary of State

State of North Carolina
Department of the Secretary of State

ARTICLES OF INCORPORATION
NONPROFIT CORPORATION

Pursuant to §55A-2-02 of the General Statutes of North Carolina, the undersigned corporation does hereby submit these Articles of Incorporation for the purpose of forming a nonprofit corporation.

1. The name of the nonprofit corporation is: Old Main STREAM Academy, Inc.

2. (Check only if applicable.) The corporation is a charitable or religious corporation as defined in NCGS §55A-1-40(4).

3. The name of the initial registered agent is: Brenda Dial Deese

4. The street address and county of the initial registered agent's office of the corporation is:

Number and Street: 57 Chief Drive

City: Pembroke State: NC Zip Code: 28372 County: Robeson

The mailing address *if different from the street address* of the initial registered agent's office is:

Number and Street or PO Box: Same

City: _____ State: NC Zip Code: _____ County: _____

5. The name and address of each incorporator is as follows:

Name	Address
<u>Brenda Dial Deese</u>	<u>57 Chief Drive, Pembroke, NC 28372</u>

6. (Check either "a" or "b" below.)

a. The corporation will have members.

b. The corporation will not have members.

7. Attached are provisions regarding the distribution of the corporation's assets upon its dissolution.

8. Any other provisions which the corporation elects to include are attached.

9. The street address and county of the principal office of the corporation is:

Principal Office Telephone Number: 910-734-5025

Number and Street: 120 Youth Drive

City: Pembroke State: NC Zip Code: 28372 County: Robeson

The mailing address *if different from the street address* of the principal office is:

Number and Street or PO Box: 2709

City: Pembroke State: NC Zip Code: 28372 County: Robeson

10. (Optional): Listing of Officers (See instructions for why this is important)

Name	Address	Title
Rose Marie Lowry-Townsend	P. O, Box 3639 Pembroke, NC 28372	Board of Directors, Chair
Lemark Harris	2493 Whistling Rufus Road Pembroke, NC 288372	Board of Directors, Treasurer

11. (Optional): Please provide a business e-mail address:

Privacy Redaction

The Secretary of State's Office will e-mail the business automatically at the address provided at no charge when a document is filed. The e-mail provided will not be viewable on the website. For more information on why this service is being offered, please see the instructions for this document.

12. These articles will be effective upon filing, unless a future time and/or date is specified: _____

This is the 7 day of September, 2018.

Brenda Dial Deese

Incorporator Business Entity Name

Brenda Dial Deese

Signature of Incorporator

Brenda Dial Deese

Type or print Incorporator's name and title, if any

NOTES:

1. Filing fee is \$60. This document must be filed with the Secretary of State.

Purpose of Corporation

This corporation is organized for the following purpose(s) (*check as applicable*):

- religious,
- charitable,
- educational,
- testing for public safety,
- scientific,
- literary,
- fostering national or international amateur sports competition, and/or
- prevention of cruelty to children or animals,

including, for such purposes, the making of distributions to organizations that qualify as exempt organizations under Sections 501(c)(3) and 170(c)(2) of the Internal Revenue Code of 1986 (herein the "Code") (or the corresponding provisions of any future United States Internal Revenue Code).

Prohibited Activities

No part of the net earnings of the corporation shall inure to the benefit of or be distributable to, its members, directors, officers, or other private persons except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of purposes set forth in these articles of incorporation. No substantial part of the activities of the corporation shall be the carrying on of propaganda or otherwise attempting to influence legislation, and the corporation shall not participate in or intervene in (including the publishing or distribution of statements) any political campaign on behalf of or in opposition to any candidate for public office. Notwithstanding any other provisions of these articles, the corporation shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from federal income tax under Section 501(c)(3) of the Code or (b) by a corporation, contributions to which are deductible under Section 170(c)(2) of the Code.

Distributions Upon Dissolution

Upon the dissolution of the corporation, the Board of Directors shall, after paying or making provision for the payment of all of the liabilities of the corporation, dispose of all of the assets of the corporation exclusively for the purposes of the corporation in such manner, or to such organization or organizations organized and operated exclusively for religious, charitable, educational, scientific or literary purposes as shall at the time qualify as an exempt organization or organizations under Section 501(c)(3) of the Code as the Board of Directors shall determine, or to federal, state, or local governments to be used exclusively for public purposes. Any such assets not so disposed of shall be disposed of by the Superior Court of the county in which the principal office of the corporation is then located, exclusively for such purposes or to such organizations, such as the court shall determine, which are organized and operated exclusively for such purposes, or to such governments for such purposes.



CHOICE INSURANCE

508 E. Third Street, Pembroke, NC 28372 910-521-8301-PH

September 18, 2018

Old Main STREAM Academy
PO Box 2709
Pembroke, NC 28372

To Dr. Rose Marie Lowry-Townsend,

We would like to thank you for giving us the opportunity to do an initial evaluation for insurance related services for Old Main STREAM Academy. Based on our preliminary evaluation of the insurance needs for this risk, we have made the following yearly estimates:

Property, General Liability, Legal Liability: \$6,800

Workers Compensation: \$4,000

Crime Coverage: \$1,200

Business Auto Coverage: \$4,500

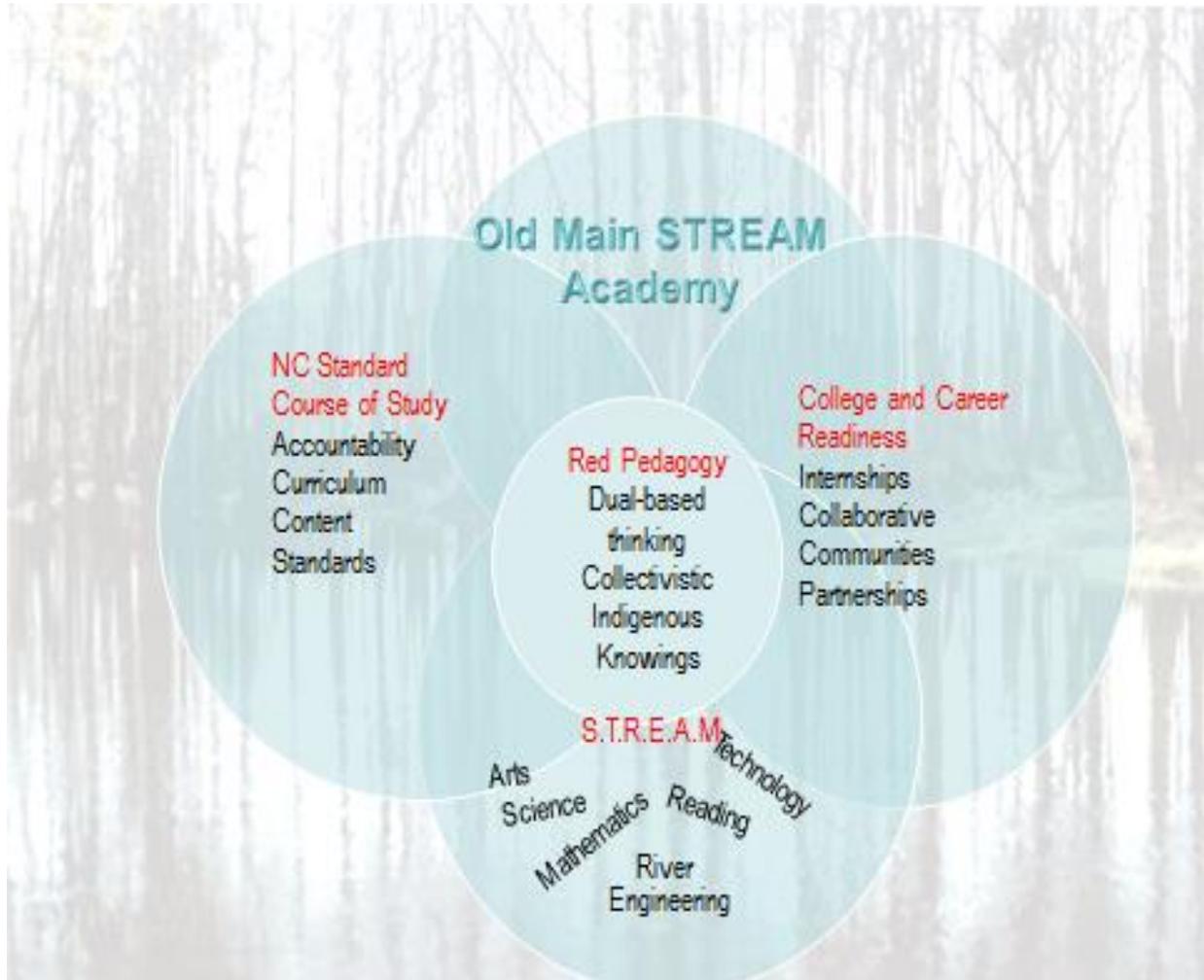
Directors and Officers Liability: \$3,500

Please make note that these are just estimates and could be subject to change depending on underwriting guidelines, date of issuance, and market trends.

Sincerely,

A handwritten signature in blue ink that reads "David E. Jones".

David E. Jones
Agent



Employee Handbook

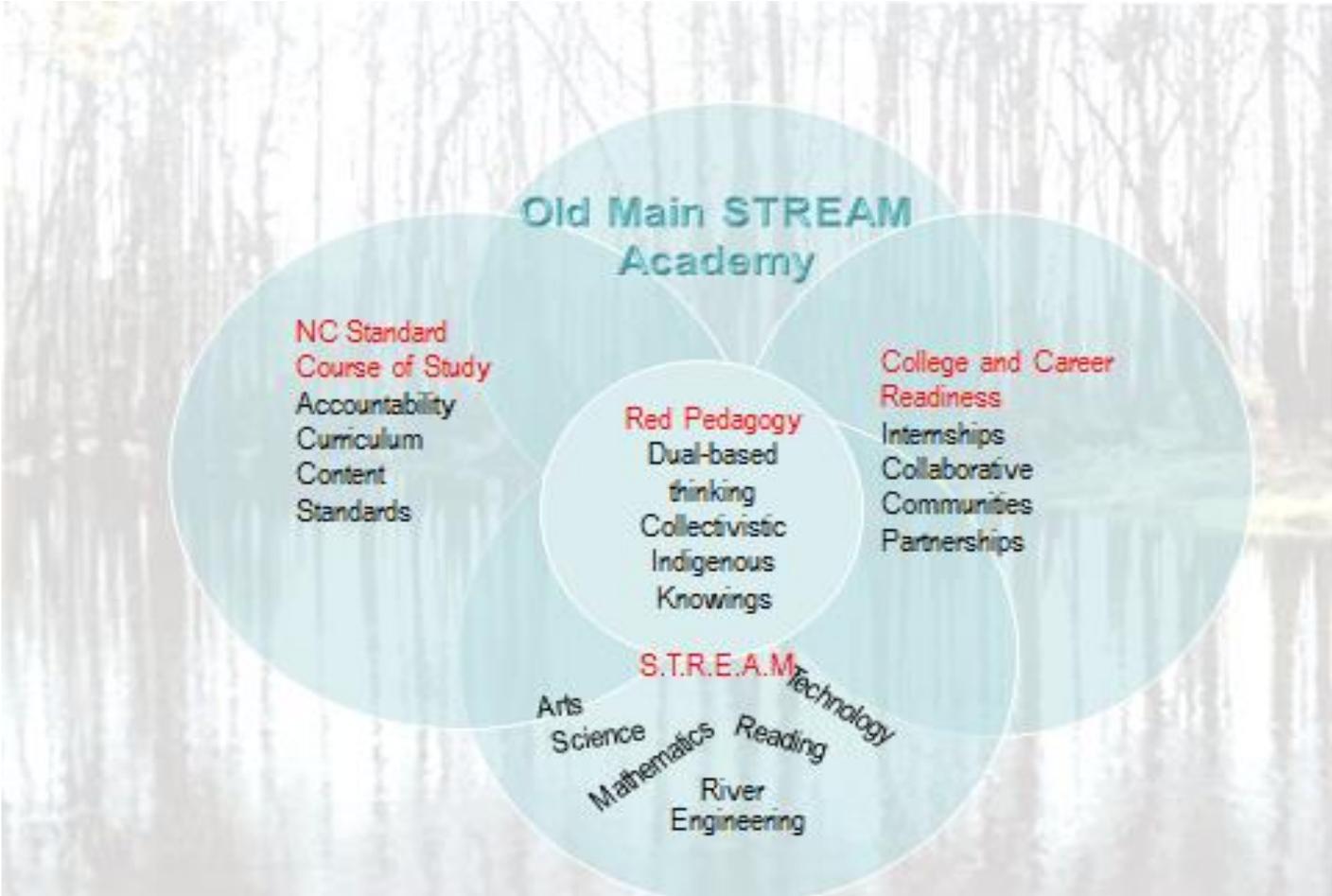
TABLE OF CONTENTS

Page

4	Equal Employment Opportunities
4	Organization Responsibilities
4-5	At-Will Employment Status
5	Introduction and Orientation
5	Employment Status
6	Employment Benefits
7	New Employee Orientation
7-8	Drug Free Workplace
8	Smoke Free Environment
8	Health Safety of Employees
8	Office Hours
8	Recruitment and Hiring Policy
8-9	Applicant Interview/Screening Process
9	Reference Checks
9	Criminal Record Check
9	Unsolicited Resumes or Applications
9	Employment of Relatives
9-10	Compensation and Benefits
10	Retirement System
10	Employee Time Sheets and Pay Periods
10	Local Travel Policy
10	Out of Area Travel Policy
10	Travel Advance
11	Receipts for Reimbursement
11	Authorization for Travel
11	Use of Tribal Vehicles
11	Annual/Vacation Leave
12	Sick Leave
12	Military Leave
12	Holiday Leave
12-14	Family and Medical Leave
14	Funeral/Bereavement Leave
14	Jury Duty/Witness Leave
14	Community/School Involvement Leave
15	Extended Personal Leave
15	Political Activity

15	Privacy of Personnel Records
15	Adverse/Inclement Weather
15-16	Attendance/Absence and Call – In Procedures
16	Failure to Report
16	Professional Development Opportunities
16	Punctuality
16-17	Dress Code
17	Performance Evaluation Process
17	Code of Conduct and Behavior
18	Ethics In Public Contracting Policy
18	Moonlighting
19	Public Announcements
19	Personal Business
19	Electronic Mail (E-Mail) Policy
20	Internet Usage Policy
20	Weapons Policy
20	Staff Attendance at Tribal Functions
20-21	Exit Interview Process
21	Harassment Policy
22	Problem Solving and Chain of Command
22-23	Disciplinary Action Process and Grievance Procedure
24	Supplies and Equipment
24	Misappropriation of Property
24	Cell Phone Usage Policy
25	Receipt of Employee Handbook





Student Handbook

TABLE OF CONTENTS

Page(s)

1	Mission Statement, Hours of Operation, Holidays
2-4	School Attendance
5-6	Student Conduct
7-8	Student Dress Codes
9	Responsibilities of Students
9-11	Responsibilities of Parents
12	Signature



Appendix P:

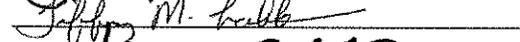
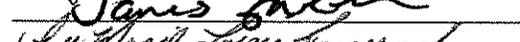
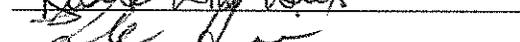
Charter School Required Signature Certification

Note: Outlined below is a list of areas that must be certified by the proposed Board of Directors. Any forms Not Applicable to the proposed charter school indicate below with N/A and provide a brief explanation for providing such response.

Serving on a public charter school board is a position of public trust and board members of a North Carolina public charter school; you are responsible for ensuring the quality of the school's entire program, competent stewardship of public funds, the school's fulfillment of its public obligations, all terms of its charter, and understanding/overseeing all third party contracts with individuals or companies.

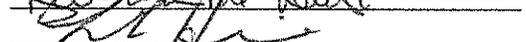
- ❖ The selected Board Attorney that he/she has reviewed with the full Board of Directors, listed within the application, all the governance documents and liabilities associated with being on the Board of a Non Profit Corporation.

- Name of the Selected Board Attorney: **Danielle McLean**
- Date of Review: September 20, 2018
- Signature of Board Members Present (Add Signature Lines as Needed):

- 
- 
- 
- 
- 
- 
- _____
- _____

- ❖ The selected Board Auditor that he/she has reviewed with the full Board of Directors, listed within the application, all the items required for the annual audit and 990 preparations.

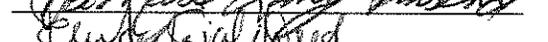
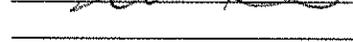
- Name of the Selected Board Auditor: **Matthew Patterson**
- Date of Review: September 20, 2018
- Signature of Board Members Present (Add Signature Lines as Needed):

- 
- 
- 
- 
- 
- 
- _____
- _____

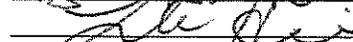
❖ If contracting with a CMO/EMO, that the selected management company has reviewed with the full Board of Directors, listed within the application, all the items required and the associated management contract and operations.

- Name of the Contact for Selected EMO/CMO: **Not Applicable**
- Date of Review: _____
- Signature of Board Members Present (Add Signature Lines as Needed):
 - _____
 - _____
 - _____
 - _____
 - _____
 - _____
 - _____

❖ If contracting with a financial management service provider that the selected financial service provider has reviewed with the full Board of Directors, listed within the application, all the financial processes and services provided.

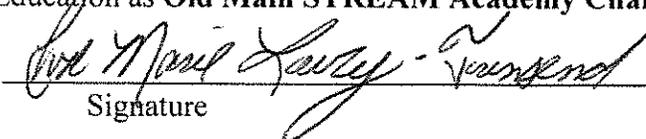
- Name of the Contact: **Wanna Chavis**
- Name of the Selected Financial Service Provider: Contracted Serviced
- Date of Review: September 20, 2018
- Signature of Board Members Present (Add Signature Lines as Needed):
 - 
 - 
 - 
 - 
 - 
 - 

❖ If the proposed Board of Directors, listed within the application, is contracting with a service provider to operate PowerSchool that the service provider has reviewed all of the financial processes and services provided.

- Name of the Contact: **Not Selected**
- Name of the Selected PowerSchool Service Provider: NC DPI
- Date of Review: 9-20-18
- Signature of Board Members Present (Add Signature Lines as Needed):
 - 
 - 
 - 
 - 
 - 
 - 

Certification

I, **Rose Marie Lowry-Townsend**, as Board Chair, certify that each Board Member has reviewed and participated in the selection of the individuals and vendors attached to this document as evidenced by the full Board of Director signatures outlined above. The information I am providing to the North Carolina State Board of Education as **Old Main STREAM Academy Charter School** is true and correct in every respect.


Signature

9-21-18
Date



Sworn to and subscribed before me this 20th
day of September, 2018.

Nanci R. Locklear

Notary Public

My commission expires 11-11-, 2019.

**Old Main STREAM Academy
Board of Directors' Meeting
Pembroke Boys & Girls Club
September 20, 2018
5:30 p.m.**

1. Introduction of individual board members
2. Overview of the Charter proposal
3. Presentation of governance documents, liabilities and by- laws
4. Presentation of items required for the academy's annual audit and 990 preparations
5. Presentation of all academy financial processes and needed financial services
6. Presentation about PowerSchool
7. Discussion/questions
8. Adjournment