



**Endeavor Board Meeting Minutes: August 18, 2020**

**7:00 PM in the Multipurpose Room and via Zoom:**

<https://us04web.zoom.us/j/77762834554?pwd=em9tYVVCMFEFKby9CcTdZbTIwUmJSQT09>

**Present:**

<b>Board Member</b>	<b>Position</b>	<b>Term Start</b>	<b>Term Ending</b>	<b>Present</b>
<b>Amy Tharrington</b> Start: July 1, 2016	Member	July 1, 2019	June 30, 2022	Yes (via Zoom)
<b>Jaclyn Parks</b> Start: April 8, 2019	Member	July 1, 2019	June 30, 2022	Yes
<b>Bill Kroll</b> Start: May 19, 2016	Chair	July 1, 2019	June 30, 2022	Yes
<b>Tracy DeMarco</b> Start: June 15, 2017	Secretary	July 1, 2020	June 30, 2023	Yes
<b>Ashley Hicks</b> Start: June 15, 2017	Member	July 1, 2020	June 30, 2023	Yes
<b>Kim Keith</b> Start: May 25, 2017	Vice-Chair	July 1, 2020	June 30, 2023	Yes
<b>Nick Cerullo</b> Start: March 19, 2018	Member	July 1, 2018	June 30, 2021	Yes
<b>Israa Kanfoud</b> Start: July 12, 2018	Treasurer	July 1, 2018	June 30, 2021	Yes
Start: July 12, 2018	Member	July 1, 2018	June 30, 2021	

**Call to Order:**

**Bill Kroll**

- Bill Kroll called the meeting to order at 7:01.
- **Mission Statement:** Endeavor Charter School’s mission is to engage K-8 students by integrating a challenging, hands-on academic program with multi-faceted fine arts courses in a familial environment.
- **Vision 2018:** Endeavor Charter School’s vision is a community of educators and families working together to graduate students who are motivated and curious, capable and confident, and prepared to make a positive impact on the world around them.

**Approval of Agenda:**

**Tracy DeMarco**

- Tracy DeMarco moved to approve the August 18, 2020 Agenda. Nick Cerullo seconded, and the motion passed unanimously.

### **Approval of Minutes:**

**Tracy DeMarco**

- Tracy DeMarco moved to approve the August 4, 2020 Minutes. Bill Kroll seconded, and the motion passed unanimously.

### **Foundation Board Update:**

**Michael Reinhardt**

- Michael Reinhardt gave a brief update on the School's expansion plan. He explained that Phase 2 of the development process will begin in the next month with road construction. The new four lane road will wind behind the soccer field and extend past the front of the new building and into the current staff parking lot. The road will contain two dedicated carpool lanes. Phase 2 will also include construction to extend the property's storm sewer. If all goes as planned, Michael stated that groundbreaking on the new building will take place in November. Christi Whiteside noted that none of the planned construction activities should impact current carpool and parking procedures.

### **PAWS Update:**

**Allison Blatz**

- Allison Blatz explained that PAWS has not been able to serve family and staff quite in the way it usually does given the current remote learning scenario. Nevertheless, PAWS has kicked off the year strongly and continues to brainstorm new way to support the ECS community in the remote instruction environment.
- Lend a Paw took place on Sunday, August 16<sup>th</sup>, and the group completed a number of outdoor, socially distant projects for the School, including washing windows and landscaping (among others).
- PAWS is still working on its membership drive and appreciates the participation of parents and teachers this year.
- PAWS is working to sponsor a fine arts performance in the first semester. Allison explained that PAWS hopes to engage the Jonas Group again to put on a virtual performance for students. The group would perform either at ECS or remotely and the performance would be live-streamed to students.

### **Committee Updates:**

#### **• Finance Committee**

**Israa Kanfoud**

- Israa Kanfoud gave an update on financing for the School expansion. ECS, through financial advisor Michael Juby of First Tryon, solicited proposals from three banks: BB&T, BBVA, and Fidelity. To evaluate each, the Finance Committee looked at several factors, including, among other things, equity contribution, cash flow, political landscape, as well as future plans for the School and maintaining flexibility. Taking all of these factors into account along, the Finance Committee recommends financing the expansion through BBVA. BBVA administers the School's existing loan, which offers some efficiencies in the process. Israa reported that the Finance Committee is still working with Bank to prepare firm data for the Board to review, and he expects that we should have a final proposal in next few weeks.
- Israa next introduced an invoice from BC Construction Group in the amount of \$97,994.10 for work performed in connection with the expansion project. Bill Kroll noted that the Committee discussed this invoice and others with Michael Juby, and the School is on track with its expansion budget.

- Accordingly, Israa Kanfoud moved to approve transfer of \$97,994.10 to the Endeavor Foundation to pay the BCCG invoice. Bill Kroll seconded, and the motion passed unanimously.
  - Finally, Israa reported that the School is on budget for the year. Although the School did incur some surprise expenses related to remote learning and in-school safety needs, we received additional state and federal CARES Act funding to cover these expenses.
- **Governance Committee** **Tracy DeMarco**
  - Tracy DeMarco explained that the Governance Committee did not have anything concrete to report, but has been working on a variety of items related to reopening the School.
- **Resource Development Committee** **Nick Cerullo**
  - Nick Cerullo reported that the Resource Development Committee has been brainstorming some potential virtual events with more information to come in the future.

### Director's Update:

**Christi Whiteside**

- **Communication since July 1**
  - 3 videos produced and posted to YouTube, with over 1100 views
  - 7 blog posts - with 60% increase in readership over same 45 days last year
  - 12 social media posts - with a 30% increase in followers since July 1
  - 19 School-wide emails sent, with highest 6 week readership average ever
  - 4 pages added to the ECS website with Covid information and resources, with 949 unique visits in last 45 days
  - 2 surveys sent to families and data extracted and analyzed
  - 530 grade level material bags distributed to students before the first day of school
  - 30 page family return to campus book developed and distributed, additional 13 page staff companion guide developed and distributed
- **Funding**
  - 9 Different sources of funding that may only be used for very specific Covid related purchases, exceeding over \$30,000
  - over \$30,000 spent in technology since 3/18/2020
- **Admissions**
  - ECS has a total of 536 students and 338 families for the 2020-2021 school year.
  - We filled 98 open seats. (60 for K, 24 for adding an extra student in each homeroom) 62 of those 98 seats went to new families.
  - In order to fill the 98 open seats this year, we offered the seats to 202 students. 104 students declined the seats.
  - We have successfully renewed all 8 of the expiring teacher licenses without NCDPI being in their building and available to support us through this process.
- **Technology**
  - 46 Ipads loaned
  - 86 chrome books loaned
  - 80 ipads and 120 chromebooks ordered since last year
  - 33 chromebooks still out for order
  - 20 Ipad tripods ordered

- 16 wireless bluetooth headsets ordered
- Dozens of passwords reset
- Relocating the office copier to the lounge to decrease office congestion
- Started new K-8 schedule with all core instruction from 9-12:00 yesterday. It was a hard transition, but we believe it will help our students have a more predictable school day.
- **Student Support Team is up and running**
  - 80 students identified as not thriving in remote learning in the spring are being monitored weekly
  - Several students who we considered at-risk after the spring have started strong and are doing what they need to do!
  - 1 student support group up and running
  - Monitoring the 20 SST students that were transferred from last school year (compared to 12 transferred last year)
  - Food support for 4 families every other week since June, transitioning to our free and reduced lunch program now
  - Weekly parent support group (weekly, starting 8/19)
- **Challenges since July 29**
  - Students not showing up for meetings or leaving them whenever they want to
  - Technology
  - Parents, siblings, etc. getting involved to the detriment of the student.
  - Students not asking the teacher for help. Don't assume you have to do all the work at home. Have your child ask!
  - Everything takes about twice as long for the teachers to do - log into each child's assignment, review, provide feedback, log into PowerSchool, enter the grade.
- **Successes since July 29**
  - So many complimentary emails from families grateful for the hard work of the teachers!
  - Iready assessments are on-going despite significant challenges in administering the assessments and even scheduling sessions at 6:00 in the evening.
  - Dreambox math is up and running.
  - Carpool wait spots were painted at Lend a PAW on Sunday

### **Re-Opening Discussion:**

### **Board**

- Bill Kroll began by reminding everyone that the Board outlined a 5-step re-opening process at the last Board meeting. The first step was to bring teachers back to campus, and that began on Monday. The second step is to bring K-1 back to campus, which is what the Board intended to discuss tonight. Before beginning that discussion, however, Bill asked Tracy DeMarco to give an update on the School's engagement of Dr. Sarah Lewis to serve as a medical consultant for the School.
- Tracy explained that Dr. Lewis is an Associate Professor of Medicine at Duke University and is a member of Duke University Hospital System's Infectious Disease / Infection Control Department. Dr. Lewis has published extensively in the area of infection control, including several articles regarding infection control specific to COVID-19. In addition to her work for ECS, Dr. Lewis is on the re-opening committee at the Duke School in Durham where her children attend school. Dr. Lewis has agreed to serve as a consultant for ECS during the 2020-2021 academic year. To give her an introduction to the School and our proposed re-opening procedures, Dr. Lewis reviewed the ECS Return to Campus protocol and visited the School to meet with the administration, our new School nurse, and Board members Tracy DeMarco and Nick Cerullo. During her visit, Dr. Lewis was able to see

the unique layout of our school, including the new sick room set up in the multi-purpose room, staged kindergarten and third grade classrooms, bathrooms, hallways etc. Throughout the visit, the group asked many questions and talked through general and specific concerns with Dr. Lewis, and Dr. Lewis gave feedback on the Return to Campus protocol. Christi incorporated this feedback into the version of the Return to Campus plan that was shared with families and staff last week, and Dr. Lewis has given her final sign off on the document and ECS's plan to return to campus. Dr. Lewis will continue to serve as a consultant for the School as needed throughout the year, beginning by hosting a Q&A session with staff that will take place on September 3, 2020.

- Bill Kroll next asked Christi Whiteside to give an update on the results of the survey asking families to select 100% remote or a hybrid in-person learning option for the remainder of first semester.
- Christi reported that 51.4% of students will remain remote while 48% have elected to return to the classroom. Although the school as a whole appears evenly split between the two options, there is a slightly greater percentage of students in K-1 who elected to return to campus. Christi asked Lauren Manfreda to circulate the spreadsheet of survey results to Board members.
- Bill Kroll opened the floor for discussion of the timing for beginning a return to campus. He noted that at the last Board meeting, the Board discussed a goal of bringing grades K-2 back to school in the first quarter.
- Nick Cerullo looked at the survey results for K-1. He noted that in kindergarten, 25 students elected the 100% remote option, 32 students elected the in person option, and no response was entered for the remaining 3 students. In first grade, 23 students elected the 100% remote option, 32 students elected the in person option, and no response was entered for the remaining 4 students. Nick noted that the School should be able to accommodate students requesting in person instruction with these numbers.
- Given the near 50/50 split, Tracy DeMarco noted that the School could potentially accommodate nearly all students who elected the in-person option to be on campus nearly every week. Given that each of the three classrooms can accommodate 10 students with the new socially distanced seating arrangement, only 1-2 students per grade would need to rotate out each week. In this scenario, students could be on campus 4 out of 5 weeks for a class of 12 returning or 10 out of 11 weeks for a class of 11 returning, etc.
- Turning back to the date of a potential student return to campus, Bill Kroll noted that the Board originally talked about bringing K-2 back on August 31. Jaclyn Parks suggested that the Board should consider pushing that date back to ensure that teachers have sufficient notice and time to prepare for a return of students. Kim Keith suggested that return after Labor Day might be more reasonable. Christi Whiteside noted that the School had planned a remote instruction day for the Wednesday after Labor Day, but suggested it be moved to the Tuesday after Labor Day to avoid disrupting the return to school process. Kim Keith asked Christi to give her opinion on what would be a reasonable amount of time to prepare for return to campus. Christi suggested that the teachers and staff would benefit from another week, and the Board agreed to target September 14, 2020.
- Nick Cerullo asked whether the Board would support bringing K-2 back on the same day or whether a rolling re-entry would be better. The Board generally discussed the pros and cons of each approach and noted that a rolling re-entry would relieve some of the stress regarding new procedures for carpool and student screening. Accordingly, the Board agreed to the following start dates: (1) Kindergarten – September 14; 1<sup>st</sup> Grade – September 21; and (3) 2<sup>nd</sup> Grade – September 28.

- **Bill Kroll moved to approve a rolling re-entry for grades K-2 with Kindergarten returning on September 14, 1<sup>st</sup> Grade returning on September 21, and 2<sup>nd</sup> Grade returning on September 28. Kim Keith seconded, and the motion passed unanimously.**
- The Board agreed to meet again on September 1 and September 22<sup>nd</sup>.

**Public Comment:**

- Bill Kroll opened the floor for public comment. He invited questions, but stated that the Board will respond to questions and make responses available to the community at a later date.
- Christi Whiteside noted a single comment in the Zoom chat box: a parents suggested that the Board had not discussed how these changes will affect students.
- No other other public comment.

**Closed Session**

- Bill Kroll moved to go to closed session pursuant to N.C. Gen. Stat. § 143.318.11(a)(1), (6) & (8) at 8:11 p.m. Ashley Hickers seconded, and the motion passed unanimously.
- Bill Kroll moved to go into open session at 8:50. Nick Cerullo seconded, and the motion passed unanimously.

**Adjournment:**

**Bill Kroll**

- Bill Kroll moved to adjourn at 8:50. Nick Cerullo seconded, and the motion passed unanimously.