



**Endeavor Board Meeting Minutes: October 27, 2020**

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

<https://us04web.zoom.us/j/73541219442?pwd=YzdJcXpyaTQwVE45ODA3RTM2czRmdz09>

**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
<b>Jaelyn 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, 2010	June 30, 2023	Yes
<b>Kim Keith</b> Start: May 25, 2017	Vice-Chair	July 1, 2010	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 7:06 p.m.
- 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 October 26, 2020 Agenda. Kim Keith seconded, and the motion passed unanimously.

### **Approval of Minutes:**

- Tracy DeMarco moved to approve the July 17, 2020, September 22, 2020, October 6, 2020, and October 20, 2020 Minutes. Nick Cerullo seconded, and the motion passed unanimously.

### **Foundation Board Update:**

**Michael Reinhardt**

- Bill Kroll announced that the official groundbreaking ceremony for the new building will take place on November 12<sup>th</sup>. More details regarding the event and how to watch will be announced soon. Bill also shared that Jaelyn Parks updated the [endeavorexpan.com](http://endeavorexpan.com) website with the 3D rendering of the new building.
- Michael Reinhardt stated that the expansion project has met a number of exciting milestones in the past week and pre-construction site work has already begun. Michael reported that BCCG is still in the process of finalizing permits with the Town of Wake Forest, but expects construction to begin on schedule. This is fantastic news. Still finalizing permitting with the town of wake forest. The Foundation Board has uploaded several pictures of the in-process work to the [endeavorexpan.com](http://endeavorexpan.com) and will continue to do so as more progress is made.

### **PAWS Update:**

**Allison Blatz**

- Allison Blatz reported that PAWS completed its first virtual book fair over track out.
- In addition, PAWS applied for a grant to support its cultural arts program and was awarded \$848 for future performances. Allison noted that PAWS has several performances scheduled for this school year.
- PAWS will be sponsoring picture day in November for both in-person and remote students. Lauren Manfreda is coordinating the event.
- The We Love Our Teachers event will take place on November 16<sup>th</sup>. PAWS plans to provide teachers with food treats that are wrapped and safe, along with gift cards.
- PAWS is promoting the Carpool World App. This is an opportunity for families to coordinate with each other for carpool.

### **Committee Updates:**

#### **• Finance Committee**

**Israa Kanfoud**

- Israa Kanfoud reported that the Finance Committee met with Jay from KPM. He walked the Committee through the swap deal that was part of the expansion financing process. Jay highlighted things to look out for in the future. Israa promised to share the hard copy presentation with the full Board.
- Bill Kroll reported that the School and Foundation Board closed on the bond financing for \$11.5 million. Bill noted that the fact that the School was able to borrow this amount speaks to the financial stability of the organization and underscored that the Annual Fund is a key component to the School budget each year. He acknowledged that many families may be facing tough financial straights due to pandemic restrictions, but urged families who are able to contribute what they can to the Annual Fund..

#### **• Governance Committee**

**Tracy DeMarco**

- Tracy DeMarco reiterated that the Board is seeking applicants to fill an open seat and plans to interview candidates in January or February.

- **Resource Development Committee**

**Nick Cerullo**

- Nick Cerullo reported that the Resource Development Committee met over a week ago to plan a framework for the Board's roundtable discussion with teachers. The Committee's goal was to create consistency of topics among the three roundtables and to prepare facilitator questions.
- Lauren Manfreda reported that the Amazing Race is off to a great start, and she has received great feedback from families who have been participating. She urged that there is still time to participate. Two clues have gone out and two more clues will go out tomorrow. The goals for the event are twofold: (1) to bring the fun and give everyone an opportunity to get out in the community and explore; and (2) to kick off ECS's fundraising efforts for this school year. Lauren explained that the Annual Fund goal for the 2020-2021 school year is to raise \$150k, and this money is critical to maintaining the school's operations. The fundraising goal for the Amazing Race is \$25k, and the community is well on its way to achieving that. Lauren next thanked the Amazing Race sponsors:
  - Gladwell Orthodontics;
  - Triangle Family Dentistry;
  - Ehungry;
  - Wells Family Dentistry;
  - North State Bank;
  - Realty World;
  - Defy Raleigh;
  - Morse Entertainment;
  - Ivy Reads;
  - Core Realty Advisors;
  - Atlantic Tire & Service;
  - Goldfish Swim School;
  - Kennedy Office; and
  - Mid Atlantic.

On Monday November 2, ECS will reveal the results of the Amazing Race over a live Zoom.

- Finally, Lauren shared that the groundbreaking ceremony will be broadcast via Facebook Live and YouTube.

**Director's Update:**

**Christi Whiteside**

- This week we welcomed hybrid students in grades 3 and 6 back to campus. Generally it has gone well, but we need to remind everyone to review the parent return to campus handbook before your child returns to campus. Gaiters are not allowed as a face covering. Social distancing and face coverings will be required for every student on campus. Parents should work with their children prior to returning to campus to help them prepare for these expectations.
- Morning carpool is moving smoothly, but we need to encourage all families to have the child fully prepared to exit the car before reaching the front sidewalk: mask should already be on, backpack should be at the child's feet or lap, goodbyes should already be said. Once the temp is taken and the family responds to the screening questions, the child should immediately exit the vehicle. We need to keep our carpool moving quickly and smoothly to ensure all students arrive in class on time.

- Sports returned to ECS last week. So far students have responded well to the protocols we've put in place.
- Many thanks to the families who are donating to our food closet. The cooler out on the front sidewalk has worked well for a contact-free drop off site. We are supporting ECS families with these donations.
- We continue working through options for alternative schedules and systems that will make teaching and learning better for everyone.

Bill Kroll asked whether sports are currently competing. Christi shared that ECS teams have a few games scheduled, and Josh is doing his best to make sure there is some kind of competitive season. Scheduling games has proven difficult as some schools in the conference are still remote.

### **ECS Phased Return to In-Person Learning Update:**

**Bill Kroll**

- Bill Kroll began the discussion by noting that the Board approved a phased return to campus, bringing all grades back into the school on a rotating basis.
- On October 20, 2020, the Board hosted three teacher roundtables to discuss successes and issues with returning to in-person discussion. The staff was split into three groups for this discussion, grouped largely by grade level (K-2, 3-5, and 6-8). Kim Keith reported the high level themes of each discussion:
  - Kim noted that every staff member in school participated, and the Board was very strategic in how it placed Board members among the three groups to encourage free discussion. No Board member was part of a group where he/she had children in the grade level. Jaclyn, Tracy, and Kim were with the 3-5 group. This staff grouping urged the Board to set a plan for the rest of second quarter at tonight's meeting. The teachers need certainty to be able to plan for the rest of the semester. Kim reported that it was eye-opening to hear about the amount of time it takes teachers to convert all lessons to digital. For example, an assignment that that might have taken them a half hour last year would take 3 hours to complete this year. Each grade level brainstormed solutions for how to best teach their curriculum given the current limitations, and these solutions look different in different grade levels. Jaclyn Parks reiterated that the teachers have been working really hard in this challenging environment and need community support.
  - Nick Cerullo and Israa Kanfoud attended the 6-8 roundtable. Nick Cerullo reported that this group shared many of the same concerns and frustrations as the 3-5 group. This group shared that the content they have used in past years is not always easily transferrable to a digital format, and the teachers are spending a significant amount of time creating new content that can be used in the virtual setting. Like the 3-5 teachers, this group also stressed the need for a consistent path forward to allow them to make the best, informed decision for the remainder of the semester. All of the teachers would like students back in the classroom, sharing that it is difficult to understand whether students are grasping concepts in the remote environment. That being said, Nick reported, the group understands the challenges of teaching in a hybrid environment while these grades must remain on a Plan B schedule.
  - Ashley Hicks, Bill Kroll, and Amy Tharrington participated in the K-2 roundtable. Ashley reported that the K-2 teachers face some unique challenges as this age group generally requires a significant amount of hands-on teaching. In addition, the teachers miss the relationship building that takes place in the classroom. The group

also discussed strategies to best meet the needs of all students, while managing both virtual and remote environments.

- Bill Kroll reviewed the Board's general phased approach to reopening. In August, the Board set out a number of steps toward reopening. Now that we have, or will soon have, all grade levels back on campus on a rotating schedule, the Board's next stated goal is to bring students back every day. Bill shared that the Board would tentatively like to take a next step with kindergarten students. To that end, Christi reported that, after meeting with the kindergarten teachers, the grade level proposed bringing these students back on a non-rotating basis – meaning that students would be split between 100% in-person or 100% remote, with no rotations.
- Tracy DeMarco shared that the Board has spent a significant amount of time discussing whether to bring more grade levels back on a non-rotating basis in second quarter, and pointed out that most grades would be able to do so and still maintain 6 ft of distance between each student.
- Amy Tharrington stated that she was not in favor of limiting the non-rotating schedule to kindergarten only. In her view, this approach was not reflective of the goals the Board set in the summer.
- Kim Keith announced that the Board will form a stakeholder committee with teachers, Board members, and parents to pursue further reopening options. The goal of the committee will be to brainstorm and think of creative solutions within the framework of Board's goal: to bring as many students back to the campus as we can safely. Kim noted that the Board unanimously agrees with this goal, even though individual Board members may disagree with the timing.
- Bill Kroll agreed and urged that Committee look for options to make school as normal as possible, including returning to a full instructional day, while still complying with all current safety requirements. He expressed concern that families who may want their child to return to school may be precluded from doing so if they are not able to accommodate the current noon pick up time. Bill acknowledged that neither the Board or the School has the answers we need right now, but expressed hope that the Committee will be able to brainstorm feasible solutions.
- Kim acknowledged that the Committee will focus on these goals. The group will be a small one, but reflective of all views in the community.
- Finally, Bill noted that a new survey will go out next month, allowing families to choose whether their child will learn in the classroom or remotely in third quarter.

**Public Comment:**

- Bill Kroll invited the community to speak during public comment; no attendee expressed a wish to speak.

**Closed Session:**

**Board**

- Bill Kroll moved to go into closed session pursuant to N.C. Gen. Stat. § 143.318.11(a)(1), (6) & (8) at 8:40 p.m. Jaclyn Parks seconded, and the motion passed unanimously.
- Bill Kroll moved to go into open session at 9:50 p.m. Nick Cerullo seconded, and the motion passed unanimously.

**Adjournment:**

**Bill Kroll**

Bill Kroll adjourned the meeting at 9:52 p.m.