



Endeavor Emergency Board Meeting Agenda: December 1, 2020

7:00 PM via Zoom:

<https://us02web.zoom.us/j/85926333534?pwd=UIYwTzRFdDYrb0dJK28zZkoxQzgvUT09>

Present:

Board Member	Position	Term Start	Term Ending	Present
Amy Tharrington Start: July 1, 2016	Member	July 1, 2019	June 30, 2022	
Jaclyn Parks Start: April 8, 2019	Member	July 1, 2019	June 30, 2022	
Bill Kroll Start: May 19, 2016	Chair	July 1, 2019	June 30, 2022	
Tracy DeMarco Start: June 15, 2017	Secretary	July 1, 2020	June 30, 2023	
Ashley Hicks Start: June 15, 2017	Member	July 1, 2010	June 30, 2023	
Kim Keith Start: May 25, 2017	Vice-Chair	July 1, 2010	June 30, 2023	
Nick Cerullo Start: March 19, 2018	Member	July 1, 2018	June 30, 2021	
Israa Kanfoud Start: July 12, 2018	Treasurer	July 1, 2018	June 30, 2021	
Start: July 12, 2018	Member	July 1, 2018	June 30, 2021	

Call to Order:

Bill Kroll

- 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

- TD moves to approve December 1, 2020 Agenda. Motion passes.

Approval of Minutes:

- TD moves to October 27, 2020 Minutes. Motion

Foundation Board Update:

PAWS Update:

- Picture day went great
- First spirit night is December 9th 4-8 PM at Marco's pizza. Owned by one of our families, the Russo's. Appreciate their support.
- We'll be having a hot cocoa bar and goodies in the lounge, also a small gift from PAWS.
- Hosting fun Friday event with artist Billy Jonas. Will be streaming for families after dismissal.
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Committee Updates:

- **Finance Committee** **Israa Kanfoud**
 - We have a few things. Salaries. Currently reviewing the salaries for next year. Should have something for review and approval by January meeting. Also looked at substitute pay. Need to get them up to our current scale – 95% of wake county. That will have a minimal impact on annual financials. Right now certified subs getting \$90 per day, going up to \$96.82/day effective January 1, 2021. Israa moves to approve. BK seconds. Motion passed u
 - BCCG - \$636,187.24 invoice for November. Israa moved to approve. Bill Kroll seconded, and the motion passed unanimously.
 - Received the audit results, no flags. Thanks to Molly for keeping us on track. IK moved to approve, BK seconds motion passes.
 - Policy revision
 - Currently for non-recurring expenditures, there was limit of \$5k for Molly and Christi to sign. Between . If something needed to be approved, Molly could email an invoice. If vendor accepted online.
 - Move to approve the new policy. BK seconds. Motion passed unanimously.
- **Governance Committee** **Tracy DeMarco**
 - TD – Governance met last week with Christi, Carolyn, and Julie to talk about issues and school needs with respect to the expansion. I'll let Christi speak to that.
 - Open Board seat.
- **Resource Development Committee** **Nick Cerullo**
 - Lauren – outpouring of generosity today for giving Tuesday. 3 generous people offered a \$10k match. Humbled by generous people in our community, and thank you to all for supporting Endeavor.

Director's Update:

Christi Whiteside

- Monday morning we arrived to a 40 foot long flood in the back hall and significant pooling water within the carpeted office area. 10-15 staff and staff kids spent at least 30 mins mopping and sweeping the water out so we could open for students on time. Molly reached out to insurance and contacted a disaster recovery company who began work yesterday. I spoke to BCCG and got them to send our site manager to help figure out

what happened. He believes the storm Sunday night overwhelmed our drainage system despite there being no blockage to the French drains we've already installed.

- The disaster recovery people are removing portions of sheetrock within the office area to replace wet insulation and allow air inside the walls to dry them out. Blowers were installed yesterday.
- The insurance adjuster came this afternoon to assess the damage.
- Our quarantined class will be returning tomorrow. There has been no community spread within the class. Many thanks to the teachers and parents in that class as we worked through our first quarantine situation.
- We are taking delivery on some new individual desks and smaller tables for students returning to class rather than having multiple students at the same table.
- We've worked out the new location for the front door, but are still finalizing plans for packet pick up and bad weather days.
- The inspector for the lending company was on site today to ensure work is appropriate and accurate.
- We are trying to get responses from the last few families regarding the spring survey.
- We will be speaking with current staff later this week about the positions we need for next year and getting their input on where they believe they are most effective. We will be posting for some new curriculum coordinators to start early next year and then in January we will be posting for all additional positions we will need.
- We are researching options regarding the upcoming state pilot of antigen testing in schools. We are not sure whether this is right for us, but as more information becomes available, we will gather the appropriate information.
- Giving Tuesday was a success today! Final totals will come out soon, but we'd received \$5300 as of 10 AM.

BK – wanted to give kudos to Josh. I had seen something about update to athletic guidance and he responded in minutes that he implemented the change 2 weeks ago.

Re-Opening Committee Update:

Kim Keith

- Committee has met 4 or 5 time. Consists of me, Ashley, Amy, representatives from the grade level groups, Christi, Carolyn, Julie, and Nurse Sarah. Everyone has done a great job of representing their feelings along with those of their teammates and hallway. The plan we came up with is best compromise of all issues.
- Committee formed in order to come up with a phased reopening recommendation within the stated goal of Board: as many children in school as long as we can within governor's orders.
- Biggest challenges were teacher planning time. More time kids are back, more we are eating in to critical planning time.. Another challenge is lunch and recess. Fine arts scheduling is also a nightmare with the crazy schedule we have in place. 3 biggest challenges.
- Plan we are recommending:
 - 1st half of 3rd quarter, bring students back on non-alternating basis from 8:30 – 1. Would still allow the teachers the critical afternoon planning time. Still need to look at middle school numbers to make sure we can meet the governor's order and do a non-alternating schedule.

- Middle of quarter – president’s day. Add a remote learning day, and when we come back from long weekend, full day schedule. Not sure if it would be 8:30 to 3 or if we would go back to our normal schedule.
- We know this takes away critical planning period. We’ve talked about a lot of ways to solve for this. Talked about having one remote day per week where teachers do not have to record videos, etc. Want teachers to hear that we will solve for that – just don’t have a firm plan yet.
- 4th quarter – move toward everyone back on campus. EOGs will be in person, believe it’s important to get kids used to being back on campus. Will still provide accommodations for people who meet requirements, but
- Still subject to the governor’s orders. He did not allude to changing course in press conference today.
- AT – we talked about having an informal meeting before Christmas break in case anything changes before the holiday. KK – that’s right, we want teachers to know what to be prepared for after Christmas break.
- JP – Just want to say thank you for the extra time and effort. And thank you to teachers and staff.
- AT – Kim is amazing for doing all of this.
- BK – the 8:30 – 1, what’s the benefit of adding an hour. KK – it’s an extra 6 hours of instructional time. A lot of what the teachers talked about is that they’re struggling to get the content out in that time. Wanted to prioritize instructional time. If we want to extend beyond 1, have to add lunch and recess. Also wanted to take a meaningful step forward that was not a huge jump to a full day.
- Survey targeted with 2 questions to accommodate families who can send child for full day, but can’t do lunch pick up.
- TD – Can you speak to after care options? KK – while we understand that there is a great need for before and after school care, it’s not logistically possible for us to provide it at the school this year. Using multi-purpose for sick room – don’t have another place to put them. Will be providing resources to families.
- NC – can you speak to different schedules that some grade levels are trying. Some successes and some difficulties. Like splitting remote and in person, however challenges for different levels of reading and math.
- BK – are there any resources that we need to invest in to help? Looked into some technology options, but don’t see anything that would make a meaningful difference. KK – some of it is expectation changes. Are we required to post videos of classes for students who miss? Maybe not. Maybe if you miss, you have to follow up with the teacher like normal. Teachers, as you’re thinking about next semester, if there’s an expectation change that would make your life easier, raise it up.
- KK – thank you to the teachers who were on the committee. They were awesome. Did a great job of balancing their own feelings and thoughts with their colleagues. Recognized that the solution we came to may not be the one they want, and respected the process. 5 Mondays of 2 pm meetings – big commitment.
 - KK moves to adopt the following schedule for second semester:
 - 1st half of 3rd quarter 8:30-1, non-rotating schedule;
 - 2nd half (after President’s Day), full day (8:30 – 3 or normal hours), non-rotating schedule;
 - 4th quarter, all students (unless medical exemption) back on campus.

Public Comment

- Different kids 2nd half of third quarter? See survey. Will reach out to families to see if we can help them make both schedules work.
- Specials for younger grades? Will add back for younger grades in second semester.
- Will k get more than reading and writing? Christi – already math. 90% of regular k is in reading, writing, and math. We instructed teachers to focus on those subjects. Easier to catch up in the others. KK – as former K teacher, other subjects included in literacy.
- Middle school schedule? BK – either non,alternating or A/B. KK – math classes are a big part of the puzzle.

Additional Items:

Closed Session:

BK moved to go into closed session at 7:53.

BK moved to go into open session at 8:17.

Board

Adjournment:

BK adjourned the meeting at 8:17 pm.

Bill Kroll