



Endeavor Emergency Board Meeting Minutes: January 5, 2021
7:00 PM in the Multi-Purpose Room and 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	Yes
Jaclyn Parks Start: April 8, 2019	Member	July 1, 2019	June 30, 2022	Yes
Bill Kroll Start: May 19, 2016	Chair	July 1, 2019	June 30, 2022	Yes
Tracy DeMarco Start: June 15, 2017	Secretary	July 1, 2020	June 30, 2023	Yes
Ashley Hicks Start: June 15, 2017	Member	July 1, 2010	June 30, 2023	Yes
Kim Keith Start: May 25, 2017	Vice-Chair	July 1, 2010	June 30, 2023	Yes
Nick Cerullo Start: March 19, 2018	Member	July 1, 2018	June 30, 2021	No
Israa Kanfoud 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

- 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 January, 2021 Agenda. Bill Kroll seconded and the motion passed unanimously.

Approval of Minutes:

- Tracy DeMarco moved to approve the October 30, 2020 Minutes. Bill Kroll seconded, and the motion passed unanimously.

Foundation Board Update:

Michael Reinhardt

- Michael Reinhardt reported that the Foundation Board has not yet met in 2021. However, Michael, Bill, and Christi Whiteside met with BCCG on December 30, 2020, to discuss recent flooding in the school building that was caused by construction. BCCG has a plan to remediate the issue, and the expansion project remains on track.

PAWS Update:

Allison Blatz

- Allison Blatz reported that there are not many PAWS events scheduled for January. Len-a-PAW was originally scheduled to take place on January 10th, but has been temporarily postponed due to the construction work. PAWS plans to reschedule the event in February or March.
- PAWS is preparing for the next staff appreciation day, which will take place in early February. The next cultural arts performance will also take place in early February.

Committee Updates:

• Finance Committee

Israa Kanfoud

- Israa Kanfoud presented the proposed salary scale for the 2021-2022 school year that was shared with the Board prior to the meeting. The new scale reflects a 2.11% raise plus a step up on the scale for all staff. On average, employees will receive a 3.51% raise depending. With this increase, ECS salaries will be at 97% of the Wake County scale. Israa explained that it has been a Board goal to bring ECS salaries in line with Wake County, and the raises the Board has approved over the past 2 years have been bridging the gap. The cost of the raises will result in a \$112,000 increase to the budget, and is a conservative approach given the uncertainties in cost structure once the expanded school opens and debt we assumed last year.
 - **Israa moved to approve the 2021-2022 salary scale. Bill Kroll seconded, and the motion passed unanimously.**
- Israa next explained that ECS has incurred a \$29,284.41 charge to purchase additional furniture required for social distancing in the school. The expense is fully covered by CARES Act funding the school received, but still requires a Board vote to approve.
 - Israa moved to approve payment of \$29,284.41 for school furniture. Ashely Hicks seconded, and the motion passed unanimously.
- Finally, Israa presented the December invoice from BCCG for expenses incurred related to expansion construction: 791,099.41. Israa confirmed that the invoice was aligned with the budget and what the School was expecting.
 - Israa moved to approve payment of \$791,099.41 to BCCG. Bill Kroll seconded, and the motion passed unanimously.

• Governance Committee

Tracy DeMarco

- Tracy DeMarco reported that the Governance Committee met at 6 PM and discussed a number of issues related to the school expansion. Tracy also reminded the community that applications for the open Board seat are due at the end of the month, and the Board will be conducting interviews in February.

- The Board next held officer elections for the 2021 calendar year.
 - Tracy DeMarco nominated Bill Kroll to be Board Chair. Kim Keith seconded, Bill Kroll abstained, and the motion passed unanimously.
 - Tracy DeMarco nominated Kim Keith to be Vice Chair. Bill Kroll seconded, Kim Keith abstained, and the motion passed unanimously.
 - Tracy DeMarco nominated Israa Kanfoud to the position of Treasurer. Jaclyn Parks seconded, Israa Kanfoud abstained, and the motion passed unanimously.
 - Bill Kroll nominated Tracy DeMarco to the position of Secretary. Ashely Hicks seconded, Tracy DeMarco abstained, and the motion passed unanimously.

- **Resource Development Committee** **Jaclyn Parks**
 - Jaclyn Parks reported that that the School will be issuing a press release this week promoting the expansion, including the new school, increased number of classes, new facilities, and rental of facilities.

Director's Update:

Christi Whiteside

- Live classes resumed remotely today. Students and staff adjusted well to the additional hour.
- We took in more than \$200,000 worth of cabinetry, tech, server racks, and furniture from Lenovo at the beginning of track out. This fills our MPR and drama room spaces, so we will be renting pods in the next week or so. We may need help loading those items we wont need until construction is complete.
- Items such as cabinetry that we will need for construction will remain stored in the MPR through the spring.
- We were able to rearrange and purchase enough furniture to set our classes up for next week with the required spacing at each grade. We have 300 individual desks coming in February to set us up for full classes fourth quarter and for our expanded population next year.
- We are currently interviewing for our 3 new Curriculum Coordinator positions and are excited about our candidates!
- We will begin interviewing for other positions in late January or early February, so please tell great teachers you know!
- We have canceled the early release day scheduled for Feb 2 since we will already be dismissing at 1:00. We'd like to maintain the early release on the last day of school – June

11. There are two other early release days scheduled: Mar 12 and May 13. We'd like to talk through those days and whether to maintain or remove the ER.

- We have not yet released a 2021-2022 calendar. We are waiting for the legislature to meet in January to decide whether the 5 remote instruction days we were required to build into our calendar this year will be required for next year.
- Our new student application window opens Friday. We will hold 2 virtual open houses on Jan 26 at 6:30PM and January 29 at 9:00AM.
- New carpool plan is working well, but is challenging in the rain because of the lack of an overhang.
- We have flooded inside the building 4 times in the past 5 weeks.
 - Nov 31, Dec 5, Dec 14, and Jan 3
 - After the 1st 3 incidents a temporary fix was found. However, we had to have portions of drywall and insulation removed which will have to be replaced and repainted.
 - The 4th incident was a new situation still related to construction – our drain spouts had all been removed from the front of the building, our 2 closest sewer grates had been plowed over, and the grade of the land had been completely changed. This required disaster recovery again and our carpets will have to be cleaned because of the muddy water.
 - Prior to the 4th incident and prior to any reconstruction, we've already spent over \$8000 for disaster recovery. With those repairs and the 4th incident, we will easily exceed \$10,000 for situations we are not responsible for.
 - Christi stated that she does not believe the School should pay for the extensive repairs as the damage was clearly due to construction.
 - Bill Kroll stated that he and Michael Reinhardt would address the issue with BCCG.

Re-Opening Committee Update:

Kim Keith

- Kim Keith reported that the Reopening Committee has not yet met in 2021 and has nothing new to report. Kim acknowledged that the Board did receive an email from a staff member asking the Board to reconsider second week remote following the holiday break. Kim noted that the Board thoroughly discussed whether to impose one, two, or no weeks of remote learning after the holiday and continue to feel confident in the decision made. Kim noted that the one week of remote learning allows ten days following New Years' Day, which is consistent with the CDC's new allowance for a 10-day quarantine. Students will return to the classroom on January 11, 2021.

Adjournment:

Bill Kroll

Bill Kroll adjourned the meeting at 7:41 p.m.