



Endeavor Emergency Board Meeting Agenda: May 27, 2021

6:00 PM via Zoom:

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

Present:

Board Member	Position	Committee	Term Start	Term Ending	Present
Amy Tharrington Start: 4/8/2019	Member	RDC	7/1/2019	6/30/2022	Yes
Jaclyn Parks Start: 4/8/2019	Member	RDC (Chair)	7/1/2019	6/30/2022	Yes
Bill Kroll Start: 5/19/2016	Chair	Finance	7/1/2019	6/30/2022	Yes
Chris DeRienzo Start: 2/23/2021	Member	Governance	7/1/2019	6/30/2022	No
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2020	6/30/2023	Yes
Ashley Hicks Start: 6/15/2017	Member	RDC	7/1/2020	6/30/2023	Yes
Kim Keith Start: 5/25/2017	Vice-Chair	Governance	7/1/2020	6/30/2023	Yes
David Roy Start: 2/23/21	Member	Finance	7/1/2020	6/30/2023	Yes
Nick Cerullo Start: 3/19/2018	Member	RDC	7/1/2018	6/30/2021	No
Israa Kanfoud Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2018	6/30/2021	No
Dustin Embrey Start: 2/23/2021	Member	RDC	7/1/2018	6/30/2021	Yes

Call to Order:

Bill Kroll

- Bill Kroll called the meeting to order at 6:04 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 May 27, 2021 Agenda. Bill Kroll seconded, and the Motion passed unanimously.

Staff Bonuses:

Bill Kroll

- Bill Kroll reported that the Finance Committee recommends that the Board approve a bonus of \$2,400 for all full-time staff, and a bonus pro-rated based on the same amount for part-time staff.
- Bill explained that the School received more funding than anticipated last year, thanks to federal and state Covid-related grants. The School was able to purchase everything it needed to adapt to the non-traditional learning environment, but still had some funding left over. Payment of this bonus will leave sufficient cushion to meet BBVA's (the School's lender) required debt coverage ratio.
- David Roy noted that even with conservative estimates of funding needed to finish out the year, the budget model shows \$200k+ in surplus.
- Bill Kroll noted that this bonus would be the largest the School has ever paid to staff, and stated that it would not have precedential effect for future years. Bill explained that the Board has always approved bonuses that strike the appropriate balance between fairly compensating ECS's excellent staff and ensuring the financial stability of the School. He noted that teachers have faced unprecedented challenges this year, and the Finance Committee believes that it is appropriate to approve this significant bonus.
- **Bill Kroll moved to approve a bonus of \$2,400 for all full-time staff, and a pro-rated bonus based on the same amount for part-time staff. Tracy DeMarco seconded, and the Motion passed unanimously.**

Salary Adjustments:

Bill Kroll

- Bill Kroll presented proposed changes in the salaries for the positions of Director, Assistant Director, and Admissions Coordinator. He noted that the Board always assesses the position, not the person in the position, when setting salaries.
- Director Salary
 - Bill Kroll explained that the Director's salary is not currently in line with the scale applied for the rest of the teaching staff, which is 97% of the Wake County scale. Because the Wake County salary scale for principal is different for elementary vs. middle school positions, the Finance Committee recommends benchmarking based on the average of those two positions for the ECS Director salary.
 - **Bill Kroll moved that the ECS Director's salary should be calculated as 97% of the average of the salaries for an elementary and middle school principal under the Wake County salary scale. Dustin Embrey seconded, and the Motion passed unanimously.**
- Assistant Director Salaries
 - Bill Kroll explained that the Assistant Director positions are currently paid on a 10-month salary scale, but require work at least 11-months of the year to plan and prepare for the new school years over the Summer. Accordingly, the Finance and

Governance Committee jointly recommend that the Assistant Director salaries should reflect 11 months of work.

- **Bill Kroll moved that Assistant Director positions be paid as 11-month employees. David Roy seconded, and the Motion passed unanimously.**
- Admissions Coordinator Salary
 - Bill Kroll explained that the Admissions Coordinator position also requires significant work over the summer to ensure that the School is at full capacity and eligible to receive the full amount of funding from the state.
 - **Bill Kroll moved that the Admissions Coordinator position be paid as an 11-month employee. David Roy seconded, and the Motion passed unanimously.**

Additional Items:

- Bill Kroll stated that the May invoice from BCCG for construction expenses is \$1,766,434.58. This amount is in line with the budget for the expansion project, and the School remains ahead of budget as of the latest report from BCCG.
- **Bill Kroll moved to pay BCCG \$1,766.434.58 for May construction expenses. Dustin Embrey seconded, and the Motion passed unanimously.**

Adjournment:

Bill Kroll adjourned the meeting at 6:22 p.m.

Bill Kroll