



**Endeavor Board Meeting Agenda: March 11, 2019**  
**7:00 PM in ECS Multipurpose Room**

**Present:**

<b>Board Member</b>	<b>Position</b>	<b>Term Start</b>	<b>Term Ending</b>	<b>Present</b>
<b>Jim Hollis</b> Start: June 6, 2016	Member	July 1, 2016	June 30, 2019	No
Vacant Start:		July 1, 2016	June 30, 2019	
<b>Bill Kroll</b> Start: May 19, 2016	Chair	July 1, 2016	June 30, 2019	Yes
<b>Tracy DeMarco</b> Start: June 15, 2017	Secretary	July 1, 2017	June 30, 2020	Yes
<b>Ashley Hicks</b> Start: June 15, 2017	Member	July 1, 2017	June 30, 2020	Yes
<b>Kim Keith</b> Start: May 25, 2017	Vice-Chair	July 1, 2017	June 30, 2020	No
<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
<b>Jon Fowler</b> Start: July 12, 2018	Member	July 1, 2018	June 30, 2021	Yes

**Call to Order: (~2 min)**

**Bill Kroll**

- Bill Kroll called the meeting to order at 7:09 pm.
- 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: (~1 min)**

**Tracy DeMarco**

- Tracy DeMarco moved to approve the February 11, 2019 agenda.
  - Nick Cerullo seconded.
  - Motion passed unanimously.

**Approval of Minutes: (~1 min)****Tracy DeMarco**

- Tracy DeMarco moved to approve the January 14, 2019 and February 11, 2019 minutes.
  - Ashley Hicks seconded.
  - Motion passed unanimously.

**Foundation Board Update: (~5 min)****Michael Reinhardt**

- The Foundation Board met on March 5<sup>th</sup>.
- The group approved hiring Charter Success to handle Foundation Board finances. This will help with the Board's audit as Charter Success will handle preservation of documents
- The Foundation Board also talked about potential physical improvements to the School and grounds.
  - They discussed erosion issues and what to do to the entryway to make it look better.
  - PAWS has a budget to put mulch in the Memorial Garden before the end of the year.
  - The group discussed whether teachers would want to have classrooms painted on a regular basis.
  - They are monitoring the fence by playground for repairs.
  - Finally, they are evaluating the security camera malfunction and looking into whether the School can simply replace the cameras or whether the entire system needs to be replaced.

**PAWS Update: (~5 min)****Natalie Newell**

- The art show took place week and a half ago. 120 pieces of art were sold, meeting the goal PAWS set for the event. The rest of the pieces were sent back and will be redistributed to parents.
- The book fair success was also a success.
- PAWS is actively recruiting Board and Committee members for the 2019-2020 school year.
- PAWS began box top collection on Monday and will run until the 15<sup>th</sup>. The top three contributors will get a \$5 gift certificate to Lumpy's ice cream.
- PAWS will sponsor a teacher luncheon after spring break.
- Lend-a-Paw is schedule for Sunday March 31<sup>st</sup> from 2-5.
- PAWS is participating in a fundraiser with Texas Roadhouse for Stride for Pride. 10% of total purchases on Sunday March 31<sup>st</sup> from 1-6 will go to benefit Stride for Pride.
- Spring pictures will take place on April 4<sup>th</sup>.
- The deadline to order yearbooks is Friday, March, 15<sup>th</sup>.
- PAWS Mane Event is Wednesday, March 27<sup>th</sup> at 2 pm. The goal for the meeting is to share information about upcoming events.

**Committee Updates:****• Finance Committee (~10 min)****Israa Kanfoud**

- Monthly financials
  - Israa Kanfoud explained that the School has not yet received financials for February, but expect to be on track with the budget.
  - Bill Kroll stated that the Committee plans to have a draft budget ready for review by the full Board at the next meeting.
  - Bill Kroll noted that two teachers come attended the finance committee meeting to discuss concerns regarding teacher salaries. For the 2018-2019

school year, the Board approved raises of 1.1% while Wake County increased salaries by 5%. The Finance Committee and the Board is concerned that it may become difficult to retain qualified teachers if the gap between ECS and Wake County salaries continues to increase. Accordingly, the Finance Committee will prioritize bridging that salary gap by any means available while still ensuring that the School remains solvent.

- Israa Kanfoud explained that the Committee has been assessing options for a new auditing service. After evaluating a number of service providers, the Committee recommends that the School engage Leslie Merritt CPA-CFP.
  - **Israa Kanfoud moved to approve engagement of Leslie Merritt CPA-CFP for tax and auditing services.**
    - **Jon Fowler seconded.**
    - **Motion passed unanimously.**
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- **Governance Committee (~10 min)** **Tracy DeMarco**
    - Recruitment
      - Tracy DeMarco explained that the Board received a number of applicants for the vacant Board seat. After evaluating each of the candidates, the Committee recommended moving forward with interviews for some of the applicants. Bill Kroll will reach out to those individuals, and the Board plans to conduct interviews before the next regularly scheduled Board meeting.
    - Document management
      - The Committee has been evaluating options for a document management system to ensure that the Board has a consistent repository to store and access key document. After discussing issues such as confidentiality, the Committee has determined to move forward with Google Documents. John Fowler will be spearheading the effort to set up the platform for the Board.
    - Background policy
      - The School's auditors have asked us to update the School's background check policy to more closely track Wake County's policy. Molly has reached out to the auditors with some clarifying questions and the Committee will then proceed to draft the new policy.
      - The Board may need to vote on this issue before the end of the month.
  
  - **Community Engagement Committee (~10 min)** **Ashley Hicks**
    - Parent survey
      - There were 195 responses submitted to the parent survey. Lauren Manfreda has compiled the results and, along with the Committee, is in the process of analyzing them. Either Lauren or the Committee will present the results at the April Board meeting.
      - Overall, there was lot of positive feedback on a variety of topics including the future of ECS and space camp.
    - Roundtables
      - Roundtable meetings will be scheduled soon, likely in the beginning of April. Last time, the Committee received feedback that the meetings should be held during lunchtime rather than before school so that more teachers would be available to attend.

## **Director's Update: (~15 min)**

**Christi Whiteside**

- We just finished a 2 week One School, One Book event in which the entire school focused on one story written at 3 different levels. The final day was a STEAM construction day. It was a big success.
- The week before was the Art Show/Book Fair. The changes were really well received.
- We are reviewing the information from the parent and staff surveys to help us assess where we are now and where we will be in the future. Once that is done, we may want to schedule a Town Hall later this year to share what we've learned.
- Our landscaper will begin seeding to grass our entry driveway and ditches soon.
- We are taking estimates for paint over the summer.
- We are losing Allison Biringer, one of our Exceptional Children teachers at the end of this week. We are interviewing and have also reached out to a staffing service in case we need a temporary replacement to allow for further interviews.
- Staff and Board are looking at future plans for tech hardware and infrastructure.
- In house version of Stride for Pride. Gotten negative feedback in the past that Boosterthon got too much of the profit. Still use Boosterthon messaging and hardware. Boosterthon will only take 5%.

## **Closed Session**

- Bill Kroll moved to go into closed session pursuant to N.C. Gen. Stat. § 148.31-11
  - Jon Fowelr seconded.
  - Motion passed unanimously.
- Bill Kroll moved to go into open session at 9:04 p.m.
  - Nick Cerullo seconded.
  - Motion passed unanimously.

## **Adjournment:**

**Bill Kroll**

- Bill Kroll moved to adjourn at 9:05 p.m.
  - Nick Cerullo seconded.
  - Motion passed unanimously.