



Endeavor Board Meeting Minutes: April 2, 2019
6:00 PM in the ECS Office Conference Room

Present:

Board Member	Position	Term Start	Term Ending	Present
Jim Hollis Start: June 6, 2016	Member	July 1, 2016	June 30, 2019	Yes (by phone)
Vacant Start:		July 1, 2016	June 30, 2019	
Bill Kroll Start: May 19, 2016	Chair	July 1, 2016	June 30, 2019	Yes
Tracy DeMarco Start: June 15, 2017	Secretary	July 1, 2017	June 30, 2020	Yes
Ashley Hicks Start: June 15, 2017	Member	July 1, 2017	June 30, 2020	Yes
Kim Keith Start: May 25, 2017	Vice-Chair	July 1, 2017	June 30, 2020	Yes
Nick Cerullo Start: March 19, 2018	Member	July 1, 2018	June 30, 2021	Yes
Israa Kanfoud Start: July 12, 2018	Treasurer	July 1, 2018	June 30, 2021	Yes
Jon Fowler 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 6:05 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.

Salaries

- Israa Kanfoud explained that the Finance Committee has been working on ways to increase teacher salaries and bridge the gap between ECS and Wake County salaries. Israa explained that, long term, the School should target a yearly 2.5% salary increase. This year should be a catch up year.

- Christi Whiteside explained that, for certain teachers, the salary gap is as high as 11%, so the catch up year is much needed to recognize the excellence of our teachers and something the Board and School are very excited to implement.

Board Interviews:

Bill Kroll

- Bill Kroll began the discussion by noting that he spoke to all three of the candidates and each seemed qualified and very interested in serving on the Board. Two of the candidates—Derek Allred and Jaclyn Parks—were present for interviews, and Bill will schedule an interview with the third candidate for the week of April 8, 2019.
- Derek Allred
 - Derek explained that he is interested in serving on the ECS Board because he believes it to be an excellent service opportunity. He agrees with the mission and vision of the School and has two children, including one rising kindergartener that he would love to enroll in the School.
 - Derek is an internal auditor and believes he would be a good fit for the Finance Committee. He stated that he believes his strongest asset is his ability to problem solve and get people to buy into doing something in a new and different way.
 - Derek has a Master’s degree in public administration and has completed coursework in managerial accounting and basic principals of financial accounting. He has also served on the Finance Committee of his church.
 - Overall, Derek expressed excitement to serve ECS and stated his belief that he would be a good fit for the School.
- Jaclyn Parks
 - Jaclyn noted that she has significant experience fundraising and serving on Boards of other nonprofit organizations. She served on the Board of the local chapter of the National Association of Catering Events (“NACE”) for 10 years, including 2 years as its president, and continues to serve in an advisory role.
 - Jaclyn was attracted to the School after reading about its mission and vision and reading through minutes of past Board meetings. She has two young children that she would like to enroll in the School, including one rising kindergartener. She is excited about the opportunity to serve on the Board of the school her children attend.
 - Jaclyn described her significant fundraising experience at both NACE and in her current position with the National Association of Homebuilders. She discussed strategies for attracting corporate investors and discussed how she believes it’s important to identify what those donors would gain from association with the School.
 - Jaclyn has a degree in graphic design and experience helping companies with branding, which she believes is key to communicating an organization’s message. She stated that she donates her service to many non-profits and would be happy to help ECS in any way that she can.

Additional Items:

- Tracy DeMarco explained that the Governance Committee has been working on changes to the Nepotism Policy to ensure that it is aligned, where needed, to the statutory requirement. The Committee will present the new policy for group vote at the April 22, 2019 Board meeting.

Adjournment:

Bill Kroll

- Bill Kroll moved to adjourn at 7:46 p.m.
 - Ashley Hicks seconded.
 - Motion passed unanimously.