



Endeavor Board Meeting Agenda: April 22, 2019
7:00 PM in ECS Multipurpose Room

Present:

Board Member	Position	Term Start	Term Ending	Present
Jim Hollis Start: June 6, 2016	Member	July 1, 2016	June 30, 2019	No
Jaclyn Parks Start: April 8, 2019	Member	July 1, 2019	June 30, 2022	Yes
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 7:06 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: (~1 min)

Tracy DeMarco

- Tracy DeMarco moved to approve the April 22, 2019 agenda.
 - Kim Keith seconded.
 - Motion passed unanimously.

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

- Tracy DeMarco moved to approve the March 11, 2019 minutes, March 28, 2019 minutes, April 2, 2019 minutes, and April 8, 2019 minutes
 - Jon Fowler seconded.
 - Motion passed unanimously.

Foundation Board Update: (~5 min)**Christi Whiteside**

- Lend-a-PAW is scheduled to take place this weekend. The group is trying to push for as many volunteers as possible. Walt Disney World will donating tickets based on the number of volunteers.

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

- Tiffany Carson surveyed teachers to assess their feelings on the current teacher appreciation structure. Teachers favored spreading teacher appreciation events over the year instead of the one focused week of events PAWS has traditionally sponsored. Given this feedback, for the 2019-2020 school year, PAWS plans to sponsor one event per quarter as well as an additional event to acknowledge national Teacher Appreciation Day.
- PAWS is working to establish a new system to streamline responsibilities for acknowledging teacher birthdays.
- PAWS will also provide additional support for teacher appreciation to take pressure off of parents.
- Café days ordering is open and will close Sunday at midnight. PAWS will be discussing whether to continue offering the service 4 days per week or whether there is demand for 5 days per week. PAWS will also be reassessing its vendors.
- There will be a volunteer appreciation event on Sunday June 2nd at Forest Ridge Park. PAWS will provide Sweetwater's ices as appreciation for all the work parents have done this year.
- The Hospitality Committee is working to stock the teacher lounge with coffee, plates, spoons, snacks, etc.
- PAWS is working to finalize its Board and committees for the 2019-2020 school year.
- Kim Kroll is organizing the school's field day, which will take place on June 5th. PAWS reserved a dunk tank, and Josh Burt volunteered to participate. Kim is looking for other volunteers to help with the event.

New Board Members

- Bill Kroll announced that the Board has selected two new members: Jaclyn Parks and Amy Tharrington. Jaclyn's term begins immediately, while Amy's term will begin in July 2019 when Jim Hollis officially rolls off the Board. The background and qualifications of Jaclyn and Amy are more thoroughly discussed in the Board's April 2 & 8, 2019 Minutes.

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

- Israa Kanfoud announced that the School's budget is on track, and the Finance Committee has begun working on next year's budget as well as the School's 10-year plan.
- The Finance Committee plans to present the 2019-2020 budget at the next Board meeting.

- **Governance Committee (~10 min)** **Tracy DeMarco**
 - Tracy DeMarco explained that DPI asked the School to update its Nepotism Policy to mirror certain language in the applicable statute. Tracy explained that the School's current policy is more stringent than the statute requires, and that the new policy wording maintains that distinction while adding the language DPI requested.
 - Tracy DeMarco moved to approve the Nepotism Policy.
 - Jon Fowler seconded.
 - Motion passed unanimously.

- **Community Engagement Committee (~10 min)** **Ashley Hicks**
 - Ashley Hicks stated that the Community Engagement Committee hosted staff roundtables earlier in the day. Each session was well attended, and the Board received positive feedback on the recently approved increases to the teacher salary scale. Teachers also gave some feedback regarding technology needs and suggestions on the structure of Curriculum Night for the 2019-2020 school year.

Director's Update: (~15 min)

Christi Whiteside

- Stride for the Pride was a huge success! The \$35000 goal was exceeded thanks to tremendous effort from the Development Committee led by Lauren Manfreda. More info to come!
 - Thanks to Stride and other fundraising this year we've placed a significant order for 60 Ipads which will be housed and charged in sets within assigned classrooms as determined by the Leadership Team. We hope to continue to expand this number next year.
 - Thanks to fundraising we've also begun efforts to stop erosion and improve appearances around the property.
- Our Parent Survey Committee will be meeting next week. Thanks to Kim Keith for agreeing to lead the conversation.
 - We've been working with PAWS and considering feedback from the Parent Survey to discuss a new format for Meet the Teacher. We will follow more of an Open House without grade levels assigned to certain times and families with many kids required to spend the whole day on campus. More info will come this summer!
- Last middle school dance of the year is next Friday, May 3. There have been multiple date changes!!
- We have hired a new Special Education teacher for 2019-2020.
- We are actively interviewing for our 7/8 science position and our 1st grade TA position.
- Our Leadership Team has reviewed the recommendations of the field trip safety committee and are in support with a few questions.
 - The recommendation from that group was that the entire staff be CPR trained, rather than only one per grade level. TBD – do we have to get the official cards in order to be safe from lawsuit? Previous years we've not gotten the cards and the training has been free.
 - Also reached out to Tracy for feedback on the teachers' concerns about how to manage students with medications or medical concerns when they'd be under the supervision of a parent- what information can be shared with the parent. We cannot legally share, so we are considering other options.

- The Y uses an Authorization for Emergency Medical Treatment of a Minor form. We've not done that and wondered if we need that or if the emergency status removes the need.
- One of our families experienced the tragic death of an ECS sibling this weekend. We do not send out private information through our community communications, but the teachers and Christi Whiteside met with the track team yesterday, the grade level and elective students today to talk about what happened, how he might act, how they might respond, etc. Many are hoping to help and others have organized a GoFundMe campaign and a meal train is in the works. It is important for ECS to remain our student's safe, stable place.

Additional Items:

- Nick Cerullo disclosed to the Board that his wife, Kate Cerullo, intends to apply for a substitute teacher position at the School. Kate is a Board certified educator and spent many years as a teacher before stepping back to care for her young children.
- Tracy DeMarco explained that the Nepotism Policy generally prohibits the hiring of a Board Member's family member, but allows the hiring to proceed when the Board finds good cause to do so. Christi Whiteside confirmed that it is often difficult for the School to find good, qualified substitute teachers. Not only does Kate have excellent credentials, but she previously served as a long-term substitute at Endeavor (before her husband joined the Board) and Christi and the staff were very impressed by her.
- In light of this information, the Board agreed that good cause exists for the School to hire Kate as a substitute teacher.
- ****Following the meeting, the Board again reviewed its Nepotism Policy and noted that the Policy contains an explicit exception for the hiring or substitute teachers ("This policy is specifically inapplicable to short-term substitute teachers.")**

Public Comment

- Jason Hart. Jason explained that he has been emailing with Bill about his desire to serve on the Board and enroll his rising kindergartener at the School. He attended the meeting to observe the proceedings and stated his intent to join a committee.
- Craig Thomson. Craig explained that he attended the meeting at the request of his wife who has some questions about Space Camp and field trips.
 - Kim Keith explained that the Board and School Administration entrust teachers to select field trips based on their grade level curriculum. Last year, a new set of teachers joined the 6th grade team and noted that the space camp field trip no longer aligned with the 6th grade curriculum. In response, the Board and School pulled together a non-Board committee—which was open to any interested member of the ECS community, including teachers, parents, Administration, Board Members, etc.—to discuss issues related to field trips, generally. The group met 3 or 4 times to discuss a variety of issues, including the reasons we take field trips—because they are fun, educational, enhance the curriculum, promote socialization, etc. Although not all field trips meet each of these criteria, the more criteria a trip meets, the easier it becomes to justify distance, cost, time away from the classroom, etc. Ultimately, the committee pulled together the guidelines that Christi already mentioned which are intended to promote student safety on all School-sanctioned field trips.
 - With respect to Space Camp, specifically, the 6th grade teachers decided that they wanted to try a new slate of field trips next year that more closely align with the

curriculum for the grade level. The Board implicitly trusts teachers to make the right decisions for their students and believes we have given them a good framework to do so.

- Bill Kroll explained that the issue of field trips came up during the roundtables, and teachers expressed their appreciation for the Board's support of their professional judgment. He also acknowledged that an anonymous individual sent out a survey regarding the Space Camp field trip using an email address that purported to be affiliated with ECS. The email was not sent to teachers who are also parents of ECS students, nor was it sent to parents serving on the Board. Many expressed that their feelings were hurt as a result of being left off of this email and worried that their child would face backlash as a result of their parent's position. To avoid creating future issues, the Board urges parents or other concerned community members to reach out to the Board, Administration, and/or teachers directly. Bill also noted that the Board found the use of the name "Endeavor" in the email address to be misleading and an inappropriate, unsanctioned use of the School's name.
- 6th grade teachers that they wanted to try something different next year. Board's position is that we trust teachers and that we've given them a good framework to make those decisions.

Adjournment:

Bill Kroll

- Bill Kroll moved to adjourn the meeting at 7:44 p.m.
 - Tracy DeMarco seconded.
 - Motion passed unanimously.