



Endeavor Board Meeting Agenda: May 13, 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 7:04 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 May 13, 2019 agenda.
 - Kim Keith seconded.
 - Motion passed unanimously.

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

- Tracy DeMarco moved to approve the April 22, 2019 minutes.
 - Nick Cerullo seconded.
 - Motion passed unanimously.

Recognition of Past Board Members:**Bill Kroll**

- Bill Kroll recognized Clint White, Kristy McClure, and Charlie Kennedy for their past service on the Board. Both Clint and Kristy were present to accept their award, and Bill spoke about both individually. Bill noted that Clint was instrumental in making the Board what it is today. Under Clint's term as Chair, he set up the committee structure and streamlined many other Board procedures allowing the group to function much more efficiently than it had in the past. Bill also noted that Kristy successfully ran the School's finances for years. Her focus on maintaining a responsible, efficient budget paved the way for the strides the Board was able to make this year to raise teacher salaries. Kristy also steadfastly focused the Board on finding a suitable replacement who could ensure the School's solvency for years to come.
- Clint thanked the Board and Kristy for their service. He said he valued his time serving the School as it was important to him to be engaged in his children's education. He complimented Christi, the entire staff, and the Board for the work they do on behalf of the School.
- Kristy likewise thanked the Board for its recognition of her service. She recognized Molly Blanchard for her excellent work and dedication to managing the School's finances.

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

- No meeting since March 5th – planning the end of year meeting as we speak. No other update

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

- The recent Lend-a-PAW was very successful. The group repainted arrows, washed windows, painted hopscotch on playground, and repaired the rock garden to include a drain. There were 35 volunteers present and the School earned 5 park hopper tickets to Walt Disney World through the Points of Light program. The tickets will be used to raise money for the School at the Fall Fun Fest silent auction.
- PAWS sponsored a teacher luncheon on May 5th with a Cinco de Mayo theme.
- PAWS purchased a memorial rock which was placed in garden to replace the bench that was broken.
- On May 20th, PAWS will sponsor a lunch for the front office.
- The box top drive will take place the week of May 20th.
- PAWS will help with 8th grade graduation on June 5th.
- PAWS' volunteer appreciation event will take place on Sunday June 2nd at Forest Ridge Park. PAWS will have Sweetwater Italian Ice available for all who attend.
- PAWS recently voted on its next year's Board. Mary Beth Roberson will be President, Kim Keith will be Vice President, and Allison Blatz will be President-Elect. _____
- Next year, PAWS hopes to increase teacher grants and start a scholarship program with Lauren's help.
- Café Days will be 5 days next year, and Mellow Mushroom will be a regular vendor.

Committee Updates:

- **Finance Committee (~10 min)** **Israa Kanfoud**
 - Israa Kanfoud stated that the Finance Committee has a lot of good news to report. The April financials look great, particularly thanks to the proceeds from the Fun Run.
 - 2019-2020 Budget
 - Looking forward to next year, the Finance Committee prepared the 2019-2020 budget. The Committee used 2018 as a baseline for expenses, with the main difference being the increase to teacher and staff salaries. In addition, the Committee assumed a flat revenue until it can get a better sense of the increase in fundraising year over year. Israa noted that continued success of the School depends on the community's commitment to contribute financially.
 - **Israa Kanfoud moved to approve the 2019-2020 budget.**
 - **Bill Kroll seconded.**
 - **Motion passed unanimously.**
 - 2018-2019 Bonus
 - **Israa Kanfoud moved to approve a bonus of \$1,000 per staff member multiplied by the percentage of work performed by each (i.e. a part time staff member working a 50% schedule, would receive a \$500 bonus.**
 - **Kim Keith seconded.**
 - **Motion passed unanimously.**
 - Landscaping invoice.
 - **Israa Kanfoud moved to approve a \$16,000 landscaping invoice from R&R Fields.**
 - **Bill Kroll seconded.**
 - **Motion passed unanimously.**
- **Governance Committee (~10 min)** **Tracy DeMarco**
 - Tracy DeMarco explained that the Governance Committee has been working with Christi to finalize language for the teacher contracts that will be approved at the next Board meeting.
 - The Governance Committee has selected a document management system and will be moving forward to set up a central repository for Board documents before the next meeting.
 - Finally, the group is working on Board evaluations, which will be discussed at the annual Board retreat in July.
- **Community Engagement Committee (~10 min)** **Nick Cerullo**
 - Nick Cerullo explained that the group has been working on some communication strategies to better promote the Annual Fund to the School community and corporate sponsors. In particular, the Committee is working to prepare a thank you for the work corporate donors have been able to help with at the School as well as thanking our individual sponsors here.

Annual Fund Summary:

Lauren Manfreda

- Lauren Manfreda stated that the Annual Fund is very close to reaching the \$150k goal set for the 2018-2019 School year. Lauren has been encouraging parents to continue to give toward the end of the year. In general, the Annual Fund has received tremendous support this year, and has seen contributions from areas of our community that we haven't reached before, including grandparents, co-workers, etc.
- Nick Cerullo commended Lauren for her work on Stride for Pride, noting that the amount of work that went into the event was astronomical. The results were incredible because of the work that Lauren put in.

Director's Update: (~15 min)

Christi Whiteside

- We went into tornado drill for almost 30 mins. this morning in response to tornado warnings in our area - quick and efficient!
- Due to this storm we had flooding in the MPR and in the hall by the outdoor classroom! No damage.
- Our 7th and 8th grade students competed in the first annual Word Mania competition and were each named USA Champions for their grades. They were presented trophies last week.
- The Student Council held a reverse coin drive last week with profits to benefit the Fill Your Bucket List Foundation. Totals are still being tallied.
- The Middle School Band competed last Friday at Carowinds' Festival of Music and brought home a Superior rating, the highest possible!
- This Wednesday through Friday nights we are in production with Madagascar the Musical, Junior. Buy your tickets now! Are any Board members able to attend on Friday?
- The final band concert of the year is next Tuesday.
- The Sports Awards Ceremony is next Wednesday.
- We have hired Nguyet Ng as our 1st grade teaching assistant working with Ms. Ammons next year.
- We have also hired Lashonna Smith as our new EC teacher.
- We have one final science interview next week and are starting math interviews later this week. We've been pleased with the quality of candidates and appreciate our community spreading the word!
- The parent survey committee met last week to review the results of the spring survey.
- We are excitedly planning next year including introducing robotics in 2nd grade, adding some people you should know into our Positivity Project, and Cyber Civics into Middle School, and partnering with PAWS to fund some afterschool academic clubs

Public Comment:

- Liz Mahoney.
 - Liz has 3 children at ECS—a kindergartener, 6th grader, and 4th grader. She expressed concern about the decision to discontinue the 6th grade Space Camp field trip. In her opinion, Space Camp has become a right of passage for ECS students, and many in the community are upset that it will not be offered in the future. Here because of Space Camp issue because think it has gotten out of control. While acknowledging the excellent work of ECS teachers and staff, she

expressed disappointment that parents and students weren't included in the decision on the field trip.

- Brian Utesch.
 - Brian began by explaining that his family has been part of the ECS community since the School opened. His son went to Space Camp and his daughter is now in 5th Grade. Like Liz, he expressed disagreement with the decision to discontinue the field trip and urged the School to reconsider. He noted that other teachers could chaperone the trip if the 6th grade teachers were reluctant to go.
- Melissa Dougherty.
 - Melissa is a 5th grade parent and an ECS teacher. She expressed frustration and hurt feelings that the anonymous organizers of the Space Camp survey did not send the survey to her and other teachers who are parents of rising 4th, 5th, and 6th graders. She noted that the exclusion felt isolating to those teacher-parents who did not receive the survey and expressed concern that her child would be stigmatized as a result of her position on the staff. In addition, Melissa noted that many parents were confused about whether the survey was school sponsored or independently organized. She said sever parents reached out to her for clarification on this point since the email address included the ECS name.
- Kim Keith
 - Kim explained that the Board addressed the Space Camp decision at its April meeting after a parent brought up similar concerns during the public comment period. Kim reiterated that the Space Camp discussion first arose at the end of the 2017-2018 school year when the new 6th grade team (made up of long-time ECS teachers newly assigned to that grade level) raised concerns that Space Camp did not track well with the 6th grade curriculum and, additionally, required significant out-of-class time. The Board ultimately trusts the professional judgment of its teachers to implement curriculum, including by selecting and setting field trips for each grade level. That said, because of the perceived sensitivity of this topic within the ECS community, the Board asked the School administration and 5th grade team to involve the community in an effort to evaluate and set field trip guidelines before making any final decisions about the future of the space Camp trip, in particular. The Field Trip Committee was open to parents, teachers, administration, staff, and anyone who asked to participate. Members of the group shared their perspectives on the purpose of field trips, with a focus on Space Camp, and the discussion proved very illuminating for both sides. Participants gained empathy for one another and, by the end, understood the opinions and feelings of those who shared different viewpoints.
 - The group brainstormed a list of why we take field trips and another list of the factors that should be considered when selecting destinations (e.g., how far away is the trip? How much does it cost? What are the accommodations? How do we get there? How does the trip fit into grade level curriculum? Etc.). The group agreed that a trip that satisfies a larger number of items on the field trip purpose list might justify going further away from home, extended time away from the classroom etc. and vice versa. The group specifically considered the white water rafting and Busch Gardens trips. While those trips might satisfy fewer items on the purpose list, they are relatively close to home, do not require an overnight stay, involve just one day away from the classroom, and generally take place at the end of the year after final testing is complete.

- Kim also noted that the Field Trip Committee identified many safety concerns, including how the School should address medication during field trips, what information may be disclosed to parent chaperones, etc. We are working with attorneys to find satisfactory answers to these and other legal questions and will publicize the guidelines to the larger ECS community when they are complete.
- At the end of day, however, the Board will not make decisions about field trips. We implicitly trust our teacher’s professional judgment, and will not dictate how they choose to implement their curriculum.
- Bill Kroll
 - Agreeing with Kim, Bill noted that the Board would not tell teachers what books to read in their classrooms and likewise views the selection of field trips as within the sole discretion of the teachers. Bill noted that the Board appreciates everything teachers do for our children. We are the best school in Wake County because of their efforts. Bill acknowledged that the School is blessed with parents who are passionate about their children’s education and encouraged parents to move forward from this disagreement and give the teachers the respect they deserve.
- Kim Keith.
 - Kim noted that the Board has heard a lot of conversation suggesting that parents and students feel they were not given a voice in the Space Camp decision. To the contrary, Kim noted, there was an opportunity to be involved with the Field Trip Committee and there is a similar opportunity to get involved with the future direction of the School through the Parent Survey Committee.
 - Kim explained that the Board received an anonymous email communicating the results of the survey and calling for a decision reversal. Kim noted that Christi has always been willing to sit down with anyone who would like to understand the reasoning behind the decision. That said, the anonymous email format does not allow us a way to engage directly with anyone on this topic.
- Christi Whiteside.
 - Christi emphasized that we are the best school in the county because of our teachers. She said that the anonymous email—which was shared with 3rd, 4th, and 5th grade parents and called out certain teachers by name, suggesting they were to “blame” for the fate of Space Camp at ECS—broke her heart because it implicitly de-valued our teachers, their professional judgment, and their feelings.
- Sarah McConnell.
 - Sarah participated in the Field Trip Committee and said she was excited and encouraged to see parents and teachers engage with each other on this important topic. In light of that experience, she was surprised to hear that parents felt they weren’t given an opportunity to share their point of view. She encouraged parents to attend Board meetings and join a Board Committee which meet at 6:15 before each regularly scheduled Board meeting,

Closed Session:

- BK moved to go into closed session pursuant to N.C. Gen. Stat. § 143-318.11 1 & 6 at 7:56 pm.
 - Kim Keith seconded.
 - Motion passed unanimously.
- BK moved to go in open session at 9:10

- JP seconds
- Passed unanimously
- There will be a Board meeting June 3rd. Start thinking about dates for the return.

Adjournment:

Bill Kroll

- Nick Cerullo moved to adjourn at 9:11 p.m.
 - Bill Kroll seconded.
 - Motion passed unanimously.