



Endeavor Board Meeting Agenda: August 14, 2017
7pm in ECS Multipurpose Room

Present:

Clint White, Bill Kroll, Kristy McClure, Kim Keith, Tracy DeMarco, Ashley Hicks, Bill Borter, Charlie Kennedy, Jim Hollis (7:28)

Absent: None

Call to Order: (~2 minutes)

Clint White

7:05pm

Board recognizes Kevin Meyers and Peter Henderson for their service to ECS and the Board, the committees they served on, and their time spent improving school. The Board especially would like to commend Kevin for his time as the Board Chair.

Approval of Minutes: (~3 minutes)

Bill Kroll

- June 5, 2017, June 15, 2017, and July 30, 2017
 - Bill Kroll moved to approve the minutes for the June 5, 2017, June 15, 2017, and July 30, 2017 Board Meetings
 - Charlie Kennedy seconded
 - Passed unanimously

Director's Update: (~10 minutes)

Christi Whiteside

- Christi Whiteside asked the Board to approve the following new staff:
 - Alicia D'Anna – part-time receptionist
 - Erin Einzig – 1st grade teaching assistant
 - Christina Mosca – kindergarten teacher
 - Maija McAdams – 5th teacher
 - Bill moved to approve the hiring of Alicia D'Anna, Erin Einzig, Christina Mosca, and Maija McAdams
 - Charlie seconded
 - Passed unanimously
- Absenteeism has seemed higher than normal
- Additional focus has been on improved communication. Such efforts have included:
 - New format for Meet the Teacher and Curriculum night with parent meeting up front

- Good feedback on this format
 - Parent flipbook
 - Meetings with leadership team have started
 - Development Committee and Stakeholders meetings are next on priority
 - One breakdown in communications at curriculum night after there was a no show for a 2nd grade classroom when no one realized one classroom would not have a teacher present
 - New Director's blog has been successful
 - New text alert system
- Safety focus
 - New text alert
 - Car pool
 - Medical orientation with Dr. Nechyba
 - Custody meeting
 - Exterminator to address bees
 - Looking at need for cyber insurance quote
 - Tornado drill
 - Working through safety for eclipse- glasses, training, buddy system, parent waiver
- Staff coaching/development:
 - Training materials
 - Independent Professional Development plan in place
 - Coaching about parent communications
 - Working with 8th grade teachers about leadership clubs
 - Social coaching with a new student
- Education update:
 - New staff orientation
 - Training on Letterland and Positivity Project
 - New student support team process training
 - Reading to K-3 classes and providing activity follow up

Approval of Coaches Contracts: (~5 minutes)

**Christi Whiteside/
Josh Burt**

- Christi Whiteside asked the Board to approve the following new coaches:
 - Jeff Fulk-Boys Soccer
 - Candace Clodgo-Cross Country
 - Jeanie Wainright-Tennis
 - Kristy McClure moved to approve the hiring of Jeff Faulk, Candace Clodgo, and Jeanie Wainwright
 - Charlie Kennedy seconded
 - Passed unanimously

Foundation Board Update: (~5 minutes)

Clint White

- Meeting held August 13, 2017
- Added Michael Reinhart (Chair) & Nick Fink (Treasurer)
- Joe Montgomery resigned

- David Clodgo resigned as chair but will remain active
- The Board recognizes David Clodgo for all his work as Foundation Chair, his tireless efforts in assisting having school built
- Another Board member for Foundation is needed and which will be discussed

Committee Updates: (~5 minutes)

Clint White

- 4 new committees
 - Discussed purpose of having Committees set up and formalized
- Updates below

• **Governance Committee (~5 minutes)**

Bill Kroll

- Define purpose of Governance Committee:
 - Address issues related to:
 - ECS Board bylaws, including revisions to and compliance with the bylaws
 - Compliance with State and Federal laws
 - ECS policies and procedures, including, but not limited to:
 - Employee policies/handbook
 - Student policies/handbook
 - Review of contracts executed by ECS
 - Long term planning and guidance
 - Land use
 - Work with other Board Committees as needed when issues related to above are raised
 - Assist stakeholders, including PAWS and Boosters, as necessary to ensure parties compliance with ECS's mission
 - Evaluate effectiveness of Board
- Committee Members:
 - Secretary and 1 other Board Member
 - ECS Director
 - 1-2 staff
 - 2-3 parents with following skills sets:
 - Legal
 - Real property (broker?)
 - Human resources
 - Involvement with PAWS and Boosters
 - Christi will reach out to staff and parents for recruitment
- Priorities for 2017-18
 - Develop and define Governance Committee and its role
 - Exempt/Nonexempt Employee policies and issues
 - Research and suggest changes to Board Member selection and terms
 - Review and suggest changes Board bylaws
 - Research viable uses of “excess” land with input from other ECS stakeholders
 - Research and compile list of ECS policies
 - Research need for new policies

- Revise policies as needed

- **Student Life Committee: (~10 minutes)**

Kim Keith

- Committee Members:
 - Board Members: Kim Keith, Jim Hollis
 - Staff: Carolyn Southard, Julie Tudor, Josh Burt, Jim Lundholm
 - Parents: TBD
- Committee Member Profile:
 - Committed to working alongside and supporting our Administration and Staff to ensure the best possible school experience for our students and families
 - Open to new ideas and perspectives
 - Connected to other parents and willing to utilize these connections to share ideas/ask for feedback
 - Forward- thinking
- Committee Priorities:
 - Boosters Transition
 - Liability Insurance for Coaches
 - Required Fee to Suggested Fee
 - Coach Contracts
 - Managing expenses/income throughout the year (From Boosters to ECS and vice versa)
 - Paying Referees/Officials
 - Assessing technology needs and creating multi-year plan to address these needs
 - Researching and discussing solutions to support chronically absent students
 - Researching and discussing solutions to end late carpool pick-ups
 - Staying on top of potential changes to academic standards/teaching methods and supporting staff in ensuring appropriate communication to parents regarding upcoming changes
- First Meeting was August 7, 2017 and discussed:
 - Athletics:
 - Financial impact of Boosters transition
 - Staff impact of Boosters transition
 - Liability and insurance concerns of transition of Athletics to ECS
 - Required versus suggested fee
 - Paying referees
 - Academics
 - Priorities were identified:
 - Technology Needs
 - Chronically Absent Students
 - Late Carpool Parents
 - Minor revisions to Common Core Standards for next school year
 - DPI is offering schools the opportunity to participate in DPI Check-Ins throughout the year

- Check-ins will provide data multiple times per school year that will allow teachers to evaluate the effectiveness of their teaching methods, identify gaps and adapt throughout the year to ensure students are grasping the material and are more prepared for EOGs

- **Community Engagement Committee: (~10 minutes)** **Charlie Kennedy**

- First committee to meet! August 3, 2017
- Get everyone engaged in communicating – all stakeholders
 - Roundtables
 - Fundraising
 - Surveys
- Community Events
 - Fun Fest
- Personnel matters
 - Very different so committee involvement would shrink
 - Staff benefits, bonuses, etc.
- Membership
 - Skillset:
 - Familiar with policies
 - Perhaps community people not at ECS – broaden horizons
 - PAWS seems to be a direct relationship

- **Finance Committee: (~5 minutes)** **Kristy McClure**

- New and Improved format to increase involvement
- Cory with Charter Success will join occasionally
- Skillset:
 - Anyone with a financial mind
 - Does not need to be a CPA
- Priorities:
 - Investment policy
 - Rewrite internal financial policy
 - Charter Success is working with a new budget that has some sort of projections and other useful data
 - Looking at debt-service ratio

Roundtables for Teachers:

- Monday, August 21, 2017 (grades K-2)
- Tuesday, August 22, 2017 (grades 3-6)
- Friday, August 25, 2017 (grades 6-8)
- 7am-8am
- Teachers can attend another day if there is a conflict

Public Comments: (~5 minutes)

- Laura Russo: PAWS is looking at a 10 year gift involving “fun” playground equipment. Questions related to effect on insurance.
 - Student Life Committee will look at issue

Agenda for Next Meeting:

- Student Life Committee
 - PAWS Playground and insurance issue
 - Liability insurance for coaches
 - Winter sports funding
- Committee Updates

Additional Items:

- Staff lunch on August 22 at 12:30 – Board is invited
- September 22, 2017 is Fall Fest

Closed Session:

- Clint White moved that the Board go into closed session in accordance with North Carolina statute 143.318.11 (a) (6)
- Charlie Kennedy seconded the motion
- Passed unanimously
- Board moved into closed session at 8:02 p.m.

Open Session:

- Board returned to open session 9:04 p.m.

Adjournment:

- Clint White moved to adjourn the meeting
- Charlie Kennedy seconded the motion
- Passed unanimously at 9:04 p.m.