



Endeavor Board Meeting Minutes: April 23, 2018
7pm in ECS Multipurpose Room

Present:

Board Member	Position	Term Start	Term Ending	Present
Kristy McClure Start:	Treasurer	June 1, 2015	May 31, 2018	Yes
Jim Hollis Start: June 6, 2016	Member	June 1, 2016	May 31, 2019	Yes
Charlie Kennedy Start:	Member	June 1, 2016	May 31, 2019	No
Bill Kroll Start: May 19, 2016	Secretary	June 1, 2016	May 31, 2019	Yes
Tracy DeMarco Start: June 15, 2017	Member	June 1, 2017	May 31, 2020	Yes
Ashley Hicks Start: June 15, 2017	Member	June 1, 2017	May 31, 2020	Yes
Kim Keith Start: May 25, 2017	Member	June 1, 2017	May 31, 2020	Yes
Clint White Start:	Chair	June 1, 2017	May 31, 2020	Yes
Nick Cerullo Start: March 19, 2018	Member	June 1, 2018	May 31, 2021	Yes

Call to Order:

Clint White

- 7:09 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:

Bill Kroll

- April 23, 2018 Agenda
 - Kim Keith seconded
 - Passed unanimously

Approval of Minutes:

Bill Kroll

- March 19, 2018 Minutes
 - Jim Hollis seconded
 - Passed unanimously

Foundation Board Update:

Clint White

- Looking at what improvement projects are needed for school over summer

Committee Updates:

Clint White

- **Nominations for Treasurer**

- Nominations to remain open

- **Finance Committee:**

Kristy McClure

- Review March 2018 Financials
 - While the expenses look high, this is just the way items are being budgeted
 - May have had some issues with how items were classified by Acadia
- Update to Financial Policy that was passed in December is needed
 - Issue has come up with field trips and how these expenses are paid
- **Kristy McClure moved to approve Revised Financial Policy**
 - Kim Keith seconded
 - Passed unanimously
- Update on teacher salary recommendations
 - Salaries Goal: Funding of salary scale and step, including pensions, will be 65% of State/local funding increase from the previous school year funding
 - Bonuses Goal: Funding of annual bonuses-a consideration of remaining funds from each year, minus annual funds or any fund raising-there is no guarantee
- Discussion of 2016-17 salary scale application (Tracy DeMarco)
 - The Board clarified a policy change regarding the salary scale that it previously adopted in Spring 2016 as follows: With the adoption of the 2016-17 Salary Scale, teachers and curriculum coordinators will only receive a salary increase for having Board Certification or a Master's degree but not both. However, any teacher or curriculum coordinators who, at the start of the 2016-2017 school year, were on staff AND either (1) had both Board certification and a Master's degree; or (2) had Board certification or a Master's degree and were enrolled in an accredited program to achieve the other designation, will be grandfathered into the former policy of receiving a dual increase for earning both Board Certification and a Master's degree.
 - Because the wording in the current Salary Scale created ambiguity as to this policy, **Tracy DeMarco moved to approve the following revised wording:**
 - Any teacher or curriculum coordinator who, at the start of the 2016-2017 school year, was on staff AND either (1) had both Board

certification and a Master's degree; or (2) had Board certification or a Master's degree and was enrolled in an accredited program to achieve the other designation, is grandfathered into ECS's former policy and will receive an additional \$5,000 increase to his or her base salary.

- Jim Hollis seconded
 - Passed unanimously
- Still trying to recruit new board candidate with CPA, loan officer, investment banking, financial planning, bookkeeping, corporate finance, or other financial experience

- **Governance Committee:** **Bill Kroll**
 - A group of ECS 7th graders made it to the finals of the Biogen competition making ECS eligible for a \$1,500 prize. To receive the prize, ECS was required to sign an affidavit which, among other things, included a provision requiring ECS to indemnify Biogen against any and all third party claims related to the contest. The Board expressed concern that the indemnification provision was too broad and would subject the school to unnecessary, albeit small, risk of liability.
 - **Tracy DeMarco moved to revise the affidavit, limiting the indemnification provision to potential claims that are related to the ECS students' entry and participation in the contest.**
 - Jim Hollis seconded
 - Passed unanimously

- **Student Life Committee:** **Kim Keith**
 - Safety policy with field trips
 - Safety around field trips
 - Matters bubbled up around Space Camp in particular
 - This is a matter that needs a more in depth conversation and pull a lot of resources to make sure the policy is right
 - ECS needs to develop field trip criteria
 - Request was made for volunteers to serve on this committee

- **Community Engagement Committee:** **Ashley Hicks**
 - Plaques are still in the works
 - Survey update
 - Survey went out and ends today
 - 158 responses so far
 - Trending topics: Space Camp, discipline, facilities

Director's Update:

**Bill Kroll for
Christi Whiteside**

- ECS has signed up for year 2 of Positivity Project and are excited about coming improved resources. Five staff members will attend training in August.

- Congratulations to Susan Nielsson who was selected to write content for Positivity Project this summer!
- ECS won the speaker giveaway contest with Audio Engine. The presentation was made last week and Ms. Comstock's homeroom was filmed celebrating the win!
- The Foundation buried the 10 year time capsule at last weekend's workday. Once the plaque is complete that project will be finalized.
- ECS has been approached by a local church interested in purchasing our extra acres with a shared use of parking and performance space. Recommendation would be to pass on this opportunity as it would end any future expansion or construction.
- ECS staff has been working through concerns they have about field trips, safety on field trips, etc. The Student Life Committee has been tasked with fleshing out these concerns and recommending actions.
 - Space Camp field trip has been a topic of concern
- Board Meeting dates for 2018-19 are being looked at, but not ready to announce.
- There will not be a June meeting. So budget items need to be ready by May meeting.

Public Comments:

- Interest in discussing field trips
- Discussion on field trips needs to be positive and respectful
- Community needs to come together to discuss
- Social event and renting space
- Timeline is an issue
 - Discussion is great, but the time to pick dates is now
- Cost is a big issue

Agenda for Next Meeting – May 14, 2018:

- Committee Updates
 - Finance
 - Treasurer
 - Budget
 - Governance
 -
 - Student Life
 - Field
 - Community Engagement
 - Plaque
 - Survey update

Additional Items:

- None

Closed Session:

- Clint White moved that the Board go into closed session in accordance with North Carolina statute 143.318.11 (a)(1), (6), and (8)
 - Jim Hollis seconded

- Passed unanimously
- Board moved into closed session at 8:08 p.m.
- No action taken during closed session

Open Session:

- Clint White moved that the Board go into open session at 9:06 p.m.
 - Jim Hollis seconded
 - Passed unanimously
- Land use conversation
 - Partnering with other groups will make more sense once we have a plan
- Carolyn Southard's contract needs to be amended in order to comply with Salary Scale
 - **Kristy McClure moved to approve amending Carolyn Southard's contract such that it complies with the ECS Salary Scale**
 - Jim Hollis seconded
 - Passed unanimously

Adjournment:

- Clint White moved to adjourn the meeting
 - Kim Keith seconded
 - Passed unanimously
- Board meeting was adjourned at 9:11 p.m.