



Endeavor Board Meeting Agenda: June 21, 2018
6:30pm in ECS Office Conference Room

Present:

Board Member	Position	Term Start	Term Ending	Present
Kristy McClure Start: September 14, 2015	Treasurer	June 2015	June 2018	Yes
Jim Hollis Start: June 6, 2016	Member	June 2016	June 2019	Yes
Charlie Kennedy Start: September 6, 2013	Member	June 2016	June 2019	No
Bill Kroll Start: May 19, 2016	Secretary	June 2016	June 2019	Yes
Tracy DeMarco Start: June 15, 2017	Member	June 2017	June 2020	Yes
Ashley Hicks Start: June 15, 2017	Member	June 2017	June 2020	By Phone
Kim Keith Start: May 25, 2017	Member	June 2017	June 2020	By Phone
Clint White Start: October 26, 2014	Chair	June 2017	June 2020	Yes (recused from discussion re nepotism conflict)
Nick Cerullo Start: March 19, 2018	Member	June 2018	June 2021	No

Call to Order:

Clint White

- Clint White recited the ECS Mission and Vision Statements.
- Mission: 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: 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.

Conflict of Interest Disclosure:

Clint White

- Clint White explained that his wife, Susan, was selected as the front-running candidate for the open Guidance Counselor position that the Board approved as part of the 2018-2019 school year budget. Clint explained that Susan's possible employment with the School posed a potential conflict of interest given his position as Chair of the Board.

- Pursuant to N.C. General Statute § 115C-218.15 and ECS’s Nepotism Policy, Clint disclosed the potential conflict to the Board and asked the Board to consider how to proceed.
- Clint then recused himself from the discussion and exited meeting.

Discussion of Nepotism Statute and Policy:

Bill Kroll

- Bill Kroll and Tracy DeMarco explained the history and requirements of the Statute and Nepotism Policy the Board must follow. Each Board Member was given a copy of the applicable statute and policy to review.
- In 2015, the North Carolina Legislature passed a number of changes to statutes governing the operation of charter schools. In particular, the Legislature passed § 115C-218.15 which provides:
 - “The board of directors of the charter schools shall adopt a **conflict of interest and anti-nepotism policy** that includes, **at a minimum**, the following: . . . [B]efore any immediate family . . . of any member of the board of directors or a charter school employee with supervisory authority shall be employed or engaged as an employee, independent contractor, or otherwise by the board of directors in any capacity, such proposed employment or engagement shall be **(i) disclosed to the board of directors and (ii) approved by the board of directors in a duly called open-session meeting**. . . . If the requirements of this subsection are complied with, the charter school may employ immediate family of any member of the board of directors or a charter school employee with supervisory authority.” (emphasis added).
- In keeping with the Statute’s mandate and in consultation with DPI, the Board formally adopted a Nepotism Policy in May 2015. The Policy provides, in relevant part:
 - “In order to avoid conflicts of interest, favoritism or the appearance of favoritism, it is the **policy** of Endeavor Charter School **not to hire relatives of current members of the Board of Directors** or the School Administration as employees or independent contractors. . . . **Any exception** to this policy must be authorized by the Board of Directors after the Board has **(1) actively evaluated the applicant’s credentials, and (2) established a structure to prevent and manage conflicts of interest**. Further, before the hiring is official, the School must notify the Department of Public Instruction of the hire.” (emphasis added).

Discussion of Potential Nepotism Conflict:

Bill Kroll

- The Board began by acknowledging that the Nepotism Policy prohibits the hiring of Board Member relatives unless the Board votes to allow an exception.
- Next, the Board considered the following:
 - (1) Susan White’s resumé, which set forth her credentials;
 - (2) the resumé’s of the two next-ranked candidates;
 - (3) the publicly posted job description; and
 - (4) an explanation from Christi Whiteside regarding the reasons the Hiring Team (which comprised Christi Whiteside, Carolyn Southard, Julie Tudor, and Holly Heasley) believed Susan to be the best candidate for the job.
- Ashley Hicks, a guidance counselor at Martin Middle school, explained the traditional duties and training required for the positions of guidance counselors and social workers in North Carolina schools. Ashley explained that while there is significant overlap in expertise, guidance counselors and social workers maintain separate licenses and North

Carolina requires that each maintain the license specific to the job he or she is employed to do (e.g. a guidance counselor must maintain an active guidance counselor license, etc.). Ashley also explained that the School is required to obtain liability insurance for any guidance counselor and/or social worker it may employ.

- After reviewing the job description and hearing input from Ashley, the Board determined that although the posted position was titled as “Guidance Counselor,” the tasks described indicated that ECS, because of the unique needs and generally restricted budget of charter schools, was seeking an applicant who could perform duties that are a hybrid of those traditionally performed by either a guidance counselor or social worker. Accordingly, the Board resolved to advise the Hiring Team to repost the position with a more detailed job description and revised title to reflect the actual responsibilities of the position.
- Pursuant to the Nepotism Policy requirements, the Board next considered whether Susan White’s credentials qualified her for the types of tasks the job posting described. Noting Susan’s active license in Social Work, her experience working in schools, the national accolades she received for developing a screening tool to assess student potential for violence, and her success in various volunteer roles at ECS, including developing the Parent Ambassadors program, the Board acknowledged that Susan’s experience appeared well suited to the needs of the position and developing the new program at ECS.
- The Board next considered whether it would vote to allow an exception to the Nepotism Policy to allow the School to consider Susan for the open position. The Board discussed the reasons behind the Policy, including the desire to avoid the appearance of favoritism and to avoid conflicts of interest such as those that arise when the Board sets the School budget, evaluates salaries, and considers bonuses to staff. For all of these reasons, the Board decided to enforce its Policy (4 in favor of enforcing the Policy and 2 against) and declined to vote on any exception.
- The Board then asked Clint White to rejoin the meeting and explained its decision. In response, Clint stated that he would support his wife’s desire to pursue employment with the School by stepping down from the Board, including from his position as Chair, thereby eliminating any potential conflict with the Policy.

Follow-Up Items

Clint White

- After giving his verbal resignation, Clint identified immediate items for the Board’s immediate attention:
 - Coordination of Board candidate interviews;
 - Preparation of the Director’s annual review;
 - Planning the strategic planning meeting; and
 - Removing Clint and Kristy McClure as approved check-signers.
- Clint White then turned over his ECS keys to Bill Kroll and exited the meeting.

Board Officer Elections:

- In light of the Chair’s resignation, the Board voted new officers to fill the remainder of the 2018 calendar year term:
 - Tracy DeMarco moved for Jim Hollis to assume the position of Treasurer;
 - Bill Kroll seconded;
 - Passed unanimously.
 - Tracy DeMarco moved for Bill Kroll to assume the position of Chair;
 - Kristy McClure seconded;
 - Passed unanimously.

- Tracy DeMarco moved for Kim Keith to assume the position of Vice Chair;
 - Jim Hollis seconded;
 - Passed unanimously.

Adjournment:

- Tracy DeMarco moved to adjourn the meeting at 8:29 P.M.;
 - Jim Hollis seconded;
 - Passed unanimously.