



Endeavor Board Meeting Minutes: April 13, 2015

Call to Order:

Kevin Myers called to order a meeting of the ECS Board of Directors at 7:00 pm in ECS Room 408.

Present:

Kevin Myers, Bill Borter, Andy Kristianson, Steve McAdams, Lisa Springle, Margaret Holder, Peter Henderson, Charlie Kennedy, and Clint White.

Director's Update

Teacher Departure. Cindy Landwehr has announced her retirement from teaching. Jim Douglas is resigning his position to found a church in the Asheville area. Shay Cook is resigning her position to allow her to be closer to her home in Rocky Mount. Brandon Wallace (IT Coordinator) is resigning his position.

Sixth Grade Math Coverage. With Mr. Moreno's departure, the administration has identified a new 6th grade math teacher: Tiffany Carson, a former teacher at Durant Road Middle School. She is available to start on May 4. Steve McAdams formerly moved to hire Ms. Carson for the position, which was seconded by Charlie Kennedy. The motion passed unanimously.

Carolyn Southard walked us through the process followed by the administration to fill Mr. Moreno's position. Until Ms. Carson is available on May 4, the position will be filled by a single substitute for continuity purposes.

The Board also discussed the need to be flexible in our procedure for placement of current 6th grade students in their 7th grade math class.

The Board also discussed a budget assessment of substitute teacher pay to assist in attracting qualified substitutes when they are needed, and potentially addressing the same in April. We are currently paying less than Wake County, but more than select private schools.

The Board discussed creating a contingency plan for substitute teacher and new hires mid-year.

Playground Update. The playground work was completed over trackout, where cement was poured in the area immediately in front of the school entry.

The Board also discussed drainage around the playground, where grass will not grow. Andy Kristianson agreed to follow up with the Foundation to address.

Calendar Approval. Christi Whiteside proposed changes to the 2015-2016 school calendar in an attempt to better align the ECS calendar with Wake County early release days. These included: (i) removing specific snow days from the calendar to allow for maximum flexibility if and when make-up days are needed, (ii) moving the August 28 early release day to September 4, (iii) moving the February 5 early release day to February 12, and (iv) move the May 20 early release day to June 3. Kevin Myers moved to revise the 2015-2016 school calendar to reflect these recommended changes. Steve McAdams seconded the motion, which passed unanimously.

Carpool Update. The double-stacked car pool procedure has reduced the period of time that cars are waiting on One World Way during car pool.

Kevin Myers indicated that he met with area business leaders to discuss the impact of the ECS car pool, and will likely attend some coming business board meetings to try to improve neighborhood relations.

Brief Items

Andy Kristianson moved to approve the meeting minutes as distributed for the March 9, 2015 Board of Directors Meeting. Steve McAdams seconded. The motion was approved unanimously.

Andy Kristianson discussed the revised acceptable usage and personal device usage policies that had been discussed at the March meeting. Andy Kristianson moved to approve the revised policies. Kevin Myers seconded. The motion was approved unanimously.

State Board Policy Changes

Lisa Springle explained the recent changes to state law applicable to charter schools to take effect in June 2015, and the Board discussed how to revise applicable policies to ensure compliance with the law once it is in effect.

The Board discussed whether to amend the bylaws of the school, or simply to update applicable policies to ensure compliance. Peter Henderson and Andy Kristianson agreed to look at this issue and draft applicable revisions. Kevin Myers will reach out to DPI to determine the best approach.

Peter Henderson and Andy Kristianson will also examine the conflict of interest policy to determine if revisions are necessary.

Foundation Report

Andy Kristianson updated the Board on the status of the Foundation. On March 20, 2015, the Wake County Tax Committee heard the Foundation's appeal of the 2014 property tax bill. The report from our attorney was that the hearing went very well, and that the tax committee recommended approval of the exemption request and a refund of taxes already paid. We learned today that the Wake County Board of Commissioners accepted the recommendation, so the funds will be received back in full.

Treasurer's Report

The BB&T Operating account balance is \$1,585,978.38, and the BB&T Collateral account is \$236,000, for a total balance of \$1,821,978.38. The year-to-date surplus is \$549,555.86, but given when expenses are expected to come in, we expect that at year end any surplus we may have will be substantially less. We currently have 6.71% of our revenue remaining to be received, and 19.19% of our expenses remaining to be paid. This is due, in part, to mid-year raises for staff members.

We continue to wait for BB&T's approval to close the collateral account.

Bill Borter and Clint White have continued to look at refinance options. One option would be a 5-7 year swap, while the other is a 30 year fixed rate. The latter would likely be in the range of 4.75%, and would likely not change the annual payments for the school. A swap rate would likely be in the range of 3.7%, and would cost the school \$60,000-\$70,000 per year (while a lower rate, this would be a 20 year amortization rather than a 30 year amortization).

The Board will continue to look at our options as we determine how best to proceed. We will likely arrange for a meeting with the respective financial institutions.

Bill Borter also investigated a software company called "School Dude" which has created modules that manage maintenance schedules and work orders for schools. We are continuing to investigate the different options to determine costs, but this is a potential alternative to a reserve study.

Bill Borter, Tina Bauldree, and Tom Williams are working on the budget for the 2015-2016 school year. An initial draft should be ready within the next couple of weeks.

Director Search

Kevin Myers updated the Board on the efforts of the Director Search Committee. The Committee has interviewed four different candidates to date. There is one more initial interview to conduct, but the Committee anticipates scheduling second interviews beginning this week. The Committee intends to invite the candidates to conduct staff development and/or long-term plan for ECS in the near future, to allow teachers to have input into the hiring process.

The Committee believes it is still on schedule to identify our top candidate for the open position in May. The Committee specifically noted the positive contributions and hard work of the staff members who are members of the Committee.

Board of Directors Strategic Planning

Kevin Myers noted that a priority for the 2015-2016 school year, once the new director is in place, is strategic planning for the future of ECS. A potential avenue for this planning is a board retreat.

Upcoming Board Openings

At the end of the current school year, the terms for Andy Kristianson and Margaret Holder will expire. The Board discussed various approaches for filling these slots, inside and outside the existing Endeavor community, including a request for nominations.

Public Comments

None.

Closed Personnel Sessions

Kevin Myers moved that the Board go into closed session to discuss a personnel issue, in accordance with statute 143.318.11 (a) (6). Andy Kristianson seconded the motion. The motion was unanimously approved and the board moved into closed session at 9:19 p.m.

Andy Kristianson moved that the Board move to open session. Kevin Myers seconded. The motion was unanimously approved. The board reconvened in public session at 9:38 p.m.

Adjournment:

Andy Kristianson moved to adjourn. Clint White seconded, and the motion was approved unanimously. The meeting was adjourned at 9:40 p.m.