



Endeavor Board Meeting Agenda: March 21, 2023

7:00 PM in the Auditorium and via Zoom:

<https://us02web.zoom.us/j/85926333534?pwd=UIYwTzRFdYrb0dJK28zZkoxQzgvUT09>

Present:

Board Member	Position	Committee	Term Start	Term Ending	Present
Connie Atkinson Start: 3/15/2022	Member	Governance	7/1/2019	6/30/2022	Yes
Jaclyn Parks Start: 4/8/2019	Member	CDC (Chair)	7/1/2019	6/30/2022	Yes
Katrina Caseldine Start: 3/2/2023	Member	Governance	7/1/2019	6/30/2022	Yes
Chris DeRienzo Start: 2/23/2021	Member	Governance	7/1/2019	6/30/2022	Yes
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2020	6/30/2023	Yes
Kristen Walsh Start: 3/1/2021	Member	CDC	7/1/2020	6/30/2023	Yes
Michael Gottlieb Start: 7/01/2022	Member	CDC	7/1/2020	6/30/2023	Yes
David Roy Start: 2/23/2021	Member	Finance	7/1/2020	6/30/2023	Yes
Alyssa Ruth Start: 3/15/2022	Member	CDC	7/1/2021	6/30/2024	Yes
Israa Kanfoud Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2021	6/30/2024	Yes
Dustin Embrey Start: 2/23/2021	Chair	--	7/1/2021	6/30/2024	Yes
Heather Flynt Start: 3/1/2023	Member	Finance	7/1/2021	6/30/2024	Yes

Call to Order:

Dustin Embrey

- Dustin Embrey called the meeting to order at 7:08 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:**Tracy DeMarco**

- Tracy DeMarco moved to approve the March 21, 2023 Agenda. Alyssa Ruth seconded, and the Motion passed unanimously.

Approval of Minutes:**Tracy DeMarco**

- Tracy DeMarco moved to approve the February 21, 2023 Minutes. David Roy seconded, and the Motion passed unanimously.

Foundation Board Update:**Dustin Embrey**

- Dustin Embrey reported that Bill Kroll resigned from the Foundation Board. Since he is no longer a voting member of the ECS Board of Directors, he cannot fill one of the Board's three seats on the Foundation Board. stepped off of Board and had to resign from Foundation Board. Motion to approve Paul DeMarco as chair. Paul will provide further updates in April.
- One seat open that we will be filling. Michael does not have the bandwidth to do it right now

PAWS Update:

- Dustin Embrey read a brief report shared by PAWs President Carrie McCann. The Book Fair / Art show last week was a success! The Book Fair was open all week and on Wednesday night, ECS families enjoyed the Art Show, the Book Fair, Kono Pizza food truck, a free Kona ice for each kid (226 cups!), glitter tattoos, and a balloon artist.
- PAWS is planning a staff lunch on April 11th, and activities for Teacher Appreciation May 8-12th.
- Field Day will take place on May 24th.

Introduction of New Board Members:**Dustin Embrey**

- Dustin Embrey announced that the Board has selected three new members, and invited each to provide a brief introduction.
 - Katrina Caseldine stated that she is excited to join the Board. She is a litigation attorney and has two children (rising Kindergartener and rising 2nd grader) who will attend ECS next year.
 - Kristen Walsh stated that she has twelve years of experience in public education as both a teacher and administrator. She is excited to bring her skill set to ECS and has a daughter who will be in 1st grade next year.
 - Heather Flynt stated that she is the Director of Finance & Operations for the North Carolina Aquarium Society and has a daughter who will be in 2nd grade next year.

Committee Updates:

- Finance Committee **Israa Kanfoud**
 - Israa Kanfoud reported that the Finance Committee continues to track the 2022-23 budget. While the budget is tight, the Finance Committee believes the School will meet the debt-to-income covenant required by its lenders. The Finance Committee is currently considering whether ECS will be able to pay staff bonuses this year,

while maintaining the covenant. While it is early to tell, the Committee is hopeful that bonuses will be an option.

- The Finance Committee is also working to develop the 2023-24 budget. As discussed at the February 2023 meeting, the Committee currently projects a budget shortfall for the next school year. In other words, while the School will operate at an overall surplus, the Finance Committee does not expect to meet the debt-to-income covenant using current assumption. Accordingly, the Committee is in the process of conducting a top-down analysis to fine tune the budget and assess any needed adjustments in 2023-24.

- Governance Committee

Tracy DeMarco

- Tracy DeMarco discussed a proposed change to the current Lottery Admissions Policy to address siblings who have been on the waitlist for several years as a result of the expansion. Specifically, Tracy explained that because of the unusually large number of new students who joined ECS in the School's expansion year, there is an unusually large number of siblings who have remained on the waitlist for several years. Admissions coordinator Lara Rice confirmed to the Governance Committee that there are currently eight (8) students on the waitlist for the 2023-24 school year who are siblings of students admitted during the expansion year and have now been placed on the waitlist for a third year. This includes two (2) rising 3rd graders, three (3) rising 4th graders, and three (3) rising 5th graders.
 - The Governance Committee has discussed this issue and recommends that the Board consider an exception and/or amendment to the Lottery Admissions Policy that accomplishes the following:
 - Admit siblings of students admitted for matriculation in the expansion year (2021-22) who have been placed on the ECS lottery waitlist for 3 consecutive years, including 2 years with sibling priority.
 - To accommodate those admissions, temporarily allow class size increases in 3rd, 4th, and 5th grade.
 - Maintain class size increases for the duration of the 2023-24 school year so that students currently on the 2023-24 waitlist will receive an offer of admission to the school if/when another student withdraws.
 - Allow class size to return to normal (e.g. 20 per class) through attrition in subsequent school years.
 - Alyssa Ruth asked whether this proposal would have an impact to facilities, noting that additional desks, chairs, supplies, etc. would be required for these students. Christi Whiteside responded that she believes the School has sufficient resources to accommodate the small increase.
 - The Board discussed whether the class size increase would have an adverse effect on classroom learning. Tracy noted that the proposal would result in an increase of no more than one (1) student per class (i.e. classes of 21 students rather than 20 students). Christi further explained that ECS supports classes of 21 from time to time for a variety of reasons, including promotion/retention decisions, twin admissions, etc.
 - The Board generally expressed support for the proposal, noting the strain on families who have children enrolled in multiple schools and the familial

environment ECS is committed to cultivating through its mission. The Board also agreed that increased class sizes should not be allowed to persist in perpetuity.

- Finally, the Board expressed a preference for incorporating these lottery priorities directly into the Lottery Admissions Policy, tying the new priority to the triggering event of a 30% or more expansion of the School's population. Including the provision in the Policy will facilitate a consistent application of the priority and encourage future Boards to consider this issue as part of planning for any future expansion.

- **Community Development Committee**

Jaelyn Parks

- Report on Annual Fund
 - Becky Catlett (Director of Development) reported that, to date, the Annual Fund has raised just shy of \$90K, which is approximately 36% of the \$250k fundraising goal set for the 2022-23 school year. Becky noted that the School anticipates receiving several generous donations as part of the Steve McAdams tribute.
 - In response to questions from the Board, Becky stated that the Board set an Annual Fund goal of \$165k in the last year before Covid and the expansion. The numbers for this year are tracking with that pre-expansion target.
- Jaelyn Parks reported that the Community Development Committee is working on a call to action that will promote both volunteerism and Annual Fund monthly donations in the 4th quarter.
- The Committee is also working with Becky to finalize plans for Stride for the Price. Proceeds raised will support upgrades to the School's exterior, including potential playground upgrades. Jaelyn noted that exterior upgrades was a priority raised by the staff at last month's roundtable meetings. The Committee will be working with the Foundation Board to prepare a long-term plan for exterior upgrades, and funds raised from Stride for the Pride will be used to begin those projects.
- David Roy asked whether the Committee is working on a plan to onboard new families to promote volunteerism and giving. Jaelyn stated that the Committee is working on a presentation for curriculum night that will explain how families can contribute to ECS's familial environment through volunteerism and giving.

Director's Update:

Christi Whiteside

- Christi Whiteside reported that the ECS new student lottery took place on March 7th. The School received 1,621 applicants.
- March 20th was the deadline for 8th grade artists to submit Legacy Lion contest entries. The judging team is eager to finalize a winner.
- Middle School students who meet the criteria for National Junior Honor Society have been invited to apply. Applicants will be reviewed and inductees will be announced next quarter.
- 8th graders leave March 22nd for a 3-day trip to Washington, DC.
- All library books are due by Friday.
- As ECS looks to 4th quarter, we encourage all families to stay the course and enforce bedtimes, homework expectations, good breakfasts, and keep focused.

Public Comment:

No individual asked to speak during public comment.

Closed Session:

- Dustin Embrey moved into closed session pursuant to N.C.G.S. § 143-318(1) and (6) at 8:20 p.m. Tracy DeMarco seconded, and the Motion passed unanimously.
- Dustin Embrey moved to go into open session at 9:00 p.m. David Roy seconded, and the Motion passed unanimously.

Adjournment:

Dustin Embrey adjourned the meeting at 9:00 p.m.

Dustin Embrey