



**Endeavor Board Meeting Minutes: September 19, 2023**

**7:00 PM in the Auditorium and via Zoom:**

<https://us02web.zoom.us/j/85926333534?pwd=UIYwTzRFdDYrb0dJK28zZkoxQzgvUT09>

**Present:**

<b>Board Member</b>	<b>Position</b>	<b>Committee</b>	<b>Term Start</b>	<b>Term Ending</b>	<b>Present</b>
<b>Vacant</b> Start: 3/15/2022	Member		7/1/2022	6/30/2025	
<b>Jaclyn Parks</b> Start: 4/8/2019	Member	CDC (Chair)	7/1/2022	6/30/2025	Yes
<b>Katrina Caseldine</b> Start: 3/1/2023	Member	Governance	7/1/2022	6/30/2025	Yes
<b>Tracy DeMarco</b> Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2020	6/30/2023	Yes
<b>Kristen Walsh</b> Start: 3/1/2023	Member	Governance	7/1/2020	6/30/2023	Yes
<b>Michael Gottlieb</b> Start: 7/01/2022	Member	CDC	7/1/2020	6/30/2023	Yes
<b>David Roy</b> Start: 2/23/2021	Member	Finance	7/1/2020	6/30/2023	Yes
<b>Alyssa Ruth</b> Start: 3/15/2022	Member	CDC	7/1/2021	6/30/2024	Yes
<b>Israa Kanfoud</b> Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2021	6/30/2024	Yes
<b>Dustin Embrey</b> Start: 2/23/2021	Chair	--	7/1/2021	6/30/2024	Yes
<b>Heather Flynt</b> Start: 3/1/2023	Member	Finance	7/1/2021	6/30/2024	Yes

**Call to Order:**

**Dustin Embrey**

- DE called meeting to order at 7:07 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 September 19, 2023 Agenda. Alyssa Ruth seconded, and the Motion passed unanimously.

**Approval of Minutes:****Tracy DeMarco**

- Tracy DeMarco moved to approve the August 22, 2023 Minutes. Alyssa Ruth seconded, and the Motion passed unanimously.

**Foundation Board Update:****Dustin Embrey**

- Tracy DeMarco reported that leaks have returned in the gym. The Foundation Board has been working with Marina to understand the last communications from BCCG on this issue as well as representations and/or promises to fix the issue. The Foundation Board is working on correspondence with BCCG to address the issue, and Tracy DeMarco and Katrina Caseldine are exploring legal options under the contract.
- Dustin Embrey reported that the Foundation Board plans to meet again at the end of the month.

**PAWS Update:****Lori D'Elia**

- Lori D'Elia reported that PAWS sponsored the first Men at Work event. Eleven dad volunteers attended. PAWS provided breakfast and lunch, and the dad spent the day helping out throughout the school and participating in lunch and recess duty. The next Men at Work event is schedule for December 1<sup>st</sup>.
- PAWS prepared hospitality for the recent staff meeting and gave away two gift certificates to Carolina Ale House.
- Picture day is tomorrow. This year, PAWS engaged Jostens to take school photos. Jostens will use a green screen background and ordering will be completed exclusively online.
- Spirit night at Culvers is set for Tuesday, September 26<sup>th</sup>. Culvers will donate 10% of its sales from 5 PM to 8 PM to PAWS. The Scoopy mascot will be at carpool.
- 6<sup>th</sup> grade won the PAWS membership drive. PAWS will be providing an ice cream party on last day before track out.
- For membership, PAWS is over budget for first time in three years.
- Lend a PAW coming up after track in.
- PAWS will be sponsoring a Giving Tree fundraiser. Families can bring in old items and PAWS will receive 12% of the value. Deadline to drop off items is October 21<sup>st</sup>.
- On October 25<sup>th</sup>, PAWS will be participating in a collaborative meeting with parent organizations 8 other schools, including Magellan, Casa Esperanza, Franklin Academy, Envision, and Joyner.
- For Family Fun Fest, PAWS is again coordinating with parent ambassadors to prepare grade level baskets for the silent auction. Baskets are due the day we come back from track out.
- The next PAWS-sponsored staff breakfast will take place on September 29<sup>th</sup>.
- Dustin Embrey asked Lori to give a summary of how PAWS supports ECS field trips. Lori explained that PAWS has a budget line item for field trips, and the funds are allocated fairly across grades.

## **5-Year Strategic Plan:**

**Dustin Embrey**

- Dustin Embrey reported that GROW Associates has completed the investigatory / review phase of the engagement. GROW presented its findings and recommendations to the Board just after Labor Day over the course of two days. Together with GROW, the Board has now begun the work of preparing a 5-year strategic plan for the school. There is still quite a bit of work to determine what that 5-year plan will look like. The Board plans to publicize the plan to the community before Thanksgiving.

## **Committee Updates:**

- Finance Committee

**Israa Kanfoud**

- Israa presented a invoice for approval from Encore Technology in the amount of \$78,066.17 for installing additional internet access points. This work was part of the CapEx summer expenses approved by the Board.
  - Israa Kanfoud moved to approve paying \$78,066.17 to Encore Technology. Dustin Embrey seconded, and the Motion passed unanimously.
- Israa next explained that the Finance Committee met with PNC Bank to assess the School's accounts and ensure we are maximizing earned interest. The Finance Committee considered three options for the School's accounts: (1) maintain the current account structure, which earns very little interest and does not offset the bank service expenses; (2) shift funds to a interest only account, earning 2.9% interest; and (3) shift funds to a money market account, which has the highest service fees. The Finance Committee is recommending Option 2, which would result in monthly interest of approximately \$7,600. The Finance Committee will likely be presenting this issue for Board approval at the October meeting.

- Governance Committee

**Tracy DeMarco**

- Parental Leave Policy Update. Tracy DeMarco explained that the Governance Committee has continued to explore the possibility of offering paid parental leave to staff. Tracy reminded the Board that the State legislature recently passed a bill granting up to 8 weeks of paid parental leave to school teachers and staff. The legislation also earmarked \$10 million for schools to cover the cost of substitute teachers during the parental leave period. Charter Schools are not required to adopt a paid parental leave policy, but may opt in to receive the State funding. Since the last Board meeting, the State has published the procedure for charter schools to opt into the parental leave program. For charters that opt in, the State will reimburse the school for amount paid to a substitute teacher for the 8-week leave period up until the \$10 million funding is depleted. The Governance Committee will be working on a policy to present for Board approval, likely at the next meeting. For now, Governance recommends the Board vote to opt in to the State's parental leave program.
  - Katrina Caseldine moved that the Board authorize the School to opt in to the State's parental leave program. Alyssa Ruth seconded, and the Motion passed unanimously.
- Katrina Caseldine explained that Governance is in the process of reviewing SB 49 to determine its implications for charter schools. Katrina noted that the Board

will likely need to adopt some new policies to be compliant, but that the bill will require only minimal operational adjustments.

- Community Development Committee **Jaclyn Parks**
  - Report on Annual Fund. Christi Whiteside reported that ECS is 7% of the way to the Annual Fund's \$250k goal. 58 families have signed up for monthly donations.
  - Fun Fest Update. Jaclyn Parks gave a brief update on Fun Fest preparations. Grade level based preparation has begun. Becky has also received donation of a Disney trip from an ECS family. Jaclyn encouraged all Board members and the entire community to ask their place of employment for interest in sponsorship of Fun Fest or the School.

### **Director's Update:**

**Christi Whiteside**

- Christi Whiteside reported that ECS has now received the initial data from school report card grades for the 2022-23 school year. The ECS Data Team is analyzing the results. The initial review shows that the School made its growth expectation! The admin team is thrilled with this news! This seems to show that the School's focus last year on small groups and challenging our high achieving students was the correct path. ECS's growth increased by over 6 points!
- This year ECS is continuing its focus on small groups and challenging our high fliers even more!
- Parent-teacher conference days are this Friday and Monday. The teachers will focus primarily on students new to ECS or for whom the teachers have some level of concern. Parents not contacted about a conference who have their own concern are encouraged to reach out to the teaching team.
- Picture Day is this Wednesday.
- ECS will be releasing student report cards after we track back in. This will allow teachers to continue instruction longer before track out.
- ECS is reviewing calendar options for 2024-25. The staff Leadership Team has given feedback on three options for the Board's review.

### **Public Comment:**

- No attendee requested to speak during public comment.

### **Closed Session:**

Dustin Embrey moved to go into closed session at 7:50 p.m. Tracy DeMarco seconded, and the Motion passed unanimously.

Dustin Embrey moved to go out of closed session at 9:33 p.m. David Roy seconded, and the Motion passed unanimously.

**Adjournment:**

**Dustin Embrey**

Dustin Embrey adjourned the meeting at 9:33 p.m.