



## Endeavor Board Meeting Agenda: October 24, 2023

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

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

**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)	7/1/2023	6/30/2026	Yes
<b>Kristen Walsh</b> Start: 3/1/2023	Member	Governance	7/1/2023	6/30/2026	Yes
<b>Michael Gottlieb</b> Start: 7/01/2022	Member	CDC	7/1/2023	6/30/2026	Yes
<b>David Roy</b> Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2026	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**

- Dustin Embrey called the meeting to order at 7:03 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 October 24, 2023 Agenda. Alyssa Ruth seconded, and the Motion passed unanimously.

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

- Tracy DeMarco moved to approve the September 19, 2023 Minutes. Alyssa Ruth seconded, and the Motion passed unanimously.

**Foundation Board Update:****Paul DeMarco**

Dustin Embrey reported that the Foundation Board has been working on a letter to BCCG regarding recurrent flooding issues in the gym. Paul DeMarco will work with Tracy and Katrina Caseldine to draft the letter and hope to get it out before the next Board meeting.

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

- Lori D'Elia reported that the next Spirit Night event will be with Bella Italia. The restaurant has committed to donate 10% of its sales for the entire day to PAWS.
- PAWS is sponsoring basketball inflatables for Fun Fest. PAWS has also secured four mascots to appear at Fun Fest: (1) Stormy (Carolina Hurricanes); (2) Mrs. Wolfie (NC State); (3) Ramses (UNC); and (4) Wool E. Bull (Durham Bulls).
- The PAWS-sponsored yearbook cover contest is ongoing.
- Picture retake day was today. Lori reminded the Board that this was the first year PAWS engaged Jostens to administer school pictures. PAWS selected Jostens because they provide online previews and ordering, and they also produce the ECS yearbook.
- Lenny Newell (Natalie Newell's mother) will be doing residency at ECS April 5-11, 2024. Mrs. Newell will be taking over the art room to make banners with students.
- Spirit Night at Culvers generated \$560 for PAWS.

**5-Year Strategic Plan:****Dustin Embrey**

- Dustin Embrey reported that Grow Associates submitted its draft of ECS's 5-Year Strategic Plan for Board review. The Board met with Grow on Monday, October 16<sup>th</sup> to discuss the specifics of the plan. The Board is in the process of providing feedback to Grow and expects to have a final version of the Plan ready before Thanksgiving to ratify at the November Board meeting. Thereafter, the Board will publicize the Plan to the larger ECS community through Town Halls to be conducted before the end of the calendar year.

**Committee Updates:**

- Finance Committee

**Israa Kanfoud**

- Israa Kanfoud reminded the Board that the Finance Committee has continued to discuss options for moving cash reserves into a new, interest yielding account. The Finance Committee met with PNC and is recommending that the Board move \$2 million into a new, interest-only account. Israa explained that this would be an upgrade from the current account which generates no interest, but accrues fees. Israa explained that ECS cannot move all of its cash reserves into an interest-bearing account because it is unlawful to earn interest on funds received directly

from the State. The account move is an interim step the Finance Committee recommends taking until the Committee can explore a more fullsome investment policy.

- **Israa Kanfoud moved to approve moving \$2 million of ECS's cash reserves to the interest-only account with PNC. Dustin Embrey seconded, and the Motion passed unanimously.**

- Governance Committee

**Tracy DeMarco**

- *2024-25 Academic Calendar.* Tracy DeMarco reminded the Board that Christi circulated the final draft 2024-25 calendar for Board consideration in advance of the meeting. Tracy reported that Governance has reviewed the final draft and recommends that the Board adopt it.

- **Katrina Caseldine moved to approve the 2024-25 academic calendar. Heather Flynt seconded, and the Motion passed unanimously.**

- *Parents Bill of Rights.* Katrina Caseldine reported that ECS's Title IX attorney, Lisa Gordon Stella, is offering a set of policies to address the new requirements for schools set forth in the Parents Bill of Rights that the Legislature passed over the summer. The Governance Committee recommends that ECS purchase these policies for \$300 (price is discounted for NCAPS members). Purchasing the policies will save the School significant time and resources and additionally give cover that they have been vetted by an attorney and are being used by many schools. Katrina explained that the policies are in draft form right now, and will include updates to the law that would take place before they are finalized. These policies are lengthy, voluminous, but fairly standardized. The Bill of Rights is about giving parents information and implementing the new policies is not likely to be onerous on the School.
- *Parental Leave Policy Update.* Katrina informed the Board that the opt-in date to receive state funding for parental leave has been moved to December. Over the last month, Governance has worked with Christi and the Finance Committee to assess the likely impact of adopting a paid parental leave policy. Traditionally, the School has not had more than one or two students take parental leave in one year. Katrina noted that the Board will need to make a determination by the next Board meeting whether to opt in to receive funding from the state for paid parental leave. Reimbursement will be on a quarterly basis.

- Community Development Committee

**Jaclyn Parks**

- *Report on Annual Fund.* Becky Catlett reported that the Annual Fund is approximately 17% on the way to the 2023-24 goal of \$250k. This time last year, the Annual Fund was tracking at only 5% of the total goal.
- *Fun Fest Update.* Becky next reported that School is working hard toward a successful Fun Fest. She noted that donations from many grade levels have exceeded past years. Multiple grade levels have put together four baskets for the silent auction rather than the standard three. One-hundred and forty-three students are currently registered to attend, and ECS is expecting even more to be in attendance. Becky reported that she is still working on a few last business sponsorships and trying to secure additional lighting. Moffat has donated two large lighting structures, and Becky is working to secure some additional options. Overall, the Fun Fest is on track to be a success.

- Jaclyn Parks reported that the Community Development Committee set the goal to have a wall honoring past board members, and other leaders at the school, and the Committee is hoping to accomplish that this school year.

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

**Christi Whiteside**

- Christi Whiteside gave an update on the successful ECS fall sports season:
  - The girls tennis team finished with a 5-9 overall record including a BIG win vs. rival Magellan and a season sweep vs. Grace Christian of Raleigh.
  - The girls and boys cross country teams finished 1st overall in conference standings; both teams earned the regular season and tournament championship titles!
  - The girls JV volleyball team had a strong year in growth, development and experience; they picked up a key win vs. Duke School and competed hard in every game!
  - The girls varsity volleyball team finished with an 11-8 overall record and 10-5 in conference (including tournament play); they finished the season ranked #4 in conference, advanced to the final four in the conference tournament and swept conference rival Envision in regular season play.
  - The boys JV soccer team finished with a 3-9 overall record including a season sweep vs. rival Magellan and a season opening win vs. Dash United.
  - The boys varsity soccer team finished with a 14-1 overall record, 10-0 conference record (including tournament play), earned the tournament's #1 seed and the regular season championship title; the boys also advanced to and won the tournament championship for the 8th consecutive year!
  - This fall, the Pride saw its biggest season on record fielding 102 student athletes among 7 teams in the sports of girls and boys cross country, boys soccer, girls tennis and girls volleyball; between these programs, the Pride earned a total of 6 conference titles.
  - 65% of our fall athletes achieved scholar athlete honors; receiving all A's or all A's and B's in each subject area throughout the participating season.
- Brittni Doyle, Amy Wilson, and Christi attended the NC Star training this week to learn best practices for school improvement teams.
- ECS was notified today that the farms the 5<sup>th</sup> grade planned to glean are behind in their harvests, so all of the 5<sup>th</sup> grade gleaning trips had to be canceled. ECS is very disappointed by this and are looking into other options.
- ECS is gathering information regarding the NC Personalized Assessment Tool and how to best use it to assess student growth.
- Fear factor day is this Friday.
- ECS will hold its second Men at Work day on Dec 1.

### **Public Comment:**

- None.

### **Closed Session:**

- Dustin Embrey moved to go into closed session at 7:55 p.m. Tracy DeMarco seconded, and the Motion passed unanimously.

- Dustin Embrey moved to go into open session at 8:25 p.m. Tracy DeMarco seconded, and the Motion passed unanimously.

**Adjournment:**

**Dustin Embrey**

Dustin Embrey adjourned the meeting at 8:25.