



## Endeavor Board Meeting Minutes: March 5, 2024

**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 March 5, 2024 Agenda. Jaclyn Parks seconded, and the Motion passed unanimously.

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

- Tracy DeMarco moved to February 13, 2024 Minutes. Kristen Walsh seconded, and the Motion passed unanimously.

**PAWS Update:****Laney McLaughlin**

- Laney McLaughlin reported that the book fair is taking place this week and the Enrichment Expo will take place on March 6th. PAWS will be selling concessions at the Enrichment expo, including pizza, cotton candy, drinks, and other snacks. Laney reported that Romeo's donated 20 pizzas and 5 gift cards to the school in support of the event. PAWS will also be hosting a penny war where each grade will compete by putting coins in a container for their grade. Students can sabotage other grades by putting dollars in those containers. Attendees will also receive raffle tickets by visiting different enrichment stations. All proceeds go to PAWS.
- Laney next report that PAWS signed a contract with Lifetouch to coordinate school pictures for the 2024-25 school year. PAWS was not satisfied with Jostens and made the decision to switch vendors for next school year. PAWS will be completing the 2023-24 yearbooks soon.
- Spirit night will take place on 14<sup>th</sup> at the Ale House. Muddy the Mudcat will be there and at carpool the same day to support PAWS' push for ticket sales to Spirit Night at the Mudcats game.
- Friday is early release and PAWS will be providing lunch for staff and Board.

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

- Dustin Embrey provided a general update on the status of Initiative 1.1 of the ECS 5-Year Plan, which includes the following directives: (1) Implement a comprehensive review and realignment of ECS's current faculty and staff; and (2) Leverage the ECS talent pool and support individual aspirations of all School employees.
  - Dustin reported that the Board will be discussing its final views on Initiative 1.1 in closed session tonight and expressed confidence that the final plan will strategically leverage the ECS talent pool. Dustin reported that the Board plans to communicate the results of Initiative 1.1 prior to track out. Dustin noted that Christi Whiteside has been instrumental in executing Initiative 1.1.
- Committee Feedback
  - Dustin acknowledged that the goal of establishing 5-Year Plan committees was to allow staff and the larger ECS community to have input in the execution of the 5-Year Plan. He noted that the dialogue in each committee gets better and better each time they meet. He explained that, given their differing goals, the cadence of meeting is different for each committee. The Board looks forward to receiving feedback from the committees before the close of the school year.
- GROW Contract Overview
  - Dustin next addressed feedback that the Board has heard about the its decision to engage GROW and provided an overview of the engagement that has been discussed in previous meetings. Dustin reminded everyone that the GROW

engagement consisted of two phases. In Phase 1, the Board tasked GROW with completing a comprehensive review of the School's operations, including by soliciting feedback from a representative sample of the ECS community and by reviewing and analyzing ECS's operating procedures, curricular offerings, yearly budget, and fundraising efforts, among other things. After significant information gathering and assessment, GROW presented its findings and recommendations to the Board in September 2023. ECS paid GROW \$30k for completion of Phase 1. In Phase 2, GROW supported the Board in its execution of Initiative 1.1, while also supporting the work of the 5-Year Plan Committees and other work related to the 5-Year Plan. ECS paid GROW \$20k for completion of Phase 2, which is still ongoing.

- Dustin noted that the Board has looked for ways to offset the amounts paid to GROW this fiscal year. He noted that the Board ratified a shift in ECS's banking account structure that resulted in new earnings totaling more than \$3k/month in interest. While the new interest income extended through a 12-month period doesn't quite cover the GROW contract, it will continue in perpetuity and ECS will be able to put it to use in other ways going forward.
- Board's Role in Plan Implementation
  - Dustin reminded the community that it is the Board's responsibility to oversee operations of the School. Faculty and staff carry out day to day operations, but the Board has an obligation, pursuant to both North Carolina statute and the ECS bylaws, to maintain oversight.

### **Committee Updates:**

- Finance Committee **Israa Kanfoud**
  - Israa Kanfoud began by noting that the budget remains on track to pay out staff bonuses at the close of the school year.
  - Israa next reported that the Finance Committee has begun the process of developing the 2024-25 ECS budget, including setting staff salaries. He reminded the community that the ECS salary was approximately 95% of the Wake County salary scale at the time the budget was approved last year. Because Wake County updates its salary scale in late fall, there is a lag period when the ECS scale falls further behind the Wake County scale. Nevertheless, Israa reported that staff should expect an increase this year.
  - Israa explained that charter schools receive significantly less funding than a traditional public school because they do not receive any amount of funding for land or facilities. Israa reported that this gap in funding is a challenge ECS and other charters must overcome each year.
  
- Governance Committee **Tracy DeMarco**
  - Tracy DeMarco reported that the Governance Committee has been engaged in reviewing ECS policies.
  - Traditionally, ECS's funding is determined by attendance on the first 20 days of school, with greater weight given to the first few days. Christi Whiteside has been monitoring a potential shift in how the state calculates charter school

funding, and the Governance Committee will consider a change to the Attendance Policy if necessary to ensure maximum funding going forward.

- Community Development Committee **Jaclyn Parks**
  - Jaclyn Parks reported that the CDC Committee continues to work on obtaining plaques to honor past leaders of the school
  - Becky Catlett reported that she has been working on the Fun Run, including by soliciting sponsorships. She is also working to sell theater seats.
  - The Annual Fund is currently on track to meet this year's budget.

**Director's Update:**

**Christi Whiteside**

- Christi Whiteside reported that the ECS Foodbowl food collection drive ended on Feb 16. ECS sent 6 car loads of food to the Backpack Buddies program in Rolesville. This group provides us food for our qualifying families. Thanks to Ms Doyle and our NJHS members for getting this done!
- Day of Expression was held on Feb 23. ECS hosted speakers and presenters from our parent community including a published author, a former reporter, a family therapist, and an attorney. Some of our staff also showed different ways of expression including poetry writing, movement, and sign language. ECS got good reports from all parts of the building!
- Our lottery was held on Feb 28. We had 1,605 applications. Families in grades K and 6 who were selected have been notified. All others have been notified of their placement on our waitlist. Mrs. Rice began tours for families offered seats in the lottery today.
- Mrs. Adams is working on getting estimates and appointments with vendors to provide the work approved in our Safer Schools grant. ECS has already gotten magnets to help with quick door locking. More complicated work will be installed over summer break.
- Tomorrow evening is the ECS Book Fair and Enrichment Expo. This year ECS will offer performances and interactive booths highlighting many of our fine arts and enrichment courses. Students will receive a ticket for participating in a booth. They can then use those tickets to try and win raffle items. We are excited to show the work of our talented enrichment and fine arts team.
- This week is Say Something Week. This national week is an opportunity for schools to remind students that their voices are important and that they should let an adult know if they see something they think is unsafe. Yesterday several first responders were on campus to meet students and let them see their vehicles. Today students and staff dressed as super heroes. Tomorrow all are asked to wear green or flowers, on Thursday everyone is asked to "dress to impress", and on Friday everyone is asked to wear ECS spirit wear. Thanks to Mrs. Conn, the Student Council members, and the ECS counselors for making this week so special.
- We have an early release day on Friday.
- Next week is the last week of the quarter. ECS will be tracked out from mat 16-Apr 2. Students return to campus on April 3.

**Public Comment:**

- No individual indicated a desire to be heard.

**Closed Session:**

**Dustin Embrey moved to go into closed session at 7:25 p.m.**

**Dustin Embrey moved to go into open session at 9:22 p.m.**

**Adjournment:**

Dustin Embrey adjourned the meeting at 9:22 p.m.

**Dustin Embrey**