



Endeavor Board Meeting Minutes: October 29, 2024
7:00 PM in Auditorium and via Zoom

Board Member	Position	Committee	Term Start	Term Ending	Present
Jaclyn Parks Start: 4/8/2019	Member	CDC (Chair)	7/1/2022	6/30/2025	Yes
Katrina Caseldine Start: 3/1/2023	Member	Governance	7/1/2022	6/30/2025	Yes
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2026	Yes (virtual)
Kristen Walsh Start: 3/1/2023	Member	Governance	7/1/2023	6/30/2026	Yes (virtual)
David Roy Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2026	Yes
Alyssa Ruth Start: 3/15/2022	Member	CDC	7/1/2024	6/30/2027	Yes (virtual)
Israa Kanfoud Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2024	6/30/2027	Yes
Dustin Embrey Start: 2/23/2021	Chair	--	7/1/2024	6/30/2027	Yes
Heather Flynt Start: 3/1/2023	Member	Finance	7/1/2024	6/30/2027	Yes

Call to Order

Dustin Embrey

- Dustin Embrey called the meeting to order at 7:05 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

Katrina Caseldine

- Katrina Caseldine moved to approve the October 29, 2024 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes

Katrina Caseldine

- Katrina Caseldine moved to approve the September 17, 2024 Minutes. Jaclyn Parks seconded, and the Motion passed unanimously.

PAWS Update

Krissy Fox

- PAWS hosted a pasta bar welcome back for staff after Track Out. PAWS stocked the teacher's lounges.
- Culver's spirit night was well attended (thank you to Christi, Brittini, Amy, and other staff volunteers). Total raised from spirit nights this year is \$529.
- Picture day went well; Field trip discount links sent out to PAWS members
- Hospitality event and teacher grant applications are underway and being planned for upcoming quarter.

Committee Updates

• Finance Committee

Israa Kanfoud

- CapEx Plan. David Roy presented the final CapEx Plan to the Board. He explained that the Plan provides a roadmap for how the School will allocate its capital funds over the next 10-15 years, ensuring the continued integrity of our building. The plan provides for critical expenses, including the eventual replacement of the original building roof, HVAC units, etc. as well as improvements to the campus.
 - He explained that ECS will continue to follow established process for procurement of vendors and approval of expenses. The Finance Committee is asking the Board to ratify the plan, but all listed items will still go through regular process and policies.
 - **David Roy moved to ratify the CapEx Plan. Israa Kanfoud seconded, and the Motion passed unanimously.**
- Budget. Israa Kanfoud reported that the budget is on track for the year.
 - **Israa Kanfoud moved to approve payment of \$19,482 to SeaGards Fence Co. for constructing the fence around the upper soccer field. Heather Flynt seconded, and the Motion passed unanimously.**
 - Israa noted that the cost of the fence is 100% covered by the proceeds of the safety grant received by the school last year.

• Governance Committee

Katrina Caseldine

- Katrina Caseldine reported that Governance has been continuing to work with Christi and her team to compile and review all policies and procedures documents. Christi/Molly to have collection by February of 2025.
- Christi and team proposed various calendars to Governance Committee, which is working with Christi to understand various options and ensure statutory compliance. Will look for Board approval at next meeting.
 - CW Note: Also looked to Franklin Spring Break, as many families and staff reside in Franklin county

• Community Development Committee

Jaclyn Parks

- Becky Catlett reported that Fun Fest was a success. Approximately 1,300 people attended. The School sold 694 student wristbands, and raised more than \$34,000 – a net positive over last year (given the lack of fees / costs for the program used for ticket sales); total revenue was slightly less than in years' past.
- Becky further reported that the Annual Fund remains on target and is 23% of the way toward its annual goal of \$250,000. This is \$10,000 ahead of last year at this time.

Five Year Plan Update

Dustin Embrey

Dustin Embrey reported that Phase 1 initiatives are progressing well. The faculty and staff realignment is complete, and the focus is now on developing a performance evaluation process. The board has initiated this directly with Christi, who is working with her senior leadership team to complete it by the end of the school year. Diversity, fine arts, and financial stability initiatives have completed their initial scope of work, and with clear goals now set, these efforts will move into Board committees for finalization.

The student scheduling initiative is being led at the school level, with updates and recommendations expected from school leadership. This includes evaluating an electronic scheduling tool, which may come as a directive from the state.

The CapEx plan for financial stability is finalized, and strategic fundraising will proceed through the Finance Committee with support from Becky and Christi.

As we move into Phase 2, the Governance Committee is benchmarking policies against industry best practices to standardize procedures, and they are also enhancing board governance and succession planning to maintain strong leadership.

Director's Update

Christi Whiteside

- ECS held its first middle school dance of the year. It was a great success! The second dance will be near the end of 3rd quarter.
- ECS completed the final project from our Safety Grant from last year. The fence surrounding the soccer field won't catch every ball, but will keep students from running into traffic. EECS is working on the application for this year's Safety Grant.
- We opened second quarter with two days of professional development and planning for our staff. We were pleased to offer 14 unique professionals development sessions to staff and led by staff.
- The ECS food drive to benefit the North East Wake Backpack Buddies provided 4,988 food items from their preferred item list and 200 additional food items which will be donated to the food bank.
- Friday, ECS held the middle school Opening Ceremony. These offer MS students the chance to preview the quarter - special events, P2 traits, a social-emotional challenge, and a competition.
- ECS has been working within the staff to develop a calendar for next year. When we develop the annual calendar we consider many things. This year, ECS took into consideration the fact that in most recent years we have closed school for at least one severe weather day, families were frustrated by the number of interrupted weeks this year, we have many more staff and families living in Franklin County who'd love for our calendar's spring break to match that one, and changes the state has made to the way we can count instructional hours. ECS sought staff input on calendars in general, developed 8 potential calendars which we narrowed to two.
- Today, Lindsay Decker and Anna Brown, who are participating in a Teacher Leader Academy, and I visited The Magellan Charter School for a professional development day.
- Amy Wilson is participating in the Women Inspiring and Seeking Empowerment co-hort which pairs her with a charter leader mentor and a year of professional development.
- ECS has two new staff members I'd like to present for Board approval.

- Aaron Albright as our Middle School lunch and recess supervisor and K-1 Music teacher. Aaron comes to us from a recess supervisor position in Durham County Schools and as a church musician.
- Kristi Copley as our EC Teaching Assistant. Kristi is an ECS parent who has substituted for us for several years. Kristi brings experience as a social worker to this position.

Dustin Embrey moved to approve staff contracts for Aaron Albright and Kristi Copley. Heather Flynt seconded, and the Motion passed unanimously.

Public Comment

None.

Adjournment

Dustin Embrey adjourned the meeting at 7:25 P.M.

Dustin Embrey