



Endeavor Board Meeting Agenda: January 21, 2025
7:00 PM 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	No
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2026	Yes
Kristen Walsh Start: 3/1/2023	Member	Governance	7/1/2023	6/30/2026	Yes
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
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 7:01 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 January 21, 2025 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Foundation Board Update

Paul DeMarco

- Paul DeMarco presented the ECS Campus Improvement Plan for Board ratification. The Plan is attached to these Minutes as Exhibit A.

- **Prep Phase.** The first major item of the plan is improvements to the Middle School recess area, which is intended to create a safer, cleaner, and more aesthetically appropriate area for play. The Foundation has spent a lot of time trying to improve this area, and Scott Lay will be spearheading this phase.
- **Phase 1 A, B, C**
 - i. Phase 1 is focused on improvements to the Elementary School playground area. This is a significant expenditure, and the Foundation has completed significant research about what the school and community want and what we can reasonably afford.
 - ii. Phase 1A will target a large, main playground structure. Something that is safe and engaging to students.
 - iii. In Phase 1B, the Foundation will use the remaining budget to add supplemental structures around the main structure.
 - iv. Phase 1C is resurfacing. The timing of this plan allows ECS to place the items, observe how they work, and then resurface last after undertaking any needed adjustments. Allows us to build with a measured approach.
- **Phase 2.**
 - i. Phase 2 will focus on adding stairs from the soccer field to the road as well as a cross-country trail on the School's 11 undeveloped acres.
- **Phase 3**
 - i. Phase 3 will focus on future improvements, including a potential multipurpose field, pavilion, bathrooms ,etc.
- Paul stated that the Foundation is seeking Board ratification of the Prep Phase and Phase 1A. The Foundation Board is ready to move forward and begin executing these projects.
- Board members thanked the Foundation Board for preparing the Plan and asked related questions.
 - i. Dustin Embrey noted that the budget for the Plan aligns with the School's Capital Improvement Plan, which the Board ratified in the fall.
 - ii. Jaclyn Parks thanked the Foundation Board and Scott.
 - iii. Tracy additionally recognized Scott for the work to develop the Prep Plan and his offer to leverage connections to achieve discounts for the School.
- **Tracy DeMarco moved to ratify the Campus Improvement Proposal, including specific approval to proceed with the Prep Phase and Phase 1A with a spending cap not to exceed \$239,000. Dustin Embrey seconded, and the Motion passed unanimously.**

PAWS Update

Krissy Fox

- Krissy Fox reported that PAWS stocked the staff lounges for Quarter 3.
- PAWS will host a Spirit Night at Two Roosters on January 28th, 2-9 PM. 20% back when ECS is mentioned
- PAWS participated in the cultural arts meeting.
- Today, PAWS sponsored a visiting artist in Mrs. Sabina's 7th and 8th grade class.
- On February 7th, performer Troy Kryzalka will present "Drumming through Math." Each grade will have opportunity to participate.
- The next PAWS general membership meeting will take place following coffee and conversations in February.
- In Quarter 2, PAWS contributed \$2500 toward defraying the cost of field trips.
- On Sept. 20th, PAWS leadership participated in unboxing and sorting of robes.

- Yesterday, PAWS dads helped Marina move some large items off campus.

Committee Updates

- **Finance**
 - **Israa Kanfoud moved to approve the 2023-24 audit. Heather Flynt seconded, and the motion passed unanimously.**
 - Israa presented an invoice for approval to support the purchase of student Chrome Books. Board approval is needed due to the amount of the invoice, but the expenditure is consistent with our Budget.
 - **Israa Kanfoud moved to approve payment of \$10,435.41 to TC, Inc. Phoenix Reseller Group for Chrome Books. Dustin Embrey seconded, and the Motion passed unanimously.**
 - Israa Kanfoud reported that the budget remains on track.
- **Governance**
 - Tracy DeMarco stated that the Board will need to approve a “new” Title IX Policy at the next meeting. This “new” policy is identical to the School’s previous policy and reflects the rollback of the Biden administration’s Title IX guidelines.
 - The Board is seeking applications to fill one new seat. Jaclyn Parks stated that the ideal candidate would have experience in fundraising, communications, grant writing, and engaging with greater community.
 - Christi Whiteside presented a proposal to shift the School’s start time from 8:40 to 8:30 for the 2025-26 school year. Christi noted that the carpool team believes that morning carpool can be completed in 20 minutes (a reduction in 10 minutes from the current 30 min carpool), and the School could use the additional 10 minutes to support a consistent morning meeting for all grades and add instructional time to the calendar.
 - Board members asked questions about the proposal, including how this change would impact students who receive intervention before school.
 - The Board determined to carry this issue over to the February meeting.
- **Community Development Committee**
 - Becky Catlett stated that the ECS Annual Fund is at 38% of its goal, which is on track with last year.
 - Jaclyn Park reported that ECS is trying to increase the number of t-shirt sponsors for Fun Run shirts. More information will be coming out about that. This is a great opportunity for local business to be aligned with school and support us.

Director’s Update

Christi Whiteside

- The ECS admission season has begun! ECS has received 876 applications which is slightly lower than normal. Open House is on February 1. Please encourage other engaged families of high achieving students to visit ECS and apply! Lara Rice, our Admissions and State Compliance Manager, said that if numbers seem worrisome she will spread our info on local community Facebook groups and encourage our families to spread the word.

- Sarah, Steve, Josh and Christi have been talking over the last week about having a consistent measure for outdoor events in the cold just as we have for the heat. They located a [chart](#) that lots of charters and school systems are using for such decisions. It matches ECS's heat decision matrix exactly. If the chart shows a "feels like" in the 30s or above, recess and other outdoor activities will proceed as normal. If the chart shows the "feels like" is in the 20s, recess and other outdoor activities will be 20 mins outdoor (full recess for MS) and 10 mins indoor for elementary recess. If the "feels like" is below 20, recess and other outdoor activities will be inside for the entire time.
 - So right now the air temp (Y axis) is 20 and the wind speed (x axis) is 5 MPH which combines for a "feels like" temp of 13. So any outdoor activity right now would be inside for the full time (recess, Pride Time, outdoor classes, outdoor electives, transitioning to classes, etc.).
 - Sarah will check daily at 8, 10, 12, and 2:00 and email the full staff if there is anything other than full, regular outdoor activities.
- ECS is watching tonight's approaching storm and will monitor through the night.
- ECS conducted a mid-year staff survey. Here are some of the big takeaways:
 - High school course offerings
 - Next steps: making the staffing sustainable, need to have a back up teacher ready to step in for future years, placement process for students
 - Application: performance assessment task, EOG/class grades where available, teacher recommendation
 - Time: elective or zero period may have budget impact, block does not impact budget but complicates scheduling
 - Track out camps
 - Josh has connected with a company that oversees such programs. He, Molly, and I are meeting on Tuesday and will meet with the company ASAP if we decide to continue researching this option. Time is short to turn this around for this coming summer.
 - After School care
 - Currently 10 staff work at the before care program (2 joined the list this quarter).
 - The staff mid-year survey indicated we have 20 staff interested in working at after care.
 - We anticipate this program will grow over time as our before care program did
 - An additional benefit is that when parents do not arrive on time for afternoon pick up we can take the child to aftercare (as WCPSS does) and charge the parents a late fee. This saves staff time and we hope this will quickly decrease the repeat offenders for late pick up. Considering that school ends at 3:15, we will determine a consistent time at which students will be moved to aftercare.
- ECS also conducted an interest survey for families to help us understand our community's interest in these programs. 284 families responded during the time the link was available (posted in the weekly update on 1-13 and 1-20).
 - 42.6% indicated that they are likely or extremely likely to participate in afterschool care on campus
 - The top three factors are: cost, activities provided, and opportunity for study hall.
 - 40.9% indicated that they are likely or extremely likely to participate in half-day track out camps on campus.

- 51.7% indicated that they are likely or extremely likely to participate in full day track out camps on campus.
- The top three reasons for this interest include: an opportunity to explore new interests, to hone/develop athletic skills, and and a time to hone/develop artistic skills
- Interest in the high school courses surveyed (ELA, SS, and a language) had almost identical percentages in the grade band groups. Interest in a school day course was highest, followed by a HS course in place of an elective, and then courses held before school.

Public Comment

No public comment.

Adjournment

Dustin Embrey adjourned the Meeting at 8:05.

Dustin Embrey

Campus Improvement Proposal

Overview: This proposal outlines the first phases of a comprehensive campus improvement initiative, designed to enhance the middle school play area and introduce a new playground structure at the elementary school. The project is segmented into three primary phases: Prep Phase, Phase 1, and Phase 2. Each phase is strategically planned to achieve specific objectives, with a focus on improving safety, functionality, and aesthetics across the campus while maintaining budget efficiency.

Prep Phase: Improvements to Middle School Open Play Area & Soccer Field

Objective: To regrade the middle school's open play area and the slope leading to the soccer field, improving drainage, creating a level space, and replacing contaminated soil with high-quality fill. This phase also includes addressing drainage issues, enhancing landscape privacy, and organizing event parking.

Scope of Work:

- **Soil Preparation:** Remove the top layer of topsoil and debris from the open play area and adjacent slope.
- **Excavation & Soil Transport:** Excavate 1-2 feet of the existing soil, which will be relocated to the upper field for repurposing.
- **Soil Replacement:** Replace contaminated soil with clean, quality fill to ensure a level, stable surface.
- **Regrading:** Grade the area to create a smooth surface, establishing efficient drainage patterns. The slope to the soccer field will be regraded to improve water runoff.
- **Sod Installation:** Install sod to restore healthy turf in the play area and along the slope leading to the soccer field.
- **Curb Drainage:** Integrate an underdrain system with the existing drainage inlet to address curb drainage issues.
- **Soccer Field Drainage:** Implement necessary drainage systems to efficiently redirect water off the soccer field.
- **Landscape Privacy Screening:** Plant trees and shrubs along the main road for improved privacy screening.
- **Regrading Soccer Hill:** Regrade the corner of the soccer hill near the gym to enhance drainage and usability.
- **Auditorium Ramp Drainage:** Install additional drainage boxes tied into the existing system to mitigate water issues around the auditorium ramp.
- **Ground Cover Enhancement:** Improve the property frontage along Burlington Mills Road with suitable ground cover.
- **Event Parking:** Designate event parking by installing signage and painting parking lines on the outer lanes of the main drive, ensuring better organization and preventing parking on grass.

Estimated Cost:

- *With Discount: \$57,000 (Initial proposal by Scott Lay)
- Without Discount: \$89,000

* Discount is an estimate of possible trade discounts we will be pursuing. These have not yet been requested or granted from Scott Lay's Development Trade Partners.

Phase 1A: New Playground Structure

Phase 1B: Additional Playground Structures

Phase 1C: Playground Resurfacing

Objective: To enhance the elementary school playground by installing a new multifunctional playground structure that promotes safety and engagement for students. This phase also includes resurfacing and adding supplementary playground structures to improve play value.

Scope of Work:

- **Location:** The new playground structure will be situated in the upper corner of the elementary playground, near the gravel road, an underutilized area. The installation will depend on necessary permits and the location of existing utilities.
- **Playground Structure:** A certified playground structure will be installed, offering diverse activities suited for children of various ages and abilities. Phase 1B will include additional playground structures throughout the area.
- **Safety Ground Cover:** The ground around the new playground structure will be covered with certified playground mulch to minimize injury risk. Phase 1C will involve the resurfacing of the playground area.

Estimated Cost:

- Phase 1A (Main Structure): \$125,000 to \$150,000
- Phase 1B (Additional Structures): \$50,000 to \$75,000 (Cost variance depending on the specific structure and installation requirements)
- Phase 1C (Resurfacing): \$150,000 to \$200,000

Phase 2: Soccer Field Stairs and Cross-Country Trail

Objective: Phase 2 seeks to enhance accessibility and outdoor recreation by adding stairs to the soccer field and developing a cross-country trail, fostering increased fitness and athletic activities while promoting outdoor engagement.

Scope of Work:

- **Soccer Field Stairs:**
 - **Site Preparation:** Clear the area for stair installation, ensuring a safe and level path.
 - **Stair Construction:** Build durable concrete stairs for safe and stable access to the soccer field, ensuring integration with the surrounding landscape.
 - **Safety Features:** Install handrails on both sides of the stairs to ensure user safety, particularly in wet conditions.
 - **Landscaping:** Finalize the surrounding area with appropriate landscaping to prevent erosion and enhance aesthetic appeal.
- **Cross-Country Trail:**
 - **Trail Design:** Plan a safe and functional cross-country trail suitable for running, walking, and fitness activities.
 - **Clearing & Grading:** Remove vegetation and debris along the proposed trail, and grade the land to provide a smooth, level surface.
 - **Trail Surface:** Create a durable trail surface using natural mulch sourced from trees cleared during trail preparation.
 - **Signage:** Install trail markers or signage to guide users along the trail and indicate key points of interest or distance.
 - **Safety & Accessibility:** Ensure the trail is accessible to all users, considering width and hazard mitigation for various fitness levels.

Estimated Cost:

- Phase 2 Total: \$25,000 to \$50,000 (Cost variance depending on signage and markers)
 - (Assumes ECS receipt of approximately \$20k grant for stair project.)

Future Improvements: Detailed plans will be developed for additional campus enhancements, particularly for the upper field and tree line. The proposed budget for these future improvements is approximately \$190,000, with features such as a baseball field, pavilion, and expanded event parking. Planning for Phase 3 is ongoing.

Conclusion: This campus improvement proposal presents a structured, phased approach to enhancing the middle school and elementary school outdoor spaces. By addressing key needs such as drainage, playground equipment, accessibility, and event parking, the project aims to create a safer, more functional, and visually appealing campus that supports both educational and recreational activities.

Summary of Estimated Costs:

- **Prep Phase:** \$57,000 (with discount) or \$89,000 (without discount)
- **Phase 1A (Main Playground Structure):** \$125,000 to \$150,000
- **Phase 1B (Additional Playground Structures):** \$50,000 to \$75,000
- **Phase 1C (Playground Resurfacing):** \$150,000 to \$200,000
- **Phase 2 (Stairs and Cross-Country Trail):** \$25,000 to \$50,000
- **Future Improvements:** \$190,000
- **Total Estimated Cost for All Phases:** \$722,000

Based on the outlined objectives, scope, and estimated costs, it is recommended to proceed with **Prep Phase** and **Phase 1A** for a total of \$239,000 as the first step toward enhancing the campus. These phases will address critical improvements to outdoor spaces for both middle and elementary school students, improving usability, safety, and aesthetics.