



Endeavor Board Meeting Minutes: March 18, 2025
7:00 PM in the 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	
Katrina Caseldine Start: 3/1/2023	Member	Governance	7/1/2022	6/30/2025	
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2026	
Kristen Walsh Start: 3/1/2023	Member	Governance	7/1/2023	6/30/2026	
David Roy Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2026	
Alyssa Ruth Start: 3/15/2022	Member	CDC	7/1/2024	6/30/2027	
Israa Kanfoud Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2024	6/30/2027	
Dustin Embrey Start: 2/23/2021	Chair	--	7/1/2024	6/30/2027	
Heather Flynt Start: 3/1/2023	Member	Finance	7/1/2024	6/30/2027	

Call to Order

Dustin Embrey

- Dustin Embrey called the meeting 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

Tracy DeMarco

- Tracy DeMarco moved to approve the March 18, 2025 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the February 18, 2025 Minutes. Heather Flynt seconded, and the Motion passed unanimously.

PAWS Update

Ashley Pusey

- Ashley Pusey provided an update on recent events sponsored by PAWS, including the Art Show and Book fair, staff appreciation lunch, and Lend-a-PAW.

Committee Updates

• Finance Committee

Israa Kanfoud

- Israa Kanfoud reported that ECS remains on track for 2024-25 budget.
- Finance Committee has begun planning the budget for next school year, and circulated an initial overview to the Board this week. The Committee is working closely with Christi and Molly, and hope to have the final budget ready to approve at the next meeting.
- Primary goal for setting the budget is to meet the WCPSS salary scale while also complying with the mandatory debt to income ratio set by our lender. Challenges this year include that the school will no longer receive reimbursement from Wake County for road improvements paid for by the School as part of the expansion.
- **Heather Flynt moved to approve 2-year renewal of IXL technology for \$28,707.50 (total expense for 2 years). Dustin Embrey seconded, and the Motion passed unanimously.**

• Governance Committee

Tracy DeMarco

- Tracy DeMarco reported that the Governance committee has notified applicants who will be interviewing for the open Board seats. The Board was very impressed with the applicant pool and looks forward to meeting candidates for interviews, which will take place on April 10th.
- The Governance Committee has also been working with Marina to update the ECS Facility Rental Agreements.
- Katrina Caseldine is leading the Committee's effort to prepare a Board Manual to assist in defining Board roles and expectations as well as onboarding new members.

• Community Development Committee

Jaclyn Parks

- Becky Catlett reported that ECS is 42% of the way to its Annual Fund Goal.
- Fun Run will kick off after Spring break with the goal for raising \$62k. Last year, the School raised a net of \$79k.

II. Director's Update

Christi Whiteside

- The ECS Weather Team has worked with Christi to finalize a plan for implementing flex hours, remote learning or other schedule changes when weather situations impact our school day. They are pleased to be able to go into next year with a more structured plan in case we have as challenging a weather year as this year has been.
- The School Improvement Team analyzed the responses from the staff Instructional Tech Survey to determine the most impactful programs we currently use and hope to continue using next year if budget allows. The Team are currently working through budget to determine the resources we can afford.
- ECS is thrilled to have track out camp here during the first week of spring track out. Josh is doing a great job working with The Superlative Club to get things ready.
 - Rooms to be used- Gym (except for the 24th), Commons, MPR A and MPR B
 - They will use one central bathroom- 6th grade

- They will have one central entrance and pick up location- Common doors area (same as morning care)
- A training for camp staff was held on 3/13
- 36 registered students; of those, 5 students are staff kids
- Enrollment can continue through this week.
- We are working with the Board Governance Committee to modify our rental agreement so that we can move forward with utilizing The Superlative Club for after school care on campus next year as well as summer track out camp. Interested families should stay tuned for more information!
- Planning is fully underway for the 2025-26 school year including: schoolwide schedule, testing calendar, and special events.
- ECS is finalizing plans for staff for next year as well. We do have a few staff members leaving ECS. I encourage interested educators to watch our website. I also ask ECS families to share open positions in their social media and with excellent educators they know who might be a good fit for one of our openings. We have begun receiving applications and are starting to make screening calls to determine who to interview.
- ECS continues to work toward expanding our high school course offerings for next year and are planning for that salary as we finalize budget. ECS hopes to have confirmation and student applications ready for the next Board meeting.
- ECS is also working on an end of year parent survey. We've gotten feedback from the Stakeholders group which includes leadership from all ECS organizations and Board Governance input. We hope to finalize the survey by early May with a mid-May distribution plan.

Foundation Board Update

Paul DeMarco

- Paul DeMarco reported that the vendor is on track to install the new elementary school playground over spring break. All equipment has been ordered, and the School is now waiting on a Wake County inspector to approve the project before it can be installed.
- The Foundation Board has also been working on a potential partnership with NCFC to develop ECS's upper field and the remaining acreage on the ECS campus. The Foundation Board has worked with the Stakeholder group to understand priorities among various campus groups. The current proposal includes four new soccer fields, including two multi-purpose turf fields that can serve as a baseball field for the ECS baseball team. A draft of the current working proposal are attached to these Minutes.
 - The Board discussed the potential benefits of a long-term lease with NCFC in exchange for development of the proposed fields. Discussions with NCFC are ongoing.

Public Comment

- No public comment.

Closed Session

- Dustin Embrey moved to go into closed session at 7:51 p.m. pursuant to N.C.G.S. 143-318.11(5). Tracy DeMarco seconded, and the Motion passed unanimously.
- Dustin Embrey moved to go into open session at 8:32 p.m. Tracy DeMarco seconded, and the Motion passed unanimously.

Adjournment

Dustin Embrey adjourned the meeting at 8:33.

Dustin Embrey