Endeavor Board Meeting Minutes: October 21,2025
7:00 PM via Teams

Board Member	Position	Committee	Term Start	Term End	Present
Dustin Embrey Start: 2/23/2021	Chair	N/A	7/1/2024	6/30/2027	Yes
Tracy DeMarco Start: 6/5/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2026	Yes
Heather Flynt Start: 3/1/2023	Treasurer	Finance (Chair)	7/1/2024	6/30/2027	Yes
Jaclyn Parks Start: 4/8/2019	Member	CDC (Chair)	7/1/2025	6/30/2028	Yes
Katrina Caseldine Start: 3/1/2023	Member	Governance	7/1/2025	6/30/2028	Yes
Meghan Gibson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	Yes
Tomas Helfrich** Start: 4/22/2025	Member	CDC	7/1/2025	6/30/2028	Yes
Andrew MacDougall Start 4/22/2025	Member	Finance	7/1/2025	6/30/2028	Yes
David Roy* Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2026	
Dan Thomson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	Yes
Kristen Walsh* Start: 3/1/2023	Member	Governance	7/1/2023	6/30/2026	Yes

*Denotes Foundation Board Member
**Denotes Foundation Board Liaison

Call to Order **Dustin Embrey**

- Dustin Embrey called the meeting to order at 7:04 PM.
- 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 21, 2025 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes **Tracy DeMarco**

- Tracy DeMarco moved to approve the September 16, 2025 Minutes. Dustin Embrey seconded, and the Motion passed unanimously.

Foundation Board Update **Tomas Helfrich**

- The Foundation Board will meet next week and provide a report at the November Board meeting.

PAWS Update **Krissy Fox**

- For Fun Fest, PAWS will have cotton candy and water bottles for purchase; football toss and photobooth for families to use; opportunity for non-members to sign up.
- Teacher grant information has been sent out. Several applications have been submitted so far. Will announce approved grants in mid-November. Please apply by October 31.
- PAWS has awarded several teacher reimbursements in last month.
- Picture retakes are November 5th.
- Giving Tree drive was successful and will partner with PAWS for another drive in Spring.
- Spirit Night raised over $500. Next Spirit nights will be at Torchy's Tacos on December 11th and Big Air January 19th.
- Café Days on track with budget.
- Hospitality Committee provided Romeo's Pizza for teacher luncheon on October 13th.
- Beats Hip Hop and Jazz group will be on campus October 30th for a cultural arts performance. All grades will participate.
- PAWS has begun planning for the Art Show. Jeremiah's will be on site; looking for another vendor for food.
- The Book Fair is donating $50 gift certificate for raffle at fun fest.

Committee Updates

- **Finance** **Heather Flynt**
  - Audit.
    - The yearly audit will be complete and presented for Board approval at the November board meeting. It is due on Octo 31st, but ECS will request a one time extension
  - Budget.
    - The School has now been able to complete its draw down on county revenue. Currently tracking about 3% below budget.
    - ECS was awarded a Title I grant in the amount of $114k dollars. This grant was not planned for in the approved budget.
    - ECS is still waiting to hear result of IDEA grant application, which was included in the approved budget. It is likely to be approved.

        - Tracking about 1% below budget for expenses.
    - Bond reissuance.
        - ECS's 2016 bonds are ripe for refinancing. Options include: (1) refinance bond with current lender (PSNC); (2) issue request for competitive bids (option includes potential to roll in 2020 bond); or (3) issue a public bond offering.
        - Finance Committee proposed engaging First Tryon to support ECS in this process. First Tryon also supported ECS related to the 2020 bond and comes highly recommended in the charter school industry. Fees are $65k to refinance the 2016 bond only or $120k to address both 2016 and 2020 bonds. This is the standard process; nothing out of the ordinary.
        - **Heather Flynt moved to approve the engagement of First Tryon as Financial Advisor for bond refinance. David Roy seconded, and the Motion passed unanimously.**
    - Investment Policy Statement.
        - The Board discussed the draft Investment Policy circulated in advance of the meeting. Further revisions and discussion expected at November meeting.
    - **Heather Flynt moved to approve payment of $29,386.25 to Phoenix Reseller Group for the purchase of 100 Chromebooks and Google Chrome management license. CapEx expense. Kristen Walsh seconded, and the Motion passed unanimously.**
- **Governance.**
    - Policies.
        - For compliance with State law and to meet expectations of DPI, ECS must adopt a revised Grievance Policy and new Behavioral Threat Assessment Management ("BTAM") Policy.
        - The revised Grievance Policy largely tracks an example provided by DPI and sets forth clear policy and procedure to follow in the event of an issue or concern that cannot be resolved without higher level review.
        - The BTAM Policy is required based on a new statute that took effect January 1, 2025. The Policy establishes a team charged with, among other things, establishing procedures for assessing low-, medium-, and high-level threats and concerning behavior.
        - **Tracy DeMarco moved to approve the updated Grievance Policy. Dan Thomson seconded, and the Motion passed unanimously.**
        - **Tracy DeMarco moved to approved the BTAM Policy. Heather Flynt seconded, and the Motion passed unanimously.**
        - For compliance with HB 805, which became effective July 1, 2025, Governance will be developing two new policies for review at the November meeting: Sleeping Quarters Policy and Parent Access to Library Books Policy.
    - 2026-27 Calendar.
        - The 2026-27 is still under development and will be presented for approval at November meeting.
- **Community Development Committee** **Jaclyn Parks**
    - Fun Fest.
        - Recently obtained wine vendor for Fun Fest.
    - Direct donor drive.

        - Board will continue to promote the direct donor drive through end of first semester. Will host a random drawing of all monthly donors and offer a skip the carpool line for third quarter.
    - Annual Fund
        - Becky Catlett reported that ECS now has 55 families monthly donors. 11% of way to the goal. Working on other businesses doing a membership drive.
        - The Parent Ambassadors assembled an amazing collection of baskets for Fun Fest. The silent auction is currently being populated.
        - Food sales will be by NHS students.

Director's Update **Christi Whiteside**

- ECS has been working on a calendar draft for 2026-27.
- Report cards went out yesterday. This was the first round of report cards in the Infinite Campus system, and it was not without its problems. We appreciate parents' patience as we work through the new processes.
- ECS has started the initial conversations about the master schedule for next year. Working on a scheduling guidelines document to be used to help make the process easier moving forward and focusing on problems to solve.
- The fall sports season is complete. ECS ended the season with 3 regular season titles, 3 tournament titles, and 2 tournament runner-ups. Basketball try outs started yesterday.
- ECS is looking at our kindergarten staggered entry process and considering some modifications because we are finding that the two half days does not give us the full picture of student strengths and needs across a full school day.
- The ECS elementary school store is underway; Student Council members are helping with the 2nd and 3rd grade shoppers.
- ECS will hold our first MS Dojo store this Friday during lunch and recess blocks. Middle School is also preparing for its Extravaganza occurring during December.
- NJHS is bringing back the annual Thanksgiving food drive which will be held during the week of November 3. The food collected supports ECS families in need.
- ECS is hosting a DPI AI PD on site on 10/28. The state is now requiring schools to develop an AI protocol.
- Reading Buddies will be starting in two weeks. This initiative started last year as a way to utilize some of our academically strong middle school students to help support some of our younger readers. Ms. Bosman oversees this program and will be adding a bit of math support this year as well. This program primarily serves students in grades 2-3 during morning carpool.
- ECS is also starting challenge book clubs in two weeks for students in grades 5-8. These optional book clubs, overseen by Mrs Fitzpatrick, started last year, and are directed at students the teachers recommend for an extra challenge. They are being led by a variety of staff members and take place during morning carpool.
- One new teacher to the Board for approval.
    - Adam Burleson for 5/6 EC, ECS parent, comes with a recently expired NC teaching license in Health and PE (he is planning to pursue EC certification and renewal of his licensure), he has many years of experience in classroom and leadership roles in schools, three references gave glowing endorsement

- **Tracy DeMarco moved to approve a 2025-26 employment contract for Adam Burleson. Dustin Embrey seconded, and the Motion passed unanimously.**

Public Comment

David Roy asked for follow up on the October Meeting Public Comment regarding grading policy. Christi Whiteside stated that Admin reviewed the policy and made some clarifying changes. The Board discussed current approach to implementing the policy, and Christi stated the Admin team would review for consistent implementation across grade levels.

Closed Session

- Dustin Embrey moved to go into closed session at 7:45 P.M. pursuant to N.C.G.S. § 143-318.11(a)(6). Tracy DeMarco seconded, and the Motion passed unanimously.
- Dustin Embrey moved to go into open session at 8:11 P.M. Tracy DeMarco seconded, and the Motion passed unanimously.

Adjournment **Dustin Embrey**

Adjourn at 8:12.