Endeavor Board Meeting Minutes: November 18, 2025
7:00 PM in the Auditorium and 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	Yes
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 November 18, 2025 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes **Tracy DeMarco**

- Tracy DeMarco moved to approve the October 21, 2025 Minutes. Dustin Embrey seconded, and the Motion passed unanimously.

Foundation Board Update **Tomas Helfrich**

- The Foundation Board voted to proceed with engaging First Tryon to assist in the bond refinance / reissuance effort. Related to the bond effort, the Foundation and the School will need to execute a new lease in the near term.
- The Foundation Board engaged NCDOT to conduct a traffic study on our carpool process. Brian Keys met with the NCDOT team in early November, and they were present on campus to observe our carpool last week. The team found that ECS has optimal carpool processes, but they are providing some minor suggestions for improvement.

PAWS Update **Krissy Fox**

- PAWS supported a cultural arts performance by the Beast on October 30th. Students in all grades were able to attend and learned how music relates to culture through demonstration of jazz, hip hop, etc.
- PAWS has approved 7 teacher grants.

Committee Updates

- **Finance**
  - Budget
    - The 2025-26 budget is on track, and the School received its final draw of funding from Wake County.
    - ECS was awarded $273,0000 from two grants, which is more than the budgeted amount of $130k.
    - The Finance Committee is working to prepare a summary of unrestricted cash that will be available and subject to the Finance policy that is under development.
    - After school programs are still trending 50% ahead of budget.
  - Audit
    - The 2024-25 audit is now complete for both the School and Foundation. ECS engaged new auditors this year, and the auditors issued an unmodified (clean) opinion with no compliance issues.
      - **Heather Flynt moved to approve the 2025 Audit. Kristen Walsh seconded, and the Motion passed unanimously.**
  - Bond Renewal
    - RFP for the bond renewal went live on November 4th, and has garnered interest from several banks; a very positive reaction. Final submissions are due soon, and the Finance Committee will be meeting with First Tryon in December to review.
  - Investment Policy.

        - The Finance Committee asked First Trying to review the draft Investment Policy and is working on incorporating suggestions from First Tryon into the draft. First Tryon will also provide recommendations and benchmarking to other charter schools.
    - Invoice approval
        - **Heather Flynt moved to approve payment of $26,040, 40 to TCN Inc. for faculty Computers. Kristen Walsh seconded, and the Motion passed unanimously.**
        - **Heather Flynt moved to approve payment of $12,500 to Sharpe Patel PLLC for performance of FY 25 Audit Services. Kristen Walsh seconded, and the Motion passed unanimously.**
    - CapEx
        - The Finance Committee met with Marina this afternoon to discuss potential needs for the CapEx budget. Proposed CapEx projects include:
            - Proposed replacement of lighting to move to LEDs (cost approx. $30k); foundation repairs (concrete wall cracking) (cost approx.. $40k); potential replacement of HVAC in elementary school in the next year+.
- **Governance** **Tracy DeMarco**
    - Parent Access to Library Books Policy
        - New statute passed over the summer requires schools to post a list of books available in their libraries and classrooms and to provide parents an opportunity to prohibit their child(ren) from checking out one or more books.
        - Governance is working with Christi to develop a workable policy to implement the new law, and will present for Board consideration and approval in the coming months.
    - Sleeping Quarters Policy
        - Same legislation passed over the summer requires schools to adopt a policy that prohibits students of different genders from rooming together at school-sponsored overnight events. Certain exceptions to this rule apply.
        - Governance circulated the draft policy for the Board to review before the October meeting.
        - **Tracy DeMarco moved to approve the Sleeping Quarters Policy. Dustin Embrey seconded, and the Motion passed unanimously.**
    - 2026-27 Calendar
        - Governance has worked with Christi to review the proposed calendar for the 2026-27 school year. The final calendar maintains all of the School's established standards for calendar setting, including, among other things, number of school days, number of teacher work days, maintaining two teacher work days following each track out, and matching WCPSS's spring break. The 2026-27 calendar does not match Franklin County's later-starting spring break as doing so would create an imbalance in ECS's calendar. While ECS matched Franklin County's schedule for the 2025-26 calendar, this year was always intended to be a test year, and the Board will be seeking feedback from the community about the impacts of the schedule at end of year.

- **Tracy DeMarco moved to approve the 2026-27 calendar. Dustin Embrey seconded, and the Motion passed unanimously**.

- **Community Development Committee** **Jaclyn Parks & Becky Catlett**
  - Annual Fund
    - Direct giving has steadied with approximately $61k in direct giving.to date.
    - Working through raffle prize for monthly donors, going to tie into Giving Tuesday.
    - The School recently secured a new sponsor: Crossfit Youngsville.
  - Fun Fest
    - The 2025 Fun Fest was an incredible success with 670 student attendees (total arm bands sold). The School raised approximately $40,000, putting ECS 35% of the way to the Annual Fund goal.
  - Alumni Advisory Board
    - The new Alumni Advisory Board will be sponsoring the School's first Alumni event in December.

Director's Update **Christi Whiteside**

- ECS hosted a DPI sponsored workshop on developing AI procedures for schools and included a three members ECS delegation.
- 3rd grade held its annual surgery day where students dissected chicken wings and dissected sentences.
- ECS held its Annual Fun Fest - many thanks to all staff and families who worked and attended the event..
- Thanksgiving meals for 22 ECS families
- Additional food support for an ECS family currently utilizing food banks
- Pages to Pictures - grades K, 3, 6, and 8 have read a book and are watching the movie that corresponds. Comparison of stories in varying formats is a curricular standard in all grades, other grades will participate in May, parent opt OUT form is coming home today, movies are next Monday and Tuesday.
- This Friday afternoon ECS is holding the next Coffee and Conversations. The event will be held in the afternoon in an effort to accommodate more parent schedules.
- ECS also has a new initiative to introduce tonight. Josh Burt and Brittni Doyle will be joining us to share this exciting news!

ECS Pride Scholar Pathways **Josh Burt & Brittni Doyle**

- Designed to support Middle School students for those with a passion to focus their study in a particular area of interest - Performing Arts, Visual Arts, or Healthful Living. Completion of the Pride Scholar Pathway will distinguish students as student leaders in their specific area, earn the student academic cords to wear during their 8th grade graduation, and recognition in the graduation program and on their ECS diploma.

Public Comment

Marlene Helfrich asked whether students would be disadvantaged in their elective selections if they do not choose to participate in the Pride Scholar Pathway.

Adjournment **Dustin Embrey**

Dustin Embrey adjouned the meeting at 8:01.

Adjourn at 8:07