



Endeavor Board Meeting Minutes: January 20, 2025
7:00 PM in the Auditorium and via Zoom

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

*Denotes Foundation Board Member

**Denotes Foundation Board Liaison

Call to Order

Dustin Embrey

- Dustin Embrey called the meeting to order at 7:04 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 20, 2026 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Foundation Board Update

Brian Keys

- Brian Keys presented the results and recommendations of the carpool study conducted by N.C. State and the Department of Transportation.
- Overall, our carpool procedures received high marks for being safe and efficient. The team made one recommendation, which is to extend the two-laned portion of carpool all the way to the end of the parking lot. This step will reduce the number of cars lined up on One World Way thereby reducing safety concerns on that road.
- Christi Whiteside expressed concern that the recommendation would decrease safety for students by crowding the area around the recall line. The Board agreed to take the matter under consideration.

II. PAWS Update

Krissy Fox

- Yesterday PAWS hosted Big Air spirit night. The event was very successful, but final numbers are not yet in.
- PAWS will be hosting teacher appreciation the week of Valentines Day. Last year it was a lot to celebrate during May national teacher appreciation week, and the hope is that this earlier date will make it easier for families to focus on celebrating teachers.
- PAWS has begun planning for the Art Show.

Committee Updates

• Finance

Heather Flynt

- Revenue is tracking about 12% ahead of budget and operating expenses about 2% below budget.
- The Finance Committee will begin working on FY 27 budget next month. A first draft will be ready for Board review in April and approval in May.
- The Finance Committee is actively working with First Tryon, legal counsel, and Charter Success on the bond renewal to ensure we can move forward with Eagle Bank. Still on track to close in mid-March.
- Invoice approval:
 - **Heather Flynt moved to approve payment of \$17,7420.50 to IXL Learning for annual subscription costs. This amount was included in the ECS annual technology budget. Kristen Walsh seconded, and the Motion passed unanimously.**
 - **Heather Flynt moved to approve payment of \$14,482.42 to Hercules LED for LED lighting. Dustin Embrey seconded, and the Motion passed unanimously.**

• Governance

Tracy DeMarco

- The Governance Committee circulated a proposed Wireless Device Communication Policy, which the school is required to adopt. The policy follows an example provided by DPI which was aligned with ECS's existing approach to devices.

- **Tracy DeMarco moved to approve the Wireless Device Communication Policy. Dustin Embrey seconded, and the Motion passed unanimously.**
- The Governance Committee has completed its review of existing policies and has identified a number that require dissolution for a variety of reasons, including because they are now out of date, obsolete, or because they are more appropriate as a school procedure than a Board-approved policy.
 - **Tracy DeMarco moved to dissolve the following policies:**
 - **Bulletin Board Policy**
 - **Gripe Policy**
 - **Related Parties Conflict of Interest Policy**
 - **Tutoring Policy**
 - **Charity Policy**
 - **Student Early Dismissal Policy**
 - **Economic Inclusiveness Policy**
 - **Emergency Medical Procedure Policy**
 - **Homeroom Assignment Policy**
 - **Parent Teacher Communication Policy**
 - **Dustin Embrey seconded, and the Motion passed unanimously.**
- At the February meeting, the Board will vote on officers for the 2026 school year. Dustin Embrey announced that Andrew MacDougall has expressed interest in taking on the role of Vice Chair with the intent to become chair sometime in the next year.
- **Community Development Committee** **Jaclyn Parks**
 - The Community Development Committee is working with Becky Catlett to develop a theme for Fun Run.
 - Becky Catlett reported that the Annual Fund currently has 52 families monthly giving. 20 families made a 1 time gift on giving Tuesday contributing combined \$9,000.
 - The School has now met the \$70k direct giving goal spearheaded by the Board in first semester thanks to matching donations that have begun arriving.

III. Director's Update

Christi Whiteside

- ECS held its first annual Home for the Holidays alumni event on Dec 18. ECS hosted 29 alumni who were excited to see one another, the expanded facility, and our staff. From that event ECS has a new group of willing alumni speakers and several eager to join our Alumni Advisory Board. Thanks to Mrs Catlett for getting this event launched!
- ECS held Points for the Pride on Dec 19 with a total of 3078 baskets scored by our K-5 students. Thanks to Mr Root for organizing the event and to Mr Manfreda, Mr Burt, and our MS Basket all players for running the stations.
- Pep Rallies were held for all grades to celebrate students' hard work during first semester.
- Our staff had two workdays to start the semester strong including professional development sessions offered by 16 different staff members.
- MS opened the quarter with two alumni speakers: Conner Sandberg, ECS CLass of 2018, and Bailey Scarlett, ECS Class of 2017.

- ECS held its first Spelling Bee in many years, with a 5th grade winner - Addie Britson who will go on to compete at the state level. Students from grades 1-8 competed through the Scripps protocols. Thanks to Lindsay Decker and Michelle Fitzpatrick for organizing the event and to all the others who judged or participated in the event.

Public Comment

None.

Closed Session

Dustin Embrey moved to go into closed session at 7:42 p.m. Tracy DeMarco seconded, and the Motion passed unanimously.

Dustin Embrey moved to go out of closed session at 7:53. Tracy DeMarco seconded, and the Motion passed unanimously.

IV. Adjournment

Adjourn at 7:53.

Dustin Embrey