



Endeavor Board Meeting Agenda: March 17, 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	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	No
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	No

*Denotes Foundation Board Member

**Denotes Foundation Board Liaison

Call to Order

Dustin Embrey

- Dustin Embrey called the meeting to order at 7:02 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 17, 2026 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the February 17, 2026 Minutes. Dustin Embrey seconded, and the Motion passed unanimously.

Foundation Board Update

Tomas Helfrich

- Board engaged an Engineer to prepare plans to upper fields. Met with Marina to consider new security vendor

PAWS Update

Ashley Pusey

- Book Fair and Art show were last week and were very successful events: 70 volunteers donating 300 combined hours of their time. Art Show displayed grade level projects, clubs and elective courses. Remaining art has been displayed around the school until kids track out and frames can be ordered until the end of the week. 20 Students received “fan mail” from the event. Book fair had \$475 was donated through “share the fair” to purchase books from teacher wish lists and needs within the school community.
- Decorated staff lounges for St. Patrick’s day surprise
- Cleaned and organized Lost and Found - don’t forget to tell your kids to check this week

This month PAWS monetarily supported:

- Coffee and conversations
- Staff supported checks
- Forgotten lunch support
- Pep Rally Tags
- Field trip support

Upcoming Events:

- Spirit Night at Panera this Sunday, March 22nd
- Alumni Scholarship will open at the end of the month
- Staff lunch April 14th
- Cultural Arts Performance coming mid-April (17th)
- Field Day is on the horizon

Committee Updates

• Finance

Heather Flynt

○ Bond

- The bond refinance is scheduled to close this Thursday. The Board previously approved the Borrowing Resolution that authorized the Finance Committee to move forward with the bond.
- The Finance Committee circulated the Bond Closing Memo to the Board earlier this week. Total bond amount is \$14 million and includes refinancing of both existing bonds as well as all transaction costs. Eagle Bank is the lender, and the bond will be tax exempt.
- *Use of SWAP Termination Proceeds.* The School will receive a total payout of approximately \$888,500 for termination of the SWAP. The Finance

Committee recommends using \$300k of the proceeds to fund existing capital projects (Campus Improvement Plan; finishing Phase I and II) and applying the remaining amount (\$588,500) to the principal of the loan. Heather explained that the School has sufficient cash on hand to fund remaining phases of the Campus Improvement Plan. According to the Finance Committee, the \$300k can only be used to fund CapEx projects and must be used within a 3-year time period.

- **Heather Flynt moved to approve the proposed plan for the SWAP termination proceeds, including \$300,000 towards funding the Capital Improvement Plan and \$588,500 to apply toward the loan principal. Andrew MacDougall seconded, and Motion passed unanimously.**
- \$140,639.03 invoice to title company. Will need to pay this amount to title company to cover a portion of transaction costs.
 - **Heather Flynt moved that Board approve equity payment of \$140,639.03 to cover the transaction costs. Andrew seconded, and the Motion passed unanimously.**
- As part of transaction, the Finance Committee recommends moving \$4 million of cash on hand to Eagle Bank. The School will maintain an account with PNC; because Eagle Bank is out of state, the School is required by law to maintain an in-state account to facilitate state draw downs. To address the various requirements, the Finance Committee proposes four (4) accounts: (1) School operating checking; (2) foundation operating checking; (3) school savings; (4) school capital account set up as savings account.
 - **Heather moved to approve establishing banking relationship with Eagle Bank and opening four accounts. Andrew seconded, and the Motion passed unanimously.**
- Due to current laws, the Foundation cannot hold the mortgage, so need to amend the lease. Under new financing structure, School will make the payments on the debt, not Foundation. Will simply be paying the Foundation \$1 to lease the land so that we can take out the debt.
 - **Heather moved the Board to approve the amended Lease Agreement. Andrew seconded, and the Motion passed unanimously.**
- ***Contract Approval***
 - The Finance Committee presented several contracts for Board approval:
 - Parker Poe: fee of \$90k related to serving as bond counsel
 - Sharpe and Patel: Audit & 990 School and Foundation. Fee of \$19k. Budgeted for next year.
 - Charter Success Partners: The Finance Committee proposed engaging Charter Success Partners to assist Molly with general financial services for the School. The fee is \$12k per month for monthly financial planning and analysis. Charter Success already performs bookkeeping for the School; this new contract relates to forecasting and projections. Charter Success will meet monthly with Molly and the Finance Committee; will prepare monthly report and track our cash on hand; will have a dashboard to distribute to

the Board. Charter Success will also help with annual budgeting process and provide the Board with financial updates on no more than a quarterly basis. In the 5-Year Strategic Plan, the Board planned to hire a full time employee to support Molly in her financial role. Engagement of Charter Success fills that need in a way that is under budget.

- **Heather Flynt moved to approve the contracts for Parker Poe, Sharpe and Patel, and Charter Success Partners. Andrew seconded, and the Motion passed unanimously.**

- ***Invoice Approval***

- The Finance Committee presented a number of invoices for Board approval:
 - NC Department of Treasurer - \$12,500 - Bond related - NCCFFA application fee
 - NC Department of Treasurer - \$15,250 - Bond related - Revenue application fee
 - Triangle Precision Painting - \$19,788.99 - Outside Painting - Building
- **Heather moved to approve invoices. Andrew seconded, and the Motion passed unanimously.**

- ***Budget***

- The Finance Committee will be meeting with Charter Success over next weeks to prepare the FY 2027 budget. The Committee expects that the FY 2027 budget will be ready for review at the April meeting and presented for approval at May
- 15% ahead on revenue and 2% ahead on expenses.

- **Governance**

Tracy DeMarco

- The Governance Committee circulated the final version of the Parent Access to Library Books Policy. The Board discussed this at several prior meetings and the process of cataloging classroom library books and expect this process to be completed next year. A list of book titles from the ECS library is currently available on the School website homepage.
- **Tracy DeMarco moved to approve the Parent Access to Library Books Policy. Dustin Embrey seconded, and the Motion passed unanimously.**

- **Community Development Committee**

Jaclyn Parks

- Becky Catlett reported that the 2026 Fun Run fundraising goal will be increasing from \$62,000 in 2025 to \$75,000 in 2026 to \$75k.
- The goal this year will be to support specific arts programs within the School.
- Becky is continuing to solicit sponsorships. Will open registration around track out.

II. Director's Update

Christi Whiteside

- Since the last Board meeting, many things have happened on campus that really highlight who we are as a school community!.
- Several grade levels had end of the quarter performances including 5th Grade's Pirates show and 4th Grade's Kid Flix show.
- 2nd Grade held their Annual Market Day.

- 1st grade held their Animal Research and Presentation day.
- 3rd grade and 7th grade left campus for field trips.
- The first cohort of Pride Scholar Pathways participated in mock interviews. Thanks to all community members who served as the interviewers.
- ECS held a required severe weather drill.
- ECS also held our annual art show last week during Book Fair week. Many thanks to the ECS art teachers and all the PAWS volunteers who made the week so wonderful!
- Middle school students had the spring dance last Friday the 13th. Student Council did a great job preparing.
- We held ECS's annual public lottery on March 25. We had 1,222 applications. This was a decrease of 97 applications which may be due to cancelling our public open house due to bad weather.
- Campus tours have started for families who were selected in the lottery.
- The February Coffee and Conversations was on the topic: Supporting Challenging Behaviors at Home.
- Yesterday, ECS decided to close campus out of an abundance of caution given the weather forecast. Many thanks to Mrs. Adams for preparing campus for the potential for strong winds and severe weather.
- This week is Say Something Week - Say Something Week is a powerful movement that spotlights the impact of Trusted Adults and Upstanders in our community and in schools and communities around the country. It's a week that includes activities and conversations focused on empowering students to take action and create change. Students in elementary and middle school will have special morning meeting content and will have the chance to learn about being an upstander.
- Christi shared with the Board a brief academic update this afternoon. We are at the point in the year where we are optimistic about student achievement and growth, but have many unknown still ahead.
- Members of our School Improvement Team are going to a workshop in April with the DPI staff who have taken over that department. We are eager for information that will feel less antiquated and hopefully be a new direction in state provided school improvement planning tools.

Public Comment

No Public Comment

Closed Session

No closed session.

Adjournment

Meeting adjourned at 7:32.

Dustin Embrey