



Endeavor Board Meeting Minutes: April 21, 2026
7:00 PM 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	No
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	No
Dan Thomson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	No
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

Andrew MacDougall

- Andrew MacDougall called the meeting to order at 7:03 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 April 21, 2026 Agenda. Andrew MacDougall seconded, and the Motion passed unanimously.

Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the March 17, 2026 Minutes. Heather Flynt seconded, and the Motion passed unanimously.

Foundation Board Update

Tomas Helfrich

- Tomas Helfrich reported that permits are now approved for the elementary school foundation stabilization project. Exterior painting has been completed and looks good.
- Josh Burt and Paul DeMarco will be walking the cross-country trail and coordinating its refurbishment. The Foundation Board will likely need a few volunteers to accomplish this.
- The Foundation is requesting alignment from the School Board to begin exploring engagement of an engineer to work on plan for upper fields. Board agreed and noted that any scope of work would ultimately need to be approved by both Boards.

PAWS Update

Krissy Fox

- Paws Hospitality recently hosted a teacher luncheon from Lemon Tree. The recent staff breakfast was extremely well received.
- Cultural Arts hosted an Anne Frank performance by Bright Star Theatre. Which was enjoyed by staff and students alike.
- Field Day is full steam ahead.
- PAWS is hosting an eye wash station at the color run.
- Pep Rally Tags were purchased.
- PAWS will be hosting a Pro 3:5 Afternoon out May, 8.
- PAWS is beginning its planning for next year's PAWS board and 20th Anniversary contributions.
- Alumni Scholarships applications are open Through May, 1.
- The process for School Supply Kits is underway
- Overall, Cafe Days is about \$400 AHEAD of where we were last year at this time! However, this is mostly due to a later Spring Break this year so March was a full school month.
- Drama Liaison- A shelf for Mrs. Bachand has been put together and organization continues.

Committee Updates

- **Finance Committee**

- Faculty and Staff bonuses.
 - The Finance Committee is recommending staff bonuses in the amount of \$1,500 for full time staff and pro-rated for part-time staff. This is a significant increase over the typical bonus the Board has been able to approved, made possible due to savings related to the bond reissuance as well as additional grants awarded throughout the year.
 - **Heather Flynt moved to approve payment of bonuses in the amount of \$1,500 to all full-time staff and faculty and pro-rated for part time staff. Andrew MacDougall seconded, and the Motion passed unanimously.**
- FY 27 Budget

- The Finance Committee is working on the FY 27 budget to present for Board approval in May. Goals are (1) how can we close the gap on staff and faculty salaries to match Wake County; (2) changes to cash structure, including moving funds to Eagle Bank which was an increase in interest; (3) debt-to-income calculation (1.15 ratio required by loan covenants; targeting 1.2 ratio); (4) taking a look at the ECS capital budget and separating out from operational budget.
 - Charter Success is helping the Finance Committee look at state and county funding to give a better sense of what we can expect from draw downs for the coming year.
 - Form 990 for approval
 - The Finance Committee is proposing one major change in 990 from last year: Schedule K will move from the Foundation's Form 990 to the School's Form 990. This reflects the shift in our debt from the Foundation to the School to reflect the new debt structure.
 - **Heather Flynt moved to approve Form 990 to be filed on May 15, 2026. Andrew MacDougall seconded, and the Motion passed unanimously.**
 - Invoice Approval
 - **Heather Flynt moved to approve payment of \$19,995.79 to Triangle Precision Painting. Andrew MacDougall seconded, and the Motion passed unanimously.** This is the second payment for painting the elementary school; the final amount came in below budget.
 - Investment Account
 - As part of the restructuring of the School's cash accounts, the Finance Committee will be collecting bids for an investment account before next school year.
- **Governance** **Tracy DeMarco**
 - The Governance Committee has been triaging minor issues with Christi and will meet again before the end of the month.
- **CDC** **Jaclyn Parks**
 - Beckly Catlett reported that the School is 51% toward it's Annual Fund goal.
 - Stride for the Pride kicks off next week, and the Fun Run will take place on Friday, May 1st.
 - Working on celebrating our monthly donors through this event and looking forward to working with the Boosterthon team to help make that happen.

II. Director's Update

Christi Whiteside

- ECS held its Day of Journey Through Cultures with each class focusing on differing parts of our big wide world.
- After track out, ECS staff participated in two teacher workdays with professional development sessions on topics such as:
 - Incorporating Music in the Non-Music Classroom
 - Best Practices for End of Year Success
 - Engagement Tools in IXL
 - Cross Impact Matrix
 - Art and the Humanities
- Staff also spent time preparing for next year including:

- Moving into Middle School planning meeting (this will be recorded and shared with all current and all families who will have a 6th grader new to ECS next year)
- Culture Committee 20 Year group
- Musical Team Meeting
- Graduation Planning
- EOG scheduling
- Kindergarten Staggered Entry planning meeting
- NJHS students who were admitted were tapped last week. Their induction is next Thursday, April 30.
- This first year we offered a spring round of Pathways applicants. Students were notified this week of their acceptance status.
- Middle School Opening Ceremony was held this week. We welcomed Emmy Bray, ECS Class of 2021 as the final guest in our Alumni Speaker Series. We are really proud of and grateful for the alumni who spoke to middle school students this year and are eager to begin scheduling for next year's series.
- EOG and EOCs have been scheduled and will be in this week's Weekly Update
 - All testing will occur between Tuesday, May 26 and Thursday, June 4.
 - This year ECS has the opportunity for students who do not pass the EOG or EOC to retake the test after some remediation. Students will keep the higher of the two scores. We are finalizing our remediation plans with a goal of this information being in the weekly update on May 1.
- The final round of EOG check-ins are underway, and the results are positive. However, there is a lot more content to be covered this year, so all students should keep their focus on solid school work and forward motion.

Tues. 5/26	Weds. 5/27	Thurs. 5/28	Fri. 5/29	Mon. 6/1	Tues. 6/2	Weds. 6/3	Thurs. 6/4
3rd Grade ELA	3rd Grade Math	6th Grade ELA	5th Grade Science	6th Grade Math	Make-Up Testing & Reteaching Day	Make-Up & Retake Testing	Make-Up & Retake Testing
4th Grade ELA	4th Grade Math	8th Grade ELA	8th Grade Science	7th Grade Math			

- Still coming this year:
- Friday - Coffee and Conversations on Building Academic Stamina & Cultivating Growth Mindset and Resilience
- Fun Run and Color Run on May 1
- 6th graders travel to Betsy Jeff Penn
- Band competition at Carowinds
- May 15 - Coffee and Conversations on Moving into Middle School
- Stakeholders Meeting
- New Family Orientation
- Band Concert
- Field Day & Men at Work Day
- Kindergarten End of Year Celebration
- First group of Pathways Scholars' Capstone presentations
- Middle School EOY Extravaganza
- K-2 pep rally
- 3-5 pep rally
- MS pep rally

- Move Up
- 8th Grade Walk
- Graduation

III. Public Comment

No public comment.

IV. Adjournment

Meeting adjourned at 7:31 p.m.

Andrew MacDougall