



Endeavor Board Meeting Minutes: May 19, 2026
5:30 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	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

- **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 May 19, 2026 Agenda. Dustin Embrey seconded, and the Motion passed unanimously.

Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the April 21, 2026 Minutes. Jaclyn Parks seconded, and the Motion passed unanimously.

Foundation Board Update

Tomas Helfrich

- Tomas Helfrich reported that the Foundation Board is continuing to work with N.C. State to finalize the traffic study. He summarized the preliminary recommendation of the traffic study, including extension of 2nd lane to the trash bins and re-routing traffic to reduce back-up on One World Way.

PAWS Update

Krissy Fox

- Kristen Walsh shared the PAWS update provided from Krissy Fox.
 - Field Day is this Friday 5/22. We feel well prepared and have plenty of volunteers, and are very much looking forward to a day of fun with our students and families.
 - Scholarship applications were received, approved, and winners have been informed. Scholarship winners should expect to see their check in the next 6 weeks.
 - Finalizing the 2026-2027 Committee Chairs is underway. We will implement two new committees for the 2026-2027 school year. 1.) 20th Anniversary 2.) Teacher Appreciation
 - The Hospitality Committee will provide treat bags for teachers, most likely the last week of school. Chick-fil-a Breakfast for Staff on June 5th.

Committee Updates

• Finance

Heather Flynt

- The Finance Committee shared the FY 2026 Budget as well as the CapEx Budget Update through April. The budget is in line with expectations. Operating revenue is tracking 14% ahead of budget, and operating expenses are tracking 4% under budget.
- Andrew MacDougall gave an update on RFP for an Investment Account Setup. He is waiting to hear back from some firms on proposals on who may be a good fit for Endeavor.
- Heather Flynt presented the FY 2027 Budget. She shared a salary increase that will bring Endeavor's salary scale to approximately 102% of the Wake County Public School System scale from the 2024-2025 school year, which is the most recent salary information currently available. Endeavor remains committed to supporting employees through participation in the state retirement system and state medical insurance programs, recognizing the importance of providing strong long-term benefits for our staff. This was also reflected in the budget.
 - **Heather Flynt moved to approve the FY 2027 Budget. Andrew MacDougall seconded and the motion passed unanimously.**

• Governance

Tracy DeMarco

- The Governance Committee is working with Christi on reviewing the process for the 20 year renewal. The committee is also reviewing the high level topics for the July Board Retreat and will be circling back with the Board at a later date.
- **Community Development** **Jaclyn Parks**
 - Becky Catlett shared an update regarding the Annual Fund. The overall goal is \$250,000 — currently 55% of the way there. There are 52 families enrolled who are providing steady year-round support.
 - Becky Catlett also shared an update from the Fun Run & Color Run. The run raised \$100,858, which is above the goal that was set. Corporate matching is still in progress with a potential to add another \$11,513.
 - 97% of the Student Population registered for the fundraiser.
 - Special Thank You to ECS' Sponsors: Radeas, Gladwell Orthodontics, eHungry, Relevate Real Estate, Raleigh Pediatric Dentistry, Bumgarner & Martin Orthodontics, Triangle Laundromat, and Lunae
 - With the combined Annual Fund and Fun/Color Run, we are 96% of our Annual Fund Goal with 2 months still to go.

Chair Election

Tracy DeMarco

- Dustin Embrey will step down as the Board Chair and it has been previously discussed that Andrew MacDougall will be the Board Chair to begin on July 1, 2026. There was no objection or questions regarding the leadership role change.
- **Tracy DeMarco moved to approve Andrew MacDougall as Board Chair to begin on July 1, 2026. Jaclyn Parks seconded and the motion passed unanimously.**

Director's Update

Christi Whiteside

- Christi Whiteside gave an update on school happenings that have occurred since the last Board Meeting and what is coming up.
- **Tracy DeMarco moves to approve the staff contracts that Christi Whiteside presented and in addition to Christi Whiteside's contract for the 2026-2027 school year. Katrina Caseldine seconded and the motion passed unanimously.**

Public Comment

There was no Public Comment.

Closed Session

Dustin Embrey asked for the Board and Christi Whiteside to move into a Closed Session.

Adjournment

Dustin Embrey

The meeting was adjourned at 6:40 PM.