



Endeavor Board Meeting Minutes: September 22, 2026

7:00 PM in the Auditorium and via GoogleMeet

<https://meet.google.com/xya-xijb-qke>

Board Member	Position	Committee	Term Start	Term End	Present
Dustin Embrey Start: 2/23/2021	Member	CDC	7/1/2024	6/30/2027	Yes
Tracy DeMarco Start: 6/5/2017	Secretary	Governance (Chair)	7/1/2023	6/30/2029	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	
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	Chair	N/A	7/1/2025	6/30/2028	Yes
David Roy* Start: 2/23/2021	Member	Finance	7/1/2023	6/30/2029	
Dan Thomson Start: 4/22/2025	Member	CDC	7/1/2024	6/30/2027	Yes

*Denotes Foundation Board Member

**Denotes Foundation Board Liaison

Call to Order

Andrew MacDougall

- Andrew MacDougall called the meeting to order at 7:00.
- **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 September 22, 2026 Agenda. Andrew MacDougall seconded, and the Motion passed unanimously.

Approval of Minutes

Tracy DeMarco

- Tracy DeMarco moved to approve the August 18, 2026 Minutes. Andrew MacDougall seconded, and the Motion passed unanimously.

Foundation Board Update

Tomas Helfrich

- No updates from the Foundation Board.

PAWS Update

Nicole Allen

- PAWS will sponsor two cultural arts performances for the 2026-27 school year.
- PAWS has awarded 24 staff support grants, all of which have now been paid.
- Culver's spirit night raised \$642.87
- On September 19th, PAWS hosted a spirit night at the N.C. Courage game with a portion of the proceeds for ticket sales donated back to the school. PAWS hosted a tailgate that was well attended.
- My Hot Lunch Box sales are 18% lower than last year, so PAWS is evaluating vendors for next semester.
- PAWS purchased a number of items for the school, including a full set of books for Battle of the Books. PAWS will provide the school with a \$6,000 grant for instructional tech support by the end of Q1.
- PAWS will be hosting a staff lunch during the post-track out workdays.
- Lend a Paw will take place on October 18th.
- Picture day is October 20th.

Committee Updates

● **Finance**

Heather Flynt

- The Finance Committee reported that revenue is 2% ahead of budget and expenses are in line with budget. The School's application for two federal grants approved - IDEA and Title 1 - are now approved, providing an additional \$89k funds which will be used for ECS faculty salary/benefits. These funds were not included as expected revenue in the 2026-27 budget.
- **Heather Flynt moved to approve payment of \$12,539.18 to Wenger for the purchase of band cabinets and \$10,965 to IKL Learning for the School's IXL license. Andrew MacDougall seconded, and the Motion passed unanimously.**
 - Band cabinets were funded by Fun Run money.
- The Finance Committee is working on finance goal to be included as part of the School's charter renewal efforts.
- Charter Success Partners is working on a salary analysis study to compare ECS salary scale to Wake County's new salary scale released for 2026-2027. The Finance Committee will use this information to help set ECS salaries in the future.
- The Finance Committee is meeting with CAPTRUST to discuss next steps for setting up the new investment account.

- The Finance Committee is working on an updated Financial Policies and Procedures and expects to circulate a draft for Board review in October or November.
- ECS is expecting additional funds from the State for bonuses. At this time, the amount is unknown, but the School should know more in October and receive funds in November. The Finance Committee has discussed how to distribute these funds, possibly as a mid year bonus.

- **Governance**

Tracy DeMarco

- The Governance Committee presented a revised version of the Beginning Teacher Program Plan. The Board initially approved this policy in August, but subsequently learned of additional amendments required by DPI. This version contains minor revisions to the previously approved version to address issues raised by DPI.
 - **Tracy DeMarco moved to approve the Beginning Teacher Program Plan. Andrew MacDougall seconded, and the Motion passed unanimously.**
- Charter Renewal Certifications. The Governance Committee presented a number of certifications for Board approval. These certifications reflect the School's current practices and are needed for the charter renewal process.
 - **Tracy DeMarco moved to recognize the following:**
 - **That ECS will generally maintain on a 16:1 student to staff ratio (inclusive of all staff, not just classroom teachers);**
 - **That ECS elects to utilize exclusion as a potential disciplinary consequence, where appropriate;**
 - **That ECS will adhere to a school calendar that includes a minimum of 1,025 hours of instructional time.**
 - **Andrew Macdougall seconded, and the Motion passed unanimously.**
- Prayer certification for Title IX. To receive grants through Title IX funding, the School is required to certify that ECS will not deny participation in constitutionally protected prayer.
 - **Tracy DeMarco moved to certify that as a condition of receiving the funds under the Title 1 Act, the ECS Board hereby certifies that no policy of the local educational agency prevents, or otherwise denies participation in, constitutionally protected prayer in our school. Andrew MacDougall seconded, and the Motion passed unanimously.**
- Bylaws update. The Governance Committee presented minor amendments to the School's bylaws to reflect (1) the change in title for the head of school from "Principal" or "Director" to "Executive Director"; and (2) the fact that the Executive Board position of Vice Chair is used infrequently. The amended bylaws reflect that the Vice Chair position may be filled as needed in the discretion of the Board.
 - **Tracy DeMarco moved to approve the amended bylaws. Tomas Helfrich seconded, and the Motion passed unanimously.**
- Code of Conduct Update (EC Students). The Governance Committee presented a minor update to the School's Code of Conduct applicable to EC students. This policy and this provision was prepared under the guidance of counsel.
 - **Tracy DeMarco moved to approve the amended Code of Conduct. Andrew MacDougall seconded, and the Motion passed unanimously.**

- 2027-28 Calendar. The Governance Committee presented the draft 2027-28 calendar for Board approval.
 - **Tracy DeMarco moved to approve the 2027-28 ECS Academic Calendar. Andrew MacDougall seconded, and the Motion passed unanimously.**
- Released Time for Religious Instruction Policy. The Governance Committee presented the Released Time for Religious Instruction Policy for Board consideration and approval. This policy is required to comply with a new statute passed in July 2026. Under the law, public school are required to authorize between 1 and 4 hours per week for a student to participate in off-campus religious instruction. ECS's policy was prepared under the advice of counsel and allows for 1 hour per week during which a student can leave campus to participate in a religious instruction program. Under ECS's policy, the one hour away from campus must take place during the student's lunch and/or recess time.
 - The Board discussed the policy, but held voting on the Released Time Religious Instruction Policy until the end of public comment.
- **Community Development** **Jaclyn Parks**
 - Corporate Outreach Efforts. CDC is continuing its push to increase corporate donors/sponsors outside of the ECS family community. Dan Thomsen created a very detailed spreadsheet of potential leads. CDC will identify top 25 for initial reach out.
 - Annual Fund Update.
 - As of August 31st, ECS is at 10% of the 2026=27 Annual Fund Goal.
 - Direct Giving. Currently on pace to raise \$40k out of the \$80k campaign goal based on monthly donors.
 - There are currently have 52 families enrolled in monthly giving.
 - Looking for Fun Fest sponsors and silent auction donations.

Director's Update

Christi Whiteside

Community Building this month:

- ECS held its BOY teacher workday which staff use to adjust planning once they've gotten to know their students.
- Student Council officers have been selected by their peers.
- Fall sports seasons are nearing their conclusion despite several weeks of weather impacts, rescheduling, and cancellations.
- We held two parent-teacher conference days and got great feedback and some ideas about how to serve even more families on these days moving forward.
- The School Improvement Team members have been elected, and meetings will begin in October. Thanks to all parents and staff who voted.
- The first Stakeholders meeting of the year was held ensuring all ECS organizations are aware of and able to support each other's initiatives.
- The first Middle School Dance was held on Friday with huge attendance.

News:

- Thanks to the hard work and resilience of our students and staff and the support of our families, ECS found out this month that Endeavor earned a School Report Card grade of an A, something ECS has been very close to but not achieved since prior to Covid. Not only were we pleased with our scores, but also in comparison with peer schools.

- Overall: A, total performance 89 (80% proficiency = 91.2 and 20% growth = 82.3)
- Reading 3-8: A, 88
- Math 3-8: A, 90
- [Information](#) about how scores are determined

Charter Renewal:

- ECS submitted the Mission Statement amendment request to the CSRB yesterday. This is only to have the Mission statement we adopted in 2018 formally recognized, not to make any change to our current mission or vision.

Public Comment

- Jen Carmona expressed concern about the proposed Released Time Religious Instruction (“RTRI”) policy, objecting to the limitation that the released time must be taken during lunch and recess. She explained that her children have been participating in an RTRI program during their PE class and that they have been able to complete make-up work for PE. Ms. Carmona gave several reasons to support her position that RTRI should be allowed during enrichment classes, including, but not limited to: (1) lunch and recess are critical times for student socialization; (2) RTRI during lunch will prevent parents from participating in lunch duty; (3) other charters (Wake Prep, Envision) allow RTRI during enrichment classes; and (5) students are able to make-up equivalent enrichment work.
- One other community member sent a letter to the Board advocating for RTRI time outside of lunch and recess, citing rationale similar to Ms. Carmona’s.

Released Time Religious Instruction, Cont.

- The Board resumed discussion of the RTRI Policy. Jaclyn Parks and Tracy DeMarco noted the importance of enrichment classes to ECS’s mission and the importance of exposing students to enrichment classes. David Roy and Tomas Helfrich agreed with the importance of enrichments, but asked whether exceptions to the policy could be made for good cause.
- After much discussion, the Board agreed to vote on the current policy and resume discussions, including discussion of any potential amendment, at the October meeting.
- **Tracy DeMarco moved to approve the Released Time for Religious Instruction Policy. Dustin Embrey seconded, and the Motion passed. Dan Thomsen voted against the policy.**

Adjournment

Andrew MacDougall adjourned the meeting at 8:14 P.M.

Andrew MacDougall