



Endeavor Board Meeting Minutes: May 12, 2014

Call to Order:

Lisa Springle called to order a meeting of the ECS Board of Directors at 7:10 pm in Endeavor's multi-purpose room.

Present:

Lisa Springle, Kevin Myers, Bill Borter, Andy Kristianson, Sarah McConnell, Steve McAdams, Christian Nechyba and Margaret Holder. Charlie Kennedy arrived at 7:18 pm.

Foundation / Construction Items

Construction is progressing very well. The vinyl installation has started in the kindergarten rooms, the tiling is completed and the water fountain installation has begun. The geese population has started to concern the construction team as a result of their eating vegetation in the drainage pond, which is necessary to pass the inspection. They are investigating solutions. The brick pavers are in.

Under State regulations, the Foundation has to establish a wet basin operating agreement, which includes planting vegetation, moving washout soils, and inspecting on an on-going basis to make sure that it is functioning properly. This activity will need to be logged. Andy Kristianson will work with Amy Luciani on establishing a process for this.

We are on-budget and believe that we can complete the project without touching the taxable loan. We have approximately \$29,000 in outstanding contingency in the remaining budget. There is one work order that is being disputed, but is within the contingency.

Fencing for soccer and baseball fields is not in the current budget, despite being in the established plans. Our ability to install the fencing at this time is now dependent on the final construction budget.

Playground planning is going well. Discussions with the vendor have allowed for a more detailed break out of material costs and project schedule. At the Foundation's request, JD Beam has agreed to pour the basketball pad out of their contingency funds. This has reduced the project cost of the playground by approximately \$15,000.

P.A.W.S. has voted to provide their \$28,000 surplus to the playground fund. The penny jar fundraiser is projected to raise an additional \$5,000. This would leave an approximate

\$16,000 shortfall on the current projected budget of \$49,000 for materials and installation of the playground. If these additional funds can be procured, they will likely be put towards two proposed play structures, which are a combined \$14,000.

The ground cover for the kindergarten is estimated to be \$2,500, which includes some level of retention to keep mulch in place (but not surrounding the entire area). We do not believe that we can place a fence in this area, as it is an emergency egress, but this should not be necessary.

This leaves the total outstanding funding needs at least \$18,500. The Board discussed options for funding this, including taking it out of the current projected 2013-2014 school year operating surplus. That surplus is already earmarked for additional expenses related to the new facility like classroom furniture. We may also have additional moving expense. Bill Borter moved that the Board approve an amount up to \$10,000 towards covering the budget for playground materials and installation. Andy Kristianson seconded. The motion was approved unanimously.

David Clodgo then discussed finalizing a lease agreement between the Foundation and the Board. This agreement will involve a payment each month from operating funds for the amount due to service the loan, as well as an amount credited against the loan made to the Foundation by the school as well as the pre-paid rent agreement.

Approval of Prior Minutes:

Kevin Myers moved to approve the meeting minutes as distributed as “version 2” for the April 14, 2014 Board of Directors Meeting. Lisa Springle seconded. The motion was approved unanimously.

Director’s Update

We had a teacher resign today, but with the exception of this opening, we have identified preferred candidates for all known openings for next year. We have hired a new TA for Kindergarten, we have identified an EC teacher, have candidates for the two second-grade slots, and we have interviews scheduled for kindergarten.

We have 100% of our proctors ready for EOG testing.

Contracts have a timeline established, and will be ready for votes at the June meeting.

Christi Whiteside presented thoughts on ECS community and the curriculum for 2014-2015. Focus is on what makes ECS unique, pulled from our charter and reinforced in the classroom:

- Service – logged by students
- Small, familial environment – Celebration of Learning - celebrations and recognition of volunteers
- Public speaking – quarterly expectations and competitions
- Hands-on learning – establish goals and best practices, outdoor classroom

Christi continued to discuss the organization in the new building, including layout, which will allow 6-8 to be a true middle school next year. We are researching intramural options for lower grades, and will be looking to make elective available to all 6-8 students.

Christi related that the administration has established that arrival will be 8:10-8:40am, dismissal from 3:15-3:45pm. There will be several “special days” that focus on different parts of the curriculum on a rotating basis. Parents will also have several opportunities to attend informational sessions about the operations of the school, including the open house. The Leadership Team will consider keeping “move up” nights for middle school and other transitional grade jumps.

Christi discussed the recess plan for the coming school year, including a proposal yet to be closed for intramurals for grades 2-3 and grades 4-5 during their respective recess sessions. The Board discussed the safety of having two grades out on the playground at any one time. The current proposal would be to have just as much parent coverage as we currently have, so this is not a concern of the administration. The proposed intramural program could also reduce the number of children on the playground at any one time.

Christi also talked about the dress code protocol for handling issues with inappropriate dress. The entire staff was surveyed about all issues within the policy itself, and enforcement thereof. The Leadership team has discussed this for several months, and come up with an enforcement policy. The Board discussed these at length, and discussed concerns with the proposed enforcement measures. Christi will take those concerns back to the Leadership team.

Carpool for 2014-2015 will attempt to meet three goals:

- Move all students quickly and safely through the building
- Keep carpool close to our current 30 minutes
- Create lateral planning time for teachers

To meet this goal, a ‘carpool room’ will be established each week prior to carpool start (freeing one teacher to plan), a shared projection will show who has been released, and a roving safety patrol will ensure student safety as they move through the building.

Finally, Christi took the Board through plans to increase family support to encourage additional opportunities to engage. These include extension of morning drop-off, quarterly ‘Common Grounds’ networking meetings, improved recess volunteer instructions, and other little things to recognize our volunteers.

Treasurer’s Report

Bill Borter reported that the First Citizens account balance is \$20,180.18. This account will be closed this month, as there are no outstanding transactions. The BB&T Operating account balance is \$1,054,938.78, and the BB&T Collateral account is \$236,000 - for a total balance of \$1,311,118.96.

The Board then discussed the approval of the Teacher Appreciation Bonus budget of \$40,400. Given outstanding budget items and our current understanding of remaining expenses, Bill reported that we should have more than \$100,000 in surplus come year-end. Bill Borter moved that the Board approve an expenditure of up to \$40,400 pursuant to the Endeavor Values Teachers bonus structure based on tenure with the school established in prior school years. Margaret Holder seconded. The motion was approved unanimously, with Steve McAdams and Sarah McConnell abstaining.

Bill then discussed proposed expenditures for start-up of the new school. Movers were approved at the last meeting, but we have remaining projected spend around furniture and cubbies up to \$47,000, laptops up to \$10,000, and \$12,000 for the move and decommissioning the current building. Bill Borter moved that the Board approve the remaining \$69,000 related to outstanding expenses proposed for furniture, laptops and the move. Lisa Springle seconded. The motion was approved unanimously.

Bill then lead a discussion of the draft 2014-2015 Budget. He outlined the structure of the current budget. While we anticipate a raise in teacher salaries based on on-going discussions in the press involving the budgets for both Wake County and the State of North Carolina, this budget does not include any proposed increase. This is per guidance from our contacts at Acadia. It also does not include any on-going property maintenance management budget. Kevin Myers will finish investigations with both property management vendors and some software vendors in preparation for a discussion with the Board at the June Board meeting.

Bill also updated the Board on proposals for restructuring our investments, and restructuring our loan based on swap transactions discussed at prior Board meetings. He is investigating loans with longer terms (including up to 10-15 years), which would potentially have different benefits to us in the long-term over the swap transactions. Margaret Holder will investigate tail risk insurance, and see if this is something that would be more attractive than a swap. Andy Kristianson moved that the Board not pursue a swap transaction for the length of the BB&T Loan. Bill Borter seconded. The motion was approved unanimously.

The Board then discussed options for balancing the budget for next year. The Board discussed the need for continuing our reading consultant. Christi discussed the metric improvements we have seen in our reading progress testing as a result of this consultancy have been very positive. The Board then discussed the trade-off proposed of this consultancy versus the testing coordinator position. Board members discussed the impact on the administration and office staff of eliminating any of the current staff, and the desire to not eliminate any positions.

Bill Borter will re-work the budget based on discussions over the course of this meeting to reflect that we will not be paying a July rent payment on the current facility, which is in the draft budget. This should help cover all current staff and consultants. Bill will distribute an updated budget to review prior to the next meeting.

Public Comments:

Corrie Wiedmann spoke about the current Middle School Math program, and specifically the “hole” in the 6th grade curriculum for those students who test into Common Core 1 as 7th graders. She was concerned about whether or not our staffing plans and the online options discussed in prior Board meetings will cover the material effectively enough to properly prepare the students to succeed on this advanced track.

Carolyn Southard responded on behalf of the administration about their efforts to review the programs in surrounding counties, and our efforts to establish options at Endeavor that cover as much material as possible. The Board asked the administration to look into options that would allow us to provide enrichment to those advanced math students.

Closed Personnel Sessions

Kevin Myers moved that the Board go into closed session to discuss a personnel issue, in accordance with statute 143.318.11 (a) (6). Andy Kristianson seconded the motion. The motion was unanimously approved and the board moved into closed session at 10:51 pm.

Kevin Myers moved that the Board move to open session. Margaret Holder seconded. The motion was unanimously approved. The board reconvened in public session at 10:59 pm.

Adjournment:

The meeting was adjourned at 10:59 pm.