



Endeavor Board Meeting Minutes: May 31, 2023

7:00 PM via Zoom:

<https://us02web.zoom.us/j/85926333534?pwd=UIYwTzRFdDYrb0dJK28zZkoxQzgvUT09>

Present:

Board Member	Position	Committee	Term Start	Term Ending	Present
Connie Atkinson Start: 3/15/2022	Member	Governance	7/1/2022	6/30/2025	No
Jaclyn Parks Start: 4/8/2019	Member	CDC (Chair)	7/1/2022	6/30/2025	Yes
Katrina Caseldine Start: 3/2/2023	Member	Finance	7/1/2022	6/30/2025	Yes
Chris DeRienzo Start: 2/23/2021	Member	Governance	7/1/2022	6/30/2025	No
Tracy DeMarco Start: 6/15/2017	Secretary	Governance (Chair)	7/1/2020	6/30/2023	Yes
Kristen Walsh Start: 3/1/2021	Member	CDC	7/1/2020	6/30/2023	Yes
Michael Gottlieb Start: 7/01/2022	Member	CDC	7/1/2020	6/30/2023	Yes
David Roy Start: 2/23/2021	Member	Finance	7/1/2020	6/30/2023	Yes
Alyssa Ruth Start: 3/15/2022	Member	CDC	7/1/2021	6/30/2024	Yes
Israa Kanfoud Start: 6/12/2018	Treasurer	Finance (Chair)	7/1/2021	6/30/2024	Yes
Dustin Embrey Start: 2/23/2021	Chair	--	7/1/2021	6/30/2024	Yes
Heather Flynt Start: 3/1/2023	Member	Finance	7/1/2021	6/30/2024	Yes

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 May 31, 2023 Agenda. Dustin Embrey seconded and the Motion passed unanimously.

Staff Bonus Discussion:

Israa Kanfoud

- Israa Kanfoud explained that the Finance Committee has determined the School is in a position to pay bonuses of \$750 to all full-time staff, and a pro-rated amount to all part-time staff. Israa noted that \$750 is the maximum amount the School can pay out per staff member to meet its debt-to-income obligation to the School's lender.
- Christi Whiteside noted that the Finance Committee has put a lot of time into evaluating the bonus to make sure the School is maximizing the payout to staff while remaining in compliance with the covenants in our loan agreement.
- David Roy stated that the Finance Committee has begun discussions with the School's lender to execute an amendment to the loan agreement that would exempt bonus payments from consideration as part of the debt-to-income ratio. This would allow the School to pay bonuses from cash reserve to the extent the Board determines such an action to be appropriate and fiscally responsible.
- **Israa Kanfoud moved to approve bonus payment of \$750 to all full-time staff, and a pro-rated amount to all part-time staff. David Roy seconded, and the Motion passed unanimously.**

Adjournment:

Dustin Embrey

Dustin Embrey adjourned the meeting at 7:42 p.m.