



Endeavor Board Meeting Minutes: December 12, 2011

Call to Order:

Lisa Springle called to order the regular meeting of the Endeavor Charter School Board of Directors at 6:00pm in Endeavor's multi-purpose room.

Present:

Lisa Springle, Steve McAdams, Lisa Bolton, Margaret Holder, Helen Harris, Andy Kristianson, DJ Hill, Jim Dotson, Christian Nechyba (arrived 6:20 pm)

Treasures Report:

Margaret Holder provided the treasurer's report. Current bank balances were as follows:

First Citizens	\$ 478,026.98
Harrington CD	\$ 226,078.69
Harrington Bank (Checking)	\$ 173,661.20
Regions Bank	\$ 225,523.64
Regions (Lifegreen)	\$ 500.00
Bank of America	\$ 202,753.24

Director's Update:

Steve McAdams provided a director's update. Ms. Tavalacci has been leading the Fight Against Hunger service project, and 2040 items had been contributed as part of this fundraiser.

Approval of Minutes:

Lisa Springle moved to approve minutes from the November 14 regular board meeting. Steve McAdams seconded the motion. The motion was unanimously approved by all board members present (Christian Nechyba was not present for this vote).

2012 Officer Board Election:

Andy Kristianson moved to elect Lisa Springle as board chair for a one-year term beginning January 2012. Margaret Holder seconded the motion. The motion was approved by Steve McAdams, Lisa Bolton, Margaret Holder, Helen Harris, Andy Kristianson, DJ Hill, and Jim Dotson. Lisa Springle abstained from this vote. Christian Nechyba was not present for this vote.

Andy Kristianson moved to elect Margaret Holder as board treasurer for a one-year term beginning January 2012. Lisa Springle seconded the motion. The motion was approved by Lisa Springle, Steve McAdams, Lisa Bolton, Helen Harris, Andy Kristianson, DJ Hill, and Jim Dotson. Margaret Holder abstained from this vote. Christian Nechyba was not present for this vote.

Andy Kristianson moved to elect Christian Nechyba as board secretary for a one-year term beginning January 2012. DJ Hill seconded the motion. The motion was approved by Lisa Springle, Steve McAdams, Lisa Bolton, Margaret Holder, Helen Harris, Andy Kristianson, DJ Hill, and Jim Dotson. Christian Nechyba was not present for this vote.

Endeavor Values Teachers Proposal:

The "Attract and "Retain" bonus proposal was discussed. DJ Hill moved to approve the revised "Attract and Retain" proposal for staff bonuses as described in Appendix A. Andy Kristianson seconded the motion. The motion was unanimously approved, with abstentions from Lisa Bolton and Steve McAdams. The Endeavor Innovations Grants proposal was discussed. DJ Hill moved to approve up to \$3000 for Endeavor Innovations Grants pursuant to the proposal presented in Appendix B. Christian Nechyba seconded the motion. The motion was unanimously approved. The grade level retreat proposal was discussed. DJ Hill moved to approve up to \$200 per grade level to fund grade level retreats pursuant to the proposal presented in Appendix C. Lisa Springle seconded the motion. The motion was unanimously approved with an abstention from Lisa Bolton. A discussion on an administrative continuing education budget was deferred until the January board meeting. The board also agreed to draft a holiday letter to the staff before the winter trackout.

Public Comments:

Christi Whiteside stated that a new charter high school in Research Triangle Park had requested an open house for Endeavor students on January 24.

Foundation Land Search & Developer Discussion

A joint meeting between the ECS Board and the ECS Foundation Board began at 6:40 pm. DJ Hill reported that the Foundation had placed several bids on the FDIC property on Strickland Road, but that this property was now otherwise committed.

The board would hear presentations from two developers with experience in adaptive reuse regarding the potential development of the 60-acre Burlington Mill property on Capital Boulevard.

Josh Parker, a developer from the TBL group, gave a presentation on the potential development of this property. He stated that although this site may qualify for historic tax credits, the development of this property would be complex because of its large size, the potential for significant environmental concerns, and the potential need for public/private partnerships to fully develop the site. He reviewed risks involved in financing such a large site, the potential need for a complex environmental cleanup, and the risks of finding tenants for such a large site.

Ken Reiter, a developer from Belmont Sayre, also presented on the potential development of this property. He reviewed potential historic tax credits and Brownfield offsets for development costs of this site. He also stated that the development of such a large site would be a mixed-use, public-private partnership, and that adaptive reuse of this site would cost more than traditional new construction. He reviewed several strategies for structuring a deal between the developer and ECS. He estimated development costs of \$150 to \$200 per square foot, with about 50% recovery of these costs through tax credits.

The ECS and Foundation board discussed the presentations of the two developers. Given the risks presented, the board elected not to pursue development of a permanent ECS facility at the Burlington Mills site. Given the difficulty in locating suitable large sites for the development of a K-12 permanent facility, the board will begin to consider smaller properties that might not accommodate a K-12 school on a single campus. The board will meet to discuss candidate sites once the Foundation had conducted a search for suitable properties.

Closed Personnel Session:

Andy Kristianson moved that the board go into closed session to discuss routine personnel topics, in accordance with statute 143.318.11 (a) (6). Christian Nechyba seconded the motion. The motion was unanimously approved. The board went into closed session at 9:35 pm. The board returned to open session at 9:50 pm.

Adjournment:

Lisa Springle adjourned the meeting at 9:50 pm.

Appendix A: "Attract and Retain" Staff Bonus Proposal

Proposal: Approve \$45,000 of the current year budget for Staff Bonuses

Details:

- All FT and PT and ILT staff eligible IF they have a complete Personal Development Plan on file that has been accepted by the Director.
- Based on ECS tenure
 - \$200 for teachers at ½ year
 - \$400 for teachers at 1.5 years
 - \$800 for teachers at 2.5 years
 - \$1000 for teachers beyond 2.5 years
- Administration
 - \$2000 for Curriculum Coordinators
 - \$3000 for Administrator
- Part time staff shall receive a pro rata bonus to a FT equivalency
- Paid between Jan 20 and Feb 10 at administration discretion
- Any staff on a 'monitored action' plan may not receive a bonus unless they successfully move off the 'monitored' action plan.
- Any staff that has been on a "directed action plan" will not receive the bonus unless they have successfully been off the 'directed' action plan for six months.
- The bonus period conceptually is based on calendar years.
- Amounts above are gross. ECS will pay our FICA portion.
- This will be a budget line item. Heading "Staff: Attraction/Retention Bonus"
- ECS Board of Directions to annually approve as part of the budget process.
- This is not contractual and will not be included, in any way, orally or written in any employment contract or discussion.
- Staff must be employed at the time the bonus is to be paid to be eligible. IE an employee who served for 4 years, but left in December, would not receive a bonus paid in January.
- This bonus is not tied to the EOG scoring. However, it is recognized that ECS has high expectations for staff at all levels. This bonus recognizes that continued employment at ECS is reflective of high performance.

Appendix B: Endeavor Innovations Grant

Purpose:

Endeavor Charter School is very excited to present its teachers with the Endeavor Innovations Grant. The purpose of this grant is to support teachers with great ability, passion, imagination and dedication to our mission of learning by doing. It is designed to fund a unique learning experience for students that would not otherwise be possible within the confines of a school budget. These learning experiences will be strongly and specifically rooted in curriculum goals and will have a deep and lasting impact on students. The Endeavor Innovations Grant is intended to support teachers in taking their students beyond the ordinary and into the extraordinary.

Eligibility:

Endeavor teachers of all grade levels currently employed in good standing are eligible to apply. Applications may be submitted by a grade level, individual or curriculum team. Multiple submissions may be made by the same teacher or group on differing proposals.

Criteria:

To be considered for an Endeavor Innovations Grant, an applying teacher or group must be able to give convincing evidence of the quality of the learning experience they have designed with respect to applicable curriculum of study and the learning goals for their students within that curriculum. The teacher must propose an idea that is well beyond the scope of the everyday classroom or routine, tailored to the needs and aspirations of Endeavor Charter School. Specifically, the experience must:

1. **Be authentic to the student.** Students will gain some measure of real-world knowledge that they could not acquire in the same manner by a textbook. The experience should create a long-lasting, significant impact on students.
2. **Be content-driven and objective-driven.** No matter how unique and exciting the activity proposed, it must seek to further students'
3. **Be concretely and creatively planned.** While originality is encouraged, proposals must be appropriately detailed. Submitters will draft as accurate a budget and as thorough an itinerary as possible.

Selection:

A grant will be awarded of \$500-3,000. More than one grant may be awarded if more than one compelling proposal is submitted. Funds not awarded to teachers within the current school year will be rolled over to the following year. Submissions

will be scored by a panel of judges in three categories: **creativity, richness of student impact, and connection to curriculum**. Scores will be on a scale of 10 points per category for a total of 30 possible points.

Acceptance:

Upon acceptance of the grant, winners will give a 2-3 minute presentation about their proposal to the Board of Directors on a date determined by the Board.

Appendix C: Grade Level Retreats Grants

Purpose:

One trait of excellent educators is collaboration. Endeavor teachers already plan together with their grade levels and also with their content areas. However, some of the best ideas are generated outside of the work environment. Funding for team retreats encourages grade levels to collaborate outside of the school and plan, analyze current practices, discuss best practices and connect and grow as members of a team. Such retreats are not intended to replace funding for professional development.

Eligibility:

All Endeavor teachers on all grade levels are meant to take part in team retreats. A retreat must include all members of the grade level in order to apply. These groups can include teachers from other grades in their grade retreat as long as the amount of people in the retreat does not exceed twice the amount of people on the grade level. Also, differing grade levels can have a combined retreat as long as all members of each grade level are present.

Criteria:

A grade level retreat differs from general professional development or continuing education. The purpose of a retreat is not, for instance, to jointly attend a conference, seminar, lecture or presentation. In these instances, a third party is generating ideas and the grade level members may be participating passively. The purpose of a grade level retreat is to encourage active participation and generation of ideas as well as develop a stronger team culture.

Possibilities for retreats are open. Funding for the grade level retreats could be used for supplies and materials if needed. Funds may be used for food and non-alcoholic drinks when having a working lunch or dinner. Funds may also be used for transportation, as in for a day trip to a more inspirational locale like the beach or the mountains. Any activity in which all team members are actively participating in the discussion of and creation of ideas qualifies as a grade level retreat. If a grade level is in doubt about whether their activity qualifies, they may ask the director.

Selection:

Each grade level will be awarded up to \$200. Funds not used by any grade levels during the school year will be reabsorbed into the general budget. Administration will have final approval of all grade level retreats.

Acceptance/Completion:

Upon return from the grade level retreat, a summary of the discussions and progress from the retreat (ideas, conclusions, reactions, next steps, etc.) should be submitted to the director.