Endeavor
Charter School

Endeavor Board Meeting Minutes: November 14, 2011

Call to Order:

Lisa Springle called to order the regular meeting of the Endeavor Charter School Board of Directors at 7 pm in Endeavor's multi-purpose room.

Present:

Lisa Springle, Steve McAdams, Lisa Bolton, Margaret Holder, Christian Nechyba, Helen Harris, Andy Kristianson, DJ Hill

Booster's Update:

Beth Johnson reported that the Fall Festival had gone well. The Boosters took in about $10,000, and had about $3000 in expenses. The Pride's basketball season had started.

Treasurer's Report:

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

Bank of America	$202,744.91
Regions Bank	$225,986.57
Harrington Bank (CD)	$226,078.69
Harrington Bank (Checking)	$273,684.20
First Citizens	$87,793.00
Total	$1,016,287.37

Checking accounts were being consolidated at First Citizens with the closure of the Harrington Bank checking account. The school had a year to date budget surplus of about $92,000.

Director's Update:

Steve McAdams reviewed the recent school-wide day of reading, the progress of the school's food drive, and preparations for the implementation of common core standards.

Approval of Minutes:

Christian Nechyba moved to approve minutes from the October regular board meeting and the November 6 special board meeting. Lisa Springle seconded the motion. The motion was unanimously approved.

Open Board Seat Election:

Andy Kristianson reported that the board had solicited candidates for the open board seat for several weeks and had interviewed three well-qualified candidates last Sunday. The candidates were Hugh Bray, Vicky Ashley and Jim Dotson. The board had been very impressed by all three candidates. The vote was held by written ballot. All eight board members voted for Jim Dotson. Jim Dotson would serve the remaining 2 ½ years of Larry Woolard's board term. Officer elections for 2012 would be held at the December board meeting. Board members who had declared interest in officer positions included Lisa Springle for chair, Margaret Holder for treasurer and Christian Nechyba for secretary.

Endeavor Values Teachers Proposal:

DJ Hill reviewed the specific components of the Endeavor Values Teachers proposal previously discussed at the September board meeting (see Appendix A for draft proposal).

Proposal #1: The "Challenge and Grow" proposal for staff bonuses was discussed. Bonuses under this proposal would not be tied to EOG scores. Staff would need to have written a performance management plans approved by the administration to receive a bonus under this proposal. The timing of bonuses was discussed, and would be paid after the end of the calendar year during the third quarter. Staff on directed action plans would not receive a bonus. Staff on monitored action plans would not receive bonuses unless the monitored action plan had been cleared by the end of third quarter. DJ Hill moved to approve $45,000 of the current year budget for staff bonuses pursuant to the "Attract and Retain" proposal (see Appendix A). Andy Kristianson seconded the motion. The motion was unanimously approved, with abstentions from Steve McAdams and Lisa Bolton.

Proposal #2: The "Challenge and Grow" proposal for teacher grants was discussed (see Appendix A). DJ Hill moved to approve $3000 in teacher grants pursuant to the "Challenge and Grow" proposal. The administration would present to the board criteria for the allocation of these grants. Andy Kristianson seconded the motion. The motion was unanimously approved.

Proposal #3: Lisa Springle moved to reinstate funding for the previously approved continuing education program for staff up to $28,000 for the current academic year [$20,000 newly budgeted, $8,000 carryover from prior year]. Christian Nechyba seconded the motion. The motion was unanimously approved.

Proposal #4: Helen Harris moved to approve $1000 for ECS shirts for staff. DJ Hill seconded the motion. The motion was unanimously approved, with abstentions from Steve McAdams and Lisa Bolton.

Proposal #5: This proposal was discussed and tabled by the board.

Proposal #6: DJ Hill moved to approve up to $2400 for grade level group retreats pursuant to the “Support and Recognize” proposal. Andy Kristianson seconded the motion. The motion was unanimously approved, with an abstention from Lisa Bolton.

Endeavor Foundation Land Update:

DJ Hill reported that a third offer had been made on the FDIC-owned property on Strickland Road, and that no formal feedback on this offer had been received yet. If there was no positive response on this offer by early December, the Foundation would like to bring in developers to discuss the Burlington Mill property further with the Foundation board and the ECS board.

Public Comments:

There were no public comments.

Closed Personnel Session:

Lisa Springle moved that the board go into closed session to discuss routine personnel topics, in accordance with statute 143.318.11 (a) (6). DJ Hill seconded the motion. The motion was unanimously approved. The board went into closed session at 8:30 pm. The board returned to open session at 8:38 pm.

Adjournment:

Lisa Springle adjourned the meeting at 8:39 pm.

APPENDIX A: Endeavor Values Teachers Proposal DRAFT:

ATTRACT AND RETAIN

Proposal #1: Approve $45,000 of the current year budget for Staff Bonuses

Details:

- All FT and PT staff eligible
- 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 15 and Feb 15 at administration discretion
- Any staff on an action plan may not receive a bonus unless they successfully move off the action plan.
- Any staff members that have been on a "directed action plan" will not receive the bonus th
- 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.

CHALLENGE AND GROW

Proposal #2: Approve $3000 in Teacher Grants

- Administration can decide increments, but intent is for at least two grants
- Administration to have submission dates, criteria, etc published for all staff
- Winning submission to be presented by winner to board at board meeting
- This falls in the "Challenge and Grow" category. The intent is for this grant to make possible an item or event that is typically not budgetary.

- The more creative the proposal, the deeper the impact and the more specific ties to curriculum goals should be favored.

Proposal #3: Reinstate prior Continuing Education program. Fund $28,000 for this year.

SUPPORT AND RECOGNIZE

Proposal #4: Approve up to $1000 for ECS Shirts for staff

Proposal #5: Approve up to $4500 for staff expense reimbursement

- Each staff eligible for up to $100 per year in reimbursement through 'gift cards'
- Maximum of $50 per half year
- Any school item the staff pays for with personal funds 'count'
- Staff must turn in valid receipts for at or above reimbursement amount.
- No administrative pre approval required
- Administration to keep tracking system and receipts for each staff.

Proposal #6: Approve up to $2000 for 'grade level/group' retreats

- Likely funded at $200 per grade level or group
- Grade levels or groups may make proposals/recommendations
- Administration makes final decision on approvals.