



E.L. Haynes Public Charter School

February 2023 Board of Trustees Meeting

Date and Time

Tuesday February 7, 2023 at 6:00 PM EST

Location

E.L. Haynes Public Charter School

4501 Kansas Avenue, NW

Washington, DC 20011

High School 1st Floor PD Room

Agenda

	Purpose	Presenter	Time
I. Opening Items			6:00 PM
A. Record Attendance			2 m
B. Call the Meeting to Order			1 m
C. Approve Minutes	Approve Minutes	Tom Gibian	2 m
	Approve minutes for November 2022 Board of Trustees Meeting on November 15, 2022		
D. Public Comment	Discuss		10 m
II. CEO Update			6:15 PM

	Purpose	Presenter	Time
A. CEO Update	FYI	Hilary Darilek	20 m
III. Governance			6:35 PM
A. Update on Board Recruitment - SY22-23 and SY23-24	FYI	Michael Hall	5 m
B. Discuss and Vote on Board Candidate	Vote	Michael Hall	5 m
Discuss and vote on Keylon Simpkins' candidacy to the E.L. Haynes Board of Trustees.			
IV. School Performance			6:45 PM
A. Discuss Updates to the E.L. Haynes Academic Calendar	Discuss	Eric Westendorf	10 m
B. Discuss SY23-24 Planning	FYI	Eric Westendorf	10 m
V. Audit, Finance, and Facilities			7:05 PM
A. Review Q2 Financials	FYI	Norman Greene	10 m
B. Review FY24 Budget Planning	FYI	Norman Greene	5 m
VI. Community Relations Committee			7:20 PM
A. Annual Fund Update	FYI	Fonda Sutton	3 m
B. Debrief FY23 EOY Campaign	FYI	Joe Callahan	5 m
C. 2023 Event Plan	FYI	Joe Callahan	5 m
VII. Closed Session			7:33 PM
A. Personnel Discussion	Discuss	Josh Edelman	20 m
VIII. Closing Items			7:53 PM
A. Adjourn Meeting	Vote		

Coversheet

Approve Minutes

Section: I. Opening Items

Item: C. Approve Minutes

Purpose: Approve Minutes

Submitted by:

Related Material:

Minutes for November 2022 Board of Trustees Meeting on November 15, 2022
2022_11_15_board_meeting_minutes.pdf



E.L. Haynes Public Charter School

Minutes

November 2022 Board of Trustees Meeting

Date and Time

Tuesday November 15, 2022 at 6:00 PM

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E.L. Haynes Public Charter School

4501 Kansas Avenue, NW

Washington, DC 20011

High School 1st Floor PD Room

Trustees Present

E. Westendorf, F. Sutton, G. Navidi-Kasmai (remote), J. Edelman, J. Hanna, L. Carlton Waller, M. Hall, M. Kovner, N. Greene (remote), R. Laine, R. Payes, T. Gibian

Trustees Absent

None

Guests Present

A. Brooks, Basil Chawkat, DiAnte McGriff (remote), Emily Hueber Stoetzer (remote), H. Darilek, J. Brown (remote), J. Callahan, J. Rydstrom, K. Wynne, K. Yochum, LaToya Hutchins (remote), Lenora Robinson, M. Boyer, R. Murphy, Z. Mahon-Belton

I. Opening Items

A. Record Attendance

B.

Call the Meeting to Order

T. Gibian called a meeting of the board of trustees of E.L. Haynes Public Charter School to order on Tuesday Nov 15, 2022 at 6:22 PM.

C. Approve Minutes

E. Westendorf made a motion to approve the minutes from October 2022 Board of Trustees Meeting on 10-04-22.

R. Laine seconded the motion.

The board **VOTED** to approve the motion.

D. Public Comment

II. CEO Update

A. CEO Update

- H. Darilek thanked the Board of Trustees and staff team for making it possible for her to step away for a sabbatical to improve her Spanish language skills; and reminded attendees that every staff member gets the entire week of Thanksgiving as a holiday.
- H. Darilek provided a summary of the 10-21-2022 All-Staff Meeting, and invited all Trustees to save the date (December 15) for the upcoming All-Staff Winter Holiday Party.
- Tonight is an important opportunity to reflect on Q1 and figure out where to adjust to better serve students.
- Our high school soccer and volleyball teams ranked in the top 10, our MS coed soccer team had an undefeated season, our Elementary School Saturday Soccer program has over 200 participants.
- Our elementary school students are learning about constructions, our middle school is learning about human evolution and had a family-facing social studies fair, our high school has been holding college visits, visited the U.S. Capitol, and organizing an "Attitude of Gratitude Campaign."
- Our enrollment for budget purposes was 1,160; we're currently at 1,162.
- When the deadline for elementary school passed last week, we had three students that would have been excluded. With focused follow-up we only had to exclude one student for one day. At the MS, we have 23 students who are not currently up to date with immunizations. The DC Council voted to delay the COVID-19 vaccine requirement until next year.

III. Governance

A. Recruitment Update and Next Steps

- We are discussing board outreach at different campuses to engage more staff and families, especially at the middle and high schools. This is part of an overarching effort to recruit parent trustees from the middle and high schools.

B. Discuss and Vote on Board Candidate

- M. Hall provided an overview of Lenora Robinson Mill's qualifications and background.

M. Hall made a motion to Approve Lenora Robinson Mills as a Trustee.

E. Westendorf seconded the motion.

The board **VOTED** unanimously to approve the motion.

IV. School Performance

A. SY 2022-2023 Organizational Dashboard

- F. Sutton: Are there any campus or grade band-specific differences in how families rated engagement? -- Low 90s in the elementary and high school, mid-80s in the MS.
- N. Greene: Can we get more clarity or context around staff satisfaction with HR services? -- This is the first time we've asked this question; we believe there is room for growth in both services education.
- E. Westendorf: Our family net supporter score is and has always been quite high, and yet students don't express as high a satisfaction rate; is there a hypothesis as to why this is. -- ES satisfaction was high, MS and HS were a bit lower. We're just getting back into sports and clubs, we don't think that student satisfaction will ever be 100%. M. Hall shared an anecdote that his 11th grader and their friends said that they're feeling more excited about the school year now that sports and other campus culture initiatives are running.
- J. Edelman: Can you talk about the results about the impact of instructional coaching on students? -- Alex Baron has been working with the coaching team to set targets that are clearly tied to student performance.
- J. Hanna: How is the trend in public comments related to (or not related to) metrics about diversity and inclusivity? -- Our first year back was a really difficult year. Almost all metrics for staff satisfaction were at all-time lows. This SY, we're starting to see increases from where we were last year. We don't know yet why metrics are lowest at the ES, where Brittany Wagner-Friel is using this feedback to delve deeper into the topic with staff.

B. Reflections on Instructional Rounds

- The areas of deprioritization laid important foundations for us to pivot to areas of focus.

- We really appreciated staff being open to this process of observation and analysis.
- My big takeaway was: How do we increase student agency around learning? And how do we build up the scaffolding?

C. Discussion on Calendar and Use of Time

- Are we thinking about incremental adjustments, or is there enough space to think big? Will tightening the screws in some areas make possible the major increases in student performance we want to see? How can the board carve out time / resources / capacity for campus leaders to do major work to research and identify new ideas?
- R. Laine: What Rikki and Hilary and the rest of the team are moving in the right direction in terms of what they need to do; but we need to see dramatic increases in student growth. Are there things we can do increase student learning in a major way? Are some kids missing major fundamental grade-level learning that is hindering future performance. We may need to spend extra money now to increase bandwidth to explore - how do we give stronger agency to student to learn; how do we boost student learning; how do we double-down on student engagement so they can own their learning? How can we create space for staff to think transformationally?
- G. Navidi-Kasmai: Can Intersession be a time during which teachers who want to plan and tackle these big issues can do that?
- M. Hall: Is there a framework you can use to compare different options? -- We've been keeping the funnel wide open, including hosting some staff focus groups, to identify some options and pros and cons. We are trying to remind our community of the importance to center student learning in this conversation.
- E. Westendorf: Can you reflect a little bit about the main themes from the surveys and discussions? -- There are very mixed ideas about what intersession could be, who wants it, for what reasons, and what they would do with that time. In general, staff are leaning towards bringing intersession back, but for very different reasons, and it's not monolithic even within each campus. Teachers are telling us they feel they don't have enough academic planning time. Everybody wants more breaks.
- J. Edelman: We see all of the work staff are putting in to engage the community around these questions. We also know that not everyone is going to be happy with every decision, and we have your back.
- L Waller: Pre-pandemic, 50% of families participated in intersession; within that data set, are the students coming to intersession the ones with the greatest academic need?
- L. Mills: As a parent, what I observed in June intersession, it seemed to be mostly families who could already afford intersession - so I would recommend we lean into the data.

- J. Hanna: If we're making this investment, we need to identify and distinguish ROI and pay attention to who the beneficiaries are - are we centering decisions in terms of how they will enhance outcomes for groups with the greatest needs?

V. Audit, Finance, and Facilities

A. FY22 Audit Update

- The FY22 Audit was a smooth process, and that's in huge part to Justin Rydstrom Hilary Darilek, and the full team.
- We're projecting the year with more days on cash than previously forecasted. Revenue has increased because of enrollment, especially as we've seen a doubling in students with the most need (Level 4).

B. Review Updates to Our Financial Policies and Procedures

- The AFF Committee is in the process of analyzing our policies and procedures.
- Typically we complete a mid-year budget review. This isn't actually required, and we wonder if we can reallocate this time. We weren't able to find a reason of why we started doing this before.
- The AFF Committee recommends moving opting out of the mid-year budget process, since there are already monthly budget updates. PCSB requires schools to submit mid-year budgets if they significantly miss their enrollment targets (usually by something greater than 5%).
- Opting out of the mid-year budget review, it would open up more staff and Board time to begin tackling into financial sustainability topics.

C. Review Next Round of Staff Compensation Work

- Round 1 work affected compensation for teachers and educational aides last year.
- This year, Round 2 focuses on all remaining roles in our community. The breadth and diversity of roles is a lot greater than last year. We don't anticipate major salary increases like we saw in Round 1. We want to learn what else is valuable to them in terms of total rewards and compensation.
- A. Brooks outlined the planning and engagement process.
- At what point will salary increases be communicated to staff affected by Round 2?
-- We do not expect increases to be nearly as close to the level as increases for teachers and EAs. We'll need to be careful and thoughtful about how we communicate salary adjustments.

D. VOTE: Updating Staff Signature Authority

- H. Darilek noted that with her upcoming sabbatical and Justin Rudstrom being with us for the full year, it would make sense for Justin to have this authority in addition to Hilary, Rikki, and Norm.

N. Greene made a motion to Give Justin Rydstrom signing authority.

R. Laine seconded the motion.

The board **VOTED** unanimously to approve the motion.

VI. Community Relations Committee

A. Annual Fund Update

- We've reached 13.3% of our FY23 goals. We received more money from OSSE IAQ, a \$50k grant to support STEM funding in OST and class time, and we just kicked off the EOY campaign.
- The committee will be doing a stakeholder analysis to figure out which groups of people we can prioritize beyond our immediate community - including elected officials and neighborhood grassroots.

B. FY23 EOY Giving Plan

- We'll be enlisting members of the board and larger community to invite high-level donors. We look forward to 100% board giving.

C. Upcoming Events At E.L. Haynes

VII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:00 PM.

Respectfully Submitted,

J. Edelman

DRAFT



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Minutes

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C. Upcoming Events At E.L. Haynes

VII. Closing Items

A. Adjourn Meeting

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Respectfully Submitted,
J. Edelman

Coversheet

CEO Update

Section: II. CEO Update
Item: A. CEO Update
Purpose: FYI
Submitted by:
Related Material: February Board Meeting Deck (2.7.23).pdf

Turn-and-Talk

We will talk to a neighbor to discuss the following question for 5 minutes.

Since this is the first time we've been together in 2023, share one hope you have for the year ahead?

FEBRUARY 2023 BOARD OF TRUSTEES MEETING

February 7, 2023





Board of Trustees Meeting

February 7, 2023
6:15 p.m. - 8:00 p.m.

AGENDA

- **WELCOME**
- **OPENING ITEMS**
- **CEO UPDATE**
- **GOVERNANCE COMMITTEE**
- **SCHOOL PERFORMANCE COMMITTEE**
- **AUDIT, FINANCE, AND FACILITIES COMMITTEE**
- **COMMUNITY RELATIONS COMMITTEE**
- **CLOSED SESSION**



Board of Trustees Meeting

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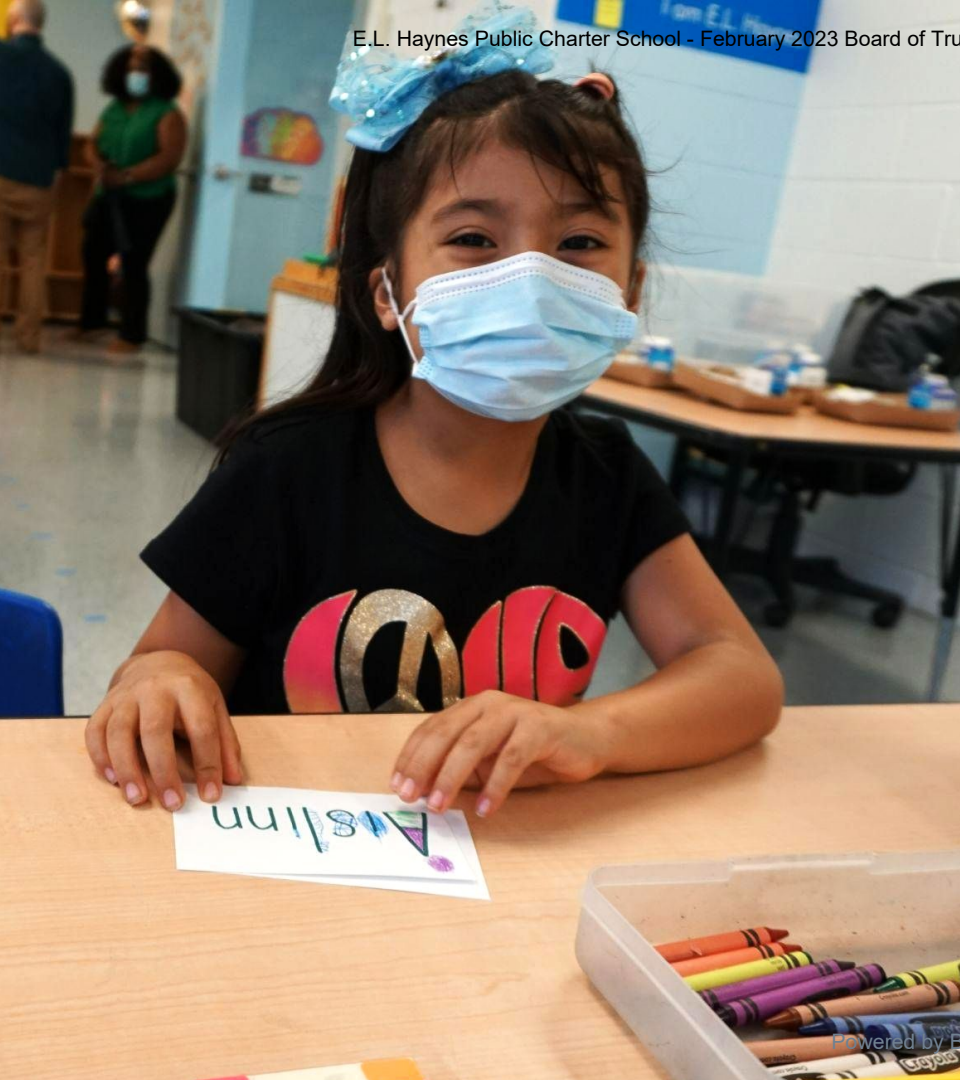


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- CLOSED SESSION

Governance Committee

Agenda

- **Review Recruitment Needs for SY 2022-23 and SY 2023-24**
- Consider and Vote on **Keylon Simpkins** for election to the E.L. Haynes Board of Trustees

SY 2022-2023 Board Recruitment Needs

FY23 Recruitment Needs	
Current Membership	13
Current Vacancies	2
Total Expiring Terms	3
Possible One-Year Extensions	2
TOTAL POSSIBLE NEEDS <i>(as of 6/30/23)</i>	4-7
Total Expiring Terms (2024)	1
Possible One-Year Extensions	1
Possible Expiring First Terms	3
TOTAL POSSIBLE NEEDS <i>(as of 6/30/24)</i>	4-7
<i>Note - This will depend on the number of One-Year extensions in FY23.</i>	

Demonstrated Needs
<ul style="list-style-type: none"> • Staff Voice • Financial Management • Education Expertise • DC Government Understanding and Expertise • Fundraising and Governance • Parent / Family Voice - particularly one from middle school • Neighbors (Individual or institutional) • Latino / Latina representation
Committee Needs
<ul style="list-style-type: none"> • Chair, School Performance Committee (23-24) • Chair, Board of Trustees (23-24) • Chair, Audit, Finance, & Facilities Committee (23-24) • Treasurer (23-24)
Characteristics
<ul style="list-style-type: none"> • Deep commitment to equity • Team player • Willing to do the work • Understanding and commitment to our vision and strategy for the future

Governance Committee

Agenda

- **Review Recruitment Needs for SY 2022-23 and SY 2023-24**
- **Consider and Vote on Keylon Simpkins for election to the E.L. Haynes Board of Trustees**

Keylon Simpkins

Nearly 15 years ago, Mr. Simpkins began his teaching career in Durant, a small town on the Mississippi Delta as a recent graduate of an alternative teaching certificate program. For two years he taught high school social studies, as well as serving as Junior class co-sponsor.

Following his time in Durant, he took a position at Clarksdale High School in Clarksdale, MS, where he would spend the next six years teaching a tested subject area in a high stakes testing environment. He held several positions in leadership during his time there, including: Professional Learning Community (PLC) leader, member of the teacher leadership team, Social Studies Department chair, and Teacher Mentor.

In 2017, Mr. Simpkins moved to Washington, DC, to join E.L. Haynes High School where he has taught history and has served as a Teacher Leader. In 2007, Mr. Simpkins received his Bachelor's degree in Political Science and Government from the University of Mississippi.

VOTE

To elect **KEYLON SIMPKINS**
to serve on the E.L. Haynes
Board of Trustees effective
February 7, 2023.



Board of Trustees Meeting

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6:15 p.m. - 8:00 p.m.

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- AUDIT, FINANCE, AND FACILITIES COMMITTEE
- COMMUNITY RELATIONS COMMITTEE
- CLOSED SESSION

School Performance Committee

Agenda

- **Academic Calendar Updates**
- **5th Grade Transition to Kansas Avenue Campus**

Who Gave Input Into the Calendar Decision?

Stakeholder Group	Survey	Focus Group or Team Staff Meeting	All Staff Meeting
Instructional Staff Members	X	X	X
LEA Staff	X	X	X
Senior Leadership Team	X	X	
Students	X		
Families	X	X	

Calendar Themes

- The need for increased teacher planning time
- The need for teachers and staff to have sustainable breaks for reflection and rejuvenation
- The need for students to have an opportunity for quality and sustained academic enrichment

Calendar Changes June 2023 - August 2023

- **Summer 2023 will look different.** We are piloting new programming and will host a small program for our youngest learners.
- **We are shortening All Staff Institute in order to provide a longer summer break for 10-month staff.** The first day of school for the 2023-2024 School Year will be MONDAY, AUGUST 21, 2023. New staff will join us beginning Monday, August 7, and All Staff Institute will kick off on Thursday, August 10, 2023.

Increased Teacher Planning Time

- **Early Dismissal Wednesdays**
- **Planning Day after Winter Break**
- **Additional Planning and Flexibility**
- **Releasing a Three-Year Calendar**

The Need for Teachers and Staff to Have Sustainable Breaks for Reflection and Rejuvenation

- Extended long weekend in October
- Week-long break during Thanksgiving
- Up to two weeks over the Winter Break
- Week long February Break
- Week long Spring Break in April

This calendar design also allows us to end the school year in mid- June, providing for a longer summer break.

The Need for Students to Have an Opportunity for Quality and Sustained Time for Academic Enrichment

- We will **no longer offer intersession** as it was originally designed
- **Extended summers programming** offering academic and enrichment Programs
 - New model will offer summer programs that are focused on both academics and enrichment, and will extend for up to five weeks starting in Summer 2024
 - We will target programs this year to support our learning and planning for summer 2024

Next Phase Of Work

- **Finalizing Summer Offerings for SY 2023**
 - Pre-K Programming
 - Overnight Camp
 - 8th Grade Algebra 1 Prep
 - Potential STEM Pilot sponsored by Micron Foundation
- **Utilizing Time with Students Effectively**
- **Designing Signature Learning Experiences**

School Performance Committee

Agenda

- Academic Calendar Updates
- 5th Grade Transition to Kansas Avenue Campus

Our 5th grade students will remain at the KS Ave campus beginning SY23-24.

- This is our first step of moving all students to the Kansas Ave campus.
- KS is a familiar space for students and parents, with playgrounds and green space for students.
- Our MS will have more staffing and scheduling flexibility - necessary for sustained, significant academic growth.





Board of Trustees Meeting

February 7, 2023

6:15 p.m. - 8:00 p.m.

AGENDA

- WELCOME
- OPENING ITEMS
- CEO UPDATE
- GOVERNANCE COMMITTEE
- SCHOOL PERFORMANCE COMMITTEE
- **AUDIT, FINANCE, AND FACILITIES COMMITTEE**
- COMMUNITY RELATIONS COMMITTEE
- CLOSED SESSION

Agenda

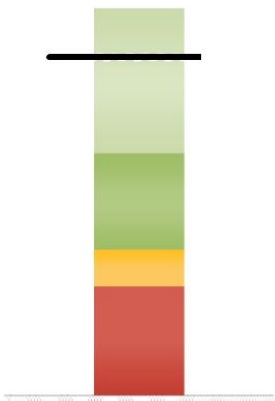
Audit, Finance, and Facilities Committee

- **FY23 Fiscal Updates: Quarter 2**
- **Compensation Model Update**
- **FY24+ Budgeting**
- **Long-Term Facilities Planning**

FY23 Fiscal Updates - Quarter 2 KPIs

Days of Cash

Cash balance at year-end divided by average daily expenses

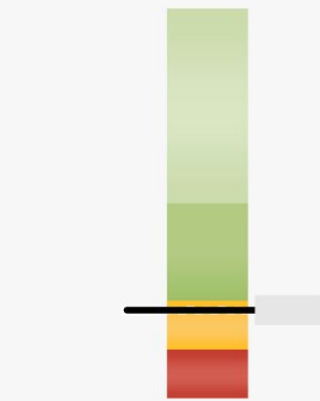


140 DAYS OF CASH AT YEAR'S END

We are currently projecting that the school will end the year with 140 days of cash.

Gross Margin

Revenue less expenses, divided by revenue

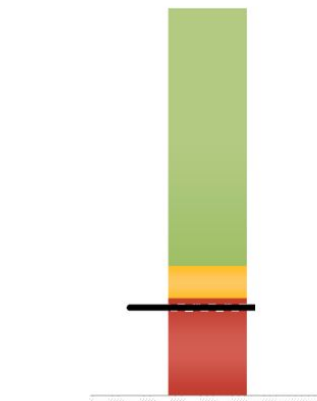


-1.0% GROSS MARGIN

The forecasted net income is -\$347k, which is \$104k above the budget. It yields a -1.0% gross margin.

Grants Invoiced

Federal grants requested divided by federal grants awarded.

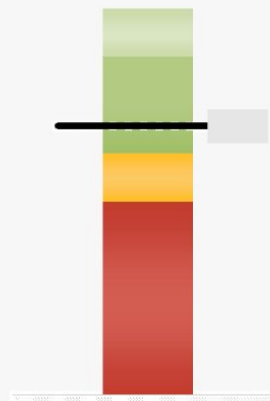


23% GRANTS INVOICED

Grant drawdowns have been delayed by OSSE, but should pick up next quarter.

DSCR

Amount of cash flow available to meet annual interest and principal payments on debt



DSCR IS 1.39

Our Debt Service Coverage Ratio defined by M&T bank covenant is 1.

FY23 Fiscal Updates - Q2 Executive Summary

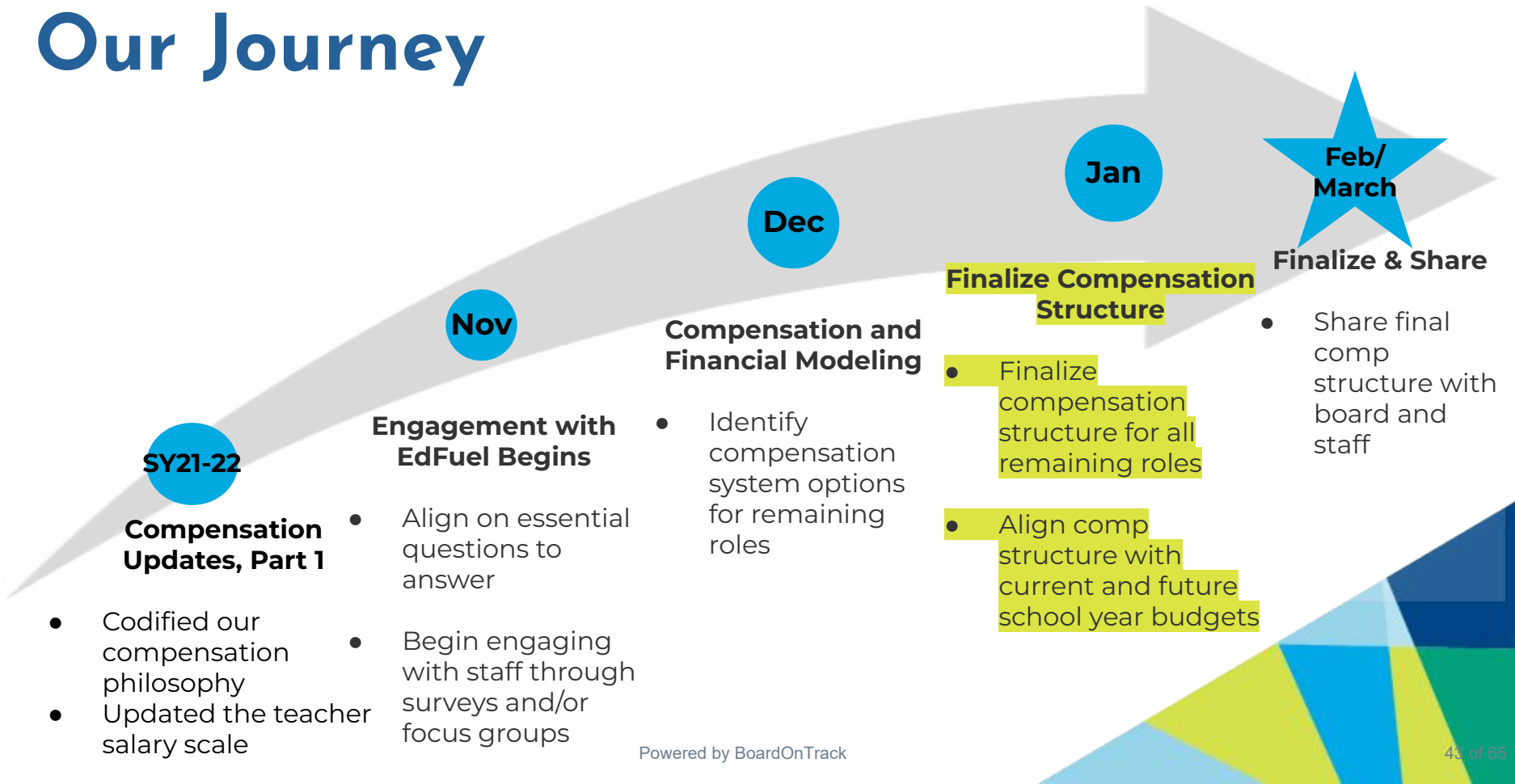
- We are currently projecting to end the year with 140 days of cash.
- The forecasted net income is now -\$347k (\$104k over budget). This yields as gross margin of -1.0%. A decrease of 2% over Q1.
- Revenue is \$936k off of budget primarily due to delayed grant drawdowns by OSSE. As of Q2, we were at 23% invoiced.
- Overall, our expenses remain relatively the same and in-line with budget. Our debt service coverage ratio is currently at 1.4.
- Salaries, contracted staffing, and direct student expenses are currently running over budget.

Agenda

Audit, Finance, and Facilities Committee

- FY23 Fiscal Updates: Quarter 2
- **Compensation Model Update**
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Our Journey



SY21-22

Compensation Updates, Part 1

- Codified our compensation philosophy
- Updated the teacher salary scale

Engagement with EdFuel Begins

- Align on essential questions to answer
- Begin engaging with staff through surveys and/or focus groups

Compensation and Financial Modeling

- Identify compensation system options for remaining roles

Finalize Compensation Structure

- Finalize compensation structure for all remaining roles
- Align comp structure with current and future school year budgets

This Year's Compensation Priorities

SY22-23	SY23-24	SY24-25
Compensation Philosophy	Transparent compensation structure for 12-month and non-instructional staff	Review of benefits and perks
Updated Teacher Salary Scale	Codify E.L. Haynes' total investment in staff	Updated retention and recognition initiatives
Raised Minimum Salary and Align Educational Aide Positions/Salaries	Create guidance for flexible/hybrid work policies	

Our Compensation Philosophy

We will anchor our compensation decisions in the following guiding principles:

- **COMPETITIVE:** We offer salaries that are competitive against the D.C. market for similar roles. We assess our competitiveness regularly to ensure that we are able to attract and retain our excellent staff members.
- **TRANSPARENT:** We openly share our compensation philosophy as an organization and what drives our total compensation package. We provide clarity so that our staff understand their compensation and the investments made in them.
- **FAIR & CONSISTENT:** We ensure that employees within the same position are compensated fairly and consistently. We regularly review our data and compensation processes to ensure staff do not experience differences in their compensation based on gender, race, and other demographic factors.
- **SUSTAINABLE:** We plan for our future and ground our investments in our staff in our ability to continue to do so in future years, while also maintaining critical investments in our students and other needed expenses.

Agenda

Audit, Finance, and Facilities Committee

- FY23 Fiscal Updates: Quarter 2
- Compensation Model Update
- **FY24+ Budgeting**
- Long-Term Facilities Planning

Budget Timeline

- **January & February:** Shape key priorities and questions
 - Project initial budget drivers for revenue and expenditures
 - Identify investments from budget priorities for FY24+ budget
- **March:** Refine budget proposal with continued discussion / feedback
 - Discussions with staff and families on SY 2022-23 budget needs
 - Leadership teams engage in planning conversations
 - Finalize budget revenue and expense inputs
- **April:** Share draft FY24 budget with BoT for discussion
- **May:** Present final FY24 budget to BoT for approval
- **June:** Final FY24 budget due to PCSB on June 1, 2023



Current Assumptions, Projections, and Budget Drivers

	Current Assumptions
UPSFF	+5% (current assumption)
Long-Term Facilities Planning	Architects and facilities planning for campus consolidation at Kansas Ave. (current assumption based on Clark Foundation Multi-Year Grant as well as other development opportunities aligned with long-term facilities projects).
Staffing	<ul style="list-style-type: none"> Review staffing models aligned to priorities (for additional needs and potential savings) Reviewing vacancies in an ongoing manner
Additional savings measures	Consider other cost saving measures (including catering and travel)
Compensation investments	<ul style="list-style-type: none"> Maintain investments in new teacher salary scale Implement investments in remaining staff members in our community

Preparing for Federal ESSER Funds Sunset in 2025 (Approximately \$2.2m)

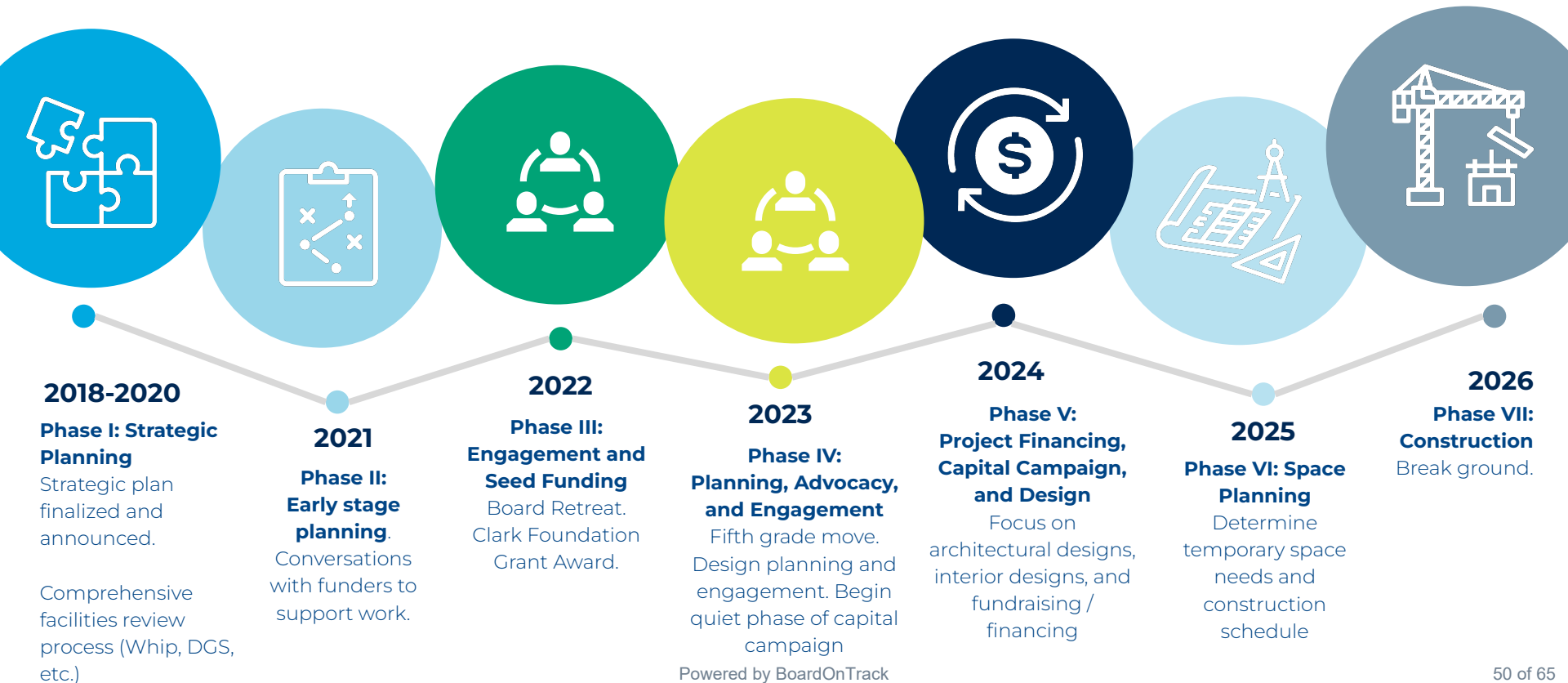
Audit, Finance, and Facilities Committee

Agenda

- FY23 Fiscal Updates: Quarter 2
- Compensation Model Update
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- **Long-Term Facilities Planning**

Long-Term Facilities Timeline

Where we have been and Where we are going





Board of Trustees Meeting

February 7, 2023

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Community Relations Committee

Agenda

- **Annual Fund Update**
- End-of-Year Giving Campaign
- Spring and Fall Events
- Opportunities to Connect with the E.L. Haynes Community

Annual Fund Update

Annual Fund Report as of 1/31/2023

Category	FY22 Raised	FY23 Goal	FY23 Raised TD	% of Goal	Delta
GOVERNMENT	\$892,533.93	\$470,000	\$384,214.18	81.75%	\$(85,785.82)
FOUNDATIONS	\$108,239.89	\$215,000	\$252,775	117.57%	\$37,775
CORPORATIONS	\$39,950	\$20,000	\$12,900	64.50%	\$(7,100)
INDIVIDUALS	\$90,456.68	\$75,000	\$57,165	76.22%	\$(17,835)
SPECIAL EVENTS	\$ -	\$25,000	\$0.00	0.00%	\$(25,000)
TOTAL	\$1,126,200.50	\$805,000.00	\$707,054.18	87.83%	\$(97,452.82)

Agenda

Community Relations Committee

- Annual Fund Update
- End-of-Year Giving Campaign
- Spring and Fall Events
- Opportunities to Connect with the E.L. Haynes Community

EOY Giving Campaign - History

Campaign	Start Date	End Date	Total Raised	# of Gifts
FY15	11/21/2014	1/31/2015	\$68,292	93
FY16	12/1/2015	1/31/2016	\$106,808	69
FY17	11/19/2016	1/5/2017	\$99,143	107
FY18	11/29/2017	1/10/2018	\$134,169	72
FY19	11/7/2018	1/31/2019	\$97,815	66
FY20	11/25/2019	1/31/2020	\$63,845	72
FY21	11/2/2020	1/31/2021	\$95,545	122
FY22	11/15/2021	1/31/2022	\$122,364	144
FY23	11/15/2022	1/31/2023	\$71,075	108

EOY Giving Campaign - Breakdown

Board Giving					
# of Gifts	Total Giving	% of Board	% of Total Giving	High	Low
11	\$9,650	84.62%	13.6%	\$5,000	\$150

Individual Giving					
# of Gifts	Total Giving	Average	High	Low	
103	\$56,675	\$550	\$10,000	\$15	

Institutional Giving (Corporate / Foundation)					
# of Gifts	Total Giving	Average	High	Low	
5	\$14,400	\$2,880	\$7,500	\$200	

Community Relations Committee

Agenda

- Annual Fund Update
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- **Spring and Fall Events**
- Opportunities to Connect with the E.L. Haynes Community

Spring and Fall Events - Overview

Spring 2023

- Approximately 50 top donors and former event sponsors
- Thursday, March 23, 6 - 8 p.m.
- St. Vincent Wine, 3212 Georgia Ave, NW
- \$50 Entry ticket with the option to pledge a sponsorship instead
- Happy hour with heavy appetizers and a focus on wines from women-owned vineyards

Fall 2023

- 300 - 400 Attendees (donors, select staff, select students, DC community and education leaders)
- 2nd, 3rd, or 4th Thursday evening in October, 6 - 9 p.m.
- Venue Options
 - Longview Gallery (1234 9th St NW)
 - Howard Theatre (620 T St NW)
- Sponsorship packages range from \$500 to \$25k; entry tickets are \$150

Agenda

Community Relations Committee

- Annual Fund Update
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- Spring and Fall Events
- **Opportunities to Connect with the E.L. Haynes Community**

Upcoming Opportunities to Engage with the E.L. Haynes Community					
Opportunities with Staff		Major Events		Opportunities with Students	
Date	Detail	Date	Detail	Date	Detail
02/08/2023 3:45 p.m.	Middle School Staff Meeting	02/15/2023 6:00 - 8:00 p.m.	Black History Month Celebration	02/23/2023 5:30 - 7:00 p.m.	Middle School Science Fair
03/31/2023 8:30 - 9:30 a.m. (Kansas Ave Gym)	All- Staff Meeting	03/23/2023 6:00 - 8:00 p.m.	Spring Fundraising / Cultivation Event	02/28/2023 5:00 - 6:00 p.m.	Elementary School EDP Black History Month Performance
				02/13/2023 3:45 - 6:00 p.m.	High School AttendANCE
				02/24/2023 6 - 7:30 p.m.	Middle School Basketball Awards Ceremony
				Winter sports MS/ HS schedule	



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This meeting is governed by the Open Meetings Act. Please address any questions or complaints arising under this meeting to the Office of Open Government at opengovoffice@dc.gov.

Transitioning Staff to New Comp System

What This Means for Impacted Staff	
# of Roles Being Affected	86
# of Roles That Need to Move to 50th Percentile	32 (37%)
# of Roles Already at the 50th Percentile (or above)	54 (63%)
Average Increase for Impacted Staff	7%

For SY23-24, current staff members will move to the 50th percentile benchmark for their salary, or receive their annual increase - whichever amount is higher.

Revenue Increases and Spending Reductions

	Current Assumptions
UPSFF	+2-5% increase based
Private Grants and Donations	+138%
Staffing	Decreasing FTEs through a strategically-phased and well-communicated approach
Additional savings measures	Eliminating underutilized healthcare benefits; reducing catering budget by 25%; decreasing travel and conference budget; hosting all-staff institute on campus; decreasing curriculum budget
Hiring freeze	Any vacant positions after 3/1/23 will need written approval from Chiefs with justification from supervisor in order to be posted by Talent Team

Additional Investments and Future Decreases

	Current Assumptions	Potential Budget Impact
Staff compensation	Revised salary ranges for non-instructional and lowest paid staff	-\$250k to -\$350k
ES Science Teacher	To facilitate fifth grade relocation to Kansas Ave. campus and increase science resources	-\$90k to \$120k
Long range facility planning	Architects and facilities planning for campus consolidation at Kansas Ave.	-\$580k
Federal Revenue	ESSER funds for Covid-19 relief end	-\$2.2MM (starting in FY25)