



## E.L. Haynes Public Charter School

### Minutes

#### E.L. Haynes Board of Trustees Regular Meeting

---

**Date and Time**

Thursday April 24, 2025 at 6:00 PM

**Location**

4501 Kansas Ave NW  
HS Think Tank  
Washington, DC, 20010

---

**Trustees Present**

F. Sutton, J. Hanna, J. Niles, K. Simpkins, L. Carlton Waller, L. Johnson-Law (remote), L. Robinson Mills, M. Kovner, R. Laine (remote), R. Payes (remote), T. Gibian (remote)

**Trustees Absent**

M. Hall

**Guests Present**

A. Brooks, Georgina Palma, H. Darilek, J. Rydstrom, K. Wynne, P. Rayamajhi, R. Hunt Taylor

---

**I. Opening Items****A. Record Attendance****B. Call the Meeting to Order**

L. Carlton Waller called a meeting of the board of trustees of E.L. Haynes Public Charter School to order on Thursday Apr 24, 2025 at 6:00 PM.

**C. VOTE to Approve Minutes from March 14, 2025 Special Meeting**

L. Carlton Waller made a motion to approve the minutes from E.L. Haynes Board of Trustees Special Meeting on 03-14-25.

K. Simpkins seconded the motion.

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

**D. VOTE to Approve Minutes from March 7, 2025 Special Meeting**

L. Carlton Waller made a motion to approve the minutes from E.L. Haynes Board of Trustees Special Meeting on 03-07-25.

K. Simpkins seconded the motion.

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

**E. VOTE to Approve Minutes from March 5, 2025 Special Meeting**

L. Carlton Waller made a motion to approve the minutes from E.L. Haynes Board of Trustees Special Meeting on 03-05-25.

K. Simpkins seconded the motion.

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

**F. VOTE to Approve Minutes from February 27, 2025 Special Meeting**

L. Carlton Waller made a motion to approve the minutes from E.L. Haynes Board of Trustees Special Meeting on 02-27-25.

K. Simpkins seconded the motion.

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

**G. VOTE to Approve Minutes from February 13, 2025 Special Meeting**

L. Carlton Waller made a motion to approve the minutes from E.L. Haynes Board of Trustees Special Meeting on 02-13-25.

K. Simpkins seconded the motion.

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

**H. VOTE to Approve Minutes from December 12, 2024 Regular Meeting**

L. Carlton Waller made a motion to approve the minutes from E.L. Haynes Board of Trustees Regular Meeting on 12-12-24.

K. Simpkins seconded the motion.

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

**I. Public Comment**

There was no public comment.

**II. CEO Update**

**A.**

## **CEO Update**

- H. Darilek thanked trustees for all their work this year to navigate two major decisions: the CEO search and the facilities planning process.
- H. Darilek provided school-based highlights including:
  - The middle school Zines project;
  - The elementary school's upcoming musical, Fame, Jr.,
  - Senior Week at the high school.
- H. Darilek noted that, earlier that day, the Chief Academic Officer led the last day of instructional rounds, which allow leadership to observe classrooms to identify instructional strengths and areas of improvement.
- H. Darilek and P. Rayamajhi gave high-level SY 2025-26 enrollment updates, including that:
  - 422 students were enrolled as of April 24, 2025;
  - Our goal is to be 100% enrolled by June 15, 2025;
  - We currently have wait lists at every grade level.
- H. Darilek previewed that we are about to begin testing season, which will include the DC CAPE assessment and Advanced Placement exams.
- H. Darilek noted that she signed the U.S. Department of Education (USED) Title VI certification, with legal guidance.

## **III. Audit, Finance, and Facilities**

### **A. Share FY 2025 Quarter 3 Financials**

- J. Rydstrom shared updates about Quarter 3 financials, including information about the number of days of cash on hand; our gross margin; grants invoiced; our debt service coverage ratio; among other key performance indicators.

### **B. Review Draft FY 2026 Organizational Budget**

- H. Darilek summarized the steps that were taken to engage E.L. Haynes stakeholders in the budget planning process. She noted that the majority of the community's questions and concerns revolved around budget uncertainty at the federal and local levels.
- In response to a question from L. Robinson Mills about the budget planning timeline given federal and local uncertainty, H. Darilek clarified that the Board will still vote on a budget at the May 29 meeting, but that there are options to adjust in the next year, if needed.
- J. Rydstrom noted that E.L. Haynes is in a strong financial situation.
- H. Darilek and A. Brooks shared updates about how the E.L. Haynes compensation system and scale have been reviewed and updated throughout the last few years.
  - H. Darilek noted that, while the majority of staff compensation packages remain competitive, the Talent Team recommended some specific salary

increases to remain most competitive. However, given all the budget uncertainties, those changes have been put on pause.

- J. Rydstrom walked through a comparative analysis of E. L. Haynes' finances, highlighting that our lower payments on rent and occupancy allow us to spend more on salaries, compared to other schools.
- J. Rydstrom provided a high-level summary of potential financial losses, pending budgetary actions by the federal and local governments.

#### **C. Review Draft Form 990**

- J. Rydstrom invited trustees to review the draft 990, located in the board packet.

### **IV. School Performance Committee**

#### **A. Review School-Specific ASPIRE Performance Measures**

- R. Hunt Taylor walked through the ASPIRE model's major categories.
- R. Hunt Taylor clarified that the E.L. Haynes school-specific performances measures (SSPM) will be formalized with PCSB shortly, and then walked through each set of SSPMs.

#### **B. Share SY 2025-26 Academic Budget Priorities**

- R. Hunt Taylor walked through SY 2025-26 academic budget priorities, highlighting that the overarching strategy is to maintain recent investments.
- K. Simpkins asked if the SY 2025-26 budget will reinstate a third High School Assistant Principal; R. Hunt Taylor and H. Darilek clarified that the SY 2025-26 staffing structure includes two high school assistant principals.

### **V. Governance Committee**

#### **A. Preview Next Steps for Onboarding Resources**

- R. Payes shared updates about when the board can expect to receive and review onboarding resources.

#### **B. Share Recruitment Progress Updates**

- R. Payes noted that we have strong interest from one candidate and are vetting a second candidate. Both will be presented to the board for an election vote on May 29.

### **VI. Community Relations Committee**

#### **A. Share Annual Fund Updates**

- K. Wynne highlighted that we have exceeded the FY 2025 fundraising target.

## **B. Highlight Upcoming Community Events**

K. Wynne and H. Darilek highlighted upcoming opportunities for trustees to engage with the E.L. Haynes community, adding a few additions:

- An upcoming celebration of the 10th anniversary of E.L. Haynes' first graduating class;
- The Girls on the Run 5k, during which elementary and middle school students will complete a 5k race; and
- The high school's annual Senior Awards Dinner.

## **VII. Closed Session**

### **A. Personnel Matters**

L. Carlton Waller made a motion to move into closed session to discuss personnel matters in accordance with DC Code Section 2-575(b).

K. Simpkins seconded the motion.

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

## **VIII. 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,  
L. Carlton Waller