

Washington Yu Ying Board of Trustees Meeting Minutes

July 7, 2026 (via Zoom)

Board of Trustee Members in Attendance:

- Cosabeth Bullock - present
- Katie Cheng - present
- Mycal Ford - present
- Paige Hoffman - present
- Ikeogu Imo - present
- Kwadwo Kusi - present
- Quinton Ng - present
- Siobhan Saul - present
- Cindy Tsai - present
- Rossana Mahvi - present (joined late)

Not In Attendance:

- Jessica Baby - absent
- Jay Chen - absent
- John Glover - absent

Others in Attendance: Carlie Fisherow (Staff - Executive Director), Jose C. Sousa (Staff - COO), Ross Knorr (Ed Ops Consultant), Dr. Mario Clopton (Staff), Amy Quinn (Staff)

I. Call to Order The meeting was called to order at 6:33 p.m. ET by Board Chair Quinton Ng. Katie Chang acted as Secretary for the meeting. The meeting commenced with a roll call vote confirming quorum and an overview of the public agenda.

II. Items Requiring Voting

Approval of June 2026 Meeting Minutes: Cosabeth Bullock moved to approve the June 2026 meeting minutes. Ike seconded the motion. The minutes were approved with 8 affirmative votes.

III. Committee Reports

- **Finance Committee:** Ikeogu Imo provided the report.
 - **Financial Health:** The school remains in good financial health, and overall performance is tracking in line with previous projections.
 - **Upcoming Review:** Detailed review of the May and June financials will take place during the committee's August meeting.
- **Governance Committee:** Katie Chang provided the report.
 - **Leadership Change:** Following the departure of Committee Chair Jessica Sutter, the committee will determine new leadership.
 - **Summer Priorities:** The committee's focus areas over the summer include onboarding new

trustees, supporting newly elected board members with assignments, refreshing the board skills matrix, and updating handbook policies.

- **Development Committee:** Cosabeth Bullock provided the report.
 - **Planning:** The committee met in June to begin planning development activities and board engagement strategies for the upcoming school year, with a subsequent meeting scheduled for the following week.
- **School Performance Committee:** Quinton Ng provided a brief update.
 - **Academic Data Prep:** The committee will collaborate with school management over the summer to prepare extensive academic and performance data reviews for a deep dive at the September board meeting.

IV. Public Comment:

No public comments were received.

V. School Management Report

Jose Sousa and Carlie Fisherow, Amy Quinn, and Mario Clopton provided the report.

Key Highlights and Celebrations

Jose Sousa led the management report with contributions from the school leadership team.

- **End of School Year:** The school year concluded successfully, highlighted by the fifth-grade reflection ceremony on June 17. The final day for teachers was June 18.
- **Operations & Facilities:** Facilities teams have completed classroom packing and deep cleaning across both campuses. Classrooms are being utilized for summer programs and will receive a final refresh after camps conclude on August 7.
- **Leadership Retreat:** The Senior Leadership Team (SLT) held an offsite retreat at the end of June focused on strategic lessons, managing burnout, and fostering organizational accountability and care.
- **Summer Programs:** Summer camp and blended summer school programs launched successfully with strong attendance, hosting 160 campers and generating positive revenue.
- **Timeline & Staffing:** New staff professional development begins August 4, followed by all-staff return on August 12. The first day of the new school year is set for August 24. The school is onboarding 40 new staff members to support enrollment growth, particularly within the special education program.
- **Staff Retention:** Outside of typical international teaching fellow turn-over tied to H-1B/J-1 visa lifecycles, lead teacher retention remains high, with only a small number not returning. Four to five fellows were successfully promoted to lead teacher roles for the upcoming year.
- **Operations Challenge:** Multiple incoming Chinese interns are facing delays securing visa appointments in China, and leadership is actively exploring alternative staffing solutions.

Roll Call Vote: SY26-27 Budget

Jose Sousa, Carlie Fisherow, and Ross Knorr presented the finalized budget.

- **Key Metrics:** The budget models an enrollment of 817 students (a 6% increase). It projects an operating income of \$650,000, a negative net income of \$964,000 (driven by extensive investments in teacher compensation scales), a Debt Service Coverage Ratio (DSCR) of 1.34, and 128 days of cash on hand.
- **Funding Adjustments:** The local funding climate reflects a 3.8% per-pupil allocation increase and a flat facilities allocation. Thanks to city-wide budget advocacy efforts, the DC Council restored \$15 million across public education, returning approximately \$160,000 to Yu Ying's revenue.
- **Salary & Compensation:** Returning teachers will receive an average 8.5% salary increase, continuing a multi-year effort to close the gap with DCPS scales. Non-instructional staff receive a 2% cost-of-living adjustment alongside a cost-share cash addition.
- **Strategic Alignment:** Leadership outlined how the budget directly Funds the newly instituted 5-Year Strategic Plan, focusing on:
 - Robust educator compensation.
 - A newly created cross-campus Instructional Coach position to build systematic leader development.
 - Direct professional contracts, including training partnerships with Transcend for the "Whole Child" model and specialized International Baccalaureate (IB) and early childhood instructional training tracks.
 - Planning stipends for long-term actions, including design research for future student travel abroad programs.

Approval of School Year 2027-2028 Budget: Ikeogu Imo moved to approve the proposed school budget. Kwadwo Kusi seconded the motion. The budget was approved via roll call vote with eight affirmative votes, zero negative votes, and two abstentions (Siobhan Saul, Cindy Tsai).

Roll Call Vote: SY26-27 Chair Votes

Paige Hoffman moved to approve the presented slate of board officer nominations for the upcoming school year. Michael Ford seconded the motion. The slate was approved via roll call vote with nine affirmative votes and one abstention (Cindy Tsai). The elected officers are:

- Quinton Ng, Chair
- Cosabeth Bullock, Vice Chair
- Ikeogu Imo, Treasurer
- Jay Chen, Secretary

Result: Ayes: 9 Nays: 0 Abstentions: 1

VII. Deep Dive: Board Fundraising & Development

Cosabeth Bullock shared key themes from a recent board fundraising training conducted by Funded Strategies and the DC Charter School Alliance.

- **Board Expectations:** The presentation dispelled common myths regarding fundraising, clarifying that a trustee's primary role is to act as a supportive bridge, opening professional networks and introducing community members to school leadership.

- **Engagement Framework:** Trustees were encouraged to find alignment within three fundraising archetypes: Ambassadors (public advocates and social shares), Advocates (actively building corporate/foundation relationships), and Askers (making direct financial asks alongside school leaders).
- **Action Plan:** To build fundraising capacity in service of the new strategic plan initiatives (e.g., study abroad funding), the committee requested that every trustee complete an Individual Action Plan ("Give, Get, Do") and a Tailored Introduction Tracker before the October board retreat.
- **Committee Goals:** Strategic goals for the year include maintaining 100% board giving, ensuring active trustee development roles, securing 2–4 strategic network introductions per member, and sustaining deep appreciation practices for major institutional donors.

IX. Adjournment. Mycal Ford motioned to adjourn the meeting, and Rosanna Mahvi seconded. The motion passed unanimously, and the meeting adjourned. The meeting was adjourned at 7:37pm.