



KIPP:KC
E N D E A V O R

KIPP:KC
LEGACY HIGH SCHOOL

Board Meeting
February 2023



Call to order and public comment

KIPP KANSAS CITY
 Board Meeting Agenda
 February 27, 2023

AGENDA ITEM	TIME	LEAD	ACTION REQUIRED	
			PURPOSE	PREWORK
Welcome & Call to Order	5:30	K. Smith		Sign in to Zoom if accessing remotely
1. Public Comment (Please sign-in)	5:30-5:40	K. Smith		
2. Consent Agenda (Batch Vote) Minutes December 2022 (Audit) Minutes December 2022 (Board Meeting) November Check Register December Check Register January Check Register School Calendar	5:40-5:43	K. Smith	Vote	Read all documents sent in board packet
3. Finance Committee Updated financials	5:43-6:10	J. Cooper	Vote	Read Slides
4. Academic Committee	6:10-6:15	J. Cooper	Inform	Read EKG updates
5. Governance Committee	6:15-6:16	J. Cooper	Inform	Read Reminders
6. ED Report	6:16-6:30	J. Cooper	Inform and Discuss	See email for prep
5. Executive Session	6:30-7:00	K. Smith	Inform + Vote	1 matters related to a future contract 1 student discipline decision

Consent Agenda (Batch Vote)

- December (audit) Board Meeting [Minutes](#)
- December Board Meeting [Minutes](#)
- November [Check Register](#)
- December [Check Register](#)
- January [Check Register](#)
- [2023-2024 School Calendar](#)



Finance Report



Finance Committee FY23 Budget Update

Financials

- KIPP projects \$2.43M in cash reserves and 59 days of cash at the end of January
- \$602K over original budget allocation
- Expenses are running over budget by just over 9%.

Finance Committee Salary Compensation

Board Goal: Approve new (Phase 1 Emergency) compensation and benefits package by February 2023 for anyone currently on the instructional pay scale.

Summary of Work Timeline

→ **September**

- Board Retreat - Problem Statement

→ **October**

- Focus and Goal set around an emergency solution for instructional staff

→ **November to January:**

- Finance Committee, Cook, EdOps, Cooper - Financial Modeling
- Principals, Cook, Regional Leaders - Operating Policies Revisited

→ **February**

- Draft Proposal Seeking Approval

Finance Committee Salary Compensation

Summary of Changes to Instructional Salary Schedule

- Instructional staff defined as teachers of: core content, elective, SPED/ELL, and intervention
- There is no change to the guiding values and philosophy that drive our salary schedule. We will continue to honor years of service in education and degrees earned relative to education.
- KIPP:KC is raising the base pay for first year teachers.
- KIPP:KC is providing every current instructional staff with their regular step on our previous salary schedule plus a standard \$2,000 increase.
 - *Staff on this schedule will be receiving between a 2K-5K increase pending their current step on the salary schedule.*
- The driving factor behind increasing our base salary for all instructional staff is to remain competitive with the local KC market.

Finance Committee Salary Compensation

Year of Teaching	Bachelors 22-23	Bachelors 23-24	Masters 22-23	Masters 23-24	Doctorate 22-23	Doctorate 23-24	Hogan Bachelors	KCPS Bachelors	KIPP STL Bachelors
1st year	\$39,000	\$42,000	\$43,000	\$45,000	\$45,000	\$47,000	\$41,000.00	\$43,100.00	\$42,700.00
2nd year	\$42,000	\$44,000	\$46,000	\$48,000	\$48,000	\$50,000			
3rd year	\$44,000	\$46,000	\$48,000	\$50,000	\$50,000	\$52,000			
4th year	\$46,000	\$48,000	\$50,000	\$52,000	\$52,000	\$54,000			
5th year	\$48,000	\$50,000	\$52,000	\$54,000	\$54,000	\$56,000	\$44,380.00	\$47,576.00	\$46,220.00
6th year	\$49,000	\$51,000	\$53,000	\$55,000	\$55,000	\$57,000			
7th year	\$50,000	\$52,000	\$54,000	\$56,000	\$56,000	\$58,000			
8th year	\$51,000	\$53,000	\$55,000	\$57,000	\$57,000	\$59,000			
9th year	\$52,000	\$54,000	\$56,000	\$58,000	\$58,000	\$60,000			
10th year	\$52,500	\$54,500	\$56,500	\$58,500	\$58,500	\$60,500	\$48,999.00	\$53,697.00	\$51,030.00
11th year	\$53,000	\$55,000	\$57,000	\$59,000	\$59,000	\$61,000			
12th year	\$53,500	\$55,500	\$57,500	\$59,500	\$59,500	\$61,500			
13th year	\$54,000	\$56,000	\$58,000	\$60,000	\$60,000	\$62,000			
14th year	\$54,500	\$56,500	\$58,500	\$60,500	\$60,500	\$62,500			
15th year	\$55,000	\$57,000	\$59,000	\$61,000	\$61,000	\$63,000	\$54,099.00	\$59,576.00	\$56,342.00

Example: 2nd Year Returning KIPP Teacher will make \$44,000 next year.

Note: We are more competitive in year 5 and year 10 than the local market.

Finance Committee Salary Compensation

Summary of Additional Changes

- 5+ years now added to the non-instructional salary schedule
- Counselors/Social Workers now have a salary schedule
- Support Staff more clearly defined as building subs and paraprofessionals

Finance Committee Salary Compensation

Supporting Documents located in your board packet

- Compensation Operating Handbook (internal)
- Instructional Teaching Salary Schedule (external)
- Guide to Benefits (external)

FY 24 Budget

KIPP Endeavor FY24 Budget Draft				
as of February 24, 2023				
	<u>FY23 Actual</u>	<u>FY24 Budget</u>	<u>FY25 Budget</u>	<u>FY26 Budget</u>
<u>Revenue</u>				
Local Revenue	\$975,761	\$1,167,908	\$1,444,258	\$1,627,205
State Revenue	\$9,143,712	\$10,435,719	\$12,097,899	\$12,218,878
Federal Revenue	\$3,261,113	\$3,557,744	\$1,694,379	\$1,711,323
Private Grants and Donations	\$1,123,000	\$500,000	\$500,000	\$500,000
Earned Fees	\$19,248	\$20,000	\$20,000	\$20,000
Total Revenue	\$14,522,834	\$15,681,370	\$15,756,536	\$16,077,406
<u>Expenses</u>				
Salaries	\$7,031,759	\$7,244,838.00	\$7,389,734.76	\$7,537,529.46
Benefits and Taxes	\$1,738,012	\$1,790,152	\$1,825,955	\$1,772,772
Staff-Related Costs	\$69,617	\$70,313	\$71,719	\$72,437
Rent	\$72,000	0	0	0
Occupancy Services	\$1,332,368	\$1,732,078	\$1,749,399	\$1,766,893
Student Expense, Direct	\$1,753,377	\$1,982,017	\$2,001,838	\$2,021,856
Student Expense, Food	\$646,000	\$730,238	\$737,541	\$744,916
Office & Business Expense	\$754,467	\$762,012	\$769,632	\$777,328
Transportation	\$630,282	\$712,471		
Total Ordinary Expenses	\$14,027,882	\$15,024,120	\$14,545,819	\$14,693,732
Net Operating Income	\$494,952	\$657,250	\$1,210,717	\$1,383,674
Debt Payments	\$95,587	\$1,147,044	\$1,147,044	\$1,147,044
Net Income	\$399,365	-\$489,794	\$63,673	\$236,630

- For FY24 even with a deficit we will exceed days of cash on hand charter target of 45 days
- Estimated on the high end for big ticket items (custodial, security, building management, food service, transportation)
- 4 strategies to deploy
 - Reduce headcount
 - Increase enrollment
 - Tighter controls on student expense direct
 - Some combination of all of the above

Finance Committee Vote

Seeking board approval to approve instructional salary increases. Not seeking approval on FY24 budget.



Academic Committee



EKG Progress Update - Elementary

Big Rock

	How	Lag Measure (Goal)	Status
ES 1 Cognitive Lift	Walkthrough	80% on All the Way Right Answers	Off track
	Staff Survey	80% Staff perception - Learn about DOK - Confidence in F Lit	On Track
ES 2 Coaching	Staff Survey	80% Staff perception	On Track
	Skips	67% AP perception	On Track
ES 3 Purpose	Staff Survey	80% Staff Perception	On Track
	Walkthrough	80% on Academic Prep	Off track

- EKG Scheduled March 6th
- Dr. Stubbs participating
- Regional Team will support on Cognitive Lift priority through data collection

EKG Progress Update - Middle School

Big Rock

	How	Lag Measure (Goal)	Status
MS 1 Academic Prep	Huddle	90% Exemplar Accountability Checks	Progressi... ▼
	Walkthrough	90% on Advisory Walkthroughs	Progressi... ▼
	Walkthrough	90% on EBR Walkthroughs	On Track ▼
MS 2 Routines	Walkthrough	Arrival at Green	On Track ▼
	Walkthrough	Dismissal at Green	Off track ▼
	Walkthrough	First 10 at Green	Off track ▼
	Walkthrough	Transitions at Green	Progressi... ▼

- EKG Scheduled March 8th
- Julie participating
- Regional Team is going to be asked to support - 1.5 hours per day

EKG Progress Update - High School

Big Rock

	How	Lag Measure (Goal)	Status
HS 1 Monitoring	Walkthrough	100% of exemplars id - MoMPS - Laps and Data collection	Progressi... ▼
HS 2 Discipline System	Walkthrough	80% on Walkthrough	On Track ▼
	Audit	100% removals fill reflection	On Track ▼
HS 3 GPA	Tableau	35% above 3.5	Off track ▼

- EKG Scheduled March 10th
- Charles and a few leaders from KIPP STL will be participating



Governance

Reminders

- Complete Missouri Ethics Commission Disclosure
- Complete survey about board terms



ED Report

Development update

Donor Breakfast

- March 3
- Evergy Event Center
- 9am-11am

Save the date

- Ribbon Cutting April 21, 2023
- Golf Tournament - June 19, 2023

RFP Updates

Timelines and Support

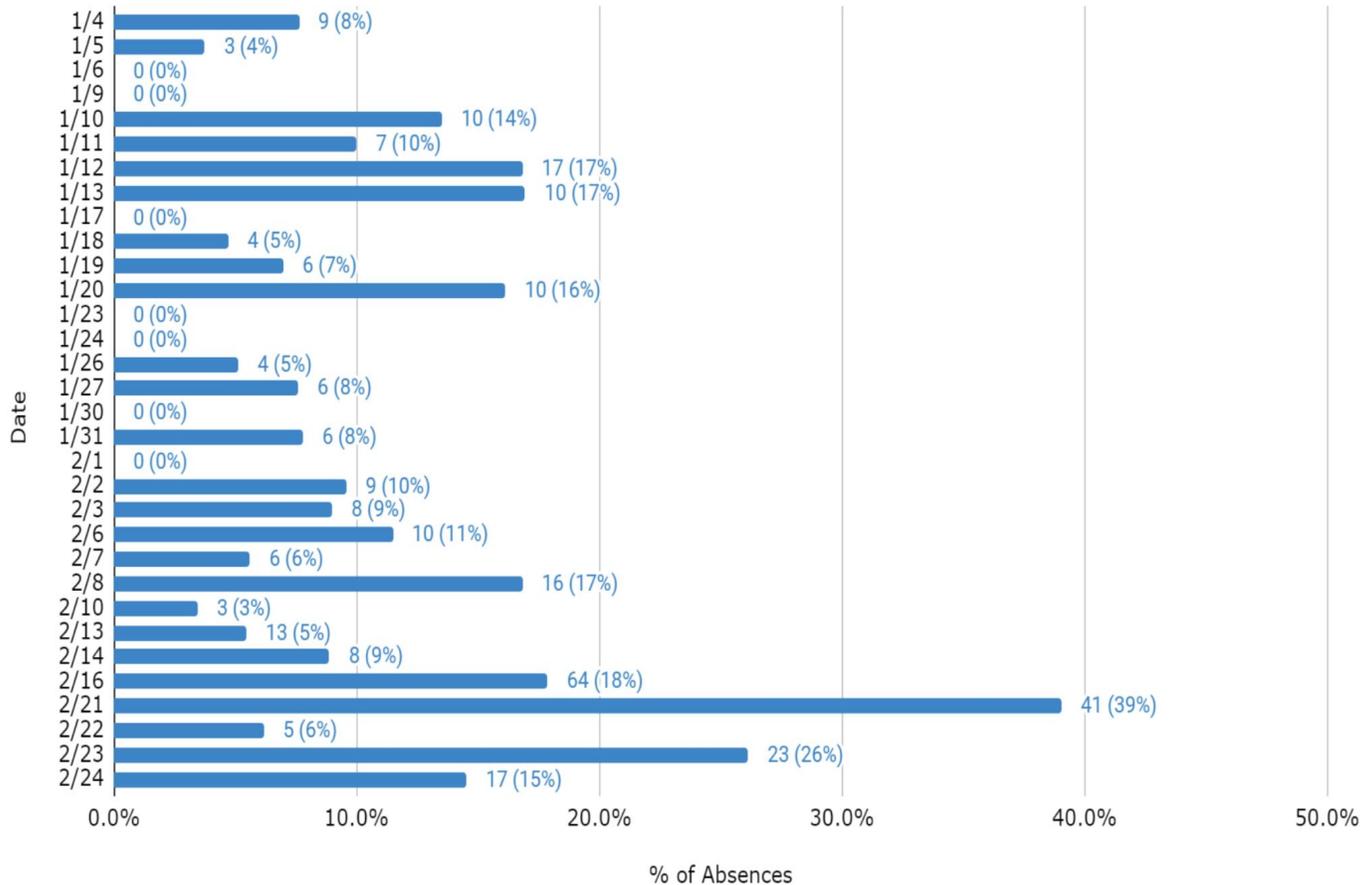
- We are issuing 3 new Requests for Proposals
 - Food Service - in progress
 - Custodial - final interview March 7
 - Security - final interviews were 2/27 to bring in house

Support Needed

- at least 1 board member to serve on final interview team

Transportation Updates

Absences due to Buses in 2023



On Tue, Feb 21, 2023, 6:54 AM **Mayra** Bencomo <mbencomo@kippkc.org> wrote:

Morning, Routes 1, 3, 5, and 6 will not be running

----- Forwarded message -----

From: **KIPP Staff** <no_reply@kippkc.org>

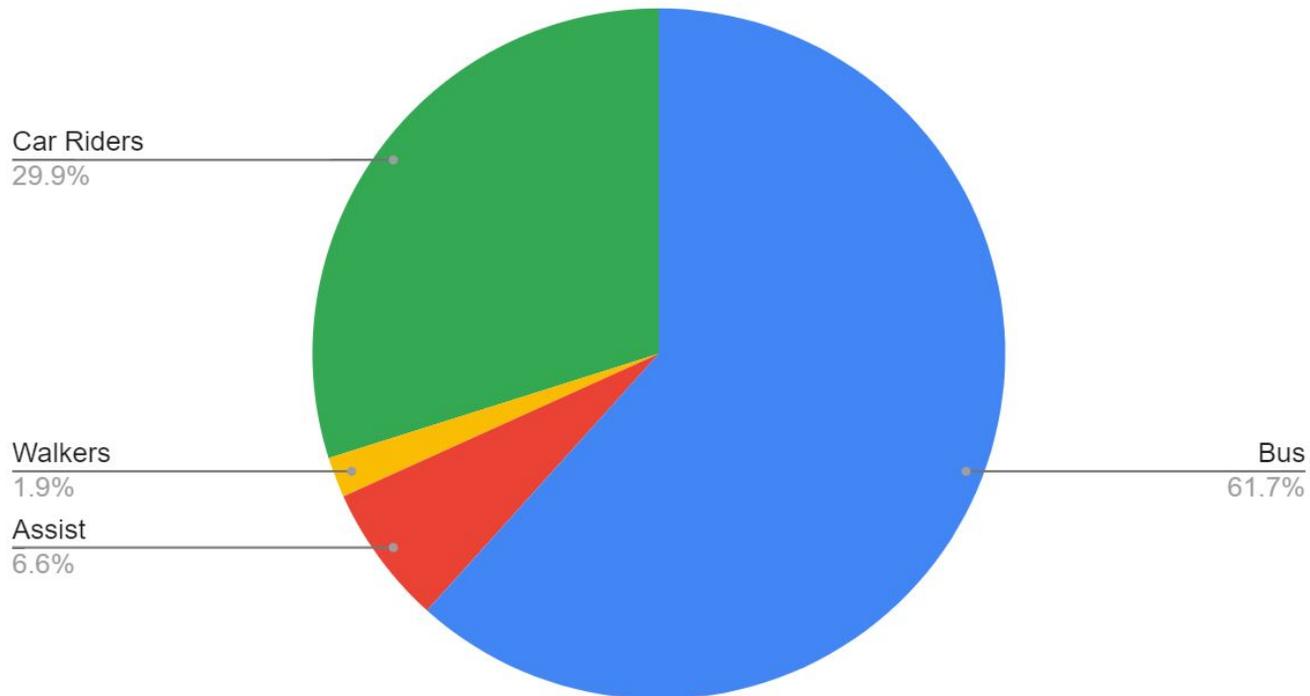
Date: Tue, Feb 21, 2023 at 6:25 AM

Subject: KIPP Endeavor **Routes 3, 5, & 6 AM Not Running**

To: <mbencomo@kippkc.org>

Breakdown of Ridership

How do our KIPPsters get to school?



Method	Per Month
Assist	\$20,000.00
Athletics	\$20,000.00
Bus	\$80,000.00

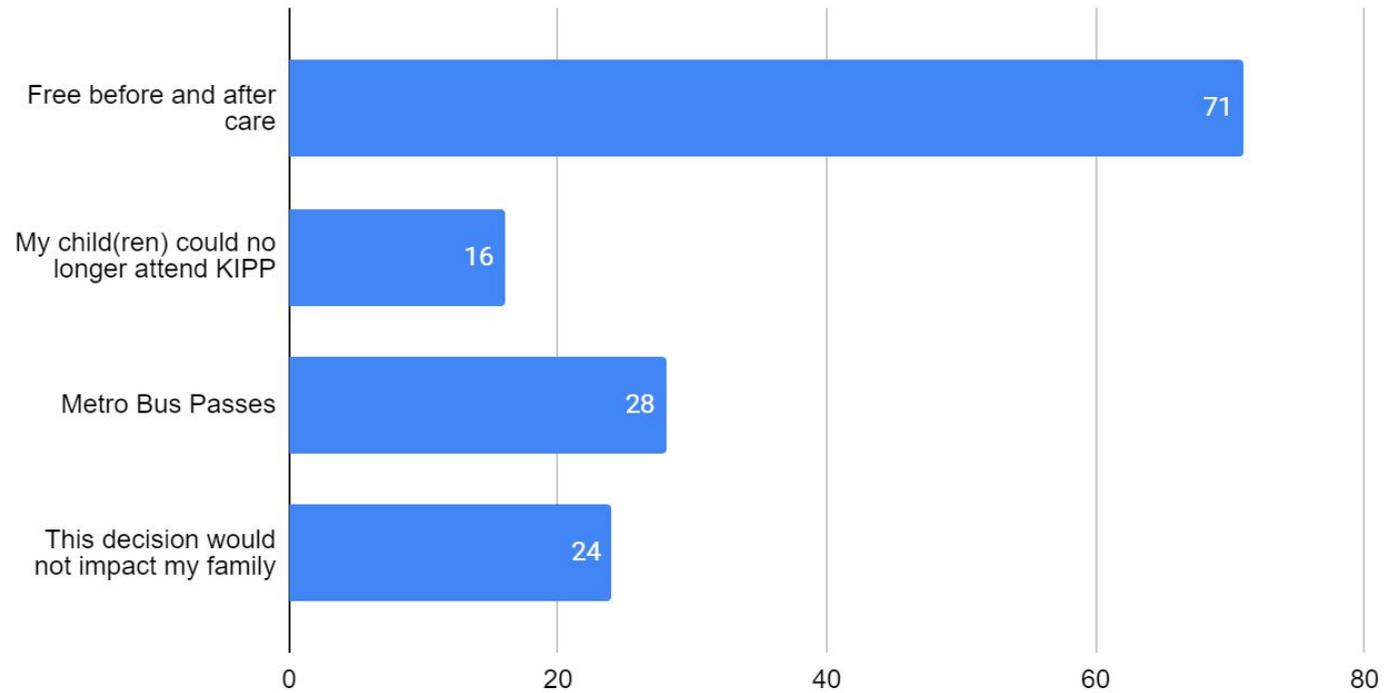
Liquidated damages for the bus range from \$8K-\$15 per month

Biggest Problems

1. Attendance
2. Unenrollment
3. Family Disastification
4. Canceled buses change every day
5. Teachers miss after school professional development - supervising buses
6. Discipline on bus is time consuming for administrators
7. Bus experience is neutral to negative - not in line with our ideal experience
8. Before and After Care is full - not enough staff to expand seats

Survey Results - Parents

If KIPP KC suspends bus transportation next school year, please select which option you would choose from the list below



Starting Recommendation for 23-24

Idea	How it helps and Positives	Risks and Drawbacks
Reduce the number of buses at Endeavor from 7 to 4	<ul style="list-style-type: none">• Getting 4 consistent drivers is easier than getting 7	<ul style="list-style-type: none">• Contract would be small and therefore not important• Creating a fair way to determine who gets bus/who doesn't
Increase Assist Drivers	<ul style="list-style-type: none">• The drivers we have are very consistent• Kids get a more personalized, positive experience on the way to and from school• Small group of kids that ride together each day	<ul style="list-style-type: none">• It's expensive• It's a somewhat lengthy and thorough process to become a driver - might not be able to increase drivers
Bring Before and After Care in house	<ul style="list-style-type: none">• We would have more control over programming, open seats/enrollment, staffing	<ul style="list-style-type: none">• It is likely difficult to staff

1. *What other data should I be collecting?*
2. *What are other options to consider?*



Executive Session



Topics

1. Expulsion Recommendation
2. Lumberyard
3. Unionizing

Expulsion

Options

1. Vote to expel
2. Vote to hire a lawyer or 3rd party to run their own investigation and make a recommendation to the board

Important Information

- After the student was on suspension for bringing the bullets to school he remained a student at KIPP KC and we provided him education from home. When he made the threats and caused the school to go into lockdown, Mr. Bunnelle informed his parents we would be pursuing expulsion. His mother withdrew him from KIPP

Vote to purchase Lumberyard Site

Basic Information

- 2.4 acres directly next to High School building site
- Price is \$450,000 and we have paid \$35,000 to date
- Set to close but Environmental Phase II required on Endeavor
- Endeavor, Quik Trip (future HS site) and Lumberyard are all rolled into 1 loan

Item	Purchasing Site	Not Purchasing Site
Acquisitions	\$ 450,000	\$ 35,000
Remediation	\$ 213,320	
Trash Disposal	\$ 3,650	
Tire Disposal	\$ 11,000	
Tree Clearing	\$ 16,500	
Plumbing Disconnects	\$ 13,100	
Plumbing Disconnect Contingency	\$ 3,800	
Haul off Spoils		\$ 108,490
MGC Additional Work	\$ 60,000	
Total	\$ 771,370	\$ 143,490

Pros and Cons to Lumberyard site

Benefits to purchasing

- Site Control
- Site Clean up
- Neighbor Appreciation
- Future Development
- Room for Additional Parking
- Future safety and security for both the building and kids

Drawbacks to purchasing

- Unknown cost of Phase I and II results
- Will likely be a security problem

Union Update

Information

- Teachers at KIPP STL High School have unionized
- Teachers at Kauffman are pursuing unionization
- Julie and I have received training from KIPP Foundation hired attorney regarding unionization
- All leaders in the organization will be trained, still working on when/how
- We have prepped leaders with enough to respond if a teacher asks about it