

# Ascend Charter Schools Board

November 10, 2021

# FY21 ACS Financials - Report to the Board of Trustees

Presented by: Gus Saliba, Partner O'Connor Davies  
James Molloy, Supervisor O'Connor Davies

# School and Network Updates

# FY22 Financial highlights

ACS financial performance through the first 3 months continues to be favorable. September year-to-date Net Income of \$7.6M is \$2.8M ahead of budget.

- Revenue of \$34.2M is \$1.9M above budget largely due to the timing of recognition of Title revenue versus budget.
- Expenses of \$26.6M are \$912K favorable due to open instructional positions, the timing of phone/internet billings and the transfer of food service to the DOE
- September cash is \$37.7M or 144 days of expense coverage (ex. non cash items)
- Through September, Management has approved \$8.0M in expenditures to be funded using Covid stimulus funds
  - Of these approvals, \$830K has been spent and \$515K has been recognized in financial results
- Tracking favorably against all covenant, SUNY and financial sustainability metrics

## Other topics reviewed by the Finance Committee:

- O'Connor Davies presentation of FY21 audited financials
- Staff retention plan proposal
- Consultant cost analysis

# Covid stimulus spend

Ascend Charter Schools  
**COVID expenses**  
 as of September 2021

Project Expenditure	APPROVED	YTD expenditure CASH	YTD Expenditure PER FINANCIALS	Variance APPROVED vs. CASH
		Total project \$ paid	YTD portion of project \$ reported	
Flex teachers (14)	1,300,000			1,300,000
Tutoring: small group instruction	381,267			381,267
High dosage tutoring	650,000			650,000
Clinicians (3)	300,000	25,054	25,054	274,946
Culture associates	1,000,000	134,370	134,370	865,630
DESSA	180,000	60,187	24,362	119,813
DEIA:				
DEIA Disproportionality program	100,000			100,000
Stipended DEIA liaisons	80,000			80,000
Implicit Bias Training	20,000			20,000
Strategic planning org wide	500,000			500,000
Emotionally Responsive Classrooms	303,675	3,187	3,187	300,488
Desks for 3 ft social distancing in K-1	100,000	100,175	100,175	-175
Headcount:				
ELL Director	141,450			141,450
Sped Director for CIT	141,450			141,450
Director of Instructional Technology	141,450			141,450
Manager of Student Support Systems	130,000			130,000
Tech:				
Zoho tech investment	150,000	148,806	12,400	1,194
Phase 1: Infrastructure modernization	30,000			30,000
Schoolytics	6,000			6,000
GoGuardian	180,000	146,580	4,018	33,420
Azure AD	40,000			40,000
BAHS Interactive whiteboards	65,000			65,000
Remote Helpdesk	72,000	48,507	48,507	23,493
PolicyPak	108,000			108,000
Onsite tech support (ikon)	462,000			462,000
Accidental Damage protection	550,000	61,702	61,702	488,298
Laptop carts and chargers	28,492			
Testing for unvaccinated staff	600,000	101,952	101,952	
HS sign on bonuses	110,000			
Biomonde rug cleaning	95,525			
Covid contact tracing center	35,000			
<b>TOTAL</b>	<b>8,001,309</b>	<b>830,520</b>	<b>515,727</b>	<b>7,170,789</b>

# Enrollment continues to track on goal

SY22 - Current	5,831
SY22 - Nov 1 goal	5,828
SY22 - EOY Target	5,700

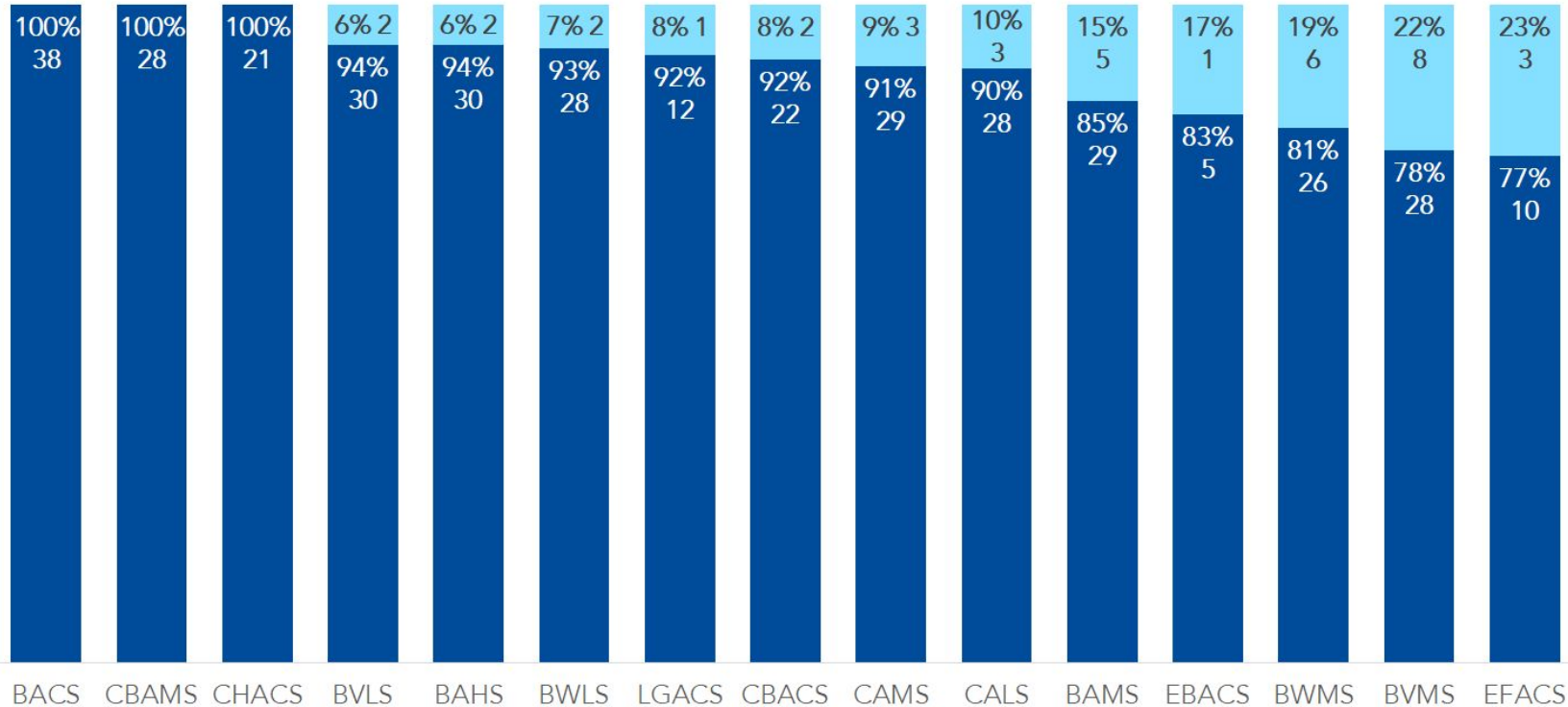
## Continuing to manage enrollment

- Continuing to fill seats and track against in-year enrollment targets
- Healthiest enrollment: BACS, BVLS, CBACS, CBAMS
- Supporting schools: BAMS, BAHS, BVMS

HR + Talent = People Team

# Total lead teacher vacancies

■ Percent staffed   ■ Lead Teacher Vacancies



Source: SY22 Vacancy Tracker, 11.10.21



# Record number of fall teacher hires

However, hiring for immediate roles will slow down

School year	2018-19	2019-20	2020-21	2021-22
September	9	11	7	23
October	10	8	9	15
November	10	5	3	9
December	4	8	4	
January	8	4	3	
February	5	5	2	
March	2	3	3	
April	1	0	3	
May	0	0	0	

# Investment in hiring and retention initiatives

## Resource

## Retention

### Time off

- Extending Thanksgiving break for all staff; teachers are getting the whole Thanksgiving week off

### Retention bonuses

- \$4,000 - \$8,000 retention bonuses, split between December and June (depending on tenure)

### Signing bonuses

- Leveraging Covid-funds to increase signing bonuses to \$10,000 for all teacher and school hires

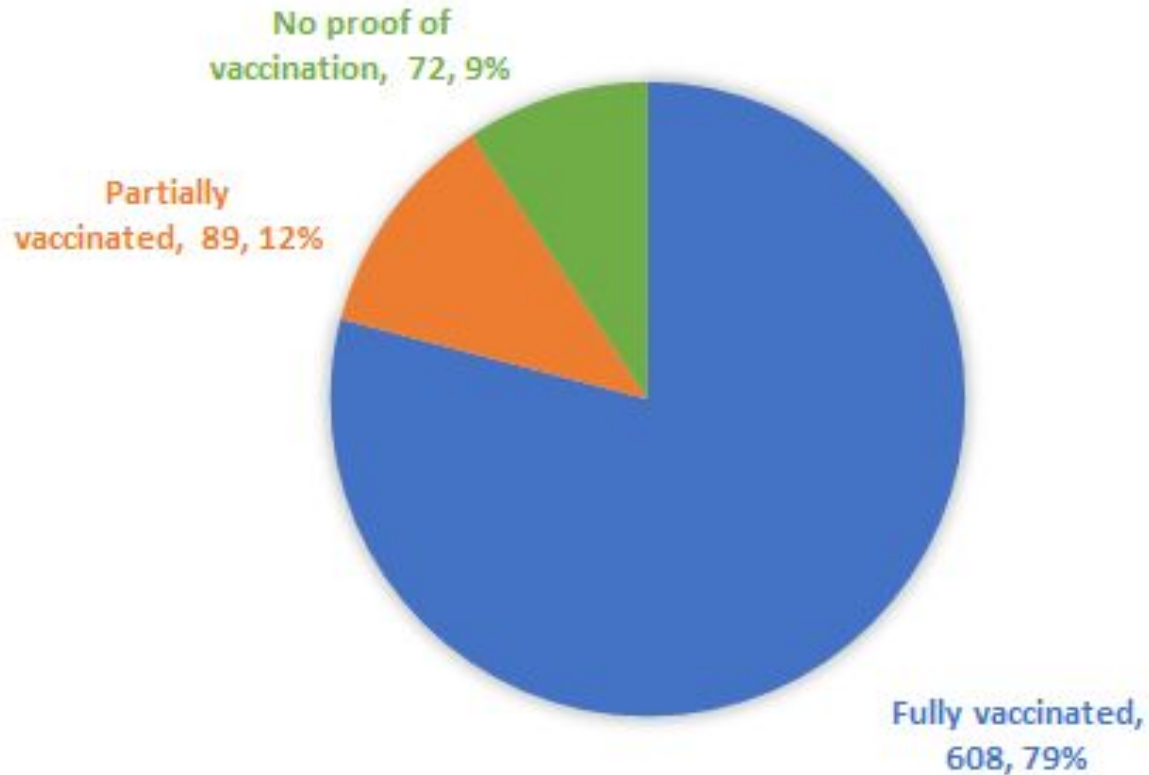
### Compensation project and Total Rewards

- Interviewing two final agency candidates who've submitted RFPs; maintained benefits costs year-over-year

### Retention planning

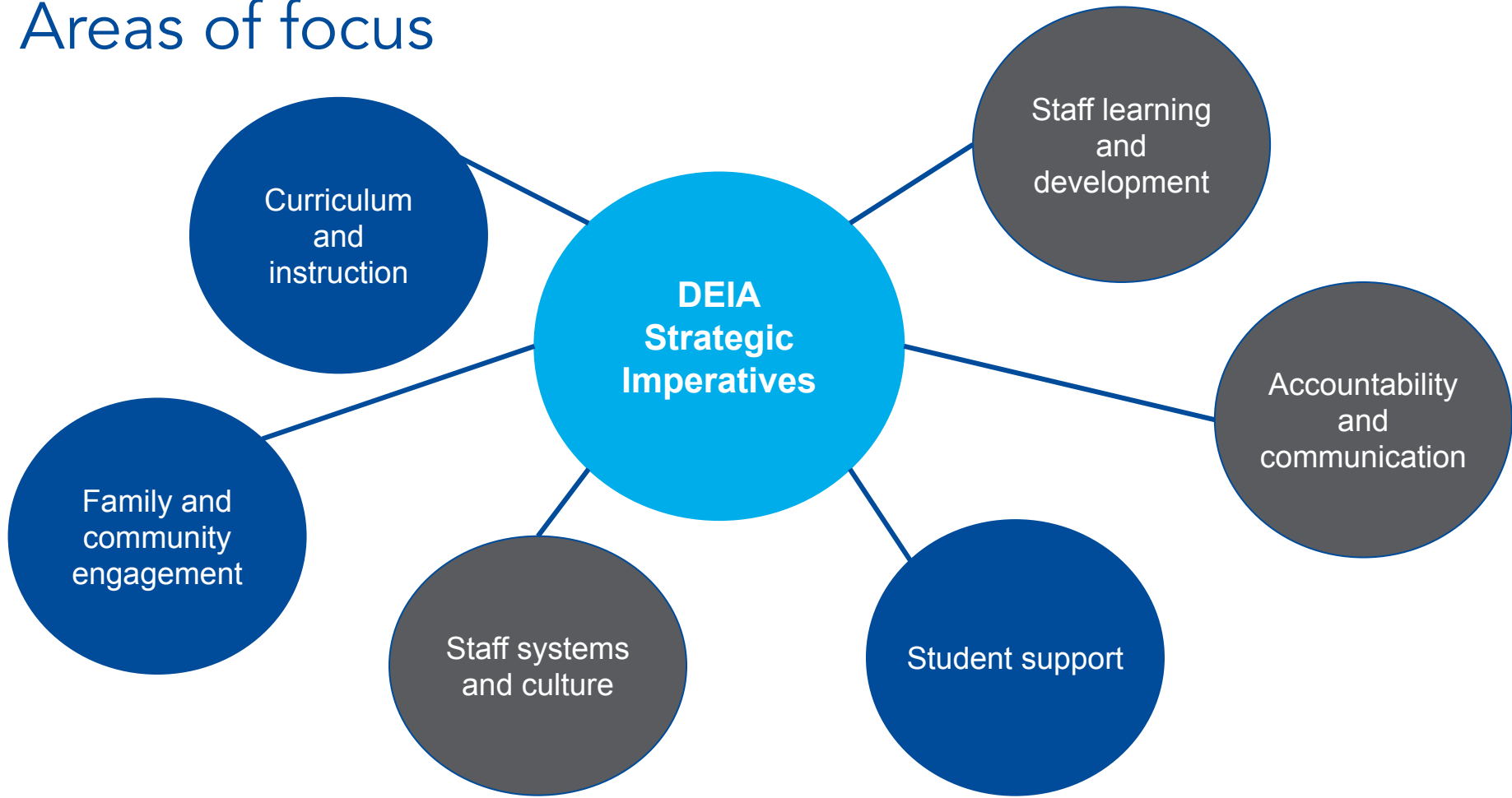
- Providing leaders with tools to have stay conversations with their irreplaceables throughout the year, starting now

# Current staff vaccination status as of 11/10



# Diversity, equity, inclusion and anti-racism

# Areas of focus



# What is a diversity dashboard?

The diversity dashboard is a **useful tool** to inform our work to become more diverse, equitable, inclusive, and anti-racist (DEIA).

The dashboard provides a snapshot of different aspects of the organization with a DEIA lens, including:

- Student academic data,
- Student discipline data,
- Student attendance data, and
- Staff and student demographic data.

# Why is it important?

**Apply a DEIA lens:** tool to support us to embed DEIA in how we do our work by reviewing key aspects of the organization with a DEIA lens

**Identify trends:** identify potential barriers and trends that need to be dismantled and disrupted to foster DEIA

**Inform an evidence-based approach:** data used to inform DEIA strategic initiatives and interventions that disrupt root cause of the identified barriers and trends

**Monitor impact:** monitor impact of our work to become more DEIA and form part of annual internal reporting

# Diversity dashboard snapshot

	Native American or Alaskan Native	Asian	Black or African American	Hispanic or Latinx	Two or more races or ethnicities	White	Don't know, prefer not to say
Students	2%	1%	76%	16%	1%	1%	3%
School staff	2%	3%	60%	6%	2%	27%	2%
AL staff	3%	8%	48%	5%	3%	32%	3%
Executive team		14%	57%			29%	
Total staff	2%	4%	58%	6%	2%	27%	2%



# Diversity dashboard snapshot

	Female	Male	Students with IEP	Students who are ELL	Students who receive FRPL
Students	51%	49%	13%	5%	91%
School staff	74%	24%			
AL staff	62%	37%			
Executive team	86%	14%			
Total staff	73%	25%			

# Other DEIA updates

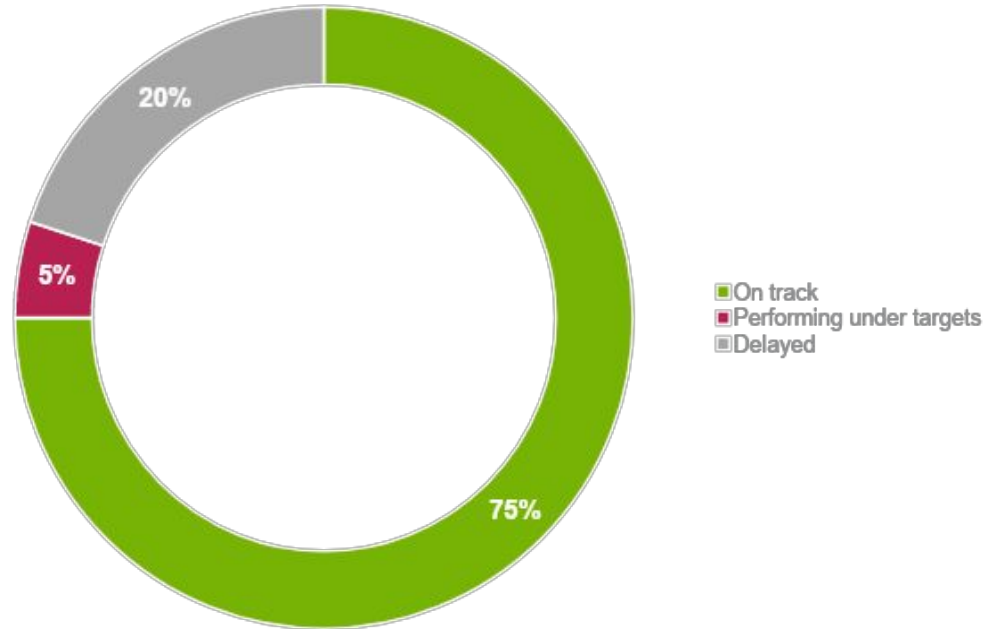
**Monthly DEIA workshops:** November workshop is on inclusive language.

**Inclusion, Diversity, Equity, and Anti-Racism Leaders (IDEALS):** highlights include developing a speaker series, monthly book club, and engaging morning meeting/advisory content

**DEIA Resource Library:** 4 new resources and 113 visits this month.

Q1: Progress on org-wide goals

75% of org-wide goals are on-track to achieve their objectives by the end of the year



While most goals are tracking with their milestones, four goals have been delayed as we prioritize other initiatives



# Board matters

- Board goals
- Nominating committee update

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF ASCEND CHARTER SCHOOLS**

The Board of Trustees of Ascend Charter Schools (the “Board”), a New York education corporation, at a duly constituted meeting of the Board held on November 10, 2021, hereby approves and adopts the following resolution.

**BE IT RESOLVED**, that the Board hereby requests from the SUNY Charter Schools Institute a planning year to delay the opening of Brooklyn Ascend Charter School 6 to September 2023; and

**FURTHER RESOLVED**, that the Board hereby requests from the SUNY Charter Schools Institute a planning year to delay the opening of Bushwick Ascend Charter School’s high school to September 2023.

Adopted: November 10, 2021

DocuSigned by:

*Stephanie Mauterstock*

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Chair, Ascend Charter Schools Board of Trustees