



**Board of Directors Meeting  
December 10, 2025  
Minutes**

**CCPCS Board Member Attendees (in-person):** Josh Boots, Jerenze Campbell, Neville Waters, Martin Griffin, Ammena Nazeen, Dave Dugan, Margaret Horn

**CCPCS Staff Attendees:** Russ Williams, Kelly Dickens, Rhonda McNeil

**I. Call to Order & Chair Welcome**

Chairman, Neville Waters opened and welcomed everyone to the meeting. He provided a brief overview of the meeting agenda.

**II. Routine Business**

1. Approval of Minutes

Motion to the board to approve the prior meeting minutes. Motion was seconded. All members approved the minutes (with proxies for some members).

**III. CEO Update**

1. Russ started his report with visuals from Reading Buddies. A program which is across some campuses. It's helping to access ELA as well.
2. Brightwood kids were able to visit Echo Hill for an overnight outdoor trip. It was great to see the kids get out and in a different environment. They're getting experience, learning and getting out into the broader world.
3. We had Mock Interviews with the middle school students to start preparing them for high school applications. \*If anyone is interested in helping, please let us know.
4. There were a few pictures showing spirit week and attendance incentives. There was a fun snacktime at the Shaw campus.
5. Some of the kids at Petworth had the opportunity to visit Howard University. They were able to see the gym and meet some members of the football team. We think this will give them an idea about college and start thinking that way.
6. DC Urban Debate League - three campuses participated. Some Petworth kids medaled and received recognition. This could have them thinking about careers they never thought about before, such as politics or law as examples.
7. Congress Heights students had the opportunity to visit Hansel Hill Farm. They were able to touch and pick up animals. They had a great time and this was a good experience for them.
8. Makerspace visits are great for the kids, they love going there and working on projects. We have a bus dedicated to the Makerspace to shuttle kids from schools and back. We also had a donation from ITT of about 100 bot kits.

- Russ testified at a council hearing for budget and funds. Russ makes sure to slip in the Makerspace during hearings. He's working to get some Government funding for Makerspace programs.
- December Audited Enrollment - all campuses are doing well except Shaw (which we spoke of before).
- 3 - Go Fellows for 2025-2026 @CCPCS  
2 - Supporting algebra (Petworth and Shaw)  
1 - Supporting SPED (Cap Hill)
- Still exploring ways to increase partnerships for next year.
- There were sound system (s) upgrades for all campuses. This is an enhancement for programs like drama, musicals and other programs at the schools.

#### **IV. Makerspace Advisory Board (proposal)**

- The advisory board would meet once a month on the second Wednesday with the exception of December and maybe July and August
- It would be donors and previous board members
- Just an Advisory Board, not connected to the Board of Directors
- The first meeting is scheduled. We have Brandee Haas to lead this group.
- Members we are thinking about are Govind, Bartley, Tom, Areesah and Kelli has a corporate person she'd like to add to the Advisory Board

#### **V. ADW Lease Update**

- Call with M. Shelton
- Previewed lease renewal terms
- Balancing NoMa PSF rent (aligning)
- ADW to consider lower annual increase
- Discussion of Annex - LT ground lease

(Russ had a great talk with Michelle)

#### **VI. Break**

#### **VII. HR Staffing update (by Kelly Dickens-COO)**

- We will need to make changes due to significant shifts
- We have about 285 employees at this time
- We are working to be more intentional and more structured than before
- Post-pandemic upticks of ER matters (attendance issues, corrected actions and conflicts)
- Existing HR Staff has to balance recruitment, onboarding, compliance and benefits with a full caseload of ER issues
- Explored approaches; keeping cost containment in mind; expanding current roles or additional FTEs
- Redistribution of work did not meet the need for consistent investigations, etc
- Consulted with a third-party Non-Profit HR to help with consultative options
- Decision & Operational Rationale a Sr EE Advisor - a single point of accountability for ER case leadership as well as the other matters that need attention. Next steps are to finalize job description and begin sourcing in early 2026

#### **VIII. Chair Emeritus discussion**

We would like to honor Tom O'Hara with a Chair Emeritus position. It's an honorary position, not a Board position. This was discussed on the Governance call with no adversity. Motion brought to bestow Tom with this Honorary Title. Motion seconded. Tom O'Hara is now Chair Emeritus

#### **IX. Committee Reports**

1. Academic Committee - Josh explained we're making great progress so far. Also

Congress Heights had the 3rd highest middle school scores in DC

2. Finance Committee - Jerenze says we are in a good financial state; money is good
3. Governance Committee - Ammena discussed the succession plan for the CEO; will make adjustments in case something happens to the current CEO. WE must have a contingency plan in place. Also, we must get another board member to round out the Board. She also said we need to keep up with yearly paperwork such as the Conflicts of Interest and other policy paperwork
4. Development Committee - Updated by Russ informally, he told the Board that we received a Snap-On donation of \$5,000. We have also received \$1,500 from Lydia and Marco Delpio. Also, our team of Frontwood and FundEd are working on a few things as well

Motion brought to close the meeting and get ready for the Executive Meeting, motion seconded. Board went into the Executive Session

#### **X. Executive Session (closed)**

#### **XI. Adjourn**

\*Pursuant to DC's Open Meetings Act please note that portions of the meeting will be a closed session to discuss the appointment, employment, assignment, promotion, performance evaluation, compensation, discipline, demotion, removal, or resignation of government appointees, employees, or officials, or of public charter school personnel, where the public body is the board of trustees of a public charter school [Citation: D.C. Official Code § 2-575(b)(10)]. 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](mailto:opengovoffice@dc.gov)

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