



APPROVED MINUTES
MEETING OF THE BOARD OF DIRECTORS
Greater Los Angeles Education Foundation

Wednesday, October 30, 2024

An annual meeting of the Board of Directors of the Greater Los Angeles Education Foundation (GLAEF) was held on Wednesday, October 30, 2024, at the Los Angeles County Office of Education Board Room.

Present: Mr. David Sanford, Ms. Elizabeth Graswich, Ms. Andrea Foggy-Paxton, Ms. Gloria Rogers, Mr. Chris Steinhauser
Others Present: Ms. Kerry Franco, Ms. Alexandra Roosa, Mr. Sam Gelinas. Ms. MariaElena Hege

CALL TO ORDER

Ms. Gloria Rogers called the meeting to order at 2:05 p.m.

APPROVAL OF THE AGENDA

Ms. Rogers reported that there were no changes to the Board agenda.

It was MOVED by Mr. Steinhauser, SECONDED by Ms. Graswich. All approved; none opposed.

PUBLIC COMMENTS

NONE

APPROVAL OF MINUTES

July 9, 2024 minutes were approved as presented.

It was MOVED by Ms. Graswich, SECONDED by Ms. Foggy-Paxton, and CARRIED to approve the July 9, 2024 minutes as presented. All in favor; none opposed.

AD HOC COMMITTEE REPORTS

Ms. Franco expressed gratitude to the board members who dedicated their time and energy to these important initiatives.

The Board Recruitment Ad Hoc Committee, led by Dr. Duardo and David Sanford, aimed to strengthen the recruitment process for the foundation’s Board of Directors. This initiative was designed to enhance the visibility and development of GLAEF leadership within the regional philanthropic community. The committee developed a comprehensive



recruitment process that includes outreach materials, evaluation tools, and selection protocols.

Ten applications were submitted for the board vacancy. GLAEF received an additional six inquiries from people who expressed interest in the position and hoped to learn more in the future. The committee conducted five interviews, and the committee is excited to present an outstanding candidate for the remaining board seat. Ms. Franco added the intention to expand the Board and the conversation on the ability to add a student member.

The Compensation Ad Hoc Committee, comprised of Dr. Perez, Chris Steinhauser, and Gary Newman met to establish the formal goal and desired outcomes. They include:

- Goal 1: Create a fair, transparent, and competitive compensation policy that aligns with organizational goals, industry standards, and employee expectations, ensuring consistency and equity across all roles.
- Action: The committee will review the Compensation Report and validate the data to develop a compensation framework.
- Goal 2: Present formal recommendations at the June 25, 2025, Board of Directors meeting.
- Action: The committee will meet monthly to develop formal recommendations.
- Goal 3: Develop a compensation framework that ensures fair and competitive pay for all roles while also supporting the organization's long-term sustainability and financial health.
- Action: The committee will review current compensation packages to formalize compensation criteria and establish clear policies for bonuses, merit-based increases, and promotions.
- Goal 4: Review and implement Compensation Study recommendations.
- Action: After the review and data validation are complete, the committee will collaborate with staff to fully implement the recommendations outlined in the report.
- Goal 5: Review and approve performance evaluation for staff.
- Action: The committee will review staff goals, approve the performance evaluation framework, and work closely with staff to ensure their full implementation.
- Goal 6, the committee will address compensation for the President and senior staff.



- Action: Review the organization’s development and fundraising goals, determine a holistic assessment process for potential staff bonuses, and define a clear procedure for awarding bonuses when objectives are met.

Ms. Rogers asked for a motion to nominate Dr. Iris Zuñiga as a Director of the Greater Los Angeles Education Foundation Board. It was MOVED by Mr. Steinhauser, SECONDED by Ms. Foggy-Paxton, and CARRIED to nominate Dr. Zuñiga as a member of the Board of Directors. All in favor; none opposed.

Ms. Rogers shared that Dr. Zuñiga had accepted her nomination to join the Board of Directors. All approved; none opposed.

PRESIDENT’S REPORT

Ms. Franco informed the Board that they received her report regarding updates on the new meeting format, board engagement plans, marketing and communications update, office space update and two upcoming events.

Ms. Franco provided the following key updates:

- Changes to board of directors meeting agenda format: GLAEF staff appreciate the Board’s feedback and strong interest in hearing more about our programs and initiatives at the Foundation. In response to this request, the team is pleased to introduce slight changes to our agenda format. The goal was to streamline the Board's operations, maximizing time together for meaningful engagement in the Foundation’s programmatic work.
- Board Engagement Plans: Since July, Ms. Franco has successfully met with each board member to outline engagement plans for the 2024-2025 year.
 - During these meetings, members discussed their commitment to supporting the Foundation by participating in events and championing programs and initiatives. Additionally, members pledged personal gifts or commitment to fundraising efforts.
 - Members were asked to sign engagement plans and conflict of interest forms, formalizing their commitment by October 30, 2024.
- Marketing & Communications Update: GLAEF remains committed to executing its strategic work plan.
 - The first annual report for GLAEF is expected to be released on November 7, marking a significant milestone for the Foundation. The report will provide a transparent and comprehensive overview of the Foundation’s achievements, financial health, and impact over the past year. As an accountability tool, the



report will help build trust with donors, stakeholders, and the public by showcasing how funds are being utilized to support the mission.

- The September 2024 newsletter was released with a fresh new design.
 - Two press releases were issued for the Inglewood Youth Education Fund and Stitch.
 - Features in two articles highlighting the LA Impact Hub Teen Tech Centers.
 - A total of 26 posts were published across three key platforms—Instagram, X, and LinkedIn—expanding GLAEF's reach and engagement across diverse audiences.
- **GLAEF Office Space Update:** Significant progress has been made toward securing new permanent office space. A draft rendering has been received, and Blue Space Interiors is assisting with the process of obtaining a general contractor and architect to ensure appropriate project management. Final quotes are being collected, and the team is preparing to move forward with the project, aiming for completion within the fiscal year. Efforts to secure funding opportunities to underwrite this project are underway.
 - **Upcoming events:**
 - Join Us for the Inaugural Los Angeles County State of Education Celebration on Thursday, November 7, 2024, at the Queen Mary in Long Beach.
 - GLAEF will be participating in Giving Tuesday this year. Details on how you can support will be forthcoming.

Ms. Franco concluded by sharing in the excitement for the continued growth in service of the GLAEF mission.

FINANCE

Ms. Rogers provided the following finance update:

- **Statement of Financial Position:** GLAEF's total assets increased by \$14.5M in FY24, including a \$12.75M endowment and several major grants. Liabilities increased by \$302K, and FY24 closed with a \$14.2M surplus, bringing the Foundation's total equity to \$19.1M.
- **Budget vs. Actual:** GLAEF ended FY24 with a total favorable budget variance of \$14.8M, driven by \$12.75M endowment and \$1.4M grant. Expenses finished with a favorable variance of \$990K due to savings in salaries, grant disbursement, event sponsorship costs, and professional services.
- **Projected Cash Flow:** GLAEF's beginning cash and investment balance is \$6.5M, consistent with the Board-approved FY25 budget.
- **Fiscal Sponsored Projects:** Two new projects were unanimously approved by GLAEF staff.



- EmbraceAbilities Project: Supporting LACOE’s Special Education and Inclusion Division with \$20K in private donations for a Learning Institute.
- Inglewood High School (IHS) Marching Band Fundraising Campaign: Assisting in raising \$300K for their participation in the 2025 National Independence Parade in Washington, DC.

CONSENT AGENDA

Ms. Rogers introduced the Consent Agenda, noting all items were provided in advance for the Boards review. She confirmed that unless a board member or member of the public requested an item to be pulled for further discussion, the agenda items would be approved as presented.

- Acceptance of Funds for the period of July 1, 2023 through June 30, 2024.
- Approval of Inglewood Youth Education Fund Statement of Activity, including:
 - A 2.5% administrative fee upon initial receipt.
 - An annual 1.75% administrative fee (excluding eCIO quarterly investment management fees).
- Approval of Inglewood Youth Education Fund Grant Recommendations.

It was MOVED by Mr. Steinhauser, SECONDED by Mr. Sanford. All approved; none opposed.

GLAEF PROGRAM UPDATES

Mr. Gelinas provided updates on the exciting programs that are made possible through GLAEF:

INGLEWOOD YOUTH EDUCATION FUND

- \$12.75M fund dedicated to support youth in Inglewood in the following areas: tutoring, college access, design and innovation, scholarships, and addressing chronic absenteeism.
- GLAEF conducted interviews with LACOE leadership and City/County representatives; held strategic listening sessions with nonprofits, funders, residents, educators, and parents; presented at the Clippers partner convening; and identified 32 organizations for potential funding through a service inquiry form.

MANDATED SUPPORTER TRAINING

- Pilot training launched for select districts in 2024/25 to reform mandated reporting practices
- Event on October 21, 2024, at Almansor Court engaged 40+ Districts and 150 district administrators, focusing on centering students and families



TEEN TECH CENTERS

- All five ARP-funded Teen Tech Centers will be open by the end of 2025.
 - Openings scheduled: Boys and Girls Club Metro LA at Watts/Willowbrook (Nov 2024), Weingart East LA YMCA (Dec 2024), Long Beach YMCA (Jan 2025), Antelope Valley (Sept 2024)
- 450 students served to date, \$930K of ARP funds administered (nearly half of \$2M allocated).
- Plans are underway to open additional centers in El Monte, Southeast LA, Compton by 2025, and finalize partnership with Probation to open a Teen Tech Center at Barry J. Nidorf.

YOUNG INNOVATORS ACCELERATOR

- Year 2 launched in September 2024 with six Teen Tech Centers participating.
- 60 students pitched innovative solutions.
- Contracted with the Los Angeles Economic Equity Accelerator & Fellowship (LEEAF) to provide training and program implementation.
- Final Pitch Competition to be held at Spotify HQ on December 5.

COLLEGE & CAREER ACCESS

- GLAEF is investing in LACOE's capacity to expand dual enrollment.
- LACOE's CTE team has hired 2 staff members dedicated to dual enrollment.
- GLAEF and LACOE's data team presented at CTE's GSPP Launch event in August
- Upcoming trainings: Equity Goals, Reporting, Program Integrity and Credit Transfer (Nov 7); Finance, Course Access and Availability (Dec 11), Instructor Capacity and Navigational Supports (Apr 2), Celebration of Model Programs (May 14)

ENGLISH LEARNER WORKFORCE INVESTMENT NETWORK (EL-WIN)

- Contracting with TNTP to lead the EL-WIN LA County project.
- TNTP will work closely with GLAEF, MAS and Head Start to build sustainable district and IHE partnerships that will create a workforce pipeline for UPK/TK educators who can serve MLLs

STITCH & PST ART

- Stitch officially launched and is the most viewed page on the GLAEF website!
- The platform features over 1,000 unique programs.
- GLAEF is hosting a 4-part PST ART educator webinar series throughout 2024/25.



EXPANDED LEARNING & ENRICHMENT COMMUNITY OF PRACTICE (E&E COP)

- The program focuses on high school enrichment and expanded learning programs in LA County, and will include funding, 1:1 Coaching, a Community of Practice, and strategic storytelling.
- Five school sites selected for support, with the CoP kickoff scheduled for January 23, 2025.

MULTILINGUAL RESEARCH

- Partnering with LACOE's MAS Unit and Stanford's CSET to produce a white paper on secondary teachers' experiences serving EL/MLL students in LA County.

COMMUNITY SCHOOLS INITIATIVE

- Supporting 21 schools serving 27,094 students and providing technical assistance to 302 schools countywide.
- Focus areas include sustainability, transformation zones, and evaluation.
- Site visits with the Ballmer Group planned for January 2025.

GREEN SCHOOLS & SUSTAINABILITY

- Partnering with Green Schools National Network to develop a five-year Sustainability Plan addressing leadership, curriculum and instruction, culture and climate, and facilities and operations.

OTHER BUSINESS

Ms. Graswich informed the group that the inaugural State of Education will be held on November 7, and the Superintendent's Collaborative will be held November 8, both at the Queen Mary, and the Annual Report will be released that same week.

BOARD MEETING CALENDAR

Ms. Rogers informed the Board that the last item on the agenda, before adjournment, was to review the board meeting calendar. The next meeting is the Annual Board Meeting, which was designated at the annual board retreat, scheduled for Wednesday, January 15, 2025, from 1:00 PM to 5:00 PM.

ADJOURNMENT

It was MOVED to adjourn at 3:57 p.m. by Ms. Rogers; SECONDED by Ms. Franco. All in favor; none opposed.