

Minutes of 4th RCHK Council Meeting 2025/26

4 pm on Friday, 20th March 2026

Present:

Principal (ex-officio)	Harry Brown (HB)
CEO's nominated representative	Mark Blackshaw (MB)
Parent Representative	Joyce Yung (JY)
Community Representative	Earl Deng (ED)
Staff Representative	Marta Drzewakowska (MD)
Staff Representative	Rhys Thomas (RT)
Staff Representative	Lilian Wong (LW)
Secretary	Alice Har (ALH)

Absent with Apologies:

Chairman	Lisa Lau (LL)
Parent Representative	Irene Wang (IW)
Parent Representative	Mehul Tanna (MT)
Community Representative	Peter Pang (PP)

In attendance:

Business Manager	Anney Chan (ASC)
Chief Financial Officer	Vivian Cheung (VC)
Community Rep/ Finance Sub-com Chair	Gideon Ho (GH)

1. Welcome and Introduction (LL)

- 1.1 As LL was absent with apologies, HB welcomed parent representative Joyce Yung (JY), co-chair of RAPT, who stepped in for Jerry Siu to join the council meeting.

2. RCHK budget proposal for 26-27 (VC)

- 2.1 The average tuition fee increase is proposed at 4.1%.
- 2.2 Teaching and senior staff salaries will increase by 3%, while support staff (including EAs) will receive a 3.5% increase.
- 2.3 The College is in a stable and strong financial situation. The uptake of nomination rights remains robust and is expected to increase with the opening of the Renaissance College Kindergarten in August of this year. Enrolment is very strong, with many students on the waiting list.
- 2.4 The proposal has already received support from the Finance Committee, Remuneration Committee, Committee of Parents, Committee of Principals, and Committee of School Council Chairs.
- 2.5 The final decision will be made by the Board the following Monday, and the Board is expected to support the proposal. (Post-meeting note: Items 2.1 and 2.2 have been approved by the Board).
- 2.6 Gideon Ho, the convener of the finance subcommittee, confirmed he had nothing further to add to the circulated notes and the presentation.
- 2.7 A new learning support teacher will be added to the primary school, funded by the scholarship fund. This will allow the Head of Learning Support to be available to the new kindergarten, ensuring a smooth transition for incoming students.

- 2.8 Due to the school's strong financial position, management plans to present proposals for construction projects later this year or early next year, based on three ongoing feasibility studies. These projects will require a significant loan.
- 2.9 Consensus was reached among the council members , the budget for the next year was approved.

3. Confirmation of minutes of the last meeting

The minutes of the previous meeting were confirmed and approved without amendment.

4. Matter arising

- 4.1 ED expressed concern over potential high costs, asking if AI tokens would be budgeted for students in the future, as this could significantly increase subscription costs.
- 4.2 HB asked ALH to arrange for Vice Principal of ICT, Stu Lowe, to attend the next meeting to provide a detailed update on the school's AI strategy, including student access and developments both locally and across ESF.

5. Principal Reports (HB)

- 5.1 There are currently 996 students in the Primary School and 1,139 in the Secondary School, totalling 2,135 students College-wide.
- 5.2 ESF has approved the addition of a Primary LET teacher so that the Head of Primary LET can consult with educators and parents at the new Renaissance College Kindergarten. Recruitment for this post, along with a replacement position in Secondary Theatre (due to a transfer to another ESF school), is ongoing.
- 5.3 Primary and Secondary school leaders participated in shared Impact Walks with Discovery College on 16th and 17th March. Key findings and learnings will be shared with staff.
- 5.4 The first RCHK 20th anniversary planning meeting was held on April 14th. RAPT members would join this meeting to organize the celebration.
- 5.5 School activities for March and April were announced. The RAPT-sponsored Joyful Fruit Day was held on 22nd April.
- 5.6 Updates on the Impact Walks were provided. Feedback from the partner school (DC) indicated that the experience was highly beneficial and collaborative.

6. Business Manager's Report (ASC)

- 6.1 2025/2026 P&L Report as of 31/01/2026
- 6.1.1 Incomes
- Tuition fee incomes are above the forecast (2,135 students now– budget was based on 2,124 students).
 - Interest incomes and rental incomes are below the forecast.
- 6.1.2 Expenses
- Staff expenditures (71% of the total expenses) are within the budgetary limit set for this year
 - Other expenses are well-contained, except for repair and maintenance and teaching materials
- 6.1.3 Interim result

- Surplus of 4.9 MHKD as of January 2026; however, that includes some EOTC/CAS trips refund to be arranged, which will reduce the surplus.

6.2 Capital Income update (2025/2026)

INR Individual Nomination Right (for the academic year 26/27) – HKD14.1 M

A total of 41 applications have been received so far; 35 of them have paid in full, 2 applicants declined the offer, and 4 were unaccepted and refunded, amounting to HKD14.1M.

6.3 Capital Works Projects for 2025 – 2026

6.3.1 Basketball Backstop system replacement (target for installation is during the summer break)

6.3.2 A series of feasibility studies for PAC & the New Annex Block will continue discussions with ESF FDD regarding the next steps.

7. **Committee Reports**

The minutes of the Finance Subcommittee Meeting held in March 2026 were attached at the end of this minutes for reference.

8. **ESF School Council report**

8.1 Teacher attrition and recruitment - 68 teachers have been replaced so far within the system. The teacher attrition rate is considered extremely low. Recruitment process is strong, 88% completion rate. HR is on track to fill the remaining openings, with over half currently at the interview stage.

8.2 HR system update – Less than 3 weeks away from completing the testing phase for the new HR system – Workday and PeopleSoft. The second testing cycles would be completed by the end of March. Pilot Schools have participated in User Readiness Reviews to refine the system ahead of the target deployment date of 20 May 2026. RC is one of the pilot schools for the system.

8.3 ESG Pulse Check and Symposium – The inaugural ESG Symposium was held at Shatin College last month, attended by over 130 students and 30 staff. Prior to the event, a system-wide survey on ESG (environment, social and governance) received over 5,000 student responses, which demonstrates high student engagement on the topic.

8.4 ESF Hub Implementation – The two previous systems, Toddle and Sentral, have been integrated into a new platform called ESF Hub. ESF was moving into phase two of the ESF Hub rollout. All primary schools and selected secondary and all- through schools adopt the platform in August. Workshops have been held to provide to schools.

8.5 School Enhancement Reviews (SER) – ESF has successfully completed all five schools (PS, IS, BHS, DC and SIS) Enhancement Reviews scheduled for the 2025/26 academic year. The resulting reports provide evidence-based findings to help these communities prioritize enhancement strategies. Procedures will be appraised this term in readiness for six more schools visit in 2026/27.

8.6 ESF Carbon Audits – Data analysis was underway, alongside the collection of staff and student travel data. It was on track for completion by June 2026.

9. **AOB**

None

10. **Date of Next meeting**

28th May 2026

(Meeting adjourned at 5:10p.m.)